

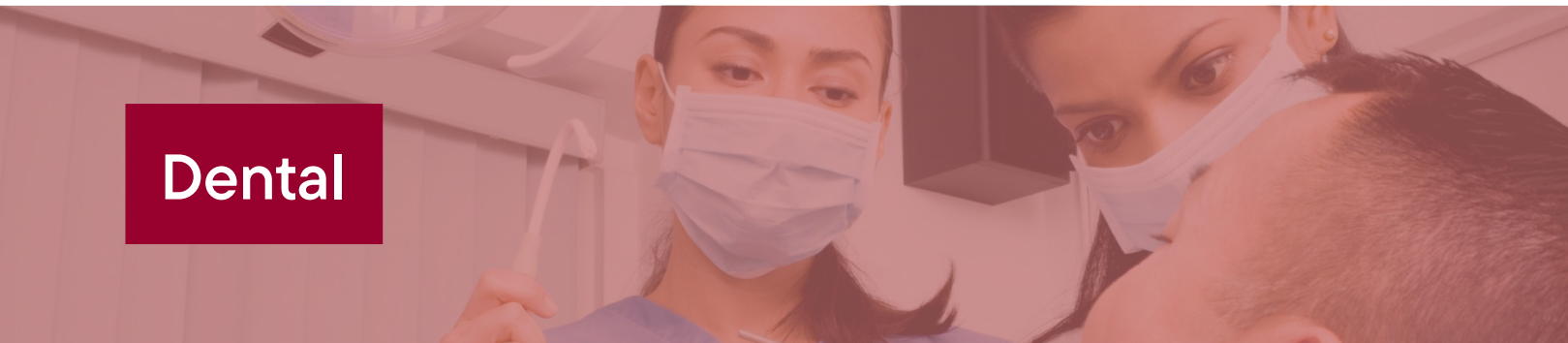


EXPANDING THE HEALTHCARE TALENT PIPELINE

OCCUPATIONAL NEEDS

Virginia's Community Colleges have 23 colleges with 40 locations across the Commonwealth of Virginia. Each year, our colleges serve around 230,000 students with a variety of transfer programs, and career-focused training and education programs. As part of our effort to prepare more Virginians for in-demand careers, we're focused on expanding the talent pipeline into key careers in healthcare.

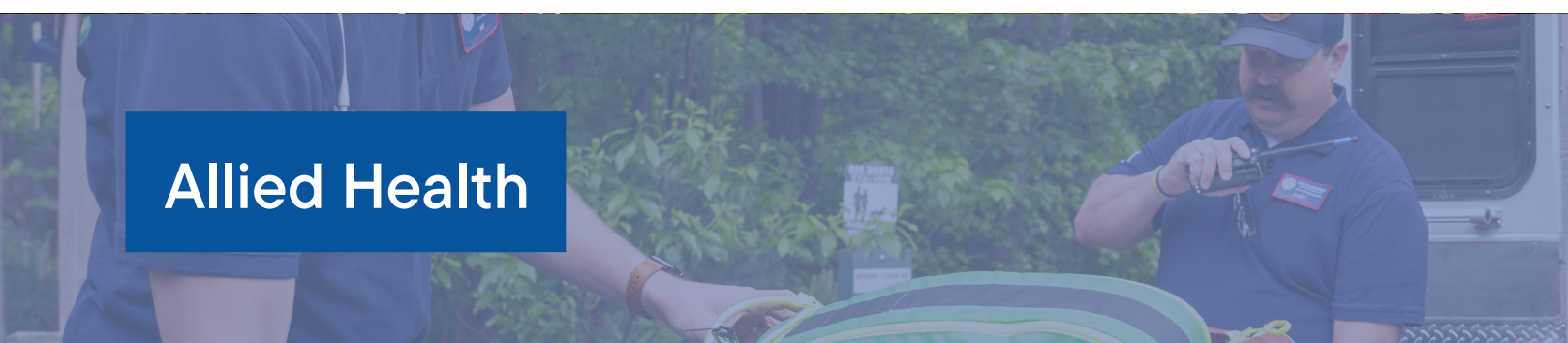
Based on Labor Market Information, the following careers and practice areas were identified as priority needs:



Dental



Nursing



Allied Health



Non-Clinical

Career	Median Salary	Credential + Program Duration	Job Outlook (2022-2032)
Certified Nursing Assistant	\$35,740	Credential, 4-12 weeks Certificate 12-15 months	4% °
Certified Professional Coder	\$47,180	Credential, 6-10 weeks	8% +
Clinical Medical Assistant	\$38,270	Credential 6-12 months	14% ++
Dental Assistant	\$44,820	Certificate, 1 year	7% +
Dental Hygiene	\$81,400	Associate Degree, 2 years	7% +
Diagnostic Medical Sonographer	\$78,210	Associate Degree, 2 years	10% ++
Emergency Medical Technician	\$36,790	Credential 8-20 weeks Certificate 12-15 months	5% +
EKG Technician		Credential 4-8 weeks	10% ++
Health Information Management	\$58,250	Associate Degree, 2 years	16% ++
Licensed Practice Nursing	\$54,620	Certificate, 15-18 months FastForward Credential 12-15 months	5% +
Medical Laboratory Technology	\$57,380	Associate Degree, 2 years	5% +
Medication Aide	\$30,180	CSC, 12-15 months	22% ++
Occupational Therapist Assistant	\$63,450	Associate Degree, 2 years	23% ++
Paramedic	\$39,410	Associate Degree, 2 years CSC, 12-15 months FastForward Credential, 8-16 weeks	6% +
Pharmacy Technician	\$34,810	FastForward Credential 4 to 8 weeks	6% +
Phlebotomist	\$38,530	FastForward Credential 4- 8 weeks	8% +
Physical Therapy Assistant	\$57,240	Associate Degree, 2 years	19% ++
Surgical Technologist	\$56,350	Associate Degree, 2 years	5% +
Radiologic Technologist	\$67,180	Associate Degree, 2 years	6% +
Registered Nurse	\$81,220	Associate Degree, 2 years	6% +
Respiratory Therapist	\$70,540	Associate Degree, 2 years	13% ++

*Career Studies Certificate (CSC): a program of study of not less than 9 nor more than 29 semester credit hours
 *Certificate: a curriculum of 30-59 semester credits that can be completed in less than two years.
 *FastForward Credential: non-credit program leading to an industry certification or licensure.
 *Associate degree: a curriculum composed of 100- and 200-level courses that can be completed in approximately two years of full-time study (at least 60 credits). It may prepare students for immediate employment or for transfer to a four-year institution.

+ = Faster than average
 ++ = Much faster than average
 ° = As fast as average

**Please note that FastForward Credential program duration varies at each community college.
 ***National averages from the Bureau of Labor Statistics

A CLOSER LOOK

Dental

DENTAL ASSISTANT

Job Description: Dental Assistants take and develop patient dental x-rays, record histories, and monitor vital signs. They may support dental procedures, like biopsies, implants, root canals, tooth extractions and periodontal surgery. Additionally, they sterilize instruments and prepare other dental materials for the dentist.

Dental Assistant Career Pathways: Dental Assistant → Dental Hygienist

DENTAL HYGIENIST

Job Description: Dental Hygienists examine teeth and oral tissues for abnormalities, remove tooth deposits, apply fluoride and sealants, and perform preventive services. They may also instruct patients on methods to improve and maintain their oral health, including brushing, flossing, and eating the proper foods.

Nursing

CERTIFIED NURSING ASSISTANT

Job Description: Certified Nursing Assistants (CNA) assist with basic patient care under the direction of licensed nursing staff. They perform duties like monitoring health status, feeding, bathing, dressing, grooming, toileting, medication administration or ambulation of patients in a health or nursing facility.

CNA Career Pathways:
CNA → Licensed Practical Nurse
CNA → Registered Nurse
CNA → Surgical Technologist

LICENSED PRACTICAL NURSE

Job Description: Licensed Practical Nurses (LPN) may collect specimens for laboratory tests, change dressings, evaluate patient needs, and implement care plans. LPNs often check vital signs such as temperature, pulse, respiration, and blood pressure, and may administer prescribed injections, medications, and intravenous fluids.

LPN Career Pathways:
LPN → Radiology Technologist
LPN → Respiratory Therapist
LPN → Registered Nurse

REGISTERED NURSE

Job Description: Registered Nurses (RN) work closely with physicians and other professionals on a healthcare team. They interpret and respond to patient symptoms, reactions, and progress. RNs teach patients and families about health promotion, assist inpatient rehabilitation, and provide emotional and physical support.

Allied Health

EMERGENCY MEDICAL TECHNICIAN

Job Description: EMTs respond to varying degrees of medical- and trauma-related emergencies such as fires, car accidents, heart attacks, unexpected childbirth, and security or natural disasters. They are trained to assess and treat life-threatening conditions as well as skillfully operate ambulances to transport patients.

EMT Career Pathways:
EMT → Paramedic
EMT → Registered Nurse
EMT → Respiratory Therapist
EMT → Radiology Technologist
EMT → Diagnostic Medical Sonography

PHLEBOTOMIST

Job Description: Phlebotomist are trained to draw blood without increasing possible anxiety and discomfort to the patient, and help calm nervous patients before beginning the blood collection process. Phlebotomists are trained in laboratory safety and careful collection of blood.

Phlebotomist Career Pathways:
Phlebotomist → Medical Laboratory Technologist
Phlebotomist → Licensed Practical Nurse
Phlebotomist → Surgical Technologist



Allied Health Continued

PHARMACY TECHNICIAN

Job Description: Pharmacy Technicians (PT) are trained to receive and verify prescription orders for completeness and accuracy. Pharmacy Technicians fill orders by measuring, compounding, counting, and labeling medications. They prepare intravenous solutions. They order, stock, package, and maintain the inventory of medications.

PT Career Pathways:	PT	→	Licensed Practical Nurse
	PT	→	Registered Nurse
	PT	→	Health Information Management
	PT	→	Medical Laboratory Technologist
	PT	→	Surgical Technologist

MEDICATION AIDE

Job Description: Medication Aides (MA) administer medication to patients as prescribed and scheduled. They monitor patients for any adverse reactions or side effects from medication. Medication Aides assist with the management and organization of medication supplies. They maintain accurate and up-to-date medical records and documentation. Medication Aides collaborate with healthcare professionals to ensure proper patient care.

Medication Aide Career Pathways:	Medication Aide	→	Licensed Practical Nurse
	Medication Aide	→	Registered Nurse
	Medication Aide	→	Paramedic

EKG TECHNICIAN

Job Description: EKG Technicians specialize in EKG machines which monitor the heart's performance through electrodes attached to a patient's chest, arms, and legs. They test and record heart metrics of a patient.

EKG Technician Career Pathways:	EKG Technician	→	Diagnostic Medical Sonographer
	EKG Technician	→	Registered Nurse
	EKG Technician	→	Licensed Practical Nurse
	EKG Technician	→	Respiratory Therapist
	EKG Technician	→	Occupational Therapy Assistant

CERTIFIED MEDICAL ASSISTANT

Job Description: Certified Medical Assistants (CMA) maintain patient accounts by obtaining, recording, and updating personal and financial information. They identify patients' needs at appointment time through written and verbal interactions. Certified Medical Assistants perform general patient care responsibilities.

CMA Career Pathways:	CMA	→	Paramedic
	CMA	→	Registered Nurse
	CMA	→	Licensed Practical Nurse
	CMA	→	Health Information Management



Allied Health Continued

PARAMEDIC

Job Description: Paramedics are trained to provide advanced life support techniques. Paramedics use monitors and other complex equipment to conduct electrocardiograms (EKGs), cardiac monitoring and defibrillation, and advanced airway management procedures including endotracheal intubation.

SURGICAL TECHNOLOGIST

Job Description: Surgical Technologists (ST) prepare the operating room by setting up surgical instruments and equipment. They check that all surgical equipment is working properly. During an operation, surgical technologists pass the sterile instruments and supplies to surgeons and first assistants.

DIAGNOSTIC MEDICAL SONOGRAPHER

Job Description: Diagnostic Medical Sonographers (DMS) operate special equipment to create images or conduct tests. DMSs create images, known as sonograms or ultrasounds, that depict the body's organs and tissues. Sonography is often the first imaging test performed when disease is suspected. They work closely with physicians and surgeons, who view the images and test results to assess and diagnose medical conditions.

OCCUPATIONAL THERAPY ASSISTANT

Job Description: Occupational Therapy Assistants (OTA) help patients develop, recover, improve, as well as maintain the skills needed for daily living and working. They are directly involved in providing therapy to patients and monitor activities to ensure correct form. They record the patient's progress and provide feedback to the occupational therapist for any changes to the treatment plan if the patient is not getting the desired results.

Allied Health Continued

PHYSICAL THERAPY ASSISTANT

Job Description: Physical Therapy Assistants (PTA) help patients who are recovering from injuries and illnesses to regain movement and manage pain. They observe patients before, during, and after therapy and report it to the physical therapist. Physical Therapy Assistants treat patients using a variety of techniques, such as massage and stretching.

RESPIRATORY THERAPIST

Job Description: Respiratory Therapists (RT) care for patients who have trouble breathing. Their patients range from underdeveloped infants to older adults with lung disease. Respiratory Therapists interview and examine patients with breathing or cardiopulmonary disorders.

MEDICAL LABORATORY TECHNOLOGIST

Job Description: Medical Laboratory Technologists (MLT) perform medical laboratory tests for the diagnosis, treatment, and prevention of disease. They test and analyze body fluids, such as blood, urine, and tissue samples. Medical Laboratory Technologists operate laboratory equipment, such as microscopes and automated cell counters.

Non-Clinical

CERTIFIED PROFESSIONAL CODER

Job Description: Certified Professional Coders (CPC) have a comprehensive understanding of the entire billing cycle, medical terminology, coding, charge entry, insurance adjudication, contractual agreement, payment posting, statements and collections.

CPC Career Pathways:	CPC	→	Health Information Management
	CPC	→	Licensed Practical Nurse
	CPC	→	Medical Laboratory Technologist
	CPC	→	Registered Nurse
	CPC	→	Respiratory Therapist

HEALTH INFORMATION MANAGEMENT

Job Description: Health Information Managers (HIM) manage patient health information and medical records for doctors, nurses, and other healthcare professionals to use for quality patient care. Their duty is to adapt to new methods of capturing healthcare information, storing that information, and easily assessing it electronically. This work is essential for accurate, organized, and secure electronic data and allows daily healthcare routines to carry on smoothly with new technological advancements.



Academic Programs

Dental Hygiene	Medical Laboratory Technology	Registered Nurse (RN)
Diagnostic Medical Sonography	Occupational Therapy Assistant	Respiratory Therapy
Emergency Medical Services	Paramedic	Social Sciences
Health Information Management	Physical Therapist Assistant	Surgical Technology
Health Sciences	Psychology	Social Sciences
Human Services	Radiography	<i>And many more!</i>
LPN to RN Transition	Radiation Oncology	

Healthcare Certificate and Career Certificate Studies Programs

Advanced Emergency Medical Technician	Health Professions	Pharmacy Technician
Behavioral Health Technician	Human Services	Phlebotomy
Dental Assistant	Licensed Practical Nurse (LPN)	<i>And many more!</i>
Emergency Medical Technician	Nurse Aide	

Healthcare FastForward Programs

Certified Billing and Coding Specialist (CBCS)	Medical Coding and Billing Specialist
Certified Nurse Assistant	Medication Aide
Certified Professional Coder	Paramedic
Clinical Medical Assistant	Patient Care Technician
EKG Technician	Pharmacy Technician
Emergency Medical Technician	Phlebotomy Technician
Nurse Aide	Sterile Processing Technician
Licensed Massage Therapist	<i>And many more!</i>
Licensed Practical Nurse	

*FastForward Credential: non-credit program leading to an industry certification or licensure.



LEARN MORE ABOUT VCCS



To check out open healthcare jobs across Virginia, visit OnBoardVirginia.com



VCCS Community College Finder



VCCS FastForward Programs



How to Enroll in G3 Programs

