Career Pathway Mapping Tool 🖊

Use this template to build clear visual maps of potential digital career pathways in your region.

Instructions

- Add the title of the pathway you're building at the top.

- Use the three boxes in the first row to list the technology skills people will need to land jobs in the pathway at the entry, intermediate, and advanced levels.

- Then use the boxes below the first row to provide information about specific roles at each of those levels, including the job title, median salary, and number of openings in the region

- Organize the role boxes so it's clear how they relate to one another along the intended career path. To make it easier to place the boxes in the desired location in Word, you can turn on gridlines using the View drop-down menu: View > Gridlines. The grid will help you neatly position the boxes in rows and columns as desired. The gridlines won't print and can be turned off via the drop-down at any time.

- You can add arrows to clearly depict the indented career path. Use the arrow provided below the boxes and duplicate it as many times as you need to. See the mockup of a completed career pathway map on the following page for examples of how to position boxes and use the arrows.

Entry Level Technology Skills	Intermediate Level Technology Skills	Advanced Level Technology Skills

Median salary: Number of regional openings:	Median salary: Number of regional openings:	Median salary: Number of regional openings:	Median salary: Number of regional openings:	Median salary: Number of regional openings:	Median salary: Number of regional openings:

Example Career Pathway Map

Computer User Support Specialist, Austin-Round Rock, Texas

Entry Level

Technology Skills

Operating system software; database management system software; database user interface and query software; development environment software; web platform development software

Intermediate Level

Technology Skills

Database management system software; database user interface and query software; development environment software; object- or component-oriented develop

Advanced Level

Technology Skills

Database user interface and query software; development environment software; Enterprise resource planning (ERP) software; program testing software

Database Administrator

Median salary: $92,607

Number of regional openings: 113

Information Security Analyst

Median salary: $113,398

Number of regional openings: 299

Computer User Support Specialist

Median salary: $56,826

Number of regional openings: 973

Computer Network Support Specialist

Median salary: $65,616

Number of regional openings: 201

Computer Programmer

Median salary: $104,536

Number of regional openings: 90

Network and Computer Systems Admin

Median salary: $101,171

Number of regional openings: 403

Computer Systems Analyst

Median salary: $105,748

Number of regional openings: 800

Computer & Info Systems Manager

Median salary: $170,396

Number of regional openings: 1,056

Source: Lightcast 2025.1, Projected average number of regional openings per year from 2025 to 2030 for the Austin-Round Rock, Texas, Metropolitan Statistical Area

Jobs for the Future