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 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 TARGET 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.