

Ray's Exploring His Options

Background:

Ray performs custodial duties in his current role, while also training and monitoring the work of others and managing equipment and other items. Ray begins to look at career options using the job framework and sees at least two career options of interest to explore further.

- Current Job Function: **Engineering, Trades, & Facilities Ops.**
- Current Job Family: **Custodial**
- Current Role: **Custodian Team Lead**
- Current Job Level: **Non-Exempt Individual Contributor**
- Career Level: **Intermediate**



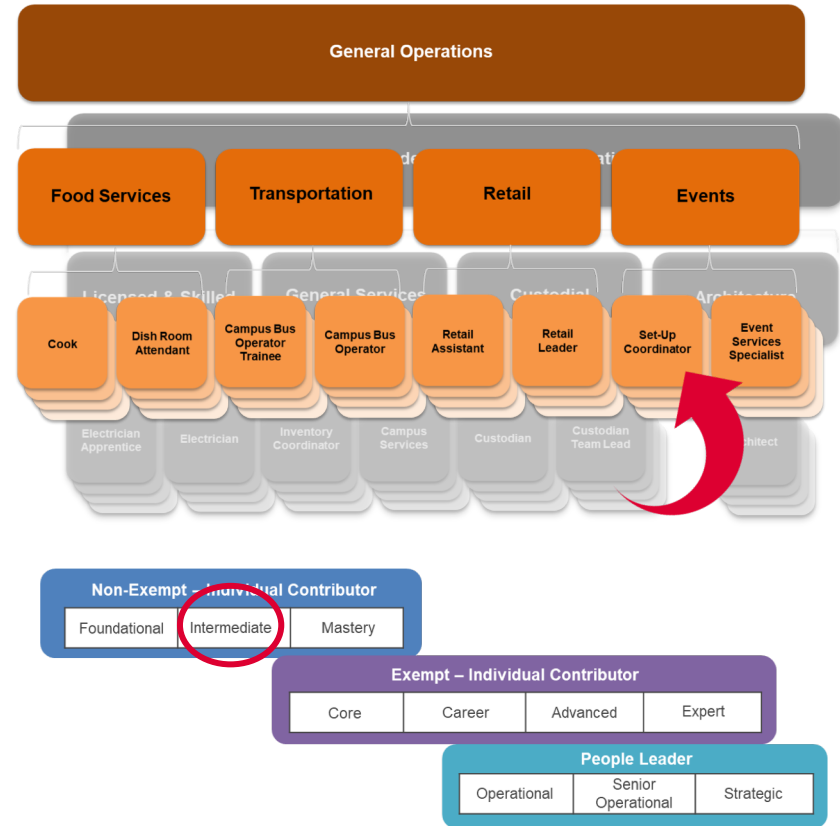


Ray's Goals: Ray's custodial duties have been in locations with frequent events and activities providing exposure to and familiarity with both processes and equipment involved in set-up. This new role would also utilize Ray's experience overseeing other employees..

Use **SKILLS** in a **NEW WAY**: Become a Set-Up Coordinator

- **NEW** job function: **General Operations**
- **NEW** job family: **Events**
- **NEW** role: **Set-Up Coordinator**
- Same career structure: **Non-Exempt – Individual Contributor**
- Same career level: **Intermediate**

Role summary: Oversees and participates in the preparation of meeting rooms, banquet rooms, outdoor venues, performance halls and other areas. Responsible for set-up, tear-down, removal of equipment, cleaning and maintenance of equipment. Coordinates activities of workers involved in providing set-up support.





TWO

Ray's Goals: Ray also sees potential in becoming skilled in a licensed trade, providing learning and growth in an area high in demand, initially requiring little or no experience.

Try a **BIG CHANGE**: Become an Electrician Apprentice

- Same job function: **Engineering, Trades, & Facilities Ops.**
- **NEW** job family: **Licensed & Skilled Trades**
- **NEW** role: **Electrician Apprentice**
- Same career structure: **Non-Exempt – Individual Contributor**
- **NEW** career level: **Foundational**

Role summary: Installs, maintains, and repairs electrical equipment, controls, lighting and circuits. Ensures work is in accordance with relevant codes. Works overtime and emergency call-outs on an as-needed basis. Incumbent serves a 4-year apprenticeship to a journey-level electrician and performs the duties of an electrician while assuming greater responsibilities in each program year.

