



Preparation for Adults Through  
Training and Higher Education



## CAREER MAPS

*Kingsborough Community College (Labor Market Information Service)* [Click here to enter text.](#)

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The City University of New York was awarded \$19.86 million through the United States Department of Labor's Trade Adjustment Assistance Community College and Career Training grant program to offer CUNY CareerPATH, a three-year program aimed at supporting adult students in career advancement and successful college transition, responding to local industry needs, and building CUNY's capacity to serve adult workers. CareerPATH provides academic and English language skills instruction "contextualized" to five industry sectors – health care, education, manufacturing, culinary arts and hospitality, and business – with the goal of engaging adult learners and accelerating their progress once they enroll in college. Strengthened connections between English language pre-college programs, occupational training, and degree programs — bolstered by strong advisement and enhanced student services — help students progress on each step of their education and career pathway. In the short term, participants earn industry-recognized credentials and find jobs. In the longer term, they translate their training into college credit and enter degree programs.

**The program director/product liaison should enter the following information below:**

NYCLMIS developed three career maps – one each for medical assistants, home health aides, and cooks - to help program participants and the jobs coaches who work with them to identify potential advancement opportunities. Each map shows distinct pathways pursued by actual individuals who had held one of the three entry-level or "base" occupations at five and ten year increments using information from thousands of online work histories. The online work histories are self-reported by individuals who use Payscale.com, a service that helps both job candidates and employers to identify realistic compensation levels based on candidates' education and prior work experience. To identify the occupations held by individuals at five years beyond each base position, NYCLMIS used responses to Payscale.com's question, "What position did you hold 5 years ago?" All responses containing the relevant base position were used and the most common occupations identified. To identify the occupations held by individuals at ten years, NYCLMIS used the same question, but for individuals who held one of the most common occupations at five years. Each map contains background information about the base occupation, brief descriptions of future occupational opportunities, along with their median salaries, and high-demand indicators wherever applicable. Also on the map is a graphic showing relevant degree and non-degree programs that would help jobseekers attain the credentials to advance in their selected "career path."

## Reviewer: Type Reviewer Name and Title

Based on your expertise, how would you rate the product's ability to meet standards within your field?			
<input checked="" type="checkbox"/> Outstanding	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Incomplete

### SUMMARY

Based on knowledge of the product, please summarize your review of the product below in 2-3 paragraphs.

This review assesses the medical assisting career map, which seeks to guide jobseekers and counselors through this emerging healthcare occupation. Medical assistants support physicians or nurses using a combination of administrative and clinical functions. The Affordable Care Act seeks to strengthen the ambulatory care sector, making this hybrid entry-level position increasingly popular. By the same token, however, medical assisting is still relatively unknown to the general public.

The career map published by LMIS draws on real-time labor market data to describe occupations that medical assistants can enter over time, along with salary ranges and CUNY institutions that provide training for each field. Such a publication has never been made available before, to the best of my knowledge, and represents a positive contribution to the work-readiness field. But the primary value added by *Career Map* is in graphically representing the four distinct career pathways that medical assistants follow, so that jobseekers or counselors can visualize next steps for planning and aspirational purposes.

*Career Map* is a useful and creative visual aid that successfully balances accessibility and data-driven rigor. One limitation is that the map does not –and cannot, given space limitations – say very much about the occupations that medical assistants can enter. It may be helpful in the next iteration to include a link to an online resource that provides important information about post-medical assisting occupations.

Thomas J. Hilliard

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This workforce solution was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. The CUNY CareerPATH Program is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.