



California Community Colleges

Career Advancement Guides for Current & Prospective Students

Behavioral Health, Education, and Nursing

August 2024

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Introduction

What are career advancement maps?

- **Key steps that you could take to begin** (or move up in) a specific career
- Guides explaining the **education and certifications needed** to hold specific jobs / roles
- Collection of **expected wages for each job / role** to help you understand the potential financial value of a career

What should you use this guide for?

- **Exploring potential careers** and learning more about jobs of interest
- Understanding the **education requirements, time, and effort necessary to start or advance** in a chosen career
- Informing **further research and/or discussions with a counselor on choosing a college program that is right for you**



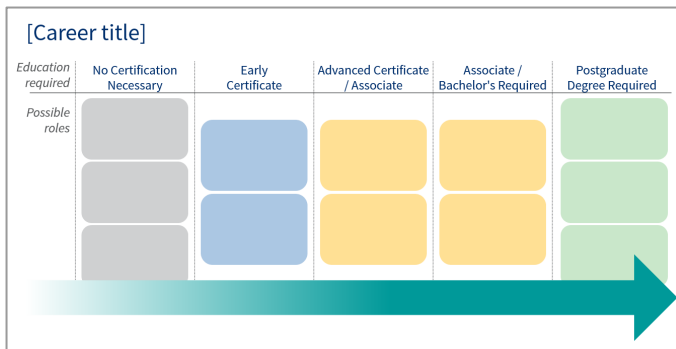
Note: This guide *does not explain every possible career, and the options shown are not always the only routes possible*; instead, these maps illustrate the most common routes to pursue a few specific careers

How to use this guide

Read career maps from left to right

Roles with no certification necessary are found on the far left of the map; the **level of education required for each role increases as you move from left to right**

Whether you are starting at step zero or step five, these career maps can help you find jobs of interest, along with the education needed and expected wages



Sample career map

Look to additional pages for further detail

Career maps are followed by **detailed pages on specific roles**

These pages can tell you information on **job descriptions, wages in your area, and more detailed education / certification requirements**

Detail view

Certified Nursing Assistant (CNA)

Role Description																															
<ul style="list-style-type: none"> Provide nursing care to patients under medical or licensed nursing supervision 																															
Job Duties	Regional Wages																														
<ul style="list-style-type: none"> Assist patients with key tasks related to basic needs ... 	<table border="1"> <thead> <tr> <th>Region</th> <th>Median hourly wage (\$)</th> <th>Average hourly wage (\$)</th> </tr> </thead> <tbody> <tr> <td>Bay Area</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>Central/Mother Lode</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>Inland Empire/Desert</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>Los Angeles</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>North/Far North</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>Orange County</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>San Diego/Imperial Counties</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>South Central Coast</td> <td>xx.xx</td> <td>xx.xx</td> </tr> <tr> <td>Total Statewide</td> <td>xx.xx</td> <td>xx.xx</td> </tr> </tbody> </table>	Region	Median hourly wage (\$)	Average hourly wage (\$)	Bay Area	xx.xx	xx.xx	Central/Mother Lode	xx.xx	xx.xx	Inland Empire/Desert	xx.xx	xx.xx	Los Angeles	xx.xx	xx.xx	North/Far North	xx.xx	xx.xx	Orange County	xx.xx	xx.xx	San Diego/Imperial Counties	xx.xx	xx.xx	South Central Coast	xx.xx	xx.xx	Total Statewide	xx.xx	xx.xx
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Education and Certification Requirements																															
Students seeking CNA certification must complete 160 hours of training in a Nursing Assistant training program approved by the California Department of Public Health...																															

Sample additional detail page



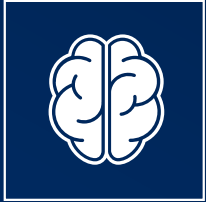
More research is needed!

Use this guide to start exploring career options, then **do more research and talk to a counselor** to get personalized advice

Counselors can give advice on **choosing a California Community Colleges program that will help you achieve your goals**



Note: This guide highlights **education / certification requirements and wages for the State of California, specifically.** Students who plan to work outside of California should research requirements and wages in other states.



Behavioral Health

This guide outlines four key careers within the behavioral health space

1

Psychiatry & Psychiatric Nursing

Psychiatry focuses on diagnosis and treatment of mental, emotional, and behavioral conditions

Psychiatric Nursing is a specialized form of nursing focused on the care of patients with psychiatric conditions

E.g., Providing medical treatment to a patient with severe depression in an inpatient care facility

2

Psychology & Counseling

Psychology focuses on the scientific study of the mind, encompassing a range of topics related to how people think, feel, and act

Behavioral health counseling focuses on helping clients understand their behavioral health & develop coping strategies for specific challenges

E.g., Providing cognitive-behavioral therapy (CBT) to a patient with severe anxiety disorder in an outpatient setting

3

Behavior Analysis

Behavior analysis focuses on the science of behavior and improving the human condition through behavior change

E.g., Teaching a child with autism to communicate with adults using picture cards

4

Social Work & Substance Abuse Counseling

Social work focuses on helping vulnerable individuals & communities deal with challenges in their everyday lives

Substance abuse counseling is a specialized field of counseling focused on the support & care of individuals with substance abuse disorders

E.g., Developing a support plan for a homeless individual in a community outreach program; conducting therapy sessions for a patient recovering from opioid addiction in a rehabilitation center

Psychiatry & Psychiatric Nursing | Career advancement

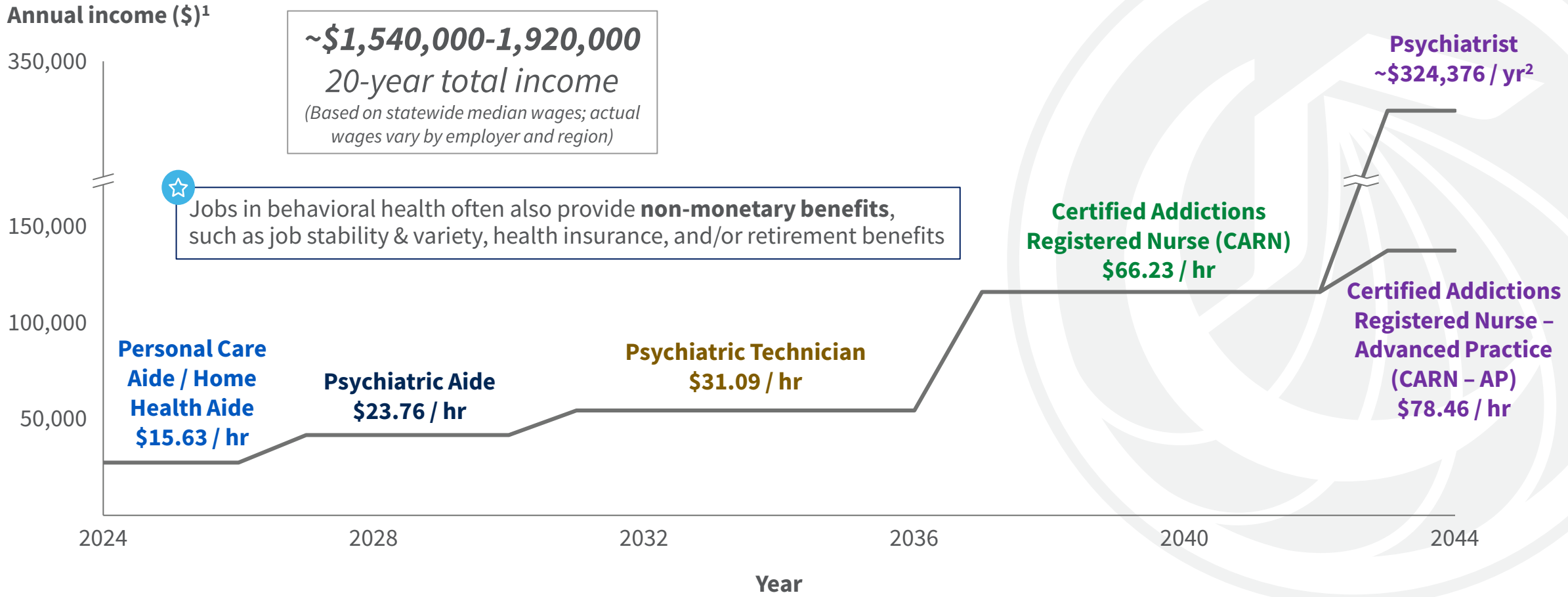
Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become CARN without having been CHW)

Additional yrs. of education req.	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-8 Years ² Postgraduate Degree Required	
Possible roles	Other Occupation	Peer Support Specialist ~\$18-23/hr ³ <ul style="list-style-type: none"> 80 hrs of training through CalMHSA-approved vendor Must pass Medi-Cal Peer Support Specialist Certification exam 	Psychiatric Technician ~\$31.09/hr <ul style="list-style-type: none"> Also known as Behavioral Health or Mental Health Technician Complete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs) Must pass California Psychiatric Technician Licensure Exam 	Certified Addictions Registered Nurse (CARN) ~\$66.23/hr ⁴ <ul style="list-style-type: none"> Work as a Registered Nurse⁵ (RN) for 2,000 hours (~1 yr) in addictions-related nursing and complete 30 hours of continuing education Must pass CARN examination 	Certified Addictions Registered Nurse – Advanced Practice (CARN – AP) ~\$78.46/hr ⁶ <ul style="list-style-type: none"> Earn a Master's degree (~2 yrs) or higher in Nursing Have 45 hrs of continuing education Work 500 supervised hrs in addictions & 1500 hrs as an Advanced Practice Nurse in addictions 	
	Psychiatric Aide ~\$23.76/hr			Psychiatric / Mental Health Nurse ~\$78.46/hr ⁶ <ul style="list-style-type: none"> Earn either PMH-BC credential or P/MH designation PMH-BC: Complete 2 yrs of full-time RN practice, 2000 hrs of clinical practice, 30 hours of continuing education, and passing score on PMH-BC examination P/MH designation: Earn Master's in Mental Health / Psychiatric Nursing (~2yrs) & complete 2 yrs of supervised clinical experience in psychiatric / mental health services 		
	Community Health Worker (CHW) ~\$25.12/hr		Other Relevant Roles E.g., Medical Assistant, Licensed Vocational Nurse (LVN)		Other Relevant Roles E.g., Registered Nurse ⁵ (RN – ADN / RN – BSN)	Psychiatrist ~\$324,376/yr ⁷ <ul style="list-style-type: none"> Earn Doctor of Osteopathic (DO) or Doctor of Medicine degree (MD) from medical school (~4 yrs) Complete psychiatry residency (~4 yrs) Opportunity to specialize through additional fellowship programs
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA), Registered Substance Abuse Counselor					

1. No prior certifications necessary to earn Associate or Bachelor's Degree, though prior experience (e.g., as Certified Nursing Assistant or Licensed Vocational Nurse) may boost a candidate's application for ADN or BSN programs
 2. Most MSN programs require BSN for admission (some online programs may accept ADN, but uncommon)
 3. Based on job posting wages from various hiring websites
 4. RN wage data combines RN-ADN and RN-BSN wages; wages may vary by education level and specialization
 5. See Career in Nursing Guide for RN position requirements
 6. Median wage for Nurse Practitioner position; wage may vary by specialization
 7. Average annual statewide wage listed, though annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ)
 Note: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
 Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; Addictions Nursing Certification Board; California Health Care Foundation; Medical Board of California; American Nurses Association; O*NET by U.S. Department of Labor; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Psychiatry & Psychiatric Nursing | Continued education along a psychiatry / psychiatric nursing career journey can lead to high long-term financial value

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



1. Positions with hourly wages annualized assuming 35 working hours per week, 50 working weeks per year 2. Average annual statewide wage listed, though annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ)
 Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
 Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Psychology & Counseling | Career advancement

Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become LPCC without having previously been CHW)

Additional yrs. of education req.

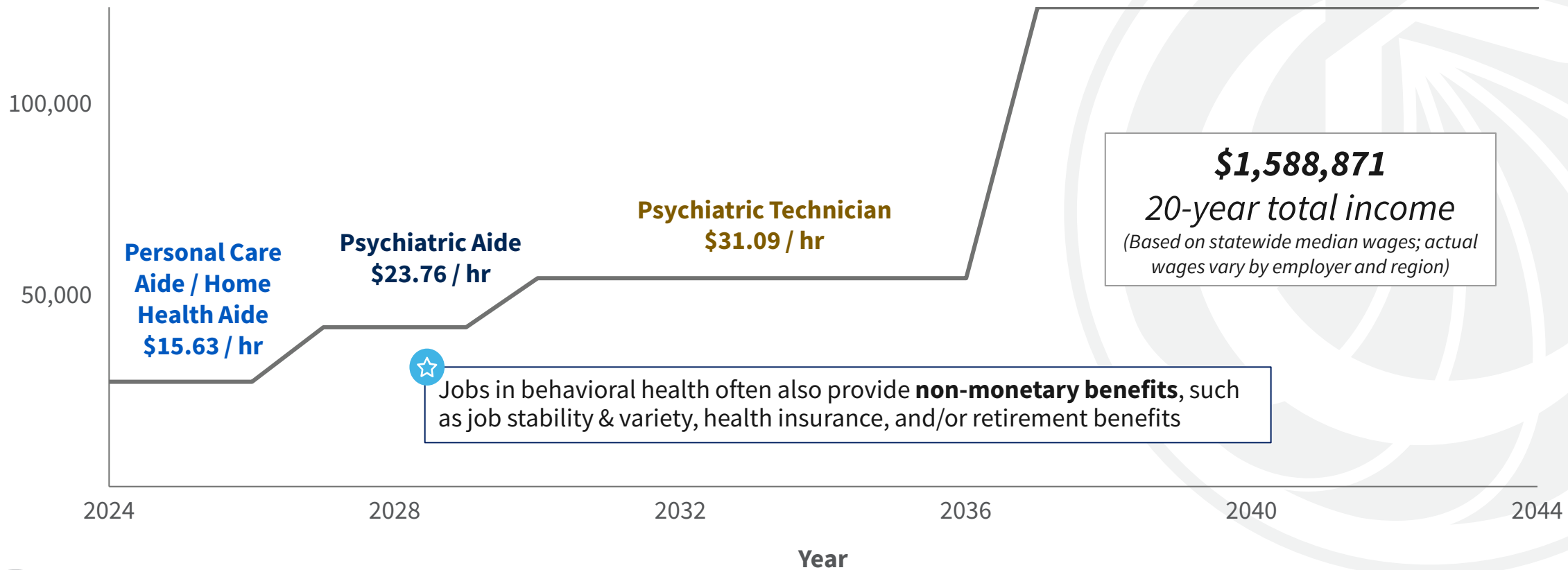
	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-3 Years Postgraduate Degree Required
Possible roles	Other Occupation	Peer Support Specialist ~\$18-23/hr ² <ul style="list-style-type: none"> 80 hrs of training through CalMHSA-approved vendor Must pass Medi-Cal Peer Support Specialist Certification exam 	Psychiatric Technician ~\$31.09/hr <ul style="list-style-type: none"> Also known as Behavioral Health or Mental Health Technician Complete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs) Must pass California Psychiatric Technician Licensure Exam 	Case Manager ~\$20-25/hr ² <ul style="list-style-type: none"> Complete Associate (~1.5-2 yrs) or Bachelor's (~4 yrs) degree in Psychology, Social Work, or related field Additional training / experience requirements vary by employer 	Psychologist ~\$125,152/yr <ul style="list-style-type: none"> Graduate with a qualifying doctoral degree – e.g., Doctor of Psychology (~4-6 yrs) Complete 3000 hrs of supervised professional experience Pass EPPP & CPLEE examinations
	Psychiatric Aide ~\$23.76/hr <ul style="list-style-type: none"> Also known as Mental Health Worker (MHW), Mental Health Aide, Mental Health Technician Employer requirements vary; some may require only high school diploma while others may require CNA or related certifications 			Certified Wellness Coach Average wage to be determined (new role) ³ <ul style="list-style-type: none"> Complete Associate degree (~1.5-2 yrs) from any CCC in Social Work, Human Services, or Addiction Studies <u>and</u> have 400 hours of related field experience OR Complete Associate Degree (~1.5-2 yrs) in Psychology, Sociology, or Child Development <u>and</u> have 1000 hrs of related field experience 	School Psychologist ~\$108,454/yr <ul style="list-style-type: none"> Complete a post-baccalaureate degree in school psychology (e.g., Master of Education in School Psychology) Apply for the Pupil Personnel Services Credential or Licensed Education Psychologist license
	Community Health Worker (CHW) ~\$25.12/hr <ul style="list-style-type: none"> Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce Commission Training programs for CHWs vary significantly in length from 1-week organization-based training to 3-semester community college-based training Certification not necessary to work as CHW, but possible to earn Certificate of Achievement through CCC program 				Licensed Professional Clinical Counselor (LPCC) ~\$125,152/yr <ul style="list-style-type: none"> Complete 60 semester hrs of graduate coursework related to counseling (e.g., Master of Arts in Counseling) Gain 3000 supervised hrs of clinical experience as an Associate Professional Clinical Counselor (APCC) Pass the LPCC Law & Ethics Exam & NCMHCE Clinical Exam
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA), Registered Substance Abuse Counselor				

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites 3. Brand-new role as of 2024, so there is a limited wage data publicly available; expected wages should match similar positions in the local school district
 Note: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
 Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; California Board of Psychology; CA Health Care Foundation; Medical Board of California; CA Commission on Teacher Credentialing; CA Board of Behavioral Sciences; HCAI ; O*NET by U.S. Department of Labor; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Psychology & Counseling | Though it takes time to become a Psychologist or Licensed Clinical Counselor, the financial payoff can be significant

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)

Annual income (\$)¹








1. Positions with hourly wages annualized assuming 35 working hours per week, 50 working weeks per year
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Behavior Analysis | Career advancement

Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become BCBA without having previously been CHW)

Additional yrs. of education req.

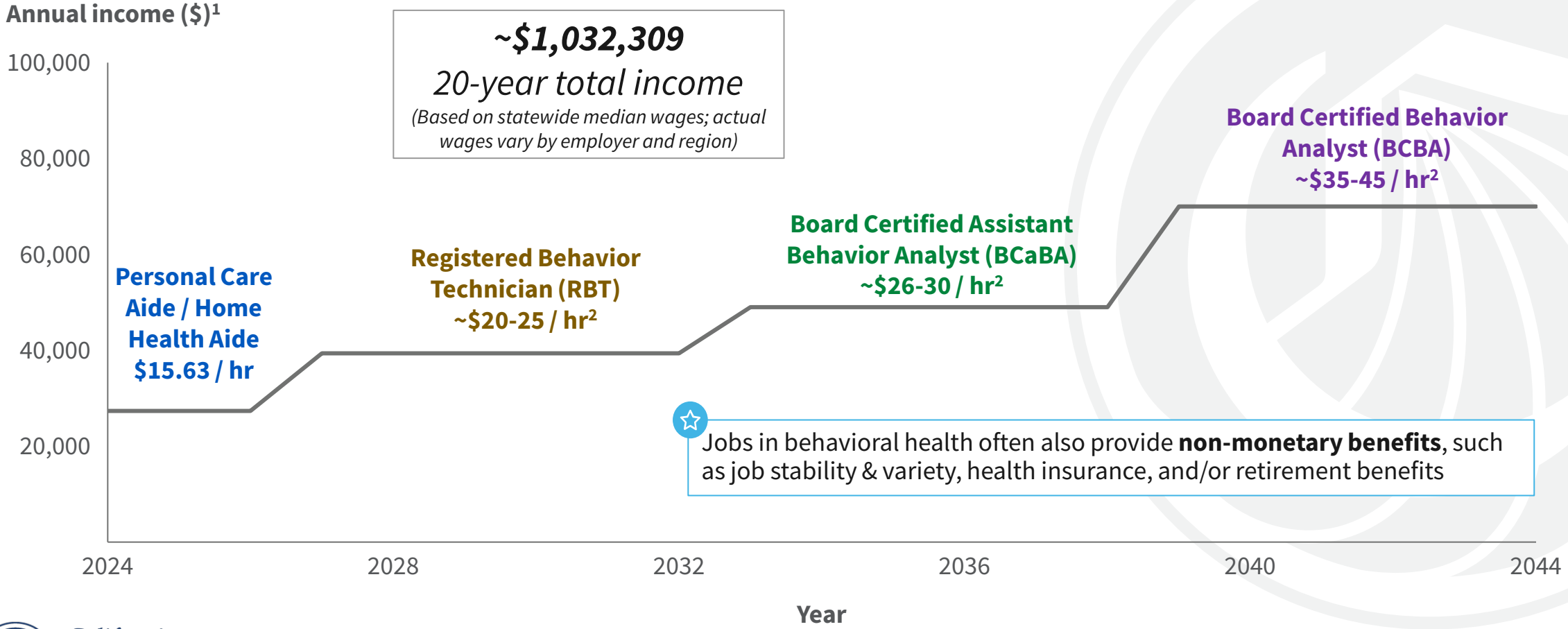
Possible roles

	No Certification Necessary	<1 Year Early Certificate	+1-2 Years Advanced Certificate / Associate	+2-4 Years ¹ Associate / Bachelor's Required	+2-3 Years Postgraduate Degree Required
	Other Occupation	Registered Behavior Technician (RBT)  ~\$20-25/hr ² <ul style="list-style-type: none"> Complete approved 40-hr RBT training Pass RBT Initial Competency Assessment 	Psychiatric Technician  ~\$31.09/hr <ul style="list-style-type: none"> Also known as Behavioral Health or Mental Health Technician Complete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs) Must pass California Psychiatric Technician Licensure Exam 	Board Certified Assistant Behavior Analyst (BCaBA)  ~\$26-30/hr ² <ul style="list-style-type: none"> Complete approved Bachelor's degree (~4 yrs) including behavior-analytic coursework Complete 1000 Concentrated Supervised Fieldwork hrs <u>or</u> 1300 Supervised Fieldwork hrs Pass BCaBA certification examination 	Board Certified Behavior Analyst (BCBA)  ~\$35-45/hr ² <ul style="list-style-type: none"> Graduate with Master's degree or higher from an approved behavior analysis degree program Complete 1500 Concentrated Supervised Fieldwork hrs <u>or</u> 2000 Supervised Fieldwork hrs Pass BCBA certification examination
	Psychiatric Aide <ul style="list-style-type: none"> Also known as Mental Health Worker (MHW), Mental Health Aide, Mental Health Technician Employer requirements vary; some may require only high school diploma while others may require CNA or related certifications 	Community Health Worker (CHW)  ~\$25.12/hr <ul style="list-style-type: none"> Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce Commission Training programs for CHWs vary significantly in length from 1-week organization-based training to 3-semester community college-based training Certification not necessary to work as CHW, but possible to earn Certificate of Achievement through CCC program 	Other Relevant Roles E.g., Licensed Vocational Nurse (LVN)	Other Relevant Roles E.g., Case Manager, Certified Wellness Coach	
	Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA)				

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites
 Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
 Source: California Mental Health Services Authority; Board of Vocational Nursing and Psychiatric Technicians; Behavior Analyst Certification Board; CA Health Care Foundation; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Behavior Analysis | Continued education along a behavior analysis career journey can lead to wages of up to \$45/hour or more

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



1. Assuming 35 working hours per week, 50 working weeks per year 2. Wage data not available from the California Employment Development Dept for these roles, so wage ranges are based on a survey of job postings from Indeed.com
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023; Indeed.com

Social Work & Substance Abuse Counseling | Career advancement

Note: Program completion times assume Full-Time student status, & career progression is not linear (e.g., possible to become LCSW without having previously been CARN)

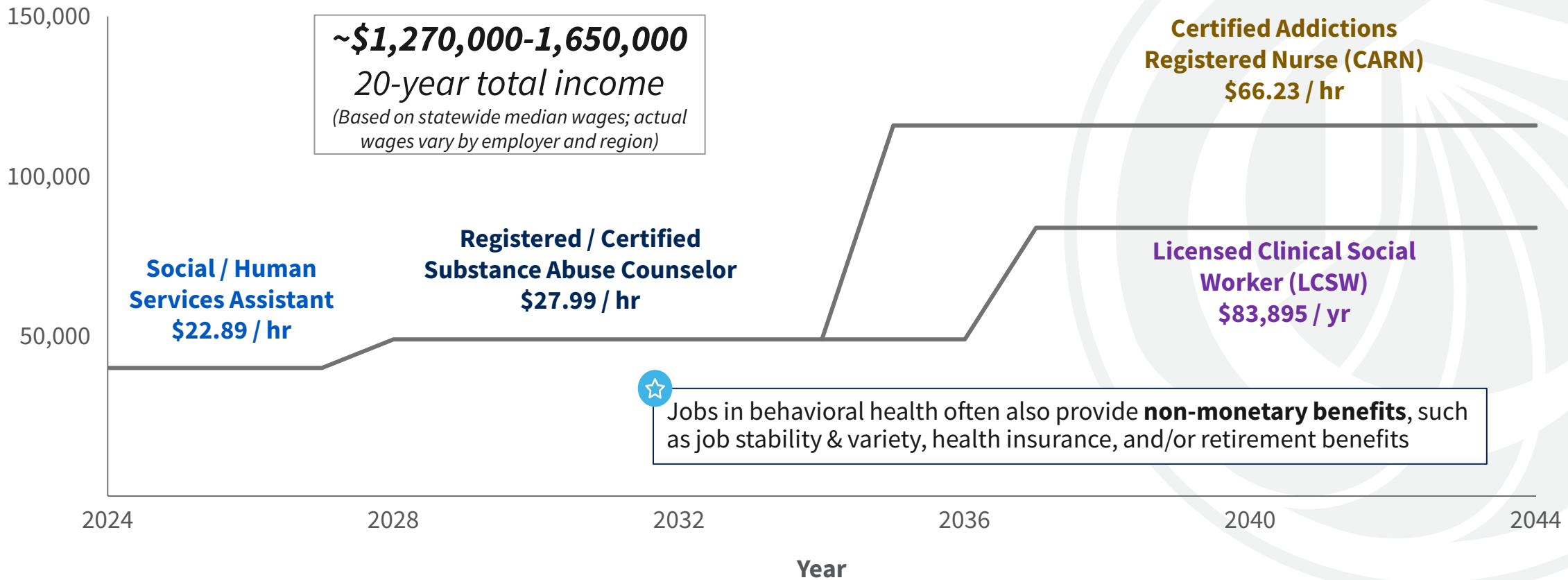
Additional yrs. of education req.	<1 Year	+1-2 Years	+2-4 Years ¹	+2-3 Years	
	No Certification Necessary	Early Certificate	Advanced Certificate / Associate	Associate / Bachelor's Required	Postgraduate Degree Required
Possible roles	<p>Social / Human Services Assistant ~\$22.89/hr</p> <ul style="list-style-type: none"> Some employers require prior experience in clerical work for social services settings 	<p>Peer Support Specialist ~\$18-23/hr²</p> <ul style="list-style-type: none"> CalMHSA-approved vendor training (80 hrs) Must pass Medi-Cal Peer Support Specialist Certification exam 	<p>Psychiatric Technician ~\$31.09/hr</p> <ul style="list-style-type: none"> Also known as Behavioral Health or Mental Health Technician Complete an approved Psychiatric Technician training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs) Must pass California Psychiatric Technician Licensure Exam 	<p>Certified Wellness Coach Avg. wage to be determined⁶</p> <ul style="list-style-type: none"> Complete Associate degree (~1.5-2 yrs) from any CCC in Social Work, Human Services, or Addiction Studies <u>and</u> have 400 hrs of related field experience OR Complete Associate degree (~1.5-2 yrs) in Psychology, Sociology, or Child Development <u>and</u> have 1,000 hrs of related field experience 	<p>Licensed Clinical Social Worker (LCSW) – Healthcare & Mental Health / Substance Abuse ~\$83,895/yr</p> <ul style="list-style-type: none"> Earn Master's degree in Social Work (~2-3 yrs) Complete 3,000 total supervised hours of work experience Pass LCSW Law & Ethics Exam and ASWB Clinical Exam
	<p>Psychiatric Aide ~\$23.76/hr</p> <ul style="list-style-type: none"> Also known as Mental Health Worker (MHW), Mental Health Aide / Technician Employer requirements vary; some may require only high school diploma while others may require CNA or related certifications 	<p>Registered Substance Abuse Counselor ~\$27.99/hr³</p> <ul style="list-style-type: none"> Complete 9-hr orientation; commit to earn certification within 5 yrs of registration Substance Use Disorder-related education not required; often preferred by employers 	<p>Certified Substance Abuse Counselor ~\$27.99/hr³</p> <ul style="list-style-type: none"> Pass the IC&RC examination Complete 2,000-3,000 hrs of supervised clinical experience Complete an approved Addiction Studies / Substance Use Disorder-related program 	<p>Case Manager ~\$20-25/hr²</p> <ul style="list-style-type: none"> Complete Associate (~1.5-2 yrs) or Bachelor's (~4 yrs) degree in Psych, Social Work, or related field Additional training / experience requirements vary by employer 	<p>Social Worker – Child, Family, & School ~\$63,614/yr⁷</p> <ul style="list-style-type: none"> Complete a post-baccalaureate degree to specialize in an area of social work (e.g., School Social Work) For School Social Worker: Apply for the Pupil Personnel Services Credential Obtain (optional) licensure by passing LCSW Law & Ethics Exam and ASWB Clinical Exam
	<p>Community Health Worker (CHW) ~\$25.12/hr</p> <ul style="list-style-type: none"> Newer, growing role receiving increased recognition by California state organizations such as the California Future Health Workforce Commission Training programs for CHWs vary significantly in length from 1-week organization-based training to 3-semester community college-based training Certification not necessary to work as CHW, but possible to earn Certificate of Achievement through CCC program 	<p>Other Relevant Roles E.g., Medical Assistant, Licensed Vocational Nurse (LVN)</p>	<p>Certified Addictions Registered Nurse (CARN) ~\$66.23/hr⁴</p> <ul style="list-style-type: none"> Work as a Registered Nurse⁵ (RN) for 2,000 hours (~1 yr) in addictions-related nursing and complete 30 hours of continuing education Must pass CARN examination 	<p>Other Relevant Roles Registered Nurse (RN – ADN or BSN)</p>	
	<p>Other Relevant Roles E.g., Personal Care Aide (PCA), Certified Nursing Assistant (CNA)</p>				

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Based on job posting wages from various hiring websites 3. Median wage for substance abuse, behavioral disorder, and mental health counselors; wages may vary by certification status 4. RN wage data combines RN-ADN and RN-BSN data; wages may vary by education level 5. See Career in Nursing guide for RN position requirements 6. Brand-new role as of 2024, so there is a limited wage data publicly available; expected wages should match similar positions in the local school district 7. Statewide median annual wage data missing; listed wage reflects average of regional median wages
 Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
 Source: CA Mental Health Services Authority; CA Dept. of Health Care Services; Board of Vocational Nursing and Psychiatric Technicians; CA Board of Psychology; CA Health Care Foundation; Medical Board of CA; CA Commission on Teacher Credentialing; CA Board of Behavioral Sciences; American Nurses Association ; HCAI ; O*NET; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Social Work & Substance Abuse Counseling | Pursuing continued education to become a Licensed Clinical Social Worker or Certified Addictions RN can lead to 2-3x wage growth

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)

Annual income (\$)¹



~\$1,270,000-1,650,000
20-year total income
(Based on statewide median wages; actual wages vary by employer and region)

Jobs in behavioral health often also provide **non-monetary benefits**, such as job stability & variety, health insurance, and/or retirement benefits



1. Positions with hourly wages annualized assuming 35 working hours per week, 50 working weeks per year
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Behavioral Health

Role-specific details

Role details

Peer Support Specialist

Role Description

- **Individuals in recovery from a mental illness or substance use disorder (or relatives of someone with these challenges) provide peer support to others** facing similar issues (see detail in 'job duties')
- May serve clients in various settings, including at **primary care offices, emergency rooms, and recovery centers**

Job Duties

- **Provide recovery-oriented services** – e.g., assessing client needs, helping clients set and achieve recovery-related goals, and connecting clients to support resources

Education and Certification Requirements

Individuals can be certified as Medi-Cal Peer Support Specialists through the California Mental Health Services Authority (CalMHSA).

To seek certification, individuals must be 18 years of age or older, possess a high school diploma or equivalent, and **self-identify (a) as having had experience with recovery from a mental illness or substance use disorder themselves or (b) as a relative of someone with these challenges.**

Those who meet these qualifications may complete an **80-hour CalMHSA-approved training program & pass the certification exam** to become a certified Medi-Cal Peer Support Specialist.

There are opportunities to complete further training in **four areas of specialization: Parent, Caregiver, and Family Member Peer; Crisis Care; Unhoused Services; Justice Involved Services.**

Wage Information

**Estimated Statewide
Average Hourly Wage**
~\$18-23

Wage data for Peer Support Specialist is **not listed in California's Employment Development Department database**, likely due to the relatively new nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Psychiatric Aide & Psychiatric Technician

Role Description

- **Care for individuals with mental, emotional, or developmental conditions** under the guidance of advanced health practitioners (psychiatric aides must also be directly supervised by technicians)
- Work in various settings including **hospitals, mental health facilities, & correctional facilities**

Job Duties

- **Both aides & technicians provide hands-on care to patients** (listening to concerns; leading therapeutic activities; helping with basic needs like feeding, bathing, dressing) and **provide patient status updates to supervisors**
- Aides must be supervised by technicians while providing care

Education and Certification Requirements

Psychiatric Aide

Employer requirements vary; some may require only high school diploma while others may require CNA or related certifications.

Psychiatric Technician

Students may complete a **Psychiatric Technician program** (~1-1.5 years¹) accredited by the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT). Students may also furnish proof of equivalent education that meets the guidelines published by BVNPT.

After satisfying the education requirement, students **must pass the California Psychiatric Technician Licensure Examination** administered by BVNPT. Upon payment of a licensure fee, passing this examination grants a Psychiatric Technician licensure in the state of California.

Wage Information

Psychiatric Aides

**Statewide Median
Hourly Wage
\$25.05**

**Statewide Average
Hourly Wage
\$23.76**

Psychiatric Technicians

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	33.63	33.36
Central/Mother Lode	34.56	33.35
Inland Empire/Desert	32.75	30.36
Los Angeles	25.22	27.52
North/Far North	24.65	27.65
Orange County ¹	-	28.09
San Diego/Imperial Counties	25.05	37.09
South Central Coast	40.97	30.48
Total Statewide	31.09	30.50

1. Median hourly wage missing for this region

Role details

Community Health Worker (CHW)

Role Description

- Serve as a **liaison between health service organizations and community members** to increase access to and improve the quality of healthcare services
- Work in various settings including **hospitals, public health departments, and community-based organizations**

Job Duties

- **Improve community access to health services** by meeting patients in the community, connecting community members with important resources, educating patient populations, providing translation assistance in healthcare settings, and more

Education and Certification Requirements

Community Health Workers (CHWs) are **not certified in California**, and there are **no standardized training curricula or requirements** for CHWs.

Training programs vary significantly between *organization-based* and *college/university-based* programs. **Organization-based programs** range from **1-12 weeks in length**. **College/university-based programs** range from **8 weeks to 3 semesters in length**. It is possible to earn a non-degree **Certificate of Achievement** from a California Community College CHW training program. Training programs may teach students to **assist with healthcare access, recognize community needs, collect health data, and network with government / health agencies**.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	34.22	33.60
Central/Mother Lode	22.68	25.37
Inland Empire/Desert	22.60	27.26
Los Angeles	23.58	25.58
North/Far North	27.22	27.96
Orange County	22.72	25.47
San Diego/Imperial Counties	22.61	26.41
South Central Coast	26.39	27.08
Total Statewide	25.12	28.11

Role details

Substance Abuse Counselor (I/II)

Role Description

- Provide support and **counseling to individuals struggling with** or recovering from **substance use disorders**
- Work in various settings including **mental health centers, community health centers, and private practice medical offices**

Job Duties

- **Provide recovery-oriented services**, such as assessing new clients, conducting individual and group counseling, and providing support services during and after treatment (e.g., case management, family member education)

Education and Certification Requirements

The California Department of Health Care Services recognizes **three certifying organizations for substance abuse counselors:**

- 1) California Association for Alcohol and Drug Educators (CAADE)
- 2) California Association of DUI Treatment Programs (CADTP)
- 3) California Consortium of Addiction Programs and Professionals (CCAPP)

Registration or certification through one of these three agencies is required to work as a substance abuse counselor in California.

Each of the three certifying organizations offers several levels of certification based on level of education and experience; [see detailed breakdown on following page.](#)

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	29.78	34.83
Central/Mother Lode	26.32	31.42
Inland Empire/Desert	29.01	31.64
Los Angeles	25.20	31.69
North/Far North	29.25	32.62
Orange County	24.93	29.70
San Diego/Imperial Counties	24.45	28.46
South Central Coast	28.03	30.57
Total Statewide	27.99	32.18

Role details | Substance Abuse Counselor registration & certification options (II/II)

First, must **register** with one of three agencies to begin providing counseling services

Registration title	Certifying organization	Registration requirements
Registered Addiction Counselor (RAC)	CAADE's Addiction Counselor Certification Board of California (ACCBC)	<ul style="list-style-type: none"> Must be currently enrolled in or have completed an ACCBC-approved Alcohol and Drug Studies program
Registered Alcohol/Drug Technician (RADT)	California Consortium of Addiction Programs and Professionals (CCAPP)	<ul style="list-style-type: none"> Must complete 9-hour online orientation offered by CCAPP or ZipMart (covers ethics, confidentiality, and boundaries)
Substance Use Disorder Registered Counselor (SUDRC)	California Association of DUI Treatment Programs (CADTP)	<ul style="list-style-type: none"> Must complete 9-hour online orientation from a CADTP-approved provider (covers ethics, confidentiality, and boundaries)



Once registered, Substance Abuse Counselors must **earn certification** from one of three agencies within 5 years

Certification title	Certifying organization	Certification requirements
Certified Addiction Treatment Counselor I (CATC I)	CAADE's Addiction Counselor Certification Board of California (ACCBC)	<ul style="list-style-type: none"> Pass IC&RC exam Completion of an ACCBC-approved Community College or post-secondary Alcohol and Drug Studies program (at least 30 semester units in length) 2,240 supervised clinical experience hours
Certified Alcohol & Drug Counselor Level I (CADC-I)	California Consortium of Addiction Programs and Professionals (CCAPP)	<ul style="list-style-type: none"> Pass IC&RC exam Completion of 315 hours of education from a CCAPP-approved college 3,000 hours of supervised work experience (including 255 hours of field practicum)
Substance Use Disorder Certified Counselor (SUDCC)	California Association of DUI Treatment Programs (CADTP)	<ul style="list-style-type: none"> Pass IC&RC exam Completion of 315 hours of substance use disorder-related work experience 2,080 hours of substance use disorder-related work experience (including 160 hours of practicum)

1. Registration is not equivalent to and is not an alternative to certification; once registered, the requirements for certification must be completed within 5 years 2. The certification options listed on this page reflect the "first-level" of certification only; each certifying organization offers several tiers of certification based on level of experience (number of hours) & education (degree type), and readers are recommended to review the requirements on each organization's website to choose the certification level that matches their background
 Source: ACCBC [Registration](#) & [Certification](#) Requirements, CCAPP [Registration](#) & [Certification](#) Requirements, CADTP [Registration](#) & [Certification](#) Requirements

Role details

Certified Wellness Coach

Role Description

- Provide care to children and teenagers through **"early intervention" services that support overall physical, emotional, and mental wellbeing**
- Work in various settings including **schools, local education agencies, and community organizations**

Job Duties

- Offer non-clinical services to children and teenagers such as **wellness education, health screening, individual and group counseling, and crisis referral**

Education and Certification Requirements

Apply through HCAI¹ for certification:

Certified Wellness Coach I

Applicants with an **Associate degree in Social Work, Human Services, or Addiction Studies from a California Community College need 400 hours of field experience** to earn the Certified Wellness Coach I certification. Applicants with an Associate degree in these subjects from a different institution or an Associate degree in Child Development, Early Intervention, Psychology, or Sociology from any institution need 1,000 hours of related field experience to obtain the certification.

Certified Wellness Coach II

Applicants with a **Bachelor's degree in Social Work, Human Services, or Addiction Studies from a California college need 800 hours of field experience** to earn the Certified Wellness Coach II certification. Those with a Bachelor's degree in these subjects from a different institution or a Bachelor's degree in Child Development, Early Intervention, Psychology, or Sociology from any institution need 2,000 hours of related field experience to obtain the certification.

Wage Information

Certified Wellness Coach is a brand-new role as of 2024, so there is a limited amount of wage data publicly available. Expected wages should match similar positions in the local school district.

It is recommended that users research job postings in their local area or contact employers (schools, local education agencies, community organizations) directly to gain a better understanding of wages for this role in their region.

1. California Department of Healthcare Access and Information

Source: [HCAI Certified Wellness Coach Site](#); [HCAI Certified Wellness Coach Employer Resource Guide](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Case Manager

Role Description

- Provide regular & ongoing support to clients (typically individuals facing developmental, academic, housing, mental health, substance abuse, or correctional / legal challenges)
- Work in a variety of settings, including **healthcare facilities (e.g., hospitals, mental health facilities), social / human service organizations, criminal justice settings, nonprofit organizations, and schools**

Job Duties

- Work to **understand client needs, connect them with appropriate resources, & advocate on their behalf**
- **Check in regularly** to monitor clients' care and help them navigate important decisions, complete paperwork, and/or improve self-management skills

Education and Certification Requirements

Case managers come from a variety of backgrounds, including social work, psychology, nursing, and other healthcare settings.

Requirements for case managers vary by employer. Case manager roles typically require a **Bachelor's degree in social work, psychology, nursing, or a similar field.**

Regional Wages

**Estimated Statewide
Average Hourly Wage**

~\$20-25

Wage data for Case Manager not listed in California's Employment Development Department database likely due to the varying nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Certified Addictions Registered Nurse (CARN & CARN – AP)

Role Description

- Provide **specialized nursing care** related to the prevention, intervention, treatment, and management of **substance use disorders**
- Work in various settings including **hospitals, community health centers, and rehabilitation facilities**
- **Two different certifications, based on level of education and experience:** CARN and CARN - AP

Job Duties

- **Serve patients struggling with substance use disorders** by performing initial assessments, evaluating patient progress, providing support for symptoms of recovery, monitoring for signs of relapse, and administering medications where applicable

Education and Certification Requirements

Certification in addictions nursing requires an active Registered Nursing (RN) license.¹

CARN Certification

An RN must have **30 hours of continuing education credits** and evidence of **2,000 hours of experience related to addictions nursing** within the last 3 years to be eligible for CARN certification.

CARN-AP Certification

RNs must hold a **Master's degree** or higher in nursing in order to qualify for the CARN-AP certification. An RN must have **45 hours of continuing education credits**, a minimum of **500 supervised hours** in addictions, and **1,500 hours of nursing experience** in addiction as an Advanced Practice Nurse (APN or APRN) within the last 3 years.

Regional Wages²

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	82.64	79.82
Central/Mother Lode	60.95	62.56
Inland Empire/Desert	61.00	60.64
Los Angeles	64.07	62.66
North/Far North	67.70	69.63
Orange County	66.09	61.45
San Diego/Imperial Counties	58.78	58.57
South Central Coast	56.54	60.04
Total Statewide	66.23	66.56

1. See Career in Nursing pathway guide for details on requirements to become a Registered Nurse 2. Wages shown are for standard Registered Nurse position; wages may vary by specialization and level of education
Source: [Addictions Nursing Certification Board](#); NurseJournal; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Psychiatric / Mental Health Nurse (P/MH)

Role Description

- Provide specialized **nursing care to individuals with psychiatric, mental health, and substance use-related conditions**
- Work in settings including **private practice offices, hospitals, & residential mental health facilities**

Job Duties

- **Intervene in moments of crisis** for patients
- Provide **psychiatric rehabilitation**, patient education, and psychotherapy
- Administer medications

Education and Certification Requirements

California nurses can specialize in psychiatry and mental health by earning the **Psychiatric-Mental Health Nursing—Board Certified (PMH-BC) credential or the P/MH designation**.

To qualify to take the PMH-BC credential exam, nurses need an **active RN license, 2 years of full-time RN practice, 2000 hours of clinical practice, and 30 hours of continuing education** in psychiatric-mental health. Passing the exam (which is administered by the American Nurses Credentialing Center) grants the credential.

Nurses can qualify for the P/MH designation in California through **postgraduate coursework and experience**. Nurses can apply for the P/MH designation through the California Board of Registered Nursing if they have completed a **Master's degree in psychiatric / mental health nursing and 2 years of clinical experience** providing psychiatric / mental health counseling services.

Regional Wages¹

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	82.64	79.82
Central/Mother Lode	60.95	62.56
Inland Empire/Desert	61.00	60.64
Los Angeles	64.07	62.66
North/Far North	67.70	69.63
Orange County	66.09	61.45
San Diego/Imperial Counties	58.78	58.57
South Central Coast	56.54	60.04
Total Statewide	66.23	66.56

1. Wages shown for Registered Nurse position; wages may vary by specialization and level of education
 Source: California Board of Registered Nursing; [American Nurses Credentialing Center PMH-BC Credential Requirements](#); American Psychiatric Nurses Association; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Psychiatrist

Role Description

- **Diagnose and treat mental, emotional, and behavioral conditions as a medical doctor** through medication management and psychotherapy
- Work in various settings including **private practice offices, hospitals, and rehabilitation programs**

Job Duties

- **Provide psychiatric care** by performing medical tests, diagnosing patient conditions, prescribing medications, and forming individualized treatment plans for patients

Education and Certification Requirements

Students **must first complete medical school** to become doctors, which requires 4 years of postgraduate education.

After medical school, doctors must complete a **residency training program in psychiatry** (at least 4 years) certified by the American Board of Psychiatry and Neurology (ABPN). Residency training programs involve extensive supervised patient care experience and rigorous teaching.

At the end of residency, doctors must **pass the ABPN Psychiatry certification examination** to become board-certified psychiatrists.

Psychiatrists have the option to become sub-specialists in a particular area (e.g., Child and Adolescent Psychiatry) by completing a fellowship and passing an ABPN certification examination in that subspecialty.

Regional Wages

Region	Average annual wage ¹ (\$K)
Bay Area	345
Central/Mother Lode	275
Inland Empire/Desert	329
Los Angeles	332
North/Far North	271
Orange County	342
San Diego/Imperial Counties	328
South Central Coast	261
Total Statewide	324

1. Annual wages for psychiatrists vary significantly by region, specialty, and years of experience (entry-level wages may differ) 24
 Source: American Board of Psychiatry and Neurology; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Licensed Professional Clinical Counselor (LPCC)

Role Description

- **Provide counseling and psychotherapy to individuals, couples, families, and groups**
- Work in various settings including **private practice offices, schools, hospitals, community agencies**
- **May develop an area of expertise** to work with special populations or issues (may require additional training or certification)

Job Duties

- **Provide a range of services** related to counseling and psychotherapy such as mental health assessments, diagnoses, psychoeducation, clinical case management, career counseling, and crisis services

Education and Certification Requirements

Students must earn a qualifying **Master's degree** (at least 60 semester units, ~2 yrs) in **counseling, psychotherapy**, or a related field. After graduation, students are eligible to **register as an Associate Professional Clinical Counselor (APCC)** through the California Board of Behavioral Sciences. Candidates must be registered as APCCs to accrue the supervised experience hours required for LPCC licensure.

APCCs must **complete 3,000 hours of supervised clinical experience** over a minimum of 2 years and maximum of 6 years to qualify for LPCC licensure. Candidates must also **pass the California Law and Ethics Exam and National Clinical Mental Health Counselor Examination (NCMHCE)**. Candidates qualify for LPCC licensure after completion of the above requirements.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	137	140
Central/Mother Lode	128	123
Inland Empire/Desert	128	130
Los Angeles	125	129
North/Far North	126	121
Orange County	113	126
San Diego/Imperial Counties	130	125
South Central Coast	109	108
Total Statewide	125	129

Role details

Psychologist

Role Description

- **In outpatient & hospital settings**, use therapeutic techniques (e.g., "talk therapy," behavior therapy) to help clients cope more effectively with life problems (e.g., grief, trauma, mental health issues)
- **In academic and research settings**, study the mind, human experience, and behavior

Job Duties

- In clinical settings, may perform tasks such as **assessing patients, developing treatment plans, and tracking patient progress**

Education and Certification Requirements

Applicants for licensure must possess a **qualifying doctoral degree in psychology** or a related field. Applicants must also have **3,000 hours (~2 yrs) of supervised experience**. Up to 1,500 of these hours may be accrued before completion of the doctoral degree. **Applicant must register as a psychological associate** (requires an application, \$40 fee, official transcripts, and Supervision Agreement form) to complete the rest of the required supervised hours.

Applicants must **pass the Examination for Professional Practice in Psychology (EPPP)**, which can be taken after the completion of 1,500 supervised experience hours. Applicants must also pass the **California Psychology Law and Ethics Examination (CPLÉE)**, which can be taken after all 3,000 hours of supervision are completed.

After all requirements are completed, applicants are eligible for **licensure by the California Board of Psychology**.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	137	140
Central/Mother Lode	128	123
Inland Empire/Desert	128	130
Los Angeles	125	129
North/Far North	126	121
Orange County	113	126
San Diego/Imperial Counties	130	125
South Central Coast	109	108
Total Statewide	125	129

Role details

School Psychologist

Role Description

- Identify and **address learning, behavioral, and emotional needs** (e.g., coping with bullying, addressing poor academic performance, managing mental health issues) **in school-aged children**
- Typically work **in academic institutions to provide psychological services to students**

Job Duties

- Work closely with educators to **develop individualized education plans (IEPs) for students, monitor student academic performance, provide counseling to students, and more**

Education and Certification Requirements

Individuals interested in school psychology can earn the Pupil Personnel Services (PPS) credential or Licensed Educational Psychologist (LEP) license.

Pupil Personnel Services (PPS) Credential

Required for school psychologists in California public schools. Candidates must complete a **post-baccalaureate program** with at least **60 semester units in a California Commission-approved school psychology program**, including a **practicum with school-aged children**. Successful students are recommended by their program to the Commission on Teacher Credentialing for the credential.

Licensed Educational Psychologist (LEP) License

Requires a qualifying **Master's degree in psychology, school psychology, counseling, or related field**, and **60 semester hours of postgraduate work** in pupil personnel services. Applicants must also have **three years of full-time experience** as a school psychologist and **pass the LEP Written Exam**.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	120	118
Central/Mother Lode	116	115
Inland Empire/Desert	108	115
Los Angeles	104	97
North/Far North	110	113
Orange County	108	103
San Diego/Imperial Counties	117	119
South Central Coast	114	120
Total Statewide	108	111

Role details

Licensed Clinical Social Worker (LCSW)

Role Description

- Offer **counseling, intervention, and case management services** to individuals facing mental, social, or medical difficulties, while also **analyzing the social and environmental influences** that contribute to these issues
- Work in a variety of settings, including **child and/or family services, clinics, court or forensic settings, hospitals, private practice offices, social services, and non-profits**

Job Duties

- Offer a variety of clinical services, such as **assessment, diagnosis, treatment planning, individual / group / family therapy, connecting clients to resources to address social and environmental challenges, and case management**

Education and Certification Requirements

To qualify for LCSW licensure, candidates must hold a **Master's degree in Social Work** (~2-3 years). This degree allows candidates to **register as Associate Social Workers (ASWs) with the California Board of Behavioral Sciences**. Registration as an ASW is necessary for candidates to gain the supervised experience hours required for LCSW licensure.

ASWs must **complete 3,000 hours of supervised clinical experience** over a minimum of 2 years for LCSW licensure. Candidates must also **pass the California Law and Ethics Exam and Association of Social Work Boards Exam (ASWB)**. Candidates qualify for LCSW licensure after completion of all the above requirements.

Regional Wages

Healthcare Social Workers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	105	108
Central/Mother Lode	83	87
Inland Empire/Desert	79	85
Los Angeles	82	88
North/Far North	84	92
Orange County	79	85
San Diego/Imperial Counties ²	81	83
South Central Coast	82	85
Total Statewide	84	92

Mental Health & Substance Abuse Social Workers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	96	94
Central/Mother Lode	78	80
Inland Empire/Desert	89	86
Los Angeles	86	87
North/Far North	66	76
Orange County	77	85
San Diego/Imperial Counties	64	72
South Central Coast	83	82
Total Statewide	83	85

Role details

Social Worker – Child, Family, & School

Role Description

- Offer **counseling, intervention, and case management services** to children and families, while also **analyzing the social and environmental influences** that contribute to these issues
- Work in a variety of settings, including **child and/or family services, schools, court or forensic settings, hospitals, private practice offices, social services, and non-profits**

Job Duties

- Advocate for students
- Connect families with needed services
- Arrange adoptions & foster homes for children

Education and Certification Requirements

California does not require a license in order to be employed as a social worker. Child, Family, & School social workers may choose to be licensed as Licensed Clinical Social Workers (LCSWs). [See the LCSW backup page for more details on requirements for licensure.](#)

School Social Worker

The **Pupil Personnel Services Credential**, conferred by the California Commission on Teacher Credentialing, is required for employment as a school social worker in California public schools and may be preferred or required by non-public schools. Candidates must complete a **post-baccalaureate program** with at least **45 semester units in a Commission-approved school social work program**, including a **practicum with school-aged children**. Successful students are recommended for the credential by their program to the Commission on Teacher Credentialing.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	68	75
Central/Mother Lode	54	58
Inland Empire/Desert	64	64
Los Angeles	68	73
North/Far North	64	64
Orange County	68	68
San Diego/Imperial Counties	64	64
South Central Coast	59	61
Total Statewide¹	64	66

1. Total statewide median and average annual wages missing from data; listed wages reflect average of regional median/average wages

Source: [California Commission on Teacher Credentialing Pupil Personnel Services Credential requirements site](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Registered Behavior Technician (RBT)

Role Description

- **Assist advanced behavioral health professionals in providing Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior challenges
- Work directly with clients **under the direct supervision of a Board Certified Assistant Behavior Analyst (BCaBA) or Board Certified Behavior Analyst (BCBA)**
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- Work directly with clients to **solve their behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **Implement care plan** developed by the BCaBA or BCBA supervisor

Education and Certification Requirements

Individuals must **be at least 18 years of age and hold a high school diploma or equivalent** to seek RBT certification.

Individuals must complete an accredited **40-hour RBT training program** and **pass the RBT Initial Competency Assessment**. After completing these requirements, individuals can **apply for RBT certification through the Behavior Analyst Certification Board**.

Wage Information

**Estimated Statewide
Average Hourly Wage**

~\$20-25

Wage data for Registered Behavior Technician not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Board Certified Assistant Behavior Analyst (BCaBA)

Role Description

- **Provide Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior challenges, **under the supervision of a Board Certified Behavior Analyst (BCBA)**
- Work **under the supervision of a Board Certified Behavior Analyst (BCBA)** & **may supervise a Registered Behavior Technician (RBT)**
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- **Solve behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **May recommend changes to client care plans** to be approved by supervising BCBA
- **May supervise a Registered Behavior Technician (RBT)** who works directly with client

Education and Certification Requirements

Candidates must have a **Bachelor's degree** or higher **and have completed the behavior-analytic coursework requirements** set by the Behavior Analyst Certification Board.

Candidates must also **complete either 1,300 hours of supervised fieldwork or 1,000 hours of concentrated supervised fieldwork**, which involves more intensive supervision (i.e., more frequent contact with supervisors and a higher percentage of supervised hours per period).

After meeting all eligibility requirements, candidates must **pass the BCaBA certification examination**. Passing the exam confers BCaBA certification. **BCaBAs do not need additional licensing in California, but other states may have further licensure requirements.**

Wage Information

Estimated Statewide Average Hourly Wage

~\$26-30

Wage data for Board Certified Assistant Behavior Analyst not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.

Role details

Board Certified Behavior Analyst (BCBA)

Role Description

- **Supervise Registered Behavior Technicians (RBTs) & Board Certified Assistant Behavior Analysts (BCaBAs) providing Applied Behavior Analysis (ABA) services to clients**—including individuals with autism & other developmental conditions, behavioral challenges, brain injuries, and substance use disorders—to solve behavior-related challenges
- Work in a variety of settings, including **schools, dedicated therapy centers, and client homes**

Job Duties

- **Solve behavior-related issues** by analyzing client behavior, using ABA techniques to implement behavior interventions, and educating client teachers and families on behavior interventions
- **Develop care plans for clients** and approve proposed adjustments to care plans from BCaBAs

Education and Certification Requirements

Candidates must have a **Master's degree or higher from an accredited behavior analysis program** or a different Master's degree with the required behavior-analytic coursework as specified by the Behavior Analyst Certification Board.

Candidates must also **complete either 2,000 hours of supervised fieldwork or 1,500 hours of concentrated supervised fieldwork**, which involves more intensive supervision (i.e., more frequent contact with supervisors and a higher percentage of supervised hours per period).

After meeting all eligibility requirements, candidates must **pass the BCBA certification examination**. Passing the exam confers BCBA certification. **BCBAs do not need additional licensing in California, but other states may have further licensure requirements.**

Wage Information

**Estimated Statewide
Average Hourly Wage**

~\$35-45

Wage data for Board Certified Behavior Analyst not listed in California's Employment Development Department database likely due to the highly specialized nature of this role.

Instead, the wage range shown here is based on a sampling of publicly available California job postings. **It is recommended that users research job postings in their local area** to gain a better understanding of wages for this role in their region.



Education

This guide outlines two key careers within education

1

Early Childhood Education

Early Childhood Education focuses on the development and education of children from birth to early elementary school (around 5 years of age), emphasizing foundational skills in literacy, numeracy, socialization, and emotional growth

E.g., Engaging in play-based learning activities with infants and children in a daycare center

2

Teaching & Instruction

Teaching & Instruction focus on the delivery of educational content to students (for the purposes of this guide, from kindergarten through grade 12), including the process of curriculum development, implementing various teaching and classroom management strategies, and assessing student performance

E.g., Developing and delivering instructional lesson plans for a middle school science class

Early Childhood Education | Career advancement

Additional yrs. of education req.	High School / GED Required	+0-2 Years Some Additional Training Req.	+2-4 Years ¹ Advanced Training / Associate's / Bachelor's Required	+2-3 Years Postgraduate Degree Required
Possible roles	<p>Family, Friend, and Neighbor (FFN) Caregiver ~\$17.97/hr²</p> <ul style="list-style-type: none"> License-exempt (child care license not required to work as FFN) Optional registration on TrustLine (background check platform) can confer added legitimacy for job recruitment purposes 	<p>Child Care Center Aide ~\$17.97/hr²</p> <ul style="list-style-type: none"> Complete 6 core semester units of early childhood education To work for state-funded programs (e.g., HeadStart), must also possess CTC Child Development Permit⁴ 	<p>Child Care Center Director ~\$29.70/hr</p> <ul style="list-style-type: none"> Complete 12 core semester units in early childhood education / development AND 3 semester units in Administration or Staff Relations Have 4 yrs of teaching experience in a supervised group Child Care Center OR Complete 3 semester units in Administration AND hold Associate degree in child development with 2 yrs teaching experience or Bachelor's degree in child development with 1 yr teaching experience OR Hold CTC Child Development Site Supervisor Permit or Program Director Permit 	<p>Kindergarten or Elementary School Teacher ~\$96,000-105,000/yr</p> <p>For preliminary certification⁵:</p> <ul style="list-style-type: none"> Earn Bachelor's degree (~4 yrs) Verify subject matter competence (see backup pages for additional detail) For Multiple Subject teachers: Complete a course (2 semester units / 3 quarter units) on the U.S. Constitution, or pass exam Complete CTC-approved teacher preparation or intern program (~2-4 semesters) Pass the Reading Instruction Competence Assessment (RICA) Apply for CTC PK-3 ECE or Multiple Subject Teaching Credential (see backup for detail)
	<p>Family Child Care Home Provider ~\$17.97/hr²</p> <ul style="list-style-type: none"> Attend Family Child Care Home orientation (1 day in-person or online) Complete 15 hours of health and safety training Undergo home inspection Apply for Family Child Care Home License 	<p>Child Care Center / Preschool Teacher⁶ ~\$19.49/hr</p> <ul style="list-style-type: none"> Complete 12 core semester units of early childhood education / development Have 6 months of experience in a group child care setting To work for state-funded programs (e.g., HeadStart), must also possess CTC Child Development Permit⁴ Bachelor's degree holders may also apply for CTC PK-3 ECE Specialist Credential 	<p>Early Intervention Specialist ~\$65,297/yr</p> <ul style="list-style-type: none"> Earn Bachelor's degree (~4 yrs) in child development or related field; some employers may require Master's degree Some employers may require CTC Education Specialist Instruction Credential; preliminary credential requires Bachelor's degree, 2 semester units on U.S. Constitution, passing score on Reading Instruction Competence Assessment, & completion of CTC-approved Education Specialist Credential program (~2 yrs; if an "integrated" program, may be concurrent with Bachelor's degree) 	<p>Notes:</p> <ul style="list-style-type: none"> Statewide median wages are listed, though wages may differ by school district & type (e.g., private, public, charter) Career progression is not necessarily linear (e.g., possible to become K-12 Teacher without previous experience as FFN Caregiver)
	<p>Other Relevant Roles E.g., Tutor, Teaching Assistant, "Grey Economy" Child Care Workers³</p>			

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Median wage for "Child Care Worker," though exact wage may vary based on employment setting 3. Child care workers paid "under the table" who are not captured in known employment data 4. CTC Child Development Permits are required to work in state-funded programs and may also be required by private employers 5. See backup pages for details on CTC's two-tier credentialing system

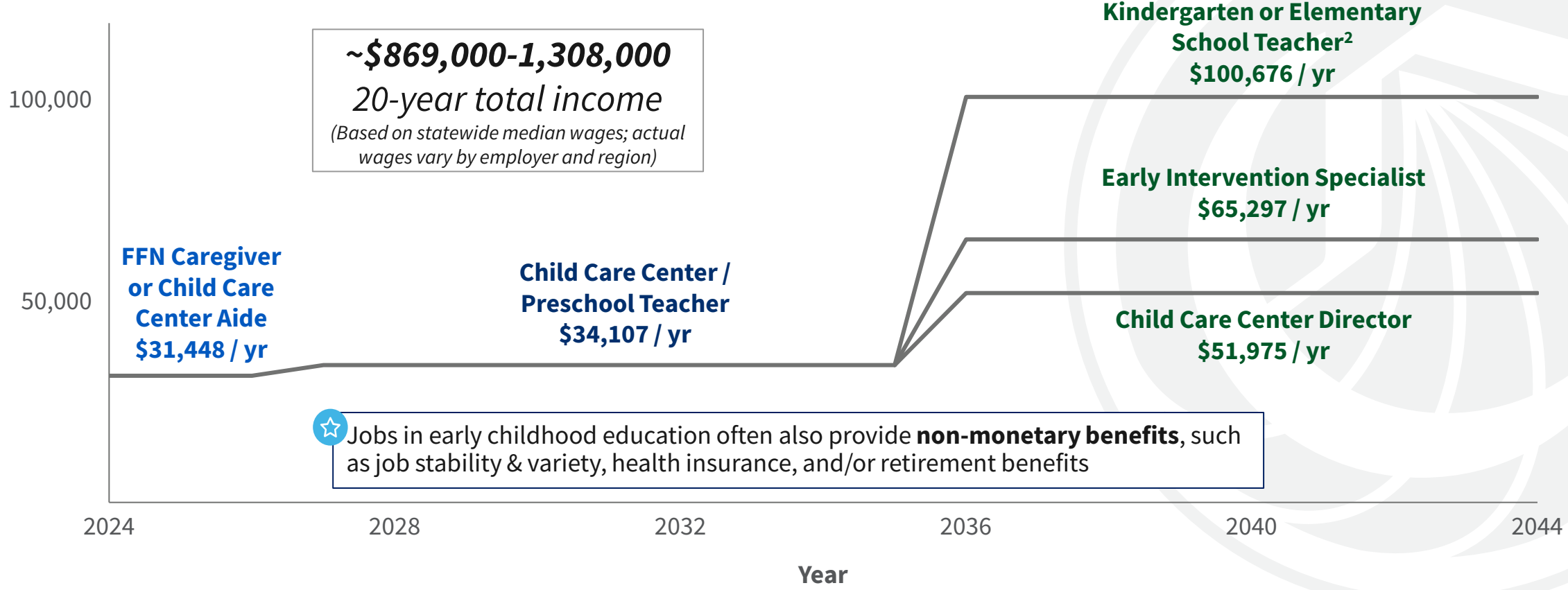
Notes: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: CA Department of Social Services, Los Angeles Community Investment for Families Department; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Early Childhood Education | Continued education along an Early Childhood Education career can lead to 1.5-3x growth in annual salary

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)

Annual income (\$)¹



1. Wages for FFN Caregiver, Child Care Center Aide, Child Care Center / Preschool Teacher, and Child Care Center Director annualized assuming 35 working hours per week, 50 working weeks per year 2. Wage reflects average of statewide median wage for Kindergarten and Elementary School Teachers
 Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
 Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Teaching & Instruction | Career advancement

Additional yrs. of education req.

+0-3 Years

+2-4 Years¹

+2-5 Years

No Certification Necessary

Some Certification / Associate

Associate / Bachelor's Required

Postgraduate Degree Required

Possible roles

Tutor
~\$18.21/hr

- Some employers may require certification by national certifying bodies such as National Tutoring Association
- Some employers of private tutors (e.g., families) may request background checks

Vocational Teacher
~\$99,000-102,000/yr

For preliminary certification²:

- High school diploma required
- 3 yrs experience in relevant Career Technical Education (CTE) industry sector (list of sectors found on backup page)
- Apply for CTE Teaching Credential through CTC or certification through National Board for Professional Teaching Standards²

Substitute Teacher
~\$23.32/hr (often part-time)

- Earn Bachelor's degree³ (~4 yrs)
- Additional training & subject matter competency required for long-term substitutions (>60 days for one teacher)
- Apply for CTC substitute teaching permit (multiple permit options; see backup pages for detail)

Elementary, Middle, or High School Teacher
~\$95,000-99,000/yr

For preliminary certification⁴:

- Earn Bachelor's degree⁵ (~4 yrs)
- Verify subject matter competence (see backup pages for additional detail)
- For Multiple and Single Subject teachers only: Complete a course (2 semester units or 3 quarter units) on the U.S. Constitution or pass exam
- Complete CTC-approved teacher preparation program (~2-4 semesters) or CTC-approved district / university intern program (~2 yrs)
- For PK-3 and Multiple Subject teachers only: Pass the Reading Instruction Competence Assessment (RICA)
- Apply for CTC PK-3 ECE, Single Subject, or Multiple Subject Teaching Credential (see backup pages for detail)

Education Administrator
~\$134,488/yr

- Includes roles such as Assistant Principal, Principal, School Administrator
- Bachelor's degree (~4 yrs) required; many employers prefer Master's (~2 yrs) in Education, Education Administration, or related
- CTC administrative credential preferred by many employers; requires (a) prior Teaching or Pupil Personnel Services credential, (b) 5 yrs experience in school setting, and (c) CTC-approved administrative services preparation program or a passing score on CA Preliminary Administrative Credential Examination
- Prior experience in leadership roles (e.g., Mentor Teacher; Grade / Subject Dean) often preferred

Teaching Assistant (Pre-K through High School)
~\$40,271/yr

- Also known as Classroom Assistant, Instructional Aide, Educational Aide
- Position requirements vary by school district and employer; some employers require only high school diploma, while some require enrollment in or completion of Associate's degree program
- Applicants without Bachelor's degree may need to meet the CTC Basic Skills Requirement (see backup pages for detail)

Special Education Teacher
~\$90,000-\$103,000/yr

For preliminary certification⁴:

- Earn Bachelor's degree (~4yrs)
- Verify subject matter competence (see backup pages for additional detail)
- Complete course (2 semester units / 3 quarter units) on the U.S. Constitution or pass exam
- Complete CTC-approved Education Specialist Credential program (~1-2.5 yrs) or CTC-approved district / university intern program (~2 yrs)
- Pass the Reading Instruction Competence Assessment (RICA)
- Apply for CTC Education Specialist Instruction Credential

Other Relevant Roles
 E.g., Family Child Care Home Worker

Other Relevant Roles
 E.g., Child Care Center Aide, Child Care Center Teacher

Notes: Statewide median wages are listed, though **wages may differ by school district & type (e.g., private, public, charter)**

Career progression is not necessarily linear (e.g., possible to become K-12 Teacher without previous experience as Tutor)

1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. See backup page for further detail on CTE Teaching Credential requirements 3. Currently-enrolled Bachelor's candidates can apply for the Emergency Substitute Teaching Permit for Prospective Teachers, which allows permit holder to substitute teach for a maximum of 90 days 4. CTC uses a two-tier credentialing system; preliminary credential holders must upgrade their credential to the Clear credential after 5 years, which requires completion of a teacher induction program 5. Some 4-yr baccalaureate programs allow students to complete their Bachelor's degree coursework and their credential preparation requirements at the same time; these "integrated" programs are generally more intense than traditional programs but allow students to become teachers faster

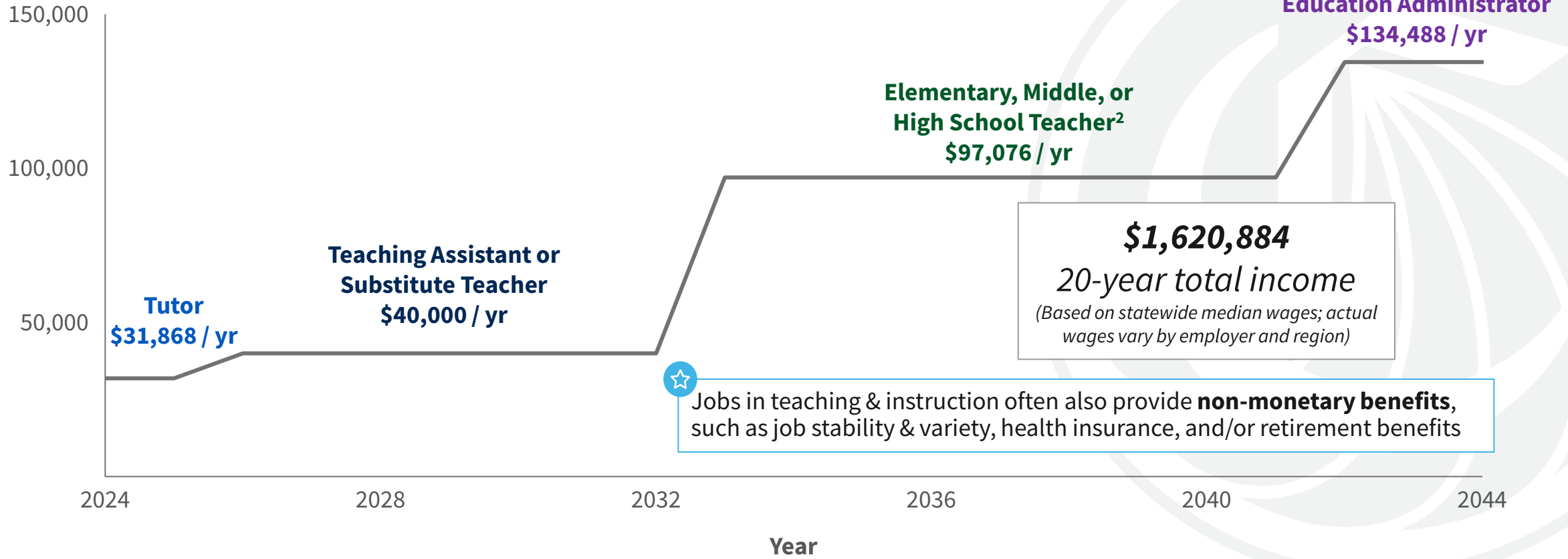
Notes: CTC certification not required by law to teach in private schools, but many private school employers prefer applicants with CTC credentials; Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: CA Commission on Teacher Credentialing; TEACH California; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Teaching & Instruction | Continued education along a teaching & instruction career can lead to high long-term financial value

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)

Annual income (\$)¹



1. Hourly wages for Tutor and Substitute Teacher annualized assuming 35 working hours per week, 50 working weeks per year 2. Wage reflects average of statewide median wages for Elementary, Middle, and High School Teachers
Note: Charts depicted are simple representations based on wages as of May 2024 & do not account for wage growth due to inflation, nor do they assume any time value of money due to saving
Source: Occupational Employment and Wage Statistics (OEWS) Survey 2023

Education

Credentialing details

CTC uses a two-tier credentialing system for the PK-3 ECE Specialist, Multiple Subject, Single Subject, and Education Specialist Instruction Teaching Credentials

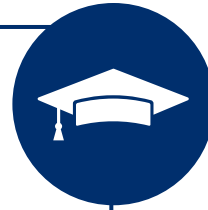
CTC = California Commission on Teacher Credentialing

Level I / Preliminary Credential

Issued for a maximum of 5 years

Requirements (California Preparation Option¹):

- Complete Bachelor's degree or higher
- Verify subject matter competence²
- For Single Subject, Multiple Subject, & Education Specialist only, must satisfy U.S. Constitution requirement by examination or 2 semester unit course
- For PK-3 ECE Specialist, Multiple Subject, & Education Specialist only, must pass the Reading Instruction Competence Assessment (RICA)
- Complete Commission-approved teacher preparation program (~2-4 semesters)
- Obtain formal recommendation for the credential by the program sponsor



Complete Teacher Induction Program
(2-year, job-embedded support program for new teachers)

To keep teaching, teachers MUST upgrade from the Preliminary Credential to the Clear Credential within 5 years or apply for a Preliminary Credential extension!



Level II / Clear Credential

Detail | Two methods possible to demonstrate subject matter competence for CTC Preliminary PK-3 Early Childhood Education Specialist Credential

CTC = California Commission on Teacher Credentialing

1

Related postsecondary degree

Completion of **Bachelor's degree or higher** in one of the following subjects:

- Child Development
- Child and Adolescent Development
- Human Development
- Early Childhood Education
- Child and Family Studies
- Early Childhood Studies
- Family Science
- Human Development and Family Science
- Child, Adolescent, and Family Studies

2

Related postsecondary coursework

Completion of **24 semester units or 36 quarter units** of non-remedial, degree-applicable coursework at a regionally accredited institution of higher education in the following subjects:

- Early Childhood Education
- Child Development

Detail | Five methods to demonstrate subject matter competence for CTC Subject, Multiple Subject, & Educational Specialist Instruction Teaching Credentials

Method	Credential type		
	Single Subject	Multiple Subject	Educational Specialist
1 Subject matter preparation program <i>Completion of program offered by some California colleges / universities</i>	Complete a subject matter preparation program in the specific subject you wish to be credentialed for	Complete a preparation program for elementary subject matter	Complete a subject matter preparation program in the specific subject you want to be credentialed in <u>OR</u> complete a preparation program for elementary subject matter
2 Subject matter examination <i>Passing score on appropriate subject of California Subject Examination for Teachers (CSET)</i>	Pass CSET Single Subject Exam for subject you wish to be credentialed for	Pass CSET Multiple Subjects Exam	Pass CSET Single Subject Exam for subject you wish to be credentialed for <u>OR</u> CSET Multiple Subjects Exam
3 Commission-approved coursework <i>Completion of approved professional prep coursework at CA college / university</i>	Complete approved coursework in subject you wish to be credentialed for	Complete approved coursework in applicable subjects as determined by the Commission on Teacher Credentialing	Complete approved coursework in applicable subjects as determined by the Commission on Teacher Credentialing
4 Related postsecondary degree <i>Completion of Bachelor's degree or higher in relevant subject</i>	Complete degree with major in subject you wish to be credentialed for	Complete degree with major in liberal studies, liberal arts, elementary education, or equivalent	Complete degree with major in subject you wish to be credentialed for <u>OR</u> with major in liberal studies, liberal arts, elementary education, or equivalent
5 Combination of coursework & examination options	<i>Combination of Methods 1, 2, or 3 that meets or exceeds the subject matter requirements adopted by the Commission in the content area of the desired credential (e.g., former U.S. History major seeking Single Subject Credential for Social Science takes only subtests 1 & 3 of the CSET: Social Science exam to satisfy the credential's remaining competency requirements, since prior coursework already satisfied the U.S. History content covered by CSET: Social Science subtest 2)</i>		

Applicants without a Bachelor's degree must complete Basic Skills Requirement to earn a credential from CTC; eight methods to choose from

CTC = California Commission on Teacher Credentialing

Method	Reading proficiency	Writing proficiency	Mathematics proficiency
1 College / university coursework <i>Course must be at least 3 semester units, taken for credit, degree-applicable, & passed with grade "B-" or better</i>	<ul style="list-style-type: none"> Course in critical thinking, literature, philosophy, reading, rhetoric, or textual analysis 	<ul style="list-style-type: none"> Course in composition, English, rhetoric, written communication, or writing 	<ul style="list-style-type: none"> Course in algebra, geometry, mathematics, quantitative reasoning, or statistics
2 Qualifying score on ACT or SAT <i>Earn / show proof of qualifying score on either ACT or SAT</i>	<ul style="list-style-type: none"> ACT English: 22 SAT EBRW¹: 560 	<ul style="list-style-type: none"> ACT English: 22 SAT EBRW¹: 560 	<ul style="list-style-type: none"> ACT Mathematics: 23 SAT Math²: 570
3 California Basic Educational Skills Test (CBEST) <i>Passing score on each of the CBEST sections</i>	<ul style="list-style-type: none"> CBEST Reading³: Minimum scaled score of 41 	<ul style="list-style-type: none"> CBEST Writing³: Minimum scaled score of 41 	<ul style="list-style-type: none"> CBEST Mathematics³: Minimum scaled score of 41
4 CSET: Multiple Subjects plus Writing Skills Exam <i>Passing score on appropriate subsets of the California Subject Examinations for Teachers (CSET): Multiple Subjects Examination</i>	<ul style="list-style-type: none"> CSET Multiple Subjects Examination Subtest #101: 220 	<ul style="list-style-type: none"> CSET Writing Skills Examination Subtest #142: 220 	<ul style="list-style-type: none"> CSET Multiple Subjects Examination Subtest #214: 220
5 CSU Early Assessment or CSU Placement Exam <i>Passing scores on the California State University (CSU) Early Assessment Program (EAP) or CSU Placement Exams</i>	<ul style="list-style-type: none"> CSU EAP English: "College Ready" or "Exempt" CSU English Placement Test (EPT): 151 	<ul style="list-style-type: none"> CSU EAP English: "College Ready or "Exempt" CSU English Placement Test (EPT): 151 	<ul style="list-style-type: none"> CSU EAP Mathematics: "College Ready" or "Exempt" CSU Entry Level Mathematics (ELM) Assessment: 50
6 College Board Advanced Placement (AP) Exam <i>Earn / show proof of qualifying score on a specified College Board Advanced Placement (AP) examination</i>	<ul style="list-style-type: none"> AP English Language & Composition Exam: 3 AP English Literature & Composition: 3 	<ul style="list-style-type: none"> AP English Language & Composition Exam: 3 AP English Literature & Composition: 3 	<ul style="list-style-type: none"> AP Calculus AB Exam: 3 AP Calculus BC Exam: 3 AP Statistics Exam: 3
7 Out-of-state basic skills examination <i>Passing score on basic skills exam from another state</i>	<i>Refer to California Commission on Teacher Credentialing's website for list of accepted out-of-state examinations</i>		
8 Combination of multiple methods	Combination of the any of the above methods (excluding out-of-state basic skills exams) that satisfies the reading, writing, & mathematics proficiencies requirements; refer to the California Commission on Teacher Credentialing's website for further guidance on acceptable combinations of exam scores and coursework		

1. Refers to Evidence-Based Reading and Writing section taken after March 2016; equivalent for SAT taken before March 2016 is score of 500 on Critical Reading or Verbal sections 2. Refers to Math section taken after March 2016; equivalent for SAT taken before March 2016 is score of 550 on Math section 3. Score as low as 37 on an individual CBEST section is acceptable if the total scaled score is at least 123
 Note: Scores listed in table reflect minimum qualifying scores to satisfy requirement
 Source: [California Commission on Teacher Credentialing Basic Skills Requirement Summary](#)

CTC uses a two-tier credentialing system for the Career Technical Education (CTE) Credential

CTC = California Commission on Teacher Credentialing

Level I / Preliminary Credential

Issued for a maximum of 3 years

Requirements:

- High school diploma or equivalent
- Three years (with 1,000 clock hours per year) of work experience directly related to the selected industry sector
- Obtain recommendation for credential by CTC-approved CTE program sponsor



To keep teaching, vocational teachers MUST upgrade from the Preliminary Credential to the Clear Credential within 3 years!

Level II / Clear Credential

Must be renewed every 5 years

Requirements:

- Complete CTC-approved program of personalized preparation, including training in Specially Designed Academic Instruction Delivered in English
- Completion of two years of successful teaching with Preliminary CTE Credential or CTC-approved program of advanced personalized preparation
- Satisfy U.S. Constitution requirement by examination or 2 semester unit course
- Completion of health education (including nutrition & substance abuse education and CPR training)
- Completion of study in computer-based technology
- Obtain recommendation for credential by CTE program sponsor⁴⁴



Education

Role-specific details

Role details

Family Child Care Home Provider

Role Description

- Provide care for young children and infants **in your (provider's) home**

Job Duties

- **Perform child care tasks** such as engaging in play-based learning activities & managing child behavior
- **Manage the operations of a child care home business** through tasks such as budget planning & maintaining compliance with Department of Social Services standards

Education and Certification Requirements

Individuals interested in opening a Family Child Care Home **must attend an orientation approved by the California Department of Social Services**. Orientation typically takes place either in-person (over the course of one day) or in an online course (at a self-paced rate).

Applicants must also **complete 15 hours of health and safety training** and **pass a pre-licensure home inspection**. Applicants who complete these requirements may apply for a Family Child Care Home License.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	19.32	20.13
Central/Mother Lode	17.64	18.15
Inland Empire/Desert	18.73	20.03
Los Angeles	16.72	18.04
North/Far North	17.75	18.01
Orange County	16.72	18.22
San Diego/Imperial Counties	17.10	17.84
South Central Coast	17.97	18.41
Total Statewide	17.97	18.78

Role details

Child Care Center Aide

Role Description

- Assist teachers and directors in providing care for infants and young children in a child care center

Job Duties

- Assist with key child care tasks** such as supervising children, engaging in play and learning-based activities, maintaining an organized classroom

Education and Certification Requirements

Child Care Center Aides must be at least 18 years old and hold a **high school diploma or equivalent**. Aides must also have completed **6 semester units of early childhood education (ECE)** to be considered "fully qualified." An aide can be employed prior to completion of the 6 units, if the aide is enrolled in at least 2 units of ECE per semester until 6 units are completed.

To improve employability, aides can obtain the **Child Development Assistant Permit through the California Commission on Teacher Credentialing (CTC)**. Aides can qualify for this permit by completing **6 semester units of ECE / child development coursework** or by completing an **approved Home Economics and Related Occupations (HERO) or Regional Occupation Program (ROP) in Child Development Related Occupations**. The permit is issued for 5 years and may be renewed in 5-year periods upon completion of 105 hours of professional growth¹.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	19.32	20.13
Central/Mother Lode	17.64	18.15
Inland Empire/Desert	18.73	20.03
Los Angeles	16.72	18.04
North/Far North	17.75	18.01
Orange County	16.72	18.22
San Diego/Imperial Counties	17.10	17.84
South Central Coast	17.97	18.41
Total Statewide	17.97	18.78

1. The Commission on Teacher Credentialing defines professional growth as "participation in activities that contribute to a permit holder's competence [...] in the early childhood profession" (e.g., college coursework, conferences, workshops, and staff development programs)

Source: [California Department of Social Services Child Care Licensing Summary](#); [CTC Child Development Permit Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Child Care Center Teacher

Role Description

- **Provide care and education for infants and young children** in a child care center

Job Duties

- **Provide care and education for young children** through key tasks such as supervision, development of lesson plans that include play and learning-based activities, maintenance of an organized classroom

Education and Certification Requirements

Child Care Center Teachers must have completed **12 core semester units of early childhood education (ECE)** and have **6 months of experience in a licensed child care center** or comparable group child care program to be considered "fully qualified." To qualify as an Infant Teacher, 3 of the 12 core units must be related to infant care and the 6 months of experience must be with children under age 5. Teachers can be employed if they have completed 6 semester units of ECE and are enrolled in at least 2 units per semester until fully qualified.

To improve employability, teachers can obtain the **Child Development Associate Teacher Permit through the California Commission on Teacher Credentialing (CTC)**. Teachers can qualify for this permit by completing **12 semester units of ECE / child development coursework (including courses in child growth / development, child and family relations, and programs / curriculum)** and have **50 days of experience working in a child care program**. Alternatively, teachers may qualify by possessing a **Child Development Associate (CDA) Credential¹**.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	22.35	26.22
Central/Mother Lode	19.47	23.54
Inland Empire/Desert	18.64	22.28
Los Angeles	18.98	24.91
North/Far North	18.93	23.64
Orange County	18.75	22.49
San Diego/Imperial Counties	18.40	21.64
South Central Coast	18.95	22.26
Total Statewide	19.49	24.25

1. The CDA credential is a widely recognized credential for early childhood education nationally; those considering working outside of California should consider earning a CDA credential

Source: [California Department of Social Services Child Care Licensing Summary](#); [CTC Child Development Permit Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Child Care Center Director

Role Description

- **Operate a child care center** and ensure the health, safety, and learning of all children within the center

Job Duties

- Perform key tasks such as **developing education curriculum, maintaining student records, communicating with parents, managing budget planning, and overseeing staff hiring & management**

Education and Certification Requirements

Child Care Center Directors must have completed **12 core semester units of early childhood education (ECE), 3 semester units in Administration or Staff Relations, and have 4 years of teaching experience in a supervised group Child Care Center.** To qualify as an Infant Director, 3 of the 12 core units must be related to infant care and the 4 years of experience must be with children under age 5. Graduates with an **Associate Degree in Child Development can become directors after 2 years of teaching experience.** Those with a **Bachelor's Degree in Child Development can qualify with only 1 year of teaching experience.**

Individuals who hold a **Child Development Site Supervisor Permit or Program Direct Permit** through the California Commission on Teacher Credentialing (CTC) are also qualified to become directors.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	30.92	35.06
Central/Mother Lode	26.60	30.33
Inland Empire/Desert	28.56	33.06
Los Angeles	30.46	33.53
North/Far North	28.12	29.56
Orange County	30.46	31.67
San Diego/Imperial Counties	29.05	31.09
South Central Coast	26.94	28.88
Total Statewide	29.70	32.94

Role details

Early Intervention Specialist

Role Description

- Support infants and young children with **developmental delays and disabilities**

Job Duties

- **Perform services based on a child's developmental needs**, such as speech therapy, physical therapy, and play-based therapy

Education and Certification Requirements

Early Intervention Specialists have **Bachelor's degrees in fields such as child development, early childhood education, occupational therapy, or education**. Some employers may also require a **Master's degree in a related field**.

Some employers may require an **Education Specialist Instruction Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved Education Specialist Credential program (~1-2.5 yrs) or district / university intern program, and pass the Reading Instruction Competence Assessment**. Candidates who satisfy these requirements can apply for the preliminary Education Specialist Instruction Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; **see detail pages for information on CTC's two-tier credential system & how to upgrade a preliminary credential**.

Statewide and Regional Wages

Statewide Median Annual Wage

\$65,297

Statewide Average Annual Wage

\$78,516

Average annual wage can range from \$46-84k dependent on region; recommend consulting employers or job postings to get a clearer sense of wages in your region

1. See backup page for details on verifying subject matter competence

Role details

Teaching Assistant (Pre-K through High School)

Role Description

- **Assist teachers** in providing student instruction and managing a classroom

Job Duties

- Assist in classroom instruction through key tasks **such as assisting with learning activities, managing classroom behavior, and providing individual student assistance where needed**

Education and Certification Requirements

Requirements for teaching assistant positions **vary by school district and employer**. Some employers require only high school diploma, while some require enrollment in or completion of an Associate's degree program.

For candidates who have not completed a Bachelor's degree, public school employers may require completion of the California Commission on Teacher Credentialing Basic Skills Requirement. **See detail pages for more information on how to satisfy the Basic Skills Requirement.**

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	46	47
Central/Mother Lode	39	40
Inland Empire/Desert	40	42
Los Angeles	41	44
North/Far North	39	41
Orange County	45	45
San Diego/Imperial Counties	39	42
South Central Coast	39	42
Total Statewide	40	44

Role details

Vocational Teacher

Commission-approved industry sectors

- Agriculture & Natural Resources
- Arts, Media, & Entertainment
- Building & Construction Trades
- Business & Finance
- Education, Child Development, & Family Services
- Energy, Environment, & Utilities
- Engineering & Architecture
- Fashion & Interior Design
- Health Science & Medical Technology
- Hospitality, Tourism, & Recreation
- Information & Communication Technologies
- Manufacturing & Product Development
- Marketing, Sales, & Service
- Public Services
- Transportation

Role Description

- **Provide occupational training** at the middle / high school level & in classes organized primarily for adults **in one of the industry sectors** approved by California Commission on Teacher Credentialing

Job Duties

- **Provide industry-related instruction to students** through key tasks such as developing industry-relevant lesson plans, delivering classroom instruction, and assessing student performance

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private schools, many private schools prefer teachers to have them.

Vocational Teachers can be **certified with the Designated Subjects Career Technical Education (CTE) Credential through the California Commission on Teacher Credentialing (CTC)**. Those who hold a qualifying certification by the National Board for Professional Teaching Standards will be issued a Clear CTE Credential in their selected industry sector. Otherwise, candidates must have a **high school diploma & 3 years of work experience** in a Commission-approved industry sector to qualify for the preliminary CTE credential. Note that **many industries require Bachelor's degrees or higher to gain the work experience necessary for this credential**.

The preliminary CTE credential must be "upgraded" to the Clear Credential within 3 years; **see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential**.

Regional Wages¹

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	103	101
Central/Mother Lode	99	94
Inland Empire/Desert	112	123
Los Angeles	100	102
North/Far North	79	81
Orange County	100	104
San Diego/Imperial Counties	84	84
South Central Coast	90	91
Total Statewide	99	99

1. Wages listed reflect wages for *Secondary School* Vocational Teachers; wages may vary by school level/type
 Source: Bureau of Labor Statistics; [California Commission on Teacher Credentialing CTE Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Substitute Teacher

Role Description

- **Provide temporary classroom instruction** and manage students in the absence of the regular teacher
- **Typically work in part-time capacity**; substitutes frequently hold other jobs or are pursuing education

Job Duties

- Maintain classroom instruction through key tasks such as **following lesson plans, managing classroom behavior, and reporting to the regular teacher**

Education and Certification Requirements

California public schools require permits for substitutes. While permits are not *required* for private school substitutes, some private schools may prefer them.

Bachelor's degree holders can apply for the **Emergency 30-Day Substitute Teaching Permit** through the California Commission on Teacher Credentialing, which authorizes the holder to **serve as a substitute (can only sub for max 30 days per classroom, or 20 days per special education classroom, during a school year)**.

Students currently enrolled in a Bachelor's program can apply for the **Emergency Substitute Teaching Permit for Prospective Teachers**.

Students must have completed at least **90 semester units of coursework from a 4-year California college / university** and satisfied the **Basic Skills Requirement**¹. This permit allows substitution for a maximum of 90 days total.

Substitute teachers with **3 consecutive years (at least 90 days per year)** of substitute teaching experience can apply for the **Emergency Career Substitute Permit**, which allows the holder to substitute for up to 60 days max per classroom.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	27.92	29.06
Central/Mother Lode	21.55	23.09
Inland Empire/Desert	20.03	23.29
Los Angeles	24.69	26.58
North/Far North	25.39	25.42
Orange County	19.66	22.61
San Diego/Imperial Counties	23.50	25.25
South Central Coast	24.08	25.72
Total Statewide	23.32	25.45

1. See backup pages for details on how to satisfy the Basic Skills Requirement

Role details

Kindergarten or Elementary School Teacher

Role Description

- **Teach children ages ~5-10**, typically in multiple subjects

Job Duties

- **Provide classroom instruction to children** through key tasks such as developing & delivering lesson plans, managing classroom behavior, evaluating student performance, communicating with parents

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Kindergarten and Elementary School teachers are typically **certified with the Multiple Subject Teaching Credential through the California Commission on Teacher Credentialing (CTC)**.

Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved teacher preparation program (~2-4 semesters) or intern program, and pass the Reading Instruction Competence Assessment.**

Candidates who satisfy these requirements can apply for the preliminary Multiple Subject Teaching Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credentialing system & how to upgrade a preliminary credential.](#)

Regional Wages

Kindergarten Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	105	103
Central/Mother Lode	93	91
Inland Empire/Desert	115	104
Los Angeles	113	97
North/Far North	98	89
Orange County	112	96
San Diego/Imperial Counties ²	-	-
South Central Coast	113	96
Total Statewide	105	98

Elementary School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	99
Central/Mother Lode	83	87
Inland Empire/Desert	101	96
Los Angeles	100	96
North/Far North	81	83
Orange County	102	97
San Diego/Imperial Counties	83	90
South Central Coast	94	95
Total Statewide	96	94

1. See backup page for details on verifying subject matter competence 2. Wage data incomplete for this region
 Source: [California Commission on Teacher Credentialing Multiple Subjects Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Middle or High School Teacher

Role Description

- **Teach children ages ~10-18**, typically in a limited number of subjects

Job Duties

- **Provide classroom instruction to students** through key tasks such as developing & delivering lesson plans, managing classroom behavior, evaluating student performance, communicating with parents

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Middle and High School teachers are typically **certified with the Single Subject Teaching Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for the Single Subject Teaching Credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved teacher preparation program (~2-4 semesters) or intern program**. Candidates who satisfy these requirements can apply for the preliminary Single Subject Teaching Credential.

The preliminary Single Subject Teaching Credential must be "upgraded" to the Clear Credential within 5 years; **see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential**.

Regional Wages

Middle School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	100	102
Central/Mother Lode	88	89
Inland Empire/Desert	106	106
Los Angeles	101	95
North/Far North	97	91
Orange County	102	95
San Diego/Imperial Counties ²	83	99
South Central Coast	91	94
Total Statewide	96	97

High School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	96
Central/Mother Lode	89	93
Inland Empire/Desert	109	113
Los Angeles	85	93
North/Far North	84	89
Orange County	85	94
San Diego/Imperial Counties	100	102
South Central Coast	93	91
Total Statewide	99	97

1. See backup page for details on verifying subject matter competence

Role details

Special Education Teacher

Role Description

- Teach students of all ages with **developmental, physical, and behavioral/emotional needs**

Job Duties

- Provide specialized instruction to students** through key tasks such as implementing Individualized Education Plans (IEPs), managing classroom behavior, & evaluating student performance

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Special Education Teachers are **certified with the Education Specialist Instruction Teaching Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved Education Specialist Credential program (~1-2.5 yrs) or intern program, and pass the Reading Instruction Competence Assessment**. Candidates who satisfy these requirements can apply for the preliminary Education Specialist Instruction Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential](#).

Regional Wages²

Kindergarten & Elementary Special Ed. Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	90	90
Central/Mother Lode	79	83
Inland Empire/Desert	88	94
Los Angeles	90	92
North/Far North	72	78
Orange County	84	91
San Diego/Imperial Counties ²	85	96
South Central Coast	88	90
Total Statewide	85	90

High School Special Ed. Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	98
Central/Mother Lode	89	90
Inland Empire/Desert	115	119
Los Angeles	102	101
North/Far North	103	96
Orange County	101	99
San Diego/Imperial Counties	104	114
South Central Coast	96	91
Total Statewide	102	102

1. See backup page for details on verifying subject matter competence 2. Preschool & Middle School Special Education Teachers not listed due to incomplete wage data availability; can assume wages for these roles are roughly near listed wages Source: [CTC Education Specialist Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Education Administrator

Role Description

- **Oversee or manage school operations** in roles such as Principal or Assistant Principal

Job Duties

- **Lead schools and manage operations** through key tasks such as coordinating curriculum, managing budgets, evaluating teacher performance, managing relationships between students, parents, & faculty

Education and Certification Requirements

Education administrators typically have a background in teaching. **A Bachelor's degree** (~4 years) is required for education administrators, but **many employers prefer Master's degree** (~2 years) holders in **Education, Education Administration, or a related field.**

Education administrators can be certified with the **Administrative Services Credential** through the California Commission on Teacher Credentialing (CTC) to improve employability. To qualify for this credential, candidates must first hold a Bachelor's degree in addition to **a qualifying CTC credential.** Candidates must have **5 years of full-time experience** in a school setting. Candidates must also complete **either (1) a Commission-approved program of specialized preparation in administrative services and passage of the Administrative Performance Assessment, (2) a 1-year Commission-approved administrative services intern program, or (3) a passing score on the California Preliminary Administrative Credential Examination.** Candidates typically have prior experience in leadership roles within teaching (e.g., Dean, Mentor Teacher) before becoming administrators.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	141	143
Central/Mother Lode	132	134
Inland Empire/Desert	137	143
Los Angeles	134	133
North/Far North	134	140
Orange County	134	135
San Diego/Imperial Counties	133	136
South Central Coast	133	133
Total Statewide	134	137



Nursing

The following pages
outline what
advancement through a
career in nursing looks
like & requires

Nursing is defined by the American Nurses Association as "**the art and science of caring, [focusing] on the protection, promotion, and optimization of health and human functioning...through compassionate presence**"¹

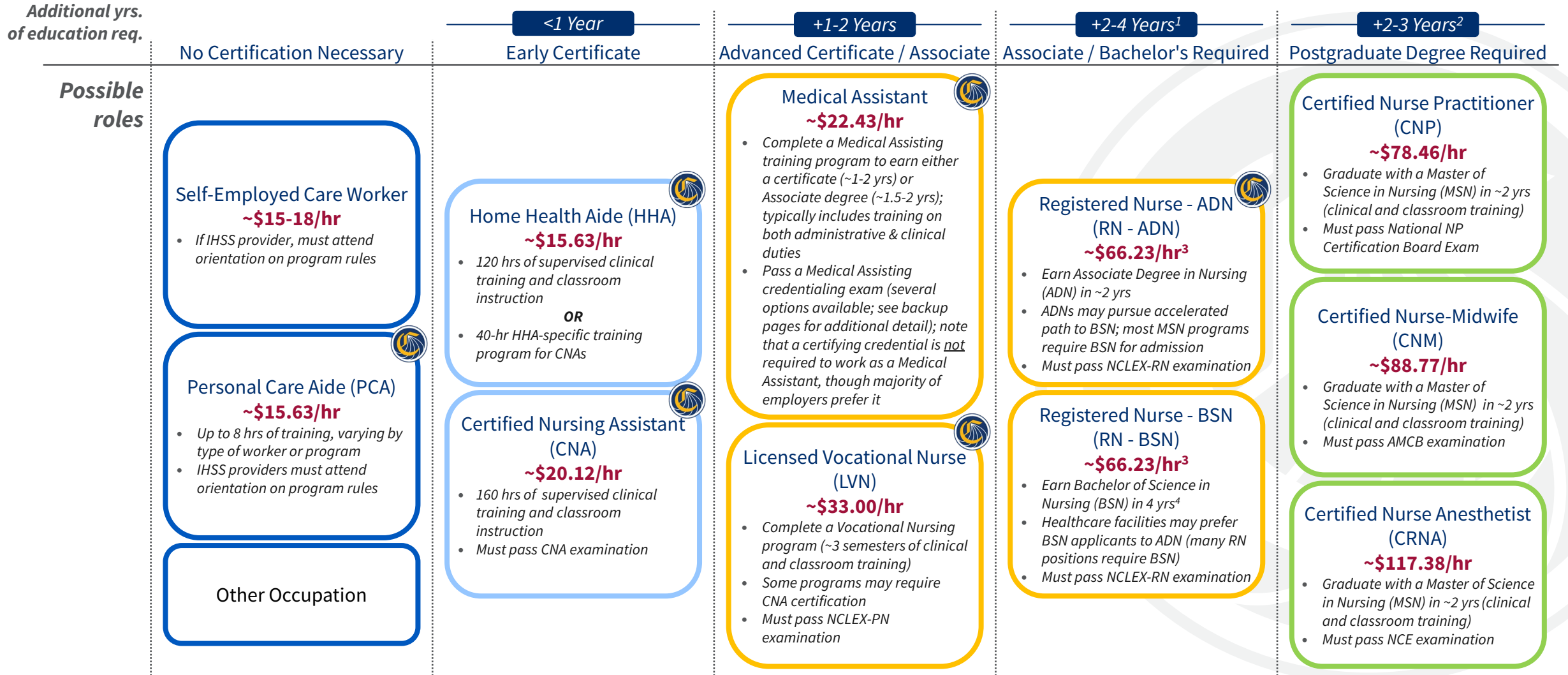
This guide highlights key steps along a career in nursing, including detail on the most common positions (Nursing Assistant, Medical Assistant, Licensed Vocational Nurse, Registered Nurse, and more)

Workers within the field of nursing may be employed in a variety of settings, such as **healthcare facilities** (e.g., hospitals, clinics, nursing homes), **state facilities** (e.g., correctional facilities, veteran services agencies), or **educational institutions** (e.g., elementary, middle, & high schools)

1. American Nurses Association, "Nursing: Scope and Standards of Practice"

Nursing career advancement

Note: Program completion times assume Full-Time student status; additionally, career progression is not linear (e.g., it's possible to become RN without having previously been CNA, LVN)

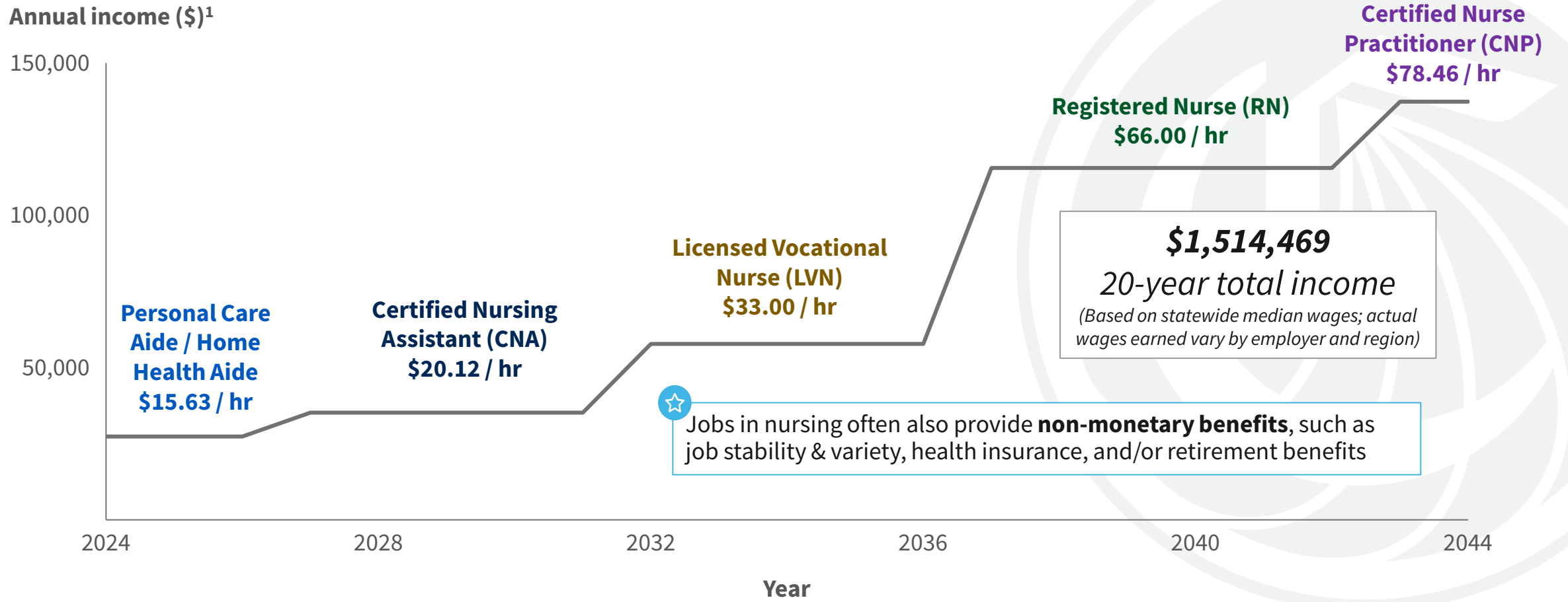


1. No prior certifications necessary to earn Associate or Bachelor's Degree, but prior experience (e.g., as CNA, LVN) may boost a candidate's application for ADN or BSN programs 2. Most MSN programs require BSN for admission (some online programs may accept ADN, but uncommon) 3. RN wage data combines RN-ADN and RN-BSN wages; wages may vary by education level 4. ADNs may earn a BSN on an accelerated track Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: California Department of Public Health; California Community Colleges; American Nurses Association; National Board of Certification & Recertification for Nurse Anesthetists; California Health Care Foundation; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Continued education along a nursing career journey can lead to high long-term financial value

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



Nursing

Role-specific details

Role details

Certified Nursing Assistant (CNA)

Role Description

- Provide nursing care to patients under medical or licensed nursing supervision
- May work in **assisted living centers, nursing homes, patient homes, government facilities, clinics**, and several other settings where healthcare services are administered

Job Duties

- **Assist patients** with key tasks, such as bathing, dressing, feeding, walking, socializing, and wound dressing
- **Assist RNs** with key tasks, such as recording vital signs, monitoring patients, administering medications

Education and Certification Requirements

Students seeking CNA certification must complete **160 hours of training** in a **Nursing Assistant training program** approved by the California Department of Public Health. Training requires both **classroom / laboratory instruction** (60 hours) and **supervised clinical practice** (100 hours) with patients.

After training, students must **pass California's CNA examination** to be certified as a CNA. Students with **existing CNA certification in another state** may apply for reciprocity in California.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	23.72	25.38
Central/Mother Lode	18.91	19.93
Inland Empire/Desert	18.91	19.98
Los Angeles	19.84	21.52
North/Far North	19.88	21.40
Orange County	19.64	21.02
San Diego/Imperial Counties	19.62	21.26
South Central Coast	19.38	20.76
Total Statewide	20.12	21.90

Role details

Medical Assistant (I/II)

Role Description

- **Administrative (sometimes called "front office"):** Assist with clerical duties in healthcare facilities
- **Clinical (sometimes called "back office"):** Perform non-invasive routine medical tasks and procedures under the supervision of a licensed healthcare professional
- May work in **physicians' offices, hospitals, outpatient clinics,** and other healthcare facilities

Job Duties

- Assist supervising healthcare professionals with **administrative tasks**, such as medical billing / coding, patient charting, and scheduling
- Assist supervising healthcare professionals with **clinical tasks**, such as taking patient vitals, gathering biological specimens (e.g., blood, urine) for testing, and administering medication under supervision

Education and Certification Requirements

Students may complete a **Medical Assisting Training program** to earn either a non-degree **Certificate of Achievement** (~1-2 years¹) or an **Associate Degree** (~1.5-2 years¹). Medical Assisting training programs consist of **classroom / laboratory instruction, clinical practice,** and **externship experience.**

Certification is not required to work as a medical assistant in California but is **highly encouraged to improve employability** outcomes. Most Medical Assisting training programs give students eligibility to sit a credentialing examination.²

There are **several MA certification options** to consider in the state of California; [see detailed breakdown on following page.](#)

****Be sure to ask your community college which exams your program will qualify / prepare you to sit for, as *this may impact job availability following program completion!***

Regional Wages²

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	28.81	28.67
Central/Mother Lode	19.78	21.85
Inland Empire/Desert	18.75	20.61
Los Angeles	20.24	22.25
North/Far North	28.66	26.62
Orange County	19.34	21.89
San Diego/Imperial Counties	21.82	22.41
South Central Coast	21.93	22.50
Total Statewide	22.43	24.05

1. Assumes full-time enrollment status (at least 12 credits per semester at a CCC) 2. Wage data does not distinguish between MAs performing administrative tasks only, clinical tasks only, or those performing both administrative & clinical tasks – wages may vary
Source: American Association of Medical Assistants; Medical Board of California; Bureau of Labor Statistics; California Community Colleges; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details | Medical Assistant certification options (II/II)

Certification	Certifying organization	California Board-approved? ¹	NCCA accredited? ²	Content covered by exam
Certified Medical Assistant (CMA)	American Association of Medical Assistants (AAMA)	Yes	Yes	Administrative & Clinical
Clinical Medical Assistant Certification (CMAC)	American Medical Certification Association (AMCA)	Yes	Yes	Administrative & Clinical
Registered Medical Assistant (RMA)	American Medical Technologists (AMT)	Yes	Yes	Administrative & Clinical
California Certified Medical Assistant (CACMA)	California Certifying Board of Medical Assistants (CCBMA)	Yes	No ³	Administrative & Clinical
National Certified Medical Assistant (NCMA)	Multiskilled Medical Certification Institute	Yes	Yes	Administrative & Clinical
Certified Clinical Medical Assistant (CCMA)	National Healthcareer Association (NHA)	No ⁴	Yes	Administrative & Clinical



Be sure to ask your community college which certification(s) your program will qualify / prepare you to sit for, as this may impact your job availability following program completion!

Role details

Licensed Vocational Nurse (LVN)

Role Description

- Provide **basic general nursing care** under the direction of a registered nurse or physician
- May work in various settings, including **hospitals, home care agencies, and outpatient clinics**
- Option to **certify & work in advanced area** (e.g., gerontology, wound care, IV therapy)

Job Duties

- Perform **basic nursing procedures**, such as administering medication, patient monitoring, and assisting with patient examinations
- Can legally **perform a broader scope of clinical duties than CNAs** and may **supervise a nursing assistant**

Education and Certification Requirements

Students must complete a **Vocational Nursing program** to earn either a non-degree **Certificate of Achievement** (~1-2 years¹) or an **Associate Degree** (~1.5-2 years¹). Vocational Nursing program curricula include, at minimum, **576 hours of classroom / laboratory instruction and 954 hours of clinical experience**. Course content includes topics such as **anatomy, nursing fundamentals, pharmacology, and psychology**. Some Vocational Nursing programs may require CNA certification as a prerequisite for admission.

In addition to completing a Vocational Nursing program, students **must pass the NCLEX-PN examination**, developed by the National Council of State Boards of Nursing (NCSBN) in order to achieve licensure.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	38.18	39.52
Central/Mother Lode	31.49	32.74
Inland Empire/Desert	31.55	32.39
Los Angeles	32.47	34.23
North/Far North	32.63	34.51
Orange County	32.07	33.76
San Diego/Imperial Counties	32.17	33.73
South Central Coast	32.63	33.73
Total Statewide	33.00	34.91

1. Assumes full-time enrollment status (at least 12 credits per semester at a CCC)

Source: [Board of Vocational Nursing and Psychiatric Technicians LVN Licensure Requirements Site](#); California Department of Human Resources; California Career Institute; National Council of State Boards of Nursing; Occupational Employment and Wage Statistics (OEWS) Survey 2023 collected by California Employment Development Dept

Role details

Registered Nurse (RN)

Role Description

- **Develop nursing care plans**, direct patient care, and educate patients and their families
- Work in various settings, including **hospitals, physicians' offices, home healthcare services, nursing homes, schools, and outpatient clinics**
- May work up to **12-hour shifts** and/or at **nighttime** in hospital settings

Job Duties

- **Provide patient care** through key tasks, such as giving physical exams, administering medications, assisting with diagnostic tests, and educating patients and their families about patient conditions

Education and Certification Requirements

Students without existing LVN licensure must complete an approved Nursing program to earn an **Associate Degree in Nursing (ADN)** (~2 years¹) or a **Bachelor of Science in Nursing (BSN)** (~4 years¹). Students with existing LVN licensure in California may complete a specialized program ("30 Unit Option") to qualify for the NCLEX-RN examination without a formal degree in nursing.²

To achieve licensure as an RN, **students must pass the NCLEX-RN examination** developed by the National Council of State Boards of Nursing (NCSBN).

Many RN jobs prefer or require BSN education.

71.1% of new nurse positions prefer candidates with BSN education (according to 2023 American Association of Colleges of Nursing annual report). Some employers will allow RN-ADNs to work if they are actively pursuing a BSN. Students who have already earned an ADN may earn a BSN on an accelerated track.

Regional Wages³

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	82.64	79.82
Central/Mother Lode	60.95	62.56
Inland Empire/Desert	61.00	60.64
Los Angeles	64.07	62.66
North/Far North	67.70	69.63
Orange County	66.09	61.45
San Diego/Imperial Counties	58.78	58.57
South Central Coast	56.54	60.04
Total Statewide	66.23	66.56

1. Assumes full-time enrollment status (at least 12 credits per semester at a CCC) 2. RN licensure earned through post-LVN non-degree training may not transfer to other states; LVNs who wish to practice as RNs outside of California should consider pursuing an ADN or BSN 3. Reflects RN wages in California across all levels of education

Source: California Department of Human Resources; [California Board of Registered Nursing Licensure Requirements summary](#); National Council of State Boards of Nursing; ; American Association of Colleges of Nursing 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Certified Nurse Practitioner (CNP)

Role Description

- Provide **advanced nursing care for a specialty patient population or practice area** (e.g., pediatrics, adult-gerontology, women's health), often in collaboration with a licensed physician
- Work in various settings including **clinics, hospitals, private practices, nursing homes, and schools**

Job Duties

- **Collaborate with physician to coordinate patient care** through key tasks such as summarizing patient status for physicians, implementing nursing care plans, and liaising between care providers

Education and Certification Requirements

NPs must earn a **Master of Science in Nursing (MSN)** (~2-3 years¹ after RN licensure) and/or a **Doctor of Nursing Practice (DNP)** (~3-5 years¹ after RN licensure), and specialize in a practice area such as **Family, Pediatrics, Neonatal, Adult-Gerontology, Women's Health, and Psychiatry / Mental Health**. It is typically recommended to **work as an RN for some years** before selecting a preferred specialty to pursue an NP education in.

After graduation, NPs can **apply for state certification in California** through the state Board of Registered Nursing (BRN). In California, NPs graduating from a BRN-approved program do not need a national certification exam to practice; however, most insurances require it. **NP graduates can earn national certification by passing an exam from one of several certifying organizations. The exams offered by each organization differs in length, content, and pricing; NPs should compare exams to choose the certification that is right for them.**

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	97.00	93.52
Central/Mother Lode	71.70	72.11
Inland Empire/Desert	68.82	72.85
Los Angeles	82.35	80.00
North/Far North	74.34	77.00
Orange County	80.68	78.33
San Diego/Imperial Counties	78.49	74.90
South Central Coast	72.82	74.30
Total Statewide	78.46	78.94

1. Assumes full-time enrollment status

Source: [California Board of Registered Nursing Advanced Nursing Requirements](#); American Association of Nurse Practitioners; American Nurses Association; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Certified Nurse-Midwife (CNM)

Role Description

- **Provide care to women** from adolescence through menopausal years, **especially related to pregnancy and childbirth**
- May work in various settings including **hospitals, clinics, birthing centers, and private practices**

Job Duties

- Provide care to women through key tasks such as **confirming pregnancy, providing prenatal / postpartum care, delivering newborns, performing preventive health screens, and treating gynecological disorders**

Education and Certification Requirements

CNMs must earn a **Master of Science in Nursing (MSN)** (~2-3 years¹ after RN licensure) and/or a **Doctor of Nursing Practice (DNP)** (~3-5 years¹ after RN licensure) specializing in nurse-midwifery.

After completion of the postgraduate program, nurse-midwives can **apply to take the CNM certification exam through the American Midwifery Certification Board**. Passing the exam grants CNM certification, which CNMs can use to qualify for state licensure to practice nurse-midwifery in California. CNMs **must hold state licensure in California through the Board of Registered Nursing** to practice nurse-midwifery in California.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	91.23	93.87
Central/Mother Lode	71.34	73.20
Inland Empire/Desert ²	-	-
Los Angeles	89.68	89.18
North/Far North	90.63	91.08
Orange County	92.76	90.25
San Diego/Imperial Counties	68.70	65.92
South Central Coast	88.77	84.63
Total Statewide	84.90	82.88

1. Assumes full-time enrollment status 2. Data incomplete for Inland Empire/Desert
 Source: Mayo Clinic; [California Board of Registered Nursing Advanced Nursing Requirements](#); American Midwifery Certification Board; Mayo Clinic; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Certified Nurse Anesthetist (CRNA)

Role Description

- **Administer anesthesia drugs** and provide care for patients before, during, and after surgery
- May work in various settings including **hospitals, surgical clinics, emergency rooms, and outpatient care centers**

Job Duties

- Perform key tasks throughout surgery such as **administering pain medication to keep patients pain-free and/or asleep and monitoring patients' vital signs, biological functions**

Education and Certification Requirements

To enter a nurse anesthesia educational program in California, candidates must hold an active RN license and have **one year of prior experience in acute care nursing**.

Candidates **must complete a nurse anesthesia educational program** accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs. These programs are frequently doctoral programs (~3-5 years¹ after RN licensure) that award a **Doctor of Nursing Practice (DNP) or Doctor of Nurse Anesthesia Practice (DNAP) degree**.

After program completion, candidates must **pass the National Certification Examination (NCE)** developed by the National Board of Certification & Recertification for Nurse Anesthetists to become CRNAs. After passing, CRNAs should **apply for state certification through the California Board of Registered Nursing** to be able to practice in California.

Total Statewide Wages

Median Hourly Wage

\$117.38

Average Hourly Wage

\$123.08

1. Assumes full-time enrollment status



Tips for counselors & advisors introducing guides to students

E.g., College counselors, union member advisors, American Job Center career counselors

The purpose of Career Advancement Guides is to educate current and prospective students on potential careers and the educational requirements (i.e., expected time / effort) involved in pursuing each

Past CCC students reported encountering roadblocks as they navigated their career journeys – for example...

- Confusion after investing time, effort, and money to obtain certification(s) that did not ultimately improve employability
- Overwhelm when realizing desired career step would be more difficult than previously communicated
- Frustration after discovering alternate career routes unknown at the start of their professional journey

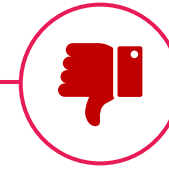
These guides aim to address these roadblocks by demystifying & explaining career advancement (for a subset of roles / careers) to prospective students in an easy-to-understand manner

For counselors & advisors | How to introduce guides to prospective students ("users")



DO

- ✓ Prepare users to read the guide by walking them through the "Introduction" and "How to read this guide" pages
- ✓ Ensure users that this resource can be used at a self-guided pace and can be revisited as needed
- ✓ Encourage users to think about how the information in the guide applies to their personal circumstances and background
- ✓ Provide users with details on the college programs nearby that may be relevant to their interests
- ✓ Encourage users to see the guide as a starting point to inform further research as they begin to pursue a career



DON'T

- ✗ Send users the guide without an introduction or overview of how to use the guide
- ✗ Treat the information in the guide as "one size fits all" without considering the unique backgrounds and needs of each individual user
- ✗ Imply to users that the guide encompasses all possible career routes or that there are no alternative ways to enter the showcased careers
- ✗ Refer to the guide as the sole source for credentialing requirements; you should always look to official sources from credentialing organizations for the most up-to-date information on requirements

College counselors can refine these guides to include program-specific resources from your college

There is an option for counselors to create new pages that include customized college-specific resources, such as...

- Links to relevant department and/or program webpages
- Detailed pathway maps outlining courses & other requirements necessary to complete specific programs mentioned in this guide at your school
- Links to relevant program applications
- Contact information for key relevant contacts (e.g., college counseling department, admissions officer, program directors)



California Community Colleges

Thank you!

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