



HEALTH CARE CAREER PATHWAY GUIDE



**CAREERS IN HEALTH CARE
ON THE SOUTH SHORE OF MASSACHUSETTS**

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Note on Document Content: The information presented in this Health Care Career Pathway Guide was generated from a variety of public and private data resources and reports. The data and statistics referenced were generated from the Health Care Sector Workforce Analysis Report completed by the MassHire South Shore Workforce Board in March 2020. A copy of this report is available on MassHireSouthShorewb.com.

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THE HEALTH CARE AND SOCIAL ASSISTANCE sector is a vibrant, dynamic and growing industry within the South Shore, as well as throughout the Commonwealth of Massachusetts. The industry is the largest in the region in terms of the number of individuals employed, gross wages when compared with all industries in the region, and the projected occupation growth over the next ten years.

As a priority industry, health care and social assistance provides numerous career opportunities for all skill levels and interests. The industry is typically defined by the inclusion of the following four sub-industries: ambulatory care, hospitals, nursing homes/residential care facilities, and individual and family services. At present, the health care industry makes up 10% of the total employment in Massachusetts according to a report by the Baker-Polito Administration Health Care Collaborative. By 2024 the health care industry is predicted to have a labor shortage of 43,000 workers across the Commonwealth.

A 2018/2019 Southeastern MA Labor Market Blueprint identified health care and social assistance as the largest industry in the region, employing nearly 19% of all workers. Nearly 18,000 new health care jobs were added over the past seven years, representing approximately 35% of the total job growth over the same period. The South Shore region has experienced similar growth patterns in health care jobs,

with personal care and service occupation positions predicted to have the highest growth rate among all occupations on the South Shore over the next several 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. Although compensation packages can vary, the average salary including a standard benefits package for a health care professional is approximately \$60,696 on the South Shore.

The MassHire South Shore Workforce Board created this Career Pathway Guide to provide an overview of the health care and social assistance career opportunities, as well as identify the training and education programs in the region to help individuals obtain the necessary skills to enter into a health care career. The Guide identifies the sequence of education coursework and/

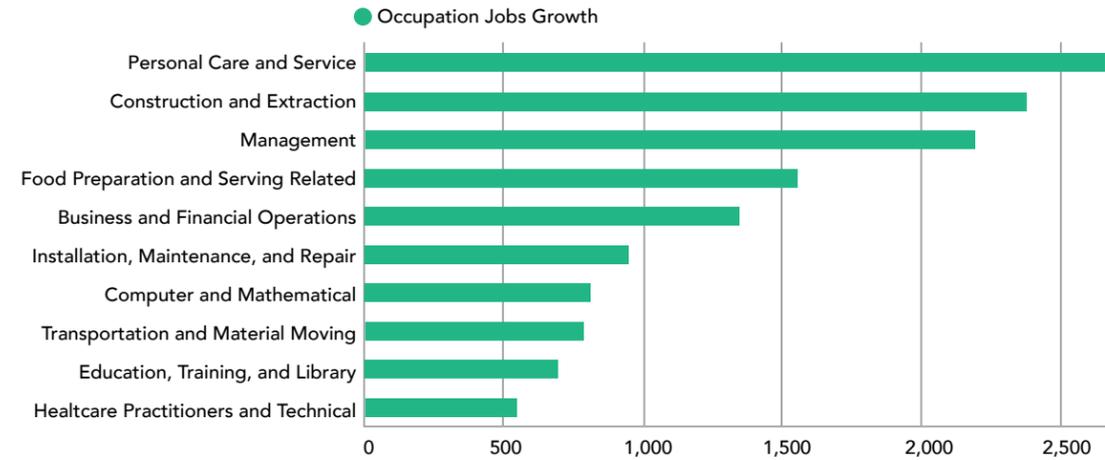
or training credentials which are aligned with the industry validated work readiness standards and competencies.

In the Summer of 2019 the MassHire South Shore Workforce Board established an industry lead Health Care Sector Strategy Advisory Board consisting of health care providers and education institutions in the region. The Advisory Board has led the effort to develop this Career Pathway Guide as part of an overall initiative to support the current and future growth of this Priority Industry on the South Shore. Additional information on this initiative is available on the MassHire South Shore Workforce Board website (www.MassHireSouthShorewb.com) and in a Health Care Sector Workforce Analysis Report developed by the Advisory Group in March, 2020.

Your Career in Health Care and Social Assistance is Waiting!



Top Growing Occupations on the South Shore in 2019



The above chart depicts the fastest growing occupations on the South Shore, many of which are can be found within the Health Care and Social Assistance sector.



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.



The MassHire South Shore Workforce Board South Shore Service Delivery Area.

Q & A

Q Is a career in Health Care on the South Shore for you?

A Health Care and Social Assistance offers a pathway to a career, not just a job. The Health Care and Social Assistance Sector employs the largest number of workers and provides the highest gross wages within the South Shore. There is a wide variety of career paths for all skill-sets and interests.

Q I don't want a long commute, are there many Health Care careers in demand on the South Shore?

A Nearly 18,000 new Health Care jobs were added in Southeastern MA over the past seven years - representing approximately 35% of the total job growth in region over the same period.

Q What type of education or training will I need for a Health Care career?

A Careers in health care can begin with a certificate or on-site training for certain positions. An Associates, Bachelor's, or higher degree can be necessary for other positions. Depending on which health care field you are interested in pursuing, there are many pathways forward, with opportunities to gain further education, available.

Q What type of facility will I find work?

A In addition to hospitals, health care careers exist in home care, skilled nursing facilities, physicians offices, social assistance centers, hospice, group homes, recreation facilities and schools.

Q Will I be able to find a flexible work schedule?

A Yes, the many disciplines within the Health Care industry offer day, evening, overnight, and weekend shifts. Shifts can range in length and full time, part time, and per diem work is often available for most positions.

Q I enjoy working independently or in a lab, are there jobs to fit my skill-set?

A Yes! There is a health care career to match your skill-set. Positions include research, technology, laboratory work, medical records coding, administration, and pharmacy.

Q How can I be sure there will be long-term jobs available in Health Care?

A Health care companies are faced with a persistent labor shortage to support their current and future workforce needs. It is predicted that the Home Health Aid and CNA workforce will need to grow by 32% by 2024 to meet the demands of an aging population. The Home Health Aide, CNA occupation provides a gateway to a variety of health care occupations.

Q Are there certain Health Care occupations in higher demand?

A Yes, certain occupations are in higher demand. From 2012-2015, employment in health care practitioner fields increased by 3% while personal care and service occupations grew by 21%, home health aides by 24% and personal care aides by 54%.

Q What type of salary can I expect?

A There is a wide range of salary averages within the Health Care Sector. Average, mid-career, salary including a standard benefit package for Direct Care Health Care occupations on the South Shore is almost \$60,696 per year. Each additional certification, training or degree increases employee earning potential.

CAREER PATHS

This infographic shows a sampling of health care occupations and average salary range at each educational attainment level.



	DIRECT PATIENT CARE	DIAGNOSTIC & THERAPEUTIC	ADMINISTRATIVE/ CORPORATE
SHORT TERM CERTIFICATE OR LESS	Dietary Aide, Personal Care Aide, Certified Nursing Assistant (CNA I & II), EMT/Paramedic, Home Health Aide \$12.00-25.50 HOURLY RATE	Phlebotomist \$13.77-22.92 HOURLY RATE	Environmental Services Tech, Medical Records Clerk, Accounting Clerk, Unit Secretary \$13.11-30.10 HOURLY RATE
FULL CERTIFICATE OR DIPLOMA (1-2 YRS)	Licensed Practical Nurse, Paramedia, Medical Assistant \$12.00-20.61 HOURLY RATE	Pharmacy Technician, Dental Assistant, Radiologic Technologist, Surgical Technologist \$18.17-36.02 HOURLY RATE	Medical Transcriptionist, Medical Coder (Inpatient and Outpatient) \$13.11-30.10 HOURLY RATE
ASSOCIATE DEGREE (2YRS)	Registered Nurse, Physical Therapist Assistant, Occupational Therapist Assistant, Respiratory Therapist \$22.40-46.09 HOURLY RATE	Medical Lab Technician, Dental Hygienist \$23.53-44.31 HOURLY RATE	Health Information Technician \$14.18-32.99 HOURLY RATE
BACHELOR'S DEGREE (4 YRS)	Nurse Supervisor, Physician Assistant, Mental Health Counselor \$20.49-54.70 HOURLY RATE	Medical Lab Technologist, \$23.53-44.31 HOURLY RATE	Computer Network Architect, Computer Systems Analyst, Cost Accountant, Auditor \$27.19-65.77 HOURLY RATE
MASTOR'S/DOCTORAL PROFESSIONAL DEGREE	Physical Therapist Occupational Therapist Speech language therapist \$25.50-57.54 HOURLY RATE	Pharmacist, Radiologist \$33.49-115.14 HOURLY RATE	Director of Facilities, Health Services Administrator \$28.52-95.51 HOURLY RATE

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

Occupations require some preparation such as a high school diploma and short-term certificates.

EDUCATION

High School Diploma
GED
HiSET
Certification

SAMPLE POSITIONS

Nearly 1 in 5 workers are employed in a health care related occupation in Southeastern MA. Registered Nurses, Home Health Aides, Substance Use/Mental Health Counselors are a few of the highest demand occupations.

AVERAGE SALARY RANGE

\$14-\$16/Hour
\$33,000/Year

Plus Benefits

Medical & Dental
Tuition Reimbursement
Retirement
Vacation



CAREER SPOTLIGHT: WHY BECOME A CERTIFIED NURSING ASSISTANT (CNA)?

Recruiting qualified home care aides is a priority of the Home Care Aide Council of Massachusetts with an anticipated growth rate of 32% by 2024.

A CNA is a pillar of the health care team, providing the most direct care to patients. In addition to taking patients vital signs, CNAs help patients bathe, dress, eat, and do activities, almost all of a patient's needs. CNAs spend more time with patients than any other care team member.

CNAs work in skilled nursing facilities, assisted living residences, hospitals, and home care settings.

On the South Shore of Massachusetts, the median salary for CNAs is approximately \$31,226 per year. Benefits are available for full-time employees: paid vacation, holidays, medical insurance, and retirement. Additionally, pathway programs are specifically designed to provide current health care employees a route to gain stackable credentials; with continued education nursing assistants can become practical nurses and practical nurses can transition to registered nurses with targeted educational opportunities.

DENTAL ASSISTANTS perform many tasks, ranging from providing patient care and taking x-rays to recordkeeping and scheduling appointments. Their duties vary by the dentists' offices where they work.

EMT/PARAMEDIC care for the sick or injured in emergency medical settings. People's lives often depend on the quick reaction and competent care provided by these workers. EMTs and paramedics respond to emergency calls, performing medical services and transporting patients to medical facilities.

FOOD SERVICE WORKER prepares and serves meals in cafeterias, hospitals, long term care and rehabilitation centers.

HOME HEALTH AIDE (HHA) help provide people with disabilities, chronic illnesses, or cognitive impairments with activities for daily living, and help older adults that need assistance. HHA may also give a client medication or check the clients' vital signs under the direction of a nurse or other health care practitioner.

NURSING AIDES OR CERTIFIED NURSING ASSISTANT (CNA) provide basic care for patients in hospitals and residents of long-term care facilities such as nursing homes.

LEVEL 2: CERTIFICATION AND ASSOCIATES DEGREE

Occupations typically require some training in vocational schools, related on the job experience, or an associates degree. The annual earnings of workers in these occupations range from \$70,800 among RNs and \$43,900 among LPNs to \$34,000 among EMTs and \$31,500 among medical assistants. These earnings differentials reflect differences in the education attainment of workers employed in these occupations.



EDUCATION

Certificate
Training

Associates
Degree

SAMPLE POSITIONS

Although compensation packages can vary, the average salary including a standard benefits package for a health care worker is \$60,696 on the South Shore.

AVERAGE SALARY RANGE

\$18-\$28 /Hour
\$45,000 /Year

Plus Benefits

Medical & Dental
Tuition Reimbursement
Retirement
Vacation

EXERCISE SCIENCE PROFESSIONALS work to improve overall patient health. Perform fitness and stress tests with medical equipment and analyze the resulting patient data. Measure blood pressure, oxygen usage, heart rhythm, and other key patient health indicators. Develop exercise programs to improve patients' health. Work locations include, fitness facilities and rehabilitation centers.

HUMAN SERVICES PROFESSIONALS work with people to enhance social functioning and engage in the helping professions at entry levels. The bureau of labor statistics predicts an increase in social work jobs of 16% between 2016 and 2026 and the median salary for social workers on the South Shore is nearly \$48,000 per year. State licensure as a Licensed Social Worker or as a Licensed Social Work Associate is required.

LICENSED PRACTICAL NURSE is a nurse that has completed a practical nursing program, who cares for people who are sick, injured, convalescent, or disabled. LPNs work under the direction of physicians, mid-level practitioners, and registered nurses.

MEDICAL ASSISTANT performs administrative and certain clinical duties under the direction of a physician. Duties may include scheduling appointments, maintain medical records, billing, and coding, taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications.

PUBLIC RELATIONS SPECIALIST build and maintain a positive public image for a company or organization. They create media, from press releases to social media messages, that shape public opinion of the company or organization and increase awareness of its brand.



CAREER SPOTLIGHT: WHY BECOME AN PHYSICAL THERAPIST ASSISTANT

With an average salary of \$63,197, Physical Therapist Assistants have a 23% job growth on the South Shore.

Physical therapist assistants (PTAs) provide physical therapy services under the direction and supervision of a licensed physical therapist. PTAs help people of all ages who have medical problems, or other health-related conditions that limit their ability to move and perform functional activities in their daily lives. PTAs provide health care services in a wide variety of settings including; outpatient clinics, hospitals, rehabilitation facilities, skilled nursing centers, homes, schools, fitness centers and more. PTAs may also measure changes in the patient's performance. Care provided by a PTA may include teaching patients exercise for mobility, strength and coordination, training for activities such as walking with crutches, canes, or walkers.



LEVEL 3: BACHELOR'S DEGREE

Occupations require considerable preparation, with most requiring a four-year bachelor's degree as well as a considerable amount of work-related skill, knowledge, and experience. On-the-job training and/or vocational training are often required as well.



EDUCATION

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

SAMPLE POSITIONS

Work in an thriving sector,
by 2024 the Massachusetts
health care industry will need
43,000 additional workers.

AVERAGE SALARY RANGE

\$22-\$38 /Hour
\$60,000 /Year

Plus Benefits

Medical & Dental
Tuition Reimbursement
Retirement
Vacation

ACCOUNTANTS

works on bookkeeping, internal accounting and auditing, budgeting, or managing finances. Accountants balance the financial records of hospitals, private care facilities, health insurance companies, and other health-related organizations.

COMMUNITY HEALTH WORKERS

assist individuals and communities to adopt health behaviors. They conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. They may provide information on available resources, provide social support and informal counseling. Additionally, they serve as an advocate for individuals and community health needs. The occupation is often combined with health educator occupations.

EARLY CHILDHOOD EDUCATORS

create and implement development-based educational programs for children ranging from six weeks of age to 12 years old. Early childhood educators must address the emotional, cognitive, social, and physical needs of both individual and groups of children while effectively communicating with parents.

HEALTH CARE INFORMATION TECHNOLOGY (IT) is the use of computers, storage, networking and other physical devices, infrastructure and processes to create, process, store, secure and exchange all forms of electronic data in a health care setting.

SOCIAL AND COMMUNITY SERVICE MANAGERS plan, direct and coordinate the activities of social service programs and community outreach organizations. They

oversee the program or organization's budget and policies and may involve directing and supervising social workers, counselors, or probation officers.

SOCIAL WORKERS provide individuals and families with psychological support to cope with chronic, acute, or terminal illnesses. They provide patient education and counseling, and making referrals to other services, may also provide case management or interventions designed to promote health, prevent disease and address barriers to health care.



CAREER SPOTLIGHT: WHY BECOME A REGISTERED NURSE?

On the South Shore, Registered Nurses earn an average salary of over \$78,000; higher than the national median salary for Registered Nurses of \$71,672.

Registered nurses fulfill a variety of job duties. In addition to the primary role providing and coordinating patient care, their responsibilities also include educating patients and the public about a variety of medical conditions, as well as providing emotional support and advice to the families of their patients. Other typical RN job functions include performing diagnostic tests and analyzing results, administering medications, operating medical equipment, recording patients' symptoms and medical histories, and assisting with patient rehabilitation and follow-up.

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

These occupations require graduate school education – master’s degree, and some require a Ph.D, M.D. or J.D.. Extensive skill, knowledge and experience are needed for these occupations, and many require more than five years of experience.



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

SAMPLE POSITIONS

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.

AVERAGE SALARY RANGE
\$75,000 – \$100,000+ /Year
Plus Benefits
Medical & Dental
Tuition Reimbursement
Retirement
Vacation

CLINICAL OR COUNSELING PSYCHOLOGIST diagnose and then treat people who have behavioral, emotional, and mental disorders. They also help their clients and patients deal with crises, illnesses, or injuries.

CLINICAL SOCIAL WORKER diagnose patients’ mental, behavioral, or emotional disorders and then provide treatment through individual and group therapy.

HUMAN RESOURCE MANAGERS are responsible for recruiting, screening, interviewing and placing workers. They may also handle employee relations, payroll, benefits, and training. Human resources managers plan, direct and coordinate the administrative functions of an organization.

PHYSICAL THERAPISTS assess, plan, organize and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and address disabling conditions resulting from disease or injury.

MARRIAGE AND FAMILY THERAPIST help couples, families, and individuals overcome or learn how to manage within the context of their relationships.

MENTAL HEALTH WORKERS have advanced listening, verbal communication, interpersonal, critical thinking, and decision making skills. Mental health care employees work independently or part of a team to diagnose and treat people who have mental illnesses, emotional difficulties, and behavioral problems.

MEDICAL AND HEALTH SERVICE MANAGERS plan, direct, or coordinate medical and health services in facilities such as hospitals, clinics, managed care organizations, public health agencies, and other similar organizations.

OCCUPATIONAL THERAPISTS treat injured, sick, or disabled patients through therapeutic use of everyday activities. They help patients develop, restore, or improve vocational, homemaking, or daily living skills and achieve general independence.

PHYSICIAN ASSISTANTS AND NURSE PRACTITIONERS examine, diagnose and treat patients under the supervision of a physician. They conduct physical exams, provide treatment, and counsel patients. Nurse practitioners coordinate patient care and may provide primary and specialty health care.

PSYCHIATRIST are physicians who specialize in treating psychiatric disorders. To become a psychiatrist, you will first have to complete four years of medical school after earning a bachelor’s degree. Followed by a four-year residency in psychiatry. To practice, a medical license and certification is required. There are numerous positions in clinical settings and research available for this occupation.



**CAREER SPOTLIGHT:
WHY BECOME A SPEECH-
LANGUAGE PATHOLOGIST?**

Earning an average of over \$40 per hour on the South Shore, there is an expected 15% growth rate for Speech Pathologists over the next five years.

Speech-language pathologists (sometimes called speech therapists) assess, diagnose, treat, and help to prevent communication and swallowing disorders in children and adults. Speech, language, and swallowing disorders result from a variety of causes, such as a stroke, brain injury, hearing loss, developmental delay, Parkinson’s disease, a cleft palate, or autism.

Speech disorders occur when a person is unable to produce speech sounds correctly or fluently, or has problems with their voice or resonance. Speech-language pathologists work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults. They work in a variety of settings including research, education, and health care settings with varying roles, levels of responsibility, and client populations.

SOFT, TECHNICAL AND TRANSFERABLE SKILLS

WHY ARE SOFT SKILLS IMPORTANT IN HEALTH CARE?

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.

MEANINGFUL COMMUNICATION: Health care employees are required to absorb and relay information to other staff members, patients and family members in a clear, concise, and non-emotional manner. Modifying communication styles to reflect the audience, is a valued soft skill.

TEAMWORK: Is paramount in health care, work is often done in teams of people from various departments. Employees are required to work independently and as part of a team of other health care staff members and achieve mutual goals.

FLEXIBILITY: Health care is a continually evolving industry, employees must be able to adapt to the changes within the organization.

EMPATHY: Identifying and understanding other's emotions allows employees to show compassion and kindness to patients and fellow team members. Employers are seeking individuals that can compromise on matters while being considerate of others perspectives.

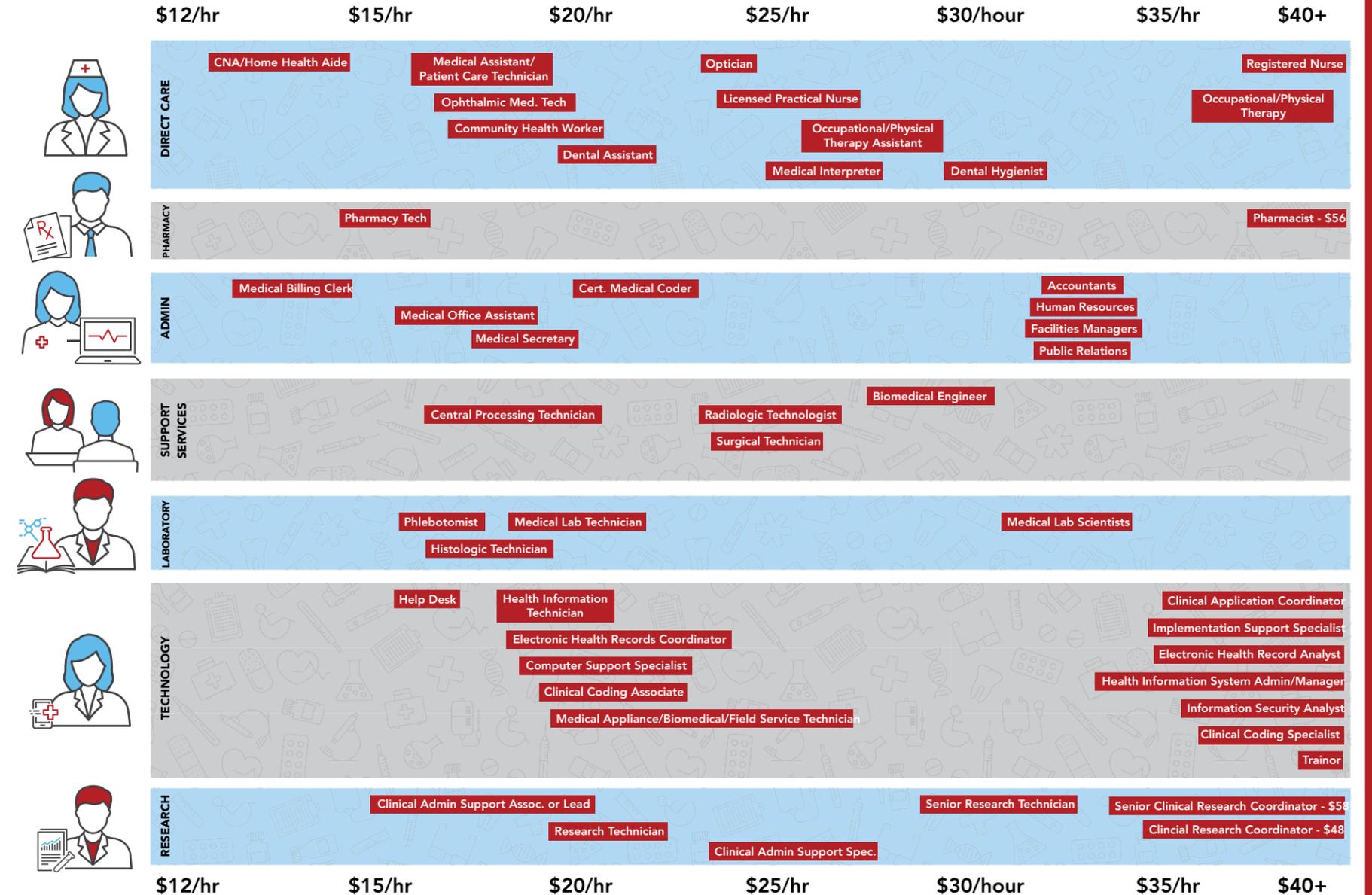
TIME MANAGEMENT: Consistent time management allows employees to improve their job performance and demonstrate a high level of motivation. Health care careers require employees to have an advanced ability to manage and address high priority tasks.

LEADERSHIP AND ETHICS: Leading a team of other employees requires fortitude, integrity and passion. Health care employers seek leaders that foster a work-place culture supportive of ethical practices throughout the organization.

PROBLEM SOLVING AND THINKING SKILLS: A dependable and proactive employee must also possess the skills that allow one to identify problems, come to creative solutions and implement necessary changes.



APPROXIMATE SALARY GUIDELINES ON THE SOUTH SHORE



GED, HiSET AND ADULT BASIC EDUCATION PROGRAMS

The following organizations provide a variety of Adult Basic Education programs to help individuals obtain their high school equivalency (GED/HiSET), as well as ESOL classes. Through the support of the Department of Elementary and Secondary Education (DESE) the programs are generally free for qualified candidates. For specific program information, course schedules and qualification guidelines please contact the institution directly.

GED/HiSET & Career Pathway Programs

Quincy Community Action Programs (QCAP)
www.qcap.org
 (617) 479-8181

Plymouth Public Library
www.plymouthpubliclibrary.org also
www.plymouthliteracy.org
 (508) 830-4260

Randolph Community Partnership, Inc.
www.rcpinc.org
 (781) 961-8888

Rockland Public Schools
www.rocklandschools.org
 (781) 878-3893

Boston Chinatown Neighborhood Center
 Quincy facility
www.bcnc.net
 (617) 635-5129

Training Resources of America
 Quincy facility
www.tra-inc.org
 (617) 773-1470

Wellspring Multi Service Center
 Hull facility
www.wellspringhull.org
 (781) 925-3211

English for Speakers of Other Languages (ESOL)

Quincy Community Action Programs (QCAP)
www.qcap.org
 (617) 479-8181

Quincy Asian Resources (QARI)
www.quincyasianresources.org
 (617) 472-2200

Boston Chinatown Neighborhood Center
 Quincy facility
www.bcnc.net
 (617) 635-5129

Plymouth Public Library
www.plymouthpubliclibrary.org also
www.plymouthliteracy.org
 (508) 830-4260

Randolph Community Partnerships
www.rcpinc.org
 (781) 961-8888

Training Resources of America
 Quincy facility
www.tra-inc.org
 (617) 773-1470

Fee based Community College Programs

Massasoit Community College
www.massasoit.edu/corporate-and-community-education/
 (508) 588-9100

Quincy College
www.quincycollege.edu
 (800) 698-1700

International Academic Credentials Assessment and Evaluation Assistance

Quincy Asian Resources (QARI)
www.quincyasianresources.org
 (617) 472-2200

Boston Chinatown Neighborhood Center
 Quincy facility
www.bcnc.net
 (617) 635-5129

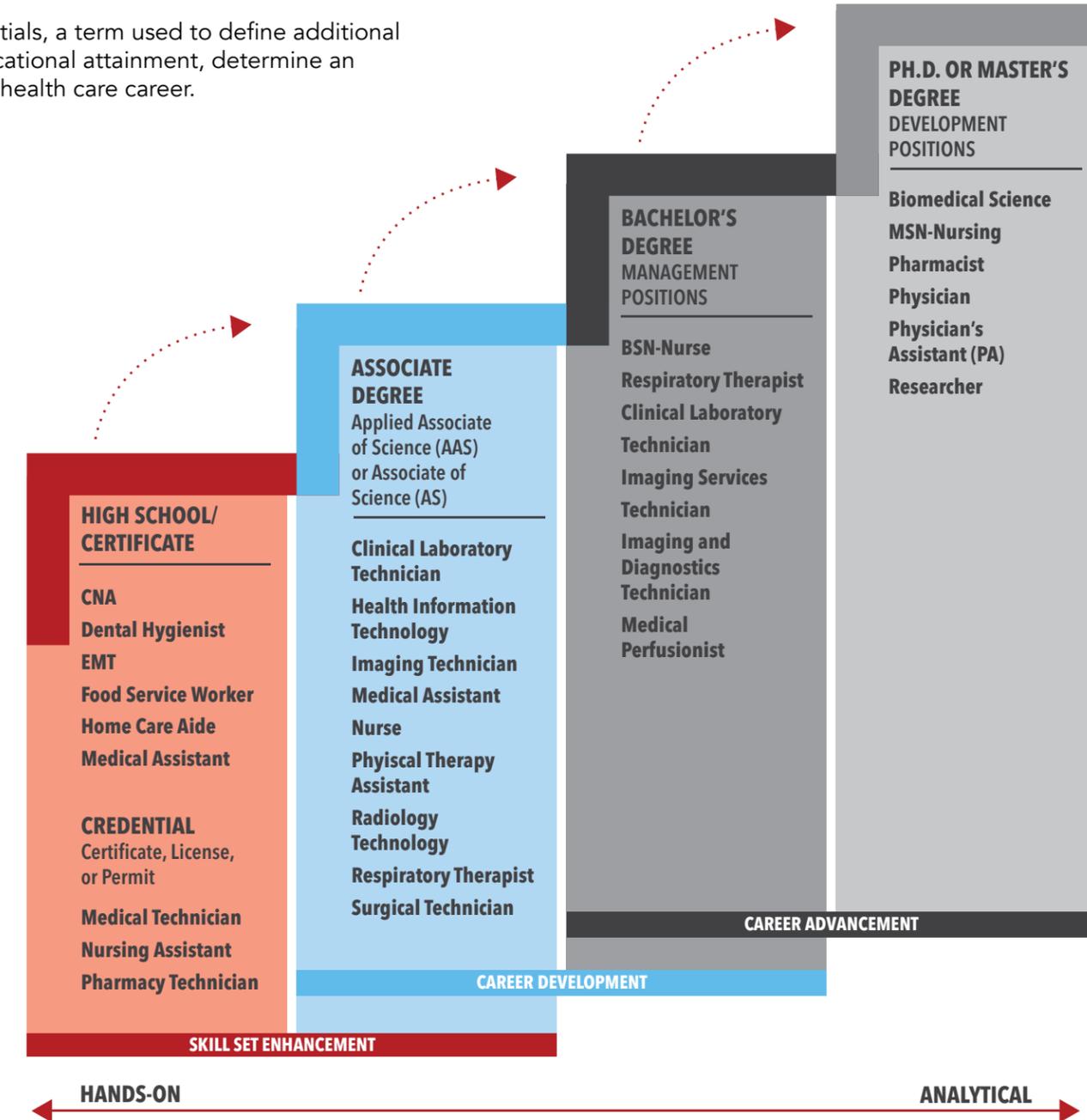
Center for Education Documentation
www.cedevaluations.com

World Education Services
www.wes.org

Education Credential Evaluators
www.ece.org

STACKABLE INDUSTRY CREDENTIALS

Stackable credentials, a term used to define additional training and educational attainment, determine an entrypoint into a health care career.



EDUCATIONAL OPPORTUNITIES IN HEALTH CARE ON THE SOUTH SHORE

	Cape Cod Community College	Curry College	Eastern Nazarene College	Fisher College Brockton Hospital School of Nursing	Labouré College	Massasoit Community College	Quincy College	Plymouth Public Schools	Quincy Public Schools	Silver Lake Regional High School	South Shore Tech High School	Weyouth Public Schools	Health Training Centers	American Red Cross
Athletic Trainers							•							
Dietitians and Nutritionists						•	•							
Exercise Physiologists							•							
Early Education	•	•					•	•		•				
EMT's and Paramedics		•				•	•				•			
Dental Assistants						•								
Dental Hygienists	•													
Health Care Prep			•											
Home Health Aides and/or Personal Care Aides			•			•		•	•		•	•		
Licensed Practical Nurses and Licensed Vocational Nurses							•							
Medical Assistants						•	•						•	
Medical and Clinical Laboratory Technologists and Technicians							•							
Medical Interpreter	•					•								
Medical Records and Health Information Technicians							•							
Medical Transcriptionists							•							
Nursing Assistants				•					•	•	•	•		•
Pharmacy Technicians						•								
Phlebotomists						•	•		•			•	•	
Physical Therapist Assistants and Aides		•					•							
Radiologic and MRI Technologists					•	•								
Registered Nurses	•	•		•	•									
Recreational Therapists		•												
Respiratory Therapists						•								
Social Work			•											
Speech-Language Pathologists	•													
Surgical Technologists							•							
Veterinary Assistants and Laboratory Animal Caretakers						•								

Entry Level Education	
High School	
Certificate	
Associates Degree	
Bachelor's Degree	
Master's Degree	

HEALTH CARE OCCUPATIONS

DIRECT PATIENT CARE

Advanced Practice Nurse
Anesthesia Technician /
Technologist
Anesthesiologist Assistant
Applied Behavior Analyst
Art Therapist
Athletic Trainer
Audiologist
Behavior Disorder Counselor
Certified Nursing Assistant
Chiropractor
Dance Therapist
Dental Assistant
Dental Hygienist
Dentist
EMT / Paramedic
Exercise Physiologists
Forensic Nurse
Genetic Counselor
Geriatric Care Manager
Health Educator
Health Psychologist
Hemodialysis Technician
Home Health Aide
Industrial-Organizational
Psychologist
Integrative Health Care
Licensed Practical Nurse
Life Care Planner
Massage Therapist
Medical Assistant
Medical Laboratory Technician
Music Therapist
Nurse Manager
Nurse Practitioner

Nutritionist / Dietitian
Occupational Therapist
Occupational Therapy
Assistant
Ophthalmologist
Perfusionist
Personal Trainer
Pharmacist
Pharmacist Assistant and
Technician
Phlebotomist
Physical Therapist
Physical Therapy Assistant
Physician/Physician Assistant
Psychiatric Technician
Psychologist
Public Health Nurse
Radiation Therapist
Recreation Therapist
Registered Nurse
Respiratory Therapist
School Psychologist
Substance Abuse Counselors
Social Worker
Speech Pathologist
Surgical Technologist
Veterinary Technician
Veterinarian
Vocational Rehab Counselor

IMAGING AND DIAGNOSTICS

Cardiovascular Technologist
Chemistry QC Technician
Clinical Laboratory Technologist
Dental Laboratory Technician

Diagnostic Medical
Sonographer
Diagnostic Molecular Scientist
EKG Technician
Histotechnologist
Medical Laboratory Technician
Microbiology Technician
MRI Technologist
Neurological Imaging
Nuclear Medicine Technologis
Pathologist
Pathologist Assistant
Phlebotomist
Process Development
Associate
Radiology Technician

HEALTH INFORMATICS / BUSINESS

Allied Health Manager
Cancer Registrar
Data Analyst
Health Care Administrator
Health Care Product Man-
ager/Health Educator
Health Information Specialist
Health Information Technician
Health Services Manager
Hospital Administrator
Infection Control
Legal Nurse Consultant
Managed Care
Medical Administrative
Assistant
Medical Biller Coder
Medical Illustrator

Medical Office Manager
Unit/Medical Secretary
Medical Transcriptionist
Medicare & Medical Careers
Nurse Manager
Nursing Quality Specialist
Public Health
Risk Manager
Social Worker

RESEARCH AND DEVELOPMENT

Bioinformatics Specialist
Biomedical Engineer
Biomedical Chemist
Biometrician
Biostatistician
Blood Bank Technology
Specialist
Cytotechnologist
Epidemiologist
Forensic Science Technician
Geneticist
Public Health
Toxicologist
Validation Specialist

HEALTH CARE FACILITY SUPPORT

Biomedical Equipment
Technician
Hospital Maintenance
Engineer
Industrial Hygienist
Medical Librarian

NON-HEALTH CARE SUPPORT OCCUPATIONS

Accountants / Payroll
Bookkeeping
Biomedical Engineers
Cooks
Cafeteria / Cashiers
Companion
Customer Service
Representative
Development
Facilities Managers
Food Preparation
Graphic Design
Homemaker
Human Resource Manager
Human Resource Assistant
Information Technology
Technicians Maintenance
Marketing Director
Manufacturing Technician
Marketing Assistant
Media Specialist
Landscapers / Grounds
Keepers
Programmer /
Data-Reporting
Project Management Public
Relations Manager
Support Technicians
Transportation / Drivers
QC Documentation
Manufacturing Technician

REGIONAL HEALTH CARE EDUCATION AND TRAINING RESOURCES

COLLEGES/PRIVATE TRAINING

Bridgewater State University
(508) 531-1000
www.bridgew.edu

Bristol Community College
(774) 367-2811
www.bristolcc.edu

Cape Cod Community College
(508) 362-2131
www.capecod.edu

Curry College
(617) 333-0500
www.curry.edu

Health Training Center
(781) 348-1808
www.healthtrainingcenter.edu

Labouré College
(617) 322-2500
www.laboure.edu

Massasoit Community College
(508) 588-9100
www.massasoit.edu

Quincy College
(617) 984-1700
www.quincycollege.edu

Signature Healthcare
Brockton Hospital School of Nursing
(508) 941-7040
www.signature-healthcare.org

UMass Boston
(617) 287-5000
www.umb.edu

UMass Dartmouth
(508) 999-8000
www.UmassD.edu

American Red Cross of Massachusetts
(781) 410-3670
www.redcross.org/local/massachusetts.html

Explore Health Care Careers
www.ExploreHealthCareCareers.org

HIGH SCHOOL

Plymouth Public Schools
(508) 830-4300
www.plymouth.k12.ma.us/

Quincy Public Schools
(617) 984-8700
www.quincypublicschools.com/

Silver Lake Regional High School
(781) 585-3844
slrhs.slrsd.org/

South Shore Technical High School
(781) 878-8822 ext. 417
www.ssvotech.org/adult-education/

Weymouth Public Schools
(781) 335-1460
www.weymouthschools.org/

STATE RESOURCES

**MA Executive Office of Health
and Human Services**
(617) 573-1600
[www.mass.gov/orgs/
executive-office-of-health-and-human-services](http://www.mass.gov/orgs/executive-office-of-health-and-human-services)

MA Executive Office of Elder Affairs
(617) 727-7750
[www.mass.gov/orgs/
executive-office-of-elder-affairs](http://www.mass.gov/orgs/executive-office-of-elder-affairs)

MA Board of Registered Nurses
(800) 414-0168
[www.mass.gov/service-details/
board-of-registration-in-nursing-staff](http://www.mass.gov/service-details/board-of-registration-in-nursing-staff)



15 COTTAGE AVE, SUITE 302,
QUINCY, MA 02169

(617) 328-7001

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