

Healthcare Career Pathways & Skill Standards (Credentials)

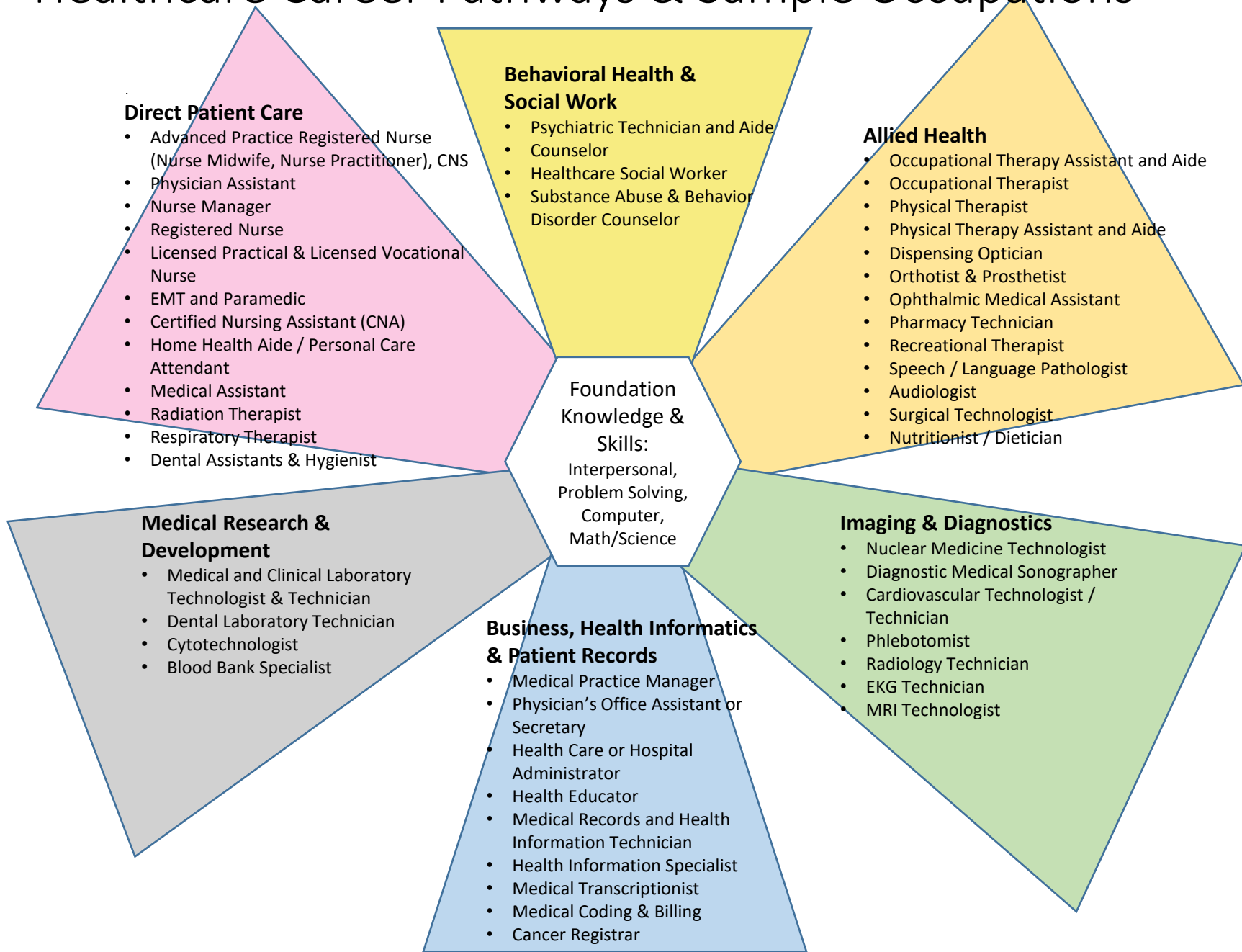
Graphic Model

*Prepared by the Center for Individual & Organizational Effectiveness (C4IOE.com)
for the Tri-County Workforce Investment Board – Butler, Pennsylvania
Spring 2017*

This Graphic Model accompanies a Healthcare Report and a Descriptive Model of Healthcare Career Pathways & Skill Standards, which are all available on the Tri-County Workforce Investment Board website. References / Sources for this model are listed in the Report. This model is not intended to identify ALL healthcare occupations (and their related credentialing requirements), but does identify representative occupations within each of the occupational clusters.



Healthcare Career Pathways & Sample Occupations



Healthcare Career Pathway and Training / Skill Standards

Direct Patient Care

Masters Degree **** 2-7 or More Years Experience

Example Required Credentials: DNP, APRN or CNM in addition to RN, & 2nd License, (for Manager): CNML or CENP, CNS, Physician Assistant Certified PA-C, & Licensing,

Sample Job titles include: Advanced Practice Registered Nurse (Nurse Midwife, Nurse Practitioner), Nurse Manager, Clinical Nurse Specialist, Physician Assistant

Bachelor's Degree **** 2-5 or More Years Experience

Example Required Credentials: RN License

Sample Job titles include: Registered Nurse (also called BSN at this level)

Associate's Degree **** 1-5 Years Experience

Example Required Credentials: Associate's degree and Dental Hygienist License; RN License, CRT / RRT (respiratory therapist), CST/NCCT (Surgical Technologist)

Sample Job titles include: Dental Hygienist, Registered Nurse (RN), Respiratory Therapist, Surgical Technologist

Non-Degree Certificate **** 1-3 Years Experience

Example Required Credentials: EMT or Paramedic License, CNA Certificate / License, Dental Assistant certification/license, CST/NCCT (Surgical Technologist)

Sample Job titles include: EMT / Paramedic, Licensed Practical / Vocational Nurse, Certified Nursing Assistant (CNA), Medical Assistant, Dental Assistant (programs with formal education reqs.), Surgical Technologist

High School Diploma or Equivalent **** 1-2 Years Experience

Example Required Credentials: Dental Assisting National Board certification & license

Sample Job titles include: Dental Assistant

No Specific Education Requirement **** 0-1 Year Experience

Example Required Credentials: On the job training or formal program for some states for Home Health Aide / Personal Care Attendant

Sample Job titles include: Home Health Aide / Personal Care Attendant

Healthcare Career Pathway and Training / Skill Standards

Behavioral Health & Social Work

Masters Degree **** 4-7 or More Years Experience

Example Required Credentials: Healthcare Social Worker (C-SWHC) certification, Substance Abuse & Behavior Disorder Counselor license

Sample Job titles include: Healthcare Social Worker, Substance Abuse & Behavior Disorder Counselor (in private practice)

Bachelor's Degree **** 3-5 or More Years Experience

Example Required Credentials: License or Certification for Substance Abuse & Behavior Disorder Counselor

Sample Job titles include: Substance Abuse & Behavior Disorder Counselor

Associate's Degree **** 2-5 Years Experience

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Non-Degree Certificate **** 2-3 Years Experience

Example Required Credentials: Psychiatric Technician License (in some states)

Sample Job titles include: Psychiatric Technician

High School Diploma or Equivalent **** 1-2 Years Experience

Example Required Credentials:

Sample Job titles include: Substance Abuse & Behavior Disorder Counselor (in some states), Psychiatric Aide

No Specific Education Requirement **** 0-1 Year Experience

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Healthcare Career Pathway and Training / Skill Standards

Allied Health

Masters Degree ** 5 or More Years Experience**

Example Required Credentials: Occupational Therapist License, Orthotics & Prosthetics Certification (& Licensure in some states) , CCC-SLP (speech therapist)

Sample Job titles include: Occupational Therapist, Orthotist & Prosthetist, Speech / Language Pathologist, NOTE: Physical Therapist requires doctoral or professional degree

Bachelor's Degree ** 4 or More Years Experience**

Example Required Credentials: Certified Recreational Therapist (optional)

Sample Job titles include: Recreational Therapist, Nutritionist / Dietician

Associate's Degree ** 3-4 Years Experience**

Example Required Credentials: Physical Therapy Assistant License or Certification, License for Occupational Therapy Assistant

Sample Job titles include: Respiratory Therapist, Physical Therapy Assistant, Occupational Therapy Assistant

Non-Degree Certificate ** 3-4 Years Experience**

Example Required Credentials: Surgical Technologist certification (CST or NCCT)

Sample Job titles include: Surgical Technologist

High School Diploma or Equivalent ** 1-2 Years Experience**

Example Required Credentials: Pharmacy Technician Certification (optional), (therapy aides – no specific reqs)

Sample Job titles include: Pharmacy Technician, Physical Therapy Aide, Occupational Therapy Aide, Dietary Aide

No Specific Education Requirement ** 0-1 Year Experience**

Example Required Credentials: No specific requirements

Sample Job titles include: Dietary Aide

Healthcare Career Pathway and Training / Skill Standards

Imaging & Diagnostics

Masters Degree ** 5 or More Years Experience**

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Bachelor's Degree ** 4 or More Years Experience**

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified)

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Associate's Degree ** 2-3 Years Experience**

Example Required Credentials: Certification as Nuclear Medicine Technologist (some states require license), Diagnostic Medical Sonographer or Cardiovascular Technologist / Technician, Radiologic Technologist certification or licensure (in some states)

Sample Job titles include: Radiology & MRI Technologist, Nuclear Medicine Technologist, Diagnostic Medical Sonographer, Cardiovascular Technologist & Technician

Non-Degree Certificate ** 1-2 Years Experience**

Example Required Credentials: Certification as Diagnostic Medical Sonographer or Cardiovascular Technologist / Technician, Phlebotomy Technician certification

Sample Job titles include: Phlebotomist, Diagnostic Medical Sonographer, Cardiovascular Technologist & Technician

High School Diploma or Equivalent ** 1-2 Years Experience**

Example Required Credentials: Certified Cardiographic Technician

Sample Job titles include: Cardiographic Technician / EKG Technician

No Specific Education Requirement ** 0-1 Year Experience**

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Healthcare Career Pathway and Training / Skill Standards

Business, Health Informatics & Patient Records

Masters Degree ** 5 or More Years Experience**

Example Required Credentials: Health Care Administrator certification (Licensing for those managing retirement / group homes), Certified Health Education Specialist

Sample Job titles include: Health Care Administrator / Medical Practice Manager, Health Educator

Bachelor's Degree ** 4 or More Years Experience**

Example Required Credentials: Certified Health Education Specialist

Sample Job titles include: Health Educator

Associate's Degree ** 2-3 Years Experience**

Example Required Credentials: CTR (Certified Tumor Registrar), Billing & Coding: CPC, CPC-H, CPC-P, CCA & CCS

Sample Job titles include: Cancer Registrar, Medical Billing & Coding

Non-Degree Certificate ** 1-2 Years Experience**

Example Required Credentials: Post-secondary certificate for Medical Records & Health Info Tech, Medical Transcriptionist: (RHDS or CHDS)

Sample Job titles include: Medical Records & Health Information Technician, Medical Transcriptionist

High School Diploma or Equivalent ** 1-2 Years Experience**

Example Required Credentials: Some On the Job Training for Office Assistant, Secretary, Medical Assistant certifications available: CMA, RMA, NCMA, CCMA, CMAA)

Sample Job titles include: Physician's Office Assistant or Secretary, Medical Assistant

No Specific Education Requirement ** 0-1 Year Experience**

Example Required Credentials: Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Healthcare Career Pathway and Training / Skill Standards

Medical Research & Development

Masters Degree ** 5 or More Years Experience**

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Bachelor's Degree ** 4 or More Years Experience**

Example Required Credentials: some states: licensure for Medical / Clinical Lab Technologist, Cytotechnologist: SCT or CT certification, Blood Bank Technology Specialist: BB or SBB certification

Sample Job titles include: Medical and Clinical Lab Technologist, Cytotechnologist, Blood Bank Technology Specialist

Associate's Degree ** 3-4 Years Experience**

Example Required Credentials: some states: licensure for Medical / Clinical Lab Technician

Sample Job titles include: Medical / Clinical Lab Technician

Non-Degree Certificate ** 2-3 Years Experience**

Example Required Credentials: some states: licensure for Medical / Clinical Lab Technician

Sample Job titles include: Medical / Clinical Lab Technician

High School Diploma or Equivalent ** 1-2 Years Experience**

Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

No Specific Education Requirement ** 0-1 Year Experience**

Example Required Credentials: Example Required Credentials: No occupations / credentials were identified at this level. However, there may be occupations not yet identified

Sample Job titles include: No occupations / credentials were identified at this level. However, there may be occupations not yet identified