

# 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](https://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: Education



**Self-Enrichment Teachers**

**Preschool Teachers**

**Elementary School Teachers**

**Middle School Teachers**

**Education Administrators, Kindergarten through Secondary**

<b>Hourly Wage Range (10<sup>th</sup> -90<sup>th</sup> Percentile)</b>	\$17.00–\$43.41	\$17.00–\$50.85	\$29.84–\$49.88	\$29.65–\$49.38	\$37.83–\$81.28
<b>Job Training</b>	Some previous work-related skill, knowledge, or experience is usually needed	Previous work-related skill, knowledge, or experience is required for these occupations	A considerable amount of work-related skill, knowledge, or experience is needed for these occupations	A considerable amount of work-related skill, knowledge, or experience is needed for these occupations	Extensive skill, knowledge, and experience are needed for these occupations
<b>On-the-Job Requirements</b>	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	Several years of work-related experience, on-the-job training, and/or vocational training	Several years of work-related experience, on-the-job training, and/or vocational training	These occupations assume that the person will already have the required skills
<b>Education/Certification</b>	These occupations usually require a high school diploma	Vocational schools, related on-the-job experience, or an associate's degree <b>Early Childhood Generalist</b>	Most of these occupations require a four-year bachelor's degree, but some do not	Most of these occupations require a four-year bachelor's degree, but some do not	Most of these occupations require graduate school
<b>Average Annual Job Openings (2022-2032)</b>	140	303	388	124	159
<b>Attainability</b>	Entry Level	Intermediate Level	Intermediate Level	Intermediate Level	Advanced Level
<b>Zone Information</b>	Zone 2	Zone 3	Zone 4	Zone 4	Zone 5
<b>Occupation Job Titles</b>	Art Teacher, Dance Instructor, Dance Teacher, Driving Instructor, Flight Instructor, Instructor, Martial Arts Instructor, Music Instructor, Piano Teacher, Teacher	Child Development Teacher, Early Childhood Teacher, Group Teacher, Infant Teacher, Montessori Preschool Teacher, Nursery Teacher	Art Teacher, Classroom Teacher, Educator, Elementary Education Teacher, Elementary School Teacher, Elementary Teacher, Teacher	English Teacher, Language Arts Teacher, Mathematics Teacher (Math Teacher), Middle School Teacher, Music Teacher	Athletic Director, Elementary Principal, High School Principal, Middle School Principal, Principal, School Administrator, School Superintendent
<b>Foundational Skills</b>	Education and Training, Customer and Personal Services, Public Safety and Security, Psychology, Mathematics, Computers and Electronics, Personnel and Human Resources.				