Human Resources to Launch Revamped Employee Orientation

University Relations - Communications
January 2016

Orientation for new UA employees is getting an update and will now place greater emphasis on the professional development resources the UA has to offer.

The Division of Human Resources has been working since the spring to change the format and goals of the New to the U orientation, which will now be called UA Career Kickoff. Employees will be encouraged to attend this orientation within their first 30 days of working at the UA.

"It's not going to be a standard orientation," said human resources consultant Eric Kay. "We want to draw connections between the foundation of this community and the University and how they are going to fit in it. It's going to be designed as more of an employee's first professional development course here at the University."

While Human Resources will continue to offer separate presentations on the topics of benefits and retirement plans twice a month, UA Career Kickoff will focus on making sure employees know that the University is a place where they can build their career, and that there are resources available to help them do so, such as employee and career advising, Qualified Tuition Reduction and Life & Work Connections.

Among the ideas that have been incorporated into UA Career Kickoff are video testimonials from UA employees, who will talk about their experiences working on campus and how their individual departments make a difference. Human Resources plans to send out registration information across campus about the first UA Career Kickoff on Feb. 5.

UA Career Kickoff orientations will be held once a month for two hours and will be facilitated by Kay and Dave Magoon, organizational consultant in the Division of Human Resources. The orientation will continue to include PowerPoint presentations but will now also feature videos and interaction among the audience.

Kay said a goal of the new orientation format is to instill a sense of pride in employees about where they work by making them aware of some of the University's achievements and landmark moments.
The changes to orientation come on the heels of a revised benefits orientation, which launched in September and included expanded scenarios, additional question-and-answer time, and enrollment assistance. Human Resources also hosted the Campus Resource EXPO in October. At the event, 30 departments and units, including Campus Recreation [4], University Information Technology Services [5] and UA Life & Work Connections had informational tables, presentations and demonstrations about the resources they offer employees.

The partners in the Campus Resource EXPO will also be highlighted during the UA Career Kickoff orientation.

"We want employees to leave UA Career Kickoff feeling proud of the place they've become a part of, having a sense of the array of resources available to them, and forming a vision and plan for a future of success with the University," Kay said.

New and existing employees at the UA interested in professional development [6] and furthering their career at the University can get more information on the Human Resources website [1].

Source URL: https://uaatwork.arizona.edu/lqp/human-resources-launch-revamped-employee-orientation

Links:
[1] http://hr.arizona.edu/
[4] https://rec.arizona.edu/