# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreword</td>
<td>1</td>
</tr>
<tr>
<td>What Health Sciences Means to Me</td>
<td>2</td>
</tr>
<tr>
<td>Customized Career Opportunities</td>
<td>3</td>
</tr>
<tr>
<td>Technologies of the Future</td>
<td>4</td>
</tr>
<tr>
<td>Flexible Scheduling &amp; Training Options</td>
<td>5</td>
</tr>
<tr>
<td>Diverse Work Environment Options</td>
<td>6</td>
</tr>
<tr>
<td>Career Interest Types</td>
<td>7</td>
</tr>
<tr>
<td>Health Sciences Occupation Families</td>
<td>8</td>
</tr>
<tr>
<td>Using These Career Pathways</td>
<td>9</td>
</tr>
<tr>
<td>Direct Patient &amp; Therapeutic Care</td>
<td>10-19</td>
</tr>
<tr>
<td>Community &amp; Behavioral Health</td>
<td>20-26</td>
</tr>
<tr>
<td>Imaging &amp; Diagnostic Testing</td>
<td>27-32</td>
</tr>
<tr>
<td>Biotechnology Research &amp; Development</td>
<td>33-38</td>
</tr>
<tr>
<td>Health Informatics &amp; Business Operations</td>
<td>39-45</td>
</tr>
<tr>
<td>Hospitality &amp; Facility Management</td>
<td>46-51</td>
</tr>
<tr>
<td>Additional Career Options</td>
<td>52</td>
</tr>
<tr>
<td>Next Steps &amp; Planning Recommendations</td>
<td>53</td>
</tr>
<tr>
<td>My Career Exploration Action Plan</td>
<td>54</td>
</tr>
<tr>
<td>Notes &amp; Additional Thoughts</td>
<td>55</td>
</tr>
</tbody>
</table>

This project was completed by the Iowa Department of Education, in support of the Future Ready Iowa Initiative, through a public/private collaboration with the Iowa Department of Public Health, Iowa Hospital Association, and Iowa Health Care Association. Special thanks to Kirkwood Community College, Good Shepherd Inc., UnityPoint Health, Accura HealthCare, Iowa Workforce Development, and Iowa Economic Development Authority. Quantitative research was conducted to identify the most common occupations in health sciences in Iowa, in addition to a series of online surveys and in-person focus groups with employers in Cedar Rapids, Mason City, Des Moines, and Sioux City. This direct employer feedback and support was vital in building job descriptions and employer expectations, while the included education and wage levels are averaged based on labor market intelligence gathered from across the state.
FOREWORD

Health science careers provide the foundation for the healthy communities necessary to fuel Iowa's growing economy through a dynamic and exciting range of physical, mental, and public health care offerings. Due to an aging population and related health care needs, it is also one of the most secure and fastest growing sectors. Already the largest employer in the state, with over 220,000 employees spread between over 10,600 locations, this growth will further increase the need for quality health science education and training programs across the state.

To meet these and similar workforce needs of industries across Iowa, the Governor's Office established the Future Ready Iowa Initiative with a goal of 70 percent of Iowans possessing education or training beyond high school by 2025. To support this important initiative, the Iowa Department of Education partnered with the Iowa Department of Public Health, Iowa Hospital Association, and Iowa Health Care Association to develop these promotional materials and career pathways to highlight a wide range of exciting career opportunities offered in Iowa's critical health sciences industry.

A challenge to readers of this document, from students just beginning to learn about jobs to adults with extensive work experience who may be looking for a career change, is to drop any preconceived notions or ideas they may have about this industry. With an expanding list of specializations, diverse work environments, and innovations in technology, this industry offers much more than the stereotypical doctor and nurse positions within a hospital setting. We have only scratched the surface of what can be accomplished by modern medicine and science, specifically in regards to recent innovations through genomic testing, DNA sequencing, and advanced assistive technology, so the opportunities in this field are virtually endless.

No matter your experience, background, personality, or interests, you will find great opportunities in health sciences that offer a good paycheck, pride in making a difference in your community, huge potential for secure and long-term career growth, and the ability to transfer those skills anywhere in the world!

WHAT HEALTH SCIENCES MEANS TO ME

Through a series of focus groups and surveys, we asked Iowans what it means to work in health sciences. Below is a visual summary of the responses we received. As reflected in the words used and quotes provided, this industry is made up of highly dedicated, passionate, and caring individuals.

Flexible schedules, great benefits, and job security.

The most rewarding part of my job is taking care of patients I see in town.

Making a difference in the lives of others in our community.

You have to be a chameleon in this field, adapting to different environments and situations.

I get to travel to see my patients in their own homes, not stuck in an office somewhere.

Lots of career growth potential with a variety of specializations to choose from.

Always evolving with new technology.

I love seeing our patients grow and thrive!

Helping people live their last years with quality and compassion.

No matter how the economy is doing, there is always a need for health care workers!

Every day is different and offers a new opportunity to make a difference.

Helping people live their last years with quality and compassion.

Every day is different and offers a new opportunity to make a difference.

Always evolving with new technology.

I love seeing our patients grow and thrive!

Helping people live their last years with quality and compassion.

No matter how the economy is doing, there is always a need for health care workers!

Every day is different and offers a new opportunity to make a difference.

Always evolving with new technology.

I love seeing our patients grow and thrive!
CUSTOMIZED CAREER OPPORTUNITIES – MAKE A DIFFERENCE YOUR WAY!

More so than many other industries, health science offers seemingly endless opportunities to specialize in both human and animal care. As highlighted below, a few of the more common specializations focus on the Four P’s of Health Science: areas or **parts** of the body, patient **populations**, medical **procedures**, and conditions or **predicaments**. Some health science professionals may even choose to specialize in multiple areas, such as a Pediatric Cardiovascular Surgeon or Farm Animal Infectious Disease Pathologist. Our expanding understanding of health science and advances in technology will allow these professionals to further specialize and make a difference in their own unique ways.

- **Parts** - the various internal or external areas, features, organs, functions, or interconnected systems of the body.
  - Allergist, Cardiologist, Dermatologist, Endocrinologist, Gastroenterologist, Hematologist, Neurologist, Orthodontist, Podiatrist, Urologist

- **Populations** - factors that may impact health status and care, such as patient age, gender, animal species, or type of occupation.
  - Addiction Recovery, Entomologist, Geriatrics, Gynecologist, Herpetologist, Hospice, Pediatrician, Public Health, Sports Medicine, Zoologist

- **Procedures** - aspects involving the different methods for health status diagnosis, treatment, and recovery.
  - Anesthesiologist, Behaviorist, Emergency, Genetic Counselor, Nuclear, Obstetrician, Osteopathic, Prosthodontist, Rehabilitation, Surgeon

- **Predicaments** - types of physical, mental, and other medical or dental conditions, diseases, injuries, disabilities, or disorders.
  - Geneticist, Infectious Diseases, Mental Health, Oncologist, Otolaryngologists, Pathologist, Periodontist, Pulmonologist, Rheumatologist, Sleep Medicine
TECHNOLOGIES OF THE FUTURE

Although there are already some amazing and innovative health science technologies in use across the state, below are a few that have the potential for creating new and exciting career opportunities. These technologies further fuel the need for a skilled workforce with advanced computer, information technology, and critical thinking skills. Behind every new or improved technology are real people who set up, operate, and maintain them.

ADVANCED ROBOTS & AUTOMATION
Advanced robotics provide a safer, more efficient, and satisfying experience for health care recipients by assisting with complicated surgical procedures, cleaning and maintaining facilities, lifting and transporting patients or heavy equipment, and even providing direct care for those who choose to remain in their homes and are unable to afford or accommodate a human in-home health aide. Automation and assistive technology also allow pharmacies and medical facilities to more quickly and accurately measure, dispense, and monitor inventory for a wide range of their medications and other hazardous or expensive medical products and waste. Although currently limited in their abilities, advances in technology and artificial intelligence are expanding the abilities of robotics and technology to better assist and complement the work of health care providers.

PERSONALIZED MEDICINE & NUTRITION
Advances in DNA sequencing, genetic testing, and advanced health screenings allow health care professionals to customize prescriptions, treatments, diets, and other aspects of our overall health and well-being to fit our exact personal needs. Modern medicine still often relies on metrics such as age, weight, and gender to determine dietary needs, treatment type, and volume of medication (i.e. average adults take two pills, children take one). Genetically customized treatment options will be more accurate, safer, and less expensive for both patients and providers. These advanced testing and screening options also allow for earlier diagnosis and treatment of potential genetic or inherited diseases and disorders, such as Alzheimer’s disease, cancer, or heart disease. This diagnosis will allow health care professionals to take preventative or corrective action as early as possible to ensure greater likelihood of living a longer, happier, and more productive life.

SMART HOMES & TECHNOLOGY
“Smart” homes that are connected to the internet will allow health care providers and support staff to monitor and communicate with patients from anywhere in the world. New medication dispensers will send notifications when opened, determine amount of medication taken, and send alerts when a dose has been missed. Refrigerators will monitor eating and drinking habits, food and medication temperatures, and automatically order groceries, allowing patients more freedom to remain in their own homes. Enhanced wearable devices will also monitor patient blood pressure, activity levels, and other nutrition or health statistics, allowing for continuous monitoring and potentially lifesaving intervention.
FLEXIBLE SCHEDULING OPTIONS – THREE- OR FOUR-DAY WORK WEEKS AND BONUS PAY OPTIONS

An aspect of health science that many workers appreciate is the flexible and nontraditional scheduling options that are helpful to those with personal or professional responsibilities such as students, parents, and retired workers. Many modern health science facilities offer care and services 24 hours a day, 7 days a week, 365 days a year. Some even offer 10- or 12-hour shifts that allow employees to complete an entire week of work in three or four days, with the rest of the week off for relaxing, family time, or continuing their education for quicker advancement or promotion. Below are a few of the more common shifts in this field, but many employers are willing to work with employees on customized schedules, especially for the rapidly expanding needs for home or mobile health care services.

Most employers also offer hard working and dedicated employees the opportunity to earn overtime pay or shift differentials as a perk for working off-hours or weekends. Workers can expect to earn their normal hourly wages plus an added bonus for these shifts (i.e. $20 per hour base + $5 per hour bonus = $25 per hour total). Strong job security and additional incentives such as sign-on bonuses, paid benefits, tuition reimbursement, and discounted health care make careers in health sciences very attractive.

<table>
<thead>
<tr>
<th>Name</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Shift</td>
<td>7 AM – 9 AM until 3 PM – 5 PM</td>
</tr>
<tr>
<td>2nd Shift</td>
<td>3 PM – 5 PM until 10 PM - 12 AM</td>
</tr>
<tr>
<td>3rd Shift</td>
<td>10 PM – 12 AM until 6 AM – 8 AM</td>
</tr>
<tr>
<td>4x10 *Four 10-hour days, three days off</td>
<td>6 AM – 8 AM until 4 PM – 6 PM</td>
</tr>
<tr>
<td>3x12 *Three 12-hour days, four days off</td>
<td>5 AM – 7 AM until 5 PM – 7 PM</td>
</tr>
</tbody>
</table>

FLEXIBLE TRAINING OPTIONS - REGISTERED APPRENTICESHIP PROGRAMS LET YOU EARN WHILE YOU LEARN!

Similar to scheduling and pay options, many employers offer additional training options to fit varying schedules, learning preferences, and career goals. While the most common, affordable, and direct approach to earning the necessary education to be successful in this industry is through one of Iowa’s 15 community colleges, a growing number of the careers highlighted in this document have a corresponding Registered Apprenticeship option. This option offers on-the-job (OTJ) training and related technical instruction (RTI) that allows Registered Apprentices to earn a paycheck from day one. Look for the Earn & Learn logo for a career that is apprenticeable. Visit EarnAndLearnIowa.gov to learn more about these great opportunities, view testimonials from real apprentices in Iowa, and fill out a form to be contacted by a representative from a local IowaWORKS field office for a direct conversation.
DIVERSE WORK ENVIRONMENT OPTIONS – YOU WORK WHERE?

When hearing the term “health care”, many think of a local hospital or clinic they’ve visited when not feeling well. Modern health science offers the ability to research, provide, and receive care in a growing number of locations and work environments. Each day health science professionals test samples in cutting edge laboratories, travel from home to home to offer direct care, sell medical products to customers around the world, provide therapy from a heated swimming pool at an assisted living community, or even virtually check on and monitor patients from the comfort of their own home.

The table below offers a few examples of some of the more common environments that offer some of these new and exciting opportunities. Each occupation description throughout the document is also labeled with the various locations or environments in which an occupation may be practiced that may better fit someone's personality or interest type. As technology continues to expand, new opportunities for the delivery of safe, affordable, and quality health care will further evolve to keep pace. Which fits you best?

<table>
<thead>
<tr>
<th>Work Environment</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>Centralized medical center or facility designed to diagnose and deliver common or emergency medical or dental care for sick or injured patients in a secure and sterile environment. Many also include emergency, trauma, and surgical services.</td>
</tr>
<tr>
<td>Ambulatory Surgical or Specialty Center</td>
<td>Medical center or facility designed for more specialized diagnosis, treatment, and surgical procedures for conditions and injuries that may only require a short-term recovery and monitoring process (outpatient care).</td>
</tr>
<tr>
<td>Doctor or Dentist Office</td>
<td>Office setting designed for more intimate, one-on-one care with a family or personal physician, dentist, or medical team. Generally offers a limited number of services and tests.</td>
</tr>
<tr>
<td>Medical, Dental, or Urgent Care Clinic</td>
<td>Clinical setting designed for less-urgent medical, dental, and related care in a smaller, more intimate setting. May offer a limited number of services and tests.</td>
</tr>
<tr>
<td>Assisted Living Community</td>
<td>Community living arrangement for aging or disabled residents who may require minimal assistance or medical care and wish to retain a high level of independence and ability to enter and leave the facilities on their own.</td>
</tr>
<tr>
<td>Skilled Nursing Facility</td>
<td>Residential facility offering a high level of medical care and support, often for injured, disabled, or aging adults requiring 24-hour monitoring and care in a safe and secure setting. Also sometimes known as nursing homes and long-term care facilities.</td>
</tr>
<tr>
<td>Hospice</td>
<td>Residential center offering specialized care and 24-hour monitoring for those patients unlikely to return to independent living or who may be facing the end of life due to advanced illness, injuries, or age in a safe and secure setting.</td>
</tr>
<tr>
<td>Laboratory or Research Facility</td>
<td>Sterile and secure laboratory or commercial location for testing, research, and development procedures, often located away from patients, visitors, and health care staff.</td>
</tr>
<tr>
<td>Community or Public Health Services Provider</td>
<td>Commercial or office settings often spread throughout a community to provide community, social, or public health services. Some providers may reside in a centralized location, offer in-home services, or exist entirely in a digital or online environment.</td>
</tr>
<tr>
<td>Home Care &amp; Waiver Services</td>
<td>Offers patients the ability to receive care and services in the comfort of their own home or a designated area close to home. Amount of services and testing offerings may be limited, but continue to expand with advances in technology.</td>
</tr>
</tbody>
</table>
CAREER INTEREST TYPES - WHAT TYPE OF CAREER MATCHES YOUR PERSONALITY AND INTERESTS?

We are born with certain character traits, while some are developed as we grow and experience new things. There are many different tests or assessments available to help us determine what careers might match our personality or interests. The most common test includes six interest themes based on research by John Holland that can be taken for free at FutureReadyIowa.gov. These include the Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C) groups, reflected in the diagram to the right.

After identifying the top three preferred interest areas, a user is left with an interest type, such as RIA, CES, or ECR. Occupations in this document have been labeled with these codes to help readers better understand potential matches for further research and investigation. Don’t worry if a career doesn't match exactly to your code as this is not an exact science, but rather a starting point to help guide users in their career exploration process. There are careers for everyone in health sciences.

REALISTIC
You like to work with your hands and use physical skills including repairing and making things with tools and machines. You prefer working on projects you can see and feel, not what can be imagined or theorized.

INVESTIGATIVE
You tend to focus on ideas and enjoy collecting and analyzing information. You are curious and tend to prefer situations with minimal rules or regulations. You tend to like math and science.

ARTISTIC
You focus on artistic self-expression, value independence, and are not afraid to experiment with ideas. You enjoy variety and tend to feel cramped in structured situations. Creativity guides you.

SOCIAL
You are highly concerned with people, make friends easily, and are a good communicator. You enjoy working with others to identify and solve problems. You are helpful, friendly, and trustworthy.

ENTERPRISING
You are goal-oriented and often provide leadership and a high degree of energy when working with others. You tend to get bogged down by too much science, data, and analytical thinking. You are more comfortable selling and negotiating.

CONVENTIONAL
You pay close attention to detail and work well with numbers and data. You prefer following the rules and working with clear expectations.
Opportunities in Health Sciences – September 2018

HEALTH SCIENCES OCCUPATION FAMILIES

Health sciences offer students and job seekers an opportunity to make a real and lasting impact in their community. Below are six general interrelated groups, or “families,” that highlight some of the ways in which they can do so. Although these groups do not contain all of the great opportunities in this industry, these are some with the highest demand or potential for growth within the state of Iowa. Which describes you best?

THE CAREGIVERS | DIRECT PATIENT & THERAPEUTIC CARE
[Common Interest Types: Realistic, Social, Conventional]
You enjoy working with people! Your critical thinking and problem solving skills help to diagnose, troubleshoot, and treat a wide range of injuries, disorders, and diseases for your patients. You don’t mind being on the front line of the fight to help keep members of your community healthy, happy, and productive.

THE SUPPORTERS | COMMUNITY & BEHAVIORAL HEALTH
[Common Interest Types: Social, Investigative, Enterprising]
You remove barriers! People come to you with problems or concerns and you help put together a plan to help directly or connect them with the right people, services, and other community resources to get things done. Your patience, empathy, and passion for helping others makes your community a better place to live.

THE INVESTIGATORS | IMAGING & DIAGNOSTIC TESTING
[Common Interest Types: Realistic, Investigative, Conventional]
You have an eye for detail! You’re more comfortable working behind-the-scenes by running tests and evaluations that help to investigate, diagnose, and treat patients. Your sharp mind and problem solving abilities work best when put to use in a laboratory or other facility with less direct contact with the general public.

THE INNOVATORS | BIOTECHNOLOGY RESEARCH & DEVELOPMENT
[Common Interest Types: Investigative, Realistic, Conventional]
You’re changing the world! Your curiosity and creativity are leading the way in the research and development of new and innovative pharmaceuticals, medical treatments, and advanced technologies that improve the quality and length of human life. These occupations are on the cutting edge of modern medicine.

THE ADVISORS | HEALTH INFORMATICS & BUSINESS OPERATIONS
[Common Interest Types: Conventional, Enterprising, Social]
You seal the deal! Your top notch communication, sales, and business skills help keep the business open and helping people. You play an important, but often indirect role by helping to promote, sell, and improve the products and services your company offers in your community and around the world.

THE MAINTAINERS | HOSPITALITY & FACILITY MANAGEMENT
[Common Interest Types: Realistic, Conventional, Enterprising]
You keep things running! You enjoy working with your hands and seeing how you help those around you feel better, safer, and more comfortable while under your care or in your facilities. People appreciate how you like to keep things clean, maintained, and in order.
USING THESE CAREER PATHWAYS

The information in these pathways is not intended to cover every occupation within the health sciences industry in Iowa. Rather, it is intended to provide the student, job-seeker, parent, educator, and others with a high-level view of in-demand or growing positions within each occupation family. Information has been averaged to help guide the reader in evaluating which of these jobs are of interest and worthy of further research through the online Future Ready Iowa Career Coach tool, which allows readers to customize labor, salary, education, and other information based on their specific location within the state. Additional recommendations for next steps and a career exploration action plan are included at the end of the document.

Occupations have been grouped into the following three levels based on factors such as typical education, experience, and wages. Many workers in this industry do not follow a direct pathway within the same occupation family, but rather enter and progress through a wide range of different careers from each family. Actual education requirements, job duties, and wage levels will vary from employer to employer around the state. Leadership and management opportunities are available in all families, but may not be reflected in these materials.

1. Entry Level: These positions are the best entry points for someone with little experience or education, as they typically require only a high school diploma or equivalent (HSED) or a technical certification/training and little to no prior related work experience. Many workers enter this industry through the Direct Patient and Therapeutic Care; Health Informatics and Business Operations; or Hospitality and Facility Management families. Although these careers start with lower wages, they are often a great starting point with huge potential for promotion and advancement with hard work, dedication, and planning.

2. Mid-Level: These positions pay more than those at the entry level, but also often require some related work experience and additional education, such as a technical training/certificate, two-year associate’s degree, or four-year bachelor’s degree. This is generally the point where workers have identified a career they enjoy and begin fine-tuning their skills and earning related licensures. Some experienced workers from other industries or students who have completed internships or apprenticeship training programs may be able to enter at this elevated level.

3. Senior Level: These positions are typically high-level management or specialized positions and require significant education, such as a master’s degree or advanced doctorate degree, in addition to applicable licenses, leadership training, and extensive experience in the industry. Learning a specific organization’s history, culture, and values is also often important to lead at this level.
Occupations in the Direct Patient & Therapeutic Care family focus primarily on changing the physical health status of patients through direct care, treatment, and health education. They spend most of their time working directly with patients to diagnose, troubleshoot, and treat a wide range of physical illnesses, injuries, disorders, and diseases.

The occupations within this family are some of the most commonly known by the general public, such as doctors, nurses, and medical technicians, but there are a growing number of new and exciting opportunities to consider as breakthroughs in science and technology expand the potential for health care in the future.

As outlined in the “Customized Career Opportunities” section, there are also a wide range of specializations or areas of focus to consider within this family to fit all personalities and interest types. Some occupations specialize on specific types of injuries or diseases and procedures, such as cancer (oncologist) or back pain, while others may choose to focus on specific body parts or populations, such as skin care (dermatologist) and children (pediatrician).

Someone who enjoys working with people, doesn’t mind being around illness, and wants to make a difference in their community will like these roles. Travel is not often required, but there are a growing number of institutions offering in-home and traveling or mobile medical services.

Jennifer W. - Oncology Nurse Navigator at UnityPoint Health – Des Moines (Des Moines, IA)

“I assist patients and families who have been diagnosed with cancer. I feel that oncology care is a calling and one where each member of our team seeks to meet others where they are at authentically and without judgment. I never take for granted the great responsibility to find ways to break down the barriers they face physically, emotionally, socially, financially, and spiritually. I’ll do whatever I can for my patients, including being an advocate, a cheerleader, a squeaky wheel, or a motivator to help them persevere and continue to move forward. UnityPoint Health – Des Moines gives me the opportunity to serve alongside my teammates and I am so thankful for their unique gifts and all they do to shine upon and help our patients and families.”
## Direct Care Worker

**Typical Education/Training:** High School Diploma/HSED

**Knowledge & Skills:**
1. Basic Medical Terminology and Care
2. Active Listening and Communication
3. Observing and Documenting Information
4. Customer and Personal Service
5. Attention to Detail
6. Medical and Office Software

**Similar Roles/Titles:**
- Personal Care Aide
- Direct Support Professional
- Patient Care Assistant (PCA)
- Personal Care Attendant (PCA)
- Resident Care Assistant (RCA)

**Typical Work Environments:**
- Hospital
- Center
- Office
- Clinic
- Assisted Living
- Skilled Nursing
- Hospice
- Community
- Home

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 0 - 3 years

**Wage Range:** $10 - $13/hour

* Wage range is an average of entry level to experienced workers.

## Home Health Aide (HHA)

**Typical Education/Training:** Technical Certificate/Diploma

**Knowledge & Skills:**
1. Basic Medical Terminology and Care
2. Active Listening and Communication
3. Observing and Documenting Information
4. Customer and Personal Service
5. Attention to Detail
6. Transportation and Safety

**Similar Roles/Titles:**
- Certified Home Health Aide
- Home Care Provider
- Direct Care Worker
- Hospice Aide
- In-Home Support Professional

**Typical Work Environments:**
- Assisted Living
- Skilled Nursing
- Hospice
- Community
- Home

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 0 - 3 years

**Wage Range:** $12 - $15/hour

## Emergency Medical Technician (EMT)

**Typical Education/Training:** Technical Certificate/Diploma

**Knowledge & Skills:**
1. Medical and Dental Care
2. Public Safety and Security
3. Critical Thinking and Crisis Management
4. Comprehend and Deliver Instructions
5. Driving and Operating Vehicles
6. Safety Regulations and Procedures

**Similar Roles/Titles:**
- Basic EMT
- First Responder
- Multi Care Technician
- Ambulance Driver
- Ambulance Technician

**Typical Work Environments:**
- Hospital
- Center
- Clinic
- Assisted Living
- Skilled Nursing
- Hospice
- Home

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 0 - 3 years

**Wage Range:** $12 - $18/hour

* Wage range is an average of entry level to experienced workers.
<table>
<thead>
<tr>
<th>Role</th>
<th>Typical Education/Training</th>
<th>Work Experience</th>
<th>RSI - Realistic, Social, Investigative</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Veterinary Assistant</strong></td>
<td>Technical Certificate/Diploma</td>
<td>0 - 3 years</td>
<td>Wage Range: $11 - $16/hour</td>
</tr>
<tr>
<td><strong>Certified Dental Assistant (CDA)</strong></td>
<td>Technical Certificate/Diploma</td>
<td>0 - 3 years</td>
<td>Wage Range: $12 - $18/hour</td>
</tr>
<tr>
<td><strong>Certified Nursing Assistant (CNA)</strong></td>
<td>Technical Certificate/Diploma</td>
<td>0 - 3 years</td>
<td>Wage Range: $12 - $18/hour</td>
</tr>
</tbody>
</table>

**Knowledge & Skills:**

1. Animal Behavior and Care
2. Biology and Chemistry
3. Active Listening and Communication
4. Observing and Documenting Information
5. Customer and Personal Service
6. Medical and Office Software

**Similar Roles/Titles:**
Veterinarian Technician, Animal Care Provider, Animal Caregiver, Research Animal Attendant, Technician Assistant

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Lab, Community, Home

*Wage range is an average of entry level to experienced workers.*

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**Feeds, waters, bathes, grooms, and examines pets and other non-farm animals for signs of illness, disease, or injury.**

**Inspect, clean, and disinfect equipment, cages, and work areas to ensure a safe and secure environment. May provide routine post-operative care, administer oral or topical medication, and prepare samples for testing, under the supervision of veterinarians or other animal science staff.**

**Knowledges & Skills:**

1. Animal Behavior and Care
2. Biology and Chemistry
3. Active Listening and Communication
4. Observing and Documenting Information
5. Customer and Personal Service
6. Medical and Office Software

**Similar Roles/Titles:**
Veterinarian Technician, Animal Care Provider, Animal Caregiver, Research Animal Attendant, Technician Assistant

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Lab, Community, Home

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**Work closely with patients and under the supervision of a dentist before, during, and after dental appointments, treatments, or consultations. Assist with scheduling appointments, setting up equipment, preparing patients for treatments, and keeping records for dentists and other dental health professionals. May assist during some dental or minor surgical procedures.**

**Knowledges & Skills:**

1. Medical and Dental Care
2. Medical and Office Software
3. Active Listening and Communication
4. Documenting and Processing Information
5. Customer and Personal Service
6. Attention to Detail

**Similar Roles/Titles:**
Dental Assistant, Registered Dental Assistant (RDA), Expanded Duty Dental Assistant (EDDA), Orthodontic Assistant (Ortho Assistant), Orthodontic Technician

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

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**Provide direct, hands-on health care and assistance to sick, injured, or elderly patients or residents, helping with bathing, dressing, eating, and other basic daily activities, often under the supervision of health care and nursing staff. Measure, monitor, and document patients’ health status or nutrition levels. May perform some minor medical procedures with additional training and certifications.**

**Knowledges & Skills:**

1. Medical and Dental Care
2. Medical and Office Software
3. Attention to Detail
4. Customer and Personal Service
5. Active Listening and Communication
6. Documenting & Processing Information

**Similar Roles/Titles:**
Nursing Aide, Nursing Assistant, Nursing Care Attendant, Medical Aide, Medication Aide

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Community
### Certified Medical Assistant (CMA)

**Typical Education/Training:** Technical Certificate/Diploma  
**Typical Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1. Medical and Dental Care  
2. Biology and Chemistry  
3. Customer & Personal Service  
4. Medical and Office Software  
5. Active Listening & Communication  
6. Observing & Documenting Information  

**Similar Roles/Titles:**  
Medical Assistant (MA), Clinical Assistant, Doctor’s Assistant, Medical Office Assistant, Registered Medical Assistant (RMA)  
**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Wage Range:** $13 - $22/hour

### Pharmacy Technician

**Typical Education/Training:** Technical Certificate/Diploma  
**Typical Work Experience:** 4 - 7 years  
**Knowledge & Skills:**  
1. Medical Product Storage and Handling  
2. Medical and Office Software  
3. Active Listening and Communication  
4. Customer and Personal Service  
5. Sales and Marketing  
6. Attention to Detail and Mathematics  

**Similar Roles/Titles:**  
Accredited Pharmacy Technician, Certified Pharmacy Technician (CPhT), Compounding Technician, Pharmaceutical Inventory Specialist, Billing & Quality Technician  
**Typical Work Environments:**  
Hospital, Center, Clinic, Lab  
**Wage Range:** $14 - $20/hour

### Surgical Technician

**Typical Education/Training:** Associate’s Degree  
**Typical Work Experience:** 4 - 7 years  
**Knowledge & Skills:**  
1. Medical and Surgical Equipment  
2. Active Listening and Communication  
3. Monitoring of Patient Vital Signs  
4. Inspection and Attention to Detail  
5. Critical Thinking and Problem Solving  
6. Customer and Personal Service  

**Similar Roles/Titles:**  
Surgical Tech, Certified Surgical Technician (CST), Surgical Technologist, Operating Room Technician (OR Tech), Surgical Scrub Tech  
**Typical Work Environments:**  
Hospital, Center, Lab  
**Wage Range:** $18 – $29/hour
### Paramedic

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 4 - 7 years

**Knowledge & Skills:**
1) Medicine and Dentistry
2) Public Safety and Security
3) Critical Thinking and Crisis Management
4) Comprehend and Deliver Instructions
5) Mechanical Tools and Equipment
6) Safety Regulations and Procedures

**Similar Roles/Titles:**
- Advanced EMT, First Responder, Multi Care Technician, Field Paramedic, Flight Paramedic

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

**Wage Range:** $16 - $22/hour

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### Licensed Practical Nurse (LPN)

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 4 - 7 years

**Knowledge & Skills:**
1) Medicine and Dentistry
2) Physical Therapy and Counseling
3) Medical and Office Software
4) Customer and Personal Service
5) Active Listening and Communication
6) Documenting and Processing Information

**Similar Roles/Titles:**
- Charge Nurse, Clinic Nurse, Licensed Vocational Nurse (LVN), Office Nurse, Triage LPN

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Wage Range:** $16 - $20/hour

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### Physical Therapy Assistant (PTA)

**Typical Education/Training:** Associate's Degree

**Work Experience:** 4 - 7 years

**Knowledge & Skills:**
1) Physical Therapy and Counseling
2) Kinesiology and Biology
3) Active Listening and Communication
4) Observing and Documenting Information
5) Customer and Personal Service
6) Medical and Office Software

**Similar Roles/Titles:**
- Physical Therapy Aide, Certified PTA, Home Health PTA, Licensed Physical Therapist Assistant (LPTA), Physical Therapy Technician

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

**Wage Range:** $16- $24/hour

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* Wage range is an average of entry level to experienced workers.
### RESPIRATORY THERAPIST (RT)

**Typical Education/Training:** Associate's Degree  
**Work Experience:** 4 - 7 years  
**SIR - SOCIAL, INVESTIGATIVE, REALISTIC  
**Wage Range:** $20 - $27/hour

- Lead the assessment, treatment, and care for patients or residents with breathing disorders. Monitor responses to therapy, such as vital signs, arterial blood gases, or blood chemistry changes, and consult with physicians, nurses, or other healthcare professionals about results. Safely set up and operate devices, such as mechanical ventilators or environmental control systems. Professional license required.

- **Knowledge & Skills:**
  1) Respiratory and Physical Therapy  
  2) Medicine and Dentistry  
  3) Active Listening and Communication  
  4) Customer and Personal Service  
  5) Observing and Documenting Information  
  6) Medical and Office Software

- **Similar Roles/Titles:** Certified RT (CRT), Registered RT (RRT), Respiratory Care Practitioner (RCP), Cardiopulmonary Technician, Respiratory Rehabilitation Specialist

- **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

### REGISTERED NURSE (RN)

**Typical Education/Training:** Associate's Degree  
**Work Experience:** 4 - 7 years  
**RSI - REALISTIC, SOCIAL, INVESTIGATIVE  
**Wage Range:** $20 - $27/hour

- Diagnose patient health care needs, develop and implement nursing care plans, and maintain medical records for sick, injured, disabled, or aging patients or residents. Order, interpret, and evaluate various diagnostic or clinical tests and procedures. May provide case management services or advise on health maintenance, disease prevention, and additional health education. Professional license required.

- **Knowledge & Skills:**
  1) Medicine and Dentistry  
  2) Physical Therapy and Counseling  
  3) Medical and Office Software  
  4) Active Listening and Communication  
  5) Customer and Personal Service  
  6) Documenting and Processing Information

- **Similar Roles/Titles:** Charge Nurse, Clinic Nurse, Licensed Vocational Nurse (LVN), Office Nurse, Triage LPN

- **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

### DENTAL HYGIENIST

**Typical Education/Training:** Associate's Degree  
**Work Experience:** 4 - 7 years  
**SRC - SOCIAL, REALISTIC, CONVENTIONAL  
**Wage Range:** $26 - $33/hour

- Provide dental care and preventative maintenance services by polishing, removing mineral deposits and stains, and applying sealants and fluoride treatments to teeth. Help prevent, detect, and treat diseases by examining the mouth, head, and neck areas, taking X-rays, recording medical and dental histories, and educating patients on healthy dental habits. Professional license required.

- **Knowledge & Skills:**
  1) Dental Hygiene Tools and Procedures  
  2) Medical and Office Software  
  3) Active Listening and Communication  
  4) Biology and Radiology  
  5) Customer and Personal Service  
  6) Critical Thinking and Problem Solving

- **Similar Roles/Titles:** Dental Cleaning Specialist, Mobile Dental Hygienist, Dental Hygiene Coordinator, Registered Dental Hygienist (RDH), Preventative Dental Care Specialist

- **Typical Work Environments:** Hospital, Center, Office, Clinic, Community

* Wage range is an average of entry level to experienced workers.
# The Caregivers

## Direct Patient & Therapeutic Care

<table>
<thead>
<tr>
<th>Medical Therapist (Physical, Speech, Occupational)</th>
<th>Senior Level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Master’s Degree</td>
<td><strong>Work Experience:</strong> 8+ years</td>
</tr>
<tr>
<td>Diagnose, develop, and deliver physical or mental therapy and rehabilitative programs that improve mobility or communication, relieve pain, and improve or correct disabling conditions resulting from physical or mental disease, injury, or trauma. Assess plans and progress with patients, colleagues, and other health care professionals. May direct or supervise assistants and other support staff. Professional license required.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Rehabilitation Therapy and Counseling 2) Advanced Kinesiology and Biology 3) Active Listening and Communication 4) Customer and Personal Service 5) Observing and Documenting Information 6) Medical, Scientific, and Office Software</td>
</tr>
<tr>
<td><strong>Similar Roles/Titles:</strong> Physical Therapist (PT), Occupational Therapist (OT), Speech-Language Pathologist (SLP), Rehabilitation Therapist, Recovery Specialist</td>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home</td>
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<thead>
<tr>
<th>Veterinarian</th>
<th>Senior Level</th>
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</thead>
<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Doctorate Degree</td>
<td><strong>Work Experience:</strong> 8+ years</td>
</tr>
<tr>
<td>Examine, diagnose, treat, and help prevent medical or dental diseases and injuries for a wide range of types or species of animals. May conduct or assist in the research and development of new or improved medical products, treatments, or procedures. Consult with animal owners or caretakers to ensure long term health and well-being of animals through maintenance and preventative care. Professional license required.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Animal Behavior and Care 2) Advanced Medicine and Dentistry 3) Critical Thinking and Problem Solving 4) Pharmaceutical and Medical Products 5) Customer and Personal Service 6) Medical and Office Software</td>
</tr>
<tr>
<td><strong>Similar Roles/Titles:</strong> Doctor of Veterinary Medicine (DVM), Emergency Veterinarian, Animal Doctor, Staff Veterinarian, Veterinary Surgeon</td>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Office, Clinic, Lab, Community, Home</td>
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<thead>
<tr>
<th>Pharmacist</th>
<th>Senior Level</th>
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<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Doctorate Degree</td>
<td><strong>Work Experience:</strong> 8+ years</td>
</tr>
<tr>
<td>Review, research, and dispense pharmaceuticals or specialized medical treatments prescribed by doctors, dentists, and other health care professionals. Educate patients about the appropriate use, potential side effects, and available refills for prescriptions or medications. Advise on the selection, dosage, interactions, and other considerations of medication therapy for patients. Professional license required.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Pharmaceutical Products and Safety 2) Mathematics, Chemistry, &amp; Biology 3) Medicine and Dentistry 4) Active Listening and Communication 5) Medical and Office Software 6) Critical Thinking and Problem Solving</td>
</tr>
<tr>
<td><strong>Similar Roles/Titles:</strong> Clinical Pharmacist, Hospital Pharmacist, Pharmacy Manager, Registered Pharmacist, Staff Pharmacist</td>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Clinic, Assisted Living, Skilled Nursing, Lab, Community</td>
</tr>
</tbody>
</table>

*Wage range is an average of entry level to experienced workers.*
## Direct Patient & Therapeutic Care

### Advanced Practice Nurse

**Typical Education/Training:** Master’s Degree

Examine, diagnose, and treat patients for common medical illnesses or injuries, often independently from a doctor or as the lead for a smaller health care team. May order, perform, or interpret diagnostic tests, such as lab work and x-rays, prescribing related medication or additional treatments. Promote and educate health care and disease prevention programs. Advanced nursing training and professional license required.

**Knowledge & Skills:**
1) Advanced Medicine and Dentistry
2) Management and Leadership
3) Therapy and Counseling
4) Active Listening and Communication
5) Critical Thinking and Problem Solving
6) Medical and Office Software

**Similar Roles/Titles:**
Nurse Practitioner, Certified Nurse Specialist, Certified Registered Nurse Anesthetist, Certified Nurse Midwife, Nursing Program Lead

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Typical Education/Training:** Doctorate Degree

Diagnose, treat, and help prevent common injuries, diseases, and malformations of the teeth and gums through various dental treatments or preventative care measures, such as routine teeth cleaning, sealing, and polishing. May also provide surgical or cosmetic repair or removal of diseased or damaged teeth and gums that may be impacting oral hygiene and patient health. Professional license required.

**Knowledge & Skills:**
1) Advanced Medicine and Dentistry
2) Active Listening and Communication
3) Radiology and Surgical Procedures
4) Customer and Personal Service
5) Personnel and Human Resources
6) Management and Leadership

**Similar Roles/Titles:**
Doctor of Dental Medicine (DMD), Doctor of Dental Surgery (DDS), Family Dentist, Pediatric Dentist, General Dentist

**Typical Work Environments:**
Center, Office, Clinic, Lab, Community

**Typical Education/Training:** Doctorate Degree

Diagnose, treat, and help prevent common injuries and diseases through various medical treatments, prescribed medications, or preventative care measures. May refer patients to specialists and other health or dental care professionals for further diagnosis or treatment. Educate patients or residents about healthy living habits and other local health issues or concerns. Professional license required.

**Knowledge & Skills:**
1) Advanced Medicine and Dentistry
2) Biology and Human Behavior
3) Therapy and Counseling
4) Active Listening and Communication
5) Medical and Office Software
6) Critical Thinking and Problem Solving

**Similar Roles/Titles:**
Doctor, Medical Doctor (MD), General Care Physician, Family Doctor, Doctor of Osteopathic Medicine (DO)

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Typical Education/Training:**

**Work Experience:** 8+ years

**Wage Range:** $40 - $52/hour

**Typical Education/Training:**

**Work Experience:** 8+ years

**Wage Range:** $50 - $89/hour

**Typical Education/Training:**

**Work Experience:** 8+ years

**Wage Range:** $71 - $117/hour

* Wage range is an average of entry level to experienced workers.
## Physician Assistant (PA)

**Typical Education/Training:** Master’s Degree  
**Knowledge & Skills:**  
1) Advanced Medicine and Dentistry  
2) Therapy and Counseling  
3) Active Listening and Communication  
4) Critical Thinking and Problem Solving  
5) Observing and Documenting Information  
6) Medical and Office Software  
**Similar Roles/Titles:** Certified Physician Assistant (PA-C), Clinical Physician Assistant, Family Practice Physician Assistant, Medical Provider Assistant, Doctor Assistant  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Wage Range:** $41 – $56/hour  

*Wage range is an average of entry level to experienced workers.*
Occupations in the Community & Behavioral Health family specialize in mental health care, rehabilitation services, and overall social or public wellness. They strive to improve not only physical health, but also the hearts, spirits, and minds of those in their communities through a wide range of social and human services, often focusing on strategies for counseling, treatment, and preventative care maintenance.

While much of the work in these occupations is conducted directly with patients within a community, a large portion of time is often also spent organizing events or sessions, collaborating with other public and private support agencies, advocating for patient rights and access, and educating members of the community about available goods, services, and assistance programs.

These occupations are good for someone who enjoys helping others, is comfortable around a wide range of people, and wants to make a positive impact on their community. Patience, empathy, and communication skills are very important in these occupations, some of which may also involve travel and working outside.

**CAREER SPOTLIGHT:**
Lisa O. — Dietitian and Diabetes Educator at Mitchell County Regional Health Center (Osage, IA)

“My grandmother, aunt, and sister are all nurses, however, I did not know about the many other possibilities until I was researching career options that were more people and service-oriented. In my current role, I work with patients in the hospital, outpatients, and the community. For people who are hospitalized, I provide education on special diets and ensure patients are eating adequately for recovery. I also provide medical nutrition therapy for outpatients for conditions such as diabetes, heart disease and obesity. In the community, I speak in a variety of venues sharing information on general healthful eating and application strategies.”
Opportunities in Health Sciences – September 2018

**CLINICAL PSYCHOLOGIST**
- Doctorate Degree
- $33 - $45/hr

**HEALTH EDUCATOR**
- Bachelor’s Degree
- $18 - $32/hr

**SOCIAL & COMMUNITY SERVICES MANAGER**
- Bachelor’s Degree
- $20 - $34/hr

**PSYCHIATRIST**
- Doctorate Degree
- $54 - $92/hr

**REHABILITATION COUNSELOR**
- Master’s Degree
- $16 - $29/hr

**MENTAL HEALTH COUNSELOR**
- Master’s Degree
- $17 - $30/hr

**DIETITIAN / NUTRITIONIST**
- Bachelor’s Degree
- $17 - $32/hr

**HEALTH CARE SOCIAL WORKER**
- Master’s Degree
- $15 - $28/hr

**COMMUNITY HEALTH WORKER**
- Bachelor’s Degree
- $14 - $25/hr

**MENTAL HEALTH TECHNICIAN**
- Technical Certificate/Diploma
- $15 - $22/hr

**DIETARY TECHNICIAN**
- Technical Certificate/Diploma
- $11 - $18/hr

**INTERPRETER / TRANSLATOR**
- Technical Certificate/Diploma
- $12 - $20/hr

**SOCIAL & HUMAN SERVICES ASSISTANT**
- Technical Certificate/Diploma
- $13 - $22/hr
### DIETARY TECHNICIAN

**Typical Education/Training:** Technical Certificate/Diploma  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Dietary and Nutrition Programs  
2) Food Production and Safety  
3) Comprehend and Deliver Instructions  
4) Counseling and Therapy  
5) Computers and Electronics  
6) Customer and Personal Service  
**Similar Roles/Titles:** Dietary Assistant, Dietary Clerk, Nutrition Tech, Dietary Aide, Health Support Specialist  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Typical Education/Training:** Technical Certificate/Diploma  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Dietary and Nutrition Programs  
2) Food Production and Safety  
3) Comprehend and Deliver Instructions  
4) Counseling and Therapy  
5) Computers and Electronics  
6) Customer and Personal Service  
**Similar Roles/Titles:** Dietary Assistant, Dietary Clerk, Nutrition Tech, Dietary Aide, Health Support Specialist  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Wage Range:** $11 - $18/hour

### INTERPRETER / TRANSLATOR

**Typical Education/Training:** Technical Certificate/Diploma  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) English and Foreign Languages  
2) Speaking, Reading, & Writing Comprehension  
3) Comprehend and Deliver Instructions  
4) Basic Medical and Dentistry Terminology  
5) Computers and Electronics  
6) Customer and Personal Service  
**Similar Roles/Titles:** Medical Interpreter, Paraprofessional Interpreter, Medical Translator, Technical Translator, Communications Specialist  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home  
**Wage Range:** $12 - $20/hour

### SOCIAL & HUMAN SERVICES ASSISTANT

**Typical Education/Training:** Technical Certificate/Diploma  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Critical Thinking and Problem Solving  
2) Active Listening and Communication  
3) Social and Human Services  
4) Customer and Personal Service  
5) Computers and Electronics  
6) Therapy and Counseling  
**Similar Roles/Titles:** Community Advocate, Family Support Worker, Human Services Program Specialist, Outreach Specialist, Social Work Associate  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home  
**Wage Range:** $13 - $22/hour

* Wage range is an average of entry level to experienced workers.
## COMMUNITY & BEHAVIORAL HEALTH

<table>
<thead>
<tr>
<th>MENTAL HEALTH TECHNICIAN (MHT)</th>
<th>ENTRY LEVEL</th>
<th>SRC - SOCIAL, REALISTIC, CONVENTIONAL</th>
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<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Technical Certificate/Diploma</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
<td><strong>Wage Range:</strong> $15 - $22/hour</td>
</tr>
<tr>
<td><strong>Knowledge &amp; Skills:</strong></td>
<td></td>
<td><strong>Similar Roles/Titles:</strong></td>
</tr>
<tr>
<td>1) Basic Psychology and Human Behavior</td>
<td></td>
<td>Mental Health Aide (MHA), Psychiatric Aide, Mental Health Worker (MHW), Psychiatric Nursing Aide, Resident Care Technician</td>
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<tr>
<td>2) Therapy and Counseling</td>
<td></td>
<td><strong>Typical Work Environments:</strong></td>
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<tr>
<td>3) Customer and Personal Service</td>
<td></td>
<td>Hospital, Center, Office, Clinic, Community, Home</td>
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<tr>
<td>4) Comprehend and Deliver Instructions</td>
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<tr>
<td>5) Observation and Critical Thinking</td>
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<tr>
<td>6) Public Safety and Security</td>
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<thead>
<tr>
<th>COMMUNITY HEALTH WORKER</th>
<th>MID LEVEL</th>
<th>SIE - SOCIAL, INVESTIGATIVE, ENTERPRISING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Bachelor's Degree</td>
<td><strong>Work Experience:</strong> 4 - 7 years</td>
<td><strong>Wage Range:</strong> $14 - $25/hour</td>
</tr>
<tr>
<td><strong>Knowledge &amp; Skills:</strong></td>
<td></td>
<td><strong>Similar Roles/Titles:</strong></td>
</tr>
<tr>
<td>1) Social and Community Services</td>
<td></td>
<td>Community Outreach Worker, Community</td>
</tr>
<tr>
<td>2) Therapy and Counseling</td>
<td></td>
<td>Health Program Representative, Community</td>
</tr>
<tr>
<td>3) Active Listening and Communication</td>
<td></td>
<td>Health Advocate, Community Nutrition Educator, Community Nutrition and Wellness Program Advisor</td>
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<tr>
<td>4) Observing and Documenting Information</td>
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<td><strong>Typical Work Environments:</strong></td>
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<tr>
<td>5) Customer and Personal Service</td>
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<td>Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home</td>
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<td>6) Medical and Office Software</td>
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<td><strong>Typical Education/Training:</strong> Master's Degree</td>
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<td><strong>Similar Roles/Titles:</strong></td>
</tr>
<tr>
<td>1) Therapy and Counseling</td>
<td></td>
<td>Clinical Social Worker, Hospice Social Worker, Medical Social Worker, Social Work Case Manager, Substance Abuse Social Worker</td>
</tr>
<tr>
<td>2) Medical and Dental Terminology</td>
<td></td>
<td><strong>Typical Work Environments:</strong></td>
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<tr>
<td>3) Health and Human Services</td>
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<td>6) Customer and Personal Service</td>
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* Wage range is an average of entry level to experienced workers.
### COMMUNITY & BEHAVIORAL HEALTH

#### REHABILITATION COUNSELOR

**Typical Education/Training:** Master’s Degree

Meet with and counsel individuals coping with various mental, social, and occupational difficulties that result from birth defects, illness, disease, accidents, stress, or trauma. Assess client needs and research, design, and implement rehabilitation programs to maximize their independence and employability, which may include counseling, training, and job placement assistance. Professional license may be required.

**Knowledge & Skills:**
1. Therapy and Counseling
2. Psychology and Human Behavior
3. Active Listening and Communication
4. Addiction and Substance Abuse
5. Observing and Documenting Information
6. Customer and Personal Service

**Similar Roles/Titles:** Rehabilitation Specialist, Vocational Placement Specialist, Vocational Rehabilitation Counselor (VRC), Substance Abuse Counselor, Rehab Case Manager

**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Typical Education/Training:** Master’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $16 - $29/hour

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#### MENTAL HEALTH COUNSELOR

**Typical Education/Training:** Master’s Degree

Work with individuals and communities to promote positive mental and emotional health by conducting mental health assessments, developing treatment plans, leading therapy sessions, and educating on preventative care methods. May focus on areas like addiction or substance abuse, family or marital problems, stress management, self-esteem, and aging or death. Professional license required.

**Knowledge & Skills:**
1. Therapy and Counseling
2. Psychology and Human Behavior
3. Active Listening and Communication
4. Observing and Documenting Information
5. Customer and Personal Service

**Similar Roles/Titles:** Mental Health Therapist, Behavior Support Specialist (BSS), Mental Health Case Manager, Mental Health Specialist, Therapist

**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

**Typical Education/Training:** Master’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $17 - $30/hour

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#### DIETITIAN / NUTRITIONIST

**Typical Education/Training:** Bachelor’s Degree

Lead the design, planning, and implementation of food service and nutritional programs for small to large-scale food production operations. May supervise activities of staff or a team, counsel individuals or communities, and conduct nutritional research. May also specialize in specific types of food products, food production procedures, or populations within a community. Professional license required.

**Knowledge & Skills:**
1. Dietary and Nutrition Programs
2. Food Production and Safety
3. Comprehend and Deliver Instructions
4. Counseling and Therapy
5. Observing and Documenting Information
6. Customer and Personal Service

**Similar Roles/Titles:** Clinical Dietitian, Food & Nutrition Program Manager, Dietary Manager, Registered Dietitian, Food and Nutrition Advisor

**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $17 - $32/hour

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* Wage range is an average of entry level to experienced workers.
### Community & Behavioral Health

#### Health Educator

**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Knowledge & Skills:**  
1. Education and Training  
2. Management and Leadership  
3. Medical Equipment and Software  
4. Critical Thinking and Problem Solving  
5. Health and Safety Regulations  
6. Customer and Personal Service  
**Similar Roles/Titles:** Clinical Instructor, Clinical Nurse Educator, Community Health Education Coordinator, Education Coordinator, Public Health Educator  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home  
**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Wage Range:** $18 - $32/hour

#### Social and Community Services Manager

**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Knowledge & Skills:**  
1. Community and Social Services  
2. Management and Leadership  
3. Personnel and Human Resources  
4. Therapy and Counseling  
5. Active Listening and Communication  
6. Government and Regulatory Law  
**Similar Roles/Titles:** Social Services Director, Clinical Services Director, Director of Social Services, Community Programs Director, Community Outreach Program Director  
**Typical Work Environments:** Hospital, Office, Clinic, Community  
**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Wage Range:** $20 - $34/hour

#### Clinical Psychologist

**Typical Education/Training:** Doctorate Degree  
**Work Experience:** 8+ years  
**Knowledge & Skills:**  
1. Advanced Psychology and Human Behavior  
2. Therapy and Counseling  
3. Active Listening and Communication  
4. Government and Regulatory Law  
5. Observing and Documenting Information  
6. Customer and Personal Service  
**Similar Roles/Titles:** Clinical Therapist, Forensic Psychologist, Licensed Psychologist, Licensed Therapist, Staff Psychologist  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Typical Education/Training:** Doctorate Degree  
**Work Experience:** 8+ years  
**Wage Range:** $33 - $45/hour

* Wage range is an average of entry level to experienced workers.
## COMMUNITY & BEHAVIORAL HEALTH

### PSYCHIATRIST

<table>
<thead>
<tr>
<th>Typical Education/Training: Doctorate Degree</th>
<th>Work Experience: 8+ years</th>
<th>Knowledge &amp; Skills:</th>
</tr>
</thead>
</table>
| Diagnose, prescribe, treat, and help prevent mental, emotional, or behavioral disorders through a wide range of counseling, pharmaceutical, and psychotherapeutic procedures or treatments. Analyze and evaluate patient data using advanced medical or scientific software. Collaborate with physicians, psychologists, social workers, and other health professionals. Professional license required. | | 1) Advanced Psychology and Medicine  
2) Advanced Therapy and Counseling  
3) Active Listening and Communication  
4) Pharmaceuticals and Medical Treatments  
5) Observing and Documenting Information  
6) Customer and Personal Service |

### SENIOR LEVEL

<table>
<thead>
<tr>
<th>Wage Range: $54 – $92/hour</th>
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</table>

### ISA - INVESTIGATIVE, SOCIAL, ARTISTIC

<table>
<thead>
<tr>
<th>Similar Roles/Titles: Consulting Psychiatrist, Medical Psychiatrist, Staff Psychiatrist, Director of Mental Health, Rehabilitative Psychiatrist</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typical Work Environments: Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home</td>
</tr>
</tbody>
</table>

* Wage range is an average of entry level to experienced workers.
Opportunities in the *Imaging & Diagnostic Testing* family often play a supportive role in running tests and evaluations that aid in the detection, diagnosis, and treatment of diseases, injuries, or other physical conditions. This is one of the fastest growing areas of health sciences and offers a great way to enter the field without extensive education and experience requirements.

These professionals will have some direct patient interaction, such as when drawing blood or taking X-rays, but most of their time is spent in laboratories or other off-site locations while remotely assisting health care professionals by conducting prescribed tests, investigating results, and communicating findings. These professionals may also make recommendations for additional tests or specialized treatments based on their findings.

These roles are great for people who are curious, have an attention to detail, and like to solve puzzles or problems. New and exciting innovations to technology and medicine will continue to expand the opportunities in this family, especially in the areas of genetic testing, DNA sequencing, and on-demand advanced health screenings.

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**CAREER SPOTLIGHT:**

Shara K. — Core Lab Supervisor at Mercy Medical Center North Iowa (Mason City, IA)

“I first learned about careers in health care at a high school job fair. I started as a Medical Lab Technologist, but have been able to advance pretty quickly to Supervisor. I like that every day is different and you can always learn new things, especially with new advances in technology. The lab may not always stand out in the medical world, but has a huge impact on patient care, sometimes without ever even meeting the patients. As much as 70% of clinical decisions are based off of the lab results we provide. The lab is a small, but mighty part of the health care system!”
IMAGING & DIAGNOSTIC TESTING

THE INVESTIGATORS

**RADIOLOGIST**
- Doctorate Degree
- $45 - $100/hr

**CLINICAL LABORATORY SCIENTIST**
- Bachelor’s Degree
- $41 - $59/hr

**RADIOLOGY TECHNOLOGIST**
- Associate’s Degree
- $22 - $31/hr

**MEDICAL LABORATORY TECHNOLOGIST**
- Associate’s Degree
- $24 - $32/hr

**CARDIOVASCULAR TECHNOLOGIST**
- Associate’s Degree
- $19 - $29/hr

**RADIOLOGY TECHNICIAN**
- Technical Certificate/Diploma
- $17 - $25/hr

**MEDICAL LABORATORY TECHNICIAN**
- Technical Certificate/Diploma
- $15 - $25/hr

**DENTAL LAB TECHNICIAN**
- Technical Certificate/Diploma
- $15 - $26/hr

**VETERINARY TECHNICIAN**
- Technical Certificate/Diploma
- $14 - $20/hr

**PHLEBOTOMIST**
- Technical Certificate/Diploma
- $13 - $19/hr

Opportunities in Health Sciences – September 2018
### PHLEBOTOMIST

**Typical Education/Training:** Technical Certificate/Diploma  
**Work Experience:** 0-3 years  
**Knowledge & Skills:**  
1) Blood Drawing and Storage  
2) Medical Equipment and Software  
3) Customer and Personal Service  
4) Active Listening and Communication  
5) Medical Records and Note Taking  
6) Hazardous Materials Storage and Disposal  
**Similar Roles/Titles:**  
Blood Drawer, Phlebotomy Technician, Patient Service Technician (PST), Medical Lab Assistant, Registered Phlebotomist  
**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home  
**Wage Range:** $13 - $19/hour

**Typical Education/Training:**  
**Work Experience:**  
**Knowledge & Skills:**  
1) Animal Behavior and Care  
2) Medical Equipment and Software  
3) Chemistry and Biology  
4) Measuring and Data Analysis  
5) Active Listening and Critical Thinking  
6) Hazardous Materials Storage and Disposal  
**Similar Roles/Titles:**  
Veterinary Assistant, Veterinary Lab Tech, Certified Veterinary Technician (CVT), Licensed Veterinary Technician (LVT), Animal Laboratory Technician  
**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Lab, Community  
**Wage Range:** $14 - $20/hour

**Typical Education/Training:** Associate’s Degree  
**Work Experience:** 0-3 years  
**Knowledge & Skills:**  
1) Medical Equipment and Software  
2) Chemistry and Biology  
3) Measuring and Data Analysis  
4) Mathematics and Science  
5) Active Listening and Critical Thinking  
6) Hazardous Materials Storage and Disposal  
**Similar Roles/Titles:**  
Lab Tech, Clinical Laboratory Technician, Medical Technician, Lab Assistant, Medical Research Analyst  
**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Lab, Community  
**Wage Range:** $15 - $25/hour

* Wage range is an average of entry level to experienced workers.
### Dental Laboratory Technician

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 0-3 years

**Knowledge & Skills:**
1. Medical and Dental Equipment
2. Computer Aided Design (CAD) Software
3. Mathematics and Critical Thinking
4. Medical and Dental Care
5. Measuring and Analyzing Data
6. Customer and Personal Service

**Wage Range:** $15 - $26/hour

**Similar Roles/Titles:**
- Dental Prostheses Specialist, Dental Ceramist
- Dental Technician, Denture Technician
- Orthodontic Laboratory Technician

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Lab, Community

**Knowledge & Skills:**
1. Medical and Dental Equipment
2. Computer Aided Design (CAD) Software
3. Mathematics and Critical Thinking
4. Medical and Dental Care
5. Measuring and Analyzing Data
6. Customer and Personal Service

**Similar Roles/Titles:**
- X-Ray Technician, Radiology Tech (RT), Registered Radiographer, X-Ray Assistant, Radiology Assistant

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Lab, Community

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 0-3 years

**Knowledge & Skills:**
1. Medical Equipment and Software
2. Radiology and X-Ray Technology
3. Chemistry and Biology
4. Measuring and Data Analysis
5. Active Listening and Critical Thinking
6. Customer and Personal Service

**Wage Range:** $17 - $25/hour

**Similar Roles/Titles:**
- Cardiovascular Technician, Vascular Technologist
- Cardiac Laboratory Technologist, Cardiac Technician, Cardiopulmonary Technician

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Lab

**Typical Education/Training:** Associate’s Degree

**Work Experience:** 4 - 7 years

**Knowledge & Skills:**
1. Medicine and Dentistry
2. Medical Equipment and Software
3. Measuring and Data Analysis
4. Mathematics and Science
5. Active Listening and Critical Thinking
6. Radiology and X-Ray Technology

**Wage Range:** $19 - $29/hour

**Similar Roles/Titles:**
- Cardiovascular Technician, Vascular Technologist
- Cardiac Laboratory Technologist, Cardiac Technician, Cardiopulmonary Technician

**Typical Work Environments:**
- Hospital, Center, Office, Clinic, Lab

*Wage range is an average of entry level to experienced workers.*
## Imaging & Diagnostic Testing

### Radiology Technologist

**Typical Education/Training:** Associate's Degree

Perform diagnostic imaging procedures, such as x-ray, magnetic resonance imaging (MRI), and computed tomography (CT) scans, that offer an internal view of the human body. Consult with radiologists to observe, diagnose, and develop treatments for internal diseases or medical conditions. Observe all safety laws, rules, and regulations to ensure patient safety and satisfaction at all times.

**Knowledge & Skills:**
1. Medical Equipment and Software
2. Radiology and X-Ray Technology
3. Chemistry and Biology
4. Mathematics and Science
5. Measuring and Data Analysis
6. Active Listening and Critical Thinking

**Similar Roles/Titles:**
- X-Ray Technologist
- X-Ray Tech
- CT Technologist
- Mammography Technologist
- Radiology Specialist
- Staff Technologist

**Typical Work Environments:**
- Hospital
- Center
- Office
- Clinic
- Lab

**Typical Education/Training:**
- Associate's Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $22 - $31/hour

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### Medical Laboratory Technologist

**Typical Education/Training:** Associate's Degree

Assist in the operation and maintenance of equipment and supplies necessary to offer an internal view of the human body through x-ray, ultrasound, and other radiologic technologies and procedures. Prepare machines and patients for procedures, answering questions and offering advice for addressing anxiety and other concerns. Observe regulatory and safety laws, rules, and regulations at all times.

**Knowledge & Skills:**
1. Medical Equipment and Software
2. Chemistry and Biology
3. Measuring and Data Analysis
4. Mathematics and Science
5. Active Listening and Critical Thinking
6. Complex Problem Solving

**Similar Roles/Titles:**
- Medical Technologist (MT)
- Clinical Laboratory Scientist (CLS)
- Lead Lab Tech
- Research Assistant
- Chief Medical Technologist

**Typical Work Environments:**
- Hospital
- Center
- Office
- Clinic
- Lab
- Community

**Typical Education/Training:**
- Associate's Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $24 - $32/hour

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### Radiologist

**Typical Education/Training:** Doctorate Degree

Consult with patients and health care professionals to determine needs for diagnostic imaging procedures. Research and analyze findings from scans to diagnose and develop treatments for internal diseases or medical conditions, sometimes through the use of radioactive or hazardous materials. May assist in the supervision and training of other radiology or lab support staff. Professional license required.

**Knowledge & Skills:**
1. Radiology and X-Ray Technology
2. Advanced Biology and Physics
3. Complex Reasoning and Problem Solving
4. Data Measurement and Analysis
5. Customer and Personal Service
6. Advanced Medicine and Dentistry

**Similar Roles/Titles:**
- Attending Radiologist
- Diagnostic Radiologist
- Interventional Radiologist
- Radiology Resident
- Staff Radiologist

**Typical Work Environments:**
- Hospital
- Center
- Office
- Clinic
- Lab

**Typical Education/Training:**
- Doctorate Degree

**Work Experience:** 8+ years

**Wage Range:** $45 - $100/hour

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* Wage range is an average of entry level to experienced workers.
### IMAGING & DIAGNOSTIC TESTING

**CLINICAL LABORATORY SCIENTIST**

**Typical Education/Training:** Bachelor’s Degree

Plan, oversee, or coordinate overall imaging and diagnostic testing projects to ensure compliance with all appropriate rules, regulations, and protocols and to remain in line with quality control standards and objectives. May assist in the evaluation and analysis of data trends and report findings or additional recommendations to various audiences and business stakeholders. May require advanced certification or professional license.

**Knowledge & Skills:**

1. Analytical and Scientific Software
2. Management and Leadership
3. Medicine and Dentistry
4. Biology, Chemistry, & Physics
5. Advanced Mathematics and Measuring
6. Imaging and Diagnostic Testing

**Similar Roles/Titles:**
Clinical Lab Manager, Testing Program Manager, Diagnostic Testing Administrator, Diagnostics Specialist, Imaging Program Director

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Lab, Community

**Senior Level**

**Work Experience:** 8+ years

**EIC - ENTERPRISING, INVESTIGATIVE, CONVENTIONAL**

**Wage Range:** $41 – $59/hour

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* Wage range is an average of entry level to experienced workers.
Occupations in the *Biotechnology Research & Development* family are involved in the research and development of new or improved technologies, pharmaceuticals, and medical treatments or procedures. These professionals are on the cutting edge of modern medicine, pioneering new theories and developing life-changing products.

Much of this work is conducted in a laboratory, facility, or other external site that offers little direct interaction with the patients and staff who will ultimately be using these new products or procedures. Some occupations may specialize on specific types of products, such as medical devices or pharmaceuticals, while others may focus on a specific body part or disease, such as the circulatory system and the cure for cancer.

Those who enjoy testing new ideas and aren’t afraid of failure will do well in this family. Their hard work, critical thinking, and creativity also help lead the way to create new or improved methods for testing, diagnosing, and treating a wide range of diseases or disorders that continue to evolve and resist current medical treatment options. The work from this family has the potential to change the world!

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**CAREER SPOTLIGHT:**

Emad O.— Medical Lab Scientist, Technical Lead at Mercy Medical Center (Cedar Rapids, IA)

“Since high school I have been fascinated by science, how the human body works, and what causes diseases. As a Technical Lead in our Core Laboratory, I analyze human body specimens like blood and cerebral spinal fluid (CSF) to assist physicians in providing excellent patient care. I also help with quality control and equipment maintenance around the lab. I hope to one day hold a PhD in the field of clinical lab sciences.”

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<table>
<thead>
<tr>
<th>BIOTECHNOLOGY RESEARCH &amp; DEVELOPMENT</th>
<th>THE INNOVATORS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BIOINFORMATICS TECHNICIAN</strong></td>
<td><strong>ENTRY LEVEL</strong></td>
</tr>
<tr>
<td><strong>Typical Education/Training:</strong> Associate’s Degree</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
</tr>
<tr>
<td>Gather, analyze, and track data about biological functions or characteristics to assist scientists in areas such as pharmaceuticals, medical technology, genomic testing, and DNA sequencing. Build and maintain databases for processing and analyzing genomic or other biological information to be used in the development of new or improved medical treatments, medications, or technologies.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Analytical and Scientific Software 2) Computers and Electronics 3) Active Listening and Communication 4) Mathematics and Biology 5) Data Measurement and Analysis 6) Critical Thinking and Problem Solving</td>
</tr>
<tr>
<td><strong>Typical Education/Training:</strong> Associate’s Degree</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
</tr>
<tr>
<td>Assist scientists in the qualitative and quantitative analysis of solids, liquids, and gaseous materials. Observe, document, and report test findings to aide in the research and development of new products or processes, quality control analysis, and contribute to work involving experimental, theoretical, or practical applications of chemistry and related sciences. Assist in maintaining a clean and safe work area at all times.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Mathematics and Chemistry 2) Analytical and Scientific Software 3) Computers and Electronics 4) Measuring and Data Analysis 5) Safety and Quality Control 6) Hazardous Materials Storage and Disposal</td>
</tr>
<tr>
<td><strong>Typical Education/Training:</strong> Bachelor’s Degree</td>
<td><strong>Work Experience:</strong> 4 - 7 years</td>
</tr>
<tr>
<td>Review, evaluate, and recommend changes to health science products or processes in order to achieve consistent quality and safety. Conduct routine and on-the-spot analysis of raw materials, environmental samples, and finished goods, such as pharmaceuticals and medical or surgical equipment. Interpret and compare test results to specifications and in accordance with all laws, rules, and regulations.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Inspection and Data Analysis 2) Mathematics and Measuring 3) Critical Thinking and Problem Solving 4) Safety and Quality Control 5) Reading Technical Documents and Prints 6) Attention to Detail</td>
</tr>
</tbody>
</table>

* Wage range is an average of entry level to experienced workers.
### BIOTECHNOLOGY RESEARCH & DEVELOPMENT

#### THE INNOVATORS

<table>
<thead>
<tr>
<th>Role</th>
<th>Education/Training</th>
<th>Work Experience</th>
<th>ICR/IRE</th>
<th>Wage Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BIOINFORMATICS SCIENTIST</strong></td>
<td>Master’s Degree</td>
<td>4 - 7 years</td>
<td></td>
<td>$18 - $34/hour</td>
</tr>
</tbody>
</table>
| Conduct or lead a research team using bioinformatics theory and methods for pharmaceuticals, medical technology, genomic testing, and DNA sequencing. Design databases and develop algorithms for processing and analyzing genomic information or other biological information to be used in the development of new or improved medical treatments, medications, or technology. | Knowledge & Skills:  
1) Analytical and Scientific Software  
2) Computers and Electronics  
3) Advanced Mathematics and Biology  
4) Data Measurement and Analysis  
5) Critical Thinking and Problem Solving  
6) Active Listening and Communication | Similar Roles/Titles:  
Bioinformaticist, Director of Bioinformatics, Director of Informatics, Informatics Scientist, Information Process Engineer | Typical Work Environments:  
Hospital, Center, Office, Clinic, Lab |
| **BIOMEDICAL ENGINEER**       | Bachelor’s Degree  | 4 - 7 years     | IRE     | $23 - $42/hour   |
| Research, design, and develop equipment and processes for manufacturing biological and health systems or products, such as artificial organs, prostheses, and health management and care delivery systems, by applying knowledge and principles of biology, engineering, and biomechanics. Install, adjust, maintain, or repair related equipment or processes to ensure a safe, quality product at all times. | Knowledge & Skills:  
1) Biology and Mathematics  
2) Engineering and Technology  
3) Complex Problem Solving  
4) Research and Data Analysis  
5) CAD or AutoCAD Software  
6) Safety and Quality Control | Similar Roles/Titles:  
Biomedical Scientist, Biomedical Engineering Technician, Biomedical Equipment Designer, Biomedical Program Manager, Research Engineer | Typical Work Environments:  
Hospital, Center, Office, Lab |
| **CLINICAL DATA MANAGER**     | Bachelor’s Degree  | 4 - 7 years     | CIE     | $30 - $45/hour   |
| Accurately and efficiently collect and manage data from a variety of medical research projects, such as clinical or pharmaceutical trials. Analyze data closely to spot any trends, dangerous side effects, or other promising findings and present information in-person or with reports to upper management team or investors. May lead a team of other scientists, technicians, and data management professionals. | Knowledge & Skills:  
1) Analytical and Scientific Software  
2) Management and Leadership  
3) Medicine and Dentistry  
4) Data Measurement and Analysis  
5) Critical Thinking and Problem Solving  
6) Customer and Personal Service | Similar Roles/Titles:  
Director of Clinical Data Management (CDM), Clinical Informatics Manager, Project Data Manager, Clinical Lab Manager, Lead Data Manager | Typical Work Environments:  
Hospital, Center, Office, Lab |

* Wage range is an average of entry level to experienced workers.
## CHEMICAL ENGINEER

**Typical Education/Training:** Bachelor’s Degree  
 **Work Experience:** 4 - 7 years  
 **Wage Range:** $33 - $46/hour

Research, design, and develop equipment and processes for manufacturing chemicals and products, such as pharmaceuticals, synthetic plastics, and food additives by applying knowledge and principles of chemistry, physics, and engineering. Troubleshoot problems with chemical manufacturing processes, equipment, and finished products to optimize performance or to ensure a safe, quality product.

**Knowledge & Skills:**  
1) Chemistry and Mathematics  
2) Engineering and Technology  
3) Complex Problem Solving  
4) Research and Data Analysis  
5) CAD or AutoCAD Software  
6) Safety and Quality Control

**Similar Roles/Titles:** Chemical Development Engineer, Chemical Process Engineer, Research Engineer, Biochemical Engineer, Chemical Process Control

**Typical Work Environments:** Hospital, Center, Office, Lab

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## ANIMAL SCIENTIST

**Typical Education/Training:** Doctorate Degree  
 **Work Experience:** 8+ years  
 **Wage Range:** $28 - $42/hour

Lead or conduct research covering the genetics, nutrition, reproduction, and development of animals, either individually or as part of a team of other scientists from various areas of study and specialization. May assist in preparing charts, reports, and other visual representations of research findings. May require advanced certification or professional license.

**Knowledge & Skills:**  
1) Medical Equipment and Software  
2) Biology, Chemistry, and Physics  
3) Advanced Mathematics and Measuring  
4) Research and Data Analysis  
5) Active Listening and Critical Thinking  
6) Animal Behavior and Anatomy

**Similar Roles/Titles:** Animal Nutritionist, Livestock Animal Specialist, Animal Research and Development, Research Center Partner, Research Scientist

**Typical Work Environments:** Hospital, Center, Office, Lab

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## MEDICAL SCIENTIST

**Typical Education/Training:** Doctorate Degree  
 **Work Experience:** 8+ years  
 **Wage Range:** $30 - $45/hour

Lead or conduct research covering the diagnosis, treatment, and prevention of human diseases, injuries, or disorders and to improve health, either individually or as part of a team of other scientists from various areas of study and specialization. May assist in preparing charts, reports, and other visual representations of research findings. May require advanced certification or professional license.

**Knowledge & Skills:**  
1) Advanced Medicine and Dentistry  
2) Medical Equipment and Software  
3) Biology, Chemistry, and Physics  
4) Advanced Mathematics and Data Analysis  
5) Active Listening and Critical Thinking  
6) Human Behavior and Anatomy

**Similar Roles/Titles:** Clinical Laboratory Scientist, Associate Director of Experimental Medicine, Laboratory Director, Research Scientist, Research Center Partner

**Typical Work Environments:** Hospital, Center, Office, Clinic, Lab

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*Wage range is an average of entry level to experienced workers.*
### BIOCHEMIST / BIOPHYSICIST

**Senior Level**

- **Typical Education/Training:** Doctorate Degree
- **Work Experience:** 8+ years
- **Knowledge & Skills:**
  1. Advanced Biology, Chemistry, & Physics
  2. Advanced Mathematics and Technology
  3. Complex Problem Solving
  4. Research and Data Analysis
  5. Analytical and Medical Software
  6. Safety and Quality Control
- **Similar Roles/Titles:**
  - Research Chemist, Research Physicist, Biochemical Scientist, Research Engineer, Medical Physicist
- **Typical Work Environments:**
  - Hospital, Center, Office, Clinic, Lab
- **Typical Education/Training:** Bachelor's Degree
- **Work Experience:** 8+ years
- **Knowledge & Skills:**
  1. Analytical and Scientific Software
  2. Management and Leadership
  3. Medicine and Dentistry
  4. Biology, Chemistry, & Physics
  5. Advanced Mathematics and Measuring
  6. Critical Thinking and Problem Solving
- **Similar Roles/Titles:**
  - Clinical Program Coordinator, Clinical Program Manager, Clinical Research Administrator, Clinical Research Associate (CRA), Research Manager
- **Typical Work Environments:**
  - Hospital, Center, Office, Clinic, Lab
- **Wage Range:** $32 - $48/hour

### CLINICAL RESEARCH COORDINATOR

**Senior Level**

- **Typical Education/Training:** Bachelor's Degree
- **Work Experience:** 8+ years
- **Knowledge & Skills:**
  1. Analytical and Scientific Software
  2. Management and Leadership
  3. Medicine and Dentistry
  4. Biology, Chemistry, & Physics
  5. Advanced Mathematics and Measuring
  6. Critical Thinking and Problem Solving
- **Similar Roles/Titles:**
  - Clinical Program Coordinator, Clinical Program Manager, Clinical Research Administrator, Clinical Research Associate (CRA), Research Manager
- **Typical Work Environments:**
  - Hospital, Center, Office, Clinic, Lab
- **Wage Range:** $41 - $59/hour

* Wage range is an average of entry level to experienced workers.
Occupations from the Health Informatics & Business Operations family are involved in the fast-paced management of health science agencies, patient data and analytics, and overall business operations. The various hospitals, clinics, homes, centers, drug makers, and other support agencies that make up our complex modern health sciences industry need to be managed and marketed successfully by these professionals to remain viable in an increasingly competitive local and global marketplace.

Many of these occupations have limited direct interaction with patients, but some offer opportunities to interact by phone or online through various sales, marketing, and communication tools. New careers are also being created or further modified to assist in the marketing and support of these goods and services to current and potential customers, such as through social media and other interactive communication tools. Some sales, fundraising, or customer service roles may even offer the opportunity for increased revenue through performance-based compensation packages and incentives.

You may be good for these careers if you enjoy working with data, interacting with others to fix problems, and have a desire to understand how things and people operate. Some travel may be required, but most work will be likely conducted within an office, laboratory, or other commercial setting.

**CAREER SPOTLIGHT:**

Danielle H.— Community Relations Director at The Views Senior Living (Cedar Rapids, IA)

“My mom is in the health sciences field, so I wanted to do something similar and ended up working in therapeutic recreation before getting the chance to transition into my current role. I meet with and provide education to people wanting to learn more about senior living, which often involves providing tours and building relationships with those in our community. I enjoy working with our families and seeing our tenants thrive in a new environment. I also help design advertising campaigns through social media, TV, and online. I recommend exploring your options for working in health sciences. There is so much more than just doctors and nurses!”
Opportunities in Health Sciences – September 2018

**HEALTH CARE ADMINISTRATOR**
Bachelor's Degree
$30 - $49/hr

**DATABASE ADMINISTRATOR**
Bachelor's Degree
$28 - $42/hr

**REGULATORY AFFAIRS SPECIALIST**
Bachelor's Degree
$29 - $35/hr

**MARKETING SPECIALIST**
Technical Certificate/Diploma
$20 - $36/hr

**CUSTOMER SERVICE REPRESENTATIVE**
High School/HSED
$15 - $28/hr

**MEDICAL TRANSCRIPTIONIST**
Technical Certificate/Diploma
$15 - $27/hr

**SALES REPRESENTATIVE**
High School/HSED
$16 - $39/hr

**MEDICAL BILLING & CODING SPECIALIST**
Technical Certificate/Diploma
$14 - $26/hr

**NURSING MANAGER**
Master’s Degree
$32 - $56/hr

**COMPUTER & INFORMATION SYSTEMS MANAGER**
Bachelor's Degree
$40 - $62/hr

**REGULATORY AFFAIRS MANAGER**
Bachelor's Degree
$25 - $48/hr

**PUBLIC RELATIONS & FUNDRAISING MANAGER**
Bachelor's Degree
$31 - $54/hr

**CUSTOMER SERVICE SUPERVISOR**
Associate's Degree
$20 - $34/hr

**DBA ADMINISTRATOR**
Bachelor's Degree
$29 - $35/hr

**REGULATORY AFFAIRS MANAGER**
Bachelor's Degree
$25 - $48/hr

**MARKETING SPECIALIST**
Technical Certificate/Diploma
$20 - $36/hr

**MEDICAL RECORDS/HEALTH INFORMATION TECHNICIAN**
Technical Certificate/Diploma
$18 - $30/hr

**MEDICAL OFFICE SPECIALIST**
Technical Certificate/Diploma
$14 - $24/hr

**HEALTH INFORMATICS & BUSINESS OPERATIONS**
THE ADVISORS

Opportunities in Health Sciences – September 2018
<table>
<thead>
<tr>
<th>HEALTH INFORMATICS &amp; BUSINESS OPERATIONS</th>
<th>THE ADVISORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDICAL OFFICE SPECIALIST</td>
<td>ENTRY LEVEL</td>
</tr>
<tr>
<td><strong>Typical Education/Training:</strong> Technical Certificate/Diploma</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
</tr>
<tr>
<td>Perform administrative or clerical duties for health science practitioners. Greet patients and visitors and assist with scheduling appointments, providing directions to locations within a facility, and answering phone calls or emails, ensuring the accurate and appropriate documentation, rerouting, or delivery of messages. May assist in recording and maintaining medical charts, reports, and other correspondence.</td>
<td>Knowledge &amp; Skills: 1) Medical and Dental Terminology 2) Active Listening and Critical Thinking 3) Clerical and Administrative Procedures 4) Computers and Electronics 5) Comprehend and Follow Instructions 6) Customer and Personal Service</td>
</tr>
<tr>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community</td>
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<table>
<thead>
<tr>
<th>MEDICAL BILLING &amp; CODING SPECIALIST</th>
<th>ENTRY LEVEL</th>
<th>CEI - CONVENTIONAL, ENTERPRISING, INVESTIGATIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Technical Certificate/Diploma</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
<td><strong>Wage Range:</strong> $14 - $26/hour</td>
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<tr>
<td>Acts as the connection between health care providers, patients, support agencies, and insurance companies to ensure that all are billed correctly and in a timely manner. Read patient charts, medical histories, and other documentation to compile data, compute fees and charges, and prepare invoices. Maintain accurate records of transactions, sometimes assisting in providing additional documentation or information.</td>
<td>Knowledge &amp; Skills: 1) Accounting and Medical Software 2) Computers and Database Management 3) Active Listening and Communication 4) Mathematics and Finance 5) Customer and Personal Service 6) Attention to Detail</td>
<td>Similar Roles/Titles: Accounting Clerk, Billing Clerk, Billing Coordinator, Billing Specialist, Medical Coder</td>
</tr>
<tr>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community</td>
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<thead>
<tr>
<th>MEDICAL TRANSCRIPTIONIST</th>
<th>ENTRY LEVEL</th>
<th>CRI - CONVENTIONAL, REALISTIC, INVESTIGATIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Typical Education/Training:</strong> Technical Certificate/Diploma</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
<td><strong>Wage Range:</strong> $15 - $27/hour</td>
</tr>
<tr>
<td>Document, translate, or transcribe medical reports recorded by physicians and other health practitioners using various electronic devices, covering visits to offices or emergency rooms, diagnostic or imaging tests, operations, chart reviews, and final summaries. Edit materials as necessary and return reports in either printed or electronic form for review and signature to ensure accuracy and completeness.</td>
<td>Knowledge &amp; Skills: 1) Medical and Word Processing Software 2) Computers and Database Management 3) Active Listening and Communication 4) Medical and Dental Terminology 5) Critical Thinking and Problem Solving 6) Attention to Detail</td>
<td>Similar Roles/Titles: Clinical Transcriptionist, Documentation Specialist, Medical Language Specialist, Medical Transcriber, Transcriptionist</td>
</tr>
<tr>
<td><strong>Typical Work Environments:</strong> Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home</td>
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</table>

* Wage range is an average of entry level to experienced workers.
### Customer Service Representative

**Typical Education/Training:** High School Diploma/HSED

**Entry Level**

- **Work Experience:** 0 - 3 years
- **Knowledge & Skills:**
  1) Customer and Personal Service
  2) Problem Solving and Critical Thinking
  3) Conflict Management and Resolution
  4) Active Listening and Communication
  5) Sales and Marketing
  6) Social and Digital Media

- **ESC - Enterprising, Social, Conventional**
- **Wage Range:** $15 - $28/hour
- **Similar Roles/Titles:** Customer Service Agent, Call Center Representative, Customer Care Representative, Patient Support Specialist, Member Services Representative
- **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

**Entry Level**

- **Work Experience:** 0 - 3 years
- **Knowledge & Skills:**
  1) Sales and Negotiation
  2) Communication and Interpersonal Skills
  3) Social Media and Marketing
  4) Problem Solving and Critical Thinking
  5) Customer and Personal Service
  6) Computers and Technology

- **ECS - Enterprising, Conventional, Social**
- **Wage Range:** $16 - $39/hour
- **Similar Roles/Titles:** Sales Associate, Pharmaceutical Sales, Marketing Representative, Technical Sales Representative, Medical Equipment Sales
- **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Medical Records & Health Information Technician**

**Typical Education/Training:** Technical Certificate/Diploma

**Mid Level**

- **Work Experience:** 4 - 7 years
- **Knowledge & Skills:**
  1) Accounting and Medical Software
  2) Computers and Database Management
  3) Medical Billing & Coding
  4) Active Listening and Communication
  5) Documenting and Processing Information
  6) Attention to Detail

- **CEI - Conventional, Enterprising, Investigative**
- **Wage Range:** $18 - $30/hour
- **Similar Roles/Titles:** Health Information Clerk, Health Information Specialist, Medical Records Analyst, Medical Records Clerk, Registered Health Information Technician (RHIT)
- **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

*Wage range is an average of entry level to experienced workers.*
## Customer Service Supervisor

**Typical Education/Training:** Associate’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $20 - $34/hour

### Knowledge & Skills:

1. Customer and Personal Service
2. Conflict Management and Resolution
3. Management and Leadership
4. Active Listening and Communication
5. Sales and Negotiation
6. Social and Digital Media

### Similar Roles/Titles:

Administrative Supervisor, Patient Support Supervisor, Office Supervisor, Client Facing Supervisor, Customer Service Lead

### Typical Work Environments:

Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community

### Typical Education/Training:

Technical Certificate/Diploma

**Work Experience:** 4 - 7 years

**Wage Range:** $20 - $36/hour

### Knowledge & Skills:

1. Sales and Negotiation
2. Communication and Interpersonal Skills
3. Social Media and Marketing
4. Problem Solving and Critical Thinking
5. Customer and Personal Service
6. Measuring and Analyzing Data

### Similar Roles/Titles:

Business Development Specialist, Communications Specialist, Market Analyst, Marketing Research Analyst, Digital Marketing Specialist

### Typical Work Environments:

Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Community, Home

### Typical Education/Training:

Bachelor’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $20 - $35/hour

### Knowledge & Skills:

1. Evaluating Information and Compliance
2. Computers and Database Management
3. Active Listening and Communication
4. Scientific and Medical Software
5. Safety and Quality Control
6. Critical Thinking and Problem Solving

### Similar Roles/Titles:

QA Specialist, Quality Assurance Specialist, Regulatory Affairs Analyst, Regulatory Affairs Associate, Regulatory Services Consultant

### Typical Work Environments:

Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab

* Wage range is an average of entry level to experienced workers.
### DATABASE ADMINISTRATOR

**Typical Education/Training:** Bachelor’s Degree

Administer, test, and implement computer databases to assist in the storage of sensitive and valuable data and medical records necessary to ensure the safe, accurate, and quality delivery of health care. Stay updated on advances in technology, cybersecurity needs, and industry trends to ensure data is safeguarded and private. May purchase and install new hardware or software equipment or components.

**Knowledge & Skills:**
1. Database Management and Networking
2. Computers and Telecommunications
3. Active Listening and Communication
4. Critical Thinking and Problem Solving
5. Analytical and Scientific Software
6. Data Collection and Analysis

**Similar Roles/Titles:**
Data Architect, Patient Data Manager, Database Coordinator, Information Systems Manager, Management Information Systems (MIS) Director

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $28 - $42/hour

**Similar Roles/Titles:**
Data Architect, Patient Data Manager, Database Coordinator, Information Systems Manager, Management Information Systems (MIS) Director

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 8+ years

**Wage Range:** $29 - $48/hour

**Similar Roles/Titles:**
Data Architect, Patient Data Manager, Database Coordinator, Information Systems Manager, Management Information Systems (MIS) Director

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

### REGULATORY AFFAIRS MANAGER

**Typical Education/Training:** Bachelor’s Degree

Plan, direct, and coordinate the activities of regulatory staff to manage and document processes designed to protect public health. Collaborate with managers and directors of other departments involved in the continuous monitoring and improvement of quality assurance, safety procedures, and clinical trials. Oversee the submission of data and materials to regulatory agencies in a timely and efficient manner.

**Knowledge & Skills:**
1. Evaluating Information and Compliance
2. Management and Leadership
3. Active Listening and Communication
4. Scientific and Medical Software
5. Business Intelligence and Data Analysis
6. Safety and Quality Control

**Similar Roles/Titles:**
QA Manager, Director of Quality Assurance, Director of Regulatory Affairs, Regulatory Affairs Lead, Regulatory Services Advisor

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 8+ years

**Wage Range:** $29 - $48/hour

**Similar Roles/Titles:**
QA Manager, Director of Quality Assurance, Director of Regulatory Affairs, Regulatory Affairs Lead, Regulatory Services Advisor

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

### HEALTH CARE ADMINISTRATOR

**Typical Education/Training:** Bachelor’s Degree

Plan, manage, and oversee wide-ranging medical and health services for an entire health facility or center, a specific unit or department, or a medical practice for a group of physicians or other health science professionals, with the ultimate goal of ensuring their staff provide the most effective patient care possible, within all appropriate short and long-term budgetary, ethical, and regulatory measures or goals.

**Knowledge & Skills:**
1. Management and Leadership
2. Computers and Database Management
3. Personnel and Human Resources
4. Active Listening and Communication
5. Critical Thinking and Problem Solving
6. Business Intelligence and Data Analysis

**Similar Roles/Titles:**
Medical and Health Services Manager, Clinic Director, Health Information Management Director, Director, Director of Health Services, Practice Administrator

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 8+ years

**Wage Range:** $30 - $49/hour

**Similar Roles/Titles:**
Medical and Health Services Manager, Clinic Director, Health Information Management Director, Director, Director of Health Services, Practice Administrator

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

* Wage range is an average of entry level to experienced workers.
### PUBLIC RELATIONS & FUNDRAISING MANAGER
**SENIOR LEVEL**

**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Wage Range:** $31 - $54/hour

Oversee the management and coordination of all public relations, customer service, and fundraising staff to maintain a positive public image. Plan, direct, and coordinate activities to solicit and maintain funds from donors, grants, and other public or private sources to create awareness, build rapport, and ensure the continued success of the organization. May assist in the hiring, training, and firing of related staff.

**Knowledge & Skills:**  
1) Management and Leadership  
2) Contracts, Budgets, and Financial Models  
3) Active Listening and Communication  
4) Critical Thinking and Problem Solving  
5) Customer and Personal Service  
6) Marketing and Public Relations

**Similar Roles/Titles:**  
Director of Annual Giving, Communications Director, Community Relations Director, Public Affairs Director, Director of PR

**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

### NURSING MANAGER
**SENIOR LEVEL**

**Typical Education/Training:** Master’s Degree  
**Work Experience:** 8+ years  
**Wage Range:** $32 – $56/hour

Plan, direct, and coordinate the activities of all nursing staff within a facility or area of practice, including various advocacy, recruitment, and retention initiatives, in observation of all regulatory, ethical, budgetary, and legal regulations, policies, and procedures. May also collaborate with physicians, nurses, and other health professionals and specialists with advanced or complicated medical procedures.

**Knowledge & Skills:**  
1) Management and Leadership  
2) Personnel and Human Resources  
3) Active Listening and Communication  
4) Advanced Medicine and Dentistry  
5) Critical Thinking and Problem Solving  
6) Negotiation and Conflict Resolution

**Similar Roles/Titles:**  
Director of Nursing, Nursing Program Manager, Nursing Supervisor, Nursing Program Administrator, Practice Administrator

**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Lab, Assisted Living, Skilled Nursing, Hospice, Community, Home

### COMPUTER & INFORMATION SYSTEMS MANAGER
**SENIOR LEVEL**

**Typical Education/Training:** Bachelor’s Degree  
**Work Experience:** 8+ years  
**Wage Range:** $40 - $62/hour

Plan, manage, and oversee all computer or IT-based activities for an organization, such as electronic data processing, information systems, systems analysis, and computer programming. Research, recommend, and implement the purchase or improvement of related computer hardware, software, and programming needs to ensure the continued safe and private collection, transmittal, and storage of data.

**Knowledge & Skills:**  
1) Database Management and Networking  
2) Computers and Information Management  
3) Management and Leadership  
4) Critical Thinking and Problem Solving  
5) Business Intelligence and Data Analysis  
6) Engineering and Cybersecurity

**Similar Roles/Titles:**  
Computing Services Director, Data Processing Manager, Information Systems Director, IT Manager, Management Information Systems (MIS) Director

**Typical Work Environments:**  
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

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* Wage range is an average of entry level to experienced workers.
Occupations in the Hospitality & Facility Management family offer some direct, but mostly indirect interaction with patients or the public to provide an orderly, safe, and clean environment for the seamless and successful delivery of health care services. They are often the unseen forces that keep the day-to-day business and operations running behind-the-scenes.

Equipment, machinery, and an environment that are not properly maintained are not only dangerous and costly to operate, but can also negatively impact the ability for patients, staff, and visitors to focus, relax, and heal. Behind every doctor, nurse, and health care specialist is a team of staff dedicated to ensuring their safety and security while at work. They keep things running smoothly so health care professionals can offer the best possible service more quickly and efficiently.

These occupations are great for someone who enjoys working with their hands, likes to see and feel the results of their hard work, and has a good attention to detail. The dedication and skills of these professionals keep the health care system running, patients satisfied, and businesses profitable. These occupations offer a great opportunity for entry into the field and hands-on experience without more extensive or specialized health care training.

CAREER SPOTLIGHT:

Edward H.— Exercise Therapist at Opportunities Unlimited (Sioux City, IA)

“I was introduced to this field by my aunt, who has been a CNA for over 25 years. When my dad suffered a stroke in 2007, I decided to take a job at Opportunities Unlimited, a brain injury rehabilitation center. After 11 years and additional brain injury education and training, I’m still here as an Exercise Therapist. Each day I see 30-35 individuals to work on exercise goals, such as improving range of motion and strength or taking them out into the community to work on necessary life and work skills. I enjoy the challenge and learning something new every day. I plan to further my training on brain injuries and want to continue to be a role model for my boys by teaching them how to be caring, respectful, and honest men.”
Opportunities in Health Sciences – September 2018

**Director of Operations**
- Bachelor's Degree
- $30-$62/hr

**Fitness & Activities Coordinator**
- Bachelor's Degree
- $26-$43/hr

**Medical Equipment Technician**
- Technical Certificate/Diploma
- $18-$29/hr

**Maintenance Supervisor**
- Technical Certificate/Diploma
- $19-$31/hr

**Fitness & Activities Instructor**
- Technical Certificate/Diploma
- $12-$18/hr

**Beauty & Cosmetology Specialist**
- Technical Certificate/Diploma
- $12-$25/hr

**Animal Caretaker**
- High School/HSED
- $11-$17/hr

**Cook**
- High School/HSED
- $14-$20/hr

**Food Service Worker**
- High School/HSED
- $12-$18/hr

**Maintenance Worker**
- High School/HSED
- $15-$23/hr

**Maintenance Worker**
- High School/HSED
- $12-$19/hr

**Housekeeping & Laundry Worker**
- High School/HSED
- $12-$19/hr

**Shuttle & Delivery Driver**
- High School/HSED
- $12-$18/hr
### Animal Caretaker

**Typical Education/Training:** High School Diploma/HSED  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Animal Behavior and Care  
2) Patience and Attention to Detail  
3) Active Listening and Communication  
4) Critical Thinking and Problem Solving  
5) Animal Safety Laws and Regulations  
6) Customer and Personal Service  
**Similar Roles/Titles:** Animal Care Technician, Pet Groomer/Stylist, Kennel Attendant, Kennel Technician, Pet Daycare Worker  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Lab, Community, Home

**Typical Education/Training:** High School Diploma/HSED  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Food Preparation and Service  
2) Measuring and Cooking  
3) Comprehend and Follow Instructions  
4) Food Equipment and Operation  
5) Customer and Personal Service  
6) Food Quality and Safety Control  
**Similar Roles/Titles:** Food Server, Dietary Aide, Food Service Assistant, Food Service Specialist, Preparation Cook  
**Typical Work Environments:** Hospital, Center, Assisted Living, Skilled Nursing, Hospice, Community

**Typical Education/Training:** High School Diploma/HSED  
**Work Experience:** 0 - 3 years  
**Knowledge & Skills:**  
1) Transportation Safety and Laws  
2) Patient and Supplies Delivery  
3) GPS and Route Logging Technology  
4) Comprehend and Follow Instructions  
5) Customer and Personal Service  
6) Time and Route Management  
**Similar Roles/Titles:** Shuttle Bus Driver, Patient Transport Driver, Patient Access Driver, Concierge Driver, Delivery Driver  
**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

* Wage range is an average of entry level to experienced workers.
<table>
<thead>
<tr>
<th>ROLE</th>
<th>ENTRY LEVEL</th>
<th>RCE - REALISTIC, CONVENTIONAL, ENTERPRISING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HOUSEKEEPING &amp; LAUNDRY WORKER</strong></td>
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</tr>
<tr>
<td><strong>Typical Education/Training:</strong> High School Diploma/HSED</td>
<td><strong>Work Experience:</strong> 0 - 3 years</td>
<td><strong>Wage Range:</strong> $12 - $19/hour</td>
</tr>
<tr>
<td>Perform cleaning, laundry, and related duties to maintain a clean, safe, and orderly environment. Duties may include making beds, washing clothes, cleaning rooms or halls, and mopping. May operate related equipment or machinery to wash, dry-clean, vacuum, or steam treat various types of garments, fabrics, flooring, and wall coverings, alerting maintenance or health care staff to repair needs.</td>
<td><strong>Knowledge &amp; Skills:</strong> 1) Cleaning and Housekeeping 2) Laundry Care and Techniques 3) Measuring and Machine Operation 4) Time and Project Management 5) Customer and Personal Service 6) Comprehend and Follow Instructions</td>
<td><strong>Similar Roles/Titles:</strong> Maid, Cleaning Crew, Laundry Assistant, Laundry Attendant, Maintenance Assistant  <strong>Typical Work Environments:</strong> Hospital, Center, Assisted Living, Skilled Nursing, Hospice, Community</td>
</tr>
</tbody>
</table>

| **COOK** | | |
| **Typical Education/Training:** High School Diploma/HSED | **Work Experience:** 0 - 3 years | **Wage Range:** $14 - $20/hour |
| Plan, prepare, and cook meals for individuals, sometimes in large quantities and in accordance with special dietary needs and restrictions. Maintain a clean work environment based on local and national food safety and quality standards, rules, and regulations. May work individually or as part of a team of other cooks, dietitians, food service, and health care workers. | **Knowledge & Skills:** 1) Cooking and Baking 2) Food Preparation and Service 3) Food Equipment and Operation 4) Customer and Personal Service 5) Food Quality and Safety Control 6) Comprehend and Follow Instructions | **Similar Roles/Titles:** Lead Cook, Dietary Cook, Chef, Cafeteria Cook, Food and Nutrition Services Assistant  **Typical Work Environments:** Hospital, Center, Assisted Living, Skilled Nursing, Hospice, Community |

| **MAINTENANCE WORKER** | | |
| **Typical Education/Training:** High School Diploma/HSED | **Work Experience:** 0 - 3 years | **Wage Range:** $15 - $23/hour |
| Assists in keeping machines, medical equipment, facilities, or building grounds repaired and in safe working order. Diagnose mechanical, structural, or safety problems and determine how to correct them by checking blueprints, repair manuals, technical journals, or parts catalogs. Assist other maintenance and cleaning staff to ensure compliance with health care environmental, air, and noise quality standards. | **Knowledge & Skills:** 1) Building Maintenance and Construction 2) Comprehend and Follow Instructions 3) Mechanical and Medical Tools 4) Machine Maintenance and Repair 5) Safety Regulations and Procedures 6) Hazardous Materials & Disposal | **Similar Roles/Titles:** Maintenance Crew, Custodian, Janitor, Repair Technician, Maintenance Technician  **Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community |

* Wage range is an average of entry level to experienced workers.
# Beauty & Cosmetology Specialist

**MID LEVEL**

**Typical Education/Training:** Technical Certificate/Diploma

**Work Experience:** 4 - 7 years

**Knowledge & Skills:**
1) Cosmetology and Beauty Science
2) Hair Cutting, Styling, and Trimming Tools
3) Cosmetics and Beauty Supplies
4) Skin Care and Massage
5) Customer and Personal Service
6) Sales and Marketing

**Wage Range:** $12 - $25/hour

**Similar Roles/Titles:** Beautician, Hairdresser, Stylist, Beauty Consultant, Personal Services Attendant

**Typical Work Environments:** Hospital, Assisted Living, Skilled Nursing, Hospice

**Knowledge & Skills:**
1) Physical Fitness and Wellness
2) Education and Training
3) Customer and Personal Service
4) Safety Regulations and Procedures
5) Time and Project Management
6) Psychology and Human Behavior

**Similar Roles/Titles:** Aerobics Instructor, Wellness Specialist, Recreational Fitness Trainer, Group Exercise Instructor, Activities Specialist

**Typical Work Environments:** Hospital, Assisted Living, Skilled Nursing, Hospice, Community, Home

**Knowledge & Skills:**
1) Mechanical Tools and Equipment
2) Safety and Quality Control
3) Comprehend and Deliver Instructions
4) Medical Terminology and Testing
5) Customer and Personal Service
6) Measuring and Evaluating Machinery

**Similar Roles/Titles:** Medical Equipment Preparer, Medical Equipment Repairer, Central Service Technician (CST), Instrument Technician, Sterile Preparation Technician

**Typical Work Environments:** Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

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* Wage range is an average of entry level to experienced workers.
### MAINTENANCE SUPERVISOR

**Typical Education/Training:** Technical Certificate/Diploma

Directly supervise and coordinate the activities of the maintenance, groundskeeping, and housekeeping staff within a health care, residential living, or commercial support facility. Plan, lead, and teach new team members regarding new or improved equipment, procedures, or safety and regulatory standards. Create or read maintenance reports and propose updates or recommendations.

**Knowledge & Skills:**
1. Building Maintenance and Construction
2. Comprehend and Deliver Instructions
3. Management and Leadership
4. Mechanical Tools and Equipment
5. Mathematics and Measuring
6. Safety Regulations and Procedures

**Similar Roles/Titles:** Facilities Manager, Facility Maintenance Supervisor, Maintenance Foreman, Maintenance Manager, Housekeeping Supervisor

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community, Home

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 4 - 7 years

**Wage Range:** $19 - $31/hour

**Work Experience:** 8+ years

**Wage Range:** $26 - $43/hour

**Work Experience:** 8+ years

**Wage Range:** $30 - $62/hour

### FITNESS & ACTIVITIES COORDINATOR

**Typical Education/Training:** Bachelor’s Degree

Plan, direct, and coordinate medically-approved recreation, fitness, and wellness programs for patients and residents. Activities may include sports, field trips, theater, social activities, or arts and crafts. May consult with class instructors to assess patient conditions and recommend additional activities or services. Manage and train staff of health educators, fitness instructors, and other support staff.

**Knowledge & Skills:**
1. Therapy & Counseling
2. Management and Leadership
3. Personnel and Human Resources
4. Event & Activities Planning
5. Active Listening and Communication
6. Time and Project Management

**Similar Roles/Titles:** Activities Director, Wellness Coordinator, Recreational Therapist, Fitness & Wellness Director, Residential Activities Director

**Typical Work Environments:**
Hospital, Assisted Living, Skilled Nursing, Hospice, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 8+ years

**Wage Range:** $26 - $43/hour

### DIRECTOR OF OPERATIONS

**Typical Education/Training:** Bachelor’s Degree

Plan, direct, and coordinate the general operations of a health sciences organization, center, or facility. Communicate work policies, manage daily operations, review financial statements or performance data, and plan the use of materials and human resources to keep day-to-day operations running smoothly and profitable. Oversee the hiring, training, and firing of staff and assist in regulatory compliance measures.

**Knowledge & Skills:**
1. Management and Leadership
2. Critical Thinking and Problem Solving
3. Data and Systems Analysis
4. Health Care Processes and Procedures
5. Safety Regulations and Procedures
6. Customer and Personal Service

**Similar Roles/Titles:** Maintenance Manager, Facility Manager, Operations Manager, Facilities Manager, Site Superintendent

**Typical Work Environments:**
Hospital, Center, Office, Clinic, Assisted Living, Skilled Nursing, Hospice, Lab, Community

**Typical Education/Training:** Bachelor’s Degree

**Work Experience:** 8+ years

**Wage Range:** $30 - $62/hour

**Work Experience:** 8+ years

**Wage Range:** $30 - $62/hour

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* Wage range is an average of entry level to experienced workers.
ADDITIONAL CAREER OPTIONS - THERE IS A CAREER FOR EVERYONE IN HEALTH SCIENCES!

Don't see a career you like? This document is not meant to cover every possible career option in the health sciences industry in Iowa, so don't worry if you don't see something that immediately grabs your attention or seems to match your career interest type. In addition to the many specializations discussed in the “Customized Career Opportunities” section, there are also a wide range of complementary or supplementary career options available that are necessary for all types of businesses, regardless of industry, size, or location. Below are just a few examples of where you might also fit within this exciting and fulfilling industry:

- **INTEGRATIVE AND HOLISTIC MEDICINE** – Occupations that involve the use of treatments, philosophies, and techniques that take into account the whole person. Practitioners work in a therapeutic partnership with patients to help address physical, emotional, mental, social, spiritual, and environmental influences that affect a person’s health in partnership with traditional Western medicine techniques.
  - Acupuncturists, Chiropractors, Healing Touch Practitioners, Herbalists, Homeopaths, and Massage Therapists

- **INFORMATION TECHNOLOGY** – A wide range of careers that focus on the use of computers and other technology to receive, store, transmit, and work with different types of information and data.

- **HUMAN RESOURCES** – Those in charge of overseeing various aspects of employment for a company, such as recruitment, employee benefits, and compliance with labor laws.

- **ADMINISTRATIVE AND FINANCIAL SERVICES** – A group of support careers that assist in the day-to-day operations of a successful company, such as keeping track of finances, monitoring government regulations, and administrative support to other departments.

- **SKILLED & MECHANICAL TRADES** – Buildings and facilities take a lot of time and work to maintain, so companies sometimes employ specialized workers or contractors to keep a facility properly maintained and running smoothly.
  - Plumbers, Electricians, Heating and Air Conditioning Technicians, Construction Workers, and Industrial Painters.

- **EXECUTIVE MANAGEMENT** – A team of individuals at the highest level of management of an organization who oversee the mission, vision, and general tasks of managing an organization.
  - Presidents, Vice Presidents, Chief Operations Officers (COO), Chief Information Officers (CIO), and Chief Executive Officers (CEO).
NEXT STEPS & PLANNING RECOMMENDATIONS

This document was meant to begin the conversation about the great career opportunities available in the health sciences industry in Iowa. Below are some additional recommendations for next steps readers can take to continue their career exploration journey. Utilize the basic career exploration plan and notes sections of the next few pages to begin putting thought into action. Links have been provided to help guide readers to additional online resources.

STUDENTS AND JOB SEEKERS

- **FUTURE READY IOWA CAREER COACH** – The free interactive Career Coach tool at [FutureReadyIowa.gov](http://FutureReadyIowa.gov) is a great way for students and job seekers of all ages to learn more about their career interests and research specific occupations in health sciences, including the ability to customize labor market information, education offerings, and employer listings to their specific geographic location.

- **VOLUNTEER, JOB SHADOWS, OR TOURS** – Contact an employer directly to ask questions, learn about current openings, and to request either a site tour or job shadow opportunity for a better idea of what it would be like to work for them. Internships and volunteering are also great opportunities to earn experience, build up a resume, and test out a career before making any long-term and expensive career decisions. Consult with counselors and educators for local opportunities or visit [VolunteerIowa.org](http://VolunteerIowa.org) to search for additional openings.

- **EARN SKILLS AND CERTIFICATIONS** – Many careers in this industry will rely on some foundational skills and certifications that can be earned relatively easily and affordably by students and job seekers proactively before entering the workforce. Some schools even have dual-enrollment or pre-apprenticeship agreements that allow students to earn college credit and even full work certifications before graduating, such as CNA or CMA. Having these skills, experience, and certifications will increase your chances of landing a great job compared to others who have not taken any such action to improve themselves.

EMPLOYERS, EDUCATORS, AND COMMUNITY SUPPORT PARTNERS

- **WORK-BASED LEARNING INTERMEDIARY NETWORK** – The Intermediary Network is made up of 15 regional networks that serve as a single one-stop point of contact by connecting businesses and schools with work-based learning opportunities. These can include job shadows, internships, site tours, guest speakers, and educator externships. Contact your regional [Intermediary](http://Intermediary) and access the [Work-Based Learning Guide](http://Work-Based Learning Guide) to learn more about setting up a successful local work-based learning experience. With adult supervision and appropriate privacy and safety measures, youth under the age of 18 can work in this industry.

- **IOWA STEM TEACHER EXTERNSHIPS** – Teachers across Iowa have the opportunity to take advantage of an externship program, where during the summer, they work side-by-side with knowledgeable and skilled health science professionals who help bring the classroom curriculum to life. Teacher Externships are full-time, six-week temporary summer positions in local businesses and agencies for secondary teachers of mathematics, science, and/or technology. Teachers earn a stipend of up to $4,800 (including two days of professional development), as well as one graduate credit through the University of Northern Iowa’s Continuing Education program. Teacher Externships provide educators with the exposure to answer questions about real-world application, prepare students for careers they may have in the future, and improve educational experiences. Visit [IowaSTEM.gov/externships](http://IowaSTEM.gov/externships) to learn more and apply for these great opportunities.

- **SECTOR PARTNERSHIPS AND BOARDS** – Employers, educators, and other community support partners can take a more active role in training and developing their local workforce by meeting to collaborate on local education, economic, and community issues. These employer-led groups are often referred to as sector partnerships or sector boards. There are currently over 60 of them spread throughout Iowa, with a growing number devoted exclusively to health sciences. More information, group locations, contact information, and resources can be found at [SectorPartnerships.EducateIowa.gov](http://SectorPartnerships.EducateIowa.gov).
## MY CAREER EXPLORATION ACTION PLAN

Use the following template to create a career exploration action plan for taking the next steps towards a fun, exciting, and fulfilling career in health science!

<table>
<thead>
<tr>
<th>Goal Example</th>
<th>What is the goal?</th>
<th>Who is involved?</th>
<th>How will it be completed?</th>
<th>Where will it be completed?</th>
<th>When will it be completed?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1</td>
<td>I want to actually see what it is like to be a nurse.</td>
<td>Me, my teacher, my parents, and a nurse.</td>
<td>I will watch videos online and call a local employer or community college intermediary to set up a volunteer or job shadow opportunity to sit with and observe a nurse at work.</td>
<td>Online and in-person at a local hospital, clinic, or medical center.</td>
<td>Summer 2020</td>
</tr>
<tr>
<td>Goal #2</td>
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<td>Goal #3</td>
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<td>Goal #4</td>
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</table>
NOTES & ADDITIONAL THOUGHTS

Use this section to compile any notes or additional thoughts about what has been learned and discovered during your time reviewing this document.