

# 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: Healthcare



**Nursing Assistants**

**Medical Assistants**

**Licensed Practical and Licensed Vocational Nurses**

**Registered Nurses**

**Nurse Practitioners**

<b>Hourly Wage Range (10<sup>th</sup> -90<sup>th</sup> Percentile)</b>	\$17.31–\$24.89	\$19.30–\$29.68	\$25.00–\$35.27	\$31.85–\$65.05	\$50.86–\$82.45
<b>Job Training</b>	Previous work-related skill, knowledge, or experience is required for these occupations	Previous work-related skill, knowledge, or experience is required for these occupations	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	Most of these occupations require graduate school
<b>On-the-Job Requirements</b>	One or two years of training involving both on-the-job experience and informal training with experienced workers	One or two years of training involving both on-the-job experience and informal training with experienced workers	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	Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience
<b>Education/Certification</b>	Vocational schools, related on-the-job experience, or an associate's degree	Vocational schools, related on-the-job experience, or an associate's degree	Vocational schools, related on-the-job experience, or an associate's degree	Most of these occupations require a four-year bachelor's degree, but some do not	Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills
<b>Average Annual Job Openings (2022-2032)</b>	549	411	138	808	93
<b>Attainability</b>	Intermediate Level	Intermediate Level	Intermediate Level	Intermediate Level	Advanced Level
<b>Zone Information</b>	Zone 3	Zone 3	Zone 3	Zone 4	Zone 5
<b>Occupation Job Titles</b>	Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Licensed Nursing Assistant (LNA)	Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Medical Assistant, Doctor's Assistant, Health Assistant, Ophthalmological Assistant	Charge Nurse, Clinic Licensed Practical Nurse (Clinic LPN), Clinic Nurse, Home Health Licensed Practical Nurse (Home Health LPN), Licensed Vocational Nurse (LVN)	Certified Operating Room Nurse (CNOR), Charge Nurse, Emergency Department RN (Emergency Department Registered Nurse), Oncology RN	Adult Nurse Practitioner, Advanced Practice Registered Nurse (APRN), Advanced Registered Nurse Practitioner Specialist (ARNP Specialist) Acute Care Nurse Practitioner (ACNP)
<b>Foundational Skills</b>	Customer and Personal Services, Administration and Management, Medicine and Dentistry, Public Safety and Security, Computer and Electronics, Psychology, Biology.				