

# Building Career Pathways



# What Are Career Pathways?

Career Pathways are structured sequences of education, training, and work experiences that lead to career advancement in a specific industry or occupation. They help individuals move from entry-level positions to higher-level roles through clearly defined steps.





# Why Career Pathways Matter

- Provide a roadmap for career growth
- Help align education with workforce needs
- Support lifelong learning and skill development
- Empower job seekers to make informed decisions

# Benefits for Job Seekers

- Clear direction and goals
- Increased job satisfaction
- Better job security and wages
- Opportunities for advancement





# Benefits for Employers

- Skilled and prepared workforce
- Reduced turnover Improved productivity
- Stronger talent pipelines

# Key Components of a Career Pathway

## Education & Training

- Credentials, certifications, degrees

## Work Experience

- Internships, apprenticeships, on-the-job training

## Support Services

- Career counseling, financial aid, mentoring

## Employment opportunities

- Entry to advanced roles

# Understanding Job Levels in a Career Pathway

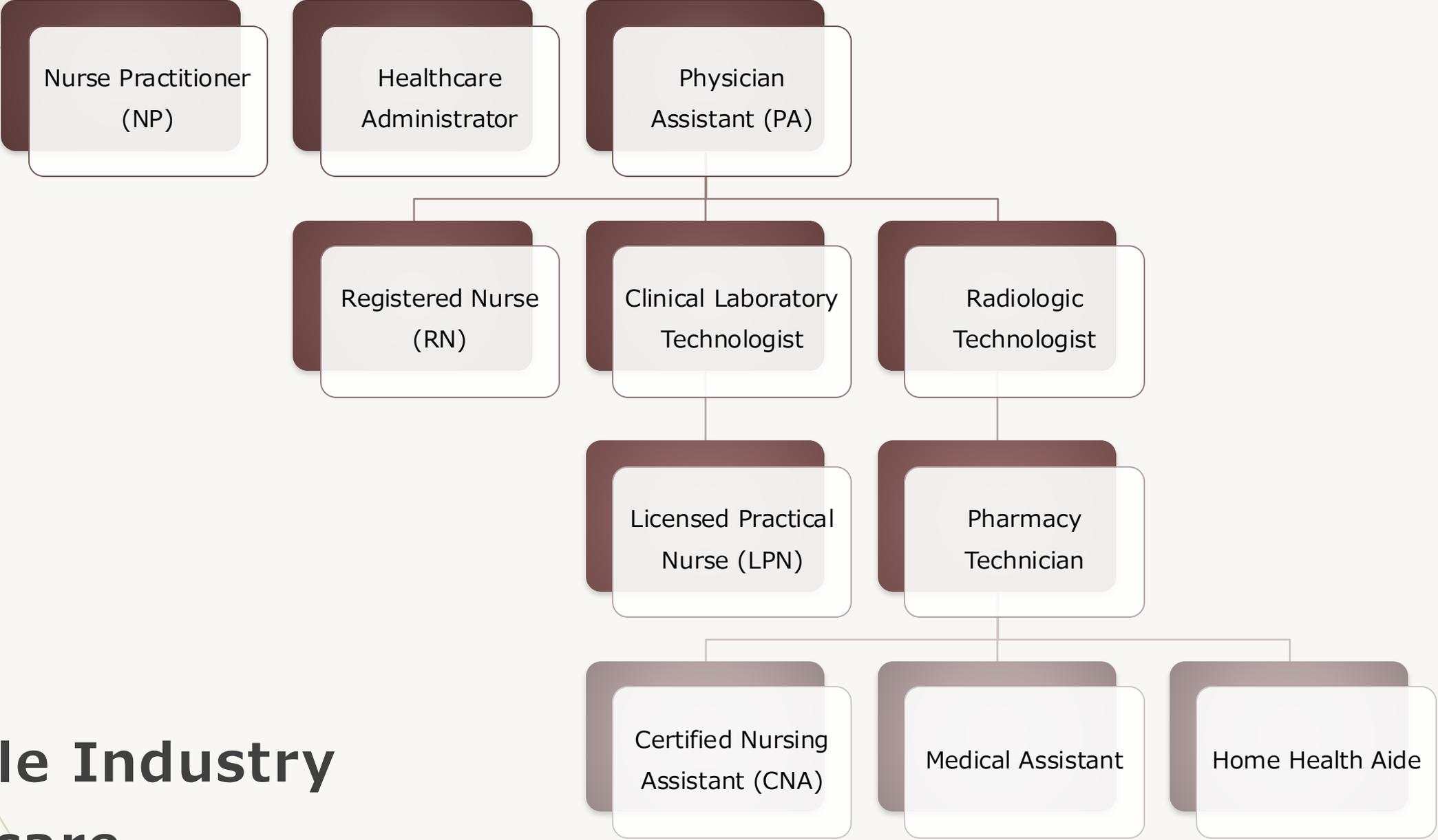
## Jobs on Same Level

- Require similar levels of education or certification
- Offer comparable salaries and responsibilities
- May differ in specialization rather than hierarchy
- Provide lateral movement opportunities for skill diversification

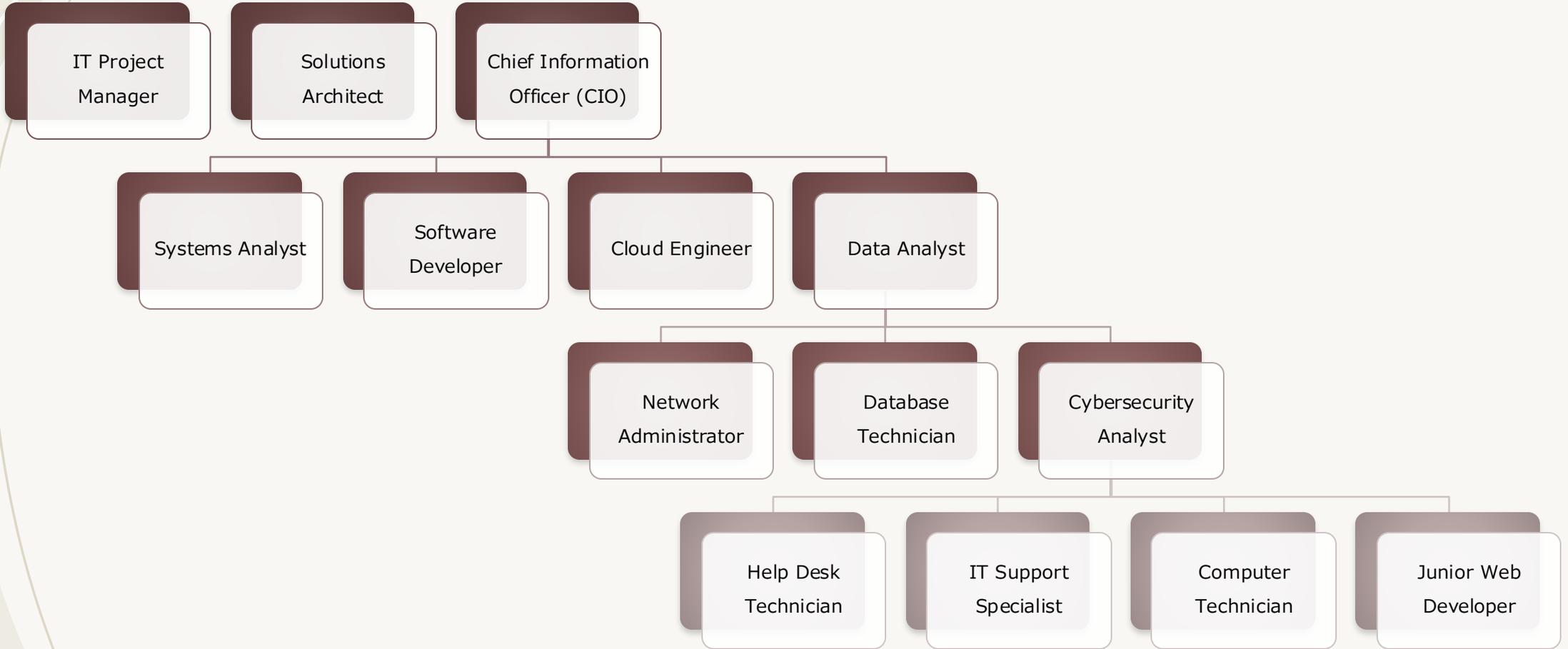
## Jobs on Upper Levels

- Require more advanced education or credentials
- Involve greater responsibility, leadership, or decision-making
- Offer higher salaries and more autonomy
- Often include supervisory or strategic roles

**Career progression isn't always linear – some roles offer lateral growth, while others lead upward.**



# Example Industry Healthcare



# Example Industry

## Information Technology

# Supporting Job Seekers With Effective Job Search Strategies

Career counselors are key to helping job seekers:

- Understand career pathways
- Identify skill gaps
- Access training and education
- Set realistic and achievable goals





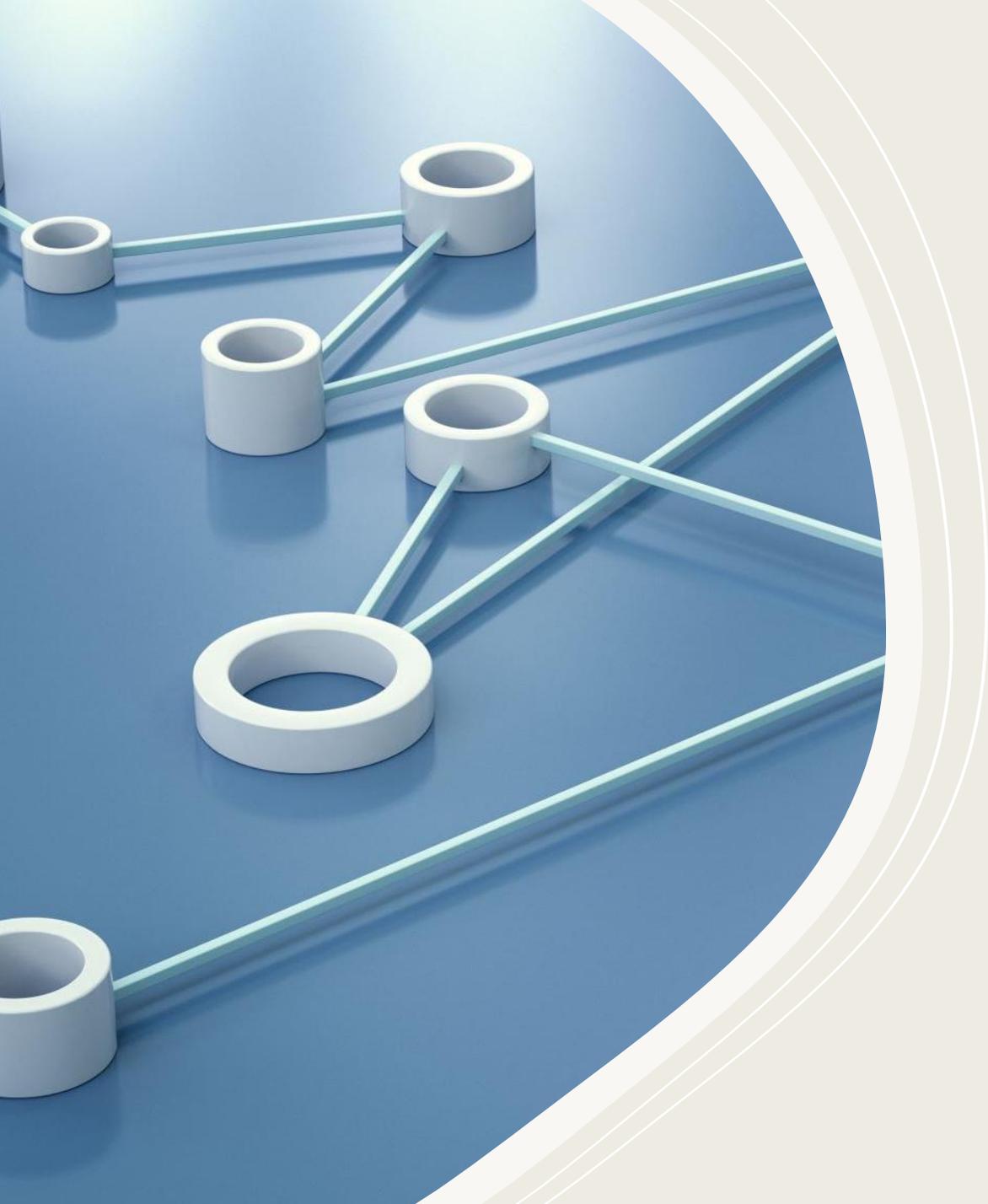
## Assessing Job Seeker Needs

- Evaluate interests, strengths, and values
- Use tools like O\*NET, CareerOneStop, and assessments
- Discuss short and long-term goals
- Identify barriers and support needs

# Mapping a Career Pathway

- Choose a target industry or occupation
- Identify entry-level and advancement roles
- Determine required skills and credentials
- Create a step-by-step plan with milestones





## Connecting to Resources

- Training programs (community colleges, apprenticeships)
- Financial aid and scholarships
- Workforce development boards
- Employer partnerships and job fairs

# Tips for Counselors



STAY UPDATED ON LABOR  
MARKET TRENDS



BUILD RELATIONSHIPS  
WITH LOCAL EMPLOYERS



ENCOURAGE  
CONTINUOUS LEARNING



CELEBRATE SMALL WINS  
WITH JOB SEEKERS

# Useful Resources

- [CareerOneStop.org](https://www.careeronestop.org)
- O\*NET Online
- National Career Development Association
- The WorkPlace (or other Local Workforce Development Boards)



A red pushpin is stuck into a map, with a white circular callout bubble next to it. The background is a blurred map with various colors and lines. The callout bubble has a white interior and a thin white border.

# Activity

Map the Path

# Building Career Pathways

