



HEALTHCARE & BIOSCIENCES CAREER PATHWAY

The work of the Talent Pipeline Task Force was inspired by our community's existing assets in the areas of education and workforce. Members consist of a diverse mix of employers, workforce development leaders, chambers of commerce, and postsecondary education and social service providers.

The Talent Pipeline Task Force – with grant support from Lumina Foundation – partnered with the Chicago-based Council on Adult and Experiential Learning (CAEL) to develop career pathways in core occupations and industries of high need in the three targeted sectors. The matching of education supply data and labor market needs were supported by CI:Now, CAEL, and SA2020.

Career pathways are designed from the ground up, with attention to foundational and essential skills at the entry level or in the early stages of the ladder. They also offer multiple entry and exit points, with the intent being that those who seek skills and a job in a pathway can do so while intentionally climbing an explicit career ladder.

Building on these career pathway documents, the Talent Pipeline Task Force recommends the following:

- 1) Embed career information into college advising; and
- 2) Align the messaging of K-12, higher education, workforce and community-based organizations, so that multiple audiences receive the same information about demand occupations and key entry points.

For more information and the full Talent Pipeline Task Force Report, visit www.SA2020.org/reports.

Healthcare and Biosciences: Healthcare			
Ambulatory Health Care Services Job Family			
Entry Points	Transition Points and Requirements		Wage Range
Associate Level (Mid to Senior)	RN Trauma Coordinator Transition Requirements <ul style="list-style-type: none"> • Associates degree from an accredited nursing school • Current Resident Nurse (RN) licensure in Texas, minimum 3-5 years experience in Emergency Services, CPR certification, ACLS, TNCC, SAMA and PALS 		\$60,000-\$70,000
Certificate Level (Entry to Mid)	EMT/Paramedic (including Critical Care) Transition Requirements <ul style="list-style-type: none"> • High school diploma or equivalent; national and/or state EMT certification; CPR certification; ACLS certification 		\$30,000-\$40,000
Entry Level/ High School Diploma	Dispatcher Ambulance Driver/Attendant EMT (Basic & Intermediate) Qualifications <ul style="list-style-type: none"> • High school diploma or equivalent • Moderate OJT, certifications 		\$20,000-\$30,000
FOUNDATIONAL SKILL SETS			
Medical Knowledge Multi-tasking Equipment Usage/Monitoring	Physical Strength/Endurance Highly Organized Quick Decision-Making	Time Management Advanced Life Support Techniques Supervisory Skills	Interpersonal Skills Attention to Detail Troubleshooting Skills
ESSENTIAL SKILL SETS			
Punctual and Efficient Adaptable and Flexible Responsible	Drug-Free Able to work with teams Self-Motivated	Well-Groomed Able to communicate clearly Honesty and Integrity	Positive Attitude Conflict Resolution Self-Control

Healthcare and Biosciences: Healthcare

Hospitals Job Family

Entry Points	Transition Points and Requirements		Wage Range
<p>Bachelor and Above Level (Senior and Above)</p>	<p>Transition Requirements</p> <ul style="list-style-type: none"> • Bachelor’s degree, plus 2-6 years related experience • Masters or Doctorate, plus 5+ years related experience • May require certifications, including Certified Physician Assistant (PA-C)-NCCPA; Occupational Therapist, Registered (OTR) 	<p>Radiation Therapist Midwife Surgeon Anesthesiologist Assistant Internist, General Anesthesiologist Obstetrician & Gynecologist Cardiovascular Technologist/Technician Pathologist Medical and Clinical Laboratory</p>	<p>Hospitalist Technologist Physician Assistant Ophthalmologist Occupational Therapist Audiologist</p> <p>\$40,000-\$120,000</p>
<p>Associate Level (Mid to Senior)</p>	<p>Transition Requirements</p> <ul style="list-style-type: none"> • Associates degree • Certified Cardiographic Technician (CCT); Certified Magnetic Resonance Imaging Technologist; Certified Magnetic Resonance Imaging Physics; Certified MRI Technologist; Certified MRI Physics 	<p>Medical and Clinical Laboratory Technician Radiologic Technologist Respiratory Therapist Medical Record and Health Information Technician</p>	<p>\$30,000-\$55,000</p>
<p>Certificate Level (Entry to Mid)</p>	<p>Qualifications</p> <ul style="list-style-type: none"> • High school diploma or GED • Postsecondary vocational training, OJT 	<p>Ophthalmic Medical Technologist MRI Technologist Radiologic Technician Surgical Assistant Respiratory Therapy Technician Ophthalmic Medical Technician</p>	<p>\$40,000-\$50,000</p>

FOUNDATIONAL SKILL SETS

<p>Advanced Medical Knowledge Multi-Tasking Equipment Usage/Monitoring</p>	<p>Data Processing Highly Organized Quick Decision-Making</p>	<p>Time Management Advanced Life Support Techniques Supervisory Skills</p>	<p>Interpersonal Skills Attention to Detail Troubleshooting Skills</p>
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ESSENTIAL SKILL SETS

<p>Punctual and Efficient Adaptable and Flexible Responsible</p>	<p>Drug-Free Able to work with with teams Self-Motivated</p>	<p>Well-Groomed Able to communicate clearly Honesty and Integrity</p>	<p>Positive Attitude Conflict Resolution Self-Control</p>
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Entry Points	Job Title	Job Description	Education/ Training	Wage Ranges
Bachelor and Above Level (Senior and Above)	Anesthesiologist Assistant	Assist anesthesiologists in the administration of anesthesia for surgical and non-surgical procedures. Monitor patient status and provide patient care during surgical treatment.	Master's degree; Certified Physician Assistant (PA-C)-NCCPA	\$102,000
	Anesthesiologist	Physicians who administer anesthetics prior to, during, or after surgery or other medical procedures.	Doctorate; Certification in Anesthesiology	\$330,000
	Audiologist	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.	Masters degree (doctorate degree for advancement)	\$70,000
	Hospitalist	Provide inpatient care predominantly in settings such as medical wards, acute care units, intensive care units, rehabilitation centers, or emergency rooms. Manage and coordinate patient care throughout treatment.	Doctorate, plus minimum 5 years experience	\$200,000
	Internist, General	Physicians who diagnose and provide non-surgical treatment of diseases and injuries of internal organ systems. Provide care mainly for adults who have a wide range of problems associated with the internal organs.	Doctorate, plus minimum 5 years experience	\$185,000-\$200,000
	Medical and Clinical Laboratory Technologist	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.	Bachelor's degree in a technical discipline and 2-6 years of related experience.	\$51,854

	Midwife	Provide prenatal care and childbirth assistance.	Bachelor's degree	\$48,943
	Obstetrician & Gynecologist	Physicians who provide medical care related to pregnancy or childbirth and those who diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general medical care to women.	Doctorate, plus minimum 5 years experience	\$170,498
	Occupational Therapist	Assess, plan, organize, and participate in rehabilitative programs that will build or restore vocational, homemaking, and daily living skills, as well general independence, to persons with disabilities or developmental delays.	Masters degree; Occupational Therapist, Registered (OTR)	\$88,445
	Ophthalmologist	Diagnose, treat, and help prevent diseases and injuries of the eye and related structures.	Doctorate, plus minimum 5 years experience	\$172,765
	Pathologist	Diagnose presence and stage of diseases using laboratory techniques and patient specimens.. Study the nature, cause, and development of diseases. May perform autopsies.	Doctorate, plus minimum 5 years experience	\$172,765
	Physician Assistant	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication.	Bachelor's degree; Certified Physician Assistant (PA-C)-NCCPA	\$95,000
	Radiation Therapist	Provide radiation therapy to patients as prescribed by a radiologist according to established practices and standards. Duties may include reviewing prescription and diagnosis; acting as liaison with physician and supportive care personnel; preparing equipment, such as immobilization, treatment, and protection devices; and maintaining records, reports, and	Bachelor's degree; Certified Radiation Therapist (CRT)	\$80,825

		files. May assist in dosimetry procedures and tumor localization.		
	Surgeon	Physicians who treat diseases, injuries, and deformities by invasive, minimally-invasive, or non-invasive surgical methods, such as using instruments, appliances, or by manual manipulation.	Doctorate, plus minimum 5 years experience	\$203,694
Associate Level (Mid to Senior)	Cardiovascular Technologist/Technician	Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests. Includes vascular technologists.	Associates degree; Certified Cardiographic Technician (CCT)	\$54,557
	MRI Technologist	Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry.	Associates degree; Certified Magnetic Resonance Imaging Technologist; Certified Magnetic Resonance Imaging Physics	\$51,849
	Medical Record and Health Information Technician	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system.	Associates degree; Certified Billing & Coding Specialist (CBCS) Certified Coding Specialist (CCS)	\$40,542
	Medical and Clinical Laboratory Technician	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.	Associates degree; plus certification	\$34,177

	Radiologic Technologist	Take x rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities.	Associates degree; plus certification	\$51,849
	Respiratory Therapist	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.	Associate degree required, but bachelors or masters may be important for advancement; Certified Respiratory Therapist (CRT)	\$51,999
Certificate Level (Entry to Mid)	Ophthalmic Medical Technician	Assist ophthalmologists by performing ophthalmic clinical functions. May administer eye exams, administer eye medications, and instruct the patient in care and use of corrective lenses.	Post-secondary vocational training. Formal training, certification, or licensure required.	\$43,737
	Ophthalmic Medical Technologist	Perform ophthalmic clinical functions and ophthalmic photography. Provide instruction and supervision to other ophthalmic personnel. Assist with minor surgical procedures, applying aseptic techniques and preparing instruments. May perform eye exams, administer eye medications, and instruct patients in care and use of corrective lenses.	Post-secondary vocational training. Formal training, certification, or licensure required.	\$43,737
	Radiologic Technician	Maintain and use equipment and supplies necessary to demonstrate portions of the human body on x-ray film or fluoroscopic screen for diagnostic purposes.	Post-secondary vocational training. Formal training, certification, or licensure required.	\$43,737
	Respiratory Therapy Technician	Provide respiratory care under the direction of respiratory therapists and physicians.	Post-secondary vocational training. Formal training, certification, or licensure required.	\$40,000

	Surgical Assistant	Assist surgeons during surgery by performing duties such as tissue retraction, insertion of tubes and intravenous lines, or closure of surgical wounds. Perform preoperative and postoperative duties to facilitate patient care.	Post-secondary vocational training. Formal training, certification, or licensure required.	\$43,737
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Healthcare and Biosciences: Healthcare			
Nursing and Residential Care Facilities Job Family			
Entry Points	Transition Points and Requirements		Wage Range
Bachelor and Above Level (Senior and Above)	Transition Requirements <ul style="list-style-type: none"> • Master’s degree, plus 2-5 years relevant field experience • Bachelor’s degree, plus 2-5 years experience 	Nurse Anesthetist Clinical Nurse Specialist Nurse Practitioner Critical Care Nurse	\$70,000-\$90,000
Associate Level (Mid to Senior)	Transition Requirements <ul style="list-style-type: none"> • Associate’s degree • National Council Licensure Examination-Registered Nurse; Certification in Advanced Cardiac Life Support and/or Pediatric Advanced Life Support 	Acute Care Nurse Registered Nurse	\$45,000-\$60,000
Certificate Level (Entry to Mid)	Transition Requirements <ul style="list-style-type: none"> • High school diploma or equivalent; postsecondary vocational training/licensure • Acute Care Nurse Practitioner Certification (ACNPC) 	Licensed Practical/Vocational Nurses Nurse Midwife Nursing Assistant	\$35,000-\$50,000
Entry Level/ High School Diploma	Qualifications <ul style="list-style-type: none"> • High school diploma or equivalent; OJT and/or certification in Texas 	Home Health Aide	\$25,000-\$30,000
FOUNDATIONAL SKILL SETS			
Medical Knowledge Multi-Tasking Equipment Usage/Monitoring	Physical Strength/Endurance Highly Organized Quick Decision-Making	Time Management Advanced Life Support Techniques Supervisory Skills	Interpersonal Skills Attention to Detail Troubleshooting Skills
ESSENTIAL SKILL SETS			

Punctual and Efficient
Adaptable and Flexible
Responsible

Drug-Free
Able to work with teams
Self-Motivated

Well-Groomed
Able to communicate clearly
Honesty and Integrity

Positive Attitude
Conflict Resolution
Self-Control

Entry Points	Job Title	Job Description	Education/ Training	Wage Ranges
Bachelor and Above Level (Senior and Above)	Clinical Nurse Specialist	Plan, direct, or coordinate the daily patient care activities in clinical practices. Ensure adherence to established clinical policies, protocols, regulations, and standards.	Master's degree, plus 3-5 years work experience	\$89,022
	Critical Care Nurse	Provide advanced nursing for patients in critical or coronary care units.	Associate's degree	\$46,000-\$60,000
	Nurse Anesthetist	Administer anesthesia, monitor patient's vital signs, and oversee patient recovery from anesthesia. May assist anesthesiologists, surgeons, other physicians, or dentists. Must be registered nurses who have specialized graduate education.	Master's degree in a technical discipline and minimum 2 years related experience	\$154,000
	Nurse Practitioner	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.	Master's degree in a technical discipline or equivalent experience and certifications and 0-5 years of experience	\$95,000
Associate Level (Mid to Senior)	Acute Care Nurse	Provide advanced nursing care for patients with acute conditions such as heart attacks, respiratory distress syndrome, or shock. May care for pre- and post-operative patients or perform advanced, invasive diagnostic or therapeutic procedures.	Associate's degree	\$46,000
	Registered Nurse	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.	Associate's degree	\$65,000
Certificate Level (Entry)	Licensed Practical/ Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse.	Post-secondary vocational training. Licensing required; Acute Care Nurse Practitioner Certification (ACNPC)	\$42,000

to Mid)	Nurse Midwife	Diagnose and coordinate all aspects of the birthing process, either independently or as part of a healthcare team. May provide well-woman gynecological care. Must have specialized, graduate nursing education.	Post-secondary vocational training. Licensing required.	\$44,000
	Nursing Assistant	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendance, nursing aides, and nursing attendants.	Post-secondary vocational training. Licensing required.	\$34,000
Entry Level/ High School Diploma	Home Health Aide	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications at the patient's home or in a care facility.	High school diploma or equivalent and certification in Texas; OJT.	\$25,000-\$30,000

Healthcare and Biosciences: Manufacturing			
Pharmaceutical and Medicine Manufacturing Job Family			
Entry Points	Transition Points and Requirements		Wage Range
Bachelor and Above Level (Senior and Above)	Transition Requirements <ul style="list-style-type: none"> Bachelors Degree 2+ years experience in healthcare field (can range to 9 years experience) Certified Industrial Hygienist (CIH); Certified Safety Professional (CSP) or Certified Environmental Profession (CEP) 	Associate Scientist Industrial Hygiene Engineer Manufacturing Engineer Quality Control Scientist Manager, Validation Engineering Regulatory & Compliance Manager Senior Scientist, Pre-Formulation Validations Engineer	\$50,000-\$80,000
Certificate Level (Entry to Mid)	Transition Requirements <ul style="list-style-type: none"> High school diploma or equivalent; 2+ years experience in healthcare field Pharmaceutical Manufacturing Certificate 	Pharmaceutical Manufacturing Technician Healthcare Intake Specialist	\$30,000-\$40,000
Entry Level/High School Diploma	Qualifications <ul style="list-style-type: none"> High school diploma or equivalent 0-5 years relevant experience; OJT 	Compounding, Weigh Room Specialist Run Support Technician Distribution Associate Manufacturing Technician	\$30,000-\$50,000
FOUNDATIONAL SKILL SETS			
Basic Math and Science Skills Multi-Tasking Equipment Usage/Monitoring	Medical Knowledge Highly Organized Quality Control Analysis	Knowledge of Hardware Operations Computer Skills Repairing and Testing	Mechanical Skills Attention to Detail Troubleshooting Skills
ESSENTIAL SKILL SETS			

Punctual and Efficient Adaptable and Flexible Responsible	Drug-Free Able to work with teams Self-Motivated	Well-Groomed Able to communicate clearly Honesty and Integrity	Positive Attitude Conflict Resolution Self-Control
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Entry Points	Job Title	Job Description	Education/ Training	Wage Ranges
Bachelor and Above Level (Senior and Above)	Associate Scientist	Responsible for performing daily testing of chemical components, including chemical testing on packaging components. Final review of data, assists in conducting investigations, reviews and updates SOP's and SMA's including technical review of method interpretation.	Bachelor's degree, plus 1-2 years related experience and/or training	\$59,000
	Industrial Hygiene Manager	Develop an overall potent chemical control program, create internal systems that utilize Industrial Hygiene data to support new product assessments. Perform quantitative industrial hygiene exposure assessments of manufacturing and laboratory operations.	Bachelors or Masters Degree in Chemistry or Pharmaceutical Sciences; 6-9 years industry related experience; Certified Industrial Hygienist (CIH); Certified Safety Professional (CSP) or Certified Environmental Profession (CEP)	\$48,000
	Manufacturing Engineer	Coordinates resources between competencies (quality, engineering, research & development, manufacturing) to take new product design into a production line. Develops, verifies and validates new and existing manufacturing processes. Applies lean manufacturing tools to ensure most productive methods or utilized in production lines.	Bachelors Degree in Biomedical, Mechanical or Electrical Engineering; minimum 2 years of experience	\$53,000
	Manager, Validation Engineering	Responsible for the oversight and management of manufacturing based qualification, validation and documentation activities. Support and manage master batch record work flow related to revision, review, approval, and routing.	Bachelors Degree; minimum 10 years management experience Pharmaceutical Manufacturing or industry related field	\$66,000
	Quality Control Scientist	Responsible for performing the daily testing of chemical components and raw materials. Perform daily wet chemistry testing, evaluate data and perform troubleshooting, exhibiting problem-solving skills.	Bachelors Degree; 3-4 years industry related experience; Practical Analytical Chemistry and instrumentation experience with HPLC and GC	\$55,000

	Regulatory & Compliance Manager	Plan, manage and provide team leadership to support Regulatory & Compliance activities; develop and authorize the implementation of site policies and procedures (SOPs) to assurance compliance with government requirements and corporate policies.	Bachelors Degree required; Masters in Chemistry/Microbiology preferred; 5 years related industry experience (medical devices; OTC and Rx pharmaceuticals)	\$50,000
	Senior Scientist, Pre-Formulation	Make laboratory batches to support early product development work, conduct procedures in compliance with established protocols, DEA, cGMP, and regulatory guidelines. Write manufacturing process instructions for execution, present ideas for modifying existing procedures and suggest alternative methods to improve results.	Depending on level, may require: Doctoral in Chemistry, Biology, or related with 2-5 years; Masters with 6-8 years, Bachelors with min 9 years	\$78,000
	Validations Engineer	Design, develop, and prepares validation protocols to challenge the mechanical and chemical processes for validation of manufacturing and packaging processes, as well as cleaning processes. Execute and/or assist in execution of validation protocols, which consists of taking finished product and bulk samples, swabbing equipment surfaces for cleaning validation, and evaluating packaging processes.	Bachelor's degree	\$54,000
Certificate Level (Entry to Mid)	Pharmaceutical Manufacturing Technician	Prepares equipment by performing sterile cleaning-in-place (CIP), servicing-in-place (SIP) and cleaning out-of-place (COP); produces requirements by operating and monitoring equipment, observing varying conditions, adjusting equipment controls, calculating concentrations, dilutions and yields	High school diploma or equivalent; plus minimum 2 years relevant experience; Pharmaceutical Manufacturing Certificate	\$31,000
	Healthcare Intake Specialist	Analyze and prioritize orders based on initial assessment of documentation and customer outreach. Conduct in depth review of clinical documentation, including medical records, prescriptions, operative reports, history and physicals, based on billing criteria. Contact patients to coordinate delivery of products, follow up to obtain any additional documentation to support billing criteria.	High school diploma or equivalent; 2+ years in healthcare field, plus certification/licensure	\$37,000
Entry Level/ High School	Compounding, Weigh Room Technician	Clean, sanitize and inspect basic dispensing equipment such as stockpots valves, hoses and gaskets following set SOPs. Set up, operate and monitor functionality of equipment use in weigh room. Weigh and dispense specified quantities and follow SOPs in preparation of bulk solutions	High school diploma or GED; 0-5 years related experience	\$30,000-\$40,000

Diploma	Distribution Associate	Receipt, storage, preparation and distribution of materials. Operates mechanized material handling equipment. Receives materials (chemicals, packaging components, or finished goods) from a variety of internal and external sources. Operates a variety of mechanized material handling equipment while performing job duties.	High school diploma or GED; 3-5 years of relevant experience within Pharmaceutical Manufacturing, Food & Beverage Warehouse or Raw Material handling environment	\$30,000
	Manufacturing Technician	Under supervision, dispense raw material, equipment set-up, operation and cleaning, and the compounding of simple products. Set up and operate different types of pumps, mills, dissolvers, mixers and other equipment.	High school diploma or GED; 0-2 years related experience required.	\$35,000-\$50,000
	Run Support Technician	Under instruction, perform run support on equipment, including fillers, cappers, coders/labelers, carton/tube fillers, pumps, and other equipment as needed. Monitor operation of up to two packaging lines, adjusting and repairing equipment as necessary. Gain an understanding of the Statistical Process Control (SPC) system in order to operate it efficiently.	High school diploma or GED; some technical, vocational or high school programs; min 1-2 years related experience and/or training in general maintenance environment	\$36,000

Healthcare and Biosciences: Manufacturing			
Medical Equipment and Supplies Manufacturing			
Entry Points	Transition Points and Requirements		Wage Range
Bachelor and Above Level (Senior and Above)	Transition Requirements <ul style="list-style-type: none"> Bachelor's Degree, plus relevant field experience 	Field Service Technician Product Development Engineer	\$30,000-\$85,000
Associate Level (Mid to Senior)	Transition Requirements <ul style="list-style-type: none"> Associates Degree, plus 1-2 years relevant experience AAM cert in radiology equipment, laboratory equipment, biomedical equipment 	Biomedical Equipment Repair Technician Equipment Maintenance Technician	\$40,000-\$50,000
Entry Level/ High School Diploma	Qualifications <ul style="list-style-type: none"> High school diploma or equivalent 1-2 years relevant work experience, OJT 		\$20,000-\$40,000
FOUNDATIONAL SKILL SETS			
Medical Knowledge Multi-tasking Equipment Usage/Monitoring	Physical Strength/Endurance Highly Organized Quick Decision-Making	Time Management Advanced Life Support Techniques Supervisory Skills	Interpersonal Skills Attention to Detail Troubleshooting Skills
ESSENTIAL SKILL SETS			
Punctual and Efficient Adaptable and Flexible Responsible	Drug-Free Able to work with teams Self-Motivated	Well-Groomed Able to communicate clearly Honesty and Integrity	Positive Attitude Conflict Resolution Self-Control

Entry Points	Job Title	Job Description	Education/Training	Wage Ranges
Bachelor and Above Level (Senior and Above)	Field Service Technician	Maintains computer-based technology and automation equipment at customer sites. Troubleshoot, diagnose and repair equipment on-site and remotely by phone. Administer training and support to pharmacy staff when needed.	Bachelor's degree in Electronics or Computer Science	\$36,000
	Product Development Engineer	Responsible for designing, developing, and documenting mechanical systems for electromechanical medical devices, performing functional and empirical analysis related to designing, prototyping and testing designs. Develop 3D models of the product and performance of detail product analysis (structural, tolerance stack) working as a mechanical engineering lead or team member on projects to complete design and development of products.	Bachelors Degree in Mechanical Engineering or related field; at least 5 years of mechanical design experience; experience with machine shop practices and geometric dimensioning and tolerancing (GD&T); SolidWorks or similar 3D modeling tool	\$85,000
Associate Level (Mid to Senior)	Biomedical Equipment Repair Technician	Maintain and repair medical equipment, including hospital beds, patient monitors, and scanning machines.	Associate's degree in biomedical equipment technology; AAM certification in radiology equipment, laboratory equipment, biomedical equipment	\$45,000
	Equipment Maintenance Technician	Perform equipment troubleshooting and repair including a root cause analysis on all equipment. Perform routine planned maintenance in strict compliance with documented procedures. Troubleshooting expertise required in areas of Mechanical, Electrical, Electronic, Pneumatic and Hydraulic.	Associate's degree, plus 1-2 years experience	\$40,000

Entry Level/High School Diploma	Medical Appliance Technician	Construct, fit, maintain, or repair medical supportive devices, such as braces, orthotics, and prosthetic devices, joints, arch supports, and other surgical and medical appliances.	High school diploma, plus OJT	\$37,000
	Medical Equipment Repairer	Test, adjust, or repair biomedical or electromedical equipment. Inspect and test malfunctioning medical or related equipment, perform preventative maintenance or service, disassemble malfunctioning equipment and remove, repair, or replace defective parts, such as motors, clutches, or transformers.	High school diploma, plus OJT	\$27,000

Healthcare and Biosciences : Scientific and Technical			
Scientific Research and Development Services			
Entry Points	Transition Points and Requirements		Wage Range
Bachelor and Above Level (Senior and Above)	Transition Requirements <ul style="list-style-type: none"> Bachelor's Degree, Masters or Doctorate, plus 2+ years relevant experience Certified Clinical Data Manager, CompTIA, Healthcare IT Technician, Certified Clinical Research Associate, Research Coordinator, Certified Research Administrator 	Laboratory Director Clinical Research Coordinator Laboratory Manager Biostatistician Biologist Clinical Data Manager Research Associate Senior Research Associate	\$40,000-\$95,000
Associate Level (Mid to Senior)	Transition Requirements <ul style="list-style-type: none"> Associates Degree, one year experience Certified Professional Coder (CPC), Certified Coding Specialist (CCS), Certified Coding Specialist for Providers (CCS-P), Registered Health Information Technician (RHIT) 	Certified Medical Records Coder Research Technician	\$30,000-\$45,000
Entry Level/High School Diploma	Qualifications <ul style="list-style-type: none"> High school diploma, plus 3+ years experience, or Associate's degree, plus one year experience 	Clinical Laboratory Assistant Research Technician	\$25,000-\$40,000
FOUNDATIONAL SKILL SETS			
Medical Knowledge Multi-tasking Equipment Usage/Monitoring	Physical Strength/Endurance Highly Organized Quick Decision-Making	Time Management Advanced Life Support Techniques Supervisory Skills	Interpersonal Skills Attention to Detail Troubleshooting Skills
ESSENTIAL SKILL SETS			
Punctual and Efficient Adaptable and Flexible Responsible	Drug-Free Able to work with teams Self-Motivated	Well-Groomed Able to communicate clearly Honesty and Integrity	Positive Attitude Conflict Resolution Self-Control

Entry Points	Job Title	Job Description	Education/ Training	Wage Ranges
Bachelor and Above Level (Senior and Above)	Biologist	Research or study basic principles of plant and animal life, such as origin, relationship, development, anatomy, and functions. Prepare technical and research reports and communicate results to industry, government, or the general public.	Masters degree (potential doctorate degree).	\$70,000
	Biostatistician	Responsible for providing advanced statistical support to research faculty in biomedical, clinical, and epidemiological research. Responsible for statistical programming and report generation for analyses.	Masters degree; 3-5 years professional experience	\$45,000-\$54,000
	Clinical Data Manager	Apply knowledge of healthcare and database management to analyze critical data, and to identify and report trends. Develop project-specific data management plans that address areas such as data coding, reporting, or transfer, database locks, and work flow processes.	Bachelors degree, plus relevant work experience	\$65,000
	Clinical Research Coordinator	Plan, direct, or coordinate clinical research projects. Direct the activities of workers engaged in clinical research projects to ensure compliance with protocols and overall clinical objects. May evaluate and analyze clinical data.	Bachelors degree, plus 2+ years relevant work experience	\$55,000
	Laboratory Director	Supervises and coordinates workers engaged in performing chemical, microscopic, and bacteriological tests. Provides direction to department personnel to achieve operational and technical objects including workflow design, service quality, financials, management, and integration of intra and inter-departmental activities.	Doctorate, plus 5 years experience	\$92,000
	Laboratory Manager	Responsible for management of staff and operations for multiple laboratories. Effectively utilizes available resources to ensure provision of timely and accurate laboratory test results.	Bachelor's degree in medical technology, plus 5 years relevant work experience	\$60,000
	Research Associate	Perform technical, library and topical research pertinent to projects. Design, modify, and collaborate with primary investigator regarding experimental protocols. Conduct experiments and assess outcomes. Write and prepare final papers to support findings as well as contribute to grant applications.	Bachelor's degree, plus 4 years experience.	\$43,000

	Senior Research Associate	Perform technical or narrative research. Designs, modifies, and collaborates with primary investigator regarding protocol and methodology of research topics. Conducts pertinent library and topical research.	Bachelor's degree, plus 6 years experience	\$64,000
	Certified Medical Records Coder	Reviews and assigns diagnostic procedural codes based upon medical record documentation, researches and resolves coding-related issues, serves as a reference to clinical and administrative staff with regard to coding practices.	Associates degree; Certified Professional Coder (CPC), Certified Coding Specialist (CCS), Certified Coding Specialist for Providers (CCS-P), Registered Health Information Technician (RHIT)	\$34,000-\$43,000
Associate Level (Mid to Senior)	Research Technician	Enter active patients into patient lists in system, create patient history charts, copy history records, sending patient information packets and create screening folders for assigned clinical studies. Complete data requests for nursing staff.	Associates degree and one year experience; or high school diploma/GED plus 3 years experience	\$36,000
Entry Level/ High School Diploma	Clinical Laboratory Assistant	Assists in the maintenance and operation of a technical research laboratory. Responsibilities include the performance of routine, non-technical laboratory tasks. Collects and tests specimens, performs clerical functions, processing duties and training of students and employees.	High school diploma or equivalent; meets CLIA requirements	\$28,000
	Research Technician	Enter active patients into patient lists in system, create patient history charts, copy history records, sending patient information packets and create screening folders for assigned clinical studies. Complete data requests for nursing staff.	Associates degree and one year experience; or high school diploma/GED plus 3 years experience	\$36,000