| Formal Education | OJT or Work-based Learning | Industry Recognized Credential | Job Title | Average Wages / Salary |
| --- | --- | --- | --- | --- |
| Bachelor’s Degree and above | InternshipCo-op | NA | Software Developers, Applications | Median Salary (per Bureau of Labor Statistics)US: $95,510MA: $104,460 |
| Associate’s Degree | Internship | NA | NA | NA |
| Adult Certificate Program (e.g., non-credit workforce program at community college, adult CTE, technical certificate at community college) | Internship | * CompTIA Mobility+ Certificate (CompTIA)
* Android Application Development Certificate (Android/Google)
* Android Security Essentials Certificate (Android/Google)
* Monetize Android Applications Certificate (Android/Google)
* Certified Usability Analyst (Human Factors International)
 | NA | NA |
| High School Career and Technical Program or GED plus industry-specific work readiness  | Internship | NA | NA | NA |

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