CAREER NAVIGATION JOURNEY MAPS

LAID-OFF WORKERS IN MANUFACTURING AND AVIATION

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

Follow Greg’s Career Navigation Journey

Greg’s journey represents laid-off workers searching for new work. 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.
Greg had his dream job, but lost it when the plant exploded and closed long-term with little notice.

As Greg starts looking for another job, he is confident about his skills and experience, and expects to find work quickly.

As his job search continues with no offers, Greg is concerned his age is a factor in not finding a job.

Greg doesn't have the credential that is now standard in the industry, as it wasn't required when he began his career.

Without a job offer, Greg enrolls in college to complete this credential.

Needing to bring money in, Greg does temp work but can't maintain it with school and family responsibilities.

With his industry experience, he knows a paid apprenticeship could help his situation, but isn't sure where to start and doesn't pursue it.

Greg enjoys mentoring younger students in his classes and considers teaching as an option.

Greg achieves the Presidents Honor Roll. Still in school, Greg feels unclear about his career options.

He prefers to stay in aviation or manufacturing.

Feeling financial strain, Greg feels more stress to find a part-time job that fits his school schedule.
DISCUSSION QUESTIONS

What are your observations about Greg’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 Laid-Off Workers in Manufacturing and Aviation in Wichita, KS?