

The Task: A career ladder outlines the steps a person can take to advance in their chosen career. Using the information learned, populate the career ladder and write a response outlining your reasoning for why you filled in the chart the way that you did.

### **Climbing the Ladder**

1. Read the task to the students. Explain to them, that by the end of the experience, they will be able to fill in the ladder and defend their answers in a written prompt. Students will need to conclude that they will be able to demonstrate knowledge of the Career Ladder.

2. Introduce the lesson as an opportunity for students to garner a clear (or clearer) understanding of advancement, education, and salary within a career. Clarify the definition of these terms if needed.

- **Career Advancement** refers to the upward progression of one's career. An individual can advance by moving from an entry-level job to a management position within the same field, for instance, or from one occupation to another.
- **Education/Training** refers to all organized, education and training activities in which people take part in order to obtain knowledge and/or learn new skills for a current or a future job, to increase earnings, to improve job and/or career opportunities in a current or another field and generally to improve their opportunities for advancement and promotion.
- **Salary** is a fixed regular payment, typically paid on a monthly or biweekly basis but often expressed as an annual sum, made by an employer to an employee.

3. Open PA Career Zone ([www.pacareerzone.org](http://www.pacareerzone.org))\* and complete a walk through with students. Students or teachers do not need to create an account as they will be filling in a subsequent worksheet. Important pages to highlight:

- Career Pathways (<https://www.pacareerzone.org/clusters>): This section allows students to explore how careers are divided into 16 clusters.
- A Specific Career: click on a specific career within one of the clusters. At the top of the page, point out the average salary, annual openings, and job preparation. Show students everything else they can learn about the job while scrolling through the career page.
- You can use this opportunity to connect what is on the website with the previous terms: Career Advancement, Education/Training, and Salary

\*If doing the phlebotomist career ladder, students may also need to use:

<https://www.topmastersinhealthcare.com/job-profiles/diagnostics-laboratory-manager/>

5. Each student will need a copy of the corresponding worksheet for the career ladder you are teaching. Review what information students will need to find during their work time: Position, education, average entry-level wages. Be sure to explain that the entry level position will go in the bottom of the table or "ladder," while the most advanced position will go at the top.

6. Review the **Job Descriptions** on the worksheet before students begin their work time. Students can take turns reading the descriptions.

7. Give students approximately 20 minutes to find the information they need to fill in the career ladder table. You may choose to do this as a race between students or teams. Please note that the average entry level salary may be slightly different than the career ladder as these figures can change.

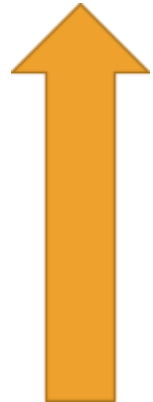
8. When students have filled in their career ladders, have them answer the supplemental response questions. This can be done in the corresponding classes, or in whichever class the career ladder was completed.

NAME:

13.1.11.A/F  
13.2.11.B  
13.3.11.G

**PERSONAL CARE AIDE  
SAMPLE CAREER LADDER**

Position	Education/Training	Average Entry-Level Wages



**Job Descriptions**

- **Nurse Assistant**
  - Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.
- **Nurse Practitioner**
  - Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.
- **Personal Care Aide**
  - Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.
- **Registered Nurse (RN)**
  - Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.
- **Licensed Practical Nurse (LPN)**
  - Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

**Name:**

**Review the information that you learned while filling in the Personal Care Aide Career Ladder. Based on what you learned, create scenarios where you might encounter 3 of the 5 healthcare professionals. Include what type of office, the age of the patient, and the health issue or injury they are experiencing.**

**Scenario #1**

**Position:**

**Scenario #2**

**Position:**

**Scenario #3**

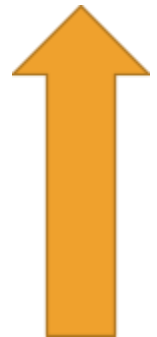
**Position**

NAME:

13.1.11.A/F  
13.2.11.B  
13.3.11.G

**PHLEBOTOMIST  
SAMPLE CAREER LADDER**

Position	Education/Training	Salary



**Job Descriptions**

**Lab Manager\*\***

- Oversee testing, clinical trials, medical device development. Provide results to physicians for making treatment decisions. Seeing overall quality standards are met.

**Phlebotomist**

- Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

**Pathologist**

- Diagnose disease using specimens and laboratory techniques. Study nature, cause, and development of diseases.

**Medical and Clinical Laboratory Technician**

- Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Source: PA career zone ([www.pacareerzone.com](http://www.pacareerzone.com))

\* Education and/or salary data from Erie County Data Center: Erie County Occupations by Growth, 2019 Update

\*\* From <https://www.topmastersinhealthcare.com/job-profiles/diagnostics-laboratory-manager/>

**NAME:**

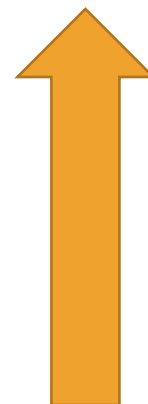
**Based on the information that you found, explain your reasoning for how you filled in the ladder in 5-7 sentences. Please include how the required education/training and average entry-level wages affected your answers.**

13.1.11.A/F  
13.2.11.B  
13.3.11.G

CC.1.4.11-12.A  
CC.1.3.11-12.J

## PERSONAL CARE AIDE SAMPLE CAREER LADDER

Position	Education/Training	Average Entry-Level Wages
<b>Nurse Practitioner</b>	Graduate degree	\$66,866
<b>Registered Nurse (RN)</b>	Bachelor degree	\$42,969
<b>Licensed Practical Nurse (LPN)</b>	High school diploma with post-secondary or on-the-job training, or associate degree	\$32,305
<b>Nurse Assistant</b>	Dependent on position, usually requires high school diploma and completion of a certificate program	\$22,133
<b>Personal Care Aide</b>	High school diploma or equivalent	\$19,752

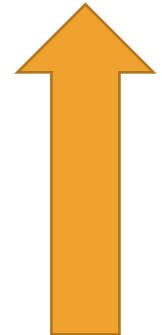


### Job Descriptions

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**PHLEBOTOMIST  
SAMPLE CAREER LADDER**

Position	Education/Training	Salary
<b>Pathologist</b>	Advanced education and training. Ph. D., M.D.	\$57,230-195,000+
<b>Lab Manager</b>	Bachelor's degree**	\$93,072-\$130,000+**
<b>Medical and Clinical Laboratory Technician</b>	Vocational schools and possibly a Bachelor's degree	\$31,169*
<b>Phlebotomist</b>	Post-secondary nondegree award*	\$25,292*



**Job Descriptions**

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