



Let's Inspire Young People to Perform at a Higher Level.

I appreciate your participation in my recent presentation!

In the following pages, you'll find the PowerPoint slides you requested.

In our changing landscape, bridging the generational divide is crucial to our success. However you interact with the younger generations, you can make a powerful difference using these strategies.

In addition to the slides, I want to share some valuable resources and ways you can stay connected to the mission of shifting the paradigm in education, employment, and economic development.

[Follow me at Forbes.com](#)

Click the blue 'Follow' button to stay posted on my weekly articles to shift the paradigm in education, careers, and generational issues in the workplace.

[Subscribe to my YouTube channel](#)

Tune into the mind of the younger generations with my free videos, highlighting the most impactful strategies I share in my keynote speeches.

[Join my livestream experience](#)

At the National Call to Action, I call communities across the country to start creating Education with Purpose & Employment with Passion for their young people.

[Tune in to The Perna Syndicate Podcast](#)

Listen to my podcast library of quick, inspirational episodes covering education, careers, and the multigenerational workforce—available on Apple Podcasts, Google Podcasts, Alexa, and everywhere else you listen.

[Connect with me on social](#)

Connect with me on [Twitter](#), [LinkedIn](#), [Facebook](#), and [Instagram](#) see fresh insights and inspiration in your feed...every day!

If you're looking to make a bigger difference with the young people you influence, I'd love to help. Visit [MarkCPerna.com](#) for more information or call us at **330.840.2680**.

I appreciate and applaud your commitment to the next generation, and I hope we can stay in touch. Enjoy the PowerPoint slides!

MARK C. PERNA
SPEAKER | AUTHOR | CEO

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STAY CONNECTED



TFSresults.com

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Answering Why: Unleashing Passion, Purpose, and Performance in Younger Generations

WELCOME... 

Unleashing Passion, Purpose, and Performance in Younger Generations

PRESENTED BY
MARK C. PERNA *Speaker, Author, and CEO*

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The Shifting Landscape
Education & Workforce Development 

2

The World Has Changed 

3

THE GLOBAL SKILLS GAP 


- **60%** of employers believe skills gaps in local labor markets will be one of the greatest barriers to their business transformations
(World Economic Forum "Future of Jobs" report)
- **Nearly nine in ten executives and managers** say their organizations either face skill gaps already or expect gaps to develop within the next five years
(McKinsey Global Survey)
- **\$11.5 trillion** in global GDP could be lost by 2028 if organizations do not take action to close their skills gaps
(World Economic Forum "Future of Jobs" report)

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THE FUTURE OF SKILLS 

- Up to **40%** of core job skills are expected to change by 2025; and **50%** of employees will need to learn new skills
(World Economic Forum "Future of Jobs" report)
- **375 million workers globally** might have to change occupations in the next decade to meet companies' needs
(McKinsey Global Survey)
- **66%** of workers in Australia, UK and US said L&D opportunities make or break their decision to take a job or stay at a company
(HigherEd Dive)

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SKILLS IN THE AGE OF AI 

- Approximately **30%** of hours spent on white-collar tasks could be "easily replicated" by **generative AI**
(Pearson study of Australia, Brazil, India, the US and UK)
- **73%** of employers who prioritize hiring talent with AI skills have difficulty finding qualified candidates (Amazon Web Services)
- Organizations will **hike pay for AI-skilled workers** by:
 - **43%** in sales and marketing
 - **42%** in finance
 - **37%** in legal, regulatory, and compliance
 - **35%** in human resources
(Amazon Web Services)

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SKILLS GAP: AEROSPACE/AVIATION



- Industry will need to fill a projected 3.5 million jobs by 2026, but skills gap is expected to prevent 2 million of those hires (Future Aviation Aerospace Workforce)
- Workforce shortages could cost \$49 billion just from positions remaining unfilled (Future Aviation Aerospace Workforce)

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SKILLS GAP: AGRICULTURE



- Average age of principal farm operators is 59; only 9% are under the age of 35 (AG America Lending)
- Almost half (45%) of farms globally report they are facing a lack of expertise and training (Shell Lubricant Solutions, 2021)
- 86% of farmers have experienced equipment breakdown in the last 3 years due to lack of maintenance (Shell Lubricant Solutions, 2021)

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SKILLS GAP: CONSTRUCTION



- The industry lost \$60.9 billion in gross domestic product and is experiencing a shortfall of 6.5 million jobs due to the pandemic (Deloitte)
- 78% of contractors report difficulty finding skilled craftsmen to replace the retiring workforce (Tradesmen International)
- 71% of contractors struggling to meet scheduling commitments and 39% have had to turn down work (U.S. Chamber of Commerce; Conger)

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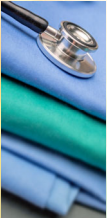

SKILLS GAP: CYBERSECURITY/IT



- 500,000+ cybersecurity job postings in the U.S. (Harvard)
- 3.5 million unfilled cybersecurity jobs globally (Harvard)
- The IT skills gap troubles 80% of managers in North America (CIO Dive)

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SKILLS GAP: HEALTHCARE



- From 2010 to 2030, 1 million+ registered nurses projected to exit the workforce (Nursing Economics)
- In August 2021, 92% of critical care nurses said the pandemic depleted nurses at their hospital, and two-thirds stated that the pandemic has caused them to consider leaving nursing (Medpage)

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SKILLS GAP: HOSPITALITY



- Accommodation/Food Services Industry has had the highest quit rate since July 2021, consistently above 5% (2x the 2.5% average) (US Chamber of Commerce)
- Nearly 40% of hospitality businesses are facing skilled worker shortages (RestaurantOnline.co.uk)

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SKILLS GAP: MANUFACTURING




- **2.1 million unfilled jobs projected by 2030 with a negative impact of \$1. trillion+** (Deloitte)
- **Heavy equipment industry alone losing \$2.4 billion+ every year due to lack of skilled workers** (Conger)




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SKILLS GAP: PETROCHEMICAL



"The Great Crew Change"

- **1.9 million job openings anticipated through 2035** (RAND Corporation)
- **The average age of workers in petroleum companies is 50, among the oldest of any industry** (Iron Mountain)
- **9 out of 10 employers believe the skills gap is impacting current productivity** (Hydrocarbon Engineering)



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SKILLS GAP: TRANSPORTATION, SUPPLY CHAIN & LOGISTICS

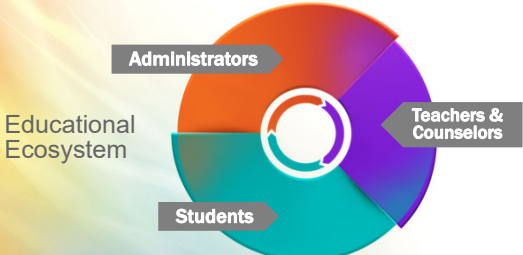


- **Projected shortage of 160,000+ drivers by 2028** (American Trucking Associations)
- **Six job openings for every one hire in the trucking industry since 2016** (Coyote/EMSI)
- **78% of shippers and 56% of third-party logistics firms say shortages have impacted their supply chain operations** (Food Logistics)



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SKILLS GAP: EDUCATION




Educational Ecosystem

Administrators

Teachers & Counselors

Students



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The World Has Changed



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Academic Knowledge

Professional Skills

Technical Competencies

COMPETITIVE ADVANTAGE



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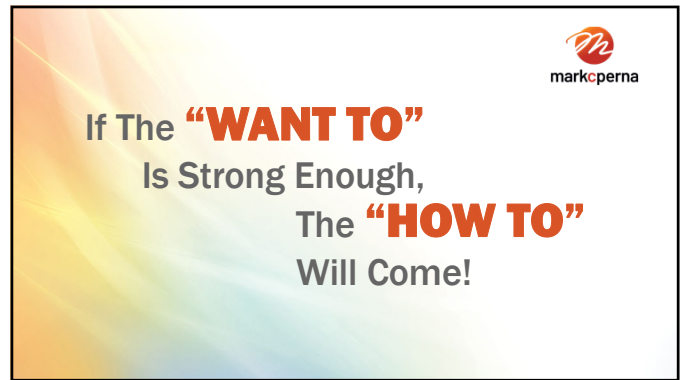
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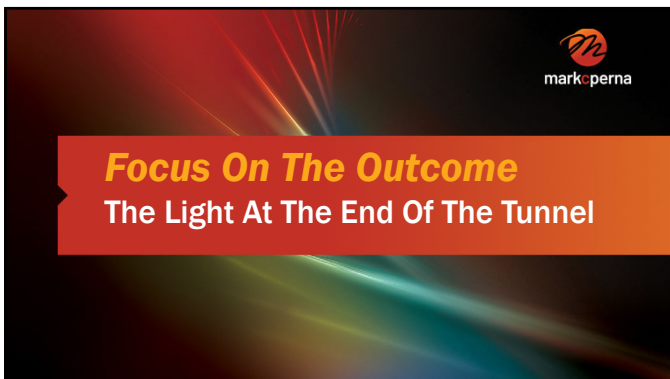
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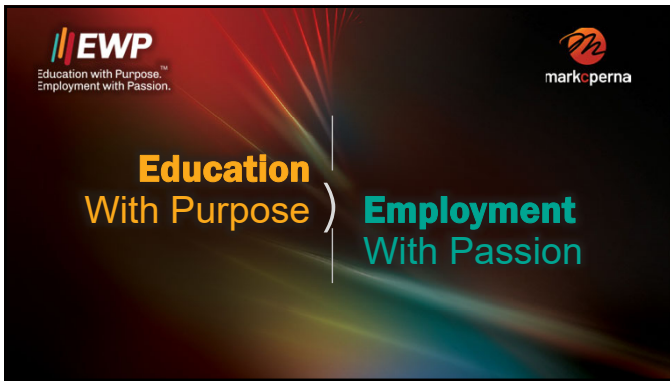


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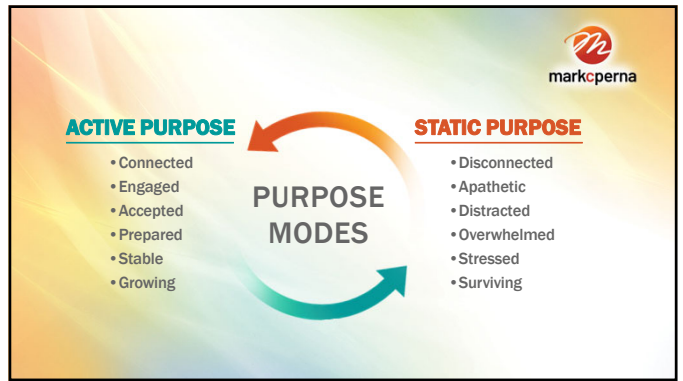


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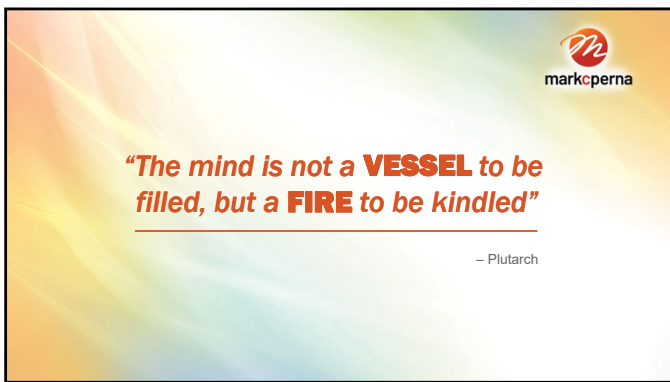
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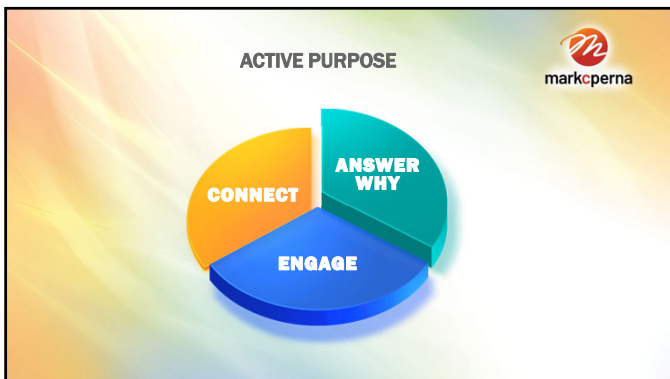
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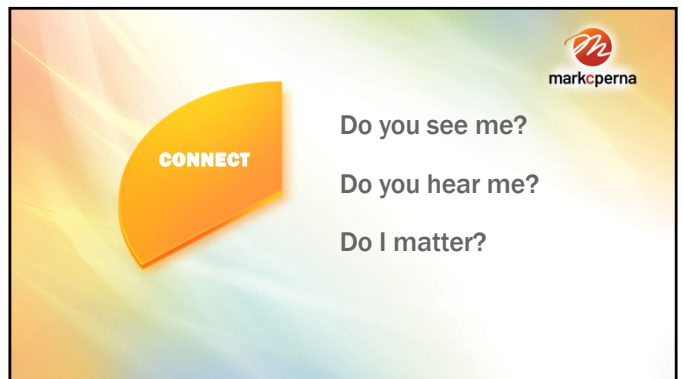
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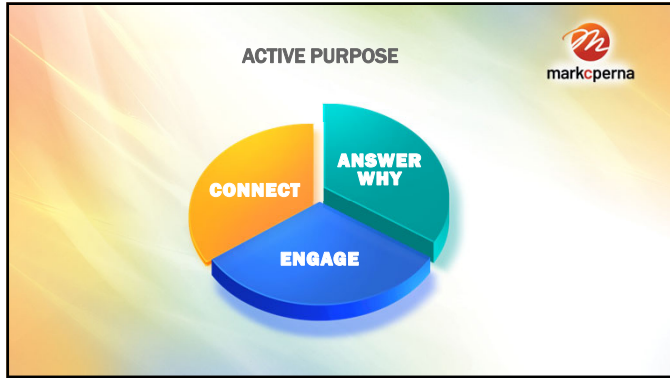


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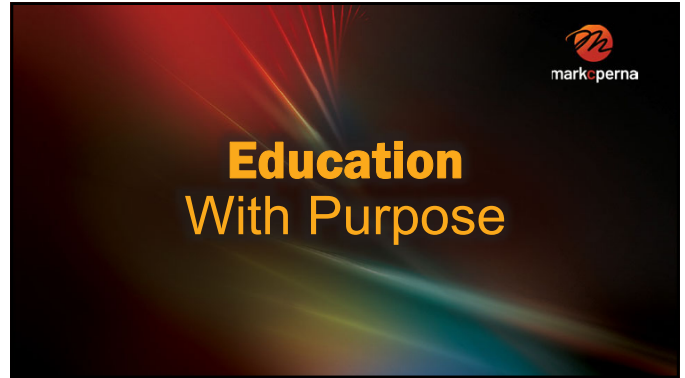


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**Georgetown University
Center for Education and Workforce**

Estimates **1/3rd** of nation's top-performing high school students (SAT over 1,000) **do not obtain a college degree...** and yet nearly all of them attempt college.

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**Strada-Gallup Education Network
College Student Survey**
32,000 students representing 43 random 4-year institutions

- Only **34%** of students believe they will graduate with the skills and knowledge to be successful in the job market and workplace
- Only **50%** believe their major will lead to a good job

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College Completion
Wall Street Journal

- **40%** of all college students drop out
- Of the 60% that earn a degree in 6 years, **20%** will end up chronically underemployed
- This means for every 5 students, **only 2** will graduate and find a job based on their degree

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College Enrollment
Wall Street Journal

- Percentage of students who enrolled in college after high school has fallen to **62%**
- **3 million** fewer students in college annually
- **2/3** of high school students think they will be just fine without a college degree

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Cost of College in America

Wall Street Journal

- **\$36k/year** to attend a public college
- Average time to earn a degree is **5 years**
- **\$36k x 5 + student loan debt service + opportunity cost** of not working while in school = real cost of college, **now topping \$300,000**

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College Debt in America

As Reported by Major News Agencies

- **\$1.6 Trillion** In Total Student Loan Debt
- **\$176 Billion** (11%) Over 90-Days In Default
- **44.2 Million** People Carry Student Loan Debt
- **4.86 Million** People Are Over 90-Days In Default
- **3,000 Defaults** Per Day in America

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College Debt in America

Business Insider, Survey of Millennials

- **90%** Did Not Fully Understand Their Student Loan Terms & Conditions
- **84%** Borrowed More Than They Needed And Also Accrued Credit Card Debt
- **83%** "It Was A Mistake Attending An Expensive College"

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Gates Foundation: Why Young People Are Bypassing College

Study of Adults Aged 18-30

- **35%:** Where's the ROI? **Don't see the value**
- **29%:** Why Change the Status Quo? **Life Isn't so bad**
- **19%:** It's Not For Me: **No desire for college**
- **18%:** Cost-Conscious Explorers: **Would go, but can't**

(Numbers rounded up)

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Gates Foundation: Are High Schools Falling Short?

Study of Adults Aged 18-30

"High school taught me how to get into college, but not the skills I needed to thrive once there" **(50%)**

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Gates Foundation: What Do You Wish High School Taught You?


Study of Adults Aged 18-30

- **Life Skills:** how to do taxes, establish and maintain good credit, get and keep a job, etc.
- **Customized Guidance:** Counseling on what route they should take after graduation, based on their individual strengths and interests

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**Gates Foundation:
Top 15 Priorities in the Next Few Years**
Study of Adults Aged 18-30




1. "Being in a good place emotionally/
positive emotional health"
2. "Feeling financially stable"
3. "Earning more money"
4. "Being able to spend time with family"
15. "Getting a college degree"


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Employment With Passion

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THE GROWING SKILLS GAP



9.5 million open jobs in the U.S. (historic high).
By 2030, there will be a labor shortage of more than 85 million people that could result in \$8.5 trillion lost in annual revenue.
(Source: Korn Ferry)

- **Train through the transition**
 - Technical competencies and professional skills
- **Tap new talent pools**
 - Requirements/Responsibilities
 - Degrees really needed?
 - Multiple years of experience for entry level?
 - Hire skill sets, not work history
- **Connect with rising generations**
 - Purpose, not just paycheck
 - Mental health resources
 - Social and environmental responsibility

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Transitioning to Skills-Based Hiring



- Nearly 70% of U.S. jobs require a bachelor's degree, but only 37% of the workforce has one (OpportunityAtWork: U.S. Census Bureau)
- Skills-first hiring increases the talent pool for Gen Z by 10.3x and Millennials by 9x (LinkedIn)
- 45% of companies intend to eliminate bachelor degree requirements for some positions in 2024 (Intelligent.com)

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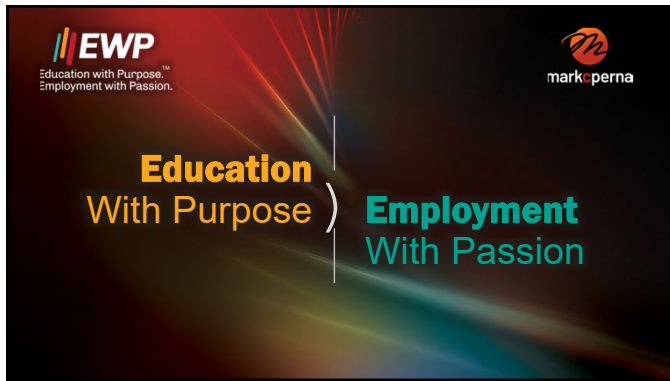
TOP STRATEGIES TO ATTRACT AND RETAIN TOP TALENT



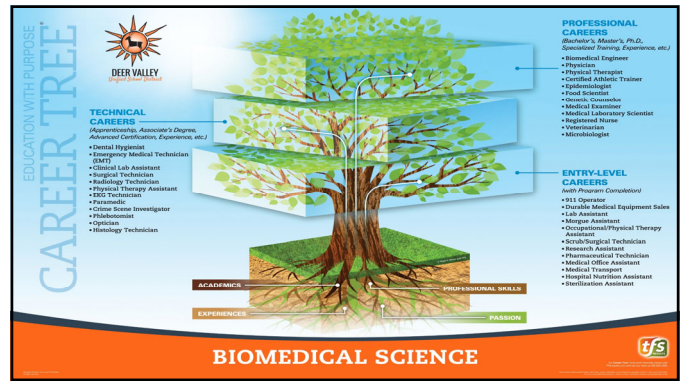
- **Be flexible**
 - HiBob: 90% want flexibility as their top priority
- **Make geography irrelevant**
- **Emphasize the position, not the company**
 - Twice as likely to choose dream job with a company they don't know
- **Diversify**
- **Expand the onboarding experience**
 - Gallup: 88% of organizations don't onboard well with 20% of turnover tied to first 45 days
- **Focus on culture**

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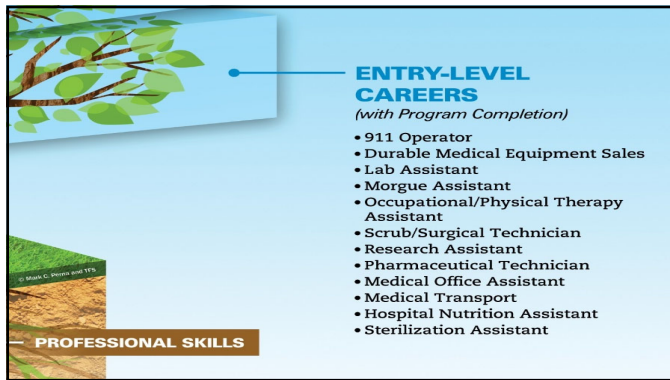
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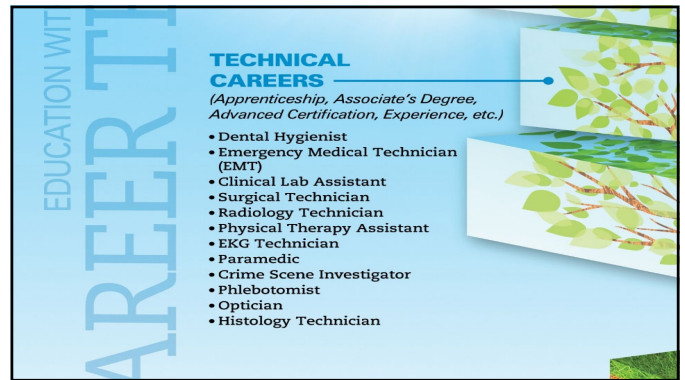
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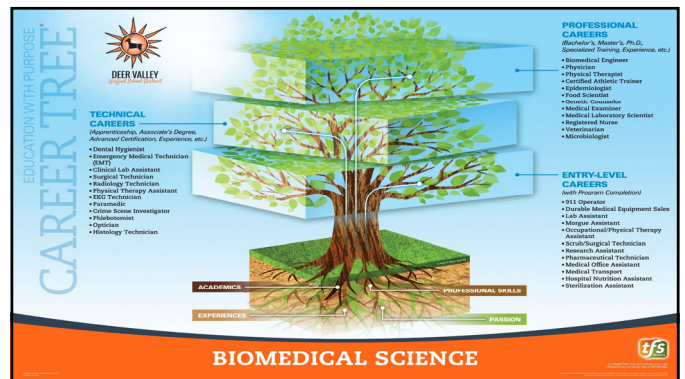
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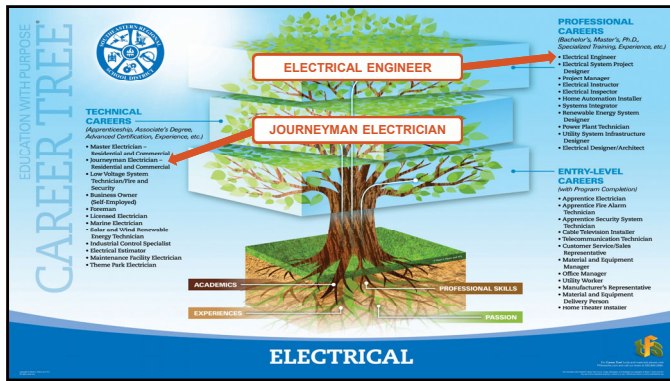


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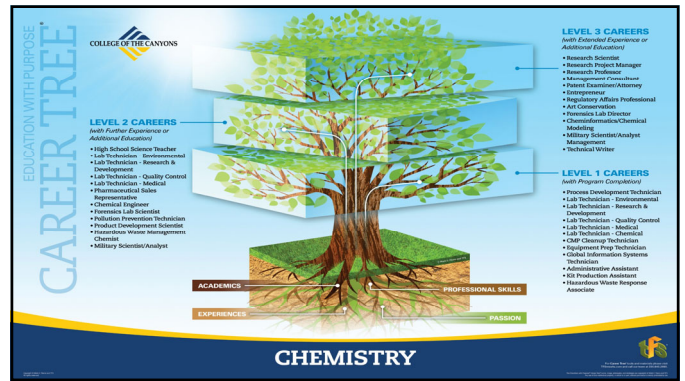


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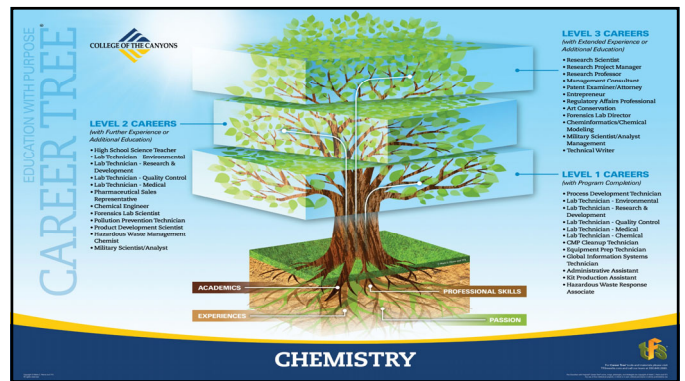
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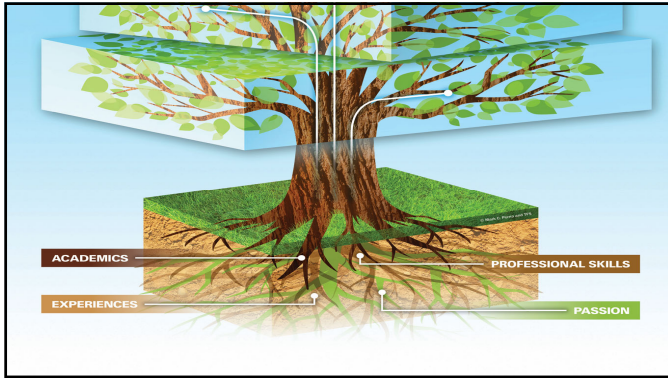


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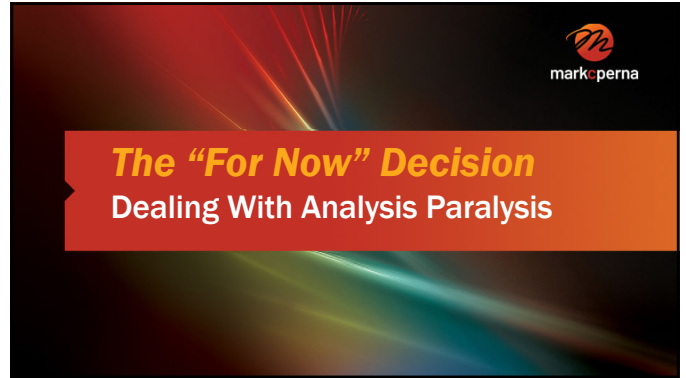


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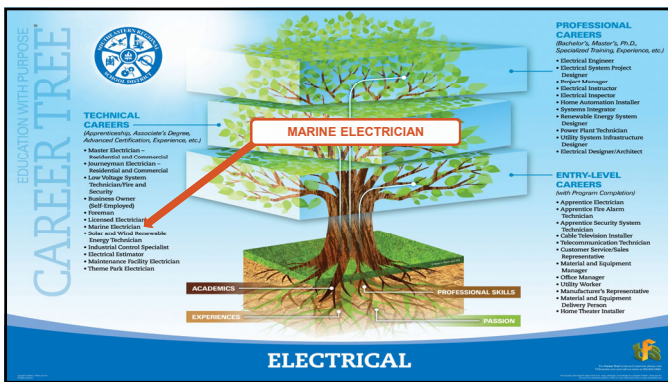
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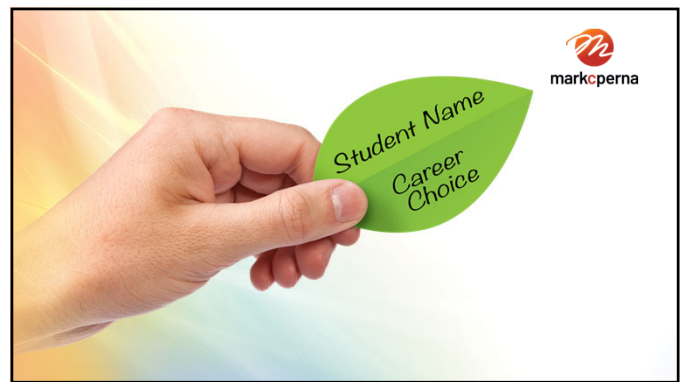
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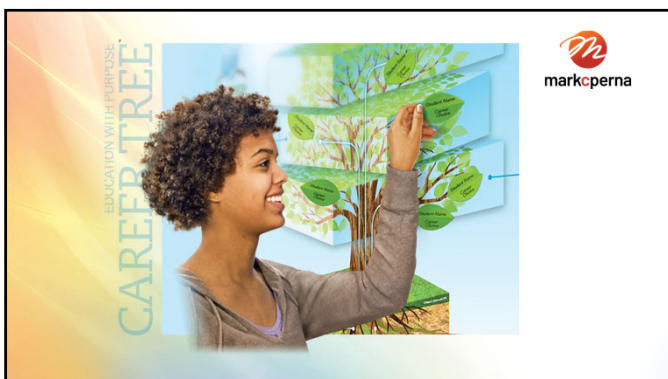
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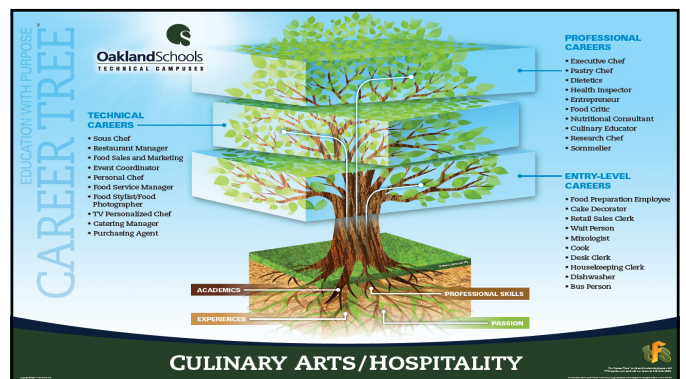
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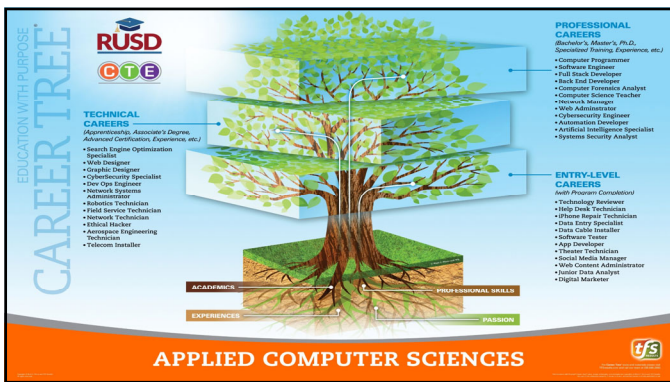
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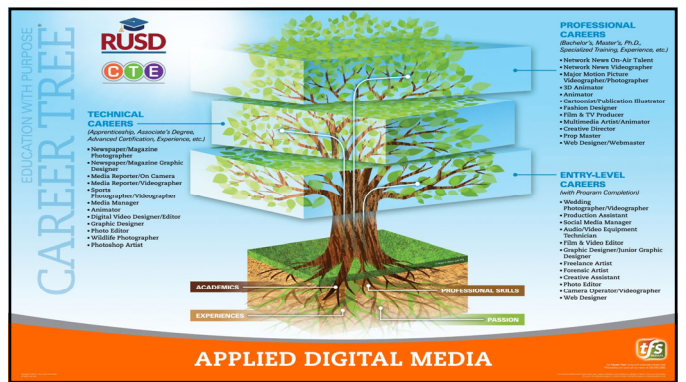
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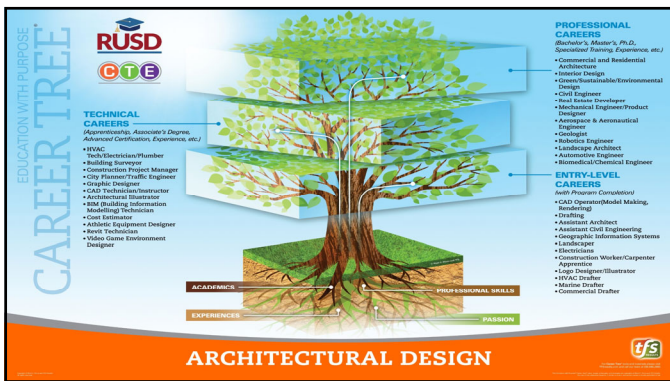
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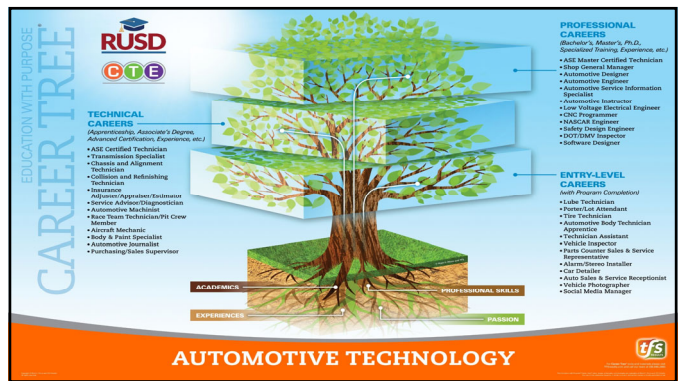
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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Food Scientist
- Ingredient Director
- Manufacturing Director
- Culinary Journalist
- Food Critic
- Health Inspector
- Food Safety
- Report Manager
- Food Industry Lawyer
- Nutritionist
- Culinary Educator
- General Regional Manager

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Sommelier
- Sous Chef
- Pastry Chef & Recipe Developer
- Food Truck Operator
- Food Chef
- Food Stylist/Artist
- Private Chef
- Bartender
- Restaurant Manager
- Caterer
- Food & Beverage Sales

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- Food Processor
- Meat Slicer
- Prep Cook
- Butcher
- Expeditor
- Event Assistant
- Retail Sales Clerk
- Video Training System Specialist
- Barista
- Blindsmith
- Farmer

CULINARY ARTS & SERVICES

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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Classroom Teacher
- School Site Administrator
- Social Worker
- Monitor & Family Counselor
- School Counselor
- School Psychologist
- Educational Software Developer
- Librarian
- University Professor
- Chief Academic Officer
- College Program Director
- Chief Academic Officer

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Paraprofessional Teacher
- Degree Owner/Instructor
- Compliance Trainer
- Administrative Outreach
- Administrative & Operations
- Employee
- Lab Aide
- Translator/Interpreter
- Video Archivist
- Administrative Assistant
- Autism Behavior Technician
- Juvenile Corrections Officer

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- Activity Teacher
- Tutor
- High School Sports Coach
- Interpreter
- Teacher Assistant
- Compass Aide
- Multi-Social Worker
- Recruitment Specialist
- Tour Guide
- Social & Human Service Assistant

EDUCATION & CHILD DEVELOPMENT

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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Automotiv
- Electrical Engineer
- Computer Engineer
- Aerospace Engineer
- Automotive Designer
- Marine Engineer
- Biomedical
- Civil Engineer
- Electrical/Electronics Engineer
- Engineering Professor/Instructor
- Energy Designer
- Mechanical Engineer

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Computer Network Specialist
- Electronic Mechanical Technicians
- Electronic Engineering Technologist
- Civil Engineering Technician
- Technical Graphic Artist
- Audio Technician
- AV Designer
- Aviation Maintenance
- Electronic Drafter
- Solar Energy System Technician
- Mechanical Engineering Technician
- Drafter

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- CAD Technician
- Electronic Assembly Technician
- AV Tech Support
- Electronic Technician
- 3D Printer Technician
- Solar Systems Sales
- Industrial Machine Operator
- Solar Panel Manufacturing Technician
- Meat Fabricator
- Manufacturing Line Worker
- Barista
- Quality Control
- Warehouse Worker

ENGINEERING DESIGN

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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Director of Programming
- Media Arts Administrator
- TV/Video School Professor
- Director
- Film & Video Editor
- Actor, Actress, News Reporter
- Production Sound Mixer/Engineer
- Production Assistant
- Executive Producer
- Casting Director
- Movie/Television News Producer

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Equipment Technician
- Lighting Technician Director
- Audio Editor
- Video Editor
- Foley Artist
- Colorist/Color Grader
- Visual Effects Artist
- Music Composer
- Visual Effects Editor
- Graphic Design & Storyboard Artist
- Technical Director

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- Event Photographer/Videographer
- Production Assistant
- Production Runner/Social Media Influencer
- Actor/Voice Over
- Video Editor
- Camera Operator/Assistant
- Assistant Director (above line)
- Staff Writer
- Casting Assistant
- Editorial Video Editor

FILM, TV, & VIDEO PRODUCTION

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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Game Designer
- Project Manager
- Software Engineer
- Video Game Programmer
- Art Director
- AI Programmer
- Creative Director
- Unity Audio/AR/VR Developer
- Visual Effects Artist
- Systems Analyst

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Unity Programmer
- Visual Designer
- Artist
- Character Animator
- 3D Artist
- Concept Designer
- Concept/Quality Writer
- App Developer

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- Independent Game Developer
- Game Tester/Quality Assurance
- Leveling Designer
- Media & Communications Assistant
- Production Assistant
- Data Entry Specialist
- Customer Service Representative
- Technical Support
- Web Developer
- Website Content Manager

GAME DESIGN & DEVELOPMENT

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PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Art Director
- Graphic Design Instructor
- Regulatory Editor
- Publication Editor
- Project Manager
- Art and Exhibit Designer
- Advertising Executive
- Communications Director
- Environmental Designer
- Package Designer

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Proofreader
- Large Format Print Operator
- Printer Technician
- Typography Designer
- Graphic Designer
- Product Designer
- Prepress Technician
- Desktop Publisher
- Publication Illustrator
- Production Planner
- Sales Representative

ENTRY-LEVEL CAREERS
(Entry Program, Consultant)

- Production Artist
- Digital Press Operator
- Desktop Printer
- Print Assistant
- Prepress Graphic Designer
- Printed Press Operator
- Offset Press Operator
- Photo Studio Content Developer
- Photo Studio and Printing Workers
- Web Designer

GRAPHIC DESIGN & PRINT PRODUCTION

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Otolaryngologic Surgeon
- Travel Nurse
- Biomedical Engineer
- Health Science Educator
- Physician Assistant
- Respiratory Therapist
- Consumer Psychologist
- Forensic Anthropologist
- Health Information Specialist
- Physical Therapist
- Healthcare Policy Advisor

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Phlebotomist
- Pharmaceutical Sales Representative
- Laboratory Technician
- Ultrasound(MRI) Technician
- Forensic Technician
- Mortuary Technician
- Dental Hygienist
- Ophthalmic Technician
- Radiology Technician
- Surgical Technician
- Nuclear Medical Technician

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Audiology Technician
- Certified Nursing Assistant
- Medical Assistant
- Pharmacy Technician
- Medical Interpreter
- CSI Technician/Photographer
- Contact Trainer
- Medical Billing/Coding
- Dental Aide
- Medical Office
- Transportation Technician
- Phlebotomist

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

HEALTH CAREERS & PATIENT CARE

tfs

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Business Director
- Chief Executive Officer
- Chief Operating Officer
- Personal Financial Advisor
- Market Research Analyst
- Controller/Accountant
- Internal Revenue Director
- Professional Consultant
- Director of Advertisement & Marketing
- Business Teacher/Professor
- Office Manager
- Social Media Consultant

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Logistics Coordinator
- Human Resource
- Physical Clerk
- Advertising Agent
- Sales Executive
- Travel Agent
- Hotel/Motels/Resort Manager
- Distribution/Logistics Manager
- Buyer/Purchasing Agent
- Purchasing
- Bookkeeping Clerk
- Travel Expedition Manager

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Business Development Representative
- General Office Clerk
- Customer Service Representative
- Small Business Owner
- Warehouse Team Member
- Wholesale & Manufacturing Sales Rep.
- Bookkeeper
- Receptionist
- General Office Clerk
- Customer Service Agent
- Records Keeper
- Retail Customer Service
- Retail Buyer

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

INTERNATIONAL BUSINESS

tfs

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Criminal Justice
- Circuit Court Judge
- Private Investigator
- Public Information Officer
- Military - Commissioned Officer
- Alcohol Beverage Control Commissioner
- Police Officer
- Immigration & Customs Enforcement Agent
- Police Chief
- Fire Chief
- Detective
- Forensic Pathologist

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Paralegal
- Law Enforcement Officer
- Court Reporter
- Border Patrol Agent
- State Correctional Officer
- Police Service Representative
- Military - Non Commissioned Officer
- Parole/Probation Officer
- Crime Analyst
- Crime Scene Investigator
- Child Protection Services Agent
- Fire Fighter Medic

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Legal Secretary/Paralegal
- Emergency Services Dispatcher
- Detention Officer
- Security Guard
- Police Officer
- Military - Infantry
- Police Cadet
- Juvenile Detention Counselor
- Bailiff
- Bail Bonds/Parole/Recovery Agent
- Emergency Medical Technician (EMT)
- Women's Services Assistant

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

LAW & PUBLIC SERVICES

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Producer
- Mixer
- Music Educator
- Musicologist
- Musician
- Music Attorney
- Music Business Executive
- Music Supervisor
- Audio Engineer
- Publisher

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Audio & Repertoire Coordinator
- Booking Agent
- Gigging Agent
- Music Instructor
- Music Director
- Music Business
- Private Instructor
- Production Manager
- Audio ID
- Policy Artist
- Recording Engineer
- Live Sound Engineer
- Sound Designer

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Assistant Engineer
- Song Writer
- Assistant Audio
- Musician/Personal Assistant
- Musician
- Composer
- Podcaster
- Singer
- DJ
- Instrumentalist
- Musician/Teacher
- Production Assistant

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

MUSIC TECHNOLOGY & AUDIO PRODUCTION

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Senior Technical Support Specialist
- Senior Analyst
- Senior System Administrator
- Program Manager
- Information Security Analyst
- Director of Information Security
- Software Security Engineer
- Senior Web Application Developer
- Full Stack Web Developer
- Cloud Security Engineer
- IT Quality Analyst

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- IT Support Specialist
- Desktop Support Specialist
- PC Technician
- Security Network Support Specialist
- Biomedical Electronics Technician
- Web and Developer
- Front End Developer
- Backend
- Database Developer
- Quality Assurance Technician
- Database Administrator
- Technical Writer
- System Administrator

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Web Developer
- Computer Repair Technician
- Front End Developer
- Backend Developer
- Research Support Assistant
- Human Resources Assistant
- Legal Administrative Assistant
- Video Game Tester
- Search Engine Evaluator
- Desktop Support Representative
- Customer Service Representative
- Data Entry Clerk

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

NETWORKING & CYBERSECURITY

tfs

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EDUCATION WITH PURPOSE
CAREER TREE
RUSD
CTE

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Civil Engineer
- Project Manager
- Mechanical Designer
- Building Code Inspector
- General Contractor
- Fire Protection Engineer
- Consulting Engineer
- Lead Acquisition Manager
- Construction Trades Teacher
- Claims Inspector
- Civil Designer

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Low-Voltage Electrician
- Stone Mason
- Carpenter Journeyman
- Electrical Estimator Specialist
- Plumber Journeyman
- Construction Equipment Operator
- Crane Operator
- CAD Designer
- Crane Operator
- Land Surveyor
- Estimator

ENTRY-LEVEL CAREERS
(Entry-Level, Associate's Degree, Advanced Certification, Experience, etc.)

- Concrete Finisher
- Plumbing Apprentice
- Concrete Finisher
- Drywall Installer
- Electrical Apprentice
- Painter's Assistant
- Roofing Specialist
- Solar System Installer
- Lead Inspector Assistant
- Health Inspector
- Tile Installer

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

RESIDENTIAL & COMMERCIAL CONSTRUCTION

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EDUCATION WITH PURPOSE
RUSD
CTE

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Warehouse Logistics Manager
- Electrical Technician
- Manufacturing Technician
- Lab Technologist
- CAE Specialist
- Machine
- Instrument Technician
- Automation Technician
- Measurement Aide Technician
- Automotive Technician
- Industrial Robotics Technician
- Automotive Guided Vehicle Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Electrical Engineer
- Mechanical Engineer
- Supply Chain Manager
- Materials Engineer
- Automation Engineer
- Biomedical Engineer
- Control Engineer
- Production Engineer
- Automated
- Automation Specialist
- Robotics
- Engineering Professor/Instructor

ENTRY-LEVEL CAREERS
(Entry Point, High School)

- Crane and Hoist Agent
- Heavy Machine Operator
- WCC Operator
- Assembly Technician
- Electronics Technician
- Mill Operator
- Computer Repair Technician
- Fabricator
- Solder Solder Installer
- 3D Printer Technician
- Crane Operator

ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

ROBOTICS & ENGINEERING SYSTEMS

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EDUCATION WITH PURPOSE
RUSD
CTE

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Athletic Program Supervisor
- Certified Personal Trainer
- Certified Strength Assistant
- Massage Therapist
- Personal Trainer
- Physical Therapy Aide
- Surgical Technician
- Chiropractic Assistant
- Health/Wellness Educator
- Pharmacy Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Physical Therapist
- Certified Athletic Trainer
- Chiropractic Nutritionist
- Certified Strength & Conditioning Specialist
- Occupational Therapist
- Optometrist
- Physician's Assistant
- Sports Injuries Therapist
- Sports Psychologist
- Sports Medicine Physician
- Registered Nurse

ENTRY-LEVEL CAREERS
(Entry Point, High School)

- Base Support Assistant
- Child Care Worker
- Firefighter
- Fitness Instructor
- General Trainer
- Photographer
- Sports Coach
- Weight Room
- Medical Equipment Repair
- Medical Billing Clerk
- Emergency Assistant
- Personal Trainer

ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

SPORTS MEDICINE & INJURY MANAGEMENT

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EDUCATION WITH PURPOSE
RUSD
CTE

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Event Artist
- Advanced Producer
- Master Computer Electrician
- Wig Designer / Dresser
- Audio/Video Lighting Technician
- Event Staff Manager
- Production Manager
- Stage Manager
- Technical Director
- Audio Engineer
- Event Producer

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Theater Designer (light, set, costume)
- Lighting Designer
- Costume Designer
- Theater, Film, Video Director
- Audio, Director/Managing Director
- Production Stage Manager
- Costume Design Instructor
- Technical Theater Instructor
- Stage Manager
- Senior Creative Director
- Project Manager
- Creative Services Producer

ENTRY-LEVEL CAREERS
(Entry Point, High School)

- Prop
- Make-up Artist
- Costume Director
- Stage Hand
- Production Office/Technician
- Video Editor
- Technical Crew
- Audio Technician
- Production Editor
- Stage Manager
- Live Event Technician
- Associate Producer

ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

TECHNICAL THEATER & LIVE EVENT PRODUCTION

87

EDUCATION WITH PURPOSE
RUSD
CTE

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- 3D Modeler
- Mobile Apps Programmer
- Web Developer
- Database Manager
- Network Security Administrator
- Programming Specialist
- Motion Designer
- Product Designer
- Video Game Designer
- UX Designer

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Website Content Manager
- Database Analyst
- UX Commerce Application
- Project Manager
- Senior Systems Analyst
- Cloud Architect
- Web Content Developer
- Cloud Information Specialist
- Digital Communications Teacher
- Information Technology Architect
- Senior Art Director

ENTRY-LEVEL CAREERS
(Entry Point, High School)

- Computer Technician
- Senior Designer
- Graphic Designer
- Software Tester
- Video Game Tester
- Senior Master's Support
- Database Administrator
- Mobile Apps Assistant
- Junior Programmer
- Helpdesk Analyst
- Animator

ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

WEB & APP DEVELOPMENT

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EDUCATION WITH PURPOSE
RUSD
CTE

ACADEMICS

- Be Career & College Ready
 - Consider all of your career and college options
 - Develop a career-focused academic plan
- Get Ahead
 - Pursue personal growth and take swift action
 - Network to your classes now to unlock schedule flexibility later
- Utilize all subject areas to build your unique Competitive Advantage
- Make It Count
 - Register with Feedback to enter the pathway you choose

EXPERIENCES

- Get involved
 - Actively participate in a club, sport, or organization
 - Visit a high school or college campus showcase
- Engage with Professionals
 - Actively listen to and participate with guest speakers
 - Network with business, industry, and college partners
- Change the World
 - Help at a community event or school activity
 - Tutor and mentor other students

PROFESSIONAL SKILLS

- Invest Effort & Engagement
 - Complete high-quality work in a timely manner
 - Pursue new challenges and adapt to change
- Communicate Effectively
 - Listen, share, and engage with others
 - Practice verbal, non-verbal, written, and digital communication
- Engage in Teamwork
 - Collaborate with others and contribute new ideas
 - Identify project needs and shared resources
- Apply Problem Solving
 - Develop effective strategies using appropriate resources
 - Self-reflect and accept constructive feedback

PROFESSIONAL SKILLS

- Discover Your Abilities
 - Explore what you are good at
 - Recognize and develop your talents
- Control Your Journey
 - Understand and embrace your strengths as a learner
 - Build confidence through consistency and practice
- Succeed
 - Enroll in programs based on individual interests
 - Take reasonable and creative risks

ACADEMICS

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ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

MY COMPETITIVE ADVANTAGE

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EDUCATION WITH PURPOSE
RUSD
CTE

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ACADEMICS
EXPERIENCES
PROFESSIONAL SKILLS
PASSION

MY COMPETITIVE ADVANTAGE

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ACADEMICS

- Be Career & College Ready
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PROFESSIONAL SKILLS

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 - Develop effective strategies using appropriate resources
 - Self-reflect and accept constructive feedback

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EXPERIENCES

- Get Involved
 - Actively participate in a club, sport, or organization
 - Visit a high school or college campus showcase
- Engage with Professionals
 - Attentively listen to and participate with guest speakers
 - Network with business, industry, and college partners
- Change the World
 - Help at a community event or school activity
 - Tutor and mentor other students

MY COMPETITIVE ADV

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PASSION

- Discover Your Abilities
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VE ADVANTAGE

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RUSD
CTE

ACADEMICS

- Be Career & College Ready
 - Consider all of your career and college options
 - Develop a career-focused academic plan
- Get Ahead
 - Pursue personal growth and take swift action
 - Succeed in your classes now to unlock schedule flexibility later
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PASSION

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UACCB

EDUCATION WITH PURPOSE

CAREER TREE

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certificate, Experience, etc.)

- A&I Sales Representative
- Animal Care/Field Technician
- Chemical Applicator
- Food Inspector
- Livestock/Equine Manager
- Grounds Maintenance Supervisor
- Landscaper
- Designer/Technician
- Purchasing Agent
- Truck Repair
- Veterinary Assistant
- Kennel/Boarding
- Kennel/Boarding Technician
- Wildlife Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Speculative Training, Experience, etc.)

- Agriculture Teacher
- Agricultural Engineer
- Extension Agent
- Veterinarian
- Wildlife Biologist
- Animal Nutritionist
- Aquaculturist
- Conservation/Restoration Specialist
- Farmworker
- Entomologist
- Forester
- Horticulturist

ENTRY-LEVEL CAREERS
(Self-Program Completion)

- Animal Care Associate
- Animal Trainer
- Commercial Nursery Assistant
- Equine Services Specialist
- Garden Center Sales Associate
- Entry Assistant
- Floral Assistant
- Landscaping Apprentice
- Nursery Technician
- Grounds Maintenance Technician
- Golf Course Care Member
- Parks & Recreation Assistant

ACADEMICS

EXPERIENCES

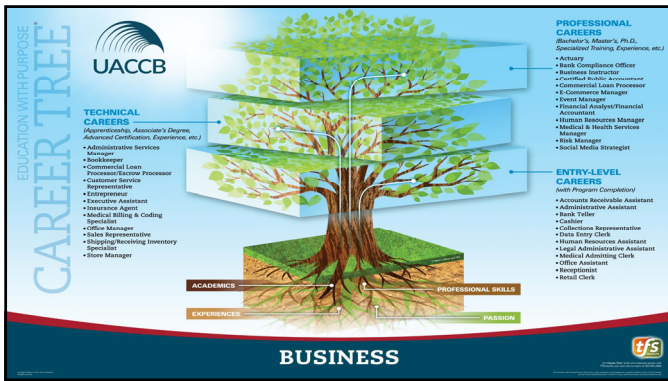
PASSION

AGRICULTURE

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results

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PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Actuary
- Bank Compliance Officer
- Business Analyst
- Financial Analyst/Financial Accountant
- Health Resources Manager
- Medical & Health Services
- Event Manager
- Financial Analyst/Financial Accountant
- Human Resources Manager
- Medical & Health Services
- Risk Manager
- Social Media Strategist

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Administrative Services Manager
- Business Development Representative
- Customer Support Representative
- Executive Assistant
- Insurance Agent
- Sales Representative
- Shipping/Receiving Inventory Specialist
- Store Manager

ENTRY-LEVEL CAREERS (Adult Program Completion)

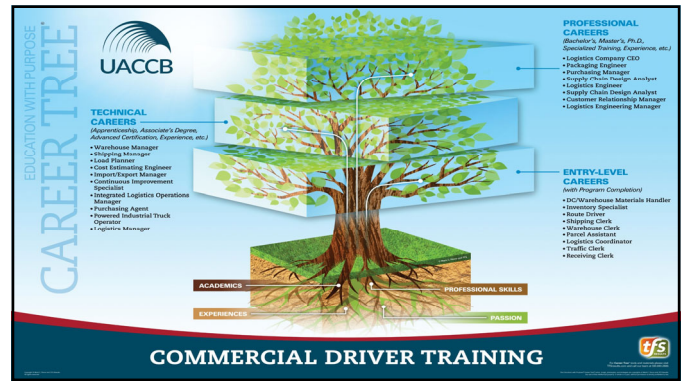
- Administrative Assistant
- Business Development Representative
- Call Center Representative
- Cashier
- Collections Representative
- Data Entry Clerk
- Human Resources Assistant
- Medical Administrative Assistant
- Receptionist
- Retail Clerk

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

BUSINESS

tfs

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UACCB

PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Logistics Company CEO
- Purchasing Engineer
- Purchasing Manager
- Supply Chain Design Analyst
- Customer Relationship Manager
- Logistics Engineering Manager

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Warehouse Manager
- Shipping Manager
- Local Fleet Manager
- Warehouse Supervisor
- Import/Export Manager
- Compliance Improvement Specialist
- International Logistics Operations Manager
- Purchasing Agent
- Operator - Industrial Truck
- Logistics Manager

ENTRY-LEVEL CAREERS (Adult Program Completion)

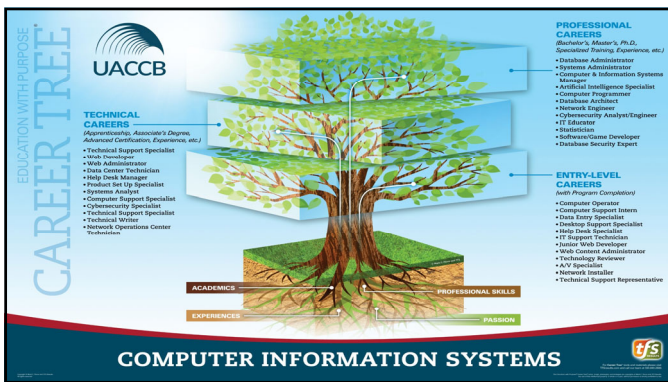
- Inventory Control Materials Handler
- Inventory Specialist
- Forklift Operator
- Shipping Clerk
- Warehouse Clerk
- Parcel Assistant
- Logistics Coordinator
- Traffic Clerk
- Receiving Clerk

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

COMMERCIAL DRIVER TRAINING

tfs

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PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Database Administrator
- System Administrator
- Computer & Information Systems Manager
- Artificial Intelligence Specialist
- Computer Programmer
- Database Administrator
- Network Engineer
- Cybersecurity Analyst/Engineer
- IT Educator
- Statistician
- Software/Code Developer
- Database Security Expert

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Technical Support Specialist
- Web Administrator
- Data Center Technician
- Help Desk Manager
- Product Use Up Specialist
- Systems Analyst
- Computer Support Specialist
- Information Specialist
- Technical Support Specialist
- Technical Writer
- Network Operations Center Technician

ENTRY-LEVEL CAREERS (Adult Program Completion)

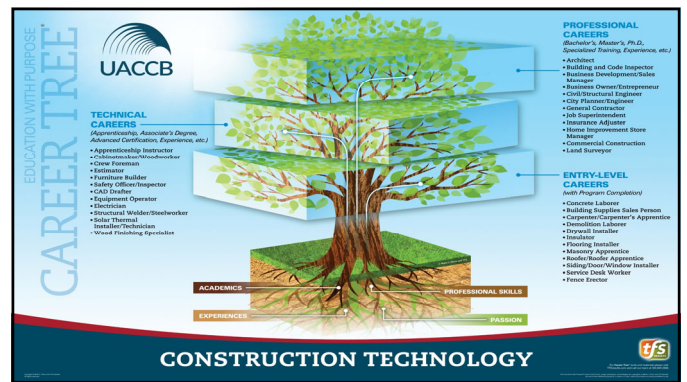
- Computer Operator
- Computer Support Intern
- Data Entry Specialist
- Desktop Support Specialist
- Help Desk Specialist
- IT Support Technician
- Network Administrator
- Web Content Administrator
- Technology Services
- A/V Specialist
- Network Installer
- Technical Support Representative

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

COMPUTER INFORMATION SYSTEMS

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PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Architect
- Building and Code Inspector
- Business Development Sales Manager
- Chief Financial Officer
- General Contractor
- Job Superintendent
- Insurance Adjuster
- Home Improvement Store Manager
- Commercial Construction
- Lead Surveyor

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Apprenticeship Instructor
- Construction Superintendent
- Crane Operator
- Estimator
- Foreman/Builder
- Safety Officer/Inspector
- CAD Drafter
- Equipment Operator
- Structural Welder/Welder/Fabricator
- Solar Thermal Installer/Technician
- Wood Finishing Specialist

ENTRY-LEVEL CAREERS (Adult Program Completion)

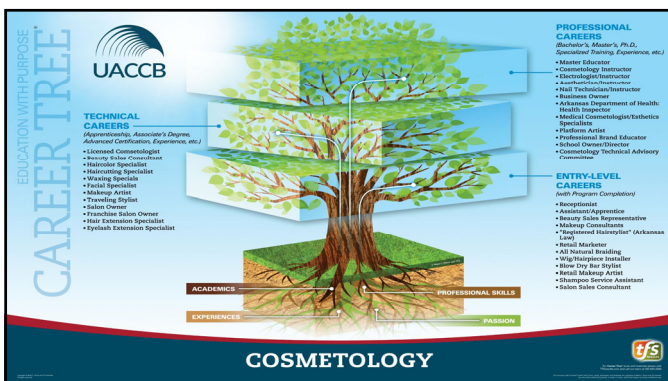
- Concrete Laborer
- Building Supplies Sales Person
- Carpenter/Carpenter's Apprentice
- Demolition Laborer
- Drywall Installer
- Insulation Installer
- Masonry Apprentice
- Audio/Visual Apprentice
- Siding Door/Window Installer
- Service Desk Worker
- Fence Erector

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

CONSTRUCTION TECHNOLOGY

tfs

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PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Master Educator
- Cosmetology Instructor
- Electrologist/Instructor
- Nail Technician/Instructor
- Business Owner
- Arkansas Department of Health, Health Inspector
- Esthetician
- Professional Brand Educator
- Salon Owner/Director
- Cosmetology Technical Advisory Committee

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Licensed Cosmetologist
- Beauty Salon Consultant
- Waxing Specialist
- Haircut Specialist
- Haircut Specialist
- Makeup Artist
- Traveling Stylist
- Salon Owner
- Franchise Salon Owner
- Hair Extension Specialist
- Eyelash Extension Specialist

ENTRY-LEVEL CAREERS (Adult Program Completion)

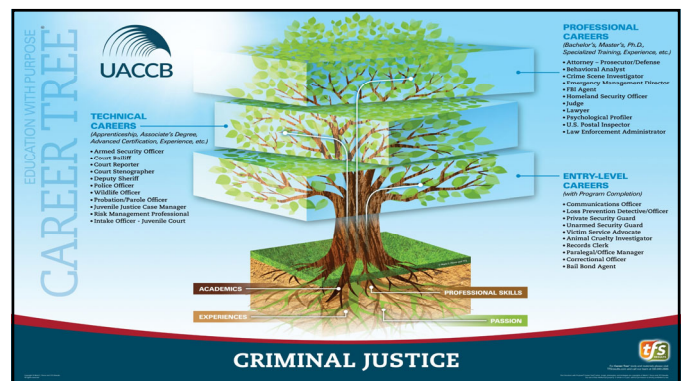
- Receptionist
- Assistant Stylist
- Beauty Salon Representative
- Hair Stylist
- "Registered Hairstylist" (Arkansas Law)
- Retail Merchant
- All Natural Braiding
- Hair Stylist
- Blow Dry Bar Stylist
- Nail Makeup Artist
- Shampoo Service Assistant
- Salon Sales Consultant

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

COSMETOLOGY

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PROFESSIONAL CAREERS (Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Attorney / Prosecutor/Defense
- Behavioral Analyst
- Crime Scene Investigator
- Forensic Management Professional
- FBI Agent
- Homeland Security Officer
- Judge
- Lawyer
- Psychological Profiler
- U.S. Parole Inspector
- Law Enforcement Administrator

TECHNICAL CAREERS (Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Armed Security Officer
- Court Reporter
- Crime Photographer
- Police Officer
- Probation/Parole Officer
- Juvenile Justice Case Manager
- Risk Management Professional
- Justice Officer - Juvenile Court

ENTRY-LEVEL CAREERS (Adult Program Completion)

- Corrections Officer
- Crime Prevention Incentive Officer
- Private Security Guard
- Criminal Justice Officer
- Victim Service Advocate
- Animal Control Investigator
- Records Clerk
- Correctional/Office Manager
- Juvenile Court Officer
- Bail Bond Agent

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

CRIMINAL JUSTICE

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Protection Tester
- Systems Analyst
- Systems Administrator
- Systems Engineer
- Network Operations Center Technician
- Network Security Administrator
- Computer Support Specialist
- Network Technician
- Data Center Technician
- Cybersecurity Specialist
- Backup/Recovery Specialist
- Information Technology Trainer

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Cybersecurity Specialist
- Security Manager
- IT Analyst
- Security Administrator
- Cybersecurity Analyst
- Computer & Information Systems Manager
- Information Security Analyst
- IT Forensics Specialist
- Security Administrator
- Database Security Expert

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Computer Operator
- Computer Program Tester
- Information Technology Specialist
- Help Desk Technician
- IT Support Technician
- Registration Associate
- Software Tester
- Technical Support Representative
- Application Developer
- Networking Assistant

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

CYBERSECURITY

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Program Director
- Children's Center Teacher
- Family & Human Services Employee
- Licensed Home-Based Family Childcare Provider
- Head Start Teacher
- Preschool Teacher
- Camp Director
- Director of Extended Day Program

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Afternoon Program Director
- Certified Education Pre-K-12
- Public School Teacher
- Director of Accredited Childcare Center
- Head Start Administrator
- Early Intervention Specialist
- Early Childhood Curriculum Specialist
- College Counselor

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Afternoon Program Aide
- Assistant Preschool Teacher
- Head Start Teacher Assistant
- Infant/Toddler Teacher
- Assistant Childcare Provider
- Before/After School Assistant
- Childcare Teacher Assistant
- Family Based Center Teacher
- Parent Educator
- Professional in Child Development
- Child/Family Advocate

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

EARLY CHILDHOOD EDUCATION (P-K)

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Advanced EMT
- Critical Care Paramedic
- Emergency Department Paramedic
- Paramedic from EMT
- EMT Supervisor
- EMT - Advanced
- Paramedic
- Public EMT/Paramedic Response Team Paramedic
- Coroner
- High Paramedic
- Community Paramedic

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Emergency Medical Educator
- Disaster Preparedness Advisor
- Emergency Management Coordinator
- Physician Assistant
- EMT Administrator
- EMT Instructor
- EMS Educator
- EMS Service Director/Owner
- EMT Supervisor
- Risk Manager
- Emergency Room Nurse

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- 911 Communications
- Emergency Medical Responder
- Emergency Department Technician
- Green Room Liaison
- Search & Rescue Team Member
- Ambulance Driver/Technician
- EMT Dispatcher
- Firefighter
- Hospital Intake Representative
- EMT
- Patient Care Assistant/Technician
- Pilot/Inflight

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

EMERGENCY MEDICAL SERVICES

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Content Strategist
- Social Media Strategist
- Blogger/Vlogger
- Business Franchise Owner
- Brand Marketing Representative
- Management Trainee
- Promotions Coordinator
- Account Executive
- Advertising & Promotion Manager
- Product Professional
- Fashion Merchandiser
- Market Research Analyst

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Owner/Entrepreneur
- CEO
- Entrepreneur
- Entrepreneur Strategist
- Operations Manager
- Product Research Development
- Retail Research Account Manager
- Business Consultant
- Financial Manager
- Communications and Marketing Manager
- Advanced EMT

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Brand Ambassador/Promoter
- Entrepreneur
- Accounting Clerk
- Blogger/Vlogger
- Retail Store Associate
- Retail Inventory Associate
- Advertising Associate
- Social Media Marketing Associate
- Owner/Entrepreneur
- Marketing/Operations Assistant
- Personal Sales

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

ENTREPRENEURSHIP

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Air Conditioning Technician
- Building Maintenance Specialist
- Control Technician
- Field Technical Specialist (HVAC/Commercial)
- Installer/Lead Installer
- Preventive Maintenance Technician
- Journey-Level Journey-Level
- Service Manager
- Technical Training Instructor
- Troubleshooting Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Building & Code Inspector
- Commercial HVAC Lead & District Designer
- Construction Administrator
- Contractor
- Registered Field Manager
- Project Manager
- Project Cost Estimator
- Mechanical Engineer
- Mechanical Consultant
- Energy Manager
- Environmental, Health & Safety Coordinator
- Service Manager

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Appliance Repair Technician
- Mechanical Consultant
- Duct Installer
- Duct Installer Helper
- Supply House Associate
- Apprentice Sheet Metal Worker
- Apprentice HVAC Technician
- Food Service Equipment Repairperson
- HVAC Technician/Apprentice
- General Construction Laborer
- Weatherization Installer/Technician

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

HEATING, VENTILATION, AIR CONDITIONING (HVAC)

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Journey-Level Heavy Equipment Operator-Picking
- Heavy Equipment Mechanic
- Front-End Supervisor
- Journey-Level Heavy Equipment Operator-Dismantling
- Journey-Level Heavy Equipment Operator-Assembling
- Instructor

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Construction Executive
- Product Account Executive
- Safety and Risk Inspector
- Safety Manager
- Training Manager

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Heavy Equipment Laborer
- Heavy Equipment Operator
- Registered Heavy Equipment Operator
- Parts, Surface, and Tamping Equipment Operator
- Maintenance Worker, Machinery
- Landscaping and Groundskeeping
- Industrial Truck and Tractor Operator
- Material Moving Worker
- Farm Equipment Mechanic and Repairer
- Agricultural Equipment Operator
- Construction Laborer

ACADEMICS | **PROFESSIONAL SKILLS** | **PASSION**

HEAVY EQUIPMENT OPERATION

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Computer Numerical Control Programmer
- Machine Tool Technician
- Human Resources Technician
- Computer Aided Drafting and Design Modeling
- Food Science Technician
- Chemical Worker
- Automotive Service Technician
- Heavy Equipment Operator
- Hydraulic Technician
- Additive Manufacturing Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Wind Energy Operations Manager
- Manufacturing Engineer
- Assembly Engineer
- Mechanical Engineer
- Chemical Engineer
- Supply Chain Manager
- Product Engineer
- Solar Energy Systems Engineer
- Construction Manager

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Logistics Administrator
- Tool Operator
- Industrial Maintenance Mechanic
- Electrician Apprentice
- Solar Photovoltaic Installer
- Manufacturing Worker
- Assembly Worker
- Material Handler
- Assembly Worker
- Machine Operator
- Press Operator
- Tile and Stone Setter

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

INDUSTRIAL TECHNOLOGY

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Office Manager
- Store Manager
- Administrative Services Manager
- Customer Service Representative
- Shipping/Receiving Inventory Specialist
- Project Management Assistant
- Management Trainee
- Human Resources Assistant
- Human Resources Assistant
- Insurance Agent
- Personal Assistant

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Human Resources Manager
- Business Consultant
- Compensation Manager
- Risk Manager
- Business Administrator
- Marketing Director
- Certified Public Accountant
- Public Relations Manager
- Communications Director

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Administrative Assistant
- Customer Service Representative
- Certified Public Accountant
- Human Resources Assistant
- Office Assistant
- Account Service Representative
- Marketing/Operations Assistant
- Data Entry Clerk
- Receptionist
- Event Clerk
- Communications Assistant
- Signer/Vlogger

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

MANAGEMENT AND SUPERVISION

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- CAD Designer
- CAD Technician
- Certified Welder (MIG, TIG, Stick)
- CNC Operator
- CNC Programmer
- Machine Supervisor
- Millwright
- Robotic Technician
- CNC Machinist
- Design Intern
- Laser Cutter Technician

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Automation Engineer
- CNC Manufacturing Engineer
- General Contractor
- Manufacturing Engineer
- Machine Shop Owner
- Manufacturing Manager
- Product Design Engineer
- Research & Development Specialist
- Safety Engineer
- Machining/Tech Ed Instructor
- Computer Automated Manufacturing Engineer

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Apprentice
- Boasting Machine Tool Operator
- CNC Machine Tool Operator
- CNC Setup/Inspection Technician
- Delivery/Drivers/Truck Operator
- Drill Press Operator
- Fraser Operator
- Press Operator
- Production/Shipping Specialist
- Paint Prep & Painting

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

MANUFACTURING

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Medical Billing Assistant
- Medical Billing Specialist
- Certified Billing & Coding Specialist
- Medical Billing Manager
- Medical Records Technician
- Administrative Medical Assistant
- Medical Billing & Coding Specialist
- Medical Assistant

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Health Information Technology Specialist
- Health Informatics
- Director of Home Health Agency
- Healthcare Administrator
- Medical Office Manager
- Director of Rehabilitation
- Health Educator
- Medical Research Specialist
- Social Worker
- Medical and Health Services Manager
- Neurological Engineer

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Billing Clerk/Cashier
- Appointment Scheduler
- Health Information Clerk
- Administrative Medical Assistant
- Admission Secretary
- Medical Billing/Coding Clerk
- Medical Courier
- Medical Office Assistant
- Medical Records Assistant
- Medical Secretary/Receptionist
- Physician's Office Assistant

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

MEDICAL OFFICE MANAGEMENT

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Licensed Practical Nurse (LPN)
- CNA or LPN-Style Conference (Long Term Care)
- RN or LPN-Operating Room Nurse
- Registered Nurse (RN)
- RN Hospital Clinical Supervisor
- Certified Nursing Information Specialist
- RN or LPN-Correctional Facility Nurse
- RN or LPN-Physician's Office Nurse
- RN
- RN Inpatient Nurse
- RN in LPN-Accute Care Hospital

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Nurse Administrator
- Professor of Nursing (MDN Ed)
- Clinical Nurse Specialist
- Geriatric
- Nurse Practitioner (Psychiatric/Mental Health)
- Certified Nurse Midwife
- Nurse Practitioner (Family-FNP)
- Nurse Practitioner (Pediatric-FNP)
- Certified Registered Nurse Anesthetist (CRNA)
- Nurse Educator/Clinical Practice (CNP)
- Chief Nursing Officer
- Nurse Researcher (PhD)

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Nursing Assistant-Physician's Office
- Nursing Assistant-Correctional Facility
- Nursing Assistant-Home Health
- Nursing Assistant-Long Term Care
- Nursing Assistant-Assisted Living
- Unit Secretary
- Hospital Patient Care Technician
- Nursing Assistant/Admission
- Home Care Nurse
- Nursing Assistant/Admission
- Psychiatric Care
- Medication Assistant-Certified
- Phlebotomist

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

NURSING/CERTIFIED NURSING ASSISTANT/PHEBOTOMY

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TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Automation Technician
- CAD Technician
- Chemical Engineering Technician
- Computer Programmer
- Electrician
- Electronics Technician
- System Analyst
- Manufacturing Process Improvement
- Project Manager

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Environmental Science/Engineer
- Architect
- Chemist
- Control Engineer
- Food Scientist
- Medical Professional/Health Administrator
- STEM Professor
- Software Engineer
- Structural Engineer
- Electrical Engineer
- Aerospace Engineer

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- CAD Technician
- CNC Machine Operator
- Drone Operator
- Equipment Operator
- Public Works Worker
- Lab Technician
- GIS Technician
- Welder
- Quality Assurance Technician
- Public Works Technician

ACADEMICS | **EXPERIENCES** | **PROFESSIONAL SKILLS** | **PASSION**

STEM/PRE-ENGINEERING

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TEACHER EDUCATION

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Adjunct Instructor
- Community College Instructor
- Clinical Applications
- College Professor
- Child & Family Social Worker
- Educational Consultant
- Speech/Language Pathologist
- Curriculum Specialist
- Media Specialist/School Librarian
- Teacher, K-12
- School Psychologist

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- Paraprofessional
- Substitute Teacher
- Child Welfare Specialist
- Academic Advisor
- Administrative Assistant
- Assistant Program Director
- Director of A/E/F/H
- Preschool Director/Teacher
- Technology Support/Education
- Youth Program Assistant
- Interpreter

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Teacher's Aide
- Teaching Assistant
- Assistant Teacher
- Private Nanny/Au Pair
- Assistant Preschool Teacher
- Bus Driver
- Child Care Worker/Assistant
- Family Advocate
- Library/Media Assistant
- Intergovernmental Specialist
- Attendance/Casualty Secretary
- Food Service Worker

ACADEMICS **PROFESSIONAL SKILLS**

EXPERIENCES **PASSION**

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WELDING

PROFESSIONAL CAREERS
(Bachelor's, Master's, Ph.D., Specialist Training, Experience, etc.)

- Certified Welding Inspector
- Underwater Welder
- Metallurgist
- Occupational Assessment
- Aircraft Welder
- Aerospace Engineer
- Automotive Designer
- Bridge Construction Supervisor
- Building and Code Inspector
- Certified Welding Inspector
- Certified Pipe Welder

TECHNICAL CAREERS
(Apprenticeship, Associate's Degree, Advanced Certification, Experience, etc.)

- MIG/TIG Bead Welder
- Custom Management Welder
- Gas Metal Arc Welder
- Underminer
- Autogenous
- Cutting Specialist (Chemical/Plastic)
- Maintenance Welder
- Front Line Supervisor
- Pipe Fitter/Welder
- Quality Assurance Inspector
- Submittal Quality
- Operator/Production
- Welding Sales Representative

ENTRY-LEVEL CAREERS
(Adult Program Completion)

- Apprentice Iron Worker
- Apprentice Pipe Welder
- Assembler
- Bolt/Hexmaker/Bolt/Hexmaker Apprentice
- Industrial Material Handler/Truck Driver
- Basic Trade Apprentice
- Tracker
- Welder/Welder Helper
- Paints Preparation
- Citterer
- Thermal Cutter
- Pipe Fitting Apprentice

ACADEMICS **PROFESSIONAL SKILLS**

EXPERIENCES **PASSION**

UACCB TFS

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10 STRATEGIES

to challenge your assumptions, change your thinking and champion the passion, purpose, and performance of today's younger generations

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- ✓ Technical Skills
- ✓ Professional Skills

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Business

College Debt:
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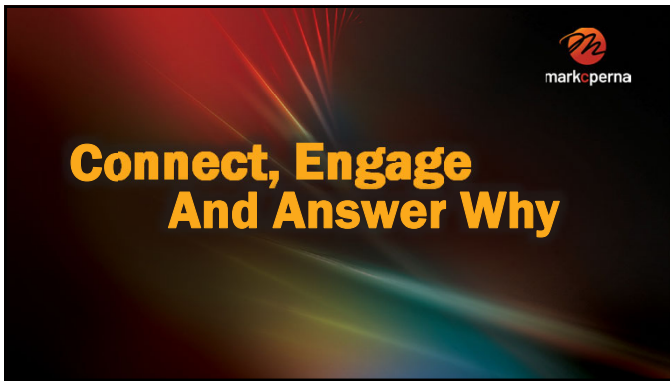
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Shifting The Paradigm
The CALL TO ACTION

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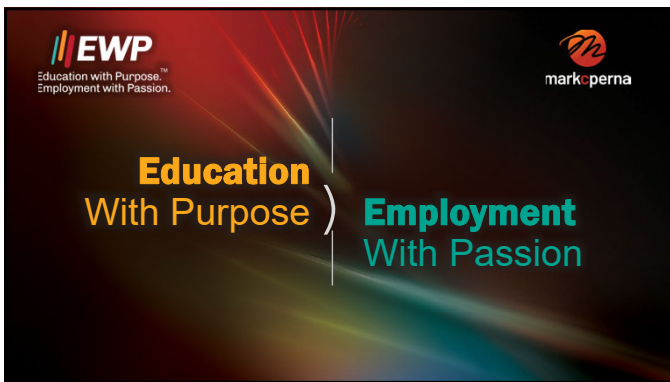
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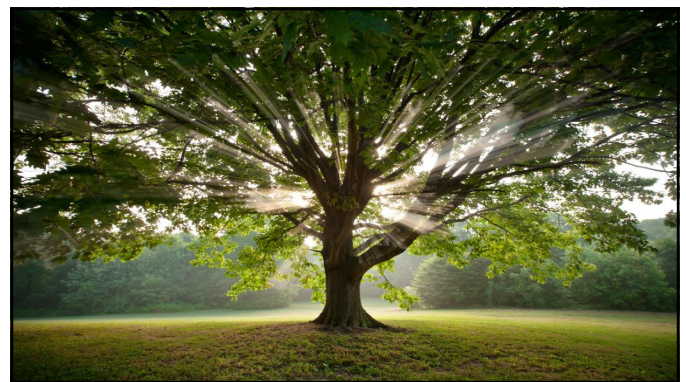
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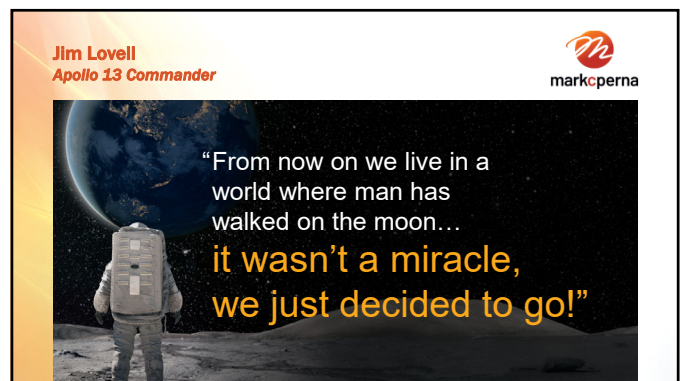
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Mark C. Perna
Speaker, Author, and CEO

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