**Career Pathways at *[name of employer]***

At [NAME OF EMPLOYER], we take your career path with us very seriously. We want to offer all of our employees opportunities to grow in their education and professional development, and realize their potential for growth here. That is why we’ve developed a ‘career map’ showing the different positions here, and the education and experience needed for each. Obviously not every position is open all the time, and there is much more to know about a job than what we can print here. However, we hope this tool will give our valuable employees a sense of their mobility here, how they might make plans for education, and how to find out more information.

How to use this tool: The left side of this chart shows the base number of years of experience needed to be considered for this position. The definition of experience can vary job to job, so it is important to check the job description for more information. The top shows the minimum education requirements for the position. Again, education requirements can vary job to job too, however there are some roles that have very specific requirements, and some that are more flexible.

<< SAMPLE >>

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| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Minimum Years of Experience*** | ***Minimum Educational Requirement*** | | | | | | |
|  | **HS Diploma / GED Specific Training and/or Specific Certifications** | **Associate’s Degree** | **Bachelor’s Degree** | **Master’s Degree**  **Unlicensed** | **Master’s Degree Licensed** | **Ph.D Level** |
| **↓** |
| **0 – 2** | **Community Health Worker**   * Bi-lingual required |  | **Case Manager**   * BA/BS degree in Psych, Sociology, Social Work or Human Services |  |  |  |
| **1 - 3** |  | **Case Manager**   * AA/AS degree in Psych, Sociology, Social Work or Human Services * 3 years exp. | **Service Coordinator**   * BA/BS degree in Psych, Sociology, Social Work or Human Services; * Case management experience | **Case Management Supervisor**   * MSW required * 3 years case management exp. * 2 years management exp. |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Minimum Years of Experience*** | ***Minimum Educational Requirement*** | | | | | | |
|  | **HS Diploma / GED Specific Training and/or Specific Certifications** | **Associate’s Degree** | **Bachelor’s Degree** | **Master’s Degree**  **Unlicensed** | **Master’s Degree Licensed** | **Ph.D Level** |
| **↓** |
| **0 – 2** |  |  |  |  |  |  |
| **1 - 3** |  |  |  |  |  |  |
| **2 - 4** |  |  |  |  |  |  |
| **3 - 5** |  |  |  |  |  |  |
| **5 +** |  |  |  |  |  |  |
| **10 +** |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
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