ePortfolios have been defined as being a ‘purposeful collection of information and digital artefacts that demonstrates development or evidences learning outcomes, skills or competencies’. Much of the research into ePortfolio practice has examined the use and value of digital portfolios in formal learning situations, for example in academic courses. It is argued that there is a strong role for the use of ePortfolios beyond the domain of formal study, where the focus can be not just on the ‘destination’, but also on the ‘journey’ itself. A GPS unit has become a useful device for helping travellers reach their destination, providing guidance about the journey along the way. An ePortfolio can serve as a personal GPS for career planning, to chart a course into the future.

An ePortfolio can support career development by helping the individual articulate their goals, plan their learning strategies and track their success through capturing evidence of their achievements and facilitating critical reflection on the whole process. It can encompass the essential areas of knowledge and experience, as well as the important transferable skills that are a vital part of contemporary employment. The ePortfolio can be shared with managers or mentors, who can provide feedback, guidance and encouragement. Entries in the ePortfolio can be structured to help develop meaningful and relevant responses to selection criteria that can be readily used in applications for promotion or new jobs. Just as a GPS unit represents a navigation system for travellers to help them identify the best route from A to B, or indeed to enable them to dynamically select the best route in real time, an ePortfolio can serve as the individual’s own career navigation system: Goals + Planning = Success.