



CAMBRIDGESHIRE AND PETERBOROUGH

REGION OF LEARNING

Cambridge City Council

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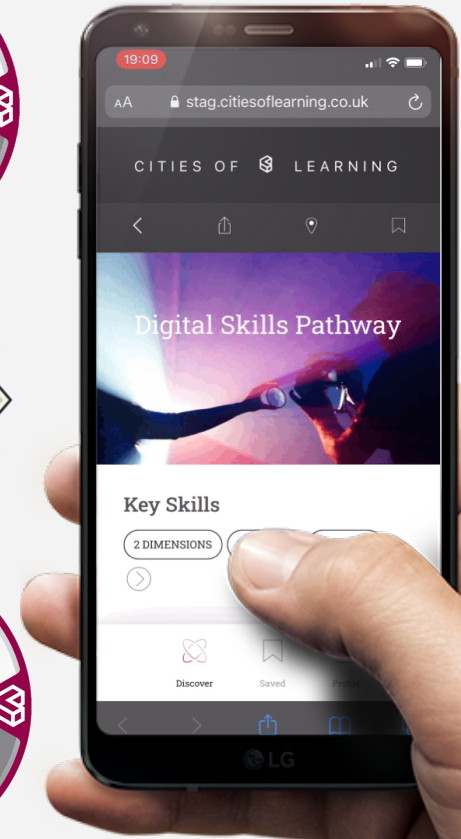




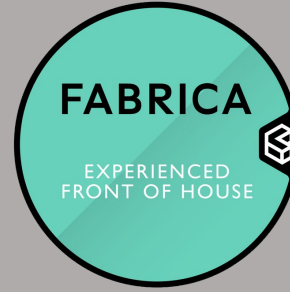
Career pathway example: Costello Medical

Challenge faced: vacancy hot spot and shortage of candidates

Iterative pathway



SKILLS TAGS



Communication
Demonstrate level

Microsoft
Office

Strong Work
Ethic
Demonstrate level

Customer Service
Demonstrate level

Basic Math
Demonstrate level

Personal Assistant

Written English
Demonstrate level

Microsoft
Outlook

Proactivity
Demonstrate level

Creativity
Demonstrate level

CPD

Written English ✓
Positivity ✓
Customer Service ✓
Written Communication ✓
Detail Oriented ✓
Strong Work Ethic ✓
Microsoft Office ✓

Detail Oriented
Demonstrate level

Positivity
Demonstrate level

Communication
Demonstrate level

Motivating
others

Process Improvement

Teamwork

Functional skills

Creativity ✓

Reliability

Professional
Development

Basic Math ✓

Proactivity ✓

Microsoft Outlook ✓

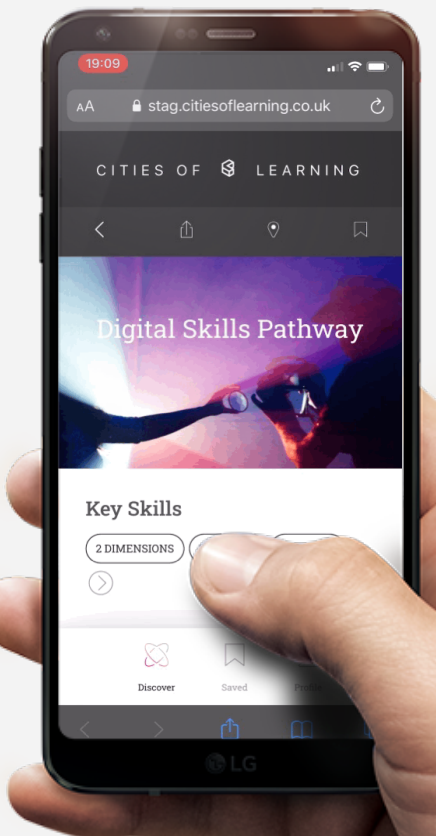
✓ An XP generated pathway has 11 of the 12 skills tags that match the job role of Costello Medical Personal Assistant



Career pathway example: apprenticeships

Challenge faced: creative industries workforce diversity

Iterative pathway



Challenge faced: visibility of understanding by applicants

Defined pathway



Career pathway example: internal career progression and skill recognition

Challenge faced: skills shortage and lack of candidates

User designed pathway

Employee can now demonstrate relevant skills and experience to apply for an external facing role that is unfilled

