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KNOWLEDGE SOLUTIONS

DATA SHEET

Career Development

Transition Today's Learners into Tomorrow's Leaders

93%
OF EMPLOYEES
would stay at a company longer if it invested in their careers

*LinkedIn, ***Workforce Learning Report***

Too often, employees only use their organizations' learning management system when they are required to do so.

Employees who have the option to view and pursue learning activities focused on career development are likely to explore the LMS more frequently.

Meridian Career Development has functionality to give users insights into potential career paths available across your organization. Workers can search for new roles, view details about the position, discover courses to bridge the gap between their current and desired new role and save the information to a personalized list.

Employee knowledge & skills are your organization's most valuable assets.

Today's workforce expects their organization to offer career development opportunities. Now you can improve retention rates by arming employees with the ability to continuously develop their knowledge, increase skills and forge their own career paths. With Meridian LMS Career Development, you can:

- Quickly on-board employees who are new to the organization or to their role
- Strategically plan training to address knowledge and skill gaps
- Automate import of competency-based performance data into the LMS to highlight areas for development
- Increase employee satisfaction levels

Empower your employees via learning

Move past simple compliance training and tailor career pathways for individual employee development. Now you can:

- Give employees better visibility into available opportunities
- Help staff forge a path from their current role to potential future job
- Recommended training to promote competencies required for growth
- Quickly add new training to their development plan

Meridian LMS Career Development clearly connects training opportunities to competencies necessary for the organization, making it easy to guide staff to acquire skills to meet future business needs.

Key features:

Career Explorer: Helps employees to find jobs that may interest them.

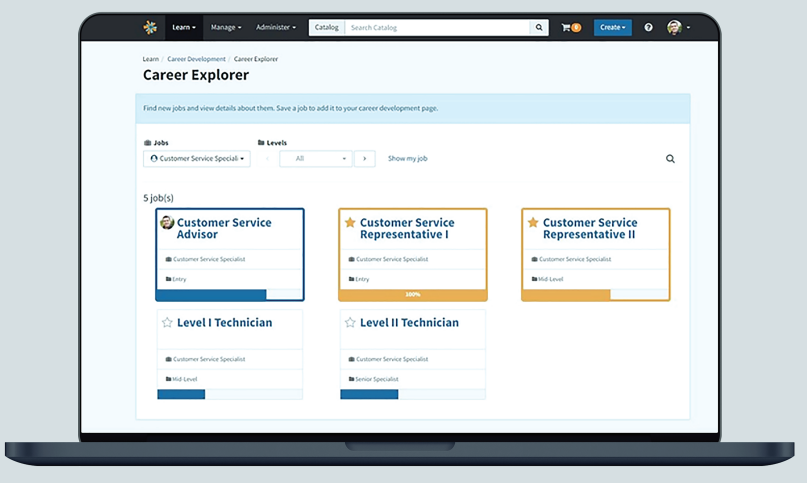
Gap Analysis: Provides a summary of competency and training needed to ready an employee for a new position.

Development Plans: Offer a selection of recommended training to gain desired competencies

Oversight: Gives managers visibility and input into employee development plans..

Performance Data: Includes 360 degree feedback tool to capture ratings.

Integration: Import competency - based performance data to drive gap analysis with manager reviews, 90-day interim evaluations and more.



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