

# Health Care Career Pathway

22,800 Employers

455,000 Workers

\$57,088 Average Wage

## What are Career Pathways?

Career Pathways are a sequence of training and education programs designed to develop a person's academic and technical skills. By obtaining stackable credentials and developing new skills a worker can advance over time to successively higher levels of education and employment in a given industry or occupational sector.

## Why Have a Career in Health Care?

Health Care is the largest employing industry in Missouri. The Health Care target industry has over 22,000 employers that provide jobs to over 455,000 workers across the state, with the sector projected to grow faster than most industries. Employment in the Health Target Industry Group has increased at an annualized 2 percent per year from 2012 to 2017, and employs nearly 19 percent of all total private sector workers. Missouri's Health Care industry has particularly high employment concentrations in Skilled Nursing Care Facilities and General Medical and Surgical Hospitals. Wages in this industry averaged \$57,088 in 2017, higher than the state average of \$47,810 for all industries. An aging patient population and retiring Health Care workers contribute to the growing and projected need.

The Health Care industry provides a variety of work opportunities for every interest. From jobs that directly care for patients to careers that keep the whole system going, important jobs are waiting to be filled in **Patient Care**, **Diagnostic/Therapeutic** and **Business Operation**.



Patient Care



Diagnostic/  
Therapeutic



Business  
Operations

## Who's Hiring?

Mercy Health  
Truman Medical Centers  
Hospital Corp. of America  
St. Luke's Health System  
BJC Healthcare

## Know the Basics

Soft skills, such as interpersonal skills, professionalism, and dependability, are important in all industries and occupations. Health Care careers often involve interactions with patients and other team members so active listening and communication skills are also important. Health Care includes many essential occupations that need to be staffed around the clock so dependability and reliability are a must.

In addition, Health Care has a set of industry-wide technical competencies that represent the knowledge and skills needed to be successful in this industry. With the need for privacy and confidentiality prevalent in these industries, workers need to have knowledge of Health Industry ethics, laws and regulations, and be able to keep accurate and confidential documentation. Patient interaction, infection control, understanding of drugs and medications, and knowledge of diagnostic procedures, scientific methods and technology are only some of the skills needed for success in this industry.



**Patient Care**



**Diagnostic/  
Therapeutic**



**Business  
Operations**

*Later*

**Bachelor's  
Degree or  
Advanced  
Degree**

<p><b>Registered Nurses</b> Entry: \$50,330 Avg.: \$63,300</p> <p><b>Physical Therapists</b> Entry: \$67,450 Avg.: \$82,710</p> <p><b>Nurse Practitioners</b> Entry: \$84,750 Avg.: \$96,490</p> <p><b>Family &amp; General Practitioners</b> Entry: \$60,340 Avg.: \$172,940</p>	<p><b>Dentists</b> Entry: \$119,110 Avg.: \$180,350</p> <p><b>Pharmacists</b> Entry: \$112,850 Avg.: \$123,610</p> <p><b>Healthcare Social Workers</b> Entry: \$33,630 Avg.: \$45,620</p> <p><b>Mental Health Counselors</b> Entry: \$30,050 Avg.: \$39,250</p>	<p><b>Software Developers</b> Entry: \$75,590 Avg.: \$96,100</p> <p><b>Computer Systems Analysts</b> Entry: \$65,550 Avg.: \$88,110</p> <p><b>Medical &amp; Health Services Managers</b> Entry: \$75,040 Avg.: \$106,810</p> <p><b>Accountants &amp; Auditors</b> Entry: \$48,320 Avg.: \$70,180</p>
<p><b>Degrees:</b> Nursing Science, Physical Therapy, Medicine</p>	<p><b>Degrees:</b> Social Work, Pharmacy, Mental Health, Dental Medicine</p>	<p><b>Degrees:</b> Computer Science, Information Technology, Accounting, Business Administration &amp; Management</p>

*Next*

**Long Term  
On-the-Job  
Training,  
Certificate,  
Associate's  
Degree**

<p><b>Nursing Assistants</b> Entry: \$20,830 Avg.: \$25,360</p> <p><b>Licensed Practical &amp; Vocational Nurses</b> Entry: \$35,060 Avg.: \$41,180</p> <p><b>Medical Assistants</b> Entry: \$26,370 Avg.: \$31,370</p> <p><b>Emergency Medical Technicians</b> Entry: \$25,140 Avg.: \$34,500</p>	<p><b>Dental Assistants</b> Entry: \$30,510 Avg.: \$36,900</p> <p><b>Radiologic Technologists &amp; Technicians</b> Entry: \$44,570 Avg.: \$54,000</p> <p><b>Dental Hygienists</b> Entry: \$63,070 Avg.: \$69,980</p> <p><b>Pharmacy Technicians</b> Entry: \$24,850 Avg.: \$30,610</p>	<p><b>Medical Records &amp; Health Info. Technicians</b> Entry: \$31,420 Avg.: \$41,620</p> <p><b>Computer User Support Specialists</b> Entry: \$34,390 Avg.: \$46,570</p> <p><b>Medical Secretaries</b> Entry: \$26,520 Avg.: \$33,030</p>
<p><b>Certificates:</b> Nursing Assistant, Medical Assistant, Licensed Practical Nurse (LPN), Emergency Medical Technician (EMT)</p>	<p><b>Certificates:</b> Dental Hygienist, Dental Assistant American Registry of Radiologic Technologists (ARRT), First Aid CPR AED</p>	<p><b>Certificates:</b> Registered Health Information Technician, Certified Professional Coder, Certified A+ Technician, Network +, Microsoft Certified Professional (MCP)</p>

*Now*

**Short Term  
On-the-Job  
Training**

<p><b>Personal Care Aides</b> Entry: \$19,040 Avg.: \$21,730</p> <p><b>Home Health Aides</b> Entry: \$20,270 Avg.: \$22,660</p>	<p><b>Psychiatric Aides</b> Entry: \$23,140 Avg.: \$27,950</p>	<p><b>Receptionists &amp; Information Clerks</b> Entry: \$21,040 Avg.: \$26,600</p> <p><b>Customer Service Reps.</b> Entry: \$25,850 Avg.: \$34,530</p>
<p><b>Certificates:</b> Home Health Aide, Certified Caregiver, First Aid CPR AED, Nursing Assistant</p>	<p><b>Certificates:</b> First Aid CPR AED</p>	<p><b>Certificates:</b> Certified Healthcare Access Associate (CHAA), First Aid CPR AED</p>

Sources:  
Burning Glass Technologies Labor/Insight™ tool  
Employment and Training Administration, Competency Model Clearinghouse  
2017 Occupational Employment Survey Wage data, Bureau of Labor Statistics.  
Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics



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