

<b>System Dimension</b>	<b>Isolation</b>	<b>Communication</b>	<b>Coordination</b>	<b>Collaboration</b>	<b>Integration</b>
<b>System Characteristics</b>	Employer engagement occurs independently within individual programs with little cross-agency visibility.	Programs begin sharing information about employer outreach activities, hiring opportunities, and workforce initiatives.	Agencies align outreach efforts and coordinate responses to employer workforce needs across programs.	Partners jointly plan employer engagement initiatives and sector-focused activities.	Employer engagement operates through a unified cross-agency strategy with shared accountability and performance metrics.
<b>Operational Practice</b>	Staff manage employer relationships independently and information remains largely program-specific.	Partners exchange employer contacts, job fairs, and engagement activities through periodic meetings or informal channels.	Business service staff coordinate outreach, share labor market intelligence, and align placement opportunities.	Agencies jointly implement employer engagement strategies such as sector partnerships, job fairs, and employer convenings.	A cross-agency Business Services structure manages employer outreach, strategic partnerships, and shared system outcomes.