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.

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.
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.

The median salary for this career is between $60-70k, with 81% of current employees receiving benefits. 92% of workers in this profession are employed. Of those who work in this field, 95% report being satisfied or very satisfied with their job.

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).

92% of workers in this profession are employed. Of those who work in this field, 95% report being satisfied or very satisfied with their job.

Current Workforce Education Levels

- High School Diploma/GED: 20%
- Associate’s: 28%
- Bachelor’s: 32%
- Master’s or Above: 20%
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 Administrators License. You may:
  1. Obtain a Bachelor’s degree or higher in health care administration, complete a 320 hour Administrator-in-Training Program (AIT), 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, 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 application for the AIT program.
- After completion of the AIT program, you must pass the NHA Exam (Nursing Home Administrator).

The median income for this career is between $100-110k with 96% of those currently employed receiving benefits. 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.
Certified Nurse Aides (CNAs) 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.

**Occupational Requirements**

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

The median income for this career is between $11-12/hour with 70% of those currently employed receiving benefits.

Certified Nurse Aides can expand their role in healthcare even further by receiving an Advanced CNA License. This provides an even greater opportunity for success!

84% of workers in this profession are employed. Of those who work in this field, 91% report being satisfied or very satisfied with their job.

Read the full report [here](https://youtu.be/7edXTFb7cdY)
Licensed Practical Nurses (LPNs) 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).

The median income for this career is between $30-40k with 71% of those currently employed receiving benefits.

84% of workers in this profession are employed. Of those who work in this field, 93% report being satisfied or very satisfied with their job.

Virginia is a member of the [Nurse Licensure Compact](https://youtu.be/-Jszunbitog), 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: Arizona, Arkansas, Colorado, Delaware, Idaho, Iowa, Kentucky, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, and Wisconsin.

Visit the Board's Website [here](#).

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Read the full report [here](#).
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. RNs 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.

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: Arizona, Arkansas, Colorado, Delaware, Idaho, Iowa, Kentucky, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, and Wisconsin.

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

88% of workers in this profession are employed. Of those who work in this field, 92% report being satisfied or very satisfied with their job.
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.

**Current Workforce Education Levels**

- 54% Associate’s
- 41% Bachelor’s
- 5% Other

The median income for this career is between $50-60k with 72% of those currently employed receiving benefits.

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

Read the full report
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:
  1. 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.
  2. 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.
  3. Once you have completed your program and passed the exam, you may apply online for a Pharmacy Technician License through the Board of Pharmacy.

The median income for this career is between $20-25k with 76% of those currently employed receiving benefits.

78% of workers in this profession are employed. Of those who work in this field, 89% report being satisfied or very satisfied with their job.
Physical Therapist Assistants (PTAs) 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. PTAs 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 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 median income for this career is between $50-60k with 81% of those currently employed receiving benefits. 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.
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.

The median income for this career is between $45-50k with 81% of those currently employed receiving benefits.

97% 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 report
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 an American Registry of Radiologic Technologists (ARRT).
- You must then pass either the ARRT or the Nuclear Medicine Technology Certification Board (NMTC certification exam).
- After you pass your exam, you must submit an application with the Board of Medicine.

The median income for this career is between $40-50k with 54% of those currently employed receiving benefits.

85% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.
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.

The median income for this career is between $50-60k with 69% of those currently employed receiving benefits.

94% of workers in this profession are employed. Of those who work in this field, 95% report being satisfied or very satisfied with their job.
This information was brought to you by Virginia’s Department of Health Professions 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.

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.

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