



# Healthcare Occupational Roadmap: An Exciting Career in Healthcare Awaits

## Students



Welcome! This Healthcare Occupational Roadmap is your guide to entering a promising career in healthcare.

This Roadmap contains information that will help you decide whether one of these exciting opportunities is right for you.

The following occupations have modest education and experience requirements, and can provide you with a high potential for success and satisfaction. The information here was gathered by surveying the respective licensees in each career right here in Virginia. Links to the full reports are provided at the bottom of each page. Additionally, we recommend that you make use of the Healthcare Workforce Data Center's career research tools on [Tumblr](#). We hope that this Roadmap is an encouraging look at what could possibly be your future in healthcare.



## Counselors

The Department of Health Professions sincerely hopes to make your job advising students on health careers easier with the Roadmap. It is our hope to shed light on these often overlooked careers in order to give students even more information about the incredible opportunities awaiting them as they graduate high school.

## Table of Contents

[Assisted Living Facility Administrator](#)

[Nursing Home Administrator](#)

[Certified Nurse Aide](#)

[Licensed Practical Nurse](#)

[Registered Nurse](#)

[Dental Hygienist](#)

[Pharmacy Technician](#)

[Physical Therapist Assistant](#)

[Occupational Therapy Assistant](#)

[Licensed Radiological Technologist](#)

[Respiratory Therapist](#)

[Funeral Service Providers](#)

[Veterinary Technician](#)

**[\\*Click the Department of Health Professions banner  
on any page to return to the home page\\*](#)**



# Assisted Living Facility Administrator

Visit the Board's Website

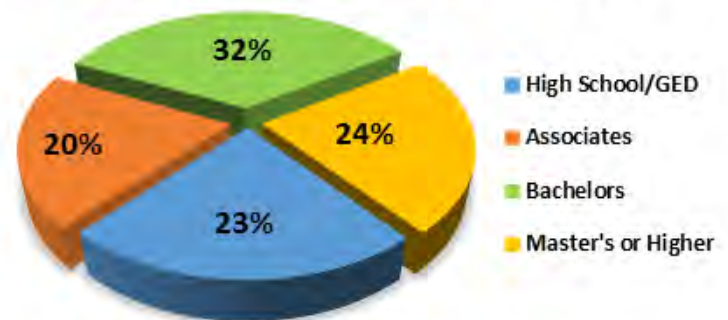
**Assisted Living Facility Administrators** are responsible for the day-to-day management of Assisted Living Facilities to ensure the health and wellbeing of the residents. The administrator's duties include: making sure the facility has sufficient, trained staff; managing the budget; advertising and marketing facility services; creating and overseeing programs, policies, and procedures; and ensuring the facility complies with state and federal regulations.

## Occupational Requirements

- You must acquire a license as an Assisted Living Facility Administrator. [Click here](#) to apply online.
- Although you can get your license quicker by having a Bachelor's degree or higher, you are also able to fulfill your educational requirement by completing the Administrator-in-Training program. With as little as 30 semester hours at an accredited college you may work under the supervision of a licensed Preceptor to learn the skills of the job. The number of hours you need are shown on the [Education and Experience Matrix](#).
- A Preceptor may be found on the Virginia [Preceptor Directory](#).
- After completion of the AIT program, you must pass the national [RC/AL Exam](#) (Residential Care/Assisted Living Administrator).



## 2019 Workforce Education Levels



90% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.

The 2019 median salary for this career is between \$70-80k, with 85% of current employees receiving benefits.

Read the full 2019 report







# Nursing Home Administrator

Visit the Board's Website

**Nursing Home Administrators** are in charge of the daily operations of nursing homes to ensure the health and wellbeing of the residents. Administrators perform tasks such as: creating and overseeing programs, policies, and procedures; hiring and training staff; managing the budget; marketing and public relations activities; ensuring the nursing home complies with state and federal regulations; meeting with families; and working with medical and technical personnel.

## Occupational Requirements

There are three ways to qualify for a nursing home administrator license. You may:

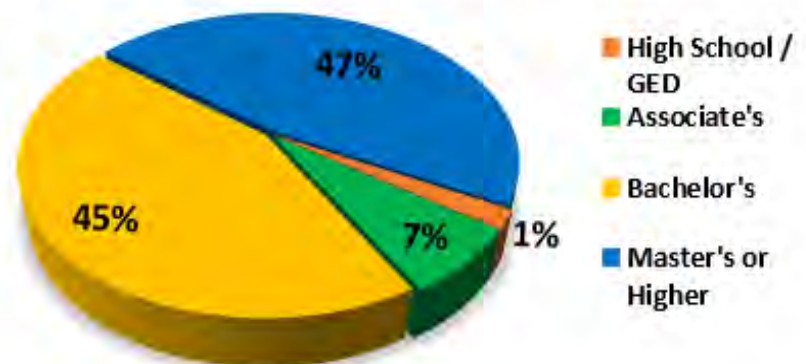
1. Obtain a Bachelor's degree or higher in health care administration, complete a 320 hour Administrator-in-Training (AIT) program, and pass the national exam.
  2. Obtain a Bachelor's degree or higher in any field, complete 21 semester hours in health care administration, complete a 400 hour AIT program, and pass the national exam.
  3. Obtain a minimum of 60 credit hours and complete an AIT program and pass the national exam.
- A Preceptor may be found on the Virginia [Preceptor Directory](#).
  - You must then complete an online [application](#) for the AIT program.
  - After completion of the AIT program, you must pass the [NHA Exam](#) (Nursing Home Administrator).

The 2019 median income for this career is between \$110-120k with 98% of those currently employed receiving benefits.

Click below to learn more about Nursing Home Administrators



## 2019 Workforce Education Levels



86% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.

Read the full 2019 report





# Certified Nurse Aide

Visit the Board's Website

**Certified Nurse Aides (CNA)** assist nurses in providing care to patients. They work under the supervision of a nurse and may work in hospitals, nursing homes, private residences, or mental health institutions. They perform duties such as assisting a patient with moving from place to place, taking and recording vital signs, performing basic nursing procedures, and helping patients with activities applicable to daily living.

CNAs may expand their role in healthcare even further by receiving an Advanced CNA license. This provides an even greater opportunity for success.

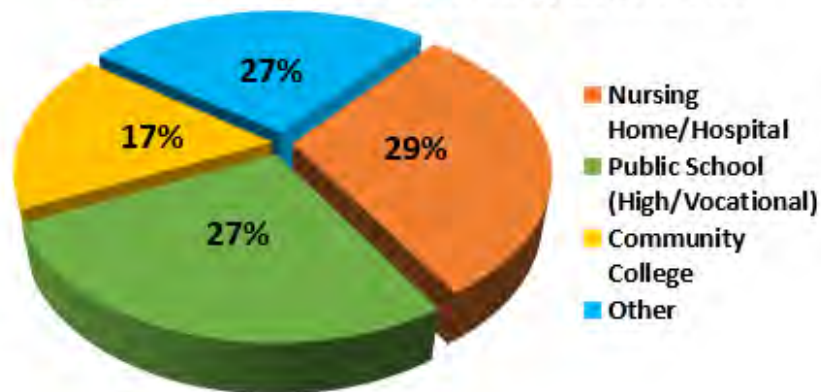
## Occupational Requirements

- You must complete a nurse aide education program approved by the Virginia Board of Nursing. View a comprehensive list of [programs](#).
- After completing a nurse aide education program, you must apply for and pass the NNAAP (National Nurse Aide Assessment Program) Exam. This exam has two parts: a written test and a skills evaluation. [Learn more](#) about this exam.



Click below to learn more about Certified Nurse Aides

## 2019 Workforce Training Locations



86% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.

The 2019 median income for this profession is between \$13-14/hour with 75% of those currently employed receiving benefits.

Read the full 2019 report







# Licensed Practical Nurse

Visit the Board's Website

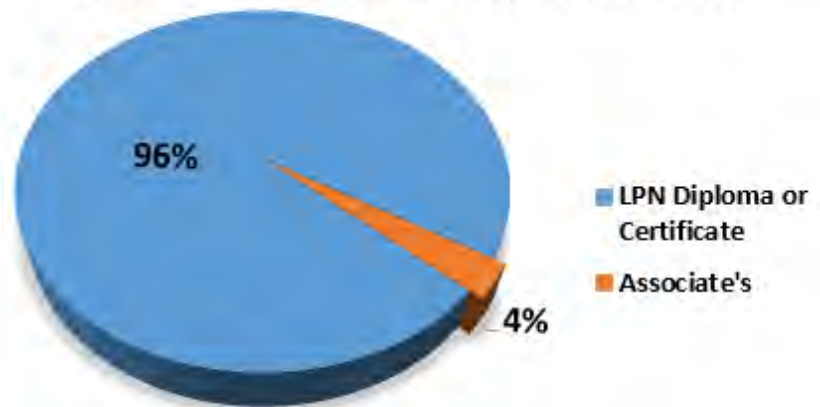
**Licensed Practical Nurses (LPN)** provide nursing care to patients. They are supervised by an RN and may work in a residence, hospital, or nursing home. They might perform such tasks as taking and recording vital signs, monitoring patients' reaction to treatments, assisting with daily hygiene, and administering medications and performing wound care and treatments.

## Occupational Requirements

- You must complete a [Practical Nursing Program](#) that is approved by the Virginia Board of Nursing.
- After you complete your LPN program, you must [apply online](#) for licensure through the Virginia Board of Nursing.
- Once your application is reviewed, the Board of Nursing will authorize you to take the [NCLEX-PN Exam](#) (National Council Licensure Examination – Practical Nursing).



## 2019 Workforce Education Levels



90% of workers in this profession are employed. Of those who work in this field, 95% report being satisfied or very satisfied with their job.

The 2019 median income for this career is between \$40-50k with 77% of those currently employed receiving benefits.

Virginia is a member of the [Nurse Licensure Compact](#), which allows nurses to practice in participating states without having to obtain a license in each state. This gives them the flexibility to move around the United States without it affecting their ability to work. All they have to do is maintain one license in their Primary State of Residence. Current participating states are: Alabama, Arizona, Arkansas, Colorado, Delaware, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin and Wyoming.

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# Registered Nurse

Visit the Board's Website

**Registered Nurses (RN)** provide direct nursing care to patients. They are directly involved in treatment and oversee a patient's wellbeing on a day-to-day basis. They work directly with physicians and other healthcare providers to ensure every patient receives the highest level of care. They are able to perform more advanced nursing procedures than an LPN or a CNA. They administer prescribed medications and treatments, manage plans for the care of each patient, and oversee other healthcare personnel. RN's work in numerous settings, such as hospitals, nursing homes, schools, day care centers, long-term care facilities, case management companies, occupational health clinics, medical practices, and behavioral health settings.

## Occupational Requirements

- Completion of a [Registered Nurse Education Program](#).
- You must then submit an [online application](#) to take the NCLEX-RN exam through the Virginia Board of Nursing
- Once the Board of Nursing approves your application, you must pass the [NCLEX-RN Exam](#).

The 2019 median income for this career is between \$60-70k with 85% of those currently employed receiving benefits.

## Nurse Licensure Compact

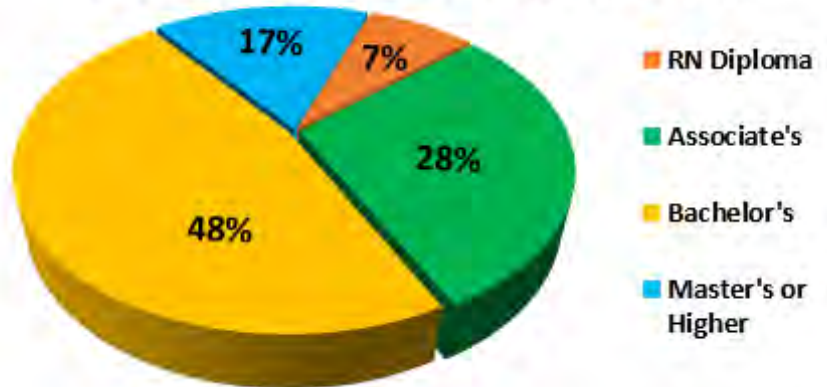
Virginia is a member of the [Nurse Licensure Compact](#), which allows nurses to practice in participating states without having to obtain a license in each state. This gives them the flexibility to move around the United States without it affecting their ability to work. All they have to do is maintain one license in their Primary State of Residence. The currently participating states are: Alabama, Arizona, Arkansas, Colorado, Delaware, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin and Wyoming.

Click below to learn more about Registered Nurses



(<https://www.youtube.com/watch?v=Su0UQ4nw1w>)

## 2019 Workforce Education Levels



91% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.

Read the full 2019 report







# Dental Hygienist

Visit the Board's Website

**Dental Hygienists** work under the direction of a licensed dentist to ensure that patients are maintaining their oral health. They clean teeth, perform dental health screenings, take dental x-rays, apply fluorides and sealants, and educate patients on proper oral hygiene. Dental Hygienists also treat periodontal disease, and may even administer local anesthesia or nitrous oxide.

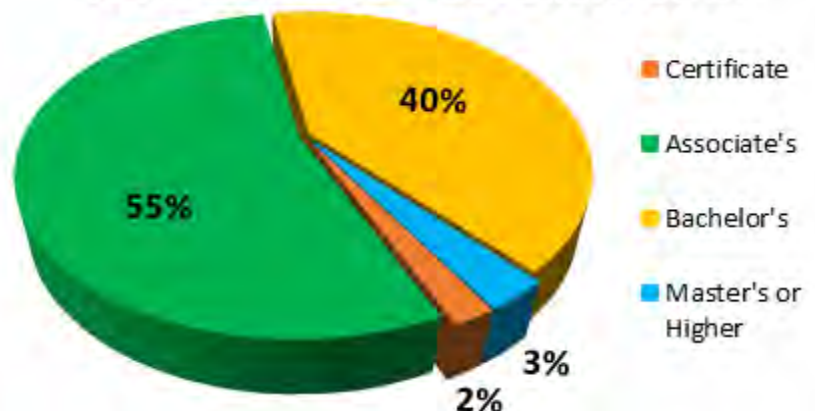
## Occupational Requirements

- You must complete a dental hygiene program that is accredited by either the Commission on Dental Accreditation of the American Dental Association ([CODA](#)), or the Commission on Dental Accreditation of Canada ([CDAC](#)). Many of these programs are offered at community colleges. View a [comprehensive list](#) of accredited programs.
- You must then pass the [National Board of Dental Hygiene Exam](#) and a clinical examination. The clinical exams are offered by several testing agencies. The current acceptable testing agencies are [SRTA](#), [CITA](#), [CRDTS](#), [WREB](#), and [CDCA](#).
- After passing these tests, you must apply for a Dental Hygienists License which is required for practice. Use this [checklist](#) of items to complete your application.



92% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.

## 2019 Workforce Education Levels



The 2019 median income for this career is between \$50-60k with 75% of those currently employed receiving benefits.

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# Pharmacy Technician

Visit the Board's Website

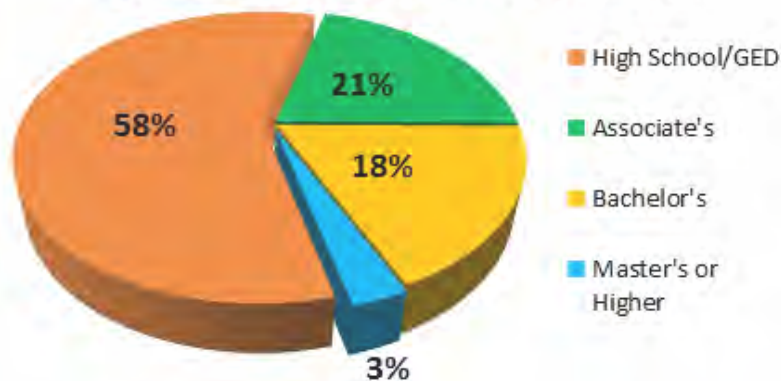
**Pharmacy Technicians** work under the direct supervision of pharmacists. They often enter prescription information into the computer and prepare the medication for dispensing. This may involve packaging manufactured drugs or compounding the drugs, which can be highly technical. Pharmacy technicians are detail-oriented, good at math, assume responsibility well, and are comfortable multi-tasking. They often work with patients to verify insurance coverage, order and organize the pharmacy's inventory, deliver medications throughout a hospital or medical facility, and operate the cash register in a community pharmacy setting. Pharmacy technicians consult the on-duty pharmacist on issues regarding drug interactions, side effects, or use of generic medications.

## Occupational Requirements

- Those holding current certification from the Pharmacy Technician Certification Board (PTCB) may simply submit the [online application](#) for registration as a Pharmacy Technician to the Board for review.
- **Those NOT holding current certification from PTCB must:** First complete a Pharmacy Technician Training program approved by the Virginia Board of Pharmacy. The Board of Pharmacy website has a full list of [approved programs](#).
- Pass either the Virginia Pharmacy Technician Exam or the ExCPT. You may find information about these exams from the [Board of Pharmacy](#) and the [National Healthcareer Association](#).
- Once you have completed your program and passed the exam, you may [apply online](#) for a Pharmacy Technician License through the Board of Pharmacy.



## 2018 Workforce Education Levels



The 2018 median income for this profession is between \$25-30K with 71% of those currently employed receiving benefits.

80% of workers in this profession are employed. Of those who work in this field, 90% report being satisfied or very satisfied with their job.

Read the full 2018 report







# Physical Therapist Assistant

Visit the Board's Website

**Physical Therapist Assistants (PTA)** work under the direct supervision of a physical therapist. They refer to treatment plans and regimens created by the physical therapist when working with patients. PTA's are able to perform many of the treatment functions that a physical therapist can perform. They work directly with patients and ensure the completion of their treatment programs at each visit. They may monitor patients to ensure their well-being and check for the proper performance of exercises. They may also be responsible for monitoring each patient's progress and documenting their treatment activities.

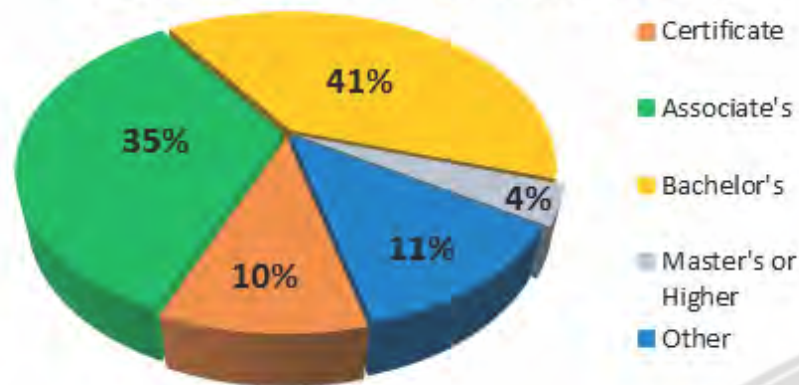


## Occupational Requirements

- Complete a Physical Therapist Assistant program that is acceptable to the Board of Physical Therapy. The American Physical Therapy Association has a full list of [accredited PTA programs](#) in Virginia and other states.
- Pass the National Physical Therapist Assistant Exam through the Federation of State Boards of Physical Therapy. Find out more about the exam [here](#).
- Complete an [online application](#) for licensure with the Virginia Board of Physical Therapy.

The 2018 median income for this career is between \$50-60k with 83% of those currently employed receiving benefits.

## 2018 Workforce Education Levels



96% of workers in this profession are employed. Of those who work in this field, 97% report being satisfied or very satisfied with their job.

Read the full 2018 report





# Occupational Therapy Assistant

Visit the Board's Website

**Occupational Therapy Assistants** work directly with occupational therapists to provide treatment to individuals with physical, psychological, or developmental disabilities. They work with people of all ages and assist individuals to sustain the highest level of function in activities that are meaningful and part of everyday living. They may provide services in client's homes, hospitals, schools, or long term care facilities and can specialize in numerous areas, such as pediatrics or psychiatry.

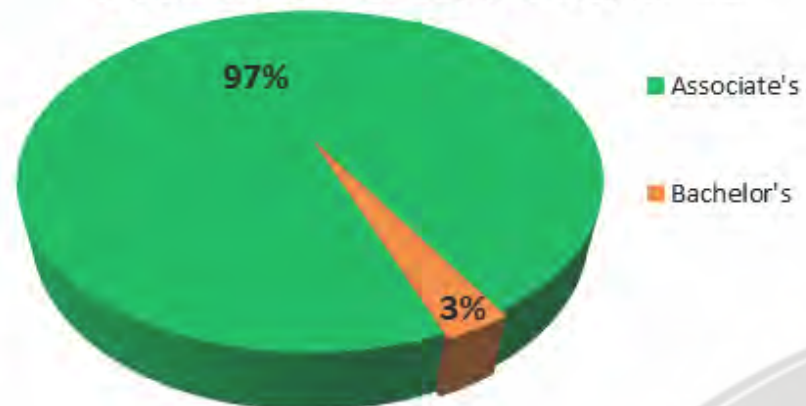
## Occupational Requirements

- Complete an Occupational Therapy Assistant program approved by the [American Occupational Therapy Association](#). Their website has a full list of accredited OTA programs in Virginia and other states.
- Pass the [NBCOT Exam](#) through the National Board for Certification of Occupational Therapy.
- Complete an [online application](#) for licensure with the Virginia Board of Medicine.

96% of workers in this profession are employed. Of those who work in this field, 96% report being satisfied or very satisfied with their job.



## 2018 Workforce Education Levels



The 2018 median income for this career is between \$45-50k with 76% of those currently employed receiving benefits.

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# Licensed Radiological Technologist

Visit the Board's Website

**Licensed Radiological Technologists** are responsible for taking x-rays of patients. The x-rays are ordered by a physician and the radiological technologist reviews the order and patient record to determine the best procedure and position for a quality picture. Radiological technologists must know how to utilize various types of radiological equipment and can be expected to administer contrast media or other imaging materials necessary to perform the exam. They may further their career by specializing in advanced equipment or procedures.

## Occupational Requirements

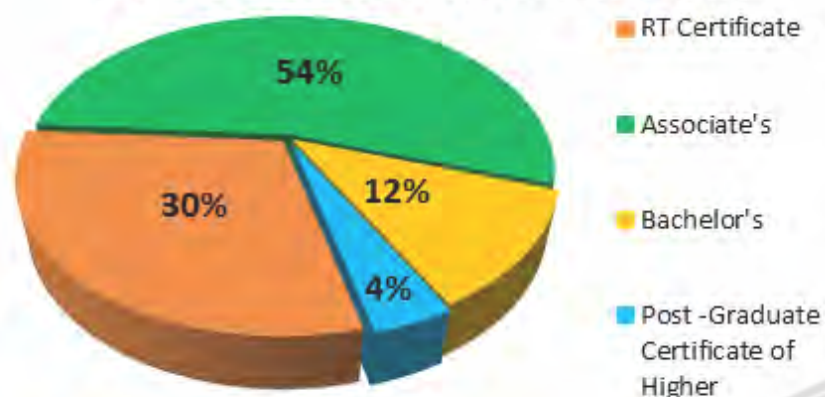
Technologists working in an office setting or an unlicensed hospital must be licensed. If you are hired as an employee of a licensed hospital, you do not have to become licensed as a radiological technologist in order to perform those occupational functions.

- You must complete an accredited [educational program](#) recognized by the American Registry of Radiologic Technologists (ARRT).
- You must then pass either the [ARRT](#) or the [Nuclear Medicine Technology Certification Board \(NMTCB\)](#) certification exam.
- After you pass your exam, you must submit an [application](#) with the Board of Medicine.

90% of workers in this profession are employed. Of those who work in this field, 96% report being satisfied or very satisfied with their job.



## 2017 Workforce Education Levels



The 2017 median income for this profession is between \$40-50k with 85% of those currently employed receiving benefits.

Read the full 2017 report





# Respiratory Therapist

Visit the Board's Website

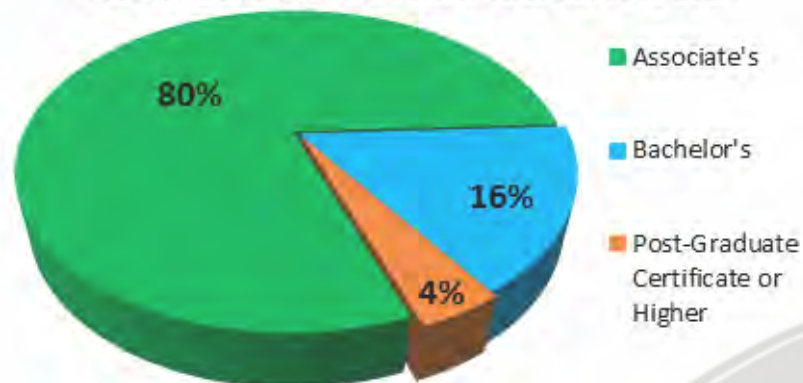
**Respiratory Therapists** treat patients of all ages who are experiencing difficulty breathing due to cardiopulmonary deficiencies or abnormalities. A respiratory therapist may provide treatment for asthma, sleep disorders, emphysema, lung cancer, pneumonia, or numerous other conditions. They may work in hospitals, outpatient facilities, or may even provide in-home care. Respiratory therapists will work with ventilators and life support equipment, and will administer medication or medical gases to patients. Respiratory therapists also educate patients on how to improve or avoid cardiopulmonary conditions by adjusting their lifestyle and making healthy life choices.

## Occupational Requirements

- You must complete an accredited educational program for respiratory therapists.
- You must then pass the Certified Respiratory Therapist (CRT) [entry level exam](#) through the National Board for Respiratory Care (NBRC).
- After passing the exam, you must [submit an application](#) to the Board of Medicine.



## 2017 Workforce Education Levels



94% of workers in this profession are employed. Of those who work in this field, 96% report being satisfied or very satisfied with their job.

The 2017 median income for this profession is between \$50-60k with 83% of those currently employed receiving benefits.

Read the full 2017 report







# Funeral Service Providers

Visit the Board's Website

**Funeral Service Providers** are administrators and licensed staff employed by a funeral establishment. They assist those who are making funeral plans by coordinating all aspects of a funeral. This may include arranging for transportation of the deceased, planning funeral or memorial services, or preparing a body for final disposition (cremation or burial). They also complete the paperwork required to report a death.

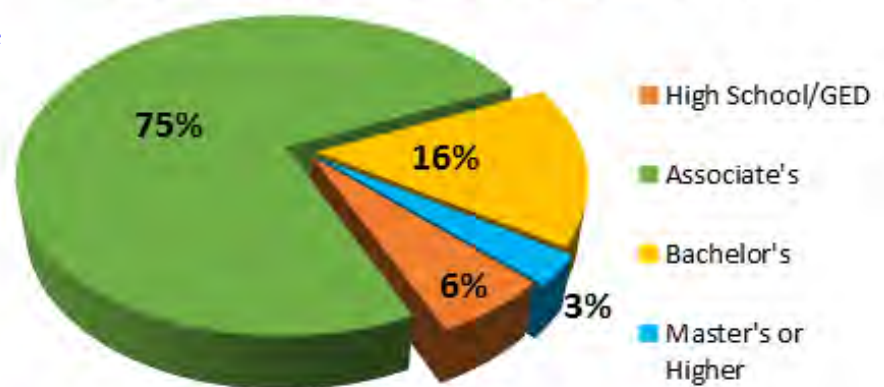
Funeral service providers are listeners, advisors and supporters. They have experience assisting the bereaved in coping with death.

## Occupational Requirements

- You must complete a funeral service program accredited by the [American Board of Funeral Service Education, Incorporated](#).
- You must complete an internship as a registered Funeral Service Intern and complete training in embalming and funeral arranging.
- You must pass the National Board Examination of the [International Conference of Funeral Service Examining Boards](#).
- You must then submit an [online application](#) for licensure through the Board of Funeral Directors and Embalmers.
- Once your application has been approved, the Board of Funeral Directors and Embalmers will authorize you to take the Virginia State Board Examination.



## 2019 Workforce Education Levels



86% of workers in this profession are employed. Of those who work in this field, 96% report being satisfied or very satisfied with their job.

The 2019 median salary for this profession is between \$50-60K, with 75% of current employees receiving benefits.

Read the full 2019 report





# Veterinary Technician

Visit the Board's Website

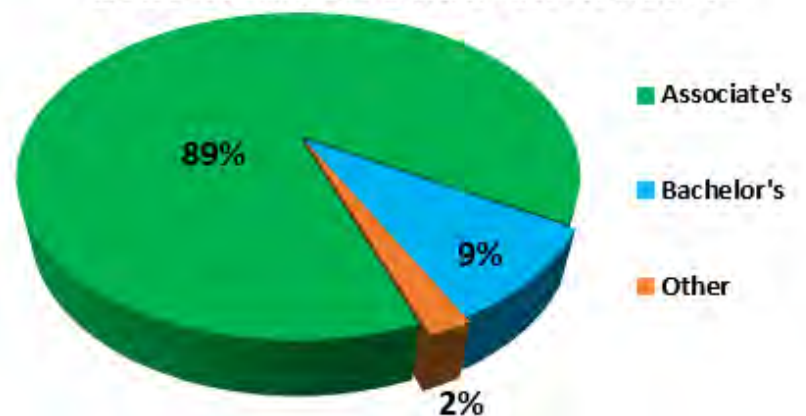
**Veterinary Technicians** perform acts relating to the treatment or the maintenance of the health of any animal under the immediate and direct supervision of a person licensed to practice veterinary medicine in Virginia or a veterinarian who is employed by the United States while actually engaged in the performance of his official duties. No person licensed as a veterinary technician may perform surgery, diagnose, or prescribe medication for any animal.

## Occupational Requirements

- You must have received a degree in veterinary technology from a college or school accredited by the [American Veterinary Medical Association \(AVMA\)](#) or [Canadian Veterinary Medical Association \(CVMA\)](#).
- You must have passed the Veterinary Technician National Exam approved by the [American Association of Veterinary State Boards \(AAVSB\)](#) or any other board-approved, national board examination for veterinary technology with a score acceptable to the board.
- Sign a statement attesting that you have read, understand and will abide by the statutes and regulations governing the practice of veterinary medicine in Virginia.
- Submit an [online application](#) for licensure through the Board of Veterinary Medicine.



## 2019 Workforce Education Levels



85% of the workers in this profession are employed. Of those who work in this field, 90% report being satisfied or very satisfied with their job.

The 2019 median salary for this career is between \$30-40k, with 79% of current employees receiving benefits.

Read the full 2019 report







Published by the Department of Health Professions  
Data gathered by Virginia's Healthcare Workforce Data Center

This information was brought to you by Virginia's Department of Health Professions (DHP) and Virginia's Healthcare Workforce Data Center (HWDC). Additional workforce information is available on the [HWDC website](#) under "Latest Results" and on our [Tumblr blog](#). Future occupational surveys may result in further entries into this Healthcare Occupational Roadmap. Find a [complete digital copy of this roadmap](#) on the DHP website.

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Contact Virginia's Healthcare Workforce Data Center at:

Phone: (804) 367-2115  
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Our mission is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to healthcare practitioners and the public.