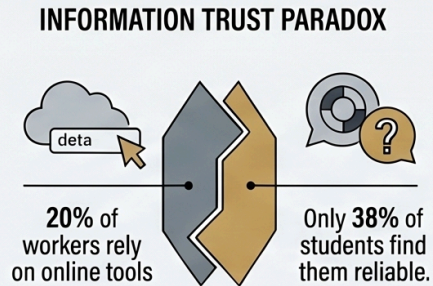
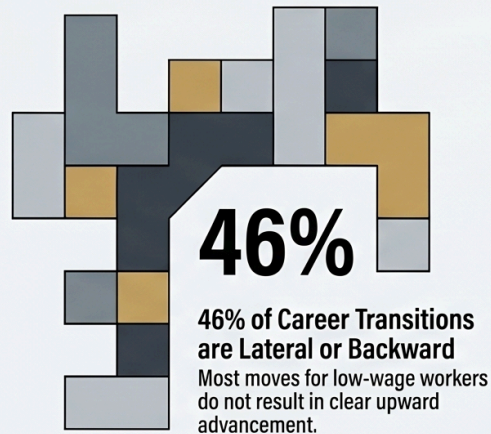


THE NAVIGATION GAP: SUPPORTING CAREERS IN A FRAGMENTED LABOR MARKET

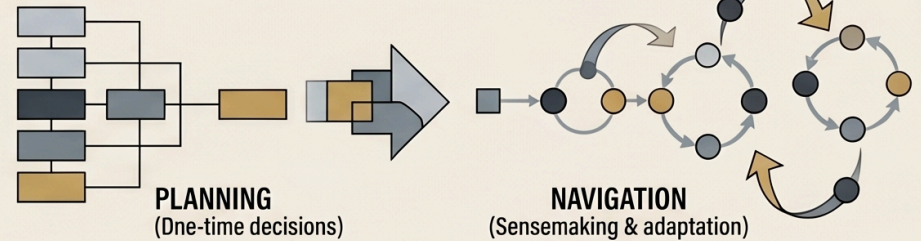
Traditional linear career pathways have been replaced by a fragmented labor market requiring constant pivots. Success no longer depends solely on individual motivation but on access to a robust "navigation infrastructure" of information, networks, and stable job conditions.

THE REALITY OF THE FRAGMENTED MARKET



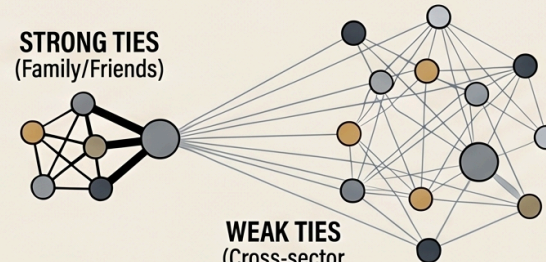
PILLARS OF NAVIGATION INFRASTRUCTURE

TRANSITION FROM "PLANNING" TO "NAVIGATION"



STRONG TIES

(Family/Friends)

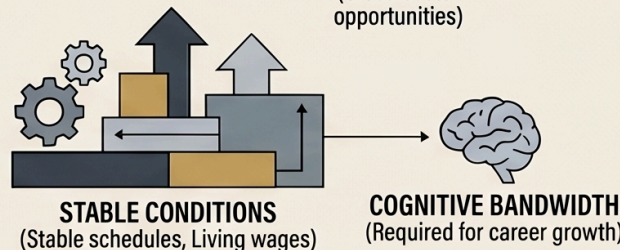


WEAK TIES

(Cross-sector opportunities)

SOCIAL CAPITAL AS MOBILITY FUEL

Expanding networks beyond "strong ties" to "weak ties" provides cross-sector opportunities.



JOB QUALITY AS A PRECONDITION

Stable schedules and living wages provide the "cognitive bandwidth" required for career growth.

PATHWAY CLARITY ACROSS INDUSTRIES

INDUSTRY SECTOR	PATHWAY CLARITY	PRIMARY INFORMATION SOURCE
Healthcare	HIGH	Licensed credentials and community networks
Cybersecurity	LOW	Independent research and self-directed exploration
Tech (General)	VARIABLE	Social media (often leads to "expectation misalignment")

THE COACHING CAPACITY GAP

Some community college coaches are responsible for up to 4,700 students simultaneously.