

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 2021, 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.

<i>Job Titles:</i>	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.
<i>Wage:</i>	Data represents hourly income in the District of Columbia for the 10th to 90th percentile range, as calculated by Emsi labor market data across the last calendar year prior to the District's \$15.00 minimum wage increase ¹
<i>Unique Postings:</i>	Data represents the number of unique job postings in the District of Columbia for the previous year as calculated by Emsi labor market data. ¹
<i>Job Zones:</i>	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 .
<i>Attainability:</i>	Identifies how achievable the occupational level is: entry, middle, high, or advanced levels.

¹"June 2021 EMSI Occupations Report." (Emsi Burning Glass, 2021)."

DC Career Pathway for Health Care Occupations - Nursing

Industry Profile

The U.S. Bureau of Labor and Statistics (BLS) defines the Health Care and Social Assistance sector as establishments providing health care and social assistance for individuals. The industries in this sector are arranged on a continuum starting with establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.

Relevant Industry Data for the District of Columbia:

Supply for workers in this sector is low: An average area the size of the District would have approximately 52,491 Healthcare Occupation workers, and there are approximately 33,333 healthcare workers in the District of Columbia. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

- The number of unique job postings in FY 2021 is 13,261.
- Jobs in this industry can be found in General Medical and Surgical Hospitals (16.8%), Home Health Care Services (15.4%), Federal Government, Civilian (14.2%), and Individual and Family Services (11.0%).
- The median compensation for Healthcare Occupation workers is \$16.94 per hour, 7% higher than the National median wage of \$15.86 per hour.
- 80.2% of Healthcare jobs in the District are held by females.
- 77.4% of Healthcare jobs in the District are held by racial minorities.
- 71.1% of Healthcare jobs in the District are held by individuals between the ages of 25-54.

The data provided in the section above is derived from the Emsi Occupations Snapshot Report for the District of Columbia, and is based on 29 occupations in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Healthcare Industry Zones 1-3 in District of Columbia Q3 2021.

Wage and Unique Postings information captured in the chart reflects June 2021 EMSI Occupations Report¹ (see Footnote 1). data and will be updated annually.

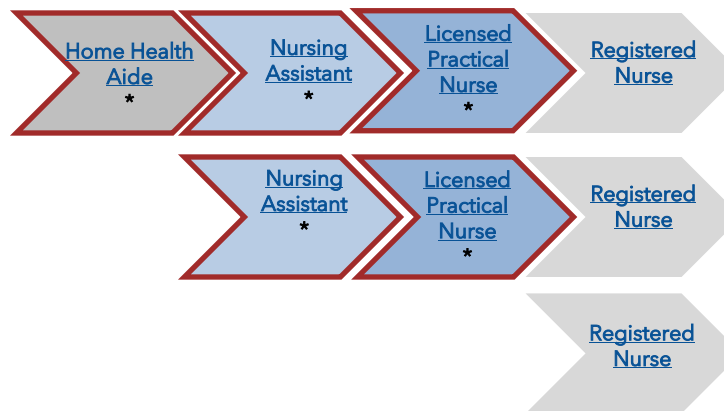
Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that offer relevant training to District residents.

Map Specific Information:

Positions in this pathway map will require participants to have a background check and drug test.

Data for Personal Care Aide and Home Health Care Aide is similar because it is coded the same in Emsi LMI.

Jobseekers can begin Nursing pathway at Registered Nurse through attendance in a post secondary academic program.



Education/Certification	Usually requires high school diploma or GED	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree	Often requires a four-year degree
On-the-Job Requirements	Little to No Experience	Some Related Experience	Some Related Experience	Considerable Amount of Work-Related Skill
Job Training	A few days to a few months, usually learned on the job	A few months to a year of training, with apprenticeship or on-the-job	One or two years of training	3+ years of training
Hourly Wage Range (10 th -90 th Percentile)	\$14.17 - \$16.55 ¹	\$14.28 - \$23.29 ¹	\$19.72 - \$33.59 ¹	\$27.59 - \$59.39 ¹
Yearly Unique Postings	2,091 ¹	1,303 ¹	1,052 ¹	13,478 ¹
Attainability	Entry level	Middle level	Middle level	Middle level
Zone Information	Zone 2	Zone 3		

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Health Care Occupations - Informatics



Industry Profile

The U.S. Bureau of Labor and Statistics (BLS) defines the Health Care and Social Assistance sector as establishments providing health care and social assistance for individuals. The industries in this sector are arranged on a continuum starting with establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.

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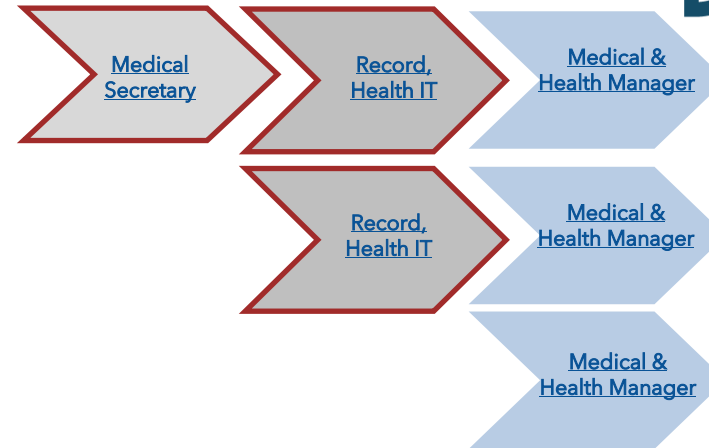
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Map Specific information:

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Education/Certification	Usually requires high school diploma or GED	Often requires workforce certification or associate degree	Usually requires a four-year degree
On-the-Job Requirements	Some related experience	Previous work experience	Considerable amount of work-related skill
Job Training	A few days to a few months, often learned on the job	One to two years of training	Several years related work experience
Hourly Wage Range (10th -90th Percentile)	\$14.50 - \$28.30 ¹	\$14.71 - \$39.16 ¹	\$37.76 - \$96.30 ¹
Yearly Unique Postings	1,275 ¹	1,150 ¹	3,282 ¹
Attainability	Entry level	Middle level	High level
Zone Information	Zone 2	Zone 3	Zone 4

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Health Care Occupations - Dental

Industry Profile Industry Profile

The U.S. Bureau of Labor and Statistics (BLS) defines the Health Care and Social Assistance sector as establishments providing health care and social assistance for individuals. The industries in this sector are arranged on a continuum starting with establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry.

Relevant Industry Data for the District of Columbia:

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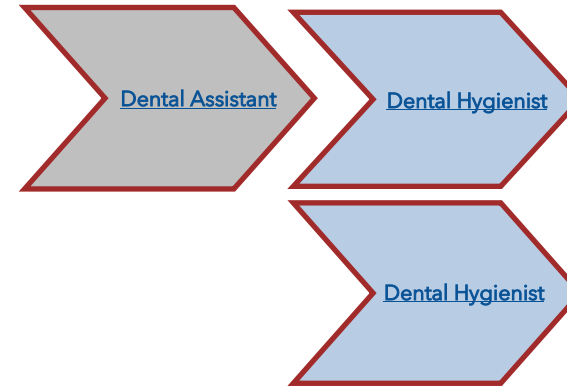
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Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that offer relevant training to District residents.

Map Specific information:

Positions in this pathway map may require participants to have a background check and drug test.



Education/ Certification	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree
On-the-Job Requirements	One to two years of training	One to two years of training
Job Training	Several years of related work, or on the job training	Several years of related work, or on the job training
Wage Range Hourly (10th -90th Percentile)	\$14.27 - \$32.93 ¹	\$30.05 - \$60.74 ¹
Yearly Unique Postings	680 ¹	423 ¹
Attainability	Middle level	High level
Zone Information	Zone 3	

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Information Technology Occupations - Hardware

Industry Profile

The North American Industry Classification System (NAICS) states that this industry comprises establishments primarily engaged in providing expertise in the field of information technologies through one or more of the following activities: (1) writing, modifying, testing, and supporting software to meet the needs of a particular customer; (2) planning and designing computer systems that integrate computer hardware, software, and communication technologies; (3) on-site management and operation of clients' computer systems and/or data processing facilities; and (4) other professional and technical computer related advice and services.



Relevant Industry Data:

Supply is higher than the National Average for IT Occupations in the District. An average area the size of the District would have 27,062 employees. There are 51,632 employees in DC. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- **The number of unique Job Postings in FY 2021 is 107,485.**
- Jobs in this industry can be found in Federal and Local Government (33.6%), Computer Systems Design and Related Services (28.3%), Management, and Scientific, and Technical Consulting Services (6.4%).
- The median compensation is \$55.84 per hour, 25% higher than the National median wage of \$44.58 per hour.
- 29.7% of IT jobs in the District are held by females.
- 52.2% of IT jobs in the District are held by racial minorities.
- 80.7% of IT jobs in the District are held by individuals ages 25-54.

The data provided in the section above is derived from the Emsi Occupations Snapshot Report for the District of Columbia, and is based on 15 occupations all in Job Zones 1-5. SOURCE: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report IT Industry Zones 1-5 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects **June 2021 EMSI Occupations Report**¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a background check and drug test.

Education/Certification Contract positions may require more education	Usually requires high school diploma or GED	Often requires certification from vocational school, OJT, or associate degree	Usually requires a four-year degree	Usually requires a four-year degree	Usually requires a four-year degree
On-the-Job Requirements	Little to No Experience	Some Related Experience	Considerable amount of work-related skill	Considerable amount of work-related skill	Considerable amount of work-related skill
Job Training	A few days to a few months, usually learned on the job	One or two years of training	Several years work related experienced or on-the-job training	Several years work related experienced or on-the-job training	Many years work related experienced or on-the-job training
Hourly Wage Range (10th -90th Percentile)	\$14.92- \$34.56 ¹	\$20.70 - \$49.43 ¹	\$24.41 - \$53.10 ¹	\$29.43 - \$76.00 ¹	\$36.76 - \$88.89 ¹
Yearly Unique Postings	4,470 ¹	2,516 ¹	154 ¹	2,301 ¹	266 ¹
Attainability	Entry level	Middle level	Middle level	Advanced level	Advanced level
Zone Information	Zone 2	Zone 3	Zone 4		

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

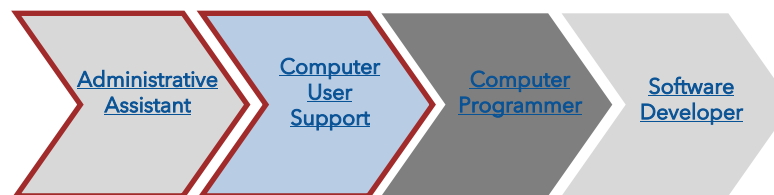
Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Information Technology Occupations - Software

Industry Profile

The North American Industry Classification System (NAICS) states that this industry comprises establishments primarily engaged in providing expertise in the field of information technologies through one or more of the following activities: (1) writing, modifying, testing, and supporting software to meet the needs of a particular customer; (2) planning and designing computer systems that integrate computer hardware, software, and communication technologies; (3) on-site management and operation of clients' computer systems and/or data processing facilities; and (4) other professional and technical computer related advice and services.



Relevant Industry Data:

Supply is higher than the National Average for IT Occupations in the District. An average area the size of the District would have 27,062 employees. There are 51,632 employees in DC. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- **The number of unique Job Postings in FY 2021 is 107,485.**
- Jobs in this industry can be found in Federal and Local Government (33.6%), Computer Systems Design and Related Services (28.3%), Management, and Scientific, and Technical Consulting Services (6.4%).
- The median compensation is \$55.84 per hour, 25% higher than the National median wage of \$44.58 per hour.
- 29.7% of IT jobs in the District are held by females.
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Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a background check and drug test.

Education/Certification	Contract positions may require more education	Usually requires high school diploma or GED	Often requires certification from vocational school, OJT, or associate degree	Usually requires a four-year degree	Usually requires a four-year degree
On-the-Job Requirements	Little to No Experience	Little to No Experience	Some Related Experience	Considerable amount of work-related skill	Considerable amount of work-related skill
Job Training	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job	One or two years of training	Several years work related experienced or on-the-job training	Several years work related experienced or on-the-job training
Hourly Wage Range (10th -90th Percentile)	\$14.92-\$34.56 ¹	\$14.92-\$34.56 ¹	\$20.70 - \$49.43 ¹	\$35.19 - \$79.73 ¹	\$34.43 - \$80.26 ¹
Yearly Unique Postings	4,470 ¹	4,470 ¹	2,516 ¹	2,316 ¹	6,283 ¹
Attainability	Entry level	Entry level	Middle level	Middle level	Middle level
Zone Information	Zone 2	Zone 2	Zone 3	Zone 4	

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Infrastructure Occupations - Transportation Operators

Industry Profile

The infrastructure industry sector is broken down into three subsectors, Transportation and Warehousing, Utilities, and Machinery Manufacturing.

BLS provides the following reports for each of the subsectors in this industry:

The Transportation and Warehousing subsector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. The Utilities subsector comprises establishments engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal. Within this sector, the specific activities associated with the utility services provided vary by utility. Industries in the Machinery Manufacturing subsector create end products that apply mechanical force, for example, the application of gears and levers, to perform work. Some important processes for the manufacture of machinery are forging, stamping, bending, forming, and machining that are used to shape individual pieces of metal.

Relevant Industry Data:

Supply is lower than the National Average for Infrastructure Occupations in the District. An average area the size of the District would have 54,299 employees. There are 21,142 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- The number of unique Job Postings in FY 2021 is 18,160.
- Jobs in this industry can be found in Federal Government, Civilian (19.2%), Other Personal Services (7.5%), and Other Companies and or Agencies (52.4%).
- The median compensation is \$23.22 per hour, 12% higher than the National median wage of \$20.64 per hour.
- 9.9% of Infrastructure jobs in the District are held by females.
- 62.6% of Infrastructure jobs in the District are held by racial minorities.
- 66.9% of Infrastructure jobs in the District are held by individuals ages 25-54.

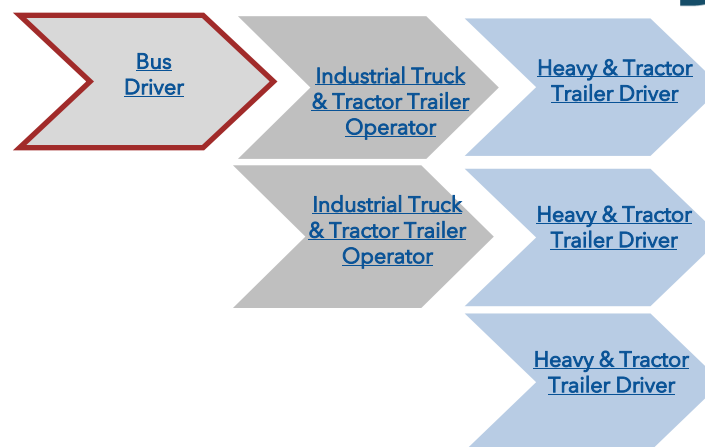
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Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map require participants to be at least 21 years old, and may require a background check, and drug test.



Education/Certification	Usually requires high school diploma or GED	Usually requires high school diploma or GED	Usually requires high school diploma or GED
On-the-Job Requirements (Requirements Change Based On Employer)	Some related experience	Some related experience	Some related experience
Job Training	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job
Hourly Wage Range (10th -90th Percentile)	\$14.33 - \$26.49 ¹	\$17.26 - \$31.90 ¹	\$17.78 - \$32.05 ¹
Yearly Unique Postings	74 ¹	260 ¹	6,344 ¹
Attainability	Entry level	Entry level	Entry level
Zone Information	Zone 2		

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Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

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Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Infrastructure Occupations - Manufacturing

Industry Profile

The infrastructure industry sector is broken down into three subsectors, Transportation and Warehousing, Utilities, and Machinery Manufacturing.

BLS provides that following reports for each of the subsectors in this industry:

The Transportation and Warehousing subsector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. The Utilities subsector comprises establishments engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal. Within this sector, the specific activities associated with the utility services provided vary by utility. Industries in the Machinery Manufacturing subsector create end products that apply mechanical force, for example, the application of gears and levers, to perform work. Some important processes for the manufacture of machinery are forging, stamping, bending, forming, and machining that are used to shape individual pieces of metal.

Relevant Industry Data:

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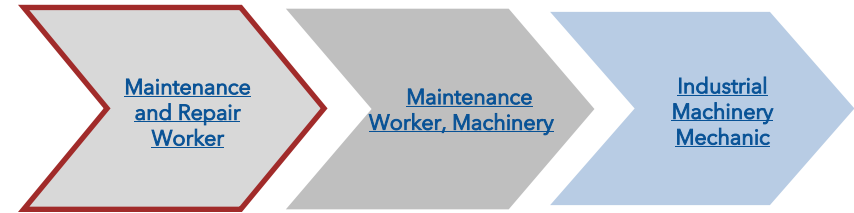
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Map Specific Information:

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Educational/Certification	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree
On-the-Job Requirements	Previous Related Experience	Previous Related Experience	Previous Related Experience
Job Training	One or two years of training	One or two years of training	One or two years of training
Hourly Wage Range (10th -90th Percentile)	\$14.73 - \$37.73 ¹	\$18.94 - \$41.01 ¹	\$17.79 - \$41.22 ¹
Yearly Unique Postings	2,921 ¹	2 ¹	247 ¹
Attainability	Middle level	Middle level	Middle level
Zone Information	Zone 3		

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Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Infrastructure Occupations - Transportation Mechanical Maintenance



Industry Profile

The infrastructure industry sector is broken down into three subsectors, Transportation and Warehousing, Utilities, and Machinery Manufacturing.

BLS provides the following reports for each of the subsectors in this industry:

The Transportation and Warehousing subsector includes industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. The Utilities subsector comprises establishments engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal. Within this sector, the specific activities associated with the utility services provided vary by utility. Industries in the Machinery Manufacturing subsector create end products that apply mechanical force, for example, the application of gears and levers, to perform work. Some important processes for the manufacture of machinery are forging, stamping, bending, forming, and machining that are used to shape individual pieces of metal.

Relevant Industry Data:

Supply is lower than the National Average for Infrastructure Occupations in the District. An average area the size of the District would have 54,299 employees. There are 21,142 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- The number of unique Job Postings in FY 2021 is 18,160.
- Jobs in this industry can be found in Federal Government, Civilian (19.2%), Other Personal Services (7.5%), and Other Companies and or Agencies (52.4%).
- The median compensation is \$23.22 per hour, 12% higher than the National median wage of \$20.64 per hour.
- 9.9% of Infrastructure jobs in the District are held by females.
- 62.6% of Infrastructure jobs in the District are held by racial minorities.
- 66.9% of Infrastructure jobs in the District are held by individuals ages 25-54.

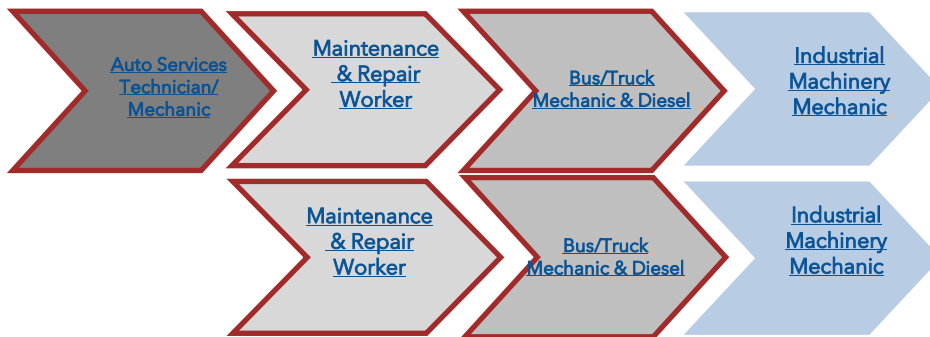
The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 48 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Infrastructure Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects **June 2021 EMSI Occupations Report**¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map require participants to be at least 21 years old, and may require a background check, and drug test.



Educational/Certification	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree
On-the-Job Requirements	Some Related Experience	Some Related Experience	Previous Related Experience	Previous Related Experience
Job Training	One to two years of training	One to two years of training	One to two years of training	One to two years of training
Hourly Wage Range (10 th -90 th Percentile)	\$14.95 - \$54.78 ¹	\$15.01 - \$37.70 ¹	\$16.25 - \$40.33 ¹	\$19.36 - \$41.19 ¹
Yearly Unique Postings	799 ¹	2,918 ¹	460 ¹	247 ¹
Attainability	Entry level	Middle level	Middle level	Middle level
Zone Information	Zone 3			

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Construction Occupations

Industry Profile

BLS reports that the Construction sector comprises establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector. Construction work done may include new work, additions, alterations, or maintenance and repairs. Activities of these establishments generally are managed at a fixed place of business, but they usually perform construction activities at multiple project sites. Production responsibilities for establishments in this sector are usually specified in (1) contracts with the owners of construction projects (prime contracts) or (2) contracts with other construction establishments (subcontracts).

Relevant Industry Data:

Supply is lower than the National Average for Construction Occupations in the District. An average area the size of the District would have 33,315 employees. There are 12,905 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- The number of unique Job Postings in FY 2021 is 5,110.
- Jobs in this industry can be found in Building Equipment Contractors (16.6%), Foundation, Structure, and Building Exterior Contractors (13.9%), Federal Government, Civilian (11.2%), and Nonresidential Building Construction (10.4%).
- The median compensation is \$27.50 per hour, 24% higher than the National median wage of \$22.20 per hour.
- 3.4% of Construction jobs in the District are held by females.
- 61.5% of Construction jobs in the District are held by racial minorities.
- 73.0% of Construction jobs in the District are held by individuals ages 25-54.

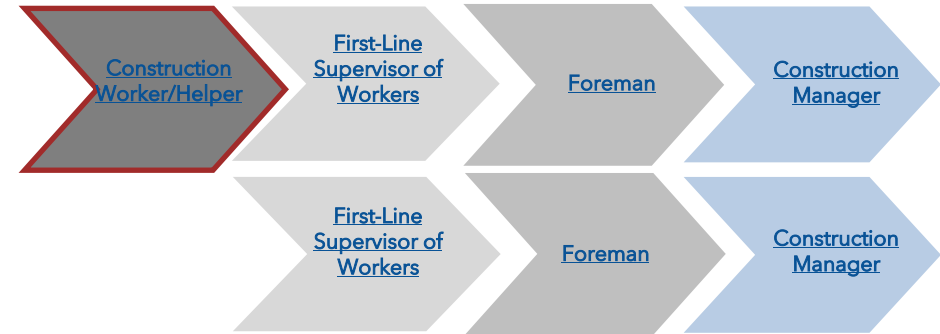
The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 37 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Construction Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects June 2021 EMSI Occupations Report¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a drug test and may require a background check.



Education/Certification	Usually requires a high school diploma or GED	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree	Usually requires a four-year degree
On-the-Job Requirements	Little to No Experience	Some Related Experience	Considerable amount of work experience	Considerable amount of work experience
Job Training	Up to 6 months of training and/or apprenticeship	One to two years of training	Several years of work-related experience	Several years of work-related experience
Hourly Wage Range (10th-90th Percentile)	\$14.94 - \$27.07 ¹	\$20.11 - \$62.78 ¹	\$29.47 - \$66.59 ¹	\$23.37 - \$75.92 ¹
Yearly Unique Postings	597 ¹	1,335 ¹	1,612 ¹	2,375 ¹
Attainability	Entry level	Middle level	Advanced level	Advanced level
Zone Information	Zone 1	Zone 3	Zone 4	

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Hospitality Occupations - Food and Beverage Front of House



Industry Profile

BLS reports that the Hospitality Accommodation and Food Services sector comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment. Businesses that provide customers with lodging or that provide services to meet varied cultural, entertainment, and recreational interests of their patrons.

Relevant Industry Data:

Supply is lower than the National Average for Hospitality Occupations in the District. An average area the size of the District would have 81,404 employees. There are 61,401 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

- The number of unique Job Postings in FY 2021 is 10,627.
- Jobs in this industry can be found in Restaurants and Other Eating Places (49.0%), Traveler Accommodation (8.9%), and Special Food Services (7.1%).
- The median compensation is \$16.07 per hour, 30% higher than the National median wage of \$12.36 per hour.
- 53.7% of Hospitality jobs in the District are held by females.
- 67.7% of Hospitality jobs in the District are held by racial minorities.
- 62.6% of Hospitality jobs in the District are held by individuals ages 25-54.

The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 26 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Hospitality Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects June 2021 EMSI Occupations Report¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a background check and drug test.

Wage data for Server and Bartender positions is revised to account for tips. Current minimum wage for these occupations is \$5.05 per hour in Washington, DC.



Education/Certification	May require high school diploma or GED	Usually requires high school diploma or GED	May require high school diploma or GED	May require high school diploma or GED	May require high school diploma or GED	Usually requires high school diploma or GED	Usually requires high school diploma or GED
On-the-Job Requirements	Little to No Experience	Little to No Experience	Little to No Experience	Some related experience	Some related experience	Some related experience	Some related experience
Job Training	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job	A few months to a year of training,	A few months to a year of training	A few months to a year of training	One or two years of training
Hourly Wage Range (10 th -90 th Percentile)	\$14.21 - \$20.78 ¹	\$14.27 - \$24.17 ¹	\$14.34 - \$21.65 ¹	\$14.30 - \$18.62 ¹	\$14.05 - \$49.26 ¹	\$14.04 - \$42.37 ¹	\$14.75 - \$33.03 ¹
Yearly Unique Postings	374 ¹	342 ¹	459 ¹	801 ¹	1,023 ¹	422 ¹	1,719 ¹
Attainability	Entry level	Entry level	Entry level	Entry level	Entry level	Middle level	Middle level
Zone Information	Zone 1			Zone 2			

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Hospitality Occupations - Food and Beverage Culinary



Industry Profile

BLS reports that the Hospitality Accommodation and Food Services sector comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment. Businesses that provide customers with lodging or that provide services to meet varied cultural, entertainment, and recreational interests of their patrons.

Relevant Industry Data:

Supply is lower than the National Average for Hospitality Occupations in the District. An average area the size of the District would have 81,404 employees. There are 61,401 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

- The number of unique Job Postings in FY 2021 is 10,627.
- Jobs in this industry can be found in Restaurants and Other Eating Places (49.0%), Traveler Accommodation (8.9%), and Special Food Services (7.1%).
- The median compensation is \$16.07 per hour, 30% higher than the National median wage of \$12.36 per hour.
- 53.7% of Hospitality jobs in the District are held by females.
- 67.7% of Hospitality jobs in the District are held by racial minorities.
- 62.6% of Hospitality jobs in the District are held by individuals ages 25-54.

The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 26 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Hospitality Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects **June 2021 EMSI Occupations Report**¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a background check and drug test.



Education/Certification	May require high school diploma or GED	May require high school diploma or GED	Usually requires high school diploma or GED	Often requires certification from vocational school, OJT, or associate degree	Often requires certification from vocational school, OJT, or associate degree
On-the-Job Requirements	Little to No Experience	Little to No Experience	Some Related Experience	Some Related Experience	Some Related Experience
Job Training	A few days to a few months, usually learned on the job	A few days to a few months, usually learned on the job	A few months to a year of training, with apprenticeship or on-the-job	One or two years of training	One or two years of training
Hourly Wage Range (10 th -90 th Percentile)	\$14.34 - \$20.35 ¹	\$14.27 - \$22.87 ¹	\$14.75 - \$33.03 ¹	\$14.27 - \$23.27 ¹	\$25.19 - \$54.42 ¹
Yearly Unique Postings	1,507 ¹	475 ¹	1,719 ¹	1,067 ¹	939 ¹
Attainability	Entry level	Entry level	Middle level	Middle level	Middle level
Zone Information	Zone 1		Zone 2		

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Hospitality Occupations - Lodging Guest Services



Industry Profile

BLS reports that the Hospitality Accommodation and Food Services sector comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment. Businesses that provide customers with lodging or that provide services to meet varied cultural, entertainment, and recreational interests of their patrons.

Relevant Industry Data:

Supply is lower than the National Average for Hospitality Occupations in the District. An average area the size of the District would have 81,404 employees. There are 61,401 employees in DC. This lower-than-expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.

- The number of unique Job Postings in FY 2021 is 10,627.
- Jobs in this industry can be found in Restaurants and Other Eating Places (49.0%), Traveler Accommodation (8.9%), and Special Food Services (7.1%).
- The median compensation is \$16.07 per hour, 30% higher than the National median wage of \$12.36 per hour.
- 53.7% of Hospitality jobs in the District are held by females.
- 67.7% of Hospitality jobs in the District are held by racial minorities.
- 62.6% of Hospitality jobs in the District are held by individuals ages 25-54.

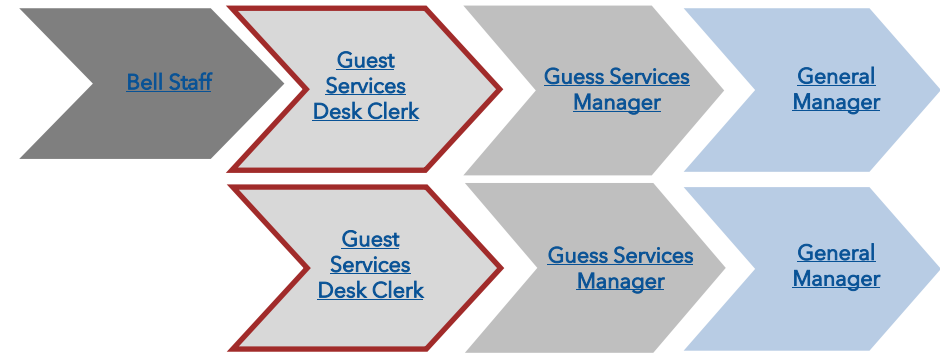
The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 26 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Hospitality Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects June 2021 EMSI Occupations Report¹ (see Footnote 1). data and will be updated annually.

Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map may require participants to have a background check and drug test.



Education/Certification	Usually requires high school diploma or GED	Usually requires high school diploma or GED	Often requires certification from vocational school, OJT, or associate's degree	Usually requires a four-year degree
On-the-Job Requirements	Some Related Experience	Some Related Experience	Considerable amount of work experience	Considerable amount of work experience
Job Training	A few months to a year of training, with apprenticeship or on-the-job	A few months to a year of training, with apprenticeship or on-the-job	Several years of work-related experience	Several years of work-related experience
Hourly Wage Range (10 th -90 th Percentile)	\$14.28-\$23.81 ¹	\$14.14 - \$25.25 ¹	\$22.66 - \$59.85 ¹	\$26.19 - \$91.20 ¹
Yearly Unique Postings	51 ¹	187 ¹	5,372 ¹	83 ¹
Attainability	Entry level	Entry level	Advanced level	Advanced level
Zone Information	Zone 2	Zone 3	Zone 4	

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

DC Career Pathway for Security and Law Enforcement Occupations - Physical Security



Industry Profile

The North American Industry Classification System (NAICS) states that this industry is comprised of two subsectors, Police Protection and Security Guards and Patrol Services. This industry comprises establishments primarily engaged in providing guard and patrol services, and government establishments primarily engaged in criminal and civil law enforcement, police, traffic safety, and other activities related to the enforcement of the law and preservation of order.

Relevant Industry Data:

Supply is higher than the National Average for Security and Law Occupations in the District. An average area the size of the District would have 17,363 employees. There are 31,344 employees in DC. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.

- The number of unique Job Postings FY 2021 is 5,547
- Jobs in this industry can be found in Investigation and Security Services (34.2%), Federal Government, Civilian and State and Local Government 48.6%.
- The median compensation is \$30.80 per hour, 47% higher than the National median wage of \$21.02 per hour.
- 27.5% of Security and Law jobs in the District are held by females.
- 70.9% of Security and Law jobs in the District are held by racial minorities.
- 76.3% of Security and Law jobs in the District are held by individuals ages 25-54.

The data provided in the section above is derived from the EMSI Occupations Snapshot Report for the District of Columbia, and is based on 20 occupations all in Job Zones 1-3. Source: Emsi Burning Glass - economicmodeling.com - Occupation Snapshot Report Security and Law Enforcement Industry Zones 1-3 in District of Columbia Q3 2021

Wage and Unique Postings information captured in the chart reflects June 2021 EMSI Occupations Report¹ (see Footnote 1), data and will be updated annually.

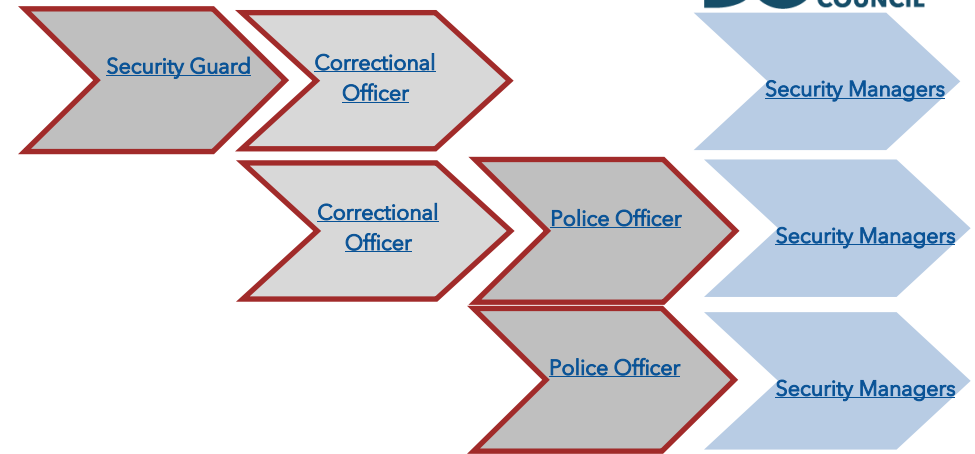
Job titles are linked to [Career Coach DC](#) to obtain more detailed information on the position and programs that can offer relevant training.

Map Specific Information:

Positions in this pathway map will require participants to have a background check, polygraph, and psychosocial assessment, and drug test.

Security positions can lead to pathways in the public and private sectors, and across sectors. Often, individuals retiring from the public sector will pursue a career in the private sector.

Jobseekers can begin the Security pathway at Police Officer if they attend the police academy or participate in the high school cadet program delivered in partnership with DC Public Schools.



Educational/Certification	Usually requires a high school diploma or GED	Usually requires high school diploma or GED	60 college credits, 3 years of military experience, or on the job experience	Usually requires a four-year bachelor's degree
On-the-Job Requirements	Some related work experience, Local Security Guard License	Some Related Experience	Some Related Experience	Considerable amount of work-related skill, Local Security Guard License
Job Training	A few months to a year of training or on the job	A few months to a year of training, with apprenticeship or on-the-job	One or two years of training	Several years' work related experienced or on-the-job training
Wage Range Hourly (10th -90th Percentile)	\$14.40 - \$32.64 ¹	\$20.19 - \$42.36 ¹	\$28.32 - \$52.42 ¹	\$22.02 - \$40.91 ¹
Yearly Unique Postings	1,775 ¹	65 ¹	256 ¹	283 ¹
Attainability	Middle level	Middle level	High level	High level
Zone	Zone 2		Zone 3	Zone 4

(see Footnote 1).

Zone 1 = May require high school diploma or GED, little to no experience, training is a few days to few months on the job

Zone 2 = Usually requires high school diploma or GED, some related experience, a few months to a year of training with apprenticeship or on the job

Zone 3 = Often requires certification from vocational school, on the job, or associate's degree, previous, work experience, one or two years of training

Zone 4 = Usually requires a four-year bachelor's degree, considerable amount of work experience, several years of work-related experience or on job

Zone 5 = Often requires graduate school, extensive work experience, assumes already have the required skills

Position on the [District of Columbia High-Demand Sectors and Occupations List](#)

UPDATED DECEMBER 2021