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**

1. **Self-Assessment**
2. **Career Exploration**
3. **Career Pathways**
4. **Skills and Credentials**
5. **Connect to Job**

**Follow Kimberly’s Career Navigation Journey**

Kimberly’s journey represents young adults beginning their careers. The experiences represented align with the stories we heard, not a predetermined order or number.

Walk through her career navigation journey map by following her 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.
Background and Family Life
Kimberly is a first-generation college senior, on track to graduate. She lives with her mom and two siblings. She is the youngest of four – two brothers, one sister. Kimberly attended Chicago public schools until high school, then moved to the suburbs to enroll in a better school district.

Quote
“I can’t be like everybody else. I have to be myself and do what I’ve got to do and take care of my responsibilities and grow. It’s hard being a Black person in America, especially in Chicago. It’s pretty hard.”

Goals
Wants to become the first person in the family to receive a college degree.

Barriers
Time-management — Kimberly juggles being a full-time college student and an internship. As a first generation college student, she doesn’t feel real emotional support from her family to finish school.

Expectations
Obtaining a college degree and gaining experience from an internship will assist in finding a career she’s passionate about.

DISCUSSION QUESTIONS

What are your observations about Kimberly’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 Chicago Young Adult Workers?