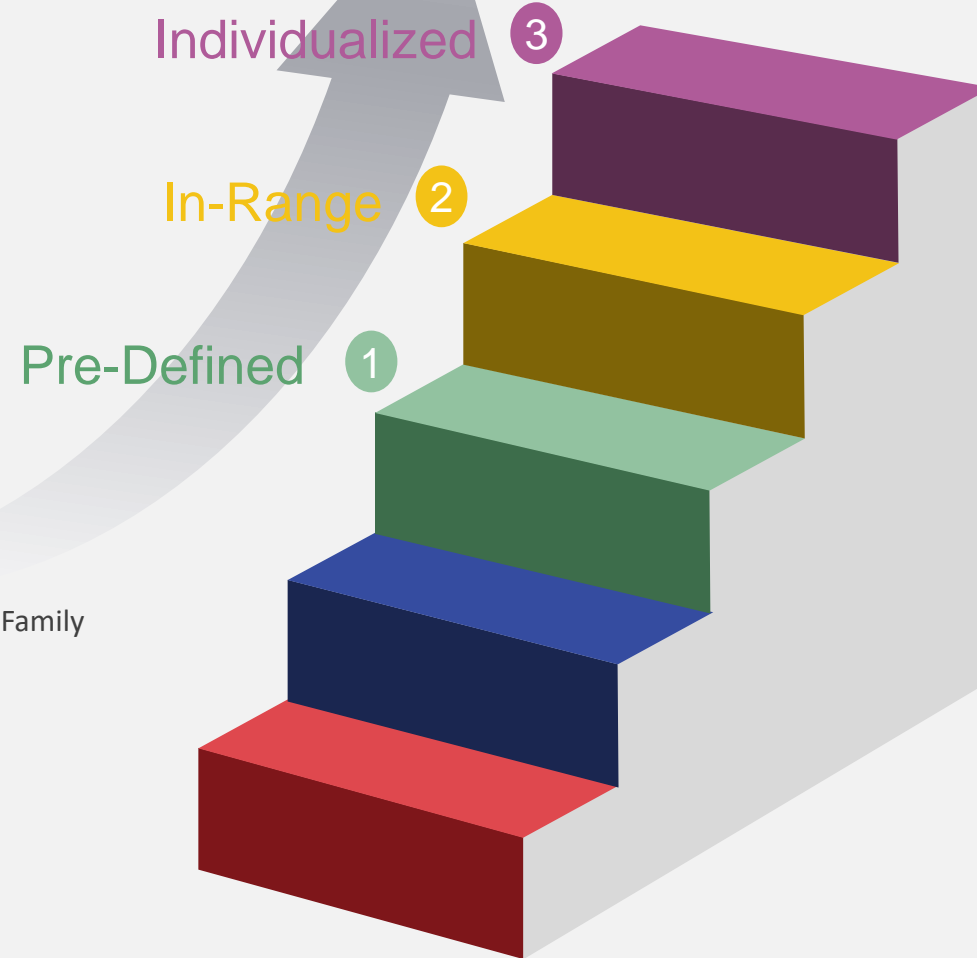


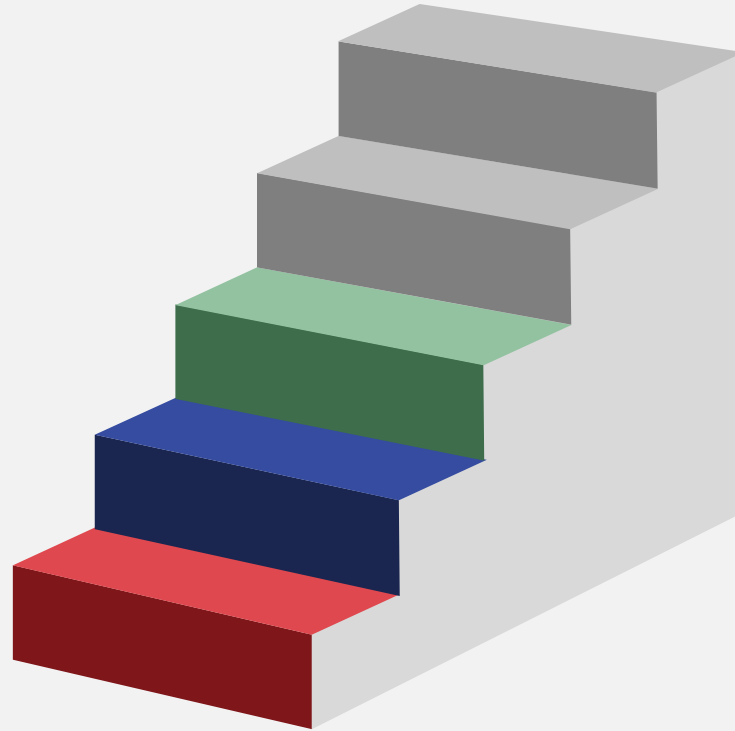
# Types of Career Ladders

## Three Vertical Career Ladders

- Career Path Program establishes Job Levels within Job Family or Subfamily
- Career Ladders outlines skills, knowledge, experience, etc., required for Career Advancement



# Pre-Defined Career Ladder

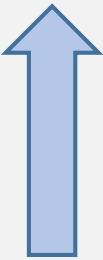


01

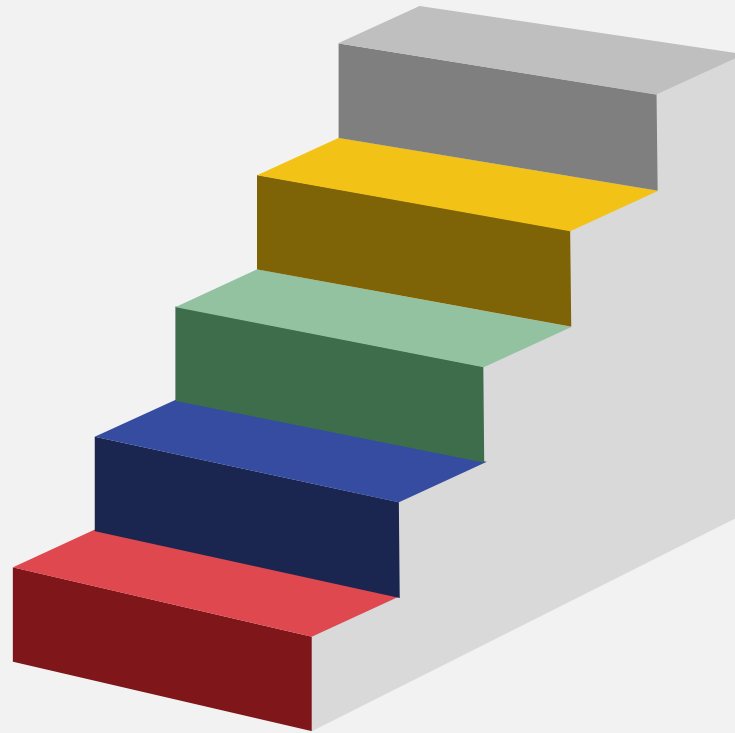
## Pre-Defined Career Ladder

- Clearly defined hierarchy of positions that exist with multiple levels
- Similar positions assigned to a Sub-Group within a Job Family
- Hierarchy based on Job Grade
- Limited to positions at or below the Director Level

### *Example of a Pre-Defined Career Ladder*

	Title	Job Grade
	Administrative Assistant IV	17
	Administrative Assistant III	15
	Administrative Assistant II	13
	Administrative Assistant I	11

# In-Range Career Ladder



02

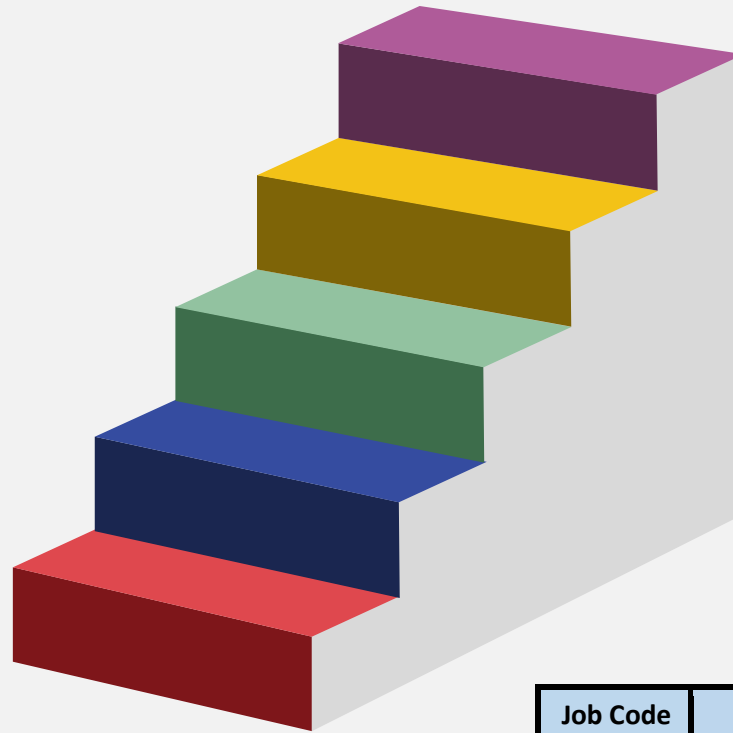
## In-Range Career Ladder

- No Pre-Defined Track
- Employee takes on additional duties
- Job Analysis/Reclassification Requested
- New duties may result in Title/Grade Change
- New duties may result in Salary Adjustment

*Example of an In-Range Career Ladder*

Job Code	Job Title	Pay Plan Grade	FLSA Status	Career Ladder Program Type
2310	Manager, Autism Services Program	6	E	In-Range
3354	University Compliance and Diversity Officer	7	E	In-Range

# Individualized Career Ladder



03

## Individualized Career Ladder

- No Pre-Defined Track
- Applies to positions at Director Level or Above
- May be a Lateral Transfer (Horizontal) or Promotion (Vertical)
- May also be a part of a Succession Plan

*Example of an Individualized Career Ladder*

Job Code	Job Title	Pay Plan Grade	FLSA Status	Career Ladder Program Type
2262	Director, Art School	5	E	Individualized
2276	Director, TDC Program	6	E	Individualized