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
- post-secondary 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

Sources of Information:

Accountants and Auditors
SOC Code 13-2011
Entry Level Salary $42,340
Projected Annual Openings 1,256

Bookkeeping, Accounting, Auditing Clerks
SOC Code 43-3031
Entry Level Salary $23,630
Projected Annual Openings 1,491

Billing, Cost, and Rate Clerks
SOC Code 43-3021
Entry Level Salary $24,530
Projected Annual Openings 304

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

Order Clerks
SOC Code 43-4151
Entry Level Salary $19,620
Projected Annual Openings 266

Accounting Career Pathway

(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

**Education**

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

### Network and Computer Systems Administrator

**SOC Code 15-1121**

Entry Level Salary $51,542

Projected Annual Openings 530

**Education**

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

### Database Administrators

**SOC Code 15-1141**

Entry Level Salary $50,861

Projected Annual Openings 113

**Education**

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

### Computer User Support Specialist

**SOC Code 15-1150**

Entry Level Salary $25,354

Projected Annual Openings 744

**Education**


Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Construction 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/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

Construction Managers
SOC Code 11-9021
Entry Level Salary $60,690
Projected Annual Openings 259

Supervisors of Construction Trades & Extraction Workers
SOC Code 47-1011
Entry Level Salary $44,010
Projected Annual Openings 329

Construction Laborers
SOC Code 47-2064
Entry Level Salary $21,850
Projected Annual Openings 416

Helpers - Construction Trades
SOC Code 47-3019
Entry Level Salary $16,800
Projected Annual Openings 17

Sources of Information:

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

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

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

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

Usually requires technical training, on the job experience, or an Associate's degree; Some require Bachelor's degree

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


Sources of Information:

(Handy, Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Electrical Drafters

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
American Design Drafting Association (ADDA)

Mechanical Drafters
SOC Code 17-3013
Entry Level Salary $32,290
Projected Annual Openings 118

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

Certifications: ADDA Drafter Certification, Mechanical Drafting Certificate

Electrical & Electronic Drafters
SOC Code 17-3012
Entry Level Salary $37,950
Projected Annual Openings 36

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

Certifications: ADDA Drafter Certification, Electrical Drafting Certificate

Helpers - Electricians
SOC Code 47-3013
Entry Level Salary $21,640
Projected Annual Openings 56


Electrical Drafters Career Pathway

Sources of Information:

(Adapted from: Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Electricians 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

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

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

Electrical and Electronics Installers & Repairers, Transportation Equipment
SOC Code 49-2093
Entry Level Salary $33,070
Projected Annual Openings 7

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

Electricians
SOC Code 47-2111
Entry Level Salary $35,570
Projected Annual Openings 679

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


Sources of Information:

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

Supervisors of Construction Trades & Extraction Workers
SOC Code 47-1011
Entry Level Salary $44,010
Projected Annual Openings 329

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

Construction Laborers and Material Movers
SOC Code 47-2061
Entry Level Salary $21,850
Projected Annual Openings 416


Roustabouts, Oil and Gas
SOC Code 47-5071
Entry Level Salary $24,070
Projected Annual Openings 61


Helpers-Extraction Workers
SOC Code 47-5081
Entry Level Salary $24,680
Projected Annual Openings 33


Sources of Information:

(Hardy, Institute for the Study of Adult Literacy, 2013)
Career Pathway Map: Refrigeration, Heating, Ventilation, and Air Conditioning (RHVAC) 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
North American Technician Excellence (NATE)

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

Sheet Metal Workers
SOC Code 47-2211
Entry Level Salary $31,120
Projected Annual Openings 137

Heating, Air Conditioning, and Refrigeration Mechanics and Installers
SOC Code 49-9021
Entry Level Salary $30,570
Projected Annual Openings 286

Certifications: RHVAC Certification

Maintenance and Repair Workers
SOC Code 49-9071
Entry Level Salary $21,840
Projected Annual Openings 217

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 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

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

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/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 Office and Administrative Support Workers
SOC Code 43-1011
Entry Level Salary $34,630
Projected Annual Openings 1,069

Executive Secretaries and Administrative Assistants
SOC Code 43-6011
Entry Level Salary $33,560
Projected Annual Openings 776

Secretaries and Administrative Assistants
SOC Code 43-6014
Entry Level Salary $22,160
Projected Annual Openings 1,498

Office Clerks
SOC Code 43-9061
Entry Level Salary $19,200
Projected Annual Openings 3,261

Sources of Information:

(Handy, Institute for the Study of Adult Literacy, 2013)
## Career Pathway Map: Plumbing (Energy)
### 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
- North American Board of Certified Energy Practitioners (NABCEP)
- American Society of Plumbing Engineers (ASPE)

### Sources of Information:

### Solar Energy Installation Managers
- SOC Code 47-1011
- Entry Level Salary $44,010
- Projected Annual Openings 329

### Solar Photovoltaic Installers
- SOC Code 47-2231
- Entry Level Salary N/A
- Projected Annual Openings N/A

### Solar Thermal Installers and Technicians
- SOC Code 47-4099
- Entry Level Salary N/A
- Projected Annual Openings N/A

### Plumbers
- SOC Code 47-2152
- Entry Level Salary $34,510
- Projected Annual Openings 348

### Helpers - Pipelayers, Plumbers, Pipefitters and Steam Fitters
- SOC Code 47-3015
- Entry Level Salary $18,930
- Projected Annual Openings 58

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

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>Computer and Information Systems Managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC Code 11-3021</td>
</tr>
<tr>
<td>Entry Level Salary $77,370</td>
</tr>
<tr>
<td>Projected Annual Openings 184</td>
</tr>
<tr>
<td>Usually requires technical training, on the job experience, or an Associate’s degree</td>
</tr>
<tr>
<td>Most of these occupations require a four-year Bachelor’s degree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Software Developers, Systems Software</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC Code 15-1133</td>
</tr>
<tr>
<td>Entry Level Salary $62,515</td>
</tr>
<tr>
<td>Projected Annual Openings 293</td>
</tr>
<tr>
<td>Usually requires technical training, on the job experience, or an Associate’s degree</td>
</tr>
<tr>
<td>Most of these occupations require a four-year Bachelor’s degree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Software Developers, Applications Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC Code 15-1132</td>
</tr>
<tr>
<td>Entry Level Salary $59,040</td>
</tr>
<tr>
<td>Projected Annual Openings 530</td>
</tr>
<tr>
<td>Usually requires technical training, on the job experience, or an Associate’s degree</td>
</tr>
<tr>
<td>Some require a four-year Bachelor’s degree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Computer Programmers</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC Code 15-1131</td>
</tr>
<tr>
<td>Entry Level Salary $54,183</td>
</tr>
<tr>
<td>Projected Annual Openings 422</td>
</tr>
<tr>
<td>Usually requires technical training, on the job experience, or an Associate’s degree</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Web Developers</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOC Code 15-1134</td>
</tr>
<tr>
<td>Entry Level Salary $51,075</td>
</tr>
<tr>
<td>Projected Annual Openings 146</td>
</tr>
<tr>
<td>Usually requires technical training, on the job experience, or an Associate’s degree</td>
</tr>
</tbody>
</table>

Sources of Information:

(Healy, 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

<table>
<thead>
<tr>
<th>Career Pathway</th>
<th>SOC Code</th>
<th>Entry Level Salary</th>
<th>Projected Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sales Managers</strong></td>
<td>11-2022</td>
<td>$61,060</td>
<td>228</td>
</tr>
<tr>
<td><strong>Sales Representatives, Wholesale and Manufacturing</strong></td>
<td>41-4012</td>
<td>$35,610</td>
<td>2,007</td>
</tr>
<tr>
<td><strong>Order Fillers, Wholesale and Retail Sales</strong></td>
<td>43-5081</td>
<td>$16,990</td>
<td>1,704</td>
</tr>
<tr>
<td><strong>Customer Service Representatives</strong></td>
<td>43-4051</td>
<td>$22,520</td>
<td>3,949</td>
</tr>
</tbody>
</table>

**Sources of Information:**

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

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

Educational Requirement: Master's degree

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

Educational Requirement: Master's degree

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

Educational Requirement: Bachelor's degree

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

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

Sources of Information:

Hardy, Institute for the Study of Adult Literacy, 2013