

## Career Ladders

Career ladders help people learn about job options available within a Career Pathway. Many career ladders, like the two examples below, show upward movement between positions. However, many careers progress horizontally as well as vertically, with

more than one option available for each career move. The examples shown are just two possible Career Pathways someone might experience in a manufacturing or health care career after obtaining the education and work experience needed in Minnesota.

SAMPLE OF MANUFACTURING CAREER LADDER	OCCUPATION TITLE	TRAINING/EDUCATION REQUIREMENTS	LOW/MEDIAN WAGES
	<b>Engineering Managers</b> Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.	<b>Master's Degree</b> Many have a 6-year master's degree plus related work experience.	\$43.40/\$52.60
	<b>Mechanical Engineers</b> Plan or design tools, engines, machines or other equipment. Might oversee installation, operation or repair.	<b>Bachelor's Degree</b> Most have degree in mechanical engineering. License required.	\$27.60/\$33.40
	<b>Electro-Mechanical Technicians</b> Operate, test, and maintain unmanned, automated, servo-mechanical, or electromechanical equipment. May assist engineers in testing and designing robotics equipment.	<b>2 Years</b> Most have associate's degree or complete formal employer training.	\$20.60/\$23.60
	<b>Tool &amp; Die Makers</b> Produce devices that equip machines to make products, from clothing and furniture to heavy equipment and parts for cars.	<b>Apprenticeship</b> Most complete an apprenticeship lasting 3-4 years.	\$17.90/\$23.10
SAMPLE OF NURSING CAREER LADDER	OCCUPATION TITLE	TRAINING/EDUCATION REQUIREMENTS	LOW/MEDIAN WAGES
	<b>Advance Practice Nurses</b> Registered nurses with advanced training to perform highly autonomous and specialized roles. Includes Nurse Practitioners and Certified Nurse Midwives.	<b>Master's Degree</b> Most have graduate certificate, master's or doctorate degrees.	National Average: \$39.10
	<b>Registered Nurse</b> Assess patient health and care for ill or injured patients. Might advise patients on care management.	<b>2-4 Years</b> Most have associate or bachelor's degree. License required.	\$27.50/\$32.90
	<b>Licensed Practical Nurses</b> Care for patients in hospitals, clinics, nursing and private homes. Might work under supervision of a registered nurse.	<b>1-2 Years</b> Most receive formal training lasting 1-2 years. License required.	\$16.50/\$18.70
	<b>Nursing Assistants</b> Work under medical or nursing staff to care for patients. Might feed patients or perform other duties. Includes Aids and Orderlies.	<b>Less Than 1 Year</b> Most receive 75-80 hours of supervised training. Exam and state registration required.	\$11.10/\$12.70

Source: Minnesota Department of Employment and Economic Development