**FAQ: What is e-career ?**

**“e-Career”** refers to the USPS program online which is still in effect. It was to be replaced by HERO, however that system has glitches. Learning Diversity and Development (LD&D) has advised everyone to use e-Career when putting together their profiles (normally referred to the ‘old 991’ form that is still on the web).

T**he ‘e-Career Conference’**.  This is a gathering of District staff, PCES and other higher level EAS who come together to promote EAS opportunities through prepared presentations on how they got to where they are, etc.   The District holds “mock” interviews with attendees, the emphasis is on increasing interest in and promoting opportunities for upward mobility.

*However, the District does NOT provide a game plan for the participants to follow. This is the reason the* ***WORKSHOP*** *format was developed, and it has been proven successfull.*

**the ‘e-Career Workshop’**.  The key to this is the inference the word gives and that is: **Workshop**. During this event, representatives from the Ohio UPMA explain in detail the work the participants need to do, **HOW** they go about doing it**, WHERE** they find key information and **SHORTCUTS** to streamlining the process as it can be overwhelming. Attendees of the workshops participate in mock interviews where they are asked the questions they can expect during an actual interview. Additionally, UPMA members will review, or “RED PEN” the e-Career applications presented by attendees. In the Northern Ohio District, the HR Generalist Kennoa Dixon conducts a one-hour block in the computer room where she demonstrates how to access the program and go through the various sections explaining what is required.  Workshops also encourage mentoring and explain why it is vital to the participants success.  Lastly, we promote UPMA as a resource for them and ANY postal employee to join so they can reap the benefits of membership that include sources of information, mentoring opportunities, and focus on EAS issues of importance.  UPMA members are present to help answer questions as well as sign up new members.

While the USPS e-career CONFERENCE is important, it only happens once each year.  Our e-career WORKSHOPS are designed to be presented throughout the District to encourage participants to come without traveling great distances. Many attendees will attend multiple WORKSHOPS to increase their knowledge as the presentations are updated at each workshop, providing the latest material possible.  The updated presentations are a good reason to return, even after being promoted. These WORKSHOPS help prepare the participants for the scheduled e-career Conferences. They attend with an application (the e-Career profile), prepared to meet with District Personnel. Thus, beginning their first step towards receiving a 204B position or promotion. Remember, you need to ‘get your name out there’ to be recognized for promotion to a higher-level position.

If your goal is advancement within the United States Postal Service, begin your quest by attending one of the e-career workshops. It may be the best move you will ever make.