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CHAPTER 5. UPWARD MOBILITY PROGRAM

5-1. Definition.

Upward mobility is a systematic management effort that focuses Federal personnel policy and practice on the development and implementation of specific career opportunities for lower level employees (GS-9 or below) who are in dead-end positions or occupational series that do not enable them to realize their full work potential. Upward mobility provides developmental opportunities to lower level employees.

5-2. Types of Upward Mobility Programs include:

- A. Crossover Method - utilizes vacancies in two grade interval series as trainee and target positions.
- B. Bridge Method - requires the use of transitional positions between a one-grade interval occupational series and the target two grade interval occupational series. The bridge functions as an interim technician or para-professional job generally combining duties of a clerical or support position with tasks extracted from the target professional or administrative position.

In each of the above areas, the National FWP Manager, as well as the Regional FWP Managers and Field Office FWP Coordinators, work with the appropriate personnel, training, and administrative offices to see that training is offered which addresses the particular career advancement problems of women. They encourage the use of cross-over and bridge jobs to close the gap between clerical and professional or technical positions for women; investigate the feasibility of using job restructuring; and assure that program participants are selected and evaluated without regard to sex.

(See HUD Handbook 8055.1, Rev. 1, Upward Mobility Program, for further information.)