



# Virginia Occupational Career Resource Guide



**2nd Edition**



## **Labor Market and Demographic Analysis**

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2nd Edition



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# Introduction

The purpose of the Virginia Occupational Career Guide is to help provide students, teachers, job seekers, work force professionals, and others with a resource that will aid them in navigating the ever-changing world of employment.

This guide will provide samples of growing occupations in the U.S., and more specifically, in Virginia. Each sample will give the employment trends, average annual income, and education/training required for each occupation.

Also included are articles with helpful tips on job searches, filling out applications, job interviews, and more.

And finally, this guide will offer a list of online sources that will aid in further researching careers.



# Career Planning



# What Defines a Career

## Career - Ca·reer

A field for or pursuit of consecutive progressive achievement especially in public, professional, or business life or a profession for which one trains and which is undertaken as a permanent calling

If you search the word 'career' on the Internet, you will see over thousands of listings. These listings will most likely include a combination of job listings, career advice, job search advice, and lists of occupations.

The reason your search brought up so many variations of information is because "career" can be defined in several different ways.

Two of the most common definitions for career according to Dawn Rosenberg McKay in her article, *What is a Career*, for thebalance.com, is:

### **Career Definition 1: A Synonym for "Occupation"**

*We often use the word "career" as a synonym for occupation, trade, profession, or vocation. This definition refers to what one does to make a living. There are thousands of careers, ranging from those that require extensive education to others for which you need hardly any*

*Examples are engineer, carpenter, veterinary assistant, cashier, teacher, and hairstylist.*

### **Career Definition 2: A Series of Jobs or a Career Path**

*The second meaning of "career" is much more complex. It refers to a person's progression through a series of jobs over his lifetime. It also considers one's education and unpaid work experiences, such as internships and volunteer opportunities.*

*When we define it in this context, we are covering everything related to career development including career choice and advancement.*



Keeping these definitions in mind, there are several career paths one can take:

Your career might be in one occupation throughout your working life. For example, you might start as an elementary school teacher, move up to middle school as a math teacher in a few years, then become the head teacher of the math department. Your career follows a path of progression in one occupation.

Or your career might be made up of multiple jobs that are unrelated to one another. For example, you could work as a restaurant server for a few years, then work answering phones for an office, then find work as a cashier in retail.

With these varied jobs, there is no defined career path. These occupations don't have much in common, so your experience in one job will rarely help you in finding another job that pays better, or has greater responsibilities.

However, if you were improving your education/training while working one of these varied jobs, you could then get a job that paid better with more responsibility based on your education/training instead of just previous work experience.

Another scenario that would allow you to improve your career without continuing in the same occupation is to have a variety of positions in the same industry. If your ultimate goal is to become a retail store manager, for example, you can begin as a cashier, a job you can easily get that doesn't require prior training. Your experience in retail will qualify you to get a job as a salesperson. Several years later, your efforts could pay off, and you can become a store manager.

**This is just a small sample of potential career paths.**

It would be impossible to cover all the situations that might exist. There are, for example, lateral career moves, when an individual transitions between jobs with different, but not necessarily greater, responsibilities. When you enter a new profession, you may have to start at the bottom. Careers, as you can see, take on many different forms. Taking time to research and plan out what career would best fit your interests, skills, and/or education level will help you have a successful career.

Sources: <https://www.thebalance.com/what-is-a-career-525497> By Dawn Rosenberg McKay; <https://www.merriam-webster.com/dictionary/career>

# Career Clusters

There are hundreds of careers in our economy and multiple ways to group them. Organizing career information makes it more accessible to job seekers, students, and others exploring jobs and occupations. One such way of organizing careers is by Career Cluster.

## Defining Career Clusters:

A Career Cluster is a grouping of occupations and broad industries based on commonalities.

Expectations at the Career Cluster level represent the skills and knowledge, both academic and technical, that all students within the Career Cluster should achieve regardless of their pathway.

Expectations at the pathway level represent the skills and knowledge, both academic and technical, necessary to pursue a full range of career opportunities within a pathway—ranging from entry level to management, including technical and professional career specialties.

### Agriculture, Food and Natural Resources

- Agribusiness Systems
- Animal Systems
- Environmental Service Systems
- Food Products and Processing Systems
- Natural Resources Systems
- Plant Systems
- Power, Structural and Technical Systems

### Architecture and Construction

- Construction
- Design/ Pre-Construction
- Maintenance/ Operations

### Arts, A/V Technology, and Communications

- A/V Technology and Film
- Journalism and Broadcasting
- Performing Arts
- Printing Technology



- Telecommunications
- Visual Arts

### Business Management and Administration

- Administrative Support
- Business Information Management
- General Management
- Human Resources Management
- Operations Management

### Education and Training

- Administration and Administrative Support
- Professional Support Services
- Teaching/ Training

### Finance

- Accounting
- Banking Services
- Business Finance
- Insurance
- Securities and Investments

## **Government and Public Administration**

- Foreign Service
- Governance
- National Security
- Planning
- Public Management & Administration
- Regulation
- Revenue & Taxation

## **Health Science**

- Biotechnology Research & Development
- Diagnostic Services
- Healthy Information
- Support Services
- Therapeutic Services

## **Hospitality and Tourism**

- Lodging
- Recreation, Amusements and Attractions
- Restaurants and Food/ Beverage Services
- Travel & Tourism

## **Human Services**

- Consumer Services
- Counseling and Mental Health Services
- Early Childhood Development and Services
- Family and Community Services
- Personal Care Services

## **Information Technology**

- Information Support and Services
- Network Systems
- Programming and Software Development
- Web and Digital Communications

## **Law, Public Safety, Corrections and Security**

- Correction Services
- Emergency and Fire Management Services
- Law Enforcement Services
- Legal Services
- Security and Protective Services

## **Manufacturing**

- Health, Safety and Environmental Assurance
- Logistics and Inventory Control
- Maintenance, Installation & Repair
- Manufacturing Production Process Development
- Production
- Quality Assurance

## **Marketing**

- Marketing Communications
- Marketing Management
- Marketing Research
- Merchandising
- Professional Sales

## **Science, Technology, Engineering and Mathematics**

- Engineering and Technology
- Science and Mathematics

## **Transportation, Distribution and Logistics**

- Facility and Mobile Equipment Maintenance
- Health, Safety and Environmental Management
- Logistics Planning and Management Services
- Sales and Service
- Transportation Operations
- Transportation Systems/ Infrastructure Planning, Management and Regulation
- Warehousing and Distribution Center Operations



# Occupational Trends

Just as there are trends in music, fashion, and pop culture, there are trends in occupational growth. Some jobs have a bright future while others are falling behind. Changes in population, technology, economy, and other factors can impact the demand for certain occupations.

## Projected Growth in the U.S.

The Bureau of Labor Statistics (BLS) publishes long-term projections every two years for the labor force, the macroeconomy, industry employment, and occupational employment. The latest projections go from 2016 to 2026. The projections data provide an overview of expected changes in the economy over a 10-year period. These projections are based on the assumption of a full-employment economy in 2026. *BLS does not attempt to predict business cycle fluctuations that might occur during the projection period.*

Nationally, employment is projected to increase by 11.5 million over the 2016-26 decade, an increase from 156.1 million to 167.6 million. This growth—seven percent annually—is faster than the 0.5 percent rate of growth during the 2006–16 decade, a period heavily affected by the 2007–09 recession.

According to the BLS, healthcare support occupations and healthcare practitioners and technical occupations are projected to be among the fastest growing occupational groups during the 2016–26 projections decade. These two occupational groups—which account for 13 of the 30 fastest growing occupations from 2016 to 2026—are projected to contribute about one-fifth of all new jobs by 2026. Factors such as the aging baby-boom population, longer life expectancies, and growing rates of chronic conditions will drive continued demand for healthcare services.

## Projected Growth in Virginia

Overall employment in Virginia is expected to grow 10.2 percent by 2026, 2.8 percent higher than the national rate of 7.4 percent.

As with the nation, **Healthcare and Social Assistance** is projected to be one of the fastest growing industries in Virginia. Other industries with projected high growth in Virginia are: **Professional, Scientific, and Technical Services; Educational Services; Accommodation**

**and Food Services; Retail Trade; Construction; and Administrative and Support Services.**

**Below are samples of occupations in each projected high-growth industry:**

In **Healthcare**, Registered Nurses is projected to grow to 9,341 by 2026. Other occupations in the health field with high-growth are: Physical Therapists (1,867); Mental Health Counselors (3,341); Physicians and Surgeons (1,297); Nursing Assistants (7,861); Licensed Practical and Licensed Vocational Nurses (3,794); Medical Assistants (4,352); and Massage Therapists (1,007)

In **Professional, Scientific, and Technical Services:** Software Developers, Applications (11,710); Software Developers, Systems Software (3,731); Computer and Information Systems Managers (1,947); Network and Computer Systems Administrators (2,114); and Information Security Analysts (4,867).

In **Educational Services:** Elementary School Teachers, Except Special Education (3,982); Secondary School Teachers, Except Special and Career/Technical Education (2,960); Middle School Teachers, Except Special and Career/Technical Education (1,830); and Teacher Assistants (3,199).

In **Accommodation and Food Services:** Cooks and Food Preparation Workers (8,256); Waiters and Waitresses (6,984); First-Line Supervisors of Office and Administrative Support Workers (2,556); First-Line Supervisors of Food Preparation and Serving Workers (3,725); and Hotel, Motel, Resort Desk Clerk (314).

In **Retail Trade:** Market Research Analysts and Marketing Specialists (5,149); Sales Representatives, Services (5,250); First-Line Supervisors of Retail Sales Workers (2,277); and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (1,455).

In **Construction:** Heating, Air Conditioning, and Refrigeration Mechanics and Installers (1,369); Maintenance and Repair Workers, General (3,216); Electricians (1,041); Supervisors of Construction Trades and Extraction Workers (1,731); and Carpenters (1,425).

In **Administrative and Support Services:** Accountants and Auditors (6,151); Personal Financial Advisors (1,338); Customer Service Representatives (4,969); Office Clerks, General (1,249); Receptionists and Information Clerks (4,617); and Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (-1,913).

# Top 25 Fastest Growing Occupations in Virginia

## 2016 and Projected 2026

Occupation	Estimated Employment		Total 2016-2026 Employment Change	Median Wage, 2018*	Median Salary, 2018*
	2016	2026	Number	Hourly	Annual
Personal Care and Service Occupations	157,613	200,234	42,621	\$11.01	\$22,910
Food Preparation and Serving Related Occupations	331,273	373,778	42,505	\$10.19	\$21,190
Business and Financial Operations Occupations	285,732	326,101	40,369	\$37.39	\$77,780
Computer and Mathematical Occupations	205,323	242,749	37,426	\$47.50	\$98,810
Healthcare Practitioners and Technical Occupations	212,078	249,113	37,035	\$31.11	\$64,720
Other Personal Care and Service Workers	98,007	132,308	34,301	\$8.25	\$18,200
Computer Occupations	194,812	228,460	33,648	\$50.40	\$104,840
Education, Training, and Library Occupations	238,929	269,886	30,957	\$24.19	\$50,300
Business Operations Specialists	195,904	223,642	27,738	\$39.26	\$81,650
Food and Beverage Serving Workers	193,334	220,963	27,629	\$10.19	\$21,190
Healthcare Support Occupations	93,458	119,073	25,615	\$14.18	29,490
Management Occupations	246,127	269,963	23,836	\$60.61	\$126,060
Health Diagnosing and Treating Practitioners	128,157	151,488	23,331	\$38.81	\$80,720
Office and Administrative Support Occupations	554,748	576,618	21,870	\$17.20	\$35,770
Transportation and Material Moving Occupations	241,958	261,096	19,138	\$15.80	\$32,860
Combined Food Preparation and Serving Workers, Including Fast food	92,416	110,410	17,994	\$11.81	\$24,570
Sales and Related Occupations	431,735	449,130	17,395	\$12.92	\$26,870
Building and Grounds Cleaning and Maintenance Occupations	151,095	167,622	16,527	\$12.21	\$25,390
Information and Record Clerks	148,000	161,246	13,246	\$24.84	\$45,430
Construction and Extraction Occupations	188,223	201,422	13,199	\$20.09	\$41,780
Financial Specialists	89,828	102,459	12,631	\$39.86	\$82,900
Primary, Secondary, and Special Education School	106,844	118,926	12,082	N/A	\$63,990
Installation, Maintenance, and Repair Occupations	159,235	171,094	11,859	\$23.07	\$47,980
Building Cleaning and Pest Control Workers	101,553	112,029	10,476	\$12.21	\$25,390
Other Management Occupations	128,236	138,393	10,157	\$62.78	\$130,590

Source: Employment Projections program, U.S. Bureau of Labor Statistics

\*Data are from the Occupational Employment Statistics program, U.S. Bureau of Labor Statistics.

# Wages and Salaries



Often, the terms wage and salary are used interchangeably. However, there are distinct differences between the two in the work environment.

**Wages** is best associated with employee compensation based on the number of hours worked multiplied by an hourly rate of pay. For example, an employee working in an assembly plant might work 40 hours during the work week. If the person's hourly rate of pay is \$15, the employee will receive a paycheck showing gross wages of \$600 ( $40 \times \$15$ ). If the employee had worked only 30 hours during that week, their paycheck will show gross wages of \$450 ( $30 \times \$15$ ).

**Salary** is best associated with employee compensation quoted on an annual basis. For example, the manager of the assembly plant might earn a salary of \$120,000 per year. If the salaried manager is paid semi-monthly (perhaps on the 15th and last day of each month), their paycheck will show gross salary of \$5,000 for the half-month.

Generally, the hourly-paid employees will earn wages at the rate of time and one-half for the hours for overtime hours worked in excess of 40 per week. The salaried employees in high pay positions are not likely to receive additional pay for the hours worked in excess of 40 per week.

## What is Median Salary?

If you lined up the individual salaries of people working in a particular occupation from lowest to highest, the median salary is the one that falls in the middle of that range. For example, if there are three retail managers,

and they earned \$20,000, \$30,000 and \$35,000 each, the median salary is \$30,000. The *Virginia Occupational Career Guide*, *The Occupational Outlook Handbook*, published by the U.S. Bureau of Labor Statistics, and O\*NET OnLine, which the U.S. Department of Labor, Employment and Training Administration sponsors, always gives the median salary when discussing earnings.

## Why Do You Need to Know About Earnings?

When gathering information about a career, you will want to find out what you can expect to be paid in compensation for your work. While salary isn't the most significant predictor of job satisfaction—which is how suitable a career is for one's personality, interests, and skills—you still need to make enough money to pay your bills. You will also need to know what other people in your field typically earn. With this information, you will be able to determine whether a job offer you received is fair and when the time is right, you can use this information when you ask for a raise.

## Median vs. Mean?

You may also come across the mean salary, instead of the median salary, for an occupation. Mean is another word for average. You can calculate it by adding up all the salaries and then dividing that total by the number of salaries.

Take the above example of the retail managers' earnings. When added together ( $\$20,000 + \$30,000 + \$35,000$ ) the total is \$85,000. To get the mean, divide the total by the number of salaries you have:  $\$85,000 \div 3$ . The mean is about \$28,333. As this example demonstrates, the mean and median are often different from one another.

The median salary, rather than the mean salary, more accurately represents earnings.



# Education

What to do after high school can sometimes be a daunting decision. Do you go on to college or University, or attend a trade school? There are statistics that can help with that decision. Education is important and can help one develop a career path to a stable career, but higher education isn't for everyone. The good news is there are lots of options available—from trade schools, two-year degree programs, online programs, four year programs, to post graduate programs.

## Why Choose College?

After looking at the increasing price tag of many degree programs and the time a degree requires, it's not surprising to ask questions like:

*"Will the financial return of earning a degree outweigh the student debt I'm going to take on?"*

*"Is the time and effort I invest on a college degree going to be worth it?"*

*"What will college teach me that I can't learn in a job or life?"*

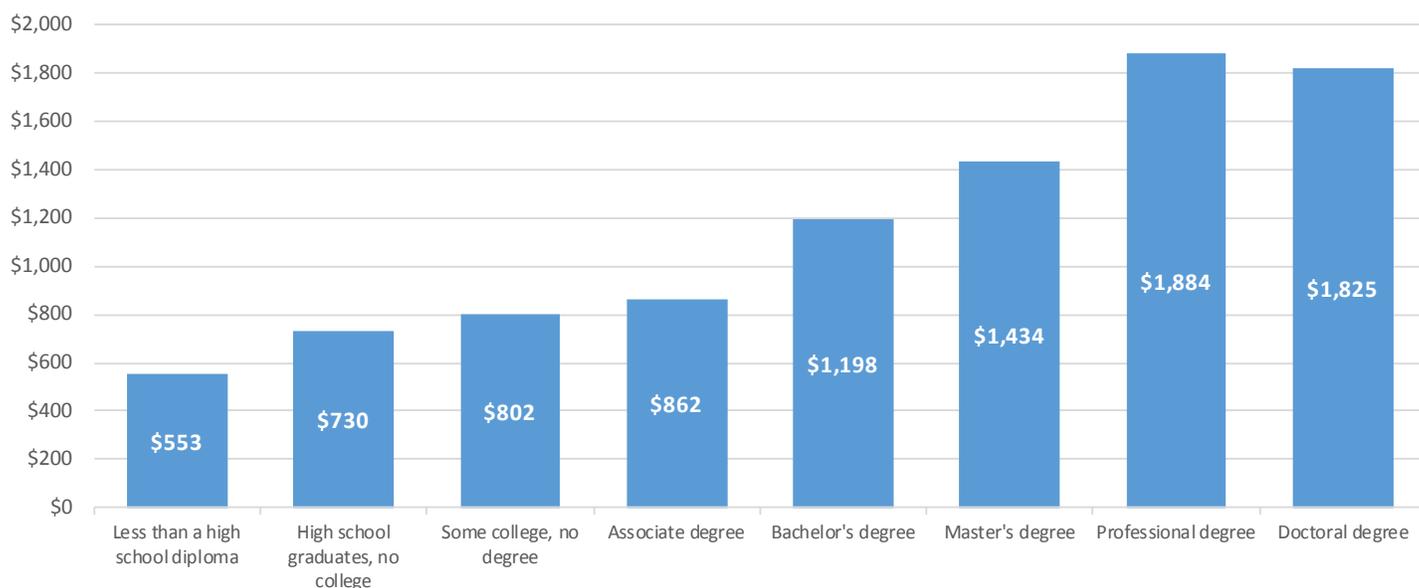
In a recent poll by College Board/*National Journal*/*Next America*, "Ninety percent of those who pursued higher education immediately after high school said they would do so again—while a majority of those who moved from high school directly into the workforce said that if they could reconsider their choice today, they would instead seek more education."

Going to college can lead to increased salary potential, broader career opportunities, increased job security, and options for individual and professional growth.

## Increased Salary

The Bureau of Labor Statistics research found that, on average, college graduates with a bachelor's degree typically earn up to 40% more per year than those with a high school diploma or its equivalent and almost 30% more than those with an associate degree. When we compare national median weekly earnings of someone with a bachelor's and someone with a high school diploma, that's a difference of about \$468 per week.

**Median Weekly Earnings by Educational Attainment, 2018**



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

This table shows the difference education can make on wages. With the exception of Air Traffic Controllers and Managers (all other), the top-paying occupations in Virginia require a minimum of a bachelor's degree.

## Top 25 Occupations in Virginia by Annual Wage

Occupation title	Estimated Employment	Annual Mean Wage 2018	Education
Surgeons	870	\$264,160	Doctoral Degree
Oral and Maxillofacial Surgeons	100	\$260,810	Doctoral Degree
Chief Executives	5,760	\$228,540	Master's Degree
Obstetricians and Gynecologists	730	\$225,630	Doctoral Degree
Internists, General	990	\$224,700	Doctoral Degree
Family and General Practitioners	4,990	\$201,120	Doctoral Degree
Dentists, General	2,990	\$199,870	Doctoral Degree
Physicians and Surgeons, All Other	9,630	\$199,080	Doctoral Degree
Psychiatrists	830	\$198,810	Doctoral Degree
Pediatricians, General	500	\$198,770	Doctoral Degree
Prosthodontists	Estimates not released	\$190,340	Doctoral Degree
Nurse Anesthetists	850	\$187,320	Master's Degree
Computer and Information Systems Managers	13,450	\$173,290	Master's Degree
Marketing Managers	4,980	\$171,870	Bachelor's Degree
Sales Managers	5,790	\$170,760	Professional Degree
Architectural and Engineering Managers	4,030	\$164,300	Master's Degree
Financial Managers	15,180	\$164,030	Bachelor's Degree
Public Relations and Fundraising Managers	Estimates not released	\$163,680	Bachelor's Degree
Compensation and Benefits Managers	310	\$148,800	Bachelor's Degree
Podiatrists	300	\$144,330	Doctoral Degree
General and Operations Managers	52,440	\$142,000	Bachelor's Degree
Managers (all others)	173,960	\$140,300	Varies by Industry
Human Resources Managers	3,750	\$140,110	Bachelor's Degree
Sales Engineers	1,510	\$139,620	Bachelor's Degree
Air Traffic Controllers	1,090	\$139,520	Vocational Training

Source: May 2018 State Occupational Employment and Wage Estimates -- Virginia [https://www.bls.gov/oes/current/oes\\_va.htm](https://www.bls.gov/oes/current/oes_va.htm); BLS Occupational Outlook Handbook

## Broader Career Opportunities

You can increase your job options simply by earning a degree. About 32% of jobs in the U.S. require an associate or bachelor's degree and an additional 14% require a master's or professional degree. By earning a degree, you automatically give yourself the opportunity to apply for the [46% of U.S. jobs that now require a secondary degree](#).

## Increased Job Security

According to employment projections released by the Bureau of Labor Statistics, having an associate degree suggests that you will be 30% less likely to be unemployed. By earning a bachelor's or master's, this same data suggests that you will be 48-56% less likely to be unemployed.

## Individual and Professional Growth

Attending college isn't just about studying and attending lectures—it will also give you the chance to discover activities you've never tried before, meet people from different backgrounds and parts of the world, support causes that are important to you, and explore new ideas, art forms, and cultures.

The benefit of learning from your fellow students is also very valuable—the discussions you get into when you're surrounded by people studying different subjects and pursuing different paths will give you new ways to look at the world around you.

Attending a good college gives you the chance to make friends and connections relevant to your career, opening doors for your future career. It's never too early to get started, and you're more likely to get career help and advice from alumni and other professional contacts while you're still a student. You'll also have opportunities to apply for internships and join professional organizations.





## Deciding Which College to Attend

Each college offers a different experience and unique educational opportunities. Your task shouldn't be to identify the top ranked colleges but rather to figure out which college is best for you. Your choice of college will depend on your personal and career interests, occupational goals as well as past academic record. If you're still in high school you should talk with your high school counselor about all your options. Consider attending open houses provided by local colleges in your area, use the Internet to research colleges that fit your expectations and requirements, and contact individual colleges to speak with their guidance and admission counselors.

Bigger is not necessarily better, especially when it comes to a college education. When considering reasons to go to college, think about the environments you are most comfortable in. There are a large variety of smaller colleges and community colleges that can provide you an excellent education without the big school feel or, in the case of Community Colleges, without the big school tuition fees. The only way to find out what you really want is to take the time to visit each college campus, meet the people, and experience the atmosphere. You'll get the most out of your college experience if you take the time to investigate your options and stay open to any possibilities.

## Consider Financial Aid

If you're really interested in attending college but don't have the funds right now, there are several options to finance your college education. Financial aid programs include scholarships, grants, student loans and prepaid tuition (information for most of these options can be found online). At many larger colleges and universities, you'll also find on-campus jobs that offer flexible schedules to accommodate your personal life and studies.

## Maintain Realistic Expectations

As you make plans for your future, spend some time considering what it is you want to do with your life, what you want to accomplish long-term. As with any major decision, you'll want to consider all your options, compare costs and benefits of attending one college over another. Think about what's most important to you and which school can provide it. College doesn't ensure happiness or success, but it opens up a lot of doors and helps you create opportunities for the future.

Sources: "Why Should I Go to College?", Rachel Beckstead, <https://www.collegeatlas.org/why-go-to-college.html>; [https://www.bls.gov/emp/ep\\_chart\\_001.htm](https://www.bls.gov/emp/ep_chart_001.htm); [http://nces.ed.gov/programs/coe/indicator\\_cba.asp](http://nces.ed.gov/programs/coe/indicator_cba.asp)

## Why Trade Schools Can Be a Good Alternative to College



While four-year institutions present an excellent option for many students, trade schools are a viable alternative that can sometimes be overlooked.

Trade Schools are not always given their due as an option after high school. High school graduates may simply be unaware of trade school programs, or have hesitations because of stereotypes about who goes to trade schools and misconceptions about the work graduates are able to do. There are several valid reasons why trade schools could be a better option for some. Below, are a few of the benefits of a trade school education:

### Shorter Programs

The programs offered at trade schools are often shorter and tailored to teach students practical skills with the goal of direct employment. Many employers will even pay for students to continue their trade school education once they join the company. A student who enrolls in trade school will typically finish their education more quickly, allowing them to join the workforce and begin building a career earlier.

### Less Expensive Tuition

With an average total cost of \$33,000, tuition for trade schools tends to be far lower than what students pay for a bachelor's degree. Class times are also more flexible, allowing students to earn a part-time income while they pursue their education.

### Lucrative Careers

A lower price tag doesn't mean that graduates of trade schools always earn less than their peers who attend four-

year institutions. Entry-level salaries may also be higher for in-demand fields that require vocational training. Aerospace engineering and operations technicians made a median salary of \$68,190 in 2018, for instance, and it's a job that can be obtained with training from a vocational-technical school. According to the Association for Career and Technical Education, graduates with technical or applied science associate degrees out-earn bachelor's degree holders by an average of \$2,000 to \$11,000.

### A Wide Array of Options

Trade schools cater to a broader array of potential subjects than many students might imagine as well. The National Center For Education Statistics lists some common post-secondary trade school options as:

- Business and office
- Marketing and distribution
- Health
- Culinary arts
- Technical education (including protective services, computers and data processing, engineering and science technologies, and communication technologies)
- Trade and industry
- Agriculture

Trade schools train students for industry jobs that are fairly stable and difficult to export. If graduates decide to return to college later and pursue a full bachelor's degree, they may be able to build on the credits they received in trade school.

### A Path to Self-Sufficiency

Trade schools tend to be thought of as a place for students who already know exactly what they want, but it can also be a good place for learners who are less sure of their career path. Although many students pursuing trade school training are very young, having skills specific to a single trade doesn't have to keep them in a box. For students who are unsure of what they want to pursue past high school, trade schools enable them to find early employment and pursue their passions at their own pace.

Source: <http://edu.stemjobs.com/benefits-trade-schools/>



# Overview of Virginia Occupations by Career Cluster

The purpose of the following tables is to give a sampling of various careers found in each career cluster. The samples will show a mix of job growth, median annual salary, and education attainment in order to present a picture of how varied careers can be in each career cluster.

Below is a key of how to read and understand the tables. There will be an explanation for each career cluster followed by a sample of ten careers. The data for Virginia employment trends and median annual salary will be given side-by-side with U.S. data for comparison. Education and training levels are based on what is most commonly required for the listed career, but keep in mind that some programs might require more, or less, education than is stated here.

These tables can assist with career planning. Even though this is just a small sampling of the many careers found in each cluster, knowing and understanding employment trends, median annual salary, and education levels will help in determining important factors when deciding on a career.

## Table Key

Title of Career Cluster					
Clarification of specific career cluster					
Occupation	Employment Trend		Median Annual Salary		Most Common Education/Training Level
	VA	US	VA	US	
Job Title	<p>This column gives the future demand for workers in Virginia (VA) and the United States (US) by 2016–2026 employment projections.</p> <p>Definition of symbols:</p> <ul style="list-style-type: none"> <li>•  <b>Much faster than average</b> employment is expected to increase 14% or more.</li> <li>•  <b>Faster than average</b> employment is expected to increase 9 to 13%.</li> <li>•  <b>Average</b> employment is expected to increase 5 to 8%.</li> <li>•  <b>Slower than average</b> employment is expected to increase up to 2 to 4%.</li> <li>•  <b>Little or no change</b> employment is expected to change or decline by -1 to 1%.</li> </ul>		<p>The VA and US annual <b>average/median</b> salary for each occupation.</p>		<p>This column provides specific training and/or education required to qualify for employment for this job.</p> <p><b>Associate’s Degree</b> (2 years)/ <b>Certification</b> (Vocational Training, 1-2 years)/<b>On-the-Job-Training (OJT)</b> is for occupations that require 1-12 months, or more, of on-the-job training or combined work experience and informal/formal classroom instruction for workers to develop the skills needed for average job performance.</p> <p><b>Bachelors Degree</b> (4 years) <b>Masters Degree</b> (3+ years) <b>Doctorate Degree</b> (2+ years)</p> <p>Source: <a href="http://www.labormarketinfo.edd.ca.gov">www.labormarketinfo.edd.ca.gov</a></p>

## Agriculture, Food, and Natural Resources

The agricultural, food, and natural resources industries prepare learners for careers in the planning, implementation, production, management, processing, and/or marketing of agricultural commodities, including food, fiber, wood products, natural resources, horticulture, and other plant and animal products. It also includes related professional, technical, and educational services.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Agricultural Inspectors			\$42,620	\$44,140	High School Diploma or Equivalent
Agricultural Technicians			\$37,030	\$40,860	Associate's Degree/Certification/OTJ
Fish and Game Wardens			\$48,750	\$57,701	Bachelor's Degree
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders			\$29,060	\$30,840	High School Diploma or Equivalent
Food Science Technicians			\$37,030	\$40,860	Short Term OJT
Natural Sciences Managers			\$126,060	\$123,860	Master's Degree
Soil and Water Conservationists			\$74,840	\$61,310	Bachelor's Degree
Veterinary Assistants and Laboratory Animal Caretakers			\$26,350	\$27,540	Associate's Degree/Certification/OTJ
Veterinarians			\$97,500	\$93,830	Doctoral Degree
Waiters and Waitresses			\$20,030	\$21,780	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/quick?s=Agriculture%2C+Food%2C+and+natural+Resources>

## Architecture and Construction

The architecture and construction cluster prepares learners for careers in designing, planning, managing, building, and maintaining the site environment. People employed in this cluster work on new structures, restorations, additions, alterations, and repairs.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Architects			\$83,040	\$79,380	Bachelor's Degree
Civil Engineers			\$88,070	\$86,640	Bachelor's Degree
Construction and Building Inspectors			\$57,520	\$59,700	Associate's Degree/Certification/OTJ
Construction Laborers			\$30,890	\$35,800	High School Diploma or Equivalent
Construction Managers			\$99,270	\$93,370	Bachelor's Degree
Helpers, Construction Trades, All Other			\$29,940	\$30,510	Short Term OJT
Landscape Architects			\$78,080	\$68,230	Bachelor's Degree
Operating Engineers and Other Construction Equipment Operators			\$40,220	\$47,810	High School Diploma or Equivalent
Painters, Construction and Maintenance			\$37,930	\$38,940	High School Diploma or Equivalent
Sheet Metal Workers			\$47,520	\$48,460	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/quick?s=Architecture+and+construction>

## Arts, Audio/Video Technology, and Communications

The arts, audio-video technology, and communications careers are divided into six pathways: audio and video technology and film; journalism and broadcasting; performing arts; printing technology; telecommunications; and visual arts. Occupations can include: designing, producing multimedia content, including visual and performing arts and design, journalism, and entertainment services.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Audio and Video Equipment Technicians	↗↗↗	↗↗↗	\$45,530	\$43,770	Associate's Degree/Certification/OTJ
Broadcast Technicians	▬	▬	\$37,240	\$40,080	Associate's Degree/Certification/OTJ
Electronic Home Entertainment Equipment Installers and Repairers	▬	▬	\$39,030	\$38,160	Associate's Degree/Certification/OTJ
Film and Video Editors	↗↗↗↗	↗↗↗↗	\$59,500	\$62,650	Associate's Degree/Certification/OTJ
Graphic Designers	↗↗↗	↘	\$55,560	\$50,370	Bachelor's Degree
Librarians	↗↗↗	↗↗↗	\$63,310	\$59,050	Master's Degree
Multimedia Artists and Animators	↗↗↗	↗↗	\$63,570	\$72,520	Bachelor's Degree
Speech-Language Pathologists	↗↗↗↗	↗↗↗↗	\$86,160	\$77,510	Master's Degree
Video Game Designers	↗↗↗	↗↗↗	\$104,840	\$90,270	Bachelor's Degree
Web Developers	↗↗↗↗	↗↗↗↗	\$85,630	\$69,430	Associate's Degree/Certification/OTJ

Source: <https://www.onetonline.org/find/quick?s=arts%2C+audio+technology+and+communication>

## Business, Management, and Administration

There are six pathways in the Business, Management, and Administration cluster: Management; Business Financial Management and Accounting; Human Resources; Business Analysis; Marketing; and Administration and Information Support. Business Management and Administration careers encompass planning, organizing, directing, and evaluating business operations and are found in every sector of the economy.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Administrative Services Managers	↗↗↗	↗↗↗	\$101,360	\$96,180	Associate's Degree/Certification/OTJ
Agents and Business Managers of Artists, Performers, and Athletes	↘	↗↗	\$76,030	\$66,040	Bachelor's Degree
Business Continuity Planners	↗↗↗	↗↗↗	\$81,650	\$70,530	Bachelor's Degree
Business Operations Specialists, All Other	↗↗↗	↗↗↗	\$81,650	\$70,530	Associate's Degree/Certification/OTJ
Chief Executives	▬	▬	\$208,000+	\$189,600	Master's Degree
Financial Managers, Branch or Department	↗↗↗↗	↗↗↗↗	\$147,710	\$121,990	Bachelor's Degree
Human Resources Specialists	↗↗↗	↗↗	\$71,790	\$60,880	Bachelor's Degree
Management Analysts	↗↗↗↗	↗↗↗↗	\$97,420	\$83,610	Master's Degree
Office Clerks, General	▬	▬	\$32,400	\$32,730	High School Diploma or Equivalent
Payroll and Timekeeping Clerks	▬	▬	\$45,930	\$45,050	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/quick?s=business+management+and+administration>

## Education and Training

The careers in this cluster include three pathways: teaching and training; professional support services; and administration and administrative support. Education and training occupations involve planning, managing, and providing education and training services and related learning support services.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Adult Basic and Secondary Education and Literacy Teachers and Instructors	■	■	\$54,490	\$53,630	Bachelor's Degree
Childcare Workers	↗↗	↗↗	\$22,210	\$23,240	High School Diploma or Equivalent
Education Administrators, Elementary and Secondary School	↗↗↗	↗↗	\$92,090	\$95,310	Master's Degree
Educational, Guidance, School, and Vocational Counselors	↗↗↗↗	↗↗↗	\$60,680	\$56,310	Master's Degree
Elementary School Teachers	↗↗↗	↗↗	\$63,040	\$58,230	Bachelor's Degree
Instructional Coordinators	↗↗↗↗	↗↗↗	\$71,900	\$64,450	Master's Degree
Special Education Teachers, Secondary School	↗↗↗	↗↗	\$57,770	\$60,600	Bachelor's Degree
Teacher Assistants	↗↗↗	↗↗	\$25,990	\$25,410	Associate's Degree/Certification/OTJ
Training and Development Specialists	↗↗↗↗	↗↗↗	\$69,750	\$60,870	Bachelor's Degree
Vocational Education Teachers, Postsecondary	↗↗	■	\$50,660	\$53,120	Associate's Degree/Certification/OTJ

Source: <https://www.onetonline.org/find/quick?s=Education+and+training>

## Finance

Careers in the financial industry are found in financial and investment planning, business financial management, banking and related services, and insurance services. The work environment for most of these occupations is in an office setting and includes planning, services for financial and investment planning, banking, insurance, and business financial management.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Accountants	↗↗↗↗	↗↗↗	\$76,490	\$70,500	Bachelor's Degree
Auditors	↗↗↗↗	↗↗↗	\$76,490	\$70,500	Bachelor's Degree
Bookkeeping, Accounting, and Auditing Clerks	■	■	\$41,270	\$40,240	Associate's Degree/Certification/OTJ
Cashiers	↘	■	\$20,770	\$22,430	High School Diploma or Equivalent
Credit Counselor	↗↗↗↗	↗↗↗↗	\$41,740	\$44,380	Bachelor's Degree
Financial Analysts	No Data Available	↗↗↗	\$86,550	\$85,660	Bachelor's Degree
Loan Counselors	↗↗↗↗	↗↗↗↗	\$46,240	\$45,180	Bachelor's Degree
Personal Financial Advisors	↗↗↗↗	↗↗↗↗	\$87,280	\$90,530	Bachelor's Degree
Tax Examiners and Collectors, and Revenue Agents	↘	■	\$47,440	\$54,440	Associate's Degree/Certification/OTJ
Tellers	■	■	\$30,710	\$29,450	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/quick?s=Finance>

## Government and Public Administration

Careers in public administration and government services fall into seven pathways: governance; national security; foreign service; planning; revenue and taxation; regulation; and public management and administration. The jobs can range from administrative executives, to professionals, to clerical staff, to jobs such as postmasters and tax examiners. Work conditions can vary, depending on the budget of the governmental unit or locality.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Archivists	↑↑↑↑	↑↑↑↑↑	\$53,290	\$52,240	Master's Degree
Assessors	↑↑↑↑↑	↑↑↑↑↑	\$57,210	\$54,980	Associate's Degree/Certification/OTJ
Bus Drivers, School or Special Client	■	↑↑	\$30,060	\$32,420	High School Diploma or Equivalent
Economist	↑↑	↑↑	\$122,230	\$104,340	Master's Degree
General and Operations Managers	↑↑↑↑	↑↑↑↑	\$124,990	\$100,930	Bachelor's Degree
Government Property Inspectors and Investigators	↑↑↑↑	↑↑	\$72,650	\$68,860	Associate's Degree/Certification/OTJ
Occupational Health and Safety Specialists	↑↑	↑↑	\$68,840	\$73,020	Bachelor's Degree
Office Clerks, General	■	■	\$32,400	\$32,730	High School Diploma or Equivalent
Park Naturalists	↑↑↑↑↑	↑↑	\$74,840	\$61,310	Bachelor's Degree
Urban and Regional Planners	↑↑↑↑↑	↑↑↑↑	\$70,370	\$73,050	Master's Degree

Source: <https://www.onetonline.org/find/quick?s=Government+and+public+administration>

## Health Science

The occupations are found in five areas: therapeutic services; diagnostic services; health informatics; support services; and biotechnology research and development. Almost half of the employment is found in hospitals, and more than one-third are either in nursing and personal care facilities or physician offices.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Acute Care Nurses	↑↑↑↑↑	↑↑↑↑↑	\$68,000	\$71,730	Associate's Degree/Certification/OTJ
Advanced Practice Psychiatric Nurses	↑↑↑↑↑	↑↑↑↑↑	\$68,000	\$71,730	Master's Degree
Cardiovascular Technologists and Technicians	↑↑↑↑	↑↑↑↑	\$62,460	\$56,850	Associate's Degree/Certification/OTJ
Home Health Aides	↑↑↑↑↑	↑↑↑↑↑	\$22,060	\$24,200	High School Diploma or Equivalent
Medical and Health Services Managers	↑↑↑↑↑	↑↑↑↑↑	\$104,010	\$99,730	Master's Degree
Medical Records and Health Information Technicians	↑↑↑↑↑	↑↑↑↑↑	\$39,090	\$40,350	Associate's Degree/Certification/OTJ
Pharmacists	↑↑	↑↑	\$128,260	\$126,120	Master's Degree
Registered Nurses	↑↑↑↑↑	↑↑↑↑↑	\$68,000	\$71,730	Associate's Degree/Certification/OTJ
Social Science Research Assistants	↑↑↑↑	↑↑	\$48,060	\$46,640	Bachelor's Degree
Surgeons	↑↑↑↑↑	↑↑↑↑↑	\$208,000+	\$208,000+	Doctorate Degree (M.D.)

## Hospitality and Tourism

Hospitality and Tourism occupations fall into four major paths: restaurant and food/beverage services; lodging; travel and tourism; and recreation amusements and attractions. Workers may plan and direct social events or serve as escorts or guides. They also may be concerned with the safety and needs of people who are traveling or on vacation. Many of the jobs are seasonal or part-time.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Amusement and Recreation Attendants	↗↗↗↗	↗↗↗	\$19,240	\$22,260	Less than High School
Chefs and Head Cooks	↗↗↗↗	↗↗↗	\$53,000	\$48,460	Associate's Degree/Certification/OTJ
Concierges	↗↗↗↗	↗↗↗	\$27,980	\$30,400	Associate's Degree/Certification/OJT
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	↗↗	↗↗	\$20,790	\$22,330	Less than High School Diploma
Food Preparation Workers	↗↗↗	↗↗	\$20,640	\$23,730	High School Diploma or Equivalent
Hotel, Motel, and Resort Desk Clerks	↘	↘	\$20,940	\$23,700	High School Diploma or Equivalent
Lodging Managers	↘	↘	\$51,000	\$53,390	Associate's Degree/Certification/OTJ
Maids and Housekeeping Cleaners	↗↗	↗↗	\$22,000	\$23,770	High School Diploma or Equivalent
Travel Guides	No Data Available	↗↗	\$23,720	\$26,570	Associate's Degree/Certification/OTJ
Waiters and Waitresses	↗↗↗	↗↗	\$20,030	\$21,330	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/quick?s=Hospitality+and+tourism>

## Human Services

People working in the Human Services sector fall within five areas: early childhood development and services; counseling and mental health services; family and community services; personal care services; and consumer services. They may organize and lead group activities, assist clients in need of counseling or crisis intervention, or manage assistance programs. Almost half of the human services workers are employed in private agencies offering services such as crisis intervention, counseling, and adult care.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Child, Family, and School Social Workers	↗↗↗↗	↗↗↗↗	\$47,910	\$46,270	Bachelor's Degree
Compensation and Benefits Managers	↗↗	↗↗	\$134,580	\$121,010	Bachelor's Degree
Human Resources Managers	↗↗↗	↗↗↗	\$130,970	\$113,300	Bachelor's Degree
Human Resources Specialists	↗↗↗	↗↗	\$71,790	\$60,880	Bachelor's Degree
Industrial-Organizational Psychologists	↗↗	↗↗	\$126,540	\$97,260	Doctorate Degree (Ph.D., M.D.)
Marriage and Family Therapists	↗↗↗↗	↗↗↗↗	\$49,570	\$50,090	Master's Degree
Mental Health Counselors	↗↗↗↗	↗↗↗↗	\$45,260	\$42,840	Master's Degree
Psychiatrists	↗↗↗↗	↗↗↗	\$199,340	\$208,000+	Doctorate Degree (Ph.D., M.D.)
Rehabilitation Counselors	↗↗↗↗	↗↗↗	\$38,870	\$36,630	Master's Degree
Substance Abuse and Behavioral Disorder Counselors	↗↗↗↗	↗↗↗↗	\$46,190	\$44,630	Master's Degree

Source: <https://www.onetonline.org/find/result?s=human%20services&a=1>

## Information Technology

Occupations in this cluster are found in the network systems, information support and services, programming and software development, or the interactive media areas. Most of the jobs are for computer systems analysts engineers and computer programmers. A majority of the work is done in an office setting; however, because of available technology, work can be done from remote locations using modems, e-mail, the Internet, and fax machines.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Business Intelligence Analysts	↗↗↗	↗↗↗	\$104,840	\$90,270	Bachelor's Degree
Computer and Information Systems Managers	↗↗↗↗	↗↗↗	\$164,200	\$142,530	Bachelor's Degree
Computer Network Architect	↗↗↗	↗↗	\$121,390	\$109,020	Bachelor's Degree
Computer Systems Analysts	↗↗↗	↗↗↗	\$98,290	\$88,740	Associate's Degree/Certification/OJT
Geographic Information Systems Technicians	↗↗↗	↗↗↗	\$104,840	\$90,270	Bachelor's Degree
Information Security Analysts	↗↗↗↗	↗↗↗↗	\$108,580	\$98,350	Bachelor's Degree
Information Technology Project Managers	↗↗↗	↗↗↗	\$104,840	\$90,270	Bachelor's Degree
Network and Computer Systems Administrators	↗↗↗	↗↗	\$89,350	\$82,050	Bachelor's Degree
Software Developers, Applications	↗↗↗↗	↗↗↗↗	\$109,740	\$103,620	Bachelor's Degree
Web Administrators	↗↗↗	↗↗↗	\$104,840	\$90,270	Associate's Degree/Certification/OJT

Source: <https://www.onetonline.org/find/quick?s=information+technology>

## Law, Public Safety, Corrections, and Security

The people working in this cluster are found in correction services, emergency and fire management services, security and protective services, law enforcement services or legal services. Some jobs involve working under pressure or in the face of danger. Workers must be able to talk and deal with all kinds of people. A large portion of the people working in this area are required to wear uniforms, and their work hours are irregular, often including nights and weekends.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Administrative Law Judges, Adjudicators, and Hearing Officers	↗↗	↘	\$84,280	\$99,850	Doctorate Degree (J.D.)
Correctional Officers and Jailers	■	■	\$37,990	\$44,330	High School Diploma or Equivalent
Emergency Management Directors	↗↗↗	↗↗	\$82,860	\$75,420	Bachelor's Degree
Fire Inspectors	No Data Available	↗↗	\$54,670	\$62,510	Associate's Degree/Certification/OJT
Government Property Inspectors and Investigators	↗↗↗	↗↗	\$72,650	\$68,860	Bachelor's Degree
Judicial Law Clerks	No Data Available	↗↗	\$52,620	\$53,540	Doctorate Degree (J.D.)
Lawyers	↗↗↗	↗↗	\$127,110	\$120,910	Professional Degree
Librarians	↗↗	↘	\$62,910	\$57,680	Master's Degree
Police Patrol Officers	↗↗↗	↗↗	\$53,570	\$61,380	High School Diploma or Equivalent
Sheriffs and Deputy Sheriffs	↗↗↗	↗↗	\$53,570	\$61,380	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/result?s=Law%2C%20public%20safety%2C%20Corrections&a=1>

## Manufacturing

There are six pathways found in the manufacturing cluster, they are: production; manufacturing production process development; maintenance, installation and repair; quality assurance; logistics and inventory control; health, safety and environmental assurance. Many of the workers in manufacturing are trained on the job; however, there are numerous occupations that require high technical training and skills.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Assemblers and Fabricators, All Other			\$29,560	\$31,540	Certification/OJT
Automotive Engineering Technicians			\$56,760	\$56,250	Associate's Degree/Certification/OJT
Chemical Equipment Operators and Tenders			\$38,640	\$48,770	High School Diploma or Equivalent
Computer-Controlled Machine Tool Operators, Metal and Plastic			\$39,910	\$40,070	Associate's Degree/Certification/OJT
Machinists			\$49,320	\$43,630	Associate's Degree/Certification/OJT
Production, Planning, and Expediting Clerks			\$52,160	\$47,580	Associate's Degree/Certification/OJT
Robotics Technicians			\$52,900	\$57,790	Associate's Degree/Certification/OJT
Slaughterers and Meat Packers			\$28,920	\$28,260	High School Diploma or Equivalent
Solderers and Brazers			\$46,280	\$41,380	High School Diploma or Equivalent
Welders, Cutters, and Welder Fitters			\$46,280	\$41,380	Associate's Degree/Certification/OJT

Source: <https://www.onetonline.org/find/career?c=13&g=Go>

## Marketing

The Marketing, Sales, and Services cluster involves seven career pathways: management and entrepreneurship; professional sales and marketing; buying and merchandising; marketing communications and promotion; marketing information management and research; distribution and logistics; and e-marketing. People in marketing or sales may work in a variety of settings—stores, homes, offices, sales routes, or door-to-door. Long shifts are typical and unusual hours are common.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Advertising and Promotions Managers			\$114,240	\$117,130	Bachelor's Degree
Demonstrators and Product Promoters			\$29,600	\$28,960	High School Diploma or Equivalent
First-Line Supervisors of Retail Sales Workers			\$41,910	\$39,630	High School Diploma or Equivalent
Marketing Managers			\$163,470	\$134,290	Bachelor's Degree
Public Relations Specialists			\$71,280	\$60,000	Bachelor's Degree
Real Estate Sales Agents			\$49,690	\$48,690	Associate's Degree/Certification/OJT
Retail Salespersons			\$23,470	\$24,200	High School Diploma or Equivalent
Sales Managers			\$160,640	\$124,220	Bachelor's Degree
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products			\$87,850	\$79,680	Bachelor's Degree
Telemarketers			\$25,770	\$25,250	High School Diploma or Equivalent

Source: <https://www.onetonline.org/find/career?c=14&g=Go>

## Science, Technology, Engineering, and Mathematics

There are two major pathways in this cluster—1) science and mathematics and 2) engineering and technology. Engineers use science and math to solve problems in construction, manufacturing, and other industries. Both scientists and engineers spend time in offices, but may also do extensive field work.

Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Atmospheric and Space Scientists	↑↑↑↑	↑↑↑	\$104,550	\$94,110	Bachelor's Degree
Biochemical Engineers	↑↑↑	↑↑	\$122,940	\$96,980	Bachelor's Degree
Chemists	↓	↑↑	\$95,590	\$76,890	Bachelor's Degree
Climate Change Analysts	↑↑↑	↑↑↑	\$75,060	\$71,130	Master's Degree
Electrical Engineers	↑↑↑	↑↑↑	\$104,310	\$96,640	Bachelor's Degree
Industrial Engineers	↑↑↑	↑↑↑	\$88,710	\$87,040	Bachelor's Degree
Microbiologists	↑↑↑	↑↑↑	\$92,420	\$71,650	Bachelor's Degree
Molecular and Cellular Biologists	↑↑↑	↑↑	\$83,180	\$79,590	Master's Degree
Statisticians	↑↑↑↑	↑↑↑↑	\$109,900	\$81,340	Master's Degree
Transportation Planners	↑↑↑↑	↑↑	\$104,430	\$77,020	Bachelor's Degree

Source: <https://www.onetonline.org/find/career?c=15&g=Go>

## Transportation, Distribution, and Logistics

Workers in this cluster follow one of seven pathways: transportation operations; logistics planning and management; warehousing and distribution center operations; facility and mobile equipment maintenance; transportation systems/infrastructure planning, management, and regulations; health and safety management; and sales and service. Land transportation is largely trucking, which links manufacturers and consumers. Air transportation includes the major airlines and commuting and sightseeing airline companies. Water transportation involves both cargo and passenger lines.

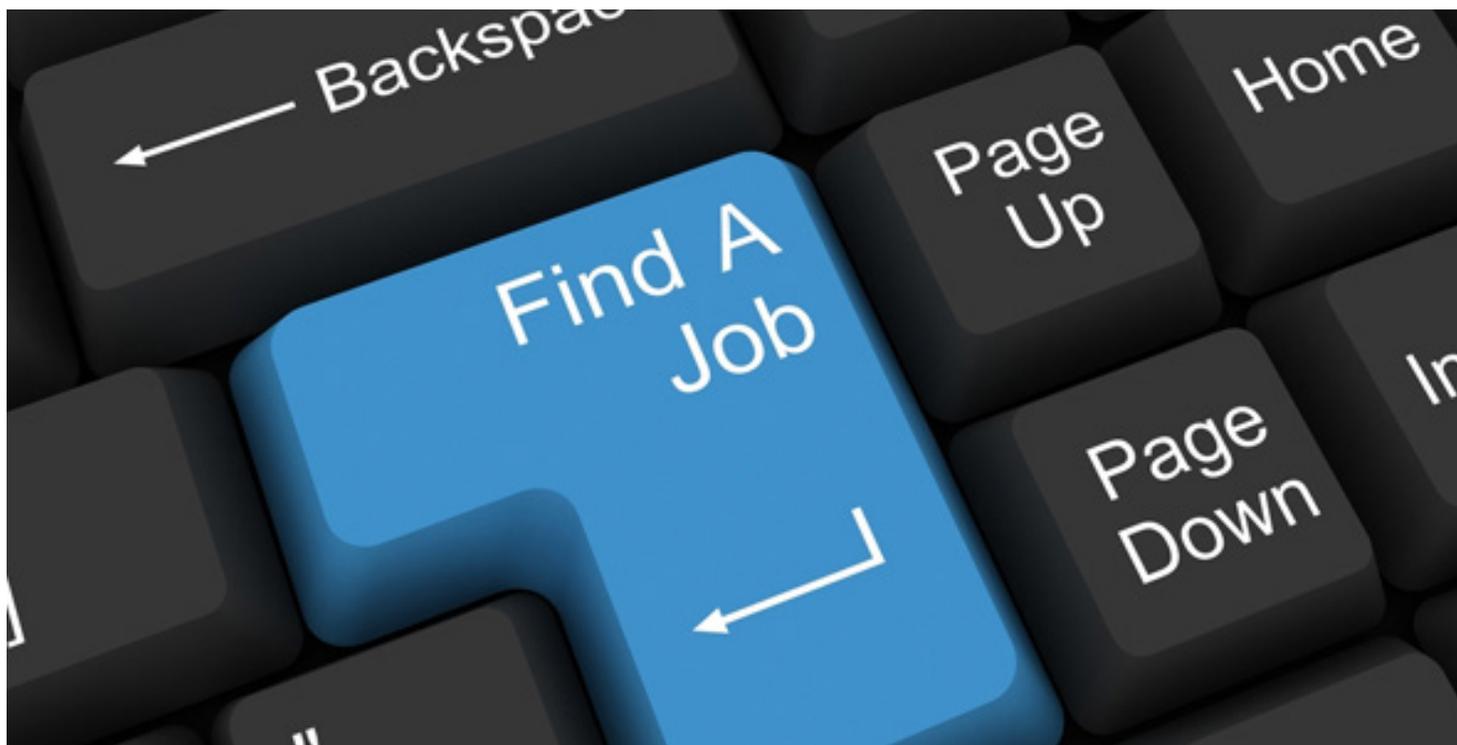
Occupation	Employment Trend		Median Annual Salary (2018)		Most Common Education/ Training Level
	VA	US	VA	US	
Aircraft Cargo Handling Supervisors	↑↑↑	↑↑	\$60,740	\$48,610	High School Diploma or Equivalent
Aircraft Mechanics and Service Technicians	↑↑↑	↑↑	\$66,710	\$62,920	Associate's Degree/Certification/OJT
Bus and Truck Mechanics and Diesel Engine Specialists	↑↑↑	↑↑↑	\$47,110	\$47,350	Certification/OJT
Flight Attendants	↑↑↑↑	↑↑↑	\$45,600	\$46,000	Associate's Degree/Certification/OJT
Heavy and Tractor-Trailer Truck Drivers	↑↑	↑↑	\$40,620	\$43,680	High School Diploma or Equivalent
Logistics Managers	↑↑↑	↑↑	\$101,090	\$94,730	Bachelor's Degree
Mates- Ship, Boat, and Barge	↑↑	↑↑↑	\$70,990	\$69,180	High School Diploma or Equivalent
Ship Engineers	↑↑↑	↑↑	\$60,020	\$71,130	Certification/OJT
Signal and Track Switch Repairers	No Data Available	■	\$75,220	\$70,490	Associate's Degree/Certification/OJT
Taxi Drivers and Chauffeurs	↑↑↑	↑↑	\$26,600	\$25,980	Less than High School Diploma

Source: <https://www.onetonline.org/find/career?c=16&g=Go>



# Starting Your Career





## Job Searching

The most common way people used to search for jobs was through the Classified section of their local newspaper or word-of-mouth. That has changed over the years. Today, you can still find job openings in the local newspaper, but there are now more resources available to the job seeker—the Internet, job fairs, and career services.

### Online Job Search

The Internet has become a powerful tool for the job seeker. There are multiple job posting sites such as [www.indeed.com](http://www.indeed.com) and [www.monster.com](http://www.monster.com); sites that link to state and federal government jobs; and company websites that list their own job openings.

On many of these sites, you can upload your résumé, search by criteria such as location and type of job, and apply for a job opening.

### Popular Job Search Sites

#### **CareerBuilder** (<http://www.careerbuilder.com/>)

CareerBuilder is one of the biggest job boards, and its robust search function allows you to filter by several criteria, including location, degree required and pay range. CareerBuilder partners with news media around the country and collects job listings from them. It also provides career advice and resources for candidates.

#### **Indeed** (<https://www.indeed.com/>)

A huge aggregator of postings from across the Web, this site consolidates listings from many job boards in one place. It also compiles information from various company career pages and allows you to search locally or globally.

#### **Job.com** (<http://www.jobs.com/>)

This large site offers weekly job alerts, job search advice, a résumé builder, and job postings. This job search website also allows you to upload your résumé for hiring managers and recruiters to search.

#### **TheLadders** (<https://www.theladders.com/>)

This site focuses on job openings for upper-level executives and professionals who are aiming for the management suite. Not for entry-level jobs.

#### **LinkedIn** (<https://www.linkedin.com>)

This top networking site enables you to find jobs through your extended network. Additionally, you can create a work experience profile, join groups, participate in conversations and follow companies you find interesting and relevant to your job search.

#### **Glassdoor** (<https://www.glassdoor.com/index.htm>)

Job search website Glassdoor boasts a large database of company reviews—submitted by employees. Glassdoor promotes itself as giving job seekers insights into a

company's work conditions, interview processes, salaries and benefits. In addition to providing job listings, Glassdoor allows employers to identify job candidates and market their companies to job seekers.

### **Monster (<https://www.monster.com/>)**

This massive job site is aptly named because it includes one of the largest number of job listings of any website. It also allows you to upload your résumé and offers networking boards, as well as a search alert service so you can get targeted posts delivered via email.

### **SimplyHired (<http://www.simplyhired.com/>)**

This search engine offers an email alerts service and lets you save your job searches. Candidates can sort their searches to focus on companies that hire veterans, have a high rate of diversity and abide by eco-friendly practices, among other criteria.

## **Government Job Search Site**

### **USAJobs (<https://www.usajobs.gov/>)**

This is the official website of the United States government. On this site, you can search for Federal jobs by job title, agency, department, or occupation. You can also search by location—city, state, or country. There is an overview of how to apply for a federal job with explanations of how to search and properly apply for job openings.

You can also create a profile that lets you customize and save your searches.

The Federal Government offers unique hiring paths (also known as a hiring authority) to help hire individuals that represent our diverse society. If you fall under one of these groups of people you may be eligible to receive preference when applying for jobs. Examples of available hiring paths: public (never worked for the government); veterans; people with disabilities, students and recent graduates, and Native Americans.

### **Jobs.Virginia.gov (<http://jobs.virginia.gov/>)**

This is the career opportunity site for Virginia. You can search for openings by job, agency, type of recruitment, location, and more. Sign up and create a your job profile.

Recent enhancements have been made to allow you to submit a résumé and minimal personal information, in lieu of a full state application to be considered for a position. You may also apply using a mobile device.



### **Virginia Board of Workforce Development ([http://www.workforceinvestmentworks.com/workforce\\_board\\_info.asp?st=VA](http://www.workforceinvestmentworks.com/workforce_board_info.asp?st=VA))**

The Virginia Board of Workforce Development is a business-led board that acts as the principal advisor to the Governor and provides strategic leadership to the state regarding the workforce development system and its efforts to create a strong workforce. Another key priority is to assist job seeking customers in securing jobs that are in occupations that are in demand and that show promise for long-term growth in industries that are strategic to Virginia's economy.



## Job and Career Fairs

Job and career fairs are opportunities for a job seeker to talk with multiple job recruiters and companies who are hiring. These fairs are often hosted by companies, industries (such as the hotel and restaurant industry), community colleges, or state employment agencies.

Job and Career fairs give the job seeker an opportunity to network, make positive first impressions, and learn about companies and what it's like to work for them.

Meeting and interacting with recruiters face to face is still a critical part of the job search process, experts say—and career fairs offer job seekers a unique opportunity to make personal connections that are impossible when submitting a résumé online.

### Some helpful tips when attending a job and career fair:

- **Devise a plan for the day.** Know which employers you want to connect with ahead of time, and prioritize them. Make sure you have plenty of copies of your résumé to hand out.
- **Dress like you would for an interview.** What you wear is important. A lot of people attend job fairs and dressing professionally could help you stand out.
- **Research the companies that will be there.** The more you know about an organization and the types of positions they hire for, the better you will come across to the employer.
- **Remember that this is a networking opportunity.** As a job seeker, you should collect

as many business cards as possible and make a good first impression.

- **Be prepared to answer questions about yourself.** Many employers open the conversation with: "Tell me about yourself." Be prepared to state your name, a brief statement about yourself, and why you're interested in the organization you're talking to.
- **Apply online after you meet with a company rep.** Even though an employer may take your paper résumé at a job fair, that doesn't necessarily make you a candidate.

## Career Services

If you need help with online job searches, writing a résumé, or filling out an application, many colleges offer career services that help students with their job search and preparing for a career.

If you are not a student, there are state-wide workforce centers that offer assistance with job searches, résumés, and more. These services are free.

Recruiting and staffing agencies are paid career services that will find openings for you and assist in the hiring process. The major types of jobs that staffing agencies help companies fill: **temporary** (an assignment with a set start and end date), **temp-to-hire** (an assignment that's initially temporary, but is used to help an employer determine the temp worker's long-term fit with the company) and **direct hire** (a permanent position in which the staffing agency acts solely as a recruiter).

There are a variety of payment options depending on the type of agency used, and job position and level of candidate. Usually, employment agencies collect fees when their referral results in a job offer being accepted by their candidate. There are some agencies that are paid only if they deliver a candidate who stays with the agency past the agreed upon probationary period. There are others who are paid based a percentage of the candidate's salary. A "non-fee paid" position means the applicant pays the fee, which can be up to 35 percent of the job's annual gross salary. Some employment agencies can also get paid a negotiated hourly fee for a candidate's work and then they pay the candidate as a consultant after deducting their cut.

Do your research to find out which agencies would work best for you, and be sure to understand the payment options.

# Applying for a Job

## Writing a Solid Résumé



If you want to be considered for a job opening, writing or updating a solid résumé is very important these days because your résumé is going to be reviewed by software as well as a hiring manager.

There is a lot to consider when writing a résumé: choosing a résumé format, selecting the best font, personalizing and customizing it, using important keywords, explaining employment gaps, and more.

### Here are some valuable tips for writing a solid résumé:

**Choose a résumé type.** There are several basic types of résumés used to apply for job openings. Depending on your personal circumstances, choose a chronological, a functional, combination, or a targeted résumé. Taking the time to choose the best type of résumé for your situation is well worth the effort.

**Choose the right font and size.** You want to choose a font and font size that is legible and leaves enough white space on the page. You also want to keep style (such as italics, underlining, bold, and the use of bullets) to a minimum. When you use a particular style, use it consistently.

**Review résumé examples.** Read through samples that fit a variety of employment situations. These sample résumés will provide you with examples of résumé formats that will work for almost every type of job seeker.

**They also help you see what kind of information to include.** However, whenever you use a résumé example,

be sure to customize your résumé so it reflects your skills and abilities, and the jobs you are applying for.

**Use a résumé template.** Along with résumé examples, you can use a résumé template as a starting point for creating your own résumé.

Add your information to the résumé template, then tweak and edit it to personalize your résumé, so it highlights your skills and abilities.

**Use résumé keywords.** Most companies use recruiting management software to screen candidates for job openings. In order to get found, your résumé needs to contain keywords that directly target the jobs you are interested in. This will also help the hiring manager see how your skills and experiences make you an ideal candidate for the specific job.

**Get résumé advice.** Writing a résumé is hard work, and it's often a good idea to get help before you send it to employers. You can find résumé writing advice and résumé writing tips here. You can also meet with a college career counselor if you are a college student or alumnus. You might use a professional résumé service instead, or check with your state's Department of Labor website for information on any free job services they offer. There are many great, free résumé resources, so do some research before paying money for someone's advice.

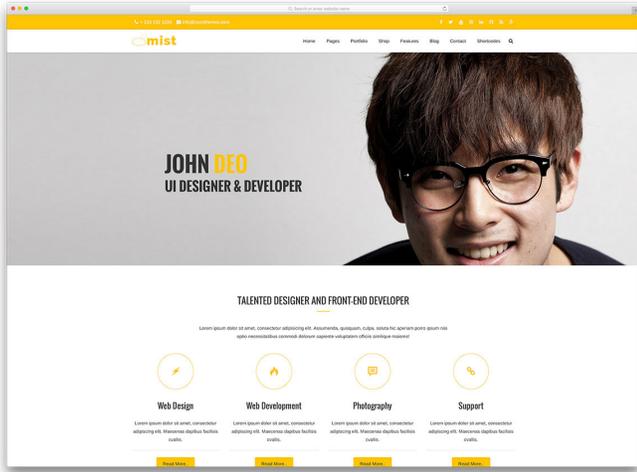
**Proof your résumé.** Be sure to thoroughly edit your résumé before sending it. Check for grammar and spelling errors, as well as any style inconsistencies. Consider asking a friend or family member, or even a career counselor, to read over your cover letter.

Also review these proofing tips to ensure that your résumé is consistent and error free.

Source: <https://www.thebalance.com/how-to-write-a-résumé-2063336>



# Promoting Yourself Through a Website



According to a Forbes article [“Why Every Job Seeker Should Have a Personal Website, and What It Should Include,”](#) by Jacquelyn Smith, 56% of all hiring managers are more impressed by a candidate’s personal website than any other personal branding tool—however, only 7% of job seekers actually have a personal website.

A personal website give employers a chance to see who you are through the bio paragraph you write, the design options you choose for your website, and the samples of your work and/or links to further information.

Personal websites are especially important for job seekers in fields related to computers, technology, social media, or communications, but it can be valuable to job seekers in other fields as well.

If you’re just starting your career or don’t work in a particularly visual field, it can feel like you don’t have enough content to make a personal website. However, even if you only have a page’s worth of information, putting it on a website is still worth it if it makes it easier for hiring managers to find you, learn about you, and get in touch with you.

**You probably have more to fill up a website than you realize. Here are some basics you should include on your website:**

**State your objective.** When people land on your site, you want them to understand who you are, what you do, and what you’re looking for.

You should include a summary—no more than two to three paragraphs long—laying out the most important things about you. This could include major companies

you’ve worked for, projects you’ve worked on that you’re most proud of, and even a little personality. Imagine people coming to your site and only reading this one section. What would you want them to take away?

**Avoid getting too personal.** While you definitely want to tell an engaging story and explain who you are, you’re not writing your autobiography. Hiring managers are more interested in what you have to offer as an employee than how many recreational sports teams you’ve played on.

**Show examples of your work.** Creative professions can use this site as their portfolios to showcase their designs, artwork, or photography.

But even if you’re not in an especially visual field, you can still show the work you have done. If you’re a writer, this could be clips to articles you’ve published around the web, photos of print articles, or links to books you co-authored or wrote. If you’re in marketing, you could include examples of campaigns you ran or descriptions of events you helped put on. Get creative and don’t think you can’t “show off” your work just because you don’t have anything tangible to show.

**Include testimonials.** Testimonials from people you’ve worked with in the past can be a great way to showcase your talents, previous work experience, or soft skills. Avoid testimonials such as “she’s great,” or “He’s the best I ever worked with!” These sound like bragging and don’t give specifics to what you did to earn praise.

Once you have all the pieces in place, it’s time to develop an actual site! Platforms like Squarespace make it really easy to design a website in almost no time at all (and with no coding ability!). So pick the tool you’ll be using, sign up for an account, and get started.

Sources: <https://www.forbes.com/sites/jacquelynsmith/2013/04/26/why-every-job-seeker-should-have-a-personal-website-and-what-it-should-include/#3f8e0da0119e>; [www.themuse.com](http://www.themuse.com)



## Applying Online



In today's job market, most job applications are only available online. The most important thing to remember when filling out an online application is to follow the instructions in the job posting. Companies think less (or will ignore) applicants who don't follow the instructions. If the listing says send a cover letter, write one. If the listing says apply online at CareerBuilder, do so. When the help wanted ad says send a PDF, don't send a Word document.

### How Employers Accept Applications:

- Directly at their company web site.
- By email, to a general human resources email box or to an individual.
- From a job site (you will have uploaded your résumé to the site).
- By Mail.

Follow the instructions in the job posting. Keep track so you can manage your job search.

### Online Job Applications

When companies want you to apply for jobs at the company web site, you will probably need to complete an online application rather than submitting your résumé. That's because the company is using a hiring system that tracks applicants from the time they apply to the time they get hired.

The easiest way to complete these applications is to copy and paste the information from your résumé into the application. If there's an option to upload your cover letter, write a letter, then paste it into the box provided.

*Sometimes, you will be given an opportunity to upload a PDF of your résumé in addition to the online application.*

### How to Follow Up

Following up when you have applied for a job online can be tricky. Many companies don't list a contact person because they don't want to be bombarded with phone calls and emails. It's better to be respectful of the employer's wishes and if the ad says no calls, don't call. Rather, follow up with an email a week or so after you've submitted your materials to check on the status of your application.

### When You Don't Hear Back

Unfortunately, many employers are really bad at following up. If you don't hear back soon after applying, follow up, and if you still don't get a response, forget it.

The trend is for companies to follow up only with candidates they are interested in. In the past, you'd get a letter or a postcard saying the job was filled. Now, you're lucky if you get an email.

Don't feel badly if you don't get a response, even though it is annoying when you put a lot of work into your cover letter and you think the job is perfect for you.

### Don't Stop and Don't Wait

There is a danger when you've sent a couple of résumés, had a few interviews, and it looks like you might get an offer, to stop and wait to see what happens. The problem is that you don't know for certain that you've got a job until you have a definitive offer.

So, keep plugging away. Continue to look and apply for jobs, until you have the right (salary, benefits, perks, hours) written offer from a company that you want to work for. That's when you can consider yourself hired.

## Applying in Person

Although most professional jobs require online applications, there are some industries that still accept applications in person.

Many employers in the retail and hospitality industries expect job applicants to apply in person. So do employers who hire for summer and part-time jobs. Applying directly to the employer can be a good way to get your application noticed.



It's essential to prepare just as you would for an interview. Make sure that you're all set to make a positive impression.

**Be sure to dress appropriately.** It is better to overdress than underdress (unless you are applying for a job in physical labor like construction).

**Introduce yourself while asking for an application.** Your introduction should mention your interest in working with that employer.

**Be polite.** You are giving a first impression and manners matter. If it is a job that deals directly with customers, it will be valuable to demonstrate how well you interact with others.

**When to fill out an application?** You can either fill out the application right away or take it with you and return it when it's complete. If the employer has space for candidates to complete applications you can sit there. Or, go outside the building and come back with the completed application when you're done.

Be sure you have all the information you need including your education and employment history and references. Bring your own pen – in fact, bring two, in case the first one runs out of ink.

Another option is to pick up the application and complete it later. It's fine to take the application home and return it at another time. If you do, you'll be able to carefully and accurately complete it and make sure there are no errors. Ask a friend to proofread your work, to make sure you haven't overlooked any errors.

**Some employers may have hiring kiosks instead of paper applications.** With this type of system, you fill out the application on a computer in the store. Walmart and Target, for example, have hiring kiosks in all their stores.

Be sure you have all the information with you that you'll need to apply.

**Follow up.** When you have submitted a job application but haven't heard from the employer, it can be a good idea to follow up. Emailing to check on the status of your application will show that you are really interested in the job.

## Job Interviews

**Interviews are your chance to sell your skills and abilities.**



They also give you a chance to find out if the job and company are right for you. Follow the tips here to ace your interviews.

**Review common interview questions.** Practice answering them with someone else or in front of a mirror. Come prepared with stories that relate to the skills that the employer wants, while emphasizing your:

- Strengths
- Willingness to work and flexibility
- Leadership skills
- Ability and willingness to learn new things
- Contributions to the organizations in which you have worked or volunteered
- Creativity in solving problems and working with people

Figure out in advance how well you qualify for the job. For each requirement listed in the job posting, write

down your qualifications. This can show you if you lack a particular skill. Plan how you will address this in the interview so you can convince the interviewer that you can learn the skill.

**Make a list of questions that you would like to ask during the interview.** Pick questions that will demonstrate your interest in the job and the company. This might include commenting on the news you learned from the company website, and then asking a question related to it. Also ask questions about the job you will be expected to perform, like:

- What are the day-to-day responsibilities of this job?
- How will my responsibilities and performance be measured? By whom?
- Could you explain your organizational structure?
- What computer equipment and software do you use?
- What is the organization's plan for the next five years?

**Be prepared.** Remember to bring important items to the interview:

- Extra copies of your résumé and a list of references
- Copies of letter(s) of recommendation, licenses, transcripts, etc.
- Portfolio of work samples

**On the day of the interview, remember to:**

- Plan your schedule so you arrive 10 to 15 minutes early.
- Go by yourself.
- Look professional. Dress in a manner appropriate to the job.
- Leave your MP3 player, coffee, soda, or backpack at home or in your car.
- Turn off your cell phone.
- Bring your sense of humor and SMILE!

**Display confidence during the interview,** but let the interviewer start the dialogue. Send a positive message

with your body language.

- Shake hands firmly, but only if a hand is offered to you first.
- Maintain eye contact.
- Listen carefully. Welcome all questions, even the difficult ones, with a smile.
- Give honest, direct answers.
- Develop answers in your head before you respond. If you don't understand a question, ask for it to be repeated or clarified. You don't have to rush, but you don't want to appear indecisive.

**End the interview with a good impression.** A positive end to the interview is another way to ensure your success.

- Be courteous and allow the interview to end on time.
- Restate any strengths and experiences that you might not have emphasized earlier.
- Mention a particular accomplishment or activity that fits the job.
- If you want the job, say so!
- Find out if there will be additional interviews.
- Ask when the employer plans to make a decision.
- Indicate a time when you may contact the employer to learn of the decision.

Don't forget to send a thank-you note or letter after the interview.

Source: <https://www.careeronestop.org/JobSearch/Interview/interview-tips.aspx>



# Resources

Career planning and job searching can be overwhelming, but there are many good resources available to assist the job seeker. Below is a list of websites that specialize in career advice, workforce data, job availability, and more. This list contains only a few of the many websites and resources available, but it should be a good starting point to your career search.

## Occupational Information and Workforce Data

<a href="https://www.bls.gov/ooh/">https://www.bls.gov/ooh/</a>	<b>Occupational Outlook Handbook (OOH)</b> can help you find career information on duties, education and training, pay, and outlook for hundreds of occupations.
<a href="https://VirginiaWorks.com/">https://VirginiaWorks.com/</a>	<b>Virginia's Career and Workforce-Labor Market Information (LMI)</b> has access to data on occupations, wages, industries, projected job growth, and publications that are specific to Virginia.
<a href="https://www.onetonline.org/">https://www.onetonline.org/</a>	<b>O*NET OnLine</b> has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!
<a href="http://www.vec.virginia.gov/">http://www.vec.virginia.gov/</a>	The <b>Virginia Employment Commission</b> is an online resource for job seekers, employers, veterans, and workforce professionals. Upcoming Job Fairs are also posted on the site.
<a href="https://virginiacareerworks.com/">https://virginiacareerworks.com/</a>	The <b>Virginia Career Works</b> is your online source to connect with potential employers, search for jobs, and find training opportunities, and more.

## Education

<a href="http://www.vaged.vcu.edu/">http://www.vaged.vcu.edu/</a>	<b>GED® Virginia</b> On this site: get information about taking the GED, register, and follow your transcripts.
<a href="https://www.vawizard.org/wizard/home">https://www.vawizard.org/wizard/home</a>	The <b>Virginia Education Wizard</b> was created to help you understand more about yourself and find out how to achieve your goals. Through career assessments, college and career advice, and tools to help you plan each step of the way, the Wizard will help you focus on your next step.

## Trade Schools and Apprenticeship Programs

<a href="https://www.altierus.edu/?notice=ev">https://www.altierus.edu/?notice=ev</a>	<b>Altierus Career College</b> offers a choice of career training with programs as wide-ranging as health care, skilled trades, and information technology.
<a href="https://www.ecpi.edu/">https://www.ecpi.edu/</a>	<b>ECPI University</b> offers Master's, Bachelor's, and Associate's degree and diploma programs in Technology, Health Science, Business & Criminal Justice, or Culinary Arts.
<a href="https://www.miller-motte.edu/">https://www.miller-motte.edu/</a>	<b>Miller-Motte Technical College</b> offers programs in healthcare, technology, skilled trades, legal services, business, and beauty and wellness.
<a href="https://www.auto.edu/">https://www.auto.edu/</a>	<b>Advanced Technology Institute (ATI)</b> specializes in Automotive Technology, Diesel/Heavy Vehicle, Maritime Welding, Commercial Driving and HVAC/Refrigeration.
<a href="https://www.doli.virginia.gov/apprenticeship/">https://www.doli.virginia.gov/apprenticeship/</a>	Virginia Department of Labor's <b>Division of Registered Apprenticeship</b> has a job posting feature of registered apprenticeship postings.
<a href="https://www.tcc.edu/about-tcc/apprenticeship-institute">https://www.tcc.edu/about-tcc/apprenticeship-institute</a>	<b>Tidewater Community College (TCC)</b> Apprenticeship Institute partners with Hampton Roads employers to develop tailored apprenticeship programs that result in your desired workforce outcome.
<a href="https://lfccworkforce.com/courses/apprenticeships/">https://lfccworkforce.com/courses/apprenticeships/</a>	<b>Lord Fairfax Community College Workforce Solutions</b> offers classroom and on-the-job apprenticeship training in electrical, HCVAC, plumbing, combination welding, and more.
<a href="http://www.abcva.org/Career-Development">http://www.abcva.org/Career-Development</a>	<b>Associated Builders and Contractors, Inc. -Virginia</b> has a long history of providing high quality, student-centered learning with an emphasis on hands-on training. Our goal is to give individuals the opportunity to learn a trade, become skilled crafts professionals, earn a good living, and build Virginia.

## Colleges and Universities

<a href="http://www.schev.edu/index/students-and-parents/explore/virginia-institutions">http://www.schev.edu/index/students-and-parents/explore/virginia-institutions</a>	<b>State Council of Higher Education for Virginia</b> provides information and <i>links to all state and private universities and colleges in Virginia</i> , and provides financial aid information and other resources for students.
<a href="http://www.collegesimply.com/colleges/virginia/">http://www.collegesimply.com/colleges/virginia/</a>	<b>collegesimply</b> provides clear, easy to understand admission chances, rankings and tools to help simplify the college search process. You can filter by state.
<a href="https://bigfuture.collegeboard.org/">https://bigfuture.collegeboard.org/</a>	<b>BigFuture</b> is a site run by the College Board that lets you search for colleges, create a step-by-step college plan, research financial aid, explore careers and majors, and get admission advice.

<a href="https://fafsa.ed.gov">https://fafsa.ed.gov</a>	<b>Federal Student Aid</b> is an office of the U.S. Department of Education and is responsible for managing the student financial assistance programs authorized under Title IV of the Higher Education Act of 1965. These programs provide grants, loans, and work-study funds to students attending college or career school.
<a href="http://collegemajors101.com">http://collegemajors101.com</a>	Research College and University programs in each Major (Learn about programs you may have overlooked); Access Industry Publications (for your own professional development); Access “Future Employer” websites
<b>Job Search</b>	
<b>Private</b>	
<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	On the <b>careerbuilder</b> site, you can add a résumé, browse jobs, explore careers, and search resources.
<a href="https://www.indeed.com">https://www.indeed.com</a>	<b>Indeed</b> lets you search for jobs by career title, company name, and location. You can also apply for job openings on the site or through links, and read company reviews.
<a href="http://www.job.com">http://www.job.com</a>	Based out of Fredericksburg, VA and one of the fastest growing career portals on the Internet, <b>Job.com</b> connects great people across the U.S. with great companies.
<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	On <b>glassdoor</b> , search all the open positions on the web. Get your own personalized salary estimate. Read reviews on over 600,000 companies worldwide.
<a href="https://www.monster.com">https://www.monster.com</a>	<b>Monster</b> lets you create an account and upload your résumé, search for job postings and receive alerts when a posting fits your profile, plus read career advice articles and more.
<a href="http://www.simplyhired.com">http://www.simplyhired.com</a>	On <b>SimplyHired</b> , view detailed salary information for thousands of different careers and learn about and find jobs in each city’s most popular industries, top companies, and job types.
<b>Government</b>	
<a href="https://www.usajobs.gov">https://www.usajobs.gov</a>	<b>USAJOBS</b> lets you create a profile, upload your résumé and documents, job search and apply for openings with the Federal Government.
<a href="http://jobs.virginia.gov">http://jobs.virginia.gov</a>	<b>Jobs.Virginia.Gov</b> lists all job opportunities available in Virginia government. You can search by state agencies, location, and role titles. You also apply for job openings on this site.
<a href="http://www.vaco.org/county-profiles/links-to-county-websites/">http://www.vaco.org/county-profiles/links-to-county-websites/</a>	<b>Virginia Association of Counties</b> provides a list with links to all county websites in the state. From these sites, you can search for job openings for each county.
<b>Military</b>	
<a href="https://www.goarmy.com">https://www.goarmy.com</a>	Learn about the types of opportunities that are available in the <b>U.S. Army</b> and submit an application to start the process. Once you submit your application, a recruiter will contact you to answer questions and help you complete the enlistment process.
<a href="https://www.airforce.com">https://www.airforce.com</a>	<b>U.S. Airforce</b> offers more than 200 career options. This site lets you create a profile and learn about career opportunities.
<a href="https://www.navy.com/">https://www.navy.com/</a>	<b>U.S. Navy</b> lets you look into full-time opportunities serving on Active Duty or Reserves. Find out how to enlist or become a commissioned offer.
<a href="https://www.gocoastguard.com">https://www.gocoastguard.com</a>	Learn about careers in the <b>U.S. Coast Guard</b> and how to join as active duty or reserve.
<b>Career Support and Resources</b>	
<a href="https://www.careeronestop.org/">https://www.careeronestop.org/</a>	<b>careeronestop</b> is sponsored by the U.S. Department of Labor and provides career information, training, and job searches nationwide and by <i>state, regional, and Local Workforce Development Boards</i> .
<a href="https://www.squarespace.com">https://www.squarespace.com</a>	<b>SQUARESPACE</b> offers website templates with hundreds of customizable features. It is a paid services, but offers a free trial period.
<a href="https://www.sitebuilder.com/">https://www.sitebuilder.com/</a>	<b>SiteBuilder.com</b> provides easy to use templates and offers several pricing choices as well as a limited but free starter site.
<a href="https://www.wix.com/">https://www.wix.com/</a>	<b>Wix.com</b> Design and build your own high-quality websites. Whether you’re promoting your business or showcasing your work—you can do it all with the Wix website builder.







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