

Development Plans: Take Charge of Your Career

Career development shouldn't only happen when you apply for another position. A **Development Plan** can help CUPE 998 members build skills, gain experience and prepare for future opportunities at Manitoba Hydro.

What is a Development Plan?

A Development Plan is a conversation with your supervisor about your career goals and what you need to develop to achieve them.

Your plan could include cross-training, job shadowing, temporary assignments, training, mentoring, special projects, or opportunities to develop specific technical skills.

The goal is to establish **clear and realistic opportunities** that help you move forward.

Didn't Get the Job? Ask Questions.

If you apply for a position and are unsuccessful, ask for feedback. If you're told you need "more experience," ask:

What specific experience am I missing, and how can I gain it?

Use that feedback to update your Development Plan. You should have something meaningful to work toward rather than being left guessing about what you need for the next opportunity.

Development Opportunities Should Be Fair

CUPE 998 believes development opportunities should be **fair, transparent and accessible**.

When cross-training, special projects or temporary assignments repeatedly go to the same employees, those employees gain valuable experience that may give them an advantage in future competitions.

Today's development opportunity can become tomorrow's required experience.

Don't wait for the next job posting. Talk to your supervisor about your career goals, ask what skills you need and **put your Development Plan in writing**.

If you have concerns about access to development opportunities or believe opportunities are being distributed unfairly, contact **CUPE Local 998**.