

The Employment Lifecycle

Stakeholders from the *Convergence Collaboration on Pathways to Better Jobs*, an alliance of employers, community-based organizations, workers, policy professionals, and training providers of all types, seek to address the needs of millions in the low- to moderate-income workforce. Our goal is to find ways to better connect workers with opportunities to grow their skills and qualifications and navigate the on- and off-ramps that will build economic mobility and financial security for their future.

What unmet needs and gaps do workers, employers, & community-based organizations have within the employment lifecycle?

EMPLOYERS

STEP 01 Career Exploration and Preparation

Identify gaps in talent pipeline

STEP 02 Recruiting and Hiring

Fill talent gaps and cultivate reliable talent pipelines

STEP 03 Onboarding

Confidence in a worker's requisite skills, or commitment to learn skills on the job and longevity with the company

STEP 04 Advancement

Assurance of return on their investments in workers' upskilling and career advancement

STEP 05 Up-and-Out

Reciprocal skilling network/sector that will allow an employer to benefit from skills gained by workers at other institutions if/when employees shift jobs

WORKERS

STEP 01 Career Exploration and Preparation

Identify short-, medium-, and long-term goals to inform the skills they should acquire for the job they desire

STEP 02 Recruiting and Hiring

Develop and demonstrate essential skills, wage transparency, equitable and clear interview and training processes, and potential for growth

STEP 03 Onboarding

Clear communication about both employer-provided skilling opportunities and the potential for upward mobility, in addition to detailing what success looks like at various points of a position

STEP 04 Advancement

Employer-provided mentorship, coaching, time, and training that supports advancement

STEP 05 Up-and-Out

Opportunities to gain adaptable and transferable skills for higher paid and more advanced positions leading to upward mobility

CBOs

STEP 01 Career Exploration and Preparation

Trusted relationships with employers who provide transparent access to career paths or are willing to work to develop those paths in partnership with CBOs so providers can effectively to support workers

STEP 02 Recruiting and Hiring

Foster trusted relationships with employers who provide transparent and equitable applications, interviews, and job descriptions that effectively allow providers to support workers

STEP 03 Onboarding

Open and consistent communication with employers and workers to ensure smooth and swift transition into employment

STEP 04 Advancement

Clear communication and transparency about skill building needs and timelines in different sectors/industries to help workers achieve upward mobility

STEP 05 Up-and-Out

Information from employers about skills required to advance in the workplace and/or sector and from workers about their evolving career goals and interests

