### 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>
</tr>
</thead>
<tbody>
<tr>
<td>Accountants and Auditors</td>
<td>13-2011</td>
<td>$42,340</td>
<td>1,256</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, Auditing Clerks</td>
<td>43-3031</td>
<td>$23,630</td>
<td>1,491</td>
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<tr>
<td>Billing, Cost, and Rate Clerks</td>
<td>43-3021</td>
<td>$24,530</td>
<td>304</td>
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<tr>
<td>Shipping Receiving and Traffic Clerks</td>
<td>43-5071</td>
<td>$22,790</td>
<td>696</td>
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<tr>
<td>Order Clerks</td>
<td>43-4151</td>
<td>$19,620</td>
<td>266</td>
</tr>
</tbody>
</table>

#### Sources of Information:

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

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

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.

**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:**

(Adapted from 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

E D U C A T I O N

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

E D U C A T I O N

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

E D U C A T I O N


SOURCES OF INFORMATION:

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

#### Dental Hygienists
- **SOC Code 29-2021**
- **Entry Level Salary $46,110**
- **Projected Annual Openings 261**

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

#### Dental Assistants
- **SOC Code 31-9081**
- **Entry Level Salary $23,490**
- **Projected Annual Openings 380**


#### Healthcare Support Workers
- **SOC Code 31-9099**
- **Entry Level Salary N/A**
- **Projected Annual Openings 130**


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**Sources of Information:**

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


(Adapted from: Institute for the Study of Adult Literacy, 2013)

Sources of Information:
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: 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

### Maintenance and Repair Workers

- **SOC Code**: 49-9071
- **Entry Level Salary**: $21,840
- **Projected Annual Openings**: 217

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**Sources of Information:**

**Note:**
- Hardy, Institute for the Study of Adult Literacy, 2013.

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(Edward, 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

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**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

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**Sources of Information:**

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

Pharmacists
SOC Code 29-1051
Entry Level Salary $84,230
Projected Annual Openings 418
Most of these occupations require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree)

Pharmacy Technicians
SOC Code 29-2052
Entry Level Salary $20,190
Projected Annual Openings 907
Usually requires technical training, on the job experience, or an Associate's degree

Pharmacy Aides
SOC Code 31-9095
Entry Level Salary $16,800
Projected Annual Openings 22

Sources of Information:

- Hardy, 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)

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**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

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**Sources of Information:**

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(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

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

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

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

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

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

Most of these occupations require a four-year Bachelor’s degree

*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:

(Handy, 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

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

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

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

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

Education
- Bachelor's degree
- Master's degree
- 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)