



METRO NORTH YOUTH CAREER PATHWAY GUIDE

Introduction

This Youth Career Guide is designed to help **teens and young adults** explore careers, understand local job opportunities, and plan pathways into the workforce. Whether you're searching for your first job, exploring potential career paths, or preparing for long-term success, this guide provides clear information on **occupations in demand** and **industries** that offer **strong pathways for advancement**.

In the pages ahead, you will find an overview of the **key industries** that are shaping the Metro North workforce, along with the **skills, education requirements, training opportunities, and career pathways**.

Professional Scientific and Technical Services, Healthcare and Social Assistance, and Education remain the **three strongest industries** in Metro North. These sectors employed over 261,259 residents of Metro North in 2025 and have **continued to grow** over the past decade.

Clean Energy is another **growing industry** in the region and offers **strong career pathways** and **opportunities for advancement** for those interested in **innovation** and **in-demand** fields.

CAREER EXPLORATION

CareerOneStop
careeronestop.org

Indeed
indeed.com/career-advice

MassHire 360
portal.ma.cis360.org/

My Next Move
mynextmove.org/

BLS
bls.gov/ooh/

Internship Opportunities
docs.google.com/spreadsheets/d/1j15MCd_Tg0odN6f4dgMLn-rbNrdgiM6FrAV07HnCtFY/edit?usp=sharing

RESUME BUILDING

Google Docs Template
docs.google.com/document/u/0/?ftv=1&tgif=c

JOB APPLICATION

Common Questions and Terms
docs.google.com/document/d/1CKpuQfPYLhjH3dKLWCO7UEEfbY4K7PQz1yF4uS0Dzwc/edit?tab=t.0

How to Ace A Job Application
youtube.com/watch?v=O8WTg1eBpd0



Education and training matter. **Higher levels of education** and **industry-recognized credentials** lead to **higher wages** and **long-term advancement**.



Digital skills are essential. Basic **computer literacy** and tools such as **Microsoft Office** are now among the standard expectations for entry-level jobs.



Professionalism is important. Many employers look for strong **communication** skills.

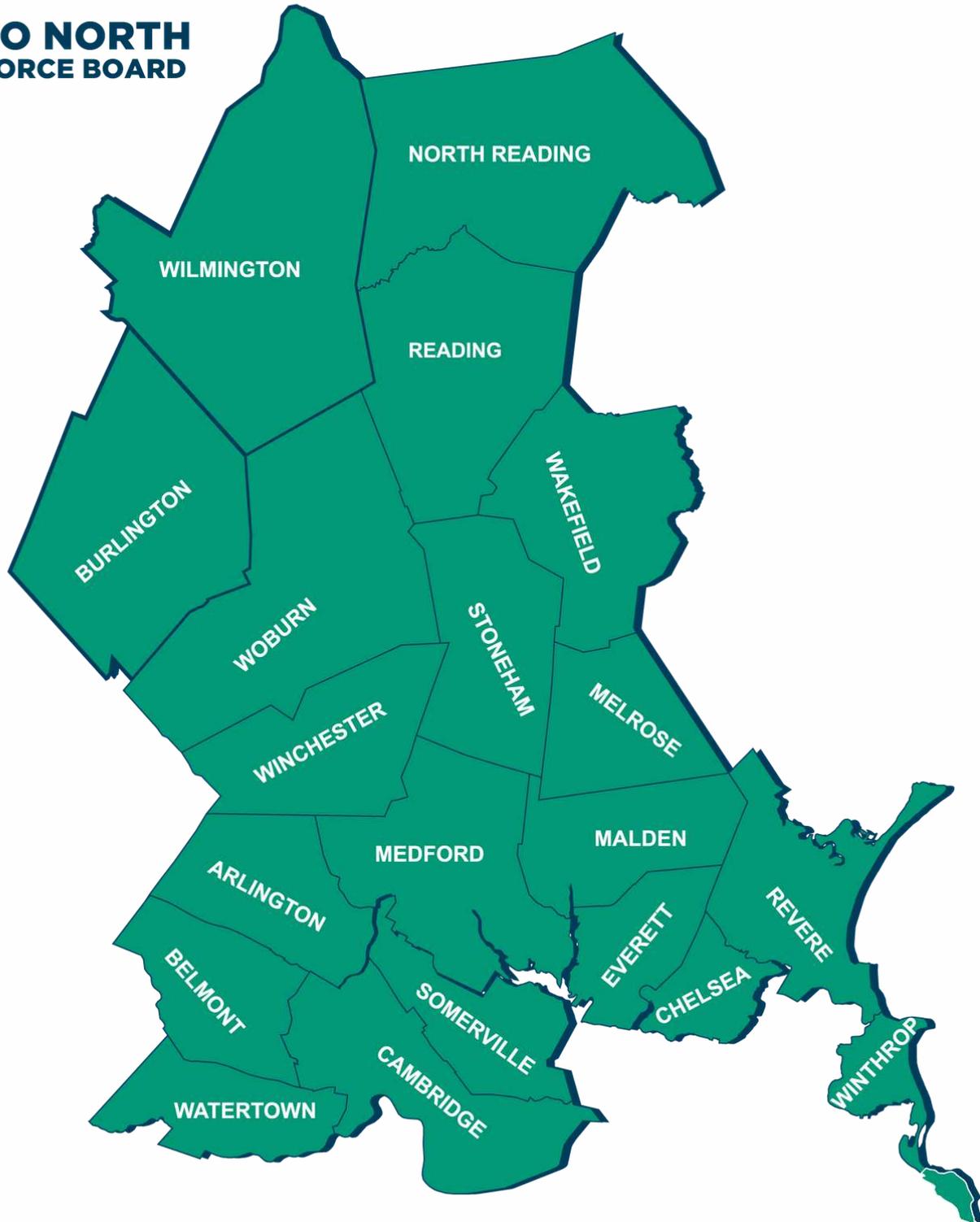
Which Cities and Towns Make Up Metro North?

Below you will see a map of the Metro North region, which is made up of 20 cities and towns.



**METRO NORTH
WORKFORCE BOARD**

Arlington
Belmont
Burlington
Cambridge
Chelsea
Everett
Malden
Medford
Melrose
North Reading
Reading
Revere
Somerville
Stoneham
Wakefield
Watertown
Wilmington
Winchester
Winthrop
Woburn



How to Use This Guide



Explore The Industries Listed

Before looking at job titles or salaries, take the time to think about what **kind of work you are interested in**.

Ask yourself:

- Do I prefer to work with people or independently?
- Do I enjoy hands-on work, problem-solving, or creative tasks?
- Do I want to start working right away, or am I open to training opportunities first?



Explore Entry-Level Jobs and Pathways

Each industry section lists youth-friendly and entry-level occupations. These jobs are great places to start because they:

- Have no formal education listed, require a high school diploma/GED, or short-term training
- Help you build skills to transfer into another job
- Can lead to advancement opportunities

As you review each job, pay attention to:

- Educational requirements
- Current and projected jobs in Metro North and Massachusetts
- Common skills

Note: Each industry page will show Metro North & MA jobs. Current jobs refer to the number of people currently employed in that occupation. Projected jobs refers to the estimated number of jobs expected based on labor market predictions.



Follow the Career Pathways

The arrows on each industry page show the common career pathways (how workers often advance over time).

Career pathways can help you understand:

- What the next step could look like
- How experience and training can lead to higher pay

Note: Many higher-paying careers begin with an entry-level role. The career paths shown are examples of common pathways. Each person's advancement within an industry may look different.



Take the Next Step

Your next step may be:

- Talking with a career advisor (links included on [contact us page](#))
- Learning more about a career that interests you
- Create or update your resume

TOP YOUTH-FRIENDLY OCCUPATIONS

The occupations below were selected because they typically have lower barriers to entry and provide opportunities to build transferable skills.

Retail Salespersons: *No formal educational requirement*

8,751

2025 Jobs in
Metro North

8,807

Projected Jobs in
2035 in Metro North

\$20.18

Avg. Hourly
Earnings

Fast Food & Counter Workers: *No formal educational requirement*

8,884

2025 Jobs in
Metro North

9,175

Projected Jobs in
2035 in Metro North

\$18.29

Avg. Hourly
Earnings

Amusement and Recreation Attendants: *No formal educational requirement*

408

2025 Jobs in
Metro North

459

Projected Jobs in
2035 in Metro North

\$17.72

Avg. Hourly
Earnings

Home Health & Personal Care Aides: *HS Diploma or GED & 18+*

14,466

2025 Jobs in
Metro North

17,027

Projected Jobs in
2035 in Metro North

\$20.88

Avg. Hourly
Earnings

FASTEST PATHS TO \$50K+ WITHOUT A 4-YEAR DEGREE

Many high demand careers in Metro North allow you to start earning quickly, and some even let you earn while you train.

Occupation	Estimated Entry-Level Annual Earnings (25 th percentile)	Estimated Time of Training	Paid Training?	Long-Term Potential
Electrician (Apprenticeship Pathway) (Installs and maintains electrical systems in homes and commercial buildings) Good fit if you: like hands-on work, problem-solving & working with tools	\$58,713	4-5 year apprenticeship	✓ Yes	\$83K-\$100K+ as a licensed electrician
CNC Machine Operator (Operates precision machines that create metal and mechanical parts) Good fit if you: are detail-oriented & comfortable with machines and technology	\$54,265	2-4 month training	✗ No	\$65K-\$80K+ with experience
HVAC Technician (Installs, repairs, and maintains heating, ventilation & air conditioning systems) Good fit if you: enjoy hands-on work, problem-solving, working with tools & mechanical systems	\$63,029	3-6 month training	Some employers offer paid on the job training	\$82K-\$100K+ with experience
Plumber (Apprenticeship Pathway) (Installs & repairs water and piping systems in buildings) Good fit if you: like physical work and troubleshooting mechanical systems	\$60,122	4-5 year apprenticeship	✓ Yes	\$90K-\$100K+ as a licensed plumber
Solar Installer (Installs solar panels and renewable energy systems) Good fit if you: enjoy outdoor work and emerging technology	\$53,200	3-6 months	Some employers offer paid apprenticeships or on the job training	\$56K-60K+ with experience

**Earnings estimates are based on Metro North WDA wage data. Actual wages may vary depending on the employer, experience, and training.*

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES

This industry offers jobs that use problem-solving, technology, and specialized knowledge. Careers include IT specialists, engineers, analysts, designers, accountants and more. Many roles pay well and require strong skills in math, science, technology, or communication.

Software Developers (9,728 Metro North Jobs; 56,707 MA Jobs)

- \$161,280 avg. annual salary
- Bachelor's Degree

Computer User Support Specialists (3,002 Metro North Jobs; 21,195 MA Jobs)

- \$80,716 avg. annual salary
- Some college, no degree

Information Security Analysts (1,021 Metro North Jobs; 6,154 MA Jobs)

- \$133,977 avg. annual salary
- Bachelor's Degree

Market Research Analysts and Marketing Specialists (7,568 Metro North Jobs; 39,218 MA Jobs)

- \$102,956 avg. annual salary
- Bachelor's Degree

Accountants and Auditors (5,772 Metro North Jobs; 49,807 MA Jobs)

- \$105,291 avg. annual salary
- Bachelor's Degree

Career Advancement Opportunities



Professional, Scientific, and Technical Services Highlights

414,843

Jobs in MA 2025

90,805

Jobs in Metro North 2025

100,497

Projected Jobs in Metro North 2035

\$222,821

Avg. Annual Earnings

Companies in Metro North

- The Charles Stark Draper Laboratory
- Str International Co
- Moderna Therapeutics
- Flagship Pioneering

Common Skills

- ✓ Communication
- ✓ Management
- ✓ Leadership
- ✓ Detail-Oriented

Healthcare and Social Assistance

The healthcare and social assistance industry offers jobs that help people directly. Careers include roles like nursing assistants, medical technicians, home health aides, counselors, and support staff. Many jobs in this industry are in high demand and provide steady work while making a real difference in people's lives.

Registered Nurses (7,568 Metro North Jobs; 93,940 MA Jobs)

- \$113,844 avg. annual salary
- Bachelor's Degree

Nursing Assistants (3,499 Metro North Jobs; 36,898 MA Jobs)

- \$47,987 avg. annual salary
- Postsecondary nondegree award

Clinical Laboratory Technologists and Technicians (1,708 Metro North Jobs; 13,345 MA Jobs)

- \$74,640 avg. annual salary
- Bachelor's Degree

Dental Assistants (1,707 Metro North Jobs; 9,809 MA Jobs)

- \$57,622 avg. annual salary
- Postsecondary nondegree award

Pharmacy Technicians (1,098 Metro North Jobs; 12,070 MA Jobs)

- \$44,375 avg. annual salary
- HS Diploma or GED

Career Advancement Opportunities



Healthcare and Social Assistance Highlights

682,482

Jobs in MA 2025

63,806

Jobs in Metro North 2025

70,185

Projected Jobs in Metro North 2035

\$85,147

Avg. Annual Earnings

Companies in Metro North

- Beth Israel Lahey Health
- Mass General Brigham
- Cambridge Health Alliance
- Mass General Hospital

Common Skills

- ✓ Communication
- ✓ Leadership
- ✓ Customer Service
- ✓ Management

Educational Services

The educational services industry offers jobs focused on teaching, training, and supporting learners. Careers include teachers, teaching assistants, tutors, guidance counselors, and program coordinators. Many jobs in this industry help people build skills, prepare for careers, and succeed in school and beyond.

Postsecondary Teachers (17,084 Metro North Jobs; 77,540 MA Jobs)

- \$131,429 avg. annual salary
- Doctoral or Professional Degree

Teaching Assistants, Except Postsecondary (2,862 Metro North Jobs; 38,881 MA Jobs)

- \$42,580 avg. annual salary
- Some college, no degree

Elementary School Teachers, Except Special Education (2,250 Metro North Jobs; 33,480 MA Jobs)

- \$86,441 avg. annual salary
- Bachelor's Degree

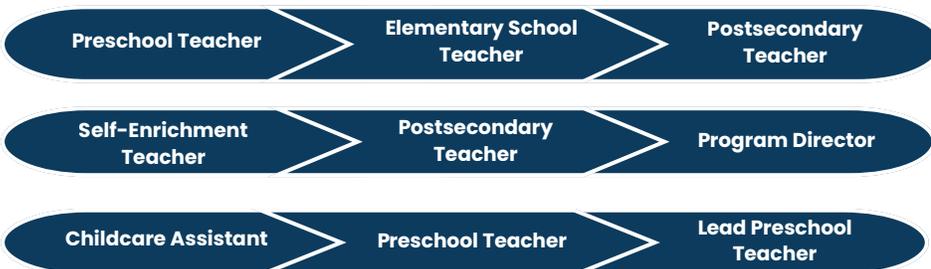
Preschool Teachers, Except Special Education (2,142 Metro North Jobs; 17,809 MA Jobs)

- \$49,803 avg. annual salary
- Bachelor's Degree

Specialized Instructors (1,758 Metro North Jobs; 13,878 MA Jobs)

- \$69,103 avg. annual salary
- HS Diploma or GED

Career Advancement Opportunities



Educational Services Highlights

236,487

Jobs in MA 2025

61,648

Jobs in Metro North 2025

65,949

Projected Jobs in Metro North 2035

\$89,000

Avg. Annual Earnings

Companies in Metro North

- Harvard University
- Cambridge Public Schools
- Massachusetts Institute of Technology
- Tufts University

Common Skills

- ✓ Communication
- ✓ Teaching
- ✓ Research
- ✓ Management

Accommodation and Food Services

The accommodation and food services industry offers jobs focused on serving guests and preparing food. Careers include hotel staff, front desk workers, housekeepers, cooks, servers, and restaurant managers. Many jobs in this industry are entry-level, offer flexible schedules, and help build customer service and teamwork skills.

Waiters & Waitresses

(5,973 Metro North Jobs; 51,453 MA Jobs)

- \$41,483 avg. annual salary
- No formal educational credential

Cooks, Restaurant

(3,858 Metro North Jobs; 33,256 MA Jobs)

- \$46,968 avg. annual salary
- No formal educational credential

First-Line Supervisors of Food Preparation and Serving Workers

(2,660 Metro North jobs; 24,146 MA Jobs)

- \$53,971 avg. annual salary
- HS Diploma or GED

Food Service Managers

(714 Metro North Jobs; 5,183 MA Jobs)

- \$86,203 avg. annual salary
- No formal educational credential

Hotel, Motel, and Resort Desk Clerks

(420 Metro North Jobs; 4,170 MA Jobs)

- \$41,502 avg. annual salary
- Postsecondary nondegree award

Career Advancement Opportunities



Accommodation and Food Services Highlights

307,517

Jobs in MA 2025

44,743

Jobs in Metro North 2025

39,418

Projected Jobs in Metro North 2035

\$45,026

Avg. Annual Earnings

Companies in Metro North

- Aimbridge Hospitality
- Marriott International
- Wynn Resorts
- Colwen Management

Common Skills

- ✓ Customer Service
- ✓ Communication
- ✓ Management
- ✓ Operations

Construction

The construction industry offers hands-on careers focused on building, repairing, and maintaining homes, businesses and public infrastructure. Careers include carpenters, electricians, plumbers, laborers, and heavy equipment workers. Many construction jobs provide paid training, apprenticeships, and opportunities to earn while you learn, with strong wages, benefits, and clear pathways for advancement.

Carpenters (2,799 Metro North Jobs; 24,966 MA Jobs)

- \$79,761 avg. annual salary
- HS Diploma or GED

Construction Laborers (2,600 Metro North Jobs; 25,164 MA Jobs)

- \$70,204 avg. annual salary
- No formal educational requirement

Plumbers, Pipefitters and Steamfitters (2,495 Metro North Jobs; 17,529 MA Jobs)

- \$90,483 avg. annual salary
- HS Diploma or GED

First-Line Supervisors of Construction Trades and Extraction Workers (2,500 Metro North Jobs; 22,121 MA Jobs)

- \$101,327 avg. annual salary
- HS Diploma or GED

Note: Many construction jobs are union positions. A common path into construction is through apprenticeship programs.

Career Advancement Opportunities



Construction Highlights

211,746

Jobs in MA 2025

24,792

Jobs in Metro North 2025

25,961

Projected Jobs in Metro North 2035

\$113,733

Avg. Annual Earnings

Companies in Metro North

- American Tower
- Bozzuto Construction Co
- 128 Plumbing and Heating
- Homeworks Energy

Common Skills

- ✓ Communication
- ✓ Customer Service
- ✓ Detail-Oriented
- ✓ Operations

Manufacturing

The manufacturing industry offers jobs that focus on making products people use every day. Careers include machine operators, assemblers, quality inspectors, and technicians. Many manufacturing jobs provide steady work, on-the-job training, and opportunities to build technical skills.

Electrical Engineers (1,022 Metro North Jobs; 4,998 MA Jobs)

- \$138,791 avg. annual salary
- Bachelor's Degree

Electrical, Electronic, and Electromechanical Assemblers (1,260 Metro North Jobs; 10,827 MA Jobs)

- \$53,752 avg. annual salary
- HS Diploma or GED

Machinists (626 Metro North Jobs; 7,920 MA Jobs)

- \$68,135 avg. annual salary
- HS Diploma or GED

Computer Numerically Controlled Tool Operators (172 Metro North Jobs; 2,426 MA Jobs)

- \$62,433 avg. annual salary
- HS Diploma or GED

Career Advancement Opportunities



Manufacturing Highlights

236,904

Jobs in MA 2025

19,140

Jobs in Metro North 2025

18,048

Projected Jobs in
Metro North 2035

\$167,086

Avg. Annual Earnings

Companies in Metro North

- Takeda
Pharmaceutical
Company
- RTX
- Biogen
- Formlabs

Common Skills

- ✓ Communication
- ✓ Management
- ✓ Leadership
- ✓ Operations

Clean Energy

Clean energy jobs are a growing part of the Massachusetts economy and focus on reducing pollution while creating more efficient, reliable and environmentally friendly energy systems. These careers include work in renewable energy, energy efficiency, and clean transportation, such as installing solar panels, EV charging stations, heat pumps, and modern power grids. While some roles are specific to clean energy, many are familiar careers like electricians, HVAC technicians, engineers and construction workers who apply their skills to sustainable projects. These jobs offer hands-on training, strong job growth, and career pathways.

Important note: "Massachusetts needs over 28,900 additional clean energy workers by the end of the decade to meet our decarbonization goals."

Source: MassCEC Industry Report (2024)

Electrical Power Line Installers and Repairers (211 Metro North Jobs; 2,621 MA Jobs)

- \$103,420 avg. annual earnings
- HS Diploma or GED

Solar Photovoltaic Installers (37 Metro North Jobs; 296 MA Jobs)

- \$56,338 avg. annual earnings
- HS Diploma or GED

Wind Turbine Service Technicians (14 Metro North Jobs; 296 MA Jobs)

- \$81,443 avg. annual earnings
- Postsecondary nondegree award

Power Plant Operators (90 Metro North Jobs; 1,067 MA Jobs)

- \$80,567 avg. annual earnings
- HS Diploma or GED

Career Advancement Opportunities



Clean Energy Highlights

4,161

Jobs in MA 2025

262

Jobs in Metro North 2025

400

Projected Jobs in Metro North 2035

\$98,371

Avg. Annual Earnings

Note: These job numbers only reflect clean energy specific occupations. There are a variety of occupations that also work in the clean energy field, so the actual workforce is much larger.

Companies in Metro North

- Freedom Forever
- National Grid
- Trinity Solar
- Boston Solar Company

Common Skills

- ✓ Troubleshooting
- ✓ Communication
- ✓ Operations
- ✓ Mentorship

FREE OR LOW COST TRAINING PROGRAMS

PAGE 1

Note: MA is helping students advance their education through free Community College To see if you qualify: www.mass.gov/info-details/free-community-college

Professional, Scientific and Technical Services

Per Scholas (Courses & Certifications in Cloud, Cybersecurity, Data Engineering & more): perscholas.org/courses/

MACIR (Tech Support Specialist): macir.org/programs/

Healthcare and Social Assistance:

Cambridge Health Alliance (Community Health Worker Training): challiance.org/community-health/community-health-worker-training-and-volunteer-health-advisor-program#:~:text=Training%20Program,workshops%2C%20videos%20and%20experiential%20learning

Neighbor Health (Medical Assistant Training): neighborhealth.com/en/care-and-services/programs/education-and-training/

HEART (Home Health Aide Training): cchers.org/heart-home-health-aide-training/

Bunker Hill Community College: (variety of course and certificate offerings): www.bhcc.edu/alliedhealth/

JVS Boston (variety of training programs): www.jvs-boston.org/our-services/build-your-skills/

Advanced Manufacturing:

Northeast Advanced Manufacturing Consortium (variety of Registered Apprenticeship programs): namcnetwork.com/programs/apprenticeships/

FREE OR LOW COST TRAINING PROGRAMS PAGE 2

Educational Services:

ABCD (First Steps Into Childcare): [bostonabcd.org/service/firststeps/](https://www.bostonabcd.org/service/firststeps/)

Seven Hills Foundation: (variety of internship and career opportunities):
www.sevenhills.org/programs/center-for-childcare-careers

Urban College of Boston (early childhood certificate):
www.urbancollege.edu/foundations-early-childhood-education-certificate

Neighborhood Villages (apprenticeship opportunities for child development credential):
<https://www.neighborhoodvillages.org/educators>

YMCA (early childhood apprenticeship opportunities):
ymcaboston.org/adult-education-job-training/jobtraining/

Accommodation and Food Services

Best Hospitality (Intro to Hospitality, & Housekeeping & Culinary Apprenticeship Programs):
besthtc.org/job-seekers

Construction

Center for Manufacturing Technology (CNC Machine Operator):
namcnetwork.com/trainings/cnc-machine-operator/

JVS Boston (Carpentry, HVAC, and Maintenance Technician training):
www.jvs-boston.org/our-services/build-your-skills/

Clean Energy

MassCEC (variety of trainings and educational opportunities):
cleanenergyeducation.org/directory/

Disclaimer: These are just some of the training programs available in Metro North and the Boston area and do not represent a comprehensive list. For additional training opportunities, please see the [Contact Us](#) page below to connect with a Career Center counselor or job coach.

Contact Us

Not sure where to start? We're here to help. To explore the careers featured in this blueprint and get help finding a job or planning your career, reach out to MassHire using the links below.

Take the first step and sign up to meet with a career counselor at MassHire Career Center (Non-students aged 18+)



Metro North Career Center

Website: masshirecareers.com

Locations: Cambridge, Chelsea, Malden, Woburn



Metro North Workforce Board

Website: masshiremetronorth.org

LMI Request Form: tfaforms.com/5061341

Connect With Our Job Coaches!

*For more information, please visit:
masshiremetronorth.org/connectingactivities/*

Revere/Woburn: Molly Paone (Senior Manager of In School Programs)
mpaone@masshiremetronorth.org

Chelsea/Malden: Hadessah O'Neal (Youth Programs Specialist)
honeal@masshiremetronorth.org

Everett/Somerville: Kaila Parkin (Youth Programs Specialist)
kparkin@masshiremetronorth.org

Subscribe to our monthly job newsletter to stay in the know about different opportunities:

