



HUMAN RESOURCES AND TRAINING | HRT-084

Career Pathing and Development Frameworks

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Course content

Why Attend

Employees want to see how they can grow, and organisations need structured ways to develop talent. Career frameworks clarify paths, expectations and development options.

This Aractech course covers career architecture, job families and levels, competency and skills frameworks, career paths including technical and managerial tracks, development planning, career conversations and implementation. Participants design a career framework for a job family.

Course Methodology

- Design workshops
- Case studies
- Framework exercises
- Role plays
- Group discussions

Course Objectives

- Design career architecture and job families
- Define levels and expectations
- Link competencies and skills to careers
- Create technical and managerial career paths
- Support development planning and career conversations
- Implement and communicate career frameworks

Target Audience

- HR managers and business partners
- Talent management professionals

Course content

- Reward specialists
- L&D professionals

Course outline

Detailed course outline

Day-by-day outline for Career Pathing and Development Frameworks.

Day 1 - Career Architecture

- 09:00-09:45 | Why career frameworks
- 09:45-10:30 | Job families
- 10:30-11:00 | Levels
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Levels (continued)
- 11:45-12:30 | Career architecture
- 12:30-14:00 | Exercise: Job family mapping

Day 2 - Expectations and Competencies

- 09:00-09:45 | Level descriptors
- 09:45-10:30 | Competencies
- 10:30-11:00 | Skills
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Skills (continued)
- 11:45-12:30 | Behaviours
- 12:30-14:00 | Workshop: Level descriptors

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Day 3 - Career Paths

- 09:00-09:45 | Managerial tracks
- 09:45-10:30 | Technical tracks
- 10:30-11:00 | Lateral moves
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Lateral moves (continued)
- 11:45-12:30 | Gig opportunities
- 12:30-14:00 | Exercise: Career path design

Day 4 - Development and Conversations

- 09:00-09:45 | Development plans
- 09:45-10:30 | Career conversations
- 10:30-11:00 | Manager role
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Manager role (continued)
- 11:45-12:30 | Tools
- 12:30-14:00 | Role play: Career conversation

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Day 5 - Implementation

- 09:00-09:54 | Communication
- 09:54-10:48 | Linking to reward and talent
- 10:48-11:00 | Governance
- 11:00-11:30 | Coffee break
- 11:30-12:12 | Governance (continued)
- 12:12-13:06 | Evaluation
- 13:06-14:00 | Capstone: Career framework

Seminar dates

Available seminar dates

Live dates and pricing for Career Pathing and Development Frameworks generated from the course details page.

Date	Location	Format	Fee
23 - 27 November 2026	Kuala lumpur	Classroom	€1,925
7 - 11 December 2026	Dubai	Classroom	€1,845
11 - 15 January 2027	Cape Town	Classroom	€1,625
8 - 12 February 2027	Frankfurt	Classroom	€1,875
8 - 12 March 2027	Barcelona	Classroom	€2,815
12 - 16 April 2027	Frankfurt	Classroom	€1,875
10 - 14 May 2027	Rome	Classroom	€3,460
14 - 18 June 2027	Kuala lumpur	Classroom	€1,925
12 - 16 July 2027	Dubai	Classroom	€1,845
9 - 13 August 2027	Paris	Classroom	€3,825

Seminar dates

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Date	Location	Format	Fee
13 - 17 September 2027	Frankfurt	Classroom	€1,875
11 - 15 October 2027	Barcelona	Classroom	€2,815
8 - 12 November 2027	Frankfurt	Classroom	€1,875
13 - 17 December 2027	Rome	Classroom	€3,460
23 - 27 November 2026	Online / Live	Online / Live	€1,815
7 - 11 December 2026	Online / Live	Online / Live	€1,815
11 - 15 January 2027	Online / Live	Online / Live	€1,815
8 - 12 February 2027	Online / Live	Online / Live	€1,815
8 - 12 March 2027	Online / Live	Online / Live	€1,815
12 - 16 April 2027	Online / Live	Online / Live	€1,815

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10 - 14 May 2027	Online / Live	Online / Live	€1,815
14 - 18 June 2027	Online / Live	Online / Live	€1,815
12 - 16 July 2027	Online / Live	Online / Live	€1,815
9 - 13 August 2027	Online / Live	Online / Live	€1,815
13 - 17 September 2027	Online / Live	Online / Live	€1,815
11 - 15 October 2027	Online / Live	Online / Live	€1,815
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