**5 Stages of Collaboration**

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| **Networking** | **Cooperation** | **Coordination** | **Coalition** | **Collaboration** |
| Aware of organization | Provides information to others | Shares information and resources | Shares ideas | Shared membership |
| Loosely defined roles | Somewhat defined roles | Defined roles | Shared resources | Shared resources |
| Little communication | Formal communication | Frequent communication | Frequent, prioritized communication | Frequent communication with mutual trust |
| Independent decisions | Independent decisions | Some shared decisions | Decisions made by vote | Consensus in decisions |

**Examples**

**Networking**: Pre-ETS provider brings in flyers about American Job Centers (AJCs) to class

**Cooperation**: Pre-ETS provider calls AJC representative to ask in-depth questions about services provided

**Coordination**: Pre-ETS provider invites AJC representative to speak to class

**Coalition**: Pre-ETS provider invites American Job Center representative to speak to class quarterly on career development topics

**Collaboration**: Pre-ETS provider and AJC representative collaborate with other agencies on transition fair