



HEALTH CARE CAREER PATHWAY SNAPSHOT



▶ WHY A CAREER IN HEALTH CARE?



Innovation and technology combined with an aging population have expanded the health care sector, making it one of the top business sectors in the Commonwealth of Massachusetts.



Home to many health care facilities, the South Shore of MA has a steady supply of employment opportunities at all levels.



While there are many great opportunities for people who want to provide direct care, there are a wide range of jobs in marketing, accounting, quality control, human resources, technology and other areas within health care facilities operations.



An average yearly salary and standard benefit package of a mid-career employee in health care is \$60,696 on the South Shore.



Today, careers in health care require a higher skill level than in the past, and the industry provides training programs and tuition reimbursement to foster sustainable career growth opportunities.

THE HEALTH CARE AND SOCIAL ASSISTANCE sector is a vibrant, dynamic and growing industry within the South Shore. The industry is the largest in the region in terms of numbers of individuals employed, gross wages when compared with all industries in the region, and projected occupation growth over the next ten years. Although traditional clinical direct patient care positions remain in demand, the health care industry provides numerous diagnostic and therapeutic, corporate and administrative, social services and mental health positions in a variety of public, private and non-profit settings across the region.

HEALTH CARE CAREER PATHWAYS

LEVEL 1-4

DIRECT CARE

The information provided in "Level 1-4" provides a sampling of employment opportunities with associated salary and benefit expectations. It is important to note that every health care company provides different salary and benefit structures, and the information provided is an average industry standard for the region.

PATHWAYS TO ADVANCEMENT

A variety of advancement opportunities are available through experience and on-the-job training.

Advancement continues if you obtain additional training, licensing, certification classes and/or college credit courses — with many companies providing tuition reimbursement.

LEVEL 1: DIPLOMA, ON-THE-JOB TRAINING AND CERTIFICATION



EDUCATION
High School
Diploma
GED
HiSET
Certification

**AVERAGE
SALARY RANGE**
\$14-\$16/Hour
\$33,000/Year

Plus Benefits
Medical & Dental
Tuition Reimbursement
Retirement
Vacation

Sample Positions

DENTAL ASSISTANTS	HOME HEALTH AIDES (HHA)
EMT/PARAMEDICS	NURSING AIDES OR CERTIFIED NURSING ASSISTANTS (CNA)
FOOD SERVICE WORKERS	

LEVEL 3: BACHELOR'S DEGREE



EDUCATION
On-The-Job
Experience
Licensing and/or
Bachelor's
Degree

**AVERAGE
SALARY RANGE**
\$22-\$38 /Hour
\$60,000 /Year

Plus Benefits
Medical & Dental
Tuition Reimbursement
Retirement
Vacation

Sample Positions

ACCOUNTANTS	HEALTH CARE INFORMATION TECHNOLOGY (IT)	SOCIAL WORKERS
COMMUNITY HEALTH WORKERS	MARKETING SPECIALISTS	REGISTERED NURSES
EARLY CHILDHOOD EDUCATORS	SOCIAL AND COMMUNITY SERVICE MANAGERS	RESPIRATORY THERAPISTS

LEVEL 2: CERTIFICATION AND ASSOCIATES DEGREE



EDUCATION
Certificate Training

Associates Degree

AVERAGE SALARY RANGE
\$18-\$28 /Hour
\$45,000 /Year

Plus Benefits
Medical & Dental
Tuition Reimbursement
Retirement
Vacation

Sample Positions

DENTAL HYGIENIST	LICENSED PRACTICAL NURSES	PUBLIC RELATIONS SPECIALISTS
EXERCISE SCIENCE PROFESSIONALS	MEDICAL ASSISTANT	PHYSICAL THERAPIST ASSISTANTS
HUMAN SERVICES PROFESSIONALS	MEDICAL TECHNICIANS	

LEVEL 4: GRADUATE SCHOOL, PH.D., M.D.



EDUCATION
On-The-Job Experience
Education beyond a Bachelor's Degree

AVERAGE SALARY RANGE
\$75,000 - \$100,000+ /Year

Plus Benefits
Medical & Dental
Tuition Reimbursement
Retirement
Vacation

Sample Positions

CLINICAL OR COUNSELING PSYCHOLOGISTS	MARRIAGE AND FAMILY THERAPISTS	OCCUPATIONAL THERAPISTS	PHYSICAL THERAPISTS
CLINICAL SOCIAL WORKERS	MENTAL HEALTH WORKERS	PHYSICIAN ASSISTANTS AND NURSE PRACTITIONERS	PSYCHIATRISTS
HUMAN RESOURCE MANAGERS	MEDICAL AND HEALTH SERVICE MANAGERS		SPEECH-LANGUAGE PATHOLOGISTS

▶ WHY A CAREER IN HEALTH CARE ON THE SOUTH SHORE?

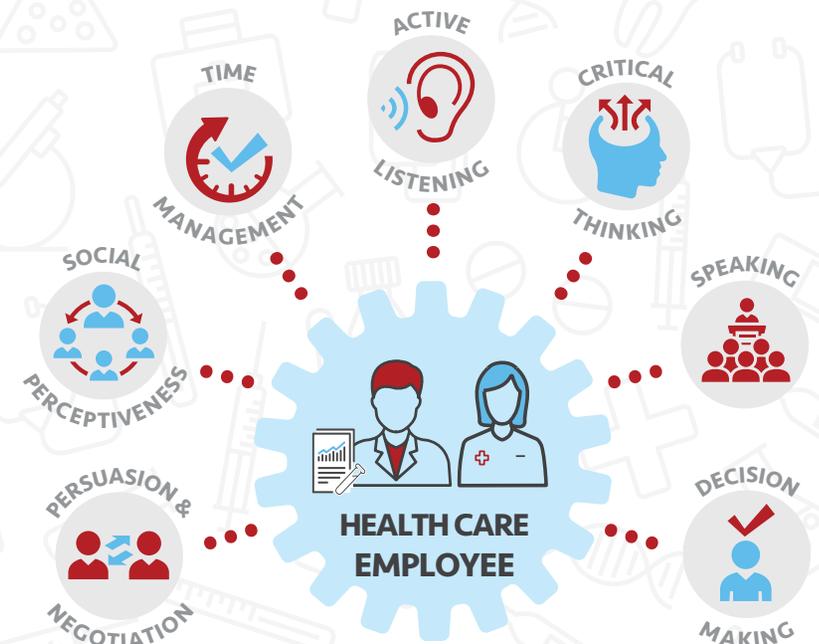
A health care career offers a wide-variety of benefits, as a health care professional you will make a difference in people's lives. A career in health care may lead in many directions; you can treat patients in an office, medical facility or hospital, study cells under a microscope, or work in administration. As a trained health care worker, you can choose where you want to live and the setting in which you want to work. Health care careers have a combination of mobility and job security. The health care field is growing rapidly, there is expected to be nearly 5,000 more health care jobs created on the South Shore by 2025. Nationwide, the U.S. Department of Labor expects health care will generate 3 million new wage and salary jobs.

Health care workers earn competitive wages, and the more experience and training, the higher respective salary.

Education and training vary greatly depending on specialty and certification. Certain health care professions require extensive education beyond medical school, others require a certification exam or on the job training. Many health care career training programs involve both classroom lectures and hands-on learning opportunities. You may spend time in a lab, interning in a community clinic or do a clinical rotation in a hospital to hone your technical and patient care skills. Programs for high school and college students who haven't decided on a career allow for entry level certifications to begin working in health care and gain first hand experience. Many employers will reimburse staff for educational expenses. As a member of the health care community, you will be part of a team contributing to the greater public good.

▶ APPLY SOFT, TECHNICAL AND TRANSFERABLE SKILLS TO A HEALTH CARE CAREER

Each individual hired must possess the combination of technical skills, known as hard skills, required to perform their job successfully and interpersonal skills, known as soft skills. Soft skills are transferable to any industry and considered highly valuable. Examples of Soft Skills include: communication, teamwork, empathy, problem solving and compromising skills. Soft skills improve an employee's ability to successfully manage professional relationships with coworkers, supervisors and patients. In health care the importance of these skills is especially significant because health care professionals often convey recommendations to patients.



For additional information and obtain a Full Career Pathway Guide please visit www.MassHireSouthShorewb.com.



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