

MEETING OBJECTIVES, EXPECTATIONS, AND TIMELINE WHERE ARE WE TODAY



- Review data
- Develop project plan
- Stakeholder interviews and focus groups
- Compensation philosophy guiding principles
- Preliminary communication and change management strategy
- Job framework
- Map positions to the job/titling framework
- Create/update job descriptions
- Stakeholder briefings
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- Analysis of compensation
- Salary structure
- Preliminary cost analysis
- Salary administration guidelines
- Stakeholder briefings
- Analysis of benefits and work/life and leave structures
- Gap analysis and recommend solutions
- Finalize program based on stakeholder feedback
- Finalize communication and change strategy
- Deliver targeted communications
- Training for ongoing program administration

Starting Phase 2 with Job Framework development

Nearing completion of major Phase 1 work steps

PROJECT UPDATE

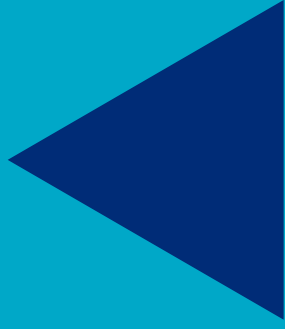
Completed

- Stakeholder Interviews and Development of Compensation Philosophy Guiding Principles
- Job Framework Workshop with TTC Planning Team on June 20th
 - Developed consensus on several foundational job framework components:
 - Career Streams
 - Job Families / Sub-Families (preliminary)

Upcoming

- Job Framework Working Sessions
 - Continue discussions with TTC Planning Team to refine framework components:
 - Career Levels
 - Work Dimensions (Job Level Descriptors)
- Demo JDXpert Job Description Software Tool

JOB FRAMEWORK OVERVIEW



BUILDING BLOCKS OF A JOB FRAMEWORK

“Job Framework” describes a process for organizing jobs based on similar nature of work.

Best practice is to develop and implement a common job framework that can be used across the organization by all institutions

For employees, a framework for organizing jobs for pay and classification purposes. It can be a foundation for understanding future career progressions.

For HR, it facilitates benchmarking, job classification, and workforce planning and analysis.

BENEFITS OF COMMON JOB FRAMEWORK

For managers, it makes it easier to communicate how jobs are assigned to pay structures based on responsibilities and requirements.

For institutions and the System, it provides overarching structure and guiding principles for organizing jobs more consistently

JOB FRAMEWORK PROCESS CAREER STREAMS



JOB FRAMEWORK CAREER STREAMS

- **Career stream**, or career path, is defined as a career type within the organization characterized by unique responsibilities and requirements.
- Career streams help define the job framework at the most basic level.

– *Illustrative*–

ORGANIZATIONAL CONTRIBUTOR

- May provide administrative and/or technical support for UW activities, processes and projects.
- Responsible for delivering and executing the activities and deliverables required to meet the strategic objectives of the organization.
- May demonstrate technical depth in one or more disciplines and viewed as technical SMEs.

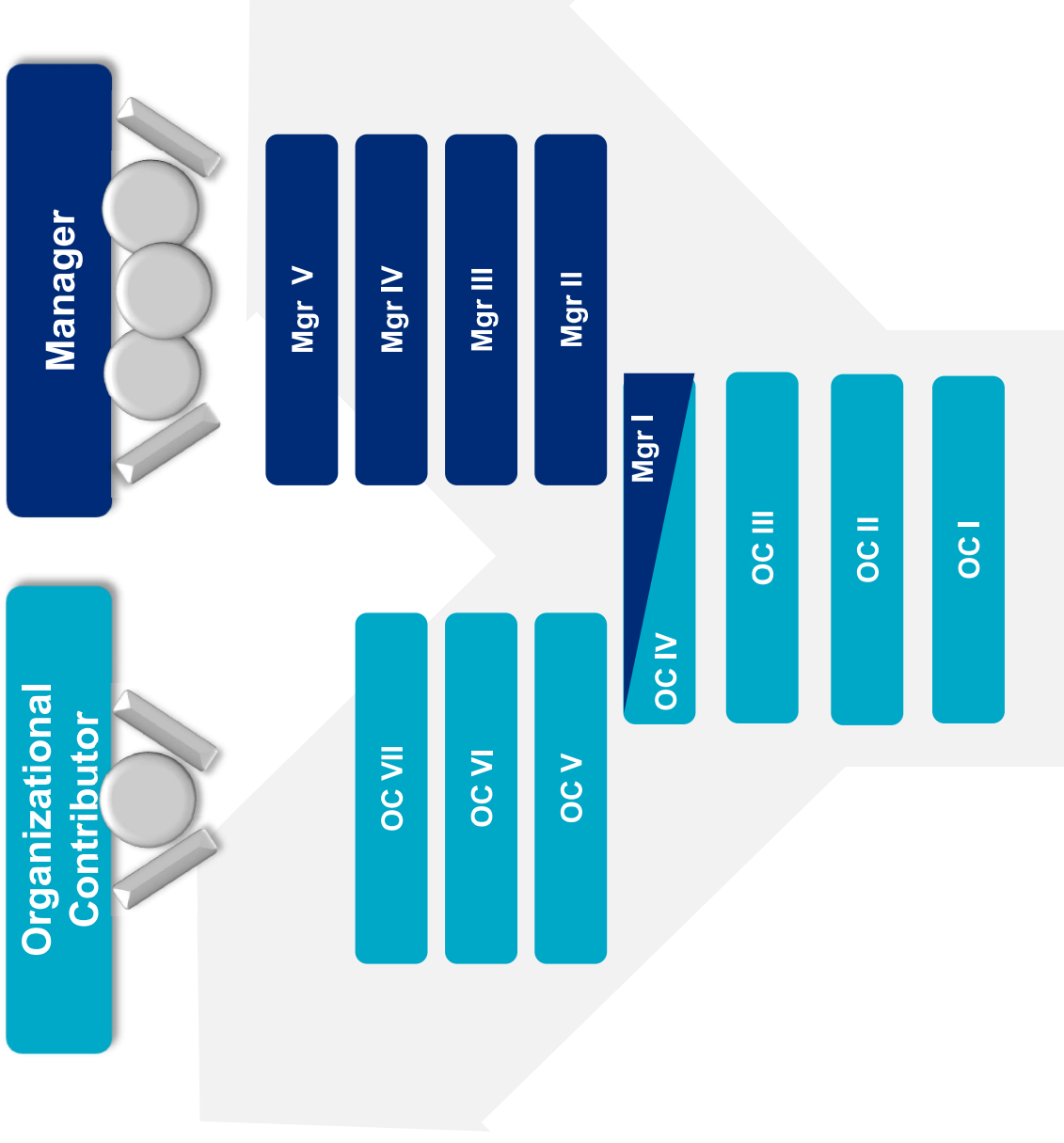
MANAGER

- Has budget responsibility for the unit and/or
- Accountable for people and performance management of the team, and/or
- Responsible for the strategic and/or operational direction of a unit or program



Note: The UW definitions for organizational contributor and manager career paths are still under development

CREATING THE JOB FRAMEWORK THE “Y” CAREER STREAMS



OVERVIEW

- 2 career streams with dual career paths
- Provides distinction between Organizational Contributor and Manager tracks
- 8 overall career levels (Illustrative):
 - Manager: 5 levels
 - Organizational Contributor: 7 levels

– Illustrative–