



Heating, Air Conditioning, Refrigeration Mechanics & Installers

HVAC Mechanics install, service, or repair heating and air conditioning systems in residences or commercial establishments.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$22.36 | \$32.72 | \$45.21 |

| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|--------------------------|---------------------|
| Mechanical | Equipment Maintenance | Problem Sensitivity |
| Customer and Personal Service | Installation | Finger Dexterity |
| Building and Construction | Quality Control Analysis | Near Vision |
| Design | Troubleshooting | Visualization |
| Physics | Operation Monitoring | Manual Dexterity |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 29% Full Benefits |
| 49% Partial Benefits |
| 22% No Benefits |
| RETIREMENT BENEFITS |
| 60% With Benefits |
| 40% No Benefits |

TYPICAL EDUCATION
Post-Secondary Certificate

COMMON CERTIFICATION
EPA Section 608 License



General and Operations Managers

General and Operations Managers plan, direct, or coordinate the operations of public or private sector organizations.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$35.38 | \$62.78 | \$119.10 |

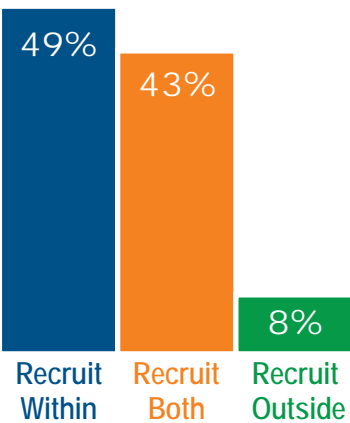
| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-----------------------|-----------------------|
| Administration and Management | Active Listening | Oral Comprehension |
| Customer and Personal Service | Coordination | Oral Expression |
| Personnel and Human Resources | Monitoring | Problem Sensitivity |
| English Language | Social Perceptiveness | Speech Clarity |
| Mathematics | Speaking | Written Comprehension |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 31% Full Benefits |
| 56% Partial Benefits |
| 13% No Benefits |
| RETIREMENT BENEFITS |
| 84% With Benefits |
| 16% No Benefits |

TYPICAL EDUCATION
Bachelor's Degree

COMMON CERTIFICATION
PE

PROMOTION OPPORTUNITIES



PATHWAY

| ENTRY ROLES | General and Operations Managers | SENIOR ROLES |
|---------------------------------------|---------------------------------|--------------------------|
| Supervisor, Project Manager, Engineer | | Director, Vice President |



Construction Managers

Construction Managers plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$42.73 | \$55.44 | \$75.19 |

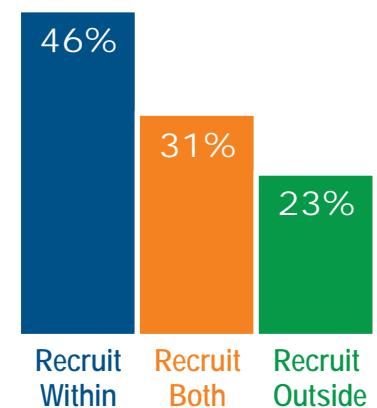
| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-------------------------|----------------------|
| Building and Construction | Active Listening | Problem Sensitivity |
| English Language | Critical Thinking | Deductive Reasoning |
| Administration and Management | Speaking | Information Ordering |
| Engineering and Technology | Complex Problem Solving | Oral Comprehension |
| Design | Coordination | Oral Expression |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 39% Full Benefits |
| 51% Partial Benefits |
| 11% No Benefits |
| RETIREMENT BENEFITS |
| 77% With Benefits |
| 23% No Benefits |

TYPICAL EDUCATION
Bachelor's Degree

COMMON CERTIFICATION
PMP

PROMOTION OPPORTUNITIES



PATHWAY





Bookkeeping, Accounting, and Auditing Clerks

Bookkeeping, Accounting, and Auditing Clerks compute, classify, and record numerical data to keep financial records complete.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$17.26 | \$25.82 | \$35.09 |

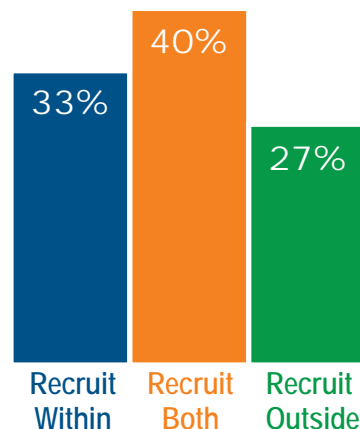
| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-----------------------|------------------------|
| Customer and Personal Service | Mathematics | Oral Comprehension |
| Clerical | Active Listening | Mathematical Reasoning |
| Mathematics | Critical Thinking | Near Vision |
| Economics and Accounting | Reading Comprehension | Written Comprehension |
| English Language | Speaking | Written Expression |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 29% Full Benefits |
| 65% Partial Benefits |
| 6% No Benefits |
| RETIREMENT BENEFITS |
| 83% With Benefits |
| 12% No Benefits |

TYPICAL EDUCATION
High School Diploma or Equivalent

COMMON CERTIFICATION
CPA

PROMOTION OPPORTUNITIES



PATHWAY





Engineers

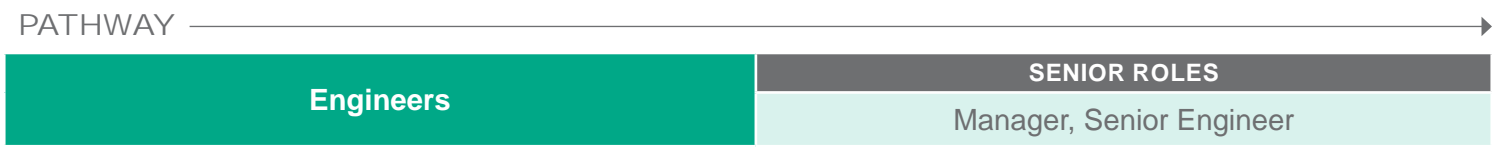
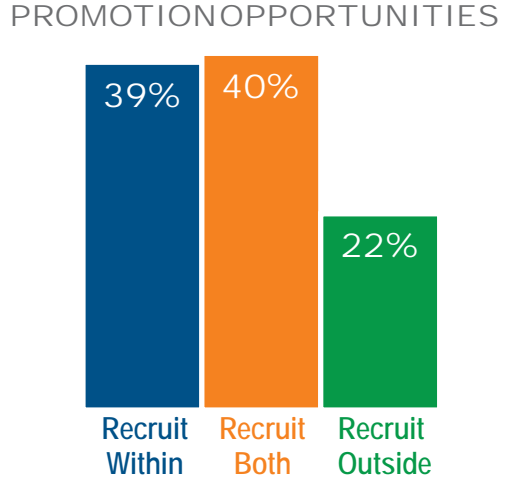
Engineers perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$30.07 | \$50.09 | \$69.41 |

| KNOWLEDGE | SKILLS | ABILITIES |
|----------------------------|-----------------------|-----------------------|
| Engineering and Technology | Active Listening | Information Ordering |
| Mathematics | Critical Thinking | Oral Comprehension |
| Design | Mathematics | Written Comprehension |
| Mechanical | Reading Comprehension | Deductive Reasoning |
| Physics | Science | Inductive Reasoning |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 40% Full Benefits |
| 54% Partial Benefits |
| 6% No Benefits |
| RETIREMENT BENEFITS |
| 88% With Benefits |
| 12% No Benefits |

TYPICAL EDUCATION
Bachelor's Degree





Sales Representative

Sales representatives sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics.

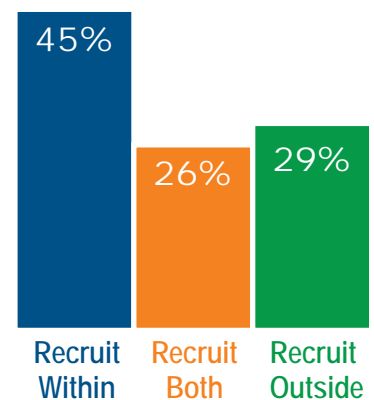
| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$25.46 | \$42.76 | \$71.49 |

| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-----------------------|-----------------------|
| Customer and Personal Service | Persuasion | Oral Expression |
| Sales and Marketing | Speaking | Oral Comprehension |
| English Language | Active Listening | Speech Clarity |
| Administration and Management | Negotiation | Speech Recognition |
| Mathematics | Social Perceptiveness | Written Comprehension |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 35% Full Benefits |
| 53% Partial Benefits |
| 13% No Benefits |
| RETIREMENT BENEFITS |
| 74% With Benefits |
| 26% No Benefits |

TYPICAL EDUCATION
Bachelor's Degree

PROMOTION OPPORTUNITIES



PATHWAY





Construction Laborers

Construction Laborers perform tasks involving physical labor at construction sites.

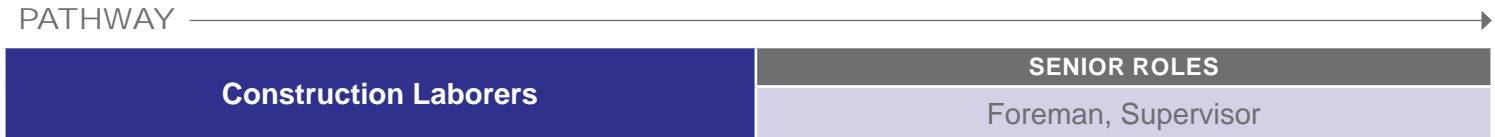
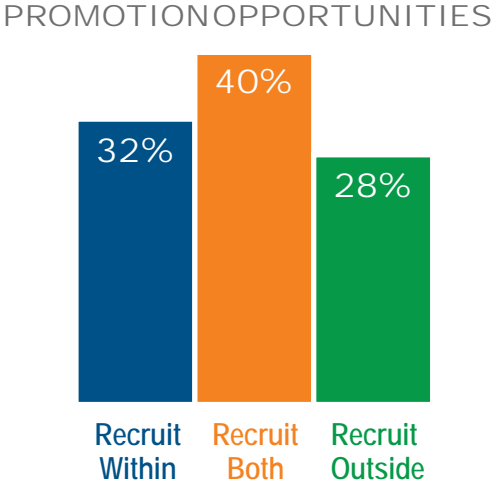
| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$16.68 | \$23.51 | \$33.50 |

| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-----------------------|------------------------|
| Building and Construction | Active Listening | Manual Dexterity |
| Mechanical | Coordination | Arm-Hand Steadiness |
| Administration and Management | Operation Monitoring | Multilimb Coordination |
| Public Safety and Security | Reading Comprehension | Static Strength |
| Mathematics | Social Perceptiveness | Control Precision |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 24% Full Benefits |
| 56% Partial Benefits |
| 21% No Benefits |
| RETIREMENT BENEFITS |
| 62% With Benefits |
| 39% No Benefits |

TYPICAL EDUCATION
High School Diploma or Equivalent

COMMON CERTIFICATION
OSHA General Safety





Electricians

Electricians install, maintain, and repair electrical wiring, equipment, and fixtures.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$22.37 | \$35.89 | \$47.54 |

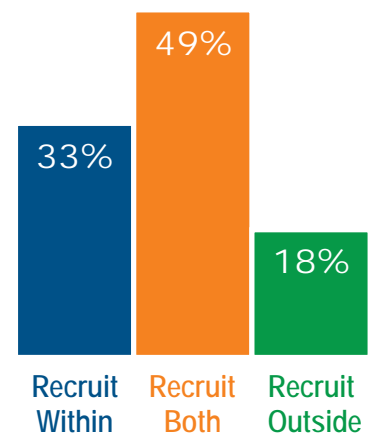
| KNOWLEDGE | SKILLS | ABILITIES |
|---------------------------|------------------------------|---------------------|
| Building and Construction | Troubleshooting | Problem Sensitivity |
| Mechanical | Repairing | Deductive Reasoning |
| Mathematics | Active Listening | Inductive Reasoning |
| Design | Critical Thinking | Near Vision |
| English Language | Judgment and Decision Making | Oral Comprehension |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 28% Full Benefits |
| 52% Partial Benefits |
| 20% No Benefits |
| RETIREMENT BENEFITS |
| 67% With Benefits |
| 33% No Benefits |

TYPICAL EDUCATION
Post-secondary Certificate

COMMON CERTIFICATION
License

PROMOTION OPPORTUNITIES



PATHWAY





Insulation Workers, Floor, Ceiling and Wall

Insulation Workers line and cover structures with insulating materials.

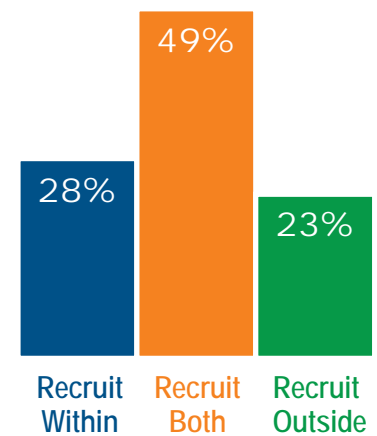
| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$17.34 | \$25.73 | \$33.97 |

| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-----------------------|------------------------|
| Building and Construction | Active Listening | Extent Flexibility |
| Customer and Personal Service | Critical Thinking | Manual Dexterity |
| Mechanical | Operation and Control | Multilimb Coordination |
| | Speaking | Gross Body Equilibrium |
| | | Trunk Strength |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 19% Full Benefits |
| 63% Partial Benefits |
| 19% No Benefits |
| RETIREMENT BENEFITS |
| 77% With Benefits |
| 23% No Benefits |

TYPICAL EDUCATION
High School Diploma or Equivalent

PROMOTION OPPORTUNITIES



PATHWAY





Solar Photovoltaic Installers

Solar Installers assemble, install, or maintain solar photovoltaic systems on roofs or other structures in compliance with site assessment and schematics.

| ENTRY-LEVEL WAGE | MID-LEVEL WAGE | HIGH-LEVEL WAGE |
|------------------|----------------|-----------------|
| \$15.95 | \$18.98 | \$24.37 |

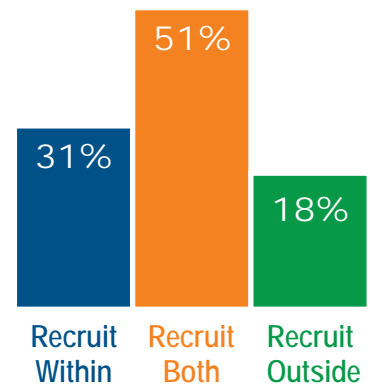
| KNOWLEDGE | SKILLS | ABILITIES |
|-------------------------------|-------------------|----------------------|
| Mechanical | Installation | Problem Sensitivity |
| Building and Construction | Active Listening | Visualization |
| English Language | Critical Thinking | Near Vision |
| Design | Monitoring | Information Ordering |
| Customer and Personal Service | Active Listening | Deductive Reasoning |

| HEALTHCARE BENEFITS |
|-----------------------------|
| 19% Full Benefits |
| 58% Partial Benefits |
| 23% No Benefits |
| RETIREMENT BENEFITS |
| 57% With Benefits |
| 43% No Benefits |

TYPICAL EDUCATION
High School Diploma or Equivalent

COMMON CERTIFICATION
NABCEP
OSHA General Safety

PROMOTION OPPORTUNITIES



PATHWAY →

| ENTRY ROLES | Solar Photovoltaic Installers | SENIOR ROLES |
|--------------------|-------------------------------|--|
| Apprentice, Helper | | Foreman, Lead Installer, Project Manager |

