

Industry Advisory Groups (IAGs) are composed of industry professionals with current or recent experience and will speak to the recruitment challenges and training needs of their particular sector. The IAGs will inform changes to the Framework but are not representative of the final modernized Framework and are one part of a larger validation process. This chart demonstrates how IAGs were designed and organized to incorporate existing Career Clusters between and across IAGs. Many existing Career Clusters are included in multiple IAGs, while others are not; this is not reflective of one's importance over another, but rather our efforts to best utilize applicants and organizational capacity. The incorporated sub-sectors are not comprehensive and only represent a sampling of career pathways included.

Industry Advisory Group	Existing Clusters Incorporated	Sample Incorporated Sub-Sectors Derived from NAICS, SOC Codes	
Advanced Manufacturing & Engineering	<ul style="list-style-type: none"> ● Information Technology ● Manufacturing ● STEM ● Transportation, Distribution & Logistics 	<ul style="list-style-type: none"> ● Robotics ● Advanced Manufacturing ● Industrial Mechanics ● CAD, Milling, CNC, Machinist ● Health, Safety & Environmental Assurance (Energy?) 	<ul style="list-style-type: none"> ● Maintenance, Installation & Repair ● Manufacturing Production Process Dev. ● Production ● Quality Assurance ● Logistics and Inventory Control (Supply Chain?)
Agriculture	<ul style="list-style-type: none"> ● Agriculture, Food & Natural Resources 	<ul style="list-style-type: none"> ● Water (Marine) ● Urban/ Vertical Farming ● Animal Science (was systems) 	<ul style="list-style-type: none"> ● Food Products & Processing Systems ● Natural Resources Systems ● Plant Systems ● Environmental Service Systems
Arts, Entertainment, and Design	<ul style="list-style-type: none"> ● Arts, A/V Technology & Communications ● Hospitality & Tourism ● Marketing 	<ul style="list-style-type: none"> ● Creative Economy ● Marketing (graphics) ● Graphic Design ● A/V Technology & Film ● Fashion Design 	<ul style="list-style-type: none"> ● Journalism & Broadcasting ● Performing Arts ● Printing Technology ● Visual Arts ● Interior Design ●
Civics, Public Service and Administration, Judicial Systems and Public Safety	<ul style="list-style-type: none"> ● Government and Public Administration ● Law, Public Safety, Corrections & Security 	<ul style="list-style-type: none"> ● Politician/Legislator ● Administrative Support ● Foreign Service ● Governance ● National Security ● Court Support ● Planning (Urban/City) ● Public Management & Administration 	<ul style="list-style-type: none"> ● Regulation ● Revenue & Taxation ● Emergency & Fire Management Services (Fire & Paramedics) ● Law Enforcement and Correction Services (Police) ● Legal Servicers ● Security & Protective Services
Construction	<ul style="list-style-type: none"> ● Architecture & Construction; ● Manufacturing 	<ul style="list-style-type: none"> ● Carpentry ● HVAC (UOC) ● Welding (also Manufacturing) ● Electrician ● Plumbing 	<ul style="list-style-type: none"> ● Masonry ● Landscaping ● Architecture ● Design/ Pre-Construction ● Maintenance/ Operations

Digital Technology	<ul style="list-style-type: none"> Information Technology STEM 	<ul style="list-style-type: none"> Telecommunications Data Science AI Cyber Security 	<ul style="list-style-type: none"> Programming and Software Development Web and Digital Communications Network Systems Information Support and Services
Education	<ul style="list-style-type: none"> Education & Training Human Services 	<ul style="list-style-type: none"> Counseling Online Learning Instructional Design Teaching/ Training Services 	<ul style="list-style-type: none"> Professional Support Administration & Administrative Support Early Childhood Development & Services
Energy & Natural Resources	<ul style="list-style-type: none"> Agriculture, Food and Natural Resources Information Tech STEM 	<ul style="list-style-type: none"> Extraction Utilities Renewable Energy Power, Structural & Technical Systems 	<ul style="list-style-type: none"> Water Wind Solar Natural Resources
Financial Services	<ul style="list-style-type: none"> Business Management & Admin Finance 	<ul style="list-style-type: none"> Accounting Banking Services Insurance Securities and Investment 	<ul style="list-style-type: none"> Micro Lending & Finance Real Estate Industry Personal Finance (Entrepreneurship)
Healthcare, Community & Social Services	<ul style="list-style-type: none"> Health Science Human Services Marketing 	<ul style="list-style-type: none"> Nursing Professions Biotechnology Research & Development Diagnostic Services Health Informatics Support Services Therapeutic Services 	<ul style="list-style-type: none"> Consumer Services Counseling & Mental Health Services Family & Community Services Personal Care Services (hair, nails, face) Non-profit & Social Services
Hospitality, Culinary & Tourism	<ul style="list-style-type: none"> Hospitality & Tourism Marketing 	<ul style="list-style-type: none"> Culinary Retail Trade Merchandising 	<ul style="list-style-type: none"> Recreation, Amusements & Attractions Travel Lodging (Accommodation)
Management, Leadership & Entrepreneurship	<ul style="list-style-type: none"> Business Management & Administration Finance Government & Public Administration Marketing 	<ul style="list-style-type: none"> Professional Sales Marketing Management Leadership Entrepreneurship Administrative Support 	<ul style="list-style-type: none"> Business Information Management General Management Human Resources Management Operations Management
Transportation & Logistics	<ul style="list-style-type: none"> Manufacturing STEM Transportation, Distribution & Logistics 	<ul style="list-style-type: none"> Automotive Mechanics Facility & Mobile Equipment Maintenance Health, Safety & Environmental Management Logistics Planning & Management Services 	<ul style="list-style-type: none"> Sales & Service Transportation Operations Transportation Systems, Infrastructure Planning, Management & Regulation Warehousing & Distribution Center Operations