



Find Your Work Zone

A Guide to Careers on the South Shore



south
shore
WIB

CREATING EMPLOYMENT CONNECTIONS

YOUR STARTING POINT FOR PLANNING A SUCCESSFUL FUTURE



Website Resources

Resume Writing and
Career Information

www.myfuture.com

Massachusetts Career
Information System

<http://masscis.intocareers.org>

The Bureau of Labor Statistics

www.bls.gov/kl2/index.htm

Occupational Outlook Handbook

www.bls.gov/ooh

Additional Resources

Get more information on jobs
and training programs through
the South Shore Career Centers:

Quincy Career Center

1582 Parkingway
Quincy, MA 02169
Phone: 617-745-4000

Plymouth Career Center

36 Cordage Park Circle, Suite 200
Plymouth, MA 02360
Phone: 508-732-5300



Introduction

This guide was designed specifically for young people. We have highlighted some of the skills and requirements that you will need to secure a solid job and begin your journey on a career path.

Check out the following pages for ideas about what you can do with your future. This includes employment snapshots from cities and towns right here where you live.

The South Shore is home to a highly educated workforce with lots of fairly stable industries. This means you will likely have to continue your education after high school by enrolling in a training program or college or becoming an apprentice. More education or training frequently equals higher pay and better opportunities for career advancement.

The following pages contain descriptions of the “critical” jobs in industries that are in demand on the South Shore: Healthcare, Financial Services, Manufacturing, and Construction, along with careers in Public Service, and gives you some ideas about how to succeed in those areas.

Don’t worry if your dream job is not listed or if you are still unsure what you want to do for a career. While we have highlighted career paths that you may be familiar with, please remember that there are many jobs that may be unfamiliar to you. Use the resources provided here and talk to your family, friends, teachers and other professionals about possible career choices. Our goal is to get you thinking about what might be right for you!

P.S.: Check out the charts included here! They tell a story about where you might fit in the scheme of things and how much money you might make.



“Like” us on Facebook! Our page is updated regularly with job openings that are of interest to young people.
www.facebook.com/southshoreyouthcareerzone



Healthcare

The largest industry on the South Shore is Healthcare. This high growth sector provides jobs in a variety of settings, including hospitals, nursing homes, home health care agencies, laboratories, and doctor's offices. The Healthcare industry encompasses a wide variety of jobs. Many of the jobs, like doctor or nurse, involve direct patient care, but there many other opportunities in Healthcare that do not. Occupations in this industry are expansive and change along with technology. Does technology interest you? Do you like to work with computers? Do you enjoy learning about nutrition? Do you want to help people? Do you like working with children? Do you love science and math? There could be a job within Healthcare for you.

Healthcare Jobs for the Future – A Career for You!

What are some jobs? How can I prepare?

- **Registered Nurse** (average wage: \$36.27 per hour; 4,140 South Shore jobs): Nursing is the single largest profession in Healthcare. To become a Registered Nurse (RN) you will be required to pass exams and obtain your license. Becoming a Certified Nursing Assistant (CNA) prior to nursing school or while in nursing school can give you exposure to the different types of nursing specialties, will provide you with “on the job” experience, and could even help fund the cost of nursing school Some typical Registered nurse (RN) job duties include assessing patients, observing and monitoring vital signs using computerized equipment, writing and managing care plans for patients and educating patients about their health.
- **Certified Nursing Assistant** (average wage \$13.63 per hour; 3,480 South Shore jobs): This entry level position requires you complete a CNA training program and pass the certification exam. CNA's dress, clean, feed patients, document their actions and assist nurses with a variety of tasks to help keep patients comfortable.
- **Medical Assistant** (average wage \$17.14 per hour; 890 South Shore jobs): A high school diploma along with a certificate or associate degree in Medical Assisting is required for this Healthcare position. Many community colleges offer certificate and associate degree programs. A certificate program usually takes a year of full-time study, while an associate degree program usually takes two years. Medical Assistants work under the supervision of nurses or doctors and take medical histories, record vital signs, process records, and collect and prepare laboratory specimens.
- **Medical Records Technician** (average wage \$19.63 per hour; 530 South Shore jobs): Maintain records of patient care by compiling, reviewing, and filing documentation of patient's condition, treatment, and health outcomes. Healthcare facilities now require sophisticated computer systems to track patient care and to obtain reimbursements. A background in both Healthcare and computers can help position you for this job.

Some Healthcare Companies on the South Shore

There are nearly 4,000 Healthcare establishments on the South Shore. Some of the largest companies include:

Hospitals

Beth Israel Deaconess Hospital, Milton
South Shore Hospital, Weymouth
Pembroke Hospital, Pembroke

Nursing & Residential Care Facilities

Sunrise Senior Living, Braintree
Plymouth Rehabilitation and Health Care Center, Plymouth
Linden Ponds, Hingham

Ambulatory Care

Manet Community Health Center, Inc., Quincy
May Institute, Randolph
New England Quality Care Alliance, Braintree

More Information

The healthcare industry includes a wide variety of jobs. Check out this website: www.bls.gov/ooh/healthcare/home.htm

Key Healthcare Facts

\$21.48

Average
Hourly Wage

37,273

Jobs on the
South Shore

3,664

Businesses on
the South Shore

600,253

Jobs in
Massachusetts

Careers in Healthcare

	Registered Nurse	Medical Assistant	Medical Secretary	Licensed Practical Nurse	Home Health Aide
2014-2024 National Employment Growth Rate	16%	23.50%	20.50%	16.30%	38.10%
Massachusetts					
Employment	83,780	16,470	22,440	16,190	23,520
Median	\$83,950	\$36,560	\$39,610	\$54,330	\$28,010
Entry	\$60,270	\$30,140	\$31,660	\$43,080	\$23,980
Experienced	\$102,850	\$42,070	\$45,800	\$59,700	\$31,010
South Shore					
Employment	4,140	890	1,800	1,060	2,800
Percent of MA Employment	4.9%	5.4%	8.0%	6.5%	11.9%
Median	\$75,433	\$35,925	\$40,834	\$55,312	\$28,154
Entry	\$53,567	\$30,862	\$30,972	\$47,688	\$24,095
Experienced	\$97,819	\$38,299	\$45,419	\$57,996	\$30,361
	Certified Nursing Assistant	Medical Records Technician	Medical Technologists	Medical Technician	Radiologic Technologists
2014-2024 National Employment Growth Rate	17.60%	15.40%	14%	17.80%	17.20%
Massachusetts					
Employment	39,990	5,800	5,760	5,190	4,380
Median	\$29,120	\$42,830	\$71,830	\$40,260	\$70,650
Entry	\$24,590	\$31,170	\$52,980	\$31,800	\$51,600
Experienced	\$32,900	\$52,990	\$81,050	\$48,390	\$81,880
South Shore					
Employment	3,480	530	***	90	200
Percent of MA Employment	8.7%	9.1%	***	1.7%	4.6%
Median	\$28,354	\$43,744	\$78,987	\$43,688	\$75,265
Entry	\$24,566	\$31,065	\$64,667	\$34,240	\$59,099
Experienced	\$31,361	\$53,286	\$82,950	\$52,766	\$82,678

Sources: Bureau of Labor Statistics. Employment Projections 2014-2024. <http://data.bls.gov/projections/occupationProj>

Massachusetts Executive Office of Labor and Workforce Development. Occupational Employment Statistics (OES). May 2015 <http://Mass.gov/lmi>

Career Ladders & Advancement Opportunities

Additional education, training, and experience = more money! Here are a few examples:

- Certified Nursing Assistant (\$13.63) ► Licensed Practical Nurse (\$26.59) ► Registered Nurse (\$36.27)
- Certified Nursing Assistant (\$13.63) ► Medical Technician (\$21.00) ► Medical Technologist (\$37.97)
- Certified Nursing Assistant (\$13.63) ► Medical Secretary (\$19.63) ► Medical Record Technician (\$19.63)
- Medical Assistant (\$17.14) ► Medical Technician (\$21.00) ► Medical Technologists (\$37.97)
- Medical Assistant (\$17.14) ► Radiologic Technologists (\$36.19)

These are just some of examples of career paths in Healthcare field. There are MANY jobs to explore. To

learn about other opportunities that might interest you, we recommend doing some research to discover what you like best. You can start with the website listed above under "More Information."

Keep In Mind

- You will need a high school diploma/HiSET, with a good overall academic record. A college degree is a required for many of the jobs in this field.
- An Aptitude for math and science is important.
- Good reading, writing, and listening skills are valued in this field.
- Time management skills and the ability to analyze ideas and make sound decisions will help you be successful.
- It may be very difficult to get hired in this field if you have a criminal record or if you do not pass a drug test.



Financial Services

Over 20,000 people work in financial service jobs in the South Shore area. These are jobs that are found in a broad range of companies that manage money, and include banks and credit unions, insurance companies, consumer finance companies, investment funds and more.

In this field, having good written and verbal communication skills is helpful. On the technical side, good math skills and an orientation to detail are very important, as are computer skills. Do you enjoy spreadsheets? Do you like dealing with money? Does the idea of reading graphs and analyzing information sound interesting? Can you be persuasive? A job in the Financial Services industry might be a good match for you!

Financial Services Jobs for the Future – A Career for You!

What are some jobs? How can I prepare?

- **Teller** (average wage: \$14.34 per hour; 740 South Shore jobs): The front line of the financial services industry. HiSET or high school diploma, some college experience helpful. This role requires practical math and strong customer service skills.
- **Bookkeeping, Accounting, and Auditing Clerks** (average wage: \$21.60 per hour; 2,670 jobs on the South Shore): These roles exist within financial services and many other industries as well. Strong math skills, cash handling experience, and a clean credit report are typical requirements for these jobs.
- **Accountants and Auditors** (average wage: \$34.59 per hour; 1,980 jobs on the South Shore): These positions are essential to the efficient operation of an organization. Part of their job function is to ensure that financial records are accurate and taxes are paid properly and on time. Exceptional math skills and a college degree are required. To become a Certified Public Accountant (CPA) one must have a degree, some experience and pass an exam.
- **Insurance Claims and Policy Processing Clerks** (average wage: \$23.29 per hour; 1,100 jobs on the South Shore): The main duty is to process client applications for insurance. These roles may require interaction with clients to provide answers to questions or follow up with application requests. A high school diploma or HiSET is required.

Career Ladders & Advancements Opportunities

Here are some of the potential career pathways in financial services:

- Teller (\$14.34) ► Senior Teller (\$16.23) ► Teller Manager (\$19.72) ► Assistant Branch Manager (\$27.65) ► Branch Manager (\$45.18)
- Teller (\$14.34) ► Loan Interviewer (\$21.23) ► Loan Officer (\$40.58)
- Teller (\$14.34) ► Operations Clerk (\$21.41) ► Credit Analyst (\$32.42)

Some Financial Service Companies on the South Shore

Eastern Insurance, Quincy
 TD Bank, Quincy
 Rockland Trust, Hanover
 Morgan Stanley, Norwell
 Citizens Bank, Plymouth

More Information

Banks often have many branches across the South Shore. Look for bank branches in your neighborhood for local opportunities!

Check out this website for more jobs in this field:
www.bls.gov/ooh/business-and-financial/home.htm

Key Financial Services Facts

\$39.33

Average
Hourly Wage

20,396

Jobs on the
South Shore

1,264

Businesses on
the South Shore

166,469

Jobs in
Massachusetts

Careers in Financial Services

	Teller	Accountants and Auditors	Loan Officer	Credit Analyst	Insurance Claims and Policy Processing Clerk
2014-2024 National Employment Growth Rate	-7.70%	10.70%	8.10%	6.10%	6.20%
Massachusetts					
Employment	10,510	35,020	5,300	2,040	7,080
Median	\$29,540	\$75,420	\$76,580	\$70,310	\$43,620
Entry	\$24,790	\$50,950	\$46,550	\$50,950	\$32,430
Experienced	\$33,730	\$97,350	\$119,180	\$94,160	\$50,700
South Shore					
Employment	740	1,980	540	150	1,000
Percent of MA Employment	7.0%	5.7%	10.2%	7.4%	14.1%
Median	\$29,826	\$71,943	\$84,403	\$67,437	\$48,436
Entry	\$27,455	\$52,467	\$50,329	\$55,493	\$37,714
Experienced	\$33,765	\$93,493	\$118,523	\$94,665	\$58,806
	Securities, Commodities, and Financial Services Sales Agents	Bookkeeping, Accounting, and Auditing Clerks	Loan Interviewer	Operations Clerk	Assistant Branch Manager
2014-2024 National Employment Growth Rate	9.50%	-8.40%	8.60%	13.70%	6.80%
Massachusetts					
Employment	8,270	41,720	2,530	790	24,970
Median	\$99,660	\$43,150	\$44,510	\$43,300	\$115,870
Entry	\$58,280	\$30,110	\$32,650	\$28,660	\$69,390
Experienced	\$159,660	\$51,340	\$50,710	\$53,350	\$163,460
South Shore					
Employment	420	2,670	150	***	1,670
Percent of MA Employment	5.1%	6.4%	5.9%	***	6.7%
Median	\$67,571	\$44,932	\$44,159	\$42,449	\$93,977
Entry	\$107,211	\$32,451	\$35,527	\$32,430	\$57,518
Experienced	\$167,967	\$53,205	\$47,813	\$44,391	\$135,727

Sources: Bureau of Labor Statistics, Employment Projections 2014-2024. <http://data.bls.gov/projections/occupationProj>

Massachusetts Executive Office of Labor and Workforce Development, Occupational Employment Statistics (OES), May 2015 <http://Mass.gov/lmi>

- Bookkeeping, Accounting, and Auditing Clerks (\$21.60)
 - Accountants and Auditors (\$34.59) ► Certified Public Accountants (CPA) (\$44.95)
- Insurance Claims and Policy Processing Clerks (\$23.29) ► Insurance Sales Agent (\$27.86) ► Securities, Commodities, and Financial Services Sales Agents (\$51.54)

Financial Services is an industry with room to grow into a career. Take some time to explore the training and educational experiences required on each step of the career ladder. You can start with the website listed above under “More Information.”

Keep In Mind

- A high school diploma is required and some college is helpful for most of these positions. An advanced degree might be required for the highest paying positions.
- Sales is a big part of many jobs in financial services.
- Taking business classes in high school can be a great introduction to the financial services field.
- Companies might do a credit check before they hire you, so be sure to keep your personal finances organized.



Manufacturing

Manufacturing companies use advanced production techniques to develop a wide range of products that we use every day. Robots, advanced medical devices and precision tools are a few examples of products that companies are making on the South Shore. Do you like to tinker with machines? Have a good technical and mathematical aptitude? Do you use logic and reason to figure things out? Can you concentrate on tasks when necessary? Does the idea of reading blueprints seem interesting? Do you enjoy working with computers? If you answered yes to any of these questions, then check out the possibility of a career in Manufacturing.

Many students, parents, and teachers still identify with the old vision of a manufacturing plant as a dirty, grimy, and dangerous working environment where workers do low skill and back breaking jobs. But this vision is far from the truth today. As manufacturing has continuously automated over the last 40 years, there are few low-skilled jobs left, and many of the modern plants look more like laboratories than manufacturing plants. Manufacturers need people who can operate, maintain, and troubleshoot their high tech equipment.

Manufacturing Jobs for the Future – A Career for You!

What are some jobs? How can I prepare?

- **Team Assembler** (average wage: \$12.81 per hour; 1,100 South Shore jobs): A high school degree or HiSET, mechanical ability, use of hand tools and electrical equipment for entry-level positions.
- **Machinist** (average wage: \$21.60 per hour; 450 South Shore jobs): Foundation of the manufacturing industry. Strong mathematical knowledge, mechanical aptitude, computer skills, and specialized training are important.
- **Mechanical Engineering Technician** (average wage: \$27.04 per hour; 90 South Shore jobs): Associate's Degree required. Help mechanical engineers in the development and manufacturing of mechanical devices. Daily tasks include evaluating blueprints, analyzing data, making rough layouts, and reporting your findings.

Career Ladder & Advancement Opportunities

In manufacturing, advancement opportunities are determined by experience, training, and your ability to perform complicated tasks. Skill and education requirements are increasing all the time and you will always need to be learning in order to keep up. Many advancement opportunities will require an Associate's degree from a community college.

Some Manufacturing Companies on the South Shore

There are over 400 manufacturing companies on the South Shore. These companies offer phenomenal opportunities for people interested in being active and working with their hands. You will have a chance to create products that are not only part of your everyday life but could possibly save the life of someone close to you! Some of the companies on the South Shore are:

- Haemonetics Corporation, Braintree
- Boston Scientific, Quincy
- Symmons, Braintree
- General Dynamics, Quincy
- Illinois Tool Works, Rockland
- Bendon Gear
- Airxchange

More Information

Check out: www.bls.gov/ooh/production/machinists-and-tool-and-die-makers.htm#tab-1
 South Shore Vocational Technical High School offers a pathway in Precision Machine Technology. See www.ssvotech.org/pmt-2/

Key Manufacturing Facts

\$37.77

Average
Hourly Wage

10,277

Jobs on the
South Shore

418

Businesses on
the South Shore

250,534

Jobs in
Massachusetts

Careers in Manufacturing

	Team Assembler	Mechanical Engineering Technicians	Electronics Engineering Technician	Electronics Engineer	Mechatronics Engineer
2014-2024 National Employment Growth Rate	-0.60%	2.00%	-2.00%	-1.40%	4.00%
Massachusetts					
Employment	16,610	2,330	5,680	4690	2140
Median	\$29,400	\$56,020	\$65,260	\$100,290	\$106,870
Entry	\$21,490	\$39,670	\$46,260	\$70,330	\$66,350
Experienced	\$36,250	\$65,000	\$73,580	\$126,320	\$131,790
South Shore					
Employment	1,100	\$90	***	40	40
Percent of MA Employment	6.6%	3.9%	***	0.9%	1.9%
Median	\$26,652	\$56,252	\$56,471	\$96,176	\$101,098
Entry	\$21,716	\$43,776	\$42,126	\$73,323	\$82,095
Experienced	\$33,005	\$63,505	\$68,572	\$114,801	\$117,564
		Machinist	First-Line Supervisors of Production and Operating Workers	Electrical Engineer	Mechanical Engineers
2014-2024 National Employment Growth Rate		9.80%	-3.10%	1.00%	5.30%
Massachusetts					
Employment		8,200	12,510	7,690	8870
Median		\$47,710	\$62,000	\$103,090	\$87,790
Entry		\$34,980	\$42,870	\$72,760	\$63,740
Experienced		\$56,340	\$77,240	\$126,320	\$105,040
South Shore					
Employment		450	600	170	300
Percent of MA Employment		5.5%	4.8%	2.2%	3.4%
Median		\$44,925	\$61,149	\$98,120	\$86,990
Entry		\$33,895	\$44,964	\$66,847	\$65,797
Experienced		\$54,895	\$74,474	\$109,169	\$101,940

Sources: Bureau of Labor Statistics. Employment Projections 2014-2024. <http://data.bls.gov/projections/occupationProj>

Massachusetts Executive Office of Labor and Workforce Development. Occupational Employment Statistics (OES). May 2015 <http://Mass.gov/lmi>

- Assembler (\$12.81) ► Machine Operator (\$14.00) ► Lead/Foreman (\$21.62) ► Supervisor (\$29.40)
- Assembler (\$12.81) ► Electronics Engineering Technician (\$27.15) ► Electrical Engineer (\$47.17)
- Mechanical Engineering Technician (\$27.04) ► Mechanical Engineer (\$41.82) ► Mechatronics Engineer (\$48.60)
- Entry Machinist (\$16.28) ► Mid-Career Machinist (\$21.60) ► Experienced Machinist (\$26.39)

Keep In Mind

- A high school diploma or HiSET, some college or an Associate's degree is often required. More experience and knowledge of specific processes frequently results in higher pay.
- Basic math skills such as algebra, geometry, and trigonometry are required as is computer literacy.
- Many of us have outdated images of what a manufacturing plant looks like. Modern facilities can be enjoyable places to work!



Construction

There are many good job opportunities in the construction industry. Most jobs in construction do not require a bachelor's degree. You can get into a construction job through a combination of education and hands-on job experience. Trade knowledge is gained through a combination of trade schools, apprenticeship training, licensure, and on-the-job experience. One of the real job benefits in the construction industry is the well-defined career advancement options. If you like to work with your hands, have decent math skills and a strong work ethic, a career in construction may be for you!

Construction Jobs for the Future – A Career for You!

What are some jobs? How can I prepare?

- **Plumber** (average wage: \$32.16 per hour; 1,220 South Shore jobs): Five-year apprenticeship and pass union administered examination. A high school degree or HiSET, Strong math, reading, and mechanical aptitude. Install, inspect, and repair pipes and fixtures, study blueprints, and follow state and local building codes.
- **Electrician** (average wage: \$29.98 per hour; 1,820 South Shore jobs): Five-year apprenticeship and pass union administered examination. A high school degree or HiSET, strong math and reading aptitude. Comprehend and execute blueprints, use hand and power tools, and understand electrical theory, circuitry, and National Electrical Code. Green and clean energy systems are becoming more common.
- **Carpenter** (average wage: \$27.94 per hour; 900 South Shore jobs): Four-year apprenticeship and pass union-administered examination. A high school degree or HiSET, strong math, and problem-solving skills. You'll need to read blueprints and have the physical strength to do the work. Green training elements are becoming incorporated into programming.

Career Ladders & Advancement Opportunities

Career growth in the construction industry is based on meeting criteria that include education, demonstration of skills, and gaining a certain number of hours of experience in the field. Most jobs have very clearly defined criteria to advance from the entry level to the highest levels as your experience and capabilities grow.

- Apprentice Plumber (\$17.58) ► Journeyman Plumber (\$32.16) ► Master Plumber (\$43.79)
- Apprentice Electrician (\$20.70) ► Journeyman Electrician (\$29.98) ► Master Electrician (\$38.01)
- Apprentice Carpenter (18.07) ► Journeyman Carpenter (\$27.94) ► Master Carpenter (\$33.68)

Some Construction Companies on the South Shore

P.A. Landers, Hanover
Edward G. Sawyer Co., Inc., Weymouth
Veterans Development Corporation, Norwell
Wilkinson Companies, Rockland

More Information

Many of the jobs in construction are union jobs. Connect with local unions for both apprenticeship training programs and hiring options. More information is available at the Division of Apprenticeship Standards website:

www.mass.gov/dat

Key Construction Facts

\$34.16

Average
Hourly Wage

13,178

Jobs on the
South Shore

1,766

Businesses on
the South Shore

140,314

Jobs in
Massachusetts

Careers in Construction

	Plumbers	Carpenters	Operating Engineers and Other Construction Equipment Operators
2014-2024 National Employment Growth Rate	11.50%	6.40%	10.20%
Massachusetts			
Employment	11,070	15,900	15,900
Median	\$63,320	\$55,830	\$55,830
Entry	\$41,170	\$38,050	\$38,050
Experienced	\$84,340	\$68,520	\$68,520
South Shore			
Employment	1,220	900	340
Percent of MA Employment	11.0%	5.7%	2.1%
Median	\$66,894	\$58,105	\$45,667
Entry	\$36,568	\$37,595	\$34,762
Experienced	\$91,079	\$70,053	\$67,538
	Electricians	Construction Laborers	First-Line Supervisors of Construction Trades and Extraction Workers (Foreman)
2014-2024 National Employment Growth Rate	13.70%	12.70%	10.00%
Massachusetts			
Employment	14,910	16,900	9,980
Median	\$62,800	\$49,230	\$74,450
Entry	\$41,000	\$31,100	\$51,690
Experienced	\$76,680	\$62,630	\$90,910
South Shore			
Employment	1,820	1,930	990
Percent of MA Employment	12.2%	11.4%	9.9%
Median	\$62,364	\$52,225	\$78,804
Entry	\$43,053	\$25,386	\$56,856
Experienced	\$79,054	\$62,603	\$97,833

Sources: Bureau of Labor Statistics. Employment Projections 2014-2024. <http://data.bls.gov/projections/occupationProj>
 Massachusetts Executive Office of Labor and Workforce Development. Occupational Employment Statistics (OES). May 2015 <http://Mass.gov/lmi>

Keep In Mind

- Construction jobs may require physical labor in sometimes uncomfortable conditions such as heat and cold.
- Math, reading, and writing are all skills you will need as part of your job.
- You may be required to pass random drug tests.



Careers in Public Service

A career in public service is a great way to give back to the community. You will have an opportunity to feel good about the work that you do while earning your salary. We will highlight just a few of the careers in public services for you. There are all kinds of jobs in the public sector for you to explore.

A Career in Public Service – A Career for You!

What are some jobs? How can I prepare?

- **Police Officer** (average wage: \$29.66 per hour; 1,010 South Shore jobs) High School diploma or HiSET or three years' experience in the armed forces with an honorable discharge. While most agencies require you to be 21 by academy graduation date, some take cadets as young as 18. Receive a passing score on a competitive examination and physical ability test (PAT). Bachelor's degree helpful. In Massachusetts, police training is available throughout a variety of academies at different levels of government, which include the state, county, and city divisions.
- **Firefighter** (average wage: \$30.71 per hour; 810 South Shore jobs) High School diploma or HiSET and passing score on a competitive examination and physical ability test. Emergency medical technician (EMT) certification is helpful. Since firefighting is a team effort, applicants should be working to improve interpersonal skills. Applicants should be in excellent physical shape.
- **Teacher's Aide/Paraprofessional** (average wage: \$13.56 per hour; 2,450 South Shore jobs) Associate's degree or passing score on ParaPro exam (depending on school district). Great way to work while you further your education. Help introduce new material in classrooms and assist students with their lessons.
- **High School Teacher** (average wage: \$35.18 per hour; 1,830 South Shore jobs) Bachelor's degree in subject matter field required, Master's degree is helpful. Teachers must pass the Massachusetts Tests for Educator Licensure (MTEL) to demonstrate their ability to communicate effectively and to prove that they are knowledgeable in their subject matter field to earn an Initial Licensure. During the period of Initial Licensure teachers must complete the requirements to receive a Professional Licensure. Do you like to help others? Does sharing your knowledge about your favorite subject excite you? Are you patient? Do you possess good communication skills? Teaching might be for you!

Career Ladders & Advancement Opportunities

Career growth in public services depends on the job that you have chosen. Police Officers and Firefighters are promoted through competitive civil service examinations. Further education may also be required depending on the rank you are trying to achieve. Teacher's Aides/Paraprofessionals and High School Teachers will need to continue their education to advance their careers. They will also need to receive additional licensures to become administrators in the public school system.

Public Service Resources

Civil Service:

<http://goo.gl/ZCwhTj>



@MACivilService

Becoming a Police Officer in Massachusetts:

<http://goo.gl/IdWoRc>

Becoming a Firefighter in Massachusetts:

<http://goo.gl/0bgqio>

What is like being a teacher?

www.teach.org

Office of Educator Licensure:

www.mass.gov/ese/licensure

Parapro Assessment:

www.ets.org/parapro

More Information

Careers in law enforcement:

www.lawenforcementedu.net

Many colleges offer degree programs in fire science. Higher education is key to success in the fire service. See: www.mass.gov/eopss/agencies/dfs/dfs2/mfa-trng/becoming-a-firefighter.html

Look here for information related to the teaching profession:

www.onetonline.org/find/career?c=5&g=Go

Careers in Public Service

	Police and Sheriff's Patrol Officers	Firefighters	Teacher Assistants	Secondary School Teachers, Except Special and Career/ Technical Education
2014-2024 National Employment Growth Rate	5.00%	5.30%	6.40%	5.80%
Massachusetts				
Employment	17,000	12,110	35,670	24,130
Median	\$62,850	\$57,320	\$28,810	\$71,570
Entry	\$46,610	\$37,870	\$20,850	\$50,900
Experienced	\$73,070	\$67,480	\$35,180	\$82,970
South Shore				
Employment	1,010	810	2,450	1,830
Percent of MA Employment	5.9%	6.7%	6.9%	7.6%
Median	\$61,694	\$63,883	\$28,210	\$72,964
Entry	\$51,352	\$50,936	\$20,367	\$50,317
Experienced	\$70,098	\$71,800	\$34,627	\$82,731
	First-Line Supervisors of Police and Detectives	First-Line Supervisors of Fire Fighting and Prevention Workers	Middle School Teachers, Except Special and Career/ Technical Education	Education Administrators, Elementary and Secondary School
2014-2024 National Employment Growth Rate	4.20%	5.20%	5.90%	5.80%
Massachusetts				
Employment	4,300	2,950	18,530	7,260
Median	\$90,840	\$78,220	\$70,990	\$102,010
Entry	\$67,640	\$58,790	\$50,370	\$74,770
Experienced	\$107,470	\$95,490	\$81,450	\$114,540
South Shore				
Employment	220	140	1,640	570
Percent of MA Employment	5.1%	4.7%	8.9%	7.9%
Median	\$93,437	\$87,204	\$72,964	\$106,051
Entry	\$66,587	\$68,625	\$50,317	\$81,038
Experienced	\$112,438	\$104,527	\$82,731	\$118,251

Sources: Bureau of Labor Statistics. Employment Projections 2014-2024. <http://data.bls.gov/projections/occupationProj>

Massachusetts Executive Office of Labor and Workforce Development. Occupational Employment Statistics (OES). May 2015 <http://Mass.gov/Imi>

- Police Officer (\$24.69) ► Sergeant (\$29.66) ► Lieutenant (\$33.70) ► Captain (\$44.92) ► Deputy (\$54.06) ► Superintendent (\$60.25) ► Commissioner (\$68.06)
- Firefighter (\$24.49) ► Lieutenant (\$30.71) ► Captain (\$32.99) ► District Chief (\$34.52) ► Deputy Chief (41.93) ► Chief (\$50.25)
- Teacher's Aide/Paraprofessional (\$13.56) ► High School Teacher (\$35.08) ► Assistant Principal (\$38.96) ► Principal (\$50.99)
- Teacher's Aide/Paraprofessional (\$13.56) ► Middle School Teacher (\$35.18) ► Assistant Principal (\$38.96) ► Principal (\$50.99)