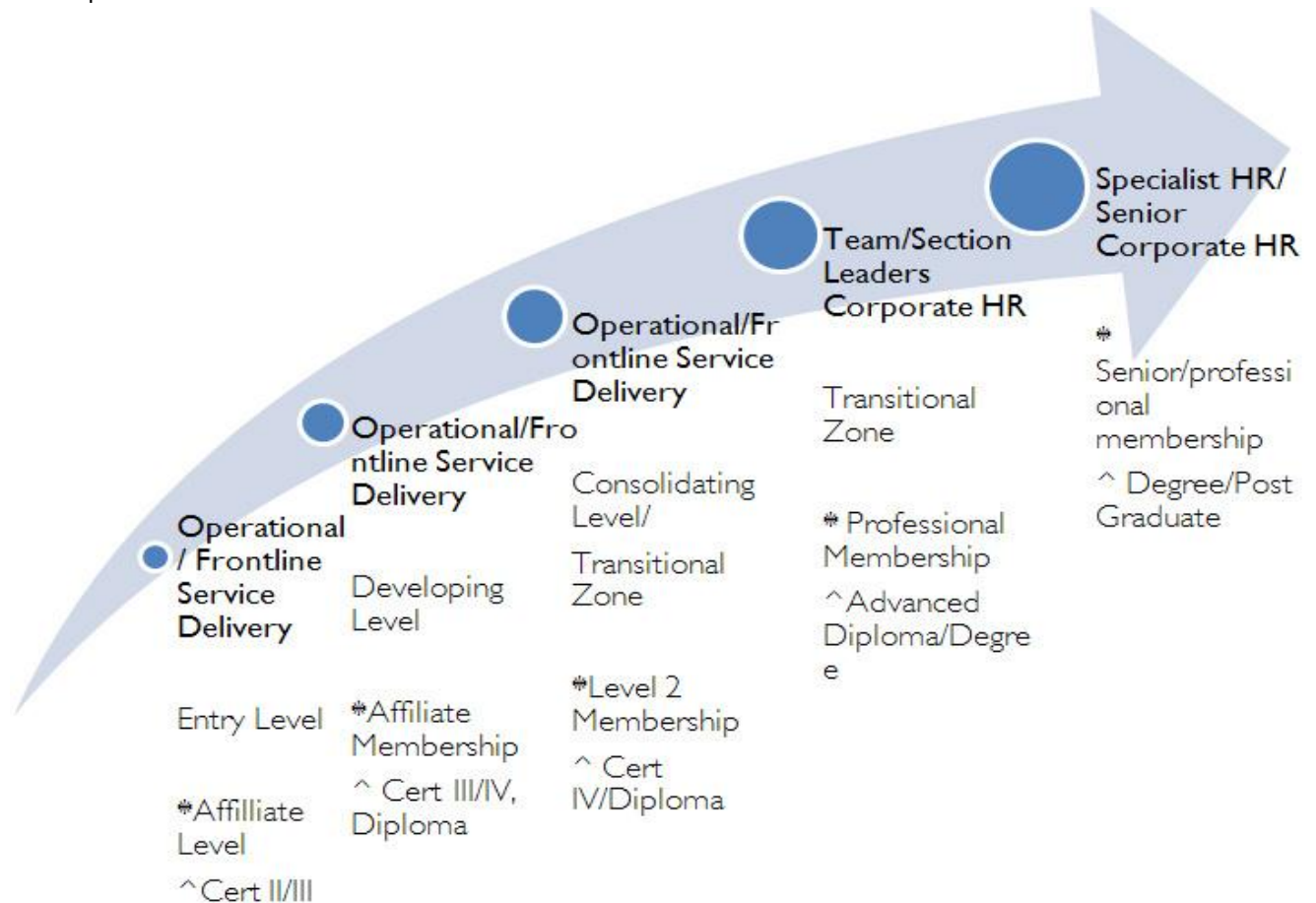


## Planning Pathways

The diagram below is the Planning Pathway. It defines different stages of a career in human resources, including the professional accreditations and memberships that should be considered at each stage of the career path.

The aim is to assess a person or a team's position on the pathway, and together with the information from the HR Capability Structure, use it to plan the career progression and development.



The Planning Pathway can be used:

- for individuals to plan career paths
- for individuals to plan their skills and training opportunities, whether to refresh skills in order to maintain knowledge or to gain new skills for future opportunities
- for individuals to determine their current capabilities
- to map current (individual and team) levels against the capabilities and the occupational levels/classifications
- for assessing team capabilities
- for sections to identify training and development needs in being able to continuously progress and maintain a professional and highly skilled work section
- in forecasting team skills and knowledge requirements and capability standards
- for considering professional recognition opportunities.

The Planning Pathway can be used for individuals or for planning for a team. It is provided as a guide and reference only, it is indicative not prescriptive.