

Career Goal/Plan Criterion #1

Please explain **(A)** your King County career goal; **(B)** the specific knowledge and skills you want to develop towards achieving your career goal; **(C)** how the training will help you with your career goal; and **(D)** several development activities you will pursue inside and/or outside of King County.

Rate on scale of 1-3

Must rate at 2 or higher to pass

Below Standard 1	Meets Standard 2	Above Standard 3
<ul style="list-style-type: none"> • No clear KC career objective • Not clear on how training will support employee in achieving their career objective • No plan or action steps they will take to apply the training in support of achieving their stated KC career objective 	<ul style="list-style-type: none"> • Has a clear KC career goal • Explains one specific knowledge and skills they want to develop • Explains how the training will support the employee with their career goal • Has at least one development activity to help them towards achieving their KC career goal 	<p>In addition to “Meets Standard,” applicant also includes one or more of the following:</p> <ul style="list-style-type: none"> • Lists additional knowledge or skills they want to develop towards their career goal and at least one development activity for each • Includes development activities that are experience based (new tasks, projects, volunteer work, etc.) and/or learning with others (coaching, peer-to-peer learning, job shadow, etc.) and/or other informal training (videos, books, eLearning, etc.) that they will pursue inside and/or outside of King County in pursuit of their career goal • Submitted a well thought out Individual Development Plan or Employee Development Plan

DEI/Accessibility/RSJ

Rating Criterion #2

Based on where you are in your own lived experience and unique journey, what ways have you or will you strive to bring more diversity, equity, inclusion, accessibility or racial and social justice to your work?

Rate on scale of 1 - 3 Must rate at 2 or higher to pass

Below Standard 1	Meets Standard 2	Above Standard 3
<ul style="list-style-type: none">Does not answer the question or response shows no willingness to learn about or support King County's commitment to creating an inclusive, accessible, diverse, equitable, racially and socially just workplace	<ul style="list-style-type: none">Has some understanding of concepts and provides one or more examples of ways in which they bring more inclusion, accessibility, diversity, equity, or racial and social justice to their work and/or to their own livesExplains actions they are taking to learn more about diversity, equity, inclusion, accessibility and racial and social justice principles, concepts, processes and practices	<ul style="list-style-type: none">Understands and speaks to the intersectionality of equity, inclusion, accessibility, diversity, and racial and social justice, and their own privilege and bias (<i>intersectionality is how multiple sources of oppression such as one's race, class, gender identity, etc., which are not separate from each other, combine to create more complex barriers</i>)Speaks to how they have or will strive to actively disrupt systems of oppressionSpeaks to how they will apply the training they are requesting for a scholarship to support them in furthering the county's commitment to inclusion, accessibility, diversity, equity, or racial and social justice