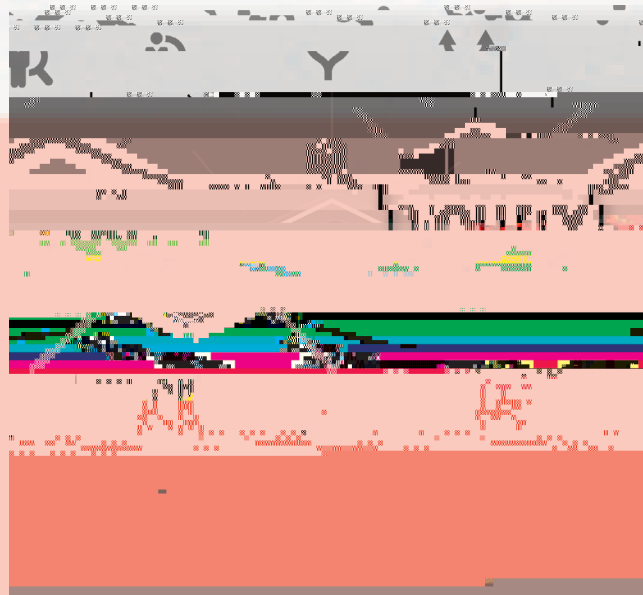


# INCREASING EQUITY AT THE WORKPLACE

TRAINING AND CAREER DEVELOPMENT  
SYSTEM TOOLKIT



STEP 1:  
CONSIDER VARIATIONS  
IN EQUITY



## Director

Let's take a moment to  
reflect on the  
work equity research scale

Work Equity Research Scale  
[.bc.edu/work-equity-research-scale](https://www.bc.edu/work-equity-research-scale)

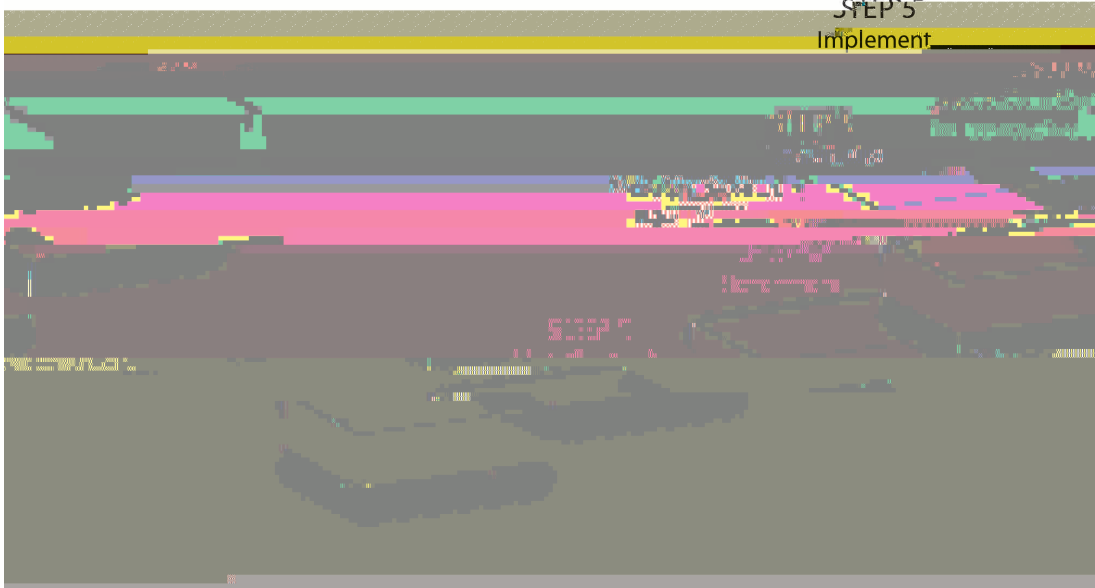
Questions?  
Reach out at [work-equity-research@bc.edu](mailto:work-equity-research@bc.edu)

Work Equity Research Scale  
We are a proud member of the SHRM and proud to be a part of the team.  
about the scale, visit <https://www.bc.edu/work-equity-research-scale>



# Workforce Training and Career Development System

**.0** The first step in the process of developing a training and career development system is to identify the needs of the organization and the workforce. This involves a thorough analysis of the current and future requirements of the organization, taking into account factors such as technology, market trends, and organizational goals. Once the needs are identified, the next step is to design a system that addresses these needs effectively.



## Workforce Training and Career Development System

**.1** The second step in the process is to design the training and career development system. This involves identifying the specific skills and knowledge required for the organization's success and developing a curriculum that addresses these needs. The design process also includes determining the most effective delivery methods, such as classroom instruction, on-the-job training, or self-paced learning. Additionally, it is crucial to establish a system for monitoring and evaluating the effectiveness of the training and career development efforts.

**Option 1:** You could use a learning management system (LMS) to deliver the training. This would allow you to track progress and provide personalized learning paths. You could also use a career development system to help employees identify their strengths and weaknesses and develop a plan for improvement.

**Option 2:** The E-learning Center could be used to deliver the training. This would allow you to reach a larger audience and provide a more consistent learning experience. You could also use a career development system to help employees identify their strengths and weaknesses and develop a plan for improvement.

### **.2**

The next step in the process is to implement the training and career development system. This involves putting the system into operation and ensuring that it is being used effectively. This may require providing support and training to employees and managers. It is also important to monitor the system's performance and make adjustments as needed to ensure it remains effective and relevant to the organization's needs.

Based on the information provided, which of the following options would be the most effective way to implement the training and career development system?

Y... a... a... c... de... e... Ta... a... d... Ca... ee... De... e... S... e...  
, e... a... fa... e... e... d... e... r... ca... a... d... de... a... c... de... er... ,... e... d... ,... e... a... a... ed...  
d... e... :

- 1. acer /e... c... er,
- 2. e... de... de... er,
- 3. er... a... e... a... ,
- 4. a... er,
- 5. a... a... a... a... ,
- 6. a... a... bac... d... r,
- 7. ab... er /d... r... ab... er, a... d
- 8. b... arr... ca... (f... er... a... e... a... -... e... f... -... e... e... e... -... -... e... e... ,
- 9. c... ac... r... e... e... er).



W... ee #6 (f... a... er) f... c... r... e... e... Le... e... f... C... a... e... a... a... ,  
Ta... a... d... Ca... ee... De... e... S... e... .

1. P... c... er
2. P... ac... c... er
3. P... a... , Da... a... C... ec... , a... d... E... a... a... ,
4. R... er... a... d... Acc... ab... er
5. C... e... e
6. C... a... e
7. C... ca... ,

(P... e... e... e... O... e... e... B... e... f... e... Ta... a... d... Ca... ee... De... e... S... e... T... f... e...  
d... c... r... f... e... Le... e... f... C... a... e...)

*Task 1: Consider Variations in Employees' Equity Experiences*

D... ec... :

W... ee #6 (f... a... er) a... e... e... a... a... ab... e... e... e... c...  
e... Le... e... f... C... a... e... Ta... a... d... Ca... ee... De... e... S... e... e... e... e... e...  
e... er... d... r... a... a... er... f... e... e... d... e... .

F... e... ac... f... e... f... er... ab... e... d... e... e... de... a... c... a... d... r... ca... de...  
f... ce... l... e... c... e... f... c... ee... e... be... /... e... e... e... a...  
e... ec... d... be... a... a... a... er... a... ac... fe... .

C... e... e... er... a... e



# Work Equities: Career Development

## Work Equities: Career Development #



### Work Equities: Career Development

#### A. Career Development

Career Development / Career

Career Development / Career

Career Development / Career

Career Development / Career

Career Development / Career

Career Development / Career

Career Development / Career

Career Development / Career



... # ( )



A

Eer fd ee acer/e, c er:

Eer , d ee e de de er:

Eer , d ee re a e a , r:

Eer fd ee a er:

Eer , d ee a a a , r:

Eer , d ee , a a bac , dr:

Eer , d ee ab er/dr ab er:

Eer br , d ee a ca (e. . a - e . f - e, e e - e e , c , ac . e er):



# የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)



የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)

የግብይት ስራ ስልጠና ለግብይት ስራ ስልጠና # (ሰነድ)



# Work Equity Training for Social Workers # (continued)



Work Equity Training for Social Workers # (continued)

## Learning Objectives: T, C, D, S

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job.

Identify the difference between a career and a job. (e.g., a career is a long-term profession, while a job is a short-term position.)





# Work Equity Training and Career Development System # (continued)



## Work Equity Training and Career Development System # (continued)

### A. Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)

Work Equity Training and Career Development System # (continued)



# የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ # (የግንደቤቶች)



የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

የግንደቤቶች ስምዎችን ለመጻፍ ደንብ

# Work Equities: Interview Questions

## Work Equities: Interview Questions # (continued)



Work Equities: Interview Questions # (continued)

### A. Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

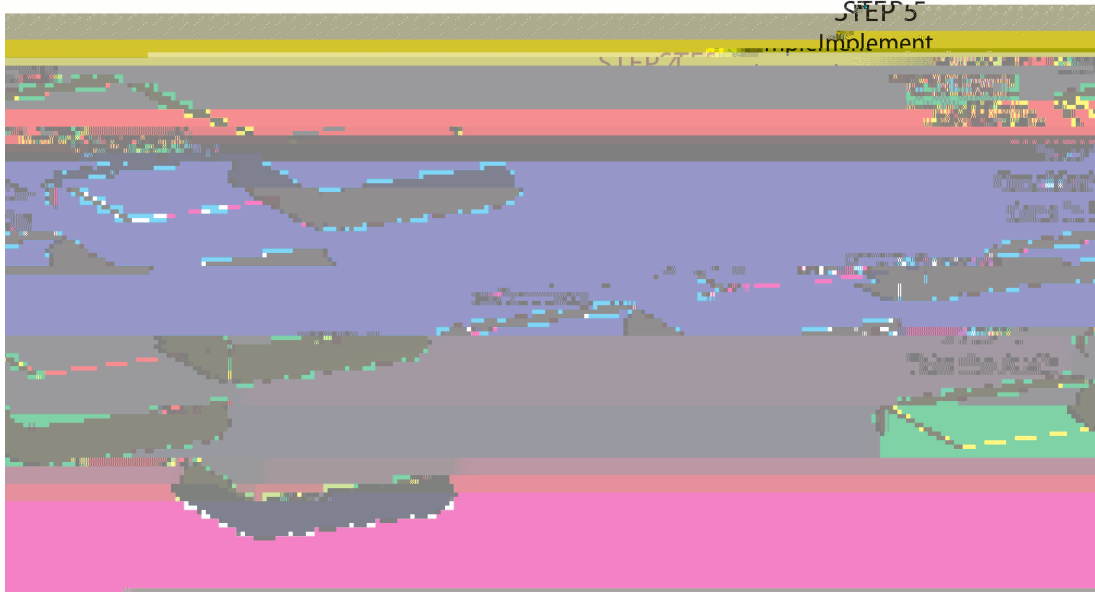
Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)

Work Equities: Interview Questions # (continued)



Workforce Preparation and Training System



Workforce Preparation and Training System