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## **Central Characteristics of Career Ladder Development**

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### **Effective career ladders projects:**

- Clearly define the competencies required for occupations along the career ladder.
- Map career paths that are realistic for the baseline skills of the employees.
- Create interim steps that increase employee' ability to move to higher steps along the ladder.
- Develop training systems that are accessible and provide needed support.
- Are aligned with educational institutions granting credentials and with credential requirements of regulatory authorities.
- Provides clear information to employees on career advancement opportunities and educational/training requirements.
- Provides effective and widely available recruitment and screening opportunities for employees.
- Draw on instructors from the workplace in addition to traditional academic instructors.
- Lead to increases in employee advancement (wages and/or promotions).
- Lead to increases in numbers of employees pursuing educational/training plans.
- Uses technology as appropriate to increase learning opportunities.