Career navigation is rarely – if ever – a linear journey. Enhancing career navigation for workers and learners provides a valuable opportunity to actively address structural barriers contributing to occupational segregation.

**Phases of Career Navigation**

- **Self-Assessment**
- **Career Exploration**
- **Skills and Credentials**
- **Career Pathways**
- **Connect to Job**

**Follow Devin’s Career Navigation Journey**

Devin’s journey represents Black workers in the construction field. The experiences represented align with the stories we heard, not a predetermined order or number.

Walk through his career navigation journey map by following his experiences, which are numbered, color-coded, and listed in chronological order.

Each phase is further illustrated through the *Timeframe, Thinking, and Pain Points* that were notable in each phase.

Career navigation phases varied in order, timeframe, and number of experiences.
Devin is incarcerated for one year and feels unsure of his path, but is motivated and knows he’s a hard worker. After getting out of prison, Devin applies to as many jobs as he can. He wants to work in construction, but doesn’t find those opportunities through his temp service. Without an opportunity to work construction, Devin works at a factory for six months, but then is laid off. Out of work, Devin isn’t sure what to do next. He takes a self-assessment quiz and construction comes up as the top career choice.

As a justice-involved individual, Devin has a harder time obtaining certifications and getting jobs. Devin enrolls in a construction program with a local workforce development organization. He is successful in his program and obtains a lead and asbestos certificate. Devin starts job as a lead and asbestos contractor.

Devin looks into different pathways within the construction field but struggles with finding guidance on where to start. Devin is interested in working for a Black-owned construction company. Devin feels like his criminal record is impeding him from being hired.

**Persona:** Devin
- **Age:** 31
- **Race:** Black
- **Occupation:** Asbestos and lead contractor
- **Salary:** $42,000
- **Living Wage:** $102,648

**Background and Family Life**
As a child, Devin assisted his grandfather doing construction work. He moved to Milwaukee with his mother at age 12. He has two children, ages 11 and 3, and prides himself on being an active parent. Devin didn’t graduate high school, but did complete his GED. Devin was incarcerated for one year.

**Quote**
“it does get a little frustrating seeing something you want to do, but not knowing how to get there.”

**Goals**
- Find a position with a black-owned construction company.
- Own his own construction business.

**Barriers**
His felony record shows up on background checks, leading to limited career pathway opportunities.

**Expectations**
My hard work will pay off – “I had this idea of what I could be. Seeing my potential and seeing it manifest.”

DISCUSSION QUESTIONS

What are your observations about Devin's journey?

Which experience was most surprising to you, and why?

Which experience was least surprising to you, and why?

What is the experience you'd want a client to have in their career navigation journey?

What stands out to you on this journey map as a crossroads, where a resource or support intervention might have benefited this individual's career journey?

What shifts can you make in your work to offer, improve, or publicize that support or intervention?

Are there policy recommendations that would improve outcomes for Milwaukee Black Construction Workers?