



How to Progress Your Career While Working Part-Time

Many professionals assume that career progression is only achievable through full-time work, but this isn't the case. With more businesses embracing flexible working arrangements, part-time employees have increasing opportunities for growth. Whether you're balancing work with family commitments, further studies, or other responsibilities, there are ways to develop your career without working full-time.

1. Be Clear About Your Goals

If you want to advance in your role, clarity is key. Have an open conversation with your manager about your ambitions and discuss how you can progress within your current working pattern. Many employers now recognise the value of retaining skilled part-time workers and may be willing to offer career development opportunities.

A report by Thriving Talent Solutions highlights that part-time employees who clearly communicate their career goals are more likely to receive opportunities for professional growth. This could include additional responsibilities, leadership training, or projects that align with your ambitions.

Employers who prioritise career pathing—a structured approach to career progression—often see higher engagement and retention among their staff (Qualtrics, 2023). If your company doesn't currently have a clear framework for part-time career development, consider proposing one based on successful models used elsewhere.

3. Build Your Network

Networking is essential for career growth, particularly when working fewer hours. Attend industry events, join professional groups, and engage with colleagues across different teams. A strong network can open doors to new opportunities and keep you informed about changes within your industry.

The Qualtrics Career Pathing Report suggests that employees who regularly connect with senior colleagues and industry peers are more likely to be considered for promotions or new roles. Even if you work remotely, virtual networking events and LinkedIn groups can help you maintain professional connections.

4. Make an Impact in Your Role

While part-time employees may have fewer working hours, the quality of work often outweighs the quantity. Focus on delivering results, demonstrating reliability, and taking initiative within your role. If you can show that you add significant value to the business, your employer will be more inclined to support your career development.

A study by Thriving Talent Solutions found that employers are more likely to invest in part-time staff who consistently contribute to business goals. This means being proactive, offering solutions, and demonstrating leadership qualities, even within a reduced schedule.

5. Consider Job Crafting

If your current role isn't providing the growth you're looking for, consider job crafting—reshaping your role to better align with your skills and ambitions. This could involve taking on projects outside your usual responsibilities, upskilling in a particular area, or working cross-functionally with other teams.

According to Qualtrics, employees who actively shape their job roles to fit their strengths and interests report higher job satisfaction and career success. Speak to your manager about ways to adjust your role to include tasks that support your long-term career goals.

Final Thoughts

Career progression doesn't have to be limited by working hours. By setting clear goals, pursuing professional development, building a strong network, and demonstrating your value, you can continue to grow in your career while maintaining a part-time schedule. Many organisations are now recognising that talent and ambition are not defined by working full-time hours—so take advantage of the opportunities available to you.

Would you like to discuss part-time career opportunities? Get in touch with our recruitment specialists today: hello@corvuspeople.com