



2024 Workplace Experiences Survey

Supplemental Resource Guide: Professional Growth

At UBC, we recognize the foundational importance of professional growth to our success as individuals, as a university, and as a community. In fact, professional growth was identified as a significant priority for faculty and staff, which was captured in the [core area of People and Places](#) in our current [UBC's Strategic Plan: Shaping UBC's Next Century](#). Professional Growth was also found to be the top driver of workplace engagement in the 2024 WES results, indicating that professional growth is critically important and a key enabler for faculty and staff across UBC.

Purpose:

This resource guide is designed to support teams in using your WES survey results as a springboard to host conversations about your unit/team's professional growth and bridge gaps in accessing professional growth resources for faculty and staff.

Scope:

There are several institutional-level professional growth initiatives and resources designed to support:

1. Individual employees participate in various learning experiences through self-guided learning resources and engage in professional growth opportunities through use of Professional Development (PD) funds and tuition waivers.
2. Units and teams prioritize professional growth through different resources and services that enhance professional growth opportunities in the workplace.

With your team, explore some of UBC's professional growth resources outlined below to assess and identify actions that are appropriate to your local context which meet the needs of your unit/team.

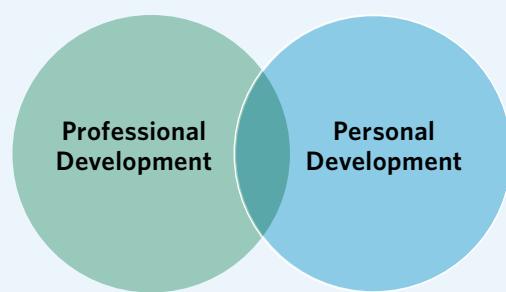
Note: Refer to the [conversation guide template](#) to capture possible actions and any notes. Employees may identify specific actions they wish to take independently or collaboratively with their teams to enhance professional growth in workplace and drive broader systemic and cultural change.

Conversation:

The following questions will help you identify the specific outcomes anticipated from the actions.

- **What does Professional Growth mean to the team?**
- **What does your team's result in the Professional Growth category suggest?**
- **What outcome do we want to see as a team?**

In which category does your goal best line up with??



Self-guided Learning Resources

Here are some self-guided learning resources to help staff and faculty to engage in targeted learning at their pace.

- [LinkedIn Learning](#)
- [Work Place Learning \(WPL\)](#)
- [UBC Library Collection](#)

Suggested Action(s):

- Remind the employee to reflect on learning experiences and help identify two to three key insights that can be transferred to the workplace.
- Engage in conversation with the employee to revamp their professional development goal and look into further self-directed learning opportunities.



When to use?

Personalized and targeted learning will elevate employees' expertise and knowledge.

Level of involvement: Low



- **Estimated time commitment:** varies by the learning resource selected
- **Individual activity**



Professional Development Funds

Funding is available to several employee groups to support access to learning opportunities that enhance knowledge, work performance and career growth at UBC.

Note: PD Funds are **covered by the university**, it is not part of the departmental or unit-level budgets.

Suggested Action(s):

- Set a time to reflect on the learning experiences and share them with the team, discuss the growth opportunities as a team and identity actionable steps.
- Discuss the next learning opportunities and build a plan on how to allocate PD funds on the resources.

When to use?

Accessing educational materials and opportunities that could incur cost, and helps remove barriers to learning.

Level of involvement: Medium-High



- **Estimated time commitment:** varies by the activities
- **Individual activity**

Tuition Waiver

As a UBC employee, you and your dependent family members may be eligible to take various UBC courses without paying some or all the tuition fee, depending on your employee group.

The following learning opportunities are applicable with tuition waiver:

- [UBC Extended Learning](#)
- [Sauder School of Business Continuing Business Studies](#)

Suggested Action(s):

- Set a time to reflect on the learning experiences and share them with the team, discuss the growth opportunities as a team and identify actionable steps.
- Discuss the next learning opportunities and build a plan on how to allocate PD funds on the resources.



When to use?

Assisting employees to gain relevant knowledge required to enhance their career and enrich life experiences.

Level of involvement: Medium



- **Estimated time commitment:** varies by the activities
- **Individual activity**

Coaching Services

Coaching Services is an available resource for UBC faculty and staff to access, and includes individual and group coaching options.

UBC employees can access up to six coaching sessions per coaching engagement (or contract)/per year at no cost.

Suggested Action(s):

- As a team, share the key learnings from the coaching services provided, discuss how it can be applied to daily work and identify goals and further learning opportunities.



When to use?

Assisting employees to support your unit-level work that helps improve performance, increase innovation, and align with collective goals.

Level of involvement: High



- **Estimated time commitment:** varies by the coaching session
- **Individual/Group Activity**