

CAES Careers Silver Plan Overview

Transform How Evaluators Perceive Your Capabilities

Are you qualified for the role you want but not getting the interviews? The problem isn't your capabilities—it's how evaluators perceive them.

The Core Challenge

Most career development programs focus on building new skills. We focus on something different: closing the gap between the capabilities you already possess and what hiring managers actually infer from your resume, LinkedIn profile, and interview responses.

Our Three-Phase Approach

Phase 1: Diagnostic — Identify What's Not Coming Through

We systematically analyze your current presentation against the evaluator inference patterns typical of your target role. Through comprehensive assessments and structured discovery sessions, we identify four critical gaps:

- **Signal Gaps:** Capabilities you possess but don't demonstrate effectively
- **Framework Gaps:** Areas where you lack the structured approaches evaluators expect
- **Evidence Gaps:** Performance documentation that doesn't surface your potential
- **Positioning Gaps:** Misalignment between how you present yourself and what evaluators infer

Deliverables: Complete capability assessment, cultural fit analysis, performance gap identification, and initial presentation model.

Phase 2: Development — Build Frameworks That Make Capabilities Demonstrable

We develop structured frameworks for capabilities you already apply informally or intuitively. These frameworks allow you to:

- Generate concrete evidence of performance
- Articulate your value clearly in interviews and positioning materials
- Apply those capabilities more systematically in your current role

Deliverables: Non-technical skills Presentation Document, a learning plan aligned with career objectives, and optimized application materials.

Phase 3: Positioning — Align Everything for Evaluator Clarity

We help you adapt your resume, LinkedIn profile, and interview response patterns so evaluators can accurately infer the capabilities you possess. Every element of your presentation works together to communicate your value proposition.

Deliverables: Evaluator-optimized resume and LinkedIn profile, interview response frameworks, customized application strategies, and ongoing coaching support.

What Makes This Program Different

Evidence-Based: We don't guess what's wrong with your search. We systematically analyze the gap between your capabilities and evaluator perceptions.

Customized to Your Target: Everything we develop is aligned with the specific roles, industries, and organizational cultures you're pursuing.

Beyond Skills Training: We don't focus on building new skills. We focus on making the capabilities you already have visible and demonstrable to decision-makers.

Comprehensive Tools: From the Career Development Action Plan to purpose statements, assessments, and value propositions—you'll have structured frameworks for every aspect of your search.

Sustained Support: Ten structured sessions plus ongoing coaching to ensure you stay on track and can adapt to changing circumstances.

Program Components

Strategic Foundation

- Career Development Action Plan - your roadmap from current state to ideal career
- Complexity and cultural assessments to match you with compatible opportunities
- Life plan integration to ensure career decisions align with personal values
- Purpose statement development to anchor your professional identity

Presentation Optimization

- Resume engineered for evaluator inference patterns
- LinkedIn profile strategically optimized for target roles
- Cover letter framework aligned with your value proposition
- Interview response patterns designed around behavioral expectations

Ongoing Development

- Learning plan to systematically close capability gaps and show your development orientation
 - Performance documentation frameworks to generate evidence
 - Networking strategies proven effective for your target market
 - Regular coaching sessions to maintain momentum and make any adjustments
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Who This Program Serves

This program is designed for professionals who:

- Have the capabilities for their target role but aren't getting interviews
 - Receive generic rejection feedback despite strong qualifications
 - Struggle to articulate their value in selection interviews
 - Want to advance to higher complexity roles or transition to new industries
 - Need a systematic approach to overcome current search success barriers
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Your Investment

10 Core Sessions spanning three phases, from initial diagnostic through positioning and implementation

Ongoing Support including follow-up coaching sessions

Comprehensive Materials including assessments, frameworks, optimized presentation documents, and strategic planning tools

Expected Outcomes

By the end of this program, you will:

- Understand exactly what evaluators infer from your current presentation—and how to change it
- Possess structured frameworks for demonstrating capabilities you currently apply intuitively
- Have a complete set of optimized materials aligned with your target roles
- Know how to generate ongoing evidence of performance in your current position

- Be equipped with interview response patterns that communicate your value clearly
 - Have a sustainable learning plan to continue developing toward your ideal career
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Getting Started

The program begins with a simple online application where you share:

- Your LinkedIn profile
- Your target role or advancement objective
- What you've tried and what barriers you're facing

From there, we schedule your Program Definition Meeting to review your presentation documents, clarify objectives, discuss your specific situation, and customize the program to your needs.

Ready to close the gap between your capabilities and what evaluators perceive?

CAES Career Advancement Employment Services Inc.

[Contact Us Link](#)