High-growth occupations (anticipated growth of 7% or more, based on 10-year projections, 2020-2030)

Occupations that are currently supported by Registered Apprenticeship and pre-apprenticeship programs in Massachusetts

**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**
  - 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

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

- **Physician Therapist Aides**
  - High school diploma or equivalent
  - $12-$23 per hour; $25k-$47k 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**
  - 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

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

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

**Data source:** Massachusetts Emsi and O’NET data
High-growth occupations (anticipated growth of 7% or more, based on 10-year projections, 2020-2030)

Occupations that are currently supported by Registered Apprenticeship and pre-apprenticeship programs in Massachusetts

Data source: Massachusetts Emsi and O*NET data

Occupational Therapists
Master’s degree
$28-$57 per hour; $58k-$119k per year

Physical Therapists
Doctoral or professional degree
$31-$59 per hour; $65k-$123k per year

Occupational Therapy Assistants
Associate’s degree
$20-$40 per hour; $42k-$83k per year

Physical Therapist Assistants
Associate’s degree
$23-$40 per hour; $47k-$83k per year

Occupational Therapy Aide
High school diploma or equivalent
$12-$28 per hour; $26k-$59k per year

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

Respiratory Therapists
Associate's degree
$26-$48 per hour; $54k-$99k per year

Respiratory Therapy Technician
Post-secondary industry certification
$16-$39 per hour; $34k-$80k 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

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

Data source: Massachusetts Emsi and O*NET data
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.