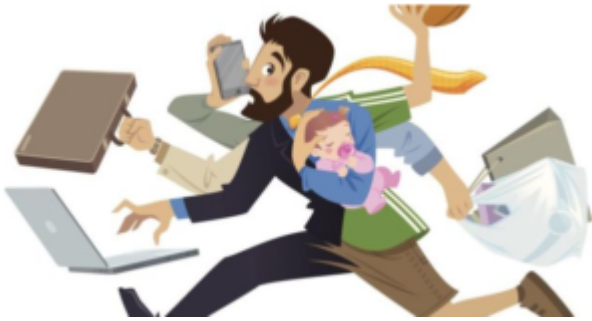


# Dual Career Tracking Policy



Use this tool as a guide to implementing and managing a dual career track program in your organization.

## **Dual Career Track Purpose and Overview**

The Dual Career Track option is available to support both the ongoing needs and goals of the organization and the career needs and goals of individual employees. The dual career track option exists to allow the organization to remain agile in meeting our evolving needs, to support the retention of employees and to provide employees opportunities to grow and evolve their careers.

Where it is possible and when the needs and goals of both the employee and the organization are aligned to support a dual career track the organization will make every effort to examine and facilitate this option. The final decision regarding the option to support a dual career track for an employee within the organization remains that of the organization and not the individual employee.