

DC WIC Career Pathway Maps

Understanding Career Pathway Maps

In today's economy, it is imperative that the workforce has the skills required to meet the needs of local businesses and industries. Career pathway maps are tools that help policymakers, jobseekers, employers, and others identify and understand the employment opportunities within a local industry, including the skills and requirements necessary for economic mobility and professional growth for jobseekers.

Completed in November 2023, following input from local employers and workforce development professionals, these career pathway maps are intended to inform public investment in workforce development training, services, and supports, and support individuals seeking to enter the District's high-demand industries at low- to mid-level roles. Maps will be updated periodically to reflect current data and trends in the labor market

Guide to the Career Pathway Maps:

Each map is broken down into a visual representation of potential career progression and advancement, sometimes referred to as the "pathwayability" of occupations within an industry. The pathway chevrons align to a table that provides insight into each of the job titles along the career pathway. Each column on the table corresponds with the job title above it. The map may contain several rows of job titles, compiled from recent analyses of in-demand occupations. Each row represents common entry points along the pathway, however individuals may enter pathways at any point and shift across pathways, too. This content is not inclusive of all in-demand occupations within an industry, but rather indicate options for mobility as communicated by local employers.

Job Titles: All job titles are hyperlinked to Career Coach DC, which provides labor market data, information about related available training, and current District-specific and regional job openings.

Wage: Data represents hourly income in the District of Columbia for the 10th to 90th percentile range, as calculated by Lightcast labor market data across the last calendar year prior to the District's \$17.00 minimum wage increase.

Unique Postings: Data represents the number of unique job postings in the District of Columbia for the previous year as calculated by Lightcast labor market data.

Job Zones: A Job Zone is a group of occupations that are similar in how much education people need to do the work; how much related experience people need to do the work; and how much on-the-job training people need to do the work. Job Zones have been defined by the U.S. Department of Labor, Employment and Training Administration, and can be found online at onetonline.org.

Attainability: Identifies how achievable the occupational level is: entry, middle, high, or advanced levels.

Occupation Job Titles: Titles listed under the occupation provide examples of the titles listed on job posting under the occupation.

Foundational Skills: Foundational skills are the fundamental, portable skills that are essential to conveying and receiving information that is critical to training and workplace success

Industry Profile: Construction



**Painters,
Construction
and
Maintenance**

**Installation,
Maintenance,
and Repair
Workers**

**Heating, Air
Conditioning,
and Refrigeration
Mechanics and
Installers**

**First-Line
Supervisors of
Mechanics, In-
stallers, and
Repairers**

Hourly Wage Range (10th -90th Percentile)	\$17.46–\$35.71	\$19.94–\$37.49	\$28.27–\$47.01	\$30.24–\$56.10
Job Training	Some previous work-related skill, knowledge, or experience is usually needed	Some previous work-related skill, knowledge, or experience is usually needed	Some previous work-related skill, knowledge, or experience is usually needed	Previous work-related skill, knowledge, or experience is required for these occupations
On-the-Job Requirements	A few months to one year of working with experienced employees	A few months to one year of working with experienced employees	A few months to one year of working with experienced employees	One or two years of training involving both on-the-job experience and informal training with experienced workers
Education/ Certification	These occupations usually require a high school diploma OSHA Certification	These occupations usually require a high school diploma	These occupations usually require a high school diploma HVAC	Vocational schools, related on-the-job experience, or an associate's degree
Average Annual Job Openings (2022-2032)	54	53	52	121
Attainability	Entry Level	Entry Level	Entry Level	Intermediate Level
Zone Information	Zone 2	Zone 2	Zone 2	Zone 3
Occupation Job Titles	Facilities Painter, Highway Painter, House Painter, Industrial Painter, Maintenance Painter, Painter	Maintenance Mechanics, Maintenance Repair Technician, Repair Technicians	A/C Tech (Air Conditioning Technician); HVAC Installer (Heating, Ventilation, and Air Conditioning Installer); HVAC Mechanic (Heating, Ventilation, and Air Conditioning Mechanic)	Electrical and Instrumentation Supervisor (E and I Supervisor), Facilities Maintenance Supervisor, Facility Maintenance Supervisor, Maintenance Coordinator, Maintenance Foreman
Foundational Skills	Public Safety and Security, Administrative and Management, Customer and Personal Service, Building and Construction, Mechanical, Engineering and Technology, Computers and Electronics, Customer and Personal Service.			