

Choosing Your Career: A Guide for Teens | 2025



NORTH SHORE ALLIANCE
For Economic Development



**NORTH SHORE
WORKFORCE BOARD**

Introduction

This is a Labor Market Blueprint made specifically for teens. We highlighted some of the skills and requirements that you will need to find a good job or begin a career path. This blueprint is here to help you!

Career Guidance:

MassHire360

<https://portal.ma.cis360.org/>

MA JobQuest

<https://jobquest.dcs.eol.mass.gov/jobquest/LandingPage.aspx>

Indeed

<https://www.indeed.com/career-advice>

ZipRecruiter

<https://www.ziprecruiter.com/career/>

LinkedIn

<https://www.linkedin.com/pulse/topics/hr-management-s50359/career-development-s1666/>

MA Dept. Of Economic Research

<https://lmi.dua.eol.mass.gov/LMI/OccupationSearch/>

GlassDoor

<https://lmi.dua.eol.mass.gov/LMI/OccupationSearch/>

Resume Builders

My Future

<https://myfuture.com/>

Canva

<https://www.canva.com/resumes/templates/high-school/>

Personality Tests for Career Planning

The Career Project

<https://www.thecareerproject.org/know/personality-tests/>

Jobs for the Future — That Means You!

The following pages contain detailed descriptions of the critical jobs, education and skills requirements, and career growth opportunities in four critical industries on the North Shore: **Healthcare, Financial Services, Manufacturing, and Construction.**

Healthcare and Education Services have historically employed lots of North Shore residents and have shown consistent employment patterns in good and bad economic times.

- Over the past ten years, **Healthcare** held the number one position of overall jobs on the North Shore.
- The **manufacturing** industry is still one of the largest employers in the region even though it has lost a large number of jobs. The industry continues to grow in the aerospace and medical device manufacturing sectors.
- **Retail and Tourism** are the other two industries with the largest employment in the region.

A few things to keep in mind:

- Over the past few years, the most important change in the region is **increasing skills and education** requirements.

- **More education equals higher pay and better opportunities for career advancement.**

- Some skills that used to be optional, like being good at Microsoft Office applications, are now basic entry-level requirements.
- In some industries good credit scores or clean criminal records may be required.
- The job market is very competitive for good jobs right now but it pays to have as much information as you can to compete for these jobs. **This guide can help!**

The final page of the report contains information on the North Shore Youth Career Center and some websites you can access to get more information.



Healthcare

The number one employer on the North Shore is Healthcare. These jobs are in hospitals, nursing homes, home Healthcare, laboratories and doctors' offices. Healthcare jobs don't just mean doctors and nurses. Like to work with computers? There could be a Healthcare job for you.

Key Health Care Facts

\$31.30

Average Hourly Wage

33,985

Jobs on the North Shore

654,852

Jobs in Massachusetts

63,086

New Jobs Expected
in Massachusetts
through 2032

Largest Healthcare Companies on the North Shore

There are more than 3,500 Healthcare businesses on the North Shore. Some of the largest include:

Hospitals

- Salem Hospital, Salem
- Mass General Brigham Healthcare Center, Lynn
- Beverly Hospital, Beverly
- Addison Gilbert, Gloucester
- BayRidge, Lynn

Nursing & Residential Care Facilities

- Brooksby Village, Peabody
- Seacoast Nursing & Rehabilitation, Gloucester
- Blueberry Hill, Beverly
- Ledgewood Rehabilitation & Skilled Nursing Center, Beverly
- BILH Care Center, Danvers

Ambulatory Care

- Harvard Vanguard Medical Associates, Peabody
- Lynn Community Health Center, Lynn
- Pediatric Healthcare Associates, Peabody

Healthcare Jobs for the Future — That Means You!

What are the jobs? How can I get them?

Nursing (average wage: **\$45.48 per hour**; 3,810 North Shore jobs):

- Nursing is the largest single job type in Healthcare.
- Associate or bachelor's degree required.
- Working as a CNA prior to going to nursing school/while in nursing school can be very helpful.

Certified Nursing Assistant (average wage: **\$21.11 per hour**; over 1,800 North Shore jobs):

- Good entry-level job.
- 75-hour training program to enter.
- CNAs dress, clean, and feed patients and help nurses meet patients' needs.

Medical Assistant (average wage: **\$22.66 per hour**; 870 North Shore jobs):

- Take medical histories, record vital signs, process records, and collect and prepare laboratory specimens in doctors' offices.

Health Information Technology (average wage: **\$23.30 per hour**; 260 North Shore jobs):

- Healthcare requires sophisticated computer systems to track patient care and get reimbursements. There are many jobs that are office or computer-based.
- Background in both Healthcare and computers is helpful.

Career Ladders & Advancement Opportunities

One of the great things about Healthcare is that you can work your way up. More education, training, and experience = more money! Here are a few examples:

Certified Nursing Assistant > Licensed Practical Nurse > Registered Nurse

Certified Nursing Assistant > Medical Technician > Medical Technologist

Certified Nursing Assistant > Receptionist > Medical Records Clerk

Medical Assistant > Medical Technician > Medical Technologist

Medical Assistant > Radiological Technician

These are just some of the examples of where you can go in the Healthcare field. There are many more options so do your research to find what you like best.

What You Will Need

- ✓ A high school diploma with lots of math and science and a good overall academic record. College is helpful as you progress on a career pathway.
- ✓ Good reading, writing, and listening skills.
- ✓ Comfortable working with people and caring for them.
- ✓ It will be difficult to get hired in this field if you have a criminal record or if you do not pass a drug test.

Financial Services

Over 5,500 people work in the Financial Services on the North Shore. Banks have been increasing the number of branches throughout the North Shore, increasing the demand for tellers and assistant managers. If you like to work with people, if you are detail-oriented, and have good sales ability, a career in the financial services industry may be for you!

Key Financial Services Facts

\$62.85

Average Hourly Wage

4,901

Jobs on the North Shore

171,806

Jobs in Massachusetts

1,462

New Jobs Expected
in Massachusetts
through 2032

Note: Banks often have many branches across the North Shore so the total number of jobs may actually be higher than listed here. Look for bank branches in your neighborhood!

Financial Services Companies on the North Shore

- Eastern Bank, Lynn
- Salem Five Bank, Salem
- North Shore Bank, Peabody
- Metro Credit Union, Peabody
- St. Jean's Credit Union, Salem

Financial Services Jobs for the Future — That Means You!

What are the jobs? How can I get them?

Teller (average wage: **\$18.96 per hour**; 530 North Shore jobs):

- The largest single job in the financial services industry.
- GED or high school diploma, some college experience helpful.
- Most important is good math and customer service skills.
- Clean credit report.

Bookkeeping, Accounting, and Auditing Clerks (average wage: **\$26.91 per hour**; 1,960 jobs on the North Shore):

- There are similar jobs in many other industries as well, not just in banks!
- Strong math skills and cash handling experience.
- Clean credit report.

Insurance Sales Agent (average wage: **\$37.71 per hour**; 400 jobs on the North Shore)

- Insurance sales agents contact potential customers and sell one or more types of insurance.
- Clean credit report and high school diploma or GED required.

Financial Managers (average wage: **\$74.67 per hour**; 980 jobs on the North Shore)

- Financial managers create financial reports, direct investment activities, and develop plans for the long-term financial goals of their organization.
- Bachelor's degree required with a Master of Business Administration preferred.

Career Ladders & Advancement Opportunities

Here are some of the potential career pathways in financial services:

Teller > Senior Teller > Teller Manager > Assistant Branch Manager

Teller > Customer Service Representative > Sales

Teller > Operations Clerk > Analyst

What You Will Need

- ✓ A high school diploma is required, some college helpful.
- ✓ Good reading, writing, and listening skills.
- ✓ Good credit.
- ✓ Sales is a big part of almost every job in financial services.

Manufacturing

The manufacturing industry is one of the four largest industries in the North Shore region. Manufacturing also pays **strong wages** — the average wage in manufacturing is nearly 50% higher than the average wage rate for all businesses.

Key Manufacturing Facts

\$49.30

Average Hourly Wage

16,616

Jobs on the North Shore

237,137

Jobs in Massachusetts

2,546

Annual Openings for Assemblers Expected in Massachusetts through 2032

Manufacturing Companies on the North Shore

There are over 400 manufacturing companies on the North Shore. These companies offer phenomenal opportunities for people interested in making products such as aircraft engines, computers, pharmaceuticals, and medical devices. Some of the largest manufactures on the North Shore include:

- GE Aerospace, Lynn
- Applied Materials, Gloucester
- Analogic, Peabody
- Axcelis Technologies, Beverly

Manufacturing Jobs for the Future – That Means You!

What are the jobs? How can I get them?

Electromechanical Assemblers (average wage: **\$22.47 per hour**; 830 North Shore jobs):

- A high school degree.
- Mechanical ability, using hand tools and electrical equipment for entry-level positions.

Machinists (average wage: **\$30.05 per hour**; 880 North Shore jobs):

- Foundation of the manufacturing industry.
- Strong mathematical knowledge, mechanical aptitude.
- Computer skills and specialized training are important.

Electrical and Electronic Engineering Technicians (average wage: **\$30.69 per hour**; 260 North Shore jobs):

- Associate degrees, particularly in Electrical Engineering.
- Demonstrated skills, acquired on the job or through an internship, in testing and maintaining electronic, mechanical, and/or optic equipment.
- Specialized knowledge required in some positions.

Career Ladders & Advancement Opportunities

In manufacturing, advancement opportunities are determined by experience and increasing your ability to perform complicated tasks. Skill and education requirements are increasing all the time and you will always need to be learning in order to keep up. Many advancement opportunities will require an associate degree from a community college in the future. Some of the career pathways include:

Assembler 1 > Assembler 2 > Assembler 3 > Machine Operator
(Machine Operator involves more electromechanical assembly and precision work)

Assembler > Technician > Senior Technician > Engineer

Assembler > Machine Operator > Lead/Foreman > Supervisor

Technician > Senior Technician > Engineer / Supervisor

Assembly Technician > Senior Technician > Senior Mechanical Technician

Assembly Technician > Senior Technician > Senior Electrical Technician

What You Will Need

- ✓ A high school diploma or GED.
- ✓ Some college or an associate's degree is often required. As always, more education means better jobs and higher pay.
- ✓ Math skills such as algebra, geometry, and trigonometry.
- ✓ Computer literacy in Microsoft Office and Microsoft Project.

Construction

Most jobs in construction do not require a bachelor's degree. They are looking for a combination of education and hands-on experience. Trade knowledge is gained through a combination of trade schools, apprenticeship training, licensure, and on-the-job experience. One of the real benefits in the construction industry is the well-defined career advancement options. If you like to work with your hands, have decent math skills and a strong work ethic, a career in construction may be for you!

Key Construction Facts

\$41.20

Average Hourly Wage

9,016

Jobs on the North Shore

184,046

Jobs in Massachusetts

9,338

New Jobs Expected
in Massachusetts
through 2032

Construction Companies on the North Shore

- Cranney Companies, Danvers
- JM Electrical Company, Lynnfield
- Robert W. Irvine and Sons, Lynn

Division of Apprentice Training Site

www.mass.gov/dat

Associated Building and Contractors

www.abcma.org/

Note: Many of the jobs in construction are union jobs. Check out local unions for both apprenticeship training programs and hiring options.

Construction Jobs for the Future — That Means You!

What are the jobs? How can I get them?

Construction Laborers (average wage: **\$28.88 per hour**; 810 North Shore jobs):

- A high school diploma or GED is generally preferred.
- Common sense, physical fitness, a strong work ethic, and physical strength.
- Some jobs will require you to read blueprints, set up lasers for pipe laying, or do clean-up work with lead, asbestos, or other hazardous materials.
- High school diploma and strong math and reading skills to enter apprenticeship programs.

Electricians (average wage: **\$39.43 per hour**; 800 North Shore jobs):

- A high school degree or GED.
- Strong math and reading aptitude.
- Read and execute blueprints and plans.
- Use hand and power tools, and understand electrical theory, circuitry, and National Electrical Code.
 - ▶ Green and clean energy systems are becoming more common.

Carpenters (average wage: **\$31.01 per hour**; 850 North Shore jobs):

- A four-year apprenticeship.
- Pass union-administered examination (including English aptitude).
 - ▶ Green training elements are popular as well.

Career Ladders & Advancement Opportunities

Career growth in the construction industry is based on education, demonstration of skills, and gaining hours of experience in the field. Most jobs have very clearly defined criteria to advance from the entry level to the highest levels as your experience and capabilities grow.

Apprentice Laborer

Environmental Remediation Worker

Apprentice Laborer

Journeyman Carpenter

Apprentice Laborer

Cement Mason

Apprentice Electrician

Journeyman Electrician

Master Electrician

Apprentice Carpenter

Journeyman Carpenter

Carpenter Foreman

What You Will Need

- ✓ A high school diploma or GED.
- ✓ Math, reading, and writing.
- ✓ Demonstrate hard work on the job.

Clean Energy

The clean energy industry is a new industry in Massachusetts. It's all about finding ways to power our lives without causing pollution or climate change. Instead of relying on fossil fuels like coal, oil, and gas, it focuses on renewable resources like the sun, wind, and water.

Key Clean Energy Facts

\$63.45

Average Hourly Wage

899

Jobs on the North Shore

16,324

Jobs in Massachusetts

837

New Jobs Expected
in Massachusetts
through 2032

Clean Energy Companies in Massachusetts

- GE Vernova
- Toyota Research Institute
- Crowley
- Boston Solar
- SunPower Corporation

Clean Energy Jobs for the Future — That Means You!

What are the jobs? How can I get them?

Solar Photovoltaic Installers (average wage: **\$25.51 per hour**; 700 Massachusetts jobs)

- A high school degree or GED.
- On-the-job training, mechanical ability, and using hand tools and electrical equipment for entry-level positions.

Electrical Power Line Installers (average wage: **\$48.23 per hour**; 1,850 Massachusetts jobs)

- A high school degree or GED.
- On-the-job training, mechanical ability, and using hand tools and electrical equipment for entry-level positions.

Civil Engineering Technician (average wage: **\$30.98 per hour**; 1,320 Massachusetts jobs)

- An associate degree.
- Critical thinking skills and mathematical ability for entry-level positions.

Career Ladders & Advancement Opportunities

Many advancement opportunities will require an advanced degree in the future. Some of the career pathways include:

Solar Photovoltaic Installer > Senior Installer > Supervisor

Electrical Power Line Installer > Senior Installer > Supervisor

Civil Engineering Technician > Civil Engineering Technologists > Civil Engineer

What You Will Need

- ✓ A high school diploma/GED or associate degree.
- ✓ Math, reading, and writing.
- ✓ Demonstrate hard work on the job.



Life Sciences

One of the industries that is growing on the North Shore is Life Sciences.

Key Life Sciences Facts

\$56.67

Average Hourly Wage

5,356

Jobs on the North Shore

165,516

Jobs in Massachusetts

49,197

New Jobs Expected
in Massachusetts
through 2032

Life Sciences Companies on the North Shore

- Abiomed
- New England Bio Labs
- Cell Signaling
- Sage Science
- Thermo Fisher
- Hamilton Thorne

Life Sciences includes companies that make medical devices like heart valves, artificial knees, and surgical supplies, as well as companies that develop and sell new drugs. Both of these types of life science companies require high levels of education.

There is a vast diversity of jobs in the life sciences industry on the North Shore. Occupations range from Ph.D.-level scientists and people with bachelor's and master's degrees working as bench scientists and technicians to a myriad of support-level personnel. There are also many engineers and engineering technicians. There are also some jobs such as Testers, Quality Assurance Technicians, and Inspectors that may not require a college degree, but even these jobs require education beyond high school and industry experience.

The most important thing to know about Life Sciences is that you will need to have lots of education to get in. In high school, math and sciences are a requirement. Community college, and eventually at least a bachelor's degree, will also be needed.

To see if you are interested in the field, see if there are internships available through your school or through the Career Center.

Take the Next Step

To learn more about the fields in this blueprint and get assistance in finding a job or career path, contact MassHire at the links below.

MassHire provides job search and career readiness assistance, including:

- Job leads
- Career assessments/planning
- Resume assistance
- Training referrals and potential funding
- Virtual webinars
- Job fairs
- Recruitment events



NORTH SHORE YOUTH CAREER CENTER

Youth Career Center

**North Shore Community College
- Lynn Campus**

300 Broad Street - RM LE139
Lynn MA 01901

Phone 781-691-7430

www.masshire-northshorewb.com/youth/



NORTH SHORE CAREER CENTER

North Shore Career Center

70 Washington Street, 1st Floor
Salem, MA 01970

Phone 978-825-7200

Email info@masshire-nscareers.org

www.masshire-nscareers.org



NORTH SHORE WORKFORCE BOARD

MassHire North Shore WB

70 Washington Street, Suite 312
Salem, MA 01970

Phone 978-741-3805

Email info@northshorewib.com

www.masshire-northshorewb.com



NORTH SHORE ALLIANCE
For Economic Development