Human Resources Career Development Report

Human Resources at UT Knoxville is committed to supporting staff in their career development, offering services and resources focused on staff development, engagement, advancement, and retention. This report provides insight into the Career Development activities and coaching clients. The appointments began on October 25, 2022.

<table>
<thead>
<tr>
<th>Coaching:</th>
<th>Coaching Outcomes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Clients:</td>
<td>160</td>
</tr>
<tr>
<td>Number of Appointments:</td>
<td>390</td>
</tr>
<tr>
<td>Avg number of appts:</td>
<td>2.4</td>
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<tr>
<td>Applied to New Role</td>
<td>66</td>
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<tr>
<td>Secured Interviews</td>
<td>44</td>
</tr>
<tr>
<td>Secured Offers</td>
<td>27</td>
</tr>
</tbody>
</table>

**Issue Prompting Visit**
- Exploring Opportunities: 121
- Dissatisfied In Current Role: 47
- Seeking New Career: 58
- Seeking Advancement: 164

**Services Provided**
- Career Coaching: 118
- Identifying Opportunities: 59
- Interview Prep: 73
- Resume/Cover Letter: 140

**Appointment Type**
- Email: 64
- In-Person: 181
- Virtual: 145

**Staff Satisfaction with Coaching**
- Exceeded Expectations: 95%
- Met: 4%
- Not Met: 1%
- Not Sure: 1%

**Diversity of Clients:**
- Underrepresented Groups: 23%
- Females: 85%
- Veterans: 3%
- Avg Years of Service: 6.2 Years
- Exempt: 52%
- Non-Exempt: 48%

Data Reported on 10/24/2023