

IMPROVING RETENTION AND MOBILITY WITH CAREER MAPS

New York City's world-renown Memorial Sloan-Kettering Cancer Center (MSKCC) has long benefited from the tireless dedication of staff to patient service. This dedication and excellence has translated into MSKCC expansion, and this growth underscores the importance of retaining workers, improving employee engagement and supporting informed conversations around career mobility.

MSKCC wanted to improve employee retention among its staff, and was searching for help from workforce consultants with experience creating interactive talent development strategies, tools and resources. With a mission to update its employee development resources, the hospital turned to CAEL to create an interactive career map – the MSKCC Career Explorer – which helps workers identify new career options and opportunities.

The tool engages employees in a four-step user-friendly process:

- Step 1: Employee selects his or her current job title from 70 options.
- Step 2: Employee enters his or her skills, interests, education and experience.
- Step 3: Roles that most closely match to the employee's inputs are revealed, along with career pathway options to research and explore.
- Step 4: Employee is then presented with options about how to follow up on positions of interest, be it in person or through electronic communication.



“We’ve gotten really positive feedback. Our tools are easy-to-use, mobile- friendly and lead to meaningful career coaching sessions.”

**– A. Silverman,
Memorial Sloan Kettering
Cancer Center**



Nicole Brahms, Director of Client Relations
nbrahms@cael.org | 312-499-2624
Linking Learning and Work | www.cael.org