The Career Path Development Project Plan & Timeline

UVM launched the Career Path Development project in Fall 2022. The scope of the project is to develop a new job architecture (classification system) for all classified staff positions. There are 4-phases of the project plan with a clear timeline from start to finish of each phase. This is illustrated in the image and text and below.

1. PROJECT PLANNING AND DISCOVERY ✔

THIS PART OF THE PROJECT HAS BEEN COMPLETED.

This phase finalized and validated project scope and objectives, developed a project timeline and initial communication and engagement strategy, and conducted stakeholder sessions and current state analysis.

2. JOB ARCHITECTURE AND UPDATED JOB CATALOG

IN PROCESS (WITH TARGET COMPLETION IN AUGUST 2023)

This phase includes designing key components of our new job architecture (job families, sub-families, career streams, level guides), mapping of current positions to the new job architecture, and proposing titling.

3. COMPENSATION PHILOSOPHY AND BENCHMARKING

TO BEGIN IN MAY 2023 (WITH TAGET COMPLETION IN SEPTEMBER 2023)

This phase includes reviewing and updating UVM's compensation philosophy, determining market benchmarking methodology, analyzing market data and developing salary structure, and developing compensation administration guidelines.

4. COMMUNICATION STRATEGY & IMPLEMENTATION

IN PROCESS (RUNS THROUGH ENTIRE PROJECT TIMELINE)

This phase includes creating a roadmap for communicating the new architecture and coordinating a communication timeline with the phases and milestones of UVM's Career Path Development Project. Also includes developing roll-out strategy and training materials for implementation of new job architecture.