The Importance of Career Development for Supervisors

Below are talking points that you can use in your role as a Career Development Facilitator to discuss the importance of career development with supervisors.

What is Career Development?

- Career development takes on many different forms, depending on the employee and where they are in their career.
- It may include activities such as determining career goals, understanding personal and professional interests, exploring job options, and identifying the training and developmental opportunities needed to accomplish goals.
- In short, career development is anything that employees can do to help them reach their goals.

Why is Career Development Important?

- As a supervisor at VA, you have the important job of building high-performing teams to help the agency accomplish its mission of supporting Veterans and their families.
- Promoting an effective career development system is at the root of building high-performing teams because it helps the agency recruit employees, engage and retain talent, and develop a strong workforce.
- These things all contribute to establishing an effective career development system that has a balance between the employee's career needs and the organization's work-force requirements.
- In fact, organizations with career development systems are 6 times more likely to engage employees, 4 times less likely to lose employees, and 2 times more likely to be productive.[1]
- Additionally, it results in 51% less turnover and 27% less absenteeism while increasing profitability by 12% and productivity by 18%.[2]

How Can Supervisors Help Employees Take Charge of Their Career Development?

- Talk to your employees regularly about the ways they can develop their careers.
- During these conversations, you and your employees should discuss their overall career goals, and together, identify ways to move toward accomplishing those goals.
- If you want to learn more about how to help employees take charge of their career development, visit MyCareer@VA and take the Retaining Top Talent and Having Developmental Conversations courses.

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[1] Scales, Melvin J. "Developing Talent: How Career Opportunities Drive Business Performance." 2010. http://www.right.com/thought-leadership/e-newsletter/developing-talent-how-career-opportunities-drive-business-performance.pdf.

[2] Harter, James K., Frank L. Schmidt, Emily A. Killham, and James W. Asplund. "Q12® Meta-Analysis." Gallup Consulting. January 2013.