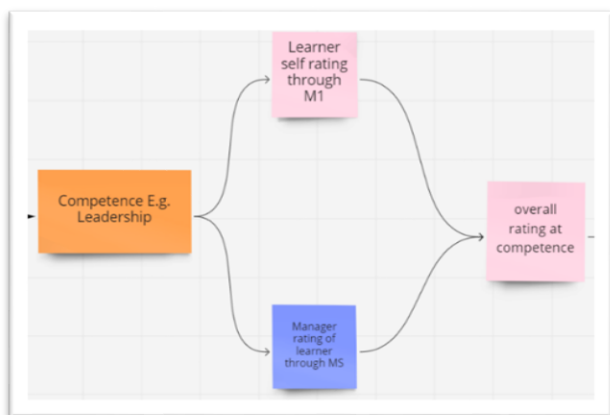


## Career mapping V2

As part of our move to enhancing our LXP offering, we have upgraded our career mapping feature. The main goal is to help customers retain staff by promoting internal positions and identifying future stars within their business.

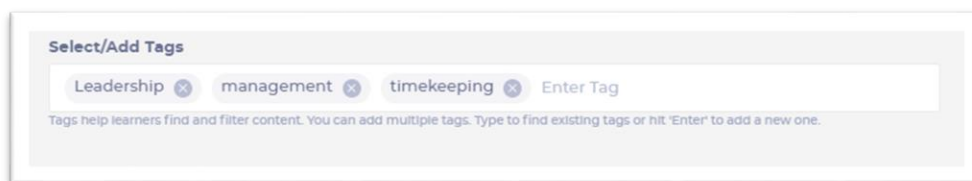
### Competence updates



We now allow managers to rate a learner at a competence, while also allowing the learner to rate themselves at the same competence. We then combine these ratings to give the learner an overall rating at that competence.

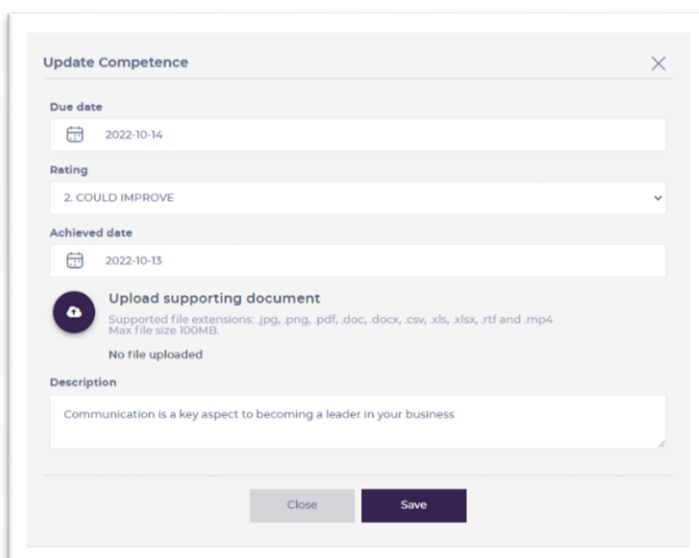
Both are optional and set per competence, but to best optimise the use of this feature we would recommend enabling both.

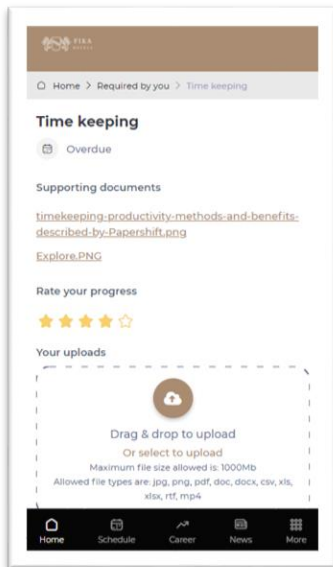
Along with setting ratings, competences can now be tagged so that they can be linked to any similarly tagged additional learning resources. More on this below.



Managers can rate learners at a competence through the management system. The rating values are then pulled through from the Company rating scale (which is used similarly in our Appraisals feature).

Competences are living documents meaning that ratings can be changed over time if the learner improves.





Learners can then rate themselves at their competences through Mapal One. As this is a living document, learners can also change their rating at any time i.e., after an Appraisal

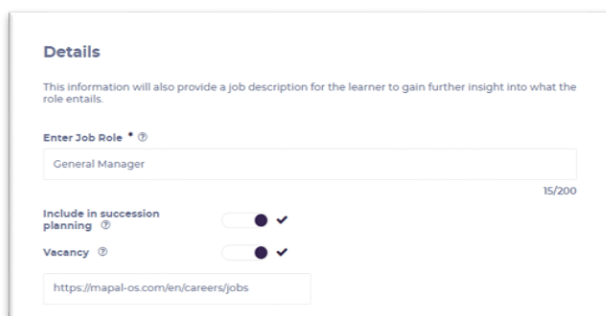
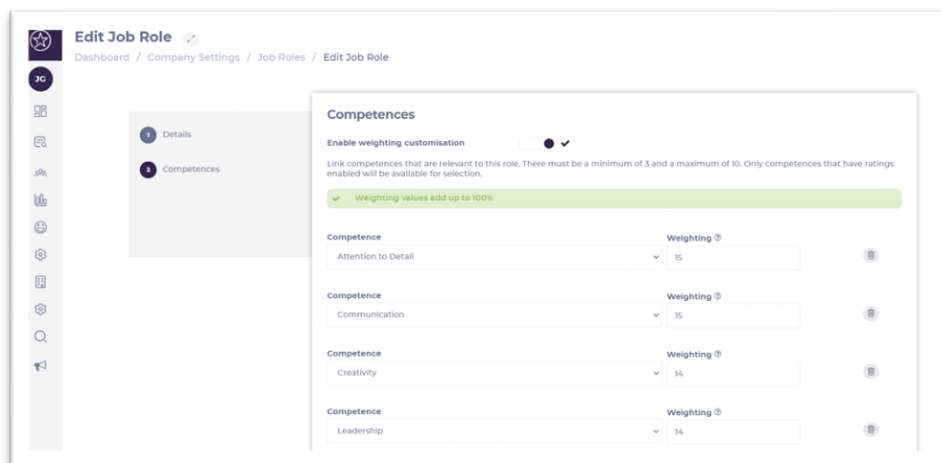
Ratings will only pull through to the career mapping feature for achieved (completed) competences.

## Job Role Updates

Several updates have been made to the job role page which now links to Career Mapping, Competences and Succession Planning.

### Linking Competences to Job Roles

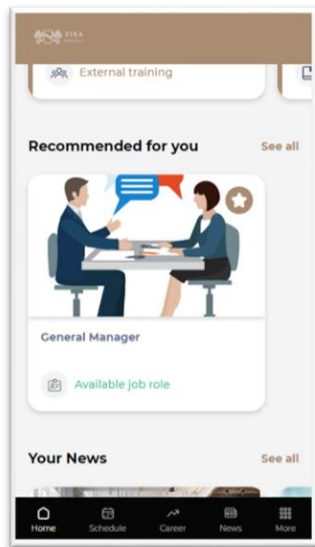
Competences can now be linked to Job Roles from the Job Role build page. Users can set an optional custom weighting allowing them to set certain competences as more important than others. **Please note** that only competences with a rating enabled will be available for selection.



Within the job role page there are two new options.

Users can choose to include the job role in our succession planning feature (more details below) and can also flag a role as vacant and include a link to an external career page.

## Mapal One updates



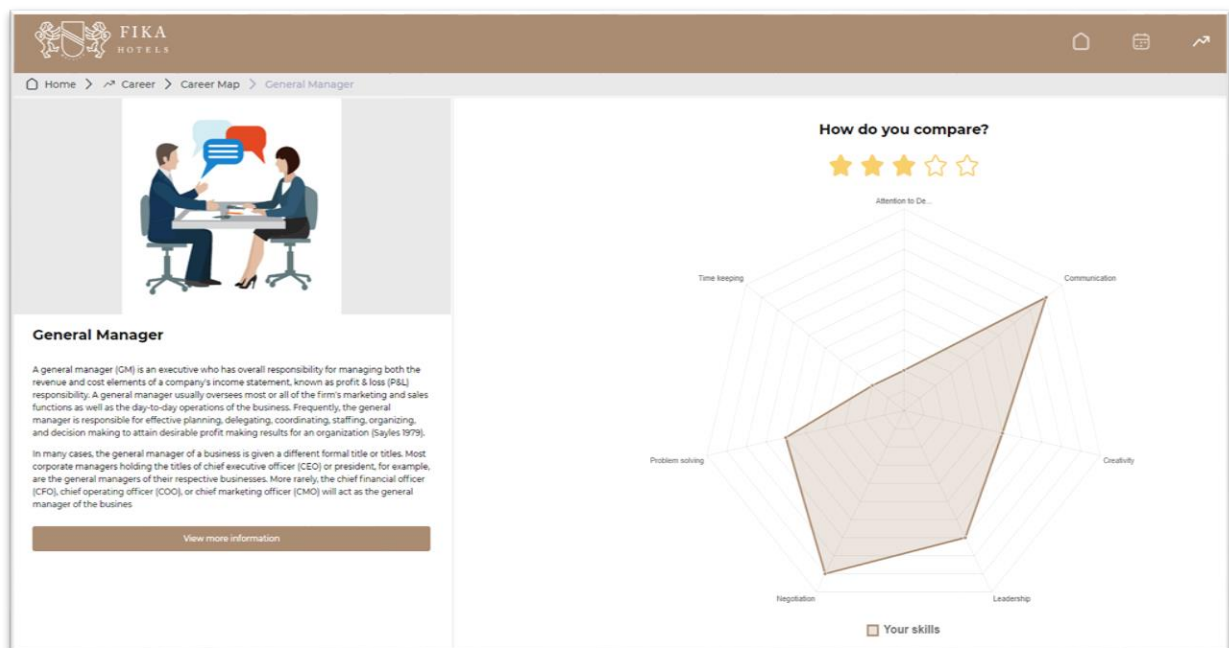
Mapal One has had several updates to the Career Mapping functionality. Users can now favourite a job role which will then appear in their favourites section.

Any role that they have favourited and is then flagged as “vacant” through the management system, will appear in the learner’s Recommended for You section.

We have made updates to the job role page, which now includes a rating of how the user compares to that job role.

Users will also see a radar graph which displays the competences required for a specific role, and how that user matches up.

The radar graph and star rating will only be displayed if there are competences attached to the job role.



## Succession Planning

Now that we know how a learner compares to a job role based on their competences, we can make this information available through the management system. This will allow us to show which learners are best matched to a job role based on the competences required. Customers can then use this information to help them with succession planning for key roles within their business.

By using the “Succession Planning” toggle in a job role, users can decide if the job role will be listed in the new Succession Planning area on the platform.

## Succession Planning

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 Succession Planning

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Critical job role ↑

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Chef Executif

Executive Chef

General Manager

Head Chef

Supervisor

Show

25

▼

entries

1

Showing 1 to 6 of 6 entries

Clicking into one of these job roles will then generate a list of candidates based on best match first. Users will only be on the list if that have at least one competence completed, that is also linked to that job role. If the user has several of the same competences allocated, then the system will calculate off the most recently completed one.

## General Manager

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Learners will only show in this list if they have achieved at least one of the competences required by this job role

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Learner name	Job title	Has favoured role	Percentage match	Branch
Jimmy Hendricks	General Manager	Yes	57%	Fika Hotels
Bridget Bardot	Barista	No	15%	Bao
Fran Bardot	Barista	No	15%	Lucille's

Show

25

▼

entries

1

Showing 1 to 3 of 3 entries

Users can see a Learner's name, current Job Title, if they have favoured the role on Mapal One, their percentage match to the job role and the Branch they are currently located in.