



DIGITAL HOUR: The Future of Work: Enhance your career journey at UNDP in simple, virtual steps



OHR/Talent Development Unit



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Agenda

Career Development Offering

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Fuel50, your Talent Mobility Platform

.....

Virtual Development Assignment Programme

.....

How much time do we spend at work in a career time?

We spend too long at work to be unhappy



1. 50,000 hours
2. 60,000 hours
3. 70,000 hours



OHR/Talent Development Unit



Career Development Solutions

We offer a rich set of services to support personnel throughout their career: to find mentor, join a Virtual Assignment, assess their career, define their career path, highlight your skills and find new learning opportunities to reach their career goals or support their team in doing so.

[Learn more >](#)



[UNDP Career Management Framework](#)



[UNDP Global Mentoring Programme](#)



[Career Development Plan Tool](#)



[Career Conversations Toolkit](#)



[Virtual Career Labs](#)



[UNDP SPARK Programme](#)



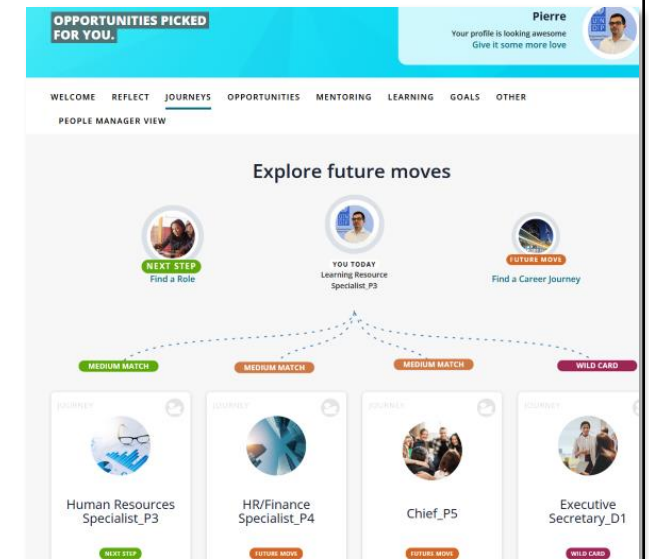
[Virtual Development Assignment Programme](#)



[UNDP Career Journey Podcast](#)

Fuel50 – Your Talent Mobility Platform at UNDP with 6500 users :

- **Create your Career Pathing**
 - Suggested Career paths based on your skills and career plan
 - Smart matches for internal roles
- **Skills Gap Analysis**
 - Shows what skills need to be developed
- **Feedback on your competencies**
 - Available peer-to-peer or Manager feedback Learning and Action Plan
 - Managing skills development and resources
- **Virtual Assignment opportunities**
 - Join a Virtual Development Assignment (VDAP) or get support for your project
- **Find Mentor or become one!**
- Suggested matches based on your role/competencies/Career objectives



[Learn more >](#)

UNDP Global Mentoring Programme

217 relationships in 2022, 300 mentors registered: **Become a mentor, a mentee, or both!**

Duration of the mentoring relationship



6 months

Frequency of meetings



2 times the first month -> 1 time per month

Length of meetings



30-60 minutes per session

Eligibility



Mentee: All UNDP Personnel

Mentor: UNDP personnel (FTA, TA or PSA holder) with more than 5 years experience

[Learn more >](#)





CAREER LABS

In 2022, the OHR Talent Development Unit successfully delivered 34 career development webinars, Career Labs to UNDP personnel with sessions in English, French and Spanish. The sessions were conducted in cooperation with our key partners.

DATA



10429

TOTAL
REGISTRATIONS



3380

LIVE PARTICIPANTS



34

VCL SESSIONS IN
ENGLISH, FRENCH &
SPANISH



92%

SATISFACTION RATE



138

COUNTRIES
ATTENDING LIVE
SESSIONS



802

NUMBER OF
RECORDING VIEWS



28.4%

BUREAU WITH HIGHEST
NUMBER OF
PARTICIPANTS: RBA



425

HIGHEST NUMBER OF
LIVE PARTICIPANTS-
HOW TO WRITE A
SUCCESSFUL CV



63%

GENDER
DISTRIBUTION
FEMALE: 63.1%
MALE: 36.9%



1128

HIGHEST NUMBER OF
WEBINAR
REGISTRATIONS -
PREPARING FOR
COMPETENCY-BASED
INTERVIEWS



CAREER LABS

2023 LIBRARY

In 2023, we will offer 30 career development webinars on themes such as managing your career, managing people, networking, application and interview preparation.

Open to all UNDP personnel!

[Learn more >](#)

12 Apr
Influenciar, persuadir, negociar
(SPANISH)

13 Apr
Influencer, persuader, négocier
(FRENCH)

11 May
Proactive job search model

25 May
How Artificial Intelligence can help you develop and grow your career

06 Jun
Taking the Zig Zag Route. Why you should embrace nonlinear career paths.

12 Jun
Cómo escribir un CV exitoso (SPANISH)

13 Jun
How to write a successful CV

13 Jun
Comment rédiger un CV réussi (FRENCH)

13 Jun
Preparandose Para una Entrevista Basada en Competencias (SPANISH)

14 Jun
Why mentoring is a powerful resource for career development

14 Jun
Pourquoi le mentorat est une ressource puissante pour le développement de carrière (FRENCH)

15 Jun
Por qué el mentoring es un poderoso recurso para el desarrollo profesional (SPANISH)

15 Jun
Preparing for Competency-Based Interviews

15 Jun
Préparation aux entretiens basés sur les compétences (FRENCH)

27 Jun
How to Gain Visibility in a Hybrid Workplace

UNDP SPARK

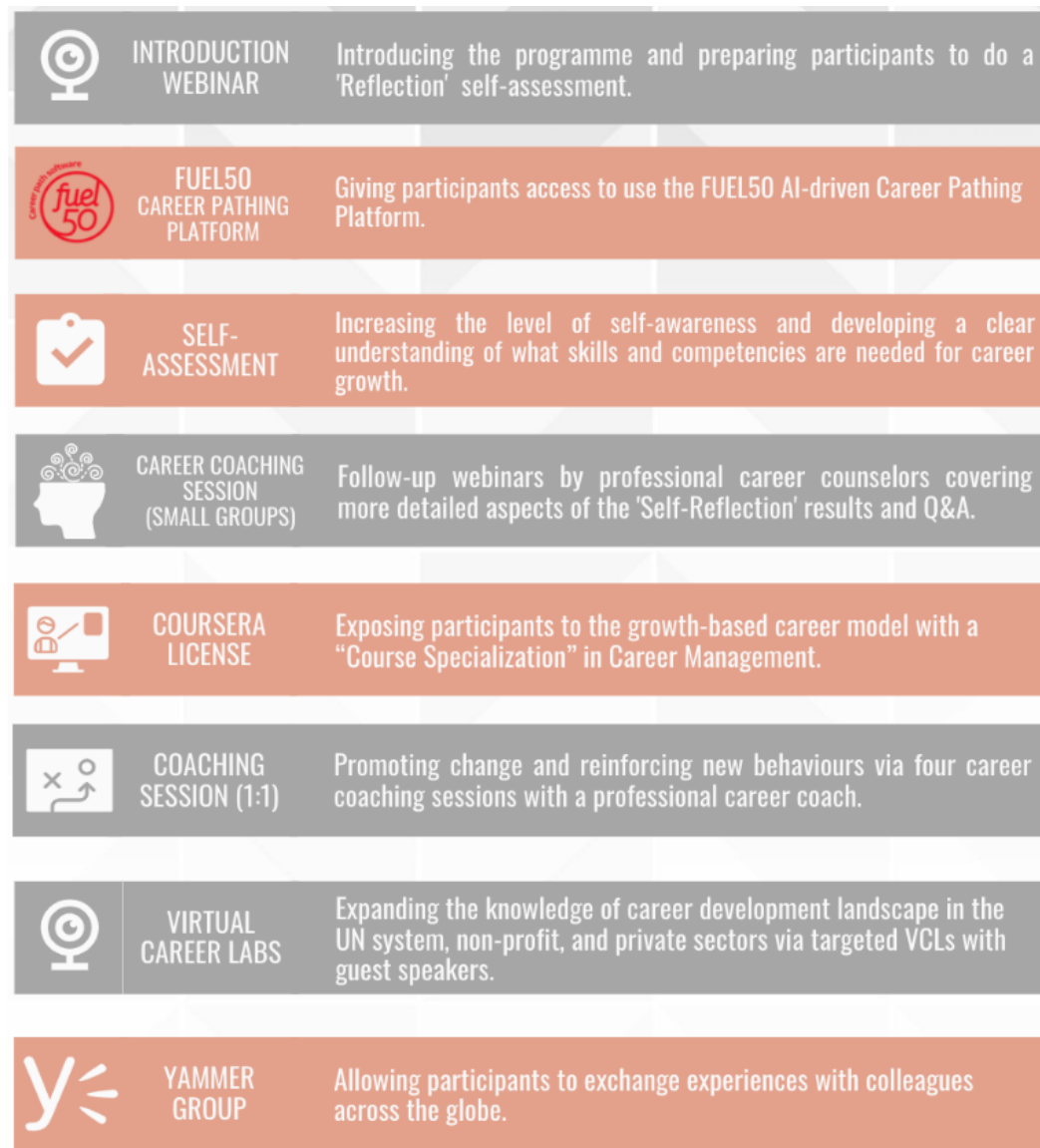
Programme

UNDP SPARK (Strive. Perform. Aspire. Reimagine. Know.) Programme is tailored to meet the growing demand for quality career development experiences at UNDP targeting primarily female NO staff.

450 participants (G6-7, NOA-D, P1-4 and NPSAs) from different country offices joined the programme over the past 3 years.

A new cohort will be launched soon!

[Learn more >](#)





CAREER JOURNEY PODCAST



Meet Francine Pickup, the UNDP Resident Representative in Serbia

Learn more →



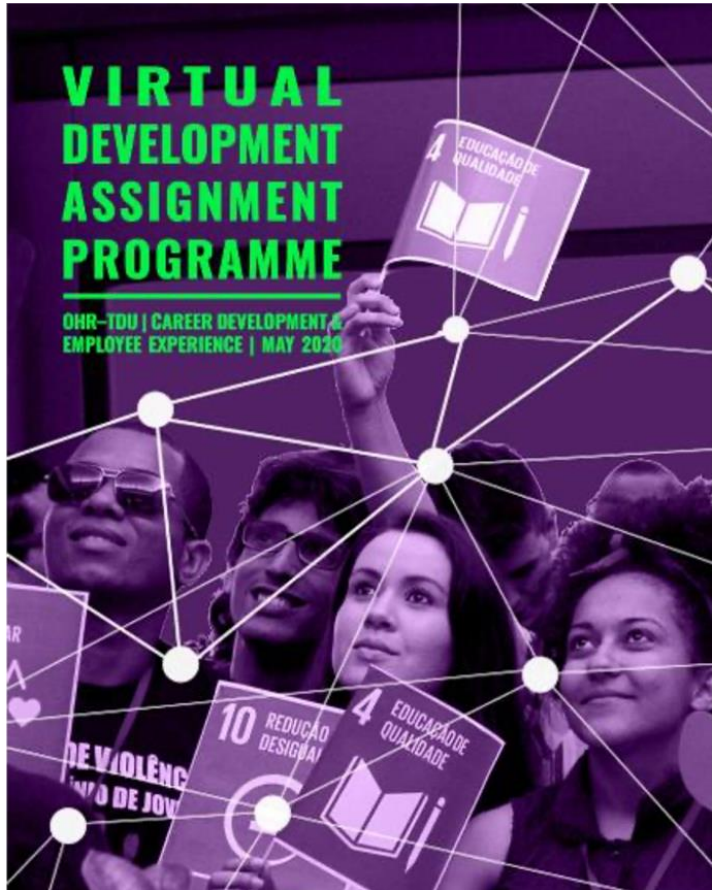
The United Nations Career Journey Podcast shares the stories of people who work for the United Nations system. Meet professionals of all levels and learn what they do each day to create a more sustainable, peaceful and just world. They share what keeps them motivated and how they keep learning and developing on the job. +6500 listeners enjoyed our 37 podcasts so far. Tune in today!

Learn more >



Fuel50 Demo

Virtual Development Assignment Programme (VDAP)



- An experiential virtual assignment which allows all UNDP personnel to engage in on-the-job learning through working remotely on a UNDP project outside their country office or bureau for 5 hours a week for 4 months.
- We rolled out virtual development assignments to 49 UNDP personnel through 19 projects.
- VDAP Projects – Focus areas
 - ✓ Administrative & Operational Support
 - ✓ Communications, Public Information & Partnerships
 - ✓ Data Management & Recovery
 - ✓ Digital Transformation
 - ✓ Emergency Crisis response
 - ✓ Entrepreneurship
 - ✓ Finance
 - ✓ Human Resources
 - ✓ Innovation
 - ✓ Justice & Legal
 - ✓ Policy & Programme Management

[Learn more >](#)

What our Development Assignment participants have to say



"After joining UNDP, my career goal was to move on international assignment. I already knew that I was far from getting there, but once I heard about VDAP, I felt like its the opportunity which will help me to move closer to my destination.... **I included it in my CV and before I completed my assignment, I got an offer for international assignment.** I can say the VDAP opportunity proved to be a door leading towards my destination. My message to all will be to avail the VDAP opportunity, it will help you to enhance networking, to learn good practices and to move ahead in your career. Remember, every step counts so, never miss any opportunity like VDAP"



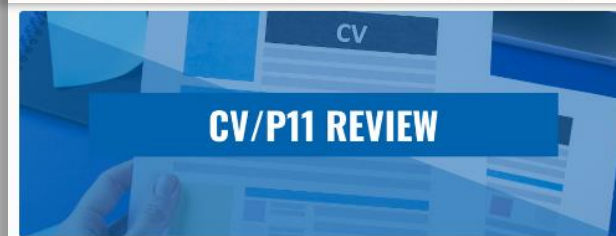
"It was really great opportunity that allowed me learning several new skills and sharing knowledge with colleagues with high professionalism and commitment. [VDAP] was one of the most **interactive learning journey with exceptional accountability.**"



"I stumbled upon the VDAP during the pandemic when I was looking for alternatives to an in-person stretch assignment. Working on a project with colleagues from the UNDP Accelerator Lab in Namibia was **an inspiring experience** powered by its alternative methodologies and the collective intelligence of the team. It fostered camaraderie and curiosity to collaborate more with different parts of the organization."



We will roll out a Career Week in June 2023.



And we provided career services to 250 IP staff in support of UNDP's mobility policy in 2022.



Executive
Education



UNDP Women Leadership Program

To increase the availability of career development programmes for different priority target groups, such as national personnel, women in mid-career roles, and future managers and leaders and to deliver on one of the key commitments under UNDP's new Gender Parity Strategy, 2022-2025, we have started the design of Women Leaders programme with INSEAD University. A cohort for 35 women from NOB/NOC to P3/P5 will be launched in 2023.





Thank you!
Gracias
Merci
شكراً

For any further questions, reach out to us on:

E-mail: career.development@undp.org

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>