**Individual Career Plan**



How to use this doc:

* Take the time to **reflect** on what you value most in your work and what will give you increased career satisfaction
* Capture career and skill development goals and **plans** to achieve them
* This document will be updated periodically over the next 14 weeks
* Post-graduation update this document quarterly

**Step 1: Reflect**

***What’s important to you in your work, and where do you want to go in your career?****I value continuous learning, creativity, collaboration, and building solutions that have real impact. I want to grow into a role that allows me to combine technical expertise with strategic thinking, ideally as a software engineer or data analyst with long-term goals of becoming a team lead or product manager.*

| **Think of a time you were super fulfilled in your work. What opportunities do you see to replicate that?** | **What are you most excited about regarding securing a role in tech after graduation?** |
| --- | --- |
| One of the most fulfilling experiences in my career was being part of the Flexcube core banking application upgrade at my previous workplace, where we migrated from version 11.2 to 15.3. It was a major project that involved significant customizations, added restrictions, and collaborative efforts across the entire department. Completing this complex upgrade on time was not only a huge success for our team, but it also brought real excitement and benefit to the entire bank and its customers. | I'm excited about entering a fast-paced field where I can keep learning, be part of innovation, and grow alongside passionate professionals. I'm particularly eager to work on real-world problems, use data or software to solve them, and see measurable results. |
| **Identify any specific challenges or barriers you may face while working towards achieving your career goals, and how you plan to overcome them.** | |
| Limited industry experience.  Balancing learning new skills with job responsibilities.  Plans to overcome: Complete internship. Join communities and seek mentorship | |

***What do you want to be doing...***

| In 6 months | Working in a full-time entry-level tech role (e.g., software developer or data analyst). Continuing to build technical skills and become more confident on the job. |
| --- | --- |
| In 1 year | Becoming proficient in my role, contributing to projects independently, and beginning to lead small features/tasks. |
| In 3 - 5 years | Stepping into a leadership position like tech lead or project manager. Possibly pursuing a specialized certification or master's degree. Building long-term impact in a product-focused team. |

**Step 2: Plan**

***What specific skills do you need to build in order to achieve your career goals?***

| **Area** | **Skills** |
| --- | --- |
| Technical/ Role related | SQL, PL/SQL, Java, Data Visualization (Power BI, Tableau), Data analysis, Core Banking Systems (Flexcube), APIs/Web Services, Git/GitHub |
| Leadership/ People | Project coordination, Effective communication, Cross-team collaboration, Stakeholder management |
| Management | Strategic planning, Agile/Scrum methodologies, Risk management, Change management (especially during system upgrades) |

***What are specific actions you can take to build the skills above and achieve your career goals?***

| **Skill** | **Action**  *(e.g., practice on the job, get mentorship)* |
| --- | --- |
| SQL | Take the Per Scholas course, Take advanced SQL courses, build queries for real datasets, practice via LeetCode/SQLZoo |
| Core Banking Systems | Review Flexcube documentation, take Oracle training if available, shadow or mentor in similar upgrade projects |
| Agile/Scrum | Attend Scrum Master workshops or certifications, participate in agile projects |
| Communication | Join tech meetups, present mini-projects to peers, request feedback after meetings |

**Step 3: Commit**

***What actions will you take to continue developing skills relevant to your career goals?***

| **Time frame** | **Action(s)** |
| --- | --- |
| In the next month | Complete a mini-project using SQL on financial data; update LinkedIn and GitHub with recent projects |
| In the next 3 - 6 months | Enroll in Power BI or Tableau course; start certification in Agile/Scrum; contribute to a banking or fintech-related open-source project. |
| In the next year | Earn a recognized certification in data analysis (e.g.,Oracle PL/SQL); participate in a real-world system upgrade or enterprise software deployment |

***Who will hold you accountable for these actions, and how often will you check in?***

| **Who** | **When we’ll check-in** |
| --- | --- |
| ***Coach J*** | Once a month |
| Mentor (from previous banking job) | Every 4-6 weeks |
| Professional friend (studying tech too) | Every two weeks over coffee or online check-in |