Chesapeake Bay Program Career Network Map
User Guide
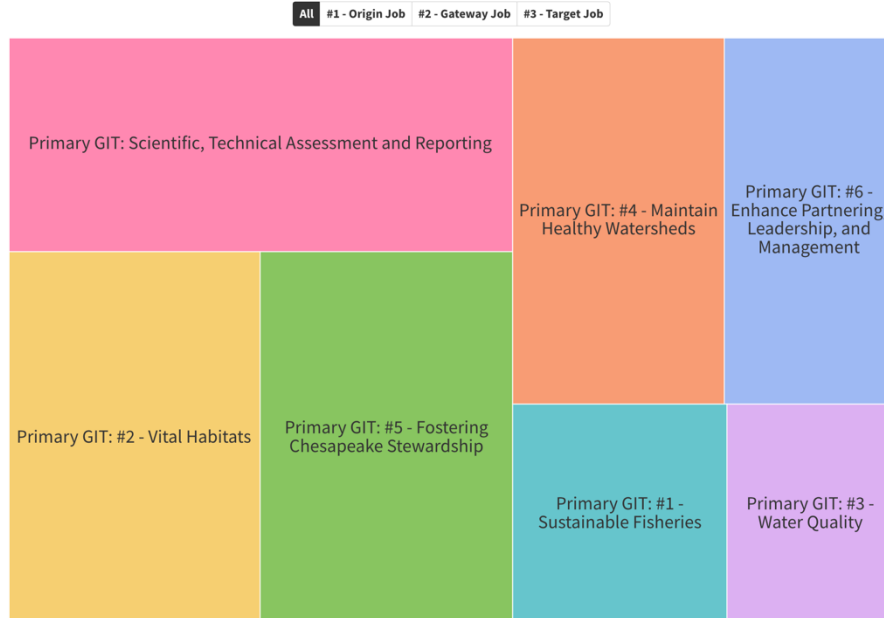
Prepared by WE Strategies– July 2024

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Chesapeake Bay Program Career Network Map

All | #1 - Origin Job | #2 - Gateway Job | #3 - Target Job

Primary GIT: Scientific, Technical Assessment and Reporting

Primary GIT: #4 - Maintain Healthy Watersheds

Primary GIT: #6 - Enhance Partnering, Leadership, and Management

Primary GIT: #2 - Vital Habitats

Primary GIT: #5 - Fostering Chesapeake Stewardship

Primary GIT: #1 - Sustainable Fisheries

Primary GIT: #3 - Water Quality

https://shorturl.at/emmEI

About

This document serves as an instructional guide on the uses and key aspects of the *Career Network Map*. The *Career Network Map* provides representation of pathways within green emerging jobs. This guide provides background on how to navigate the map.

The *Career Network Map* highlights various roles that are aligned to the workforce needs of each Goal Implementation Team (GIT). The cover of this map presents the six GITs and STAR team. Within each GIT, jobs are shown and separated by Job Level and each job has contextual information, such as salary and education level required. The size of the box represents the number of identified positions within each category and Job Leve. **The tool focuses on showcasing various gateways available to job seekers that cross the traditional career progression.**

What this Tool IS

| General Maintenance and Repair Workers | → | Agricultural Teacher | → | Health and Safety Engineers | ✅ |

What this tool is NOT

| Teaching Assistant | → | Agricultural Teacher | → | Education Administrators, Postsecondary | ❌ |

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This tool is about understanding how job seekers can unlock Gateway Job opportunities. There is an opportunity to understand how to include job seekers into these gateway roles that will increase diversity in these roles. **Career paths are not linear, therefore there are multiple pathways that a job seeker can take to achieve career goals to work towards Target Job positions.**

Definitions[1]
There are three categories of Jobs and are defined as follows:

1. **Origin Jobs**: Low-wage (<$37,000) and mid-wage ($37,000-$42,000) occupations, with high unemployment among workers without four-year degrees.
2. **Gateway Jobs:** A good job that can lead to Target occupations with the opportunities to build skills while also offering >$42,000 in pay.
3. **Target Jobs:** Middle-to higher-wage (>$42,000) occupations that are good quality because they are resilient to automation and accessible based on job experience, not just credentials.

How to use the tool
1. Click inside a square of a particular GIT or STAR to view the specific Job Level within (*Origin, Gateway, Target*).
2. To view the job(s) within each Job Level, click on any Job Level. This will show all the job titles associated with the Job Level in each respective GIT or STAR team.
3. To view contextual information of a particular job, click on the job name. The following information is listed within each Job Title:
   • *Job Description*
   • *Median Annual Salary (USD)*
   • *Minimum Education Level Requirements*
   • *Standard Occupation Classification (SOC) Code*
   • *Training Needed*
   • *Training Providers*
4. The arrow in the top right corner of the network map will allow you to back out of any view, or to return to the previous view. The button can be clicked multiple times to return to any view.

Backend Access
You can access the backend visualization through the flourish website:
Website: *https://app.flourish.studio*
Username: *yaser.alhusaini@we-strategies.us*   ***Password:*** *CBP2024Viz*

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[1] Markle. (2023). *Job progression tool*. Job Progression Tool. https://jobprogressions.mckinsey.digital/

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