### Career Pathway Map: Accounting Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

#### Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

#### Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

<table>
<thead>
<tr>
<th>Occupation</th>
<th>SOC Code</th>
<th>Entry Level Salary</th>
<th>Projected Annual Openings</th>
<th>Education</th>
<th>Certifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountants and Auditors</td>
<td>13-2011</td>
<td>$42,340</td>
<td>1,256</td>
<td>Bachelor's degree</td>
<td>Certified Public Accountant (CPA)</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, Auditing Clerks</td>
<td>43-3031</td>
<td>$23,630</td>
<td>1,491</td>
<td>Usually requires technical training, on the job experience, or an Associate's degree</td>
<td></td>
</tr>
<tr>
<td>Billing, Cost, and Rate Clerks</td>
<td>43-3021</td>
<td>$24,530</td>
<td>304</td>
<td>Usually requires technical training, on the job experience, or an Associate's degree</td>
<td></td>
</tr>
</tbody>
</table>

### Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Computer Support Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

**Computer Systems Analysts**
SOC Code 15-1121
Entry Level Salary $55,542
Projected Annual Openings 929

**Network and Computer Systems Administrator**
SOC Code 15-1121
Entry Level Salary $51,542
Projected Annual Openings 530

**Database Administrators**
SOC Code 15-1141
Entry Level Salary $50,861
Projected Annual Openings 113

**Computer User Support Specialist**
SOC Code 15-1150
Entry Level Salary $25,354
Projected Annual Openings 744

**Sources of Information:**

(Usually requires technical training, on the job experience, or an Associate's degree)

(Hardy, Institute for the Study of Adult Literacy, 2013)
**Career Pathway Map:** Customer Service Statewide

Information contained in this career pathways map encompasses the state of Pennsylvania. The information contains projections of anticipated openings and entry level salary. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

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**General and Operations Managers**
SOC Code 11-1021
Entry Level Salary $55,810
Projected Annual Openings 967

**Cost Estimators**
SOC Code 13-1051
Entry Level Salary $39,050
Projected Annual Openings 304

**Customer Service Representatives**
SOC Code 43-4051
Entry Level Salary $22,520
Projected Annual Openings 3,949

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**Postsecondary education and training available through:**
Local Career and Technology Centers
Local Business Schools
Local Technical Schools
Local Community Colleges
Local Universities

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(Hardy, Institute for the Study of Adult Literacy, 2013)

Sources of Information:
**Career Pathway Map: Extraction Workers**

*Statewide*

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local job market.

**Career Pathways programs provide:**
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

**Postsecondary education and training available through:**
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

<table>
<thead>
<tr>
<th>Role</th>
<th>SOC Code</th>
<th>Entry Level Salary</th>
<th>Projected Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Supervisors of Construction Trades &amp; Extraction Workers</strong></td>
<td>47-1011</td>
<td>$44,010</td>
<td>329</td>
</tr>
<tr>
<td><strong>Construction Laborers and Material Movers</strong></td>
<td>47-2061</td>
<td>$21,850</td>
<td>416</td>
</tr>
<tr>
<td><strong>Roustabouts, Oil and Gas</strong></td>
<td>47-5071</td>
<td>$24,070</td>
<td>61</td>
</tr>
<tr>
<td>** Helpers-Extraction Workers**</td>
<td>47-5081</td>
<td>$24,680</td>
<td>33</td>
</tr>
</tbody>
</table>

Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
# Career Pathway Map: Maintenance Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

## Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language instruction
- goal setting/case management support
- provide employability/soft skills instruction

## Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

## Supervisors of Mechanics, Installers & Repairers
- SOC Code 49-1011
- Entry Level Salary $45,390
- Projected Annual Openings 350

**EDUCATION**
Usually requires technical training, on the job experience, or an Associate's degree

## Industrial Machinery Mechanics
- SOC Code 49-9041
- Entry Level Salary $32,900
- Projected Annual Openings 401

**EDUCATION**
Usually requires technical training, on the job experience, or an Associate's degree

**Certifications:** Instrument Control Technology, Industrial Maintenance Technology

## Maintenance Workers, Machinery
- SOC Code 49-9043
- Entry Level Salary $28,040
- Projected Annual Openings 217

**EDUCATION**
Usually requires technical training, on the job experience, or an Associate's degree

## Helpers - Installation, Maintenance & Repair Workers
- SOC Code 49-9098
- Entry Level Salary $17,810
- Projected Annual Openings 163

**EDUCATION**

(Hardy, Institute for the Study of Adult Literacy, 2013)

**Sources of Information:**
Career Pathway Map: Mechanics Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities
- National Institute for Automotive Service Excellence

Supervisors of Mechanics, Installers & Repairers
SOC Code 49-1011
Entry Level Salary $45,390
Projected Annual Openings 350

Mobile Heavy Equipment Mechanics
SOC Code 49-3042
Entry Level Salary $33,520
Projected Annual Openings 156

Bus, Truck and Diesel Engine Mechanics
SOC Code 49-3031
Entry Level Salary $29,900
Projected Annual Openings 310

Automotive Master Mechanic
SOC Code 49-3023
Entry Level Salary $23,960
Projected Annual Openings 904

Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
**Career Pathway Map: Office Workers Statewide**

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

**Career Pathways programs provide:**
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/career management support
- provide employability/soft skills instruction

**Postsecondary education and training available through:**
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

---

**Supervisors of Office and Administrative Support Workers**

SOC Code 43-1011

Entry Level Salary $34,630

Projected Annual Openings 1,069

Educational Requirement: Usually requires technical training, on the job experience, or an Associate's degree

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**Executive Secretaries and Administrative Assistants**

SOC Code 43-6011

Entry Level Salary $33,560

Projected Annual Openings 776

Educational Requirement: Usually requires technical training, on the job experience, or an Associate's degree

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**Secretaries and Administrative Assistants**

SOC Code 43-6014

Entry Level Salary $22,160

Projected Annual Openings 1,498

Educational Requirement: Usually requires technical training, on the job experience, or an Associate's degree

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**Office Clerks**

SOC Code 43-9061

Entry Level Salary $19,200

Projected Annual Openings 3,261


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*Sources of Information:*

*Hardy, Institute for the Study of Adult Literacy, 2013*
## Career Pathway Map: Computer Programmers

Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

### Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

### Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

### Computer and Information Systems Managers
SOC Code 11-3021
Entry Level Salary $77,370
Projected Annual Openings 184

**Education**
- Usually requires technical training, on the job experience, or an Associate’s degree
- Most of these occupations require a four-year Bachelor's degree

### Software Developers, Systems Software
SOC Code 15-1133
Entry Level Salary $62,515
Projected Annual Openings 293

**Education**
- Usually requires technical training, on the job experience, or an Associate’s degree
- Most of these occupations require a four-year Bachelor's degree

### Software Developers, Applications Systems
SOC Code 15-1132
Entry Level Salary $59,040
Projected Annual Openings 530

**Education**
- Usually requires technical training, on the job experience, or an Associate's degree
- Some require a four-year Bachelor's degree

### Computer Programmers
SOC Code 15-1131
Entry Level Salary $54,183
Projected Annual Openings 422

**Education**
- Usually requires technical training, on the job experience, or an Associate’s degree

### Web Developers
SOC Code 15-1134
Entry Level Salary $51,075
Projected Annual Openings 146

**Education**
- Usually requires technical training, on the job experience, or an Associate's degree

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**Sources of Information:**

*(Hardy, Institute for the Study of Adult Literacy, 2013)*
Career Pathway Map: Sales Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

Sales Managers
SOC Code 11-2022
Entry Level Salary $61,060
Projected Annual Openings 228

Most require Bachelor's degree

Sales Representatives, Wholesale and Manufacturing
SOC Code 41-4012
Entry Level Salary $35,610
Projected Annual Openings 2,007

Some require Bachelor's degree

Order Fillers, Wholesale and Retail Sales
SOC Code 43-5081
Entry Level Salary $16,990
Projected Annual Openings 1,704


Customer Service Representatives
SOC Code 43-4051
Entry Level Salary $22,520
Projected Annual Openings 3,949


Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Shipping and Receiving Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

Shipping Receiving and Traffic Clerks
SOC Code 43-5071
Entry Level Salary $22,790
Projected Annual Openings 696

Dispatchers
SOC Code 43-5032
Entry Level Salary $26,410
Projected Annual Openings 170

Cargo and Freight Agents
SOC Code 43-5011
Entry Level Salary $27,530
Projected Annual Openings 79

Freight and Cargo Inspectors
SOC Code 53-6051
Entry Level Salary $46,450
Projected Annual Openings 38

Transportation Managers
SOC Code 11-3071
Entry Level Salary $57,810
Projected Annual Openings 120

Most require Bachelor's degree


Sources of Information:
Career Pathway Map: Surveyors Statewide

Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:
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- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/case management support
- provide employability/soft skills instruction

Postsecondary education and training available through:
- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities

Surveyors
SOC Code 17-1022
Entry Level Salary $35,070
Projected Annual Openings 83

Surveying & Mapping Technicians
SOC Code 17-3031
Entry Level Salary $27,760
Projected Annual Openings 40

Architectural and Engineering Managers
SOC Code 11-9041
Entry Level Salary $83,330
Projected Annual Openings 112

Environmental Engineers
SOC Code 17-2081
Entry Level Salary $54,470
Projected Annual Openings 114

Educational sources:

Hardy, Institute for the Study of Adult Literacy, 2013

Sources of Information: