

Healthcare Pathway Direct Patient Care - Nursing



Nurse Anesthetists
 Master's degree or PhD
 \$71-\$100+ per hour; \$147k-\$208k+ per year

Nurse Practitioners
 Master's degree
 \$41-\$78 per hour; \$85k-\$161k per year

Nursing Instructors and Teachers, Postsecondary
 Master's degree or PhD
 \$24-\$62 per hour; \$49k-\$128k per year

Physician Assistants
 Master's degree
 \$24-\$73 per hour; \$51k-\$153k per year

Registered Nurses
 Bachelor's degree and/or qualified Associate's degree program
 \$28-\$67 per hour; \$58k-\$139k per year

Emergency Medical Technicians and Paramedics - Managers
 Post-secondary non-degree award and experience
 \$13-\$30 per hour; \$27k-\$63k per year

Emergency Medical Technicians and Paramedics
 Post-secondary non-degree award
 \$13-\$30 per hour; \$27k-\$63k per year

Licensed Practical and Licensed Vocational Nurses
 Post-secondary industry certification, community college, or vocational program
 \$21-\$36 per hour; \$43k-\$75k per year

Surgical Technologists
 Post-secondary industry certification
 \$18-\$37 per hour; \$37k-\$77k per year

Certified Nursing Assistants
 Post-secondary industry certification
 \$12-\$21 per hour; \$26k-\$43k per year

Medical Assistants
 Post-secondary industry certification
 \$14-\$24 per hour; \$29k-\$51k per year

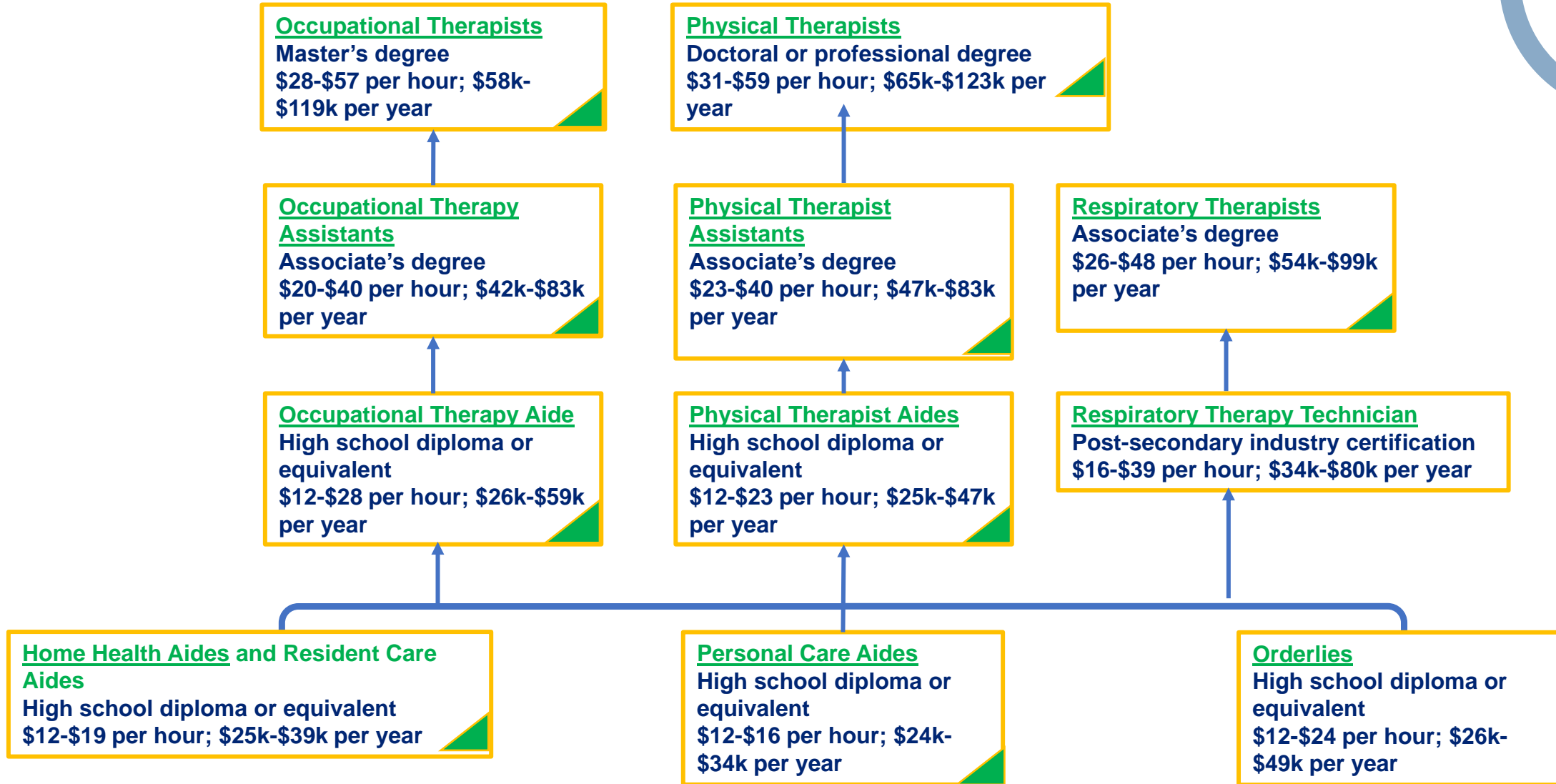
Home Health Aides and Resident Care Aides
 High school diploma or equivalent
 \$12-\$19 per hour; \$25k-\$39k per year

Personal Care Aides
 High school diploma or equivalent
 \$12-\$16 per hour; \$24k-\$34k per year

Orderlies
 High school diploma or equivalent
 \$12-\$24 per hour; \$26k-\$49k per year

Physical Therapist Aides
 High school diploma or equivalent
 \$12-\$23 per hour; \$25k-\$47k per year

Healthcare Pathway Direct Patient Care – Therapeutic Services



Healthcare Career Pathways: *Therapeutic Services and Nursing*



- This document includes two sample career pathways for healthcare in the Commonwealth of Massachusetts, which highlight both apprenticeship opportunities and high-growth occupations. These pathways are based on labor market data, priority occupations and pathways in the Regional Labor Market Blueprints (www.mass.gov/service-details/view-your-regions-blueprint), and career and technical education Innovation Pathways (www.doe.mass.edu/ccte/innovation-pathways/).
- These career pathways are meant to serve as external visuals, to be used to show students, job seekers, and incumbent workers how they might enter and advance in this industry. Users can learn more about available apprenticeships at www.mass.gov/topics/apprenticeships and other education and training programs at jobquest.dcs.eol.mass.gov/jobquest/Training.aspx.
- There are multiple on- and off-ramps available to students, job seekers, and incumbent workers. Although the visuals depict a linear pathway of how one might advance from entry-level to senior positions, there are opportunities for direct entry into these positions through apprenticeships, other education and training programs, and lateral transfers from other industries.
- Many occupations in the included pathways, though not yet apprenticed in Massachusetts, are apprenticeable through the US Department of Labor and thus key occupations of opportunity.
- This tool can be used by all partners for their individual audiences. Partners, including workforce development teams, adult education providers, technical schools, school districts, colleges, other service providers—and most importantly, employers—can provide valuable intelligence to continue to update and validate this pathway information over time.