## MassHire North Shore Workforce Board Tourism Career Pathways

			JOB ZONES
Chief Executives; Curators; Archivists	<b>←</b>	\$25.50/HR – \$92.56/HR  Masters/Professional	6
General and Operations Manager; Sales Managers; Food Service Managers; Human Resource Managers; Lodging Managers; Meeting, Convention, and Event Planners; Accountants and Auditors; Museum Technicians and Conservators	←	\$19.52/HR – \$45.85/HR 4-year, Licensed and/or Registered	5
Chefs and Head Cooks; Human Resource Assistants; First Line Supervisor of Office and Administrative Support Workers	←	\$26.47/HR – \$35.21/HR  2-year Degree, or license	4
Bookkeeping, Accounting, and Auditing Clerks; Payroll and Timekeeping Clerks	←	\$19.63/HR - \$22.01/HR One-year Diploma/Licensed/ Long-Term Cert.	3
First Line Supervisors of Food Preparation Workers; First Line Supervisors of Housekeeping and Janitorial Workers; First Line Supervisors of Groundskeeping Worker; Bartenders		\$11.89/HR - \$29.25/HR  Short-term Cert.  and/or Tourism  Experience	2
Cooks, Fast Food; Cooks, Restaurant; Cooks Short Order; Dishwashers; Waiters and Waitresses; Host and Hostesses; Janitors and Cleaners; Food Preparation Workers; Housekeeping Cleaners; Groundskeeping; Hotel, Motel, and Resort Desk Clerks		\$11.75/HR - \$15.80/HR High School/GED	1

Career Pathway Pyramids are developed through a review occupations which require similar knowledge, skills, and abilities. Occupations are given a ranking, 1 through 6, based on the level education and experience necessary to obtain that position. These rankings create a hierarchy of occupations and demonstrates a career pathway for workforce development. Data is obtained from the National Center for O\*Net Development (www.onetonline.org), Bureau of Labor Statistics' Occupational Outlook Handbook (www.bls.gov/occ), and Employment & Wage Statistics (OES) published by the Executive Office of Labor and Workforce Development (www.mass.gov/lmi).