



# Supporting Your Teen's Career Search



**College & Career Pathways**

**March 14, 2026**

# Meet Our Staff



[www.careersclic.org](http://www.careersclic.org)



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# Continuum of Career Development



**Career Awareness**

**Career Exploration**

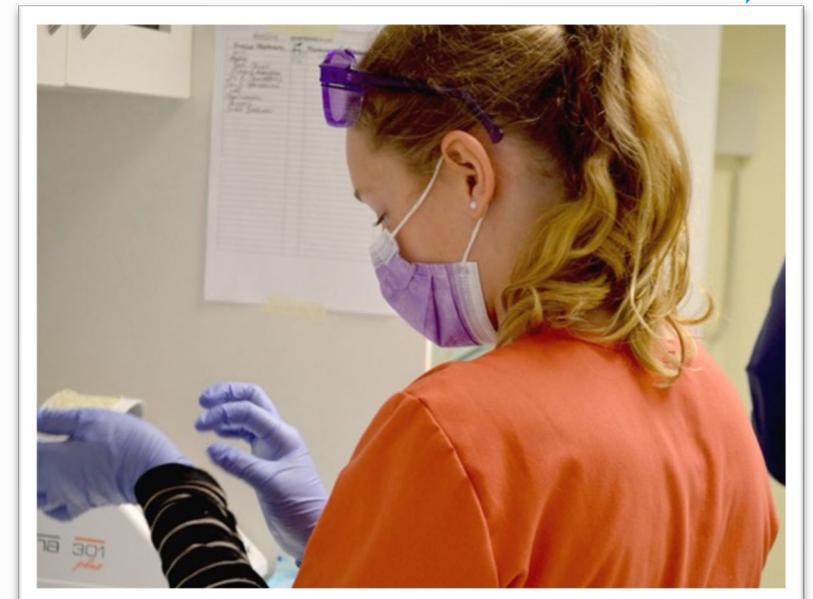
**Career Preparation**



**Elementary School**



**Middle School**



**High School**

# Careers CLiC Reach Since 1998

973

**Educators**



38,585

**K-12 Students**



1,653

**Employers**



# Warm-up Poll

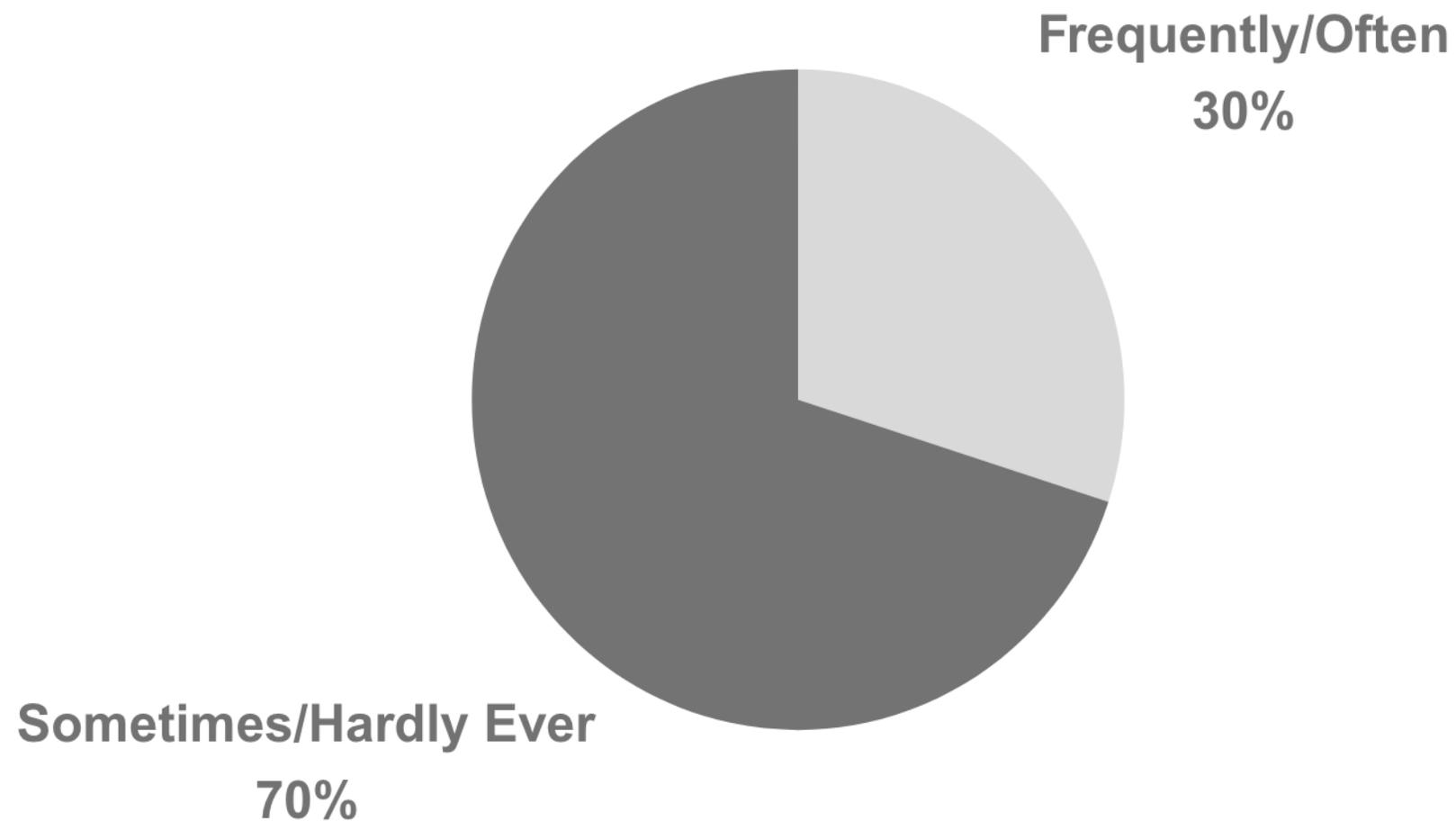
I talk about **career planning** with my teen...

- ...frequently.
- ...occasionally.
- ...rarely.



# Student Responses

How often does an adult talk with you about your career planning?



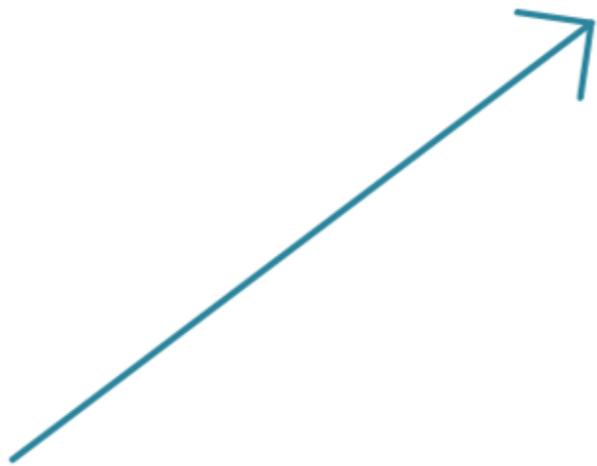
# **Aspirations & Interests**

# Remember When

- What were your career aspirations in high school?
- What is your career field now?

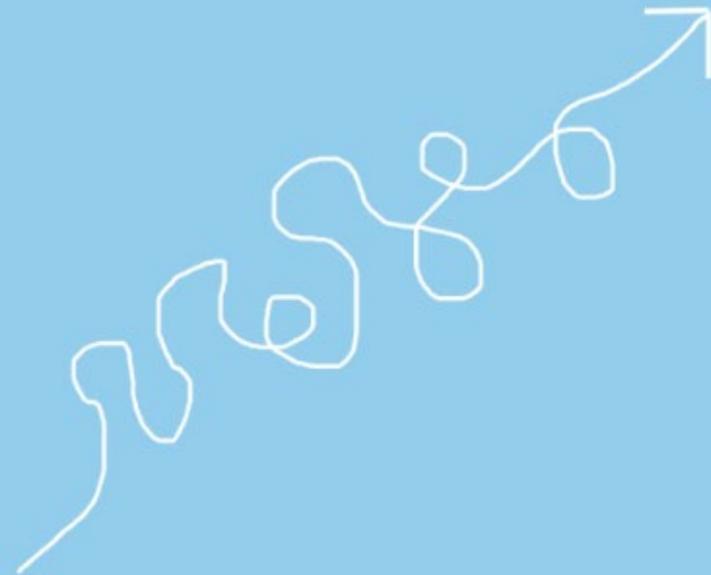


# Success



what people think  
it looks like

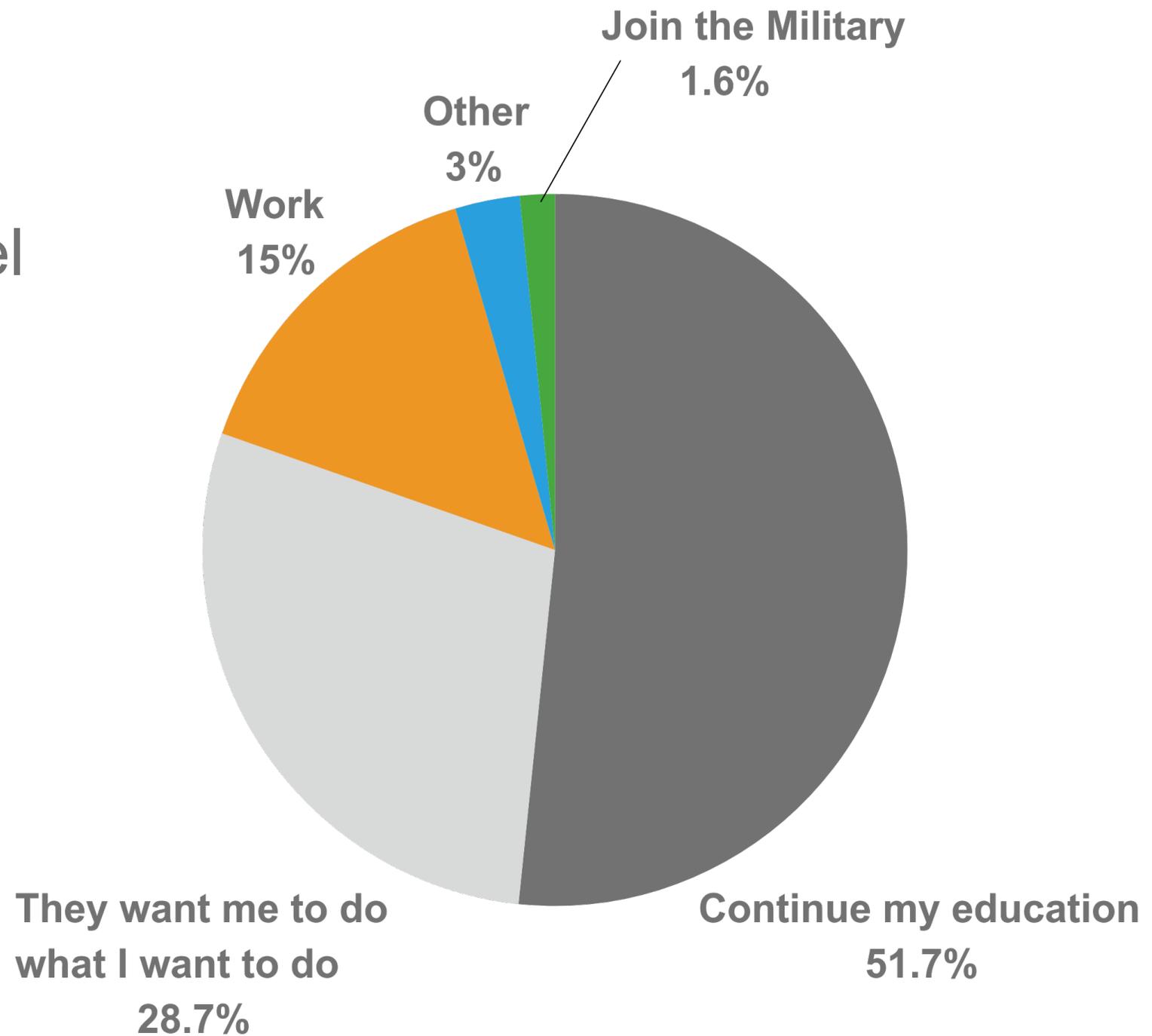
# Success



what it really  
looks like

# Senior Survey

What do your parent(s) or guardian(s) feel you should do this fall?



Be sure to let kids know they don't have  
“ to have it all figured out by the end of  
high school. Paths will shift as they learn  
more and gain experience. And, new  
opportunities can come up when you  
aren't expecting it.

- Recent High School Graduate



# Interests

Help your teen identify their **interests** by completing a survey:



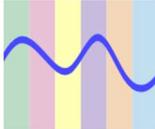
**o\*net® interest profiler** 

**Welcome to the O\*NET Interest Profiler!**

Discover your work-related interests and explore career options that are a good fit for you.

The process is super easy, but take your time... the results can help guide your future!

**Here's how it works:**

-  Think about how much you'd like to do various activities if they were part of your job.
-  See what your answers reveal about your work interests.
-  Explore a list of careers matching your interest profile.

**Have fun learning and exploring!**

[I have a profile](#) [Get started →](#)



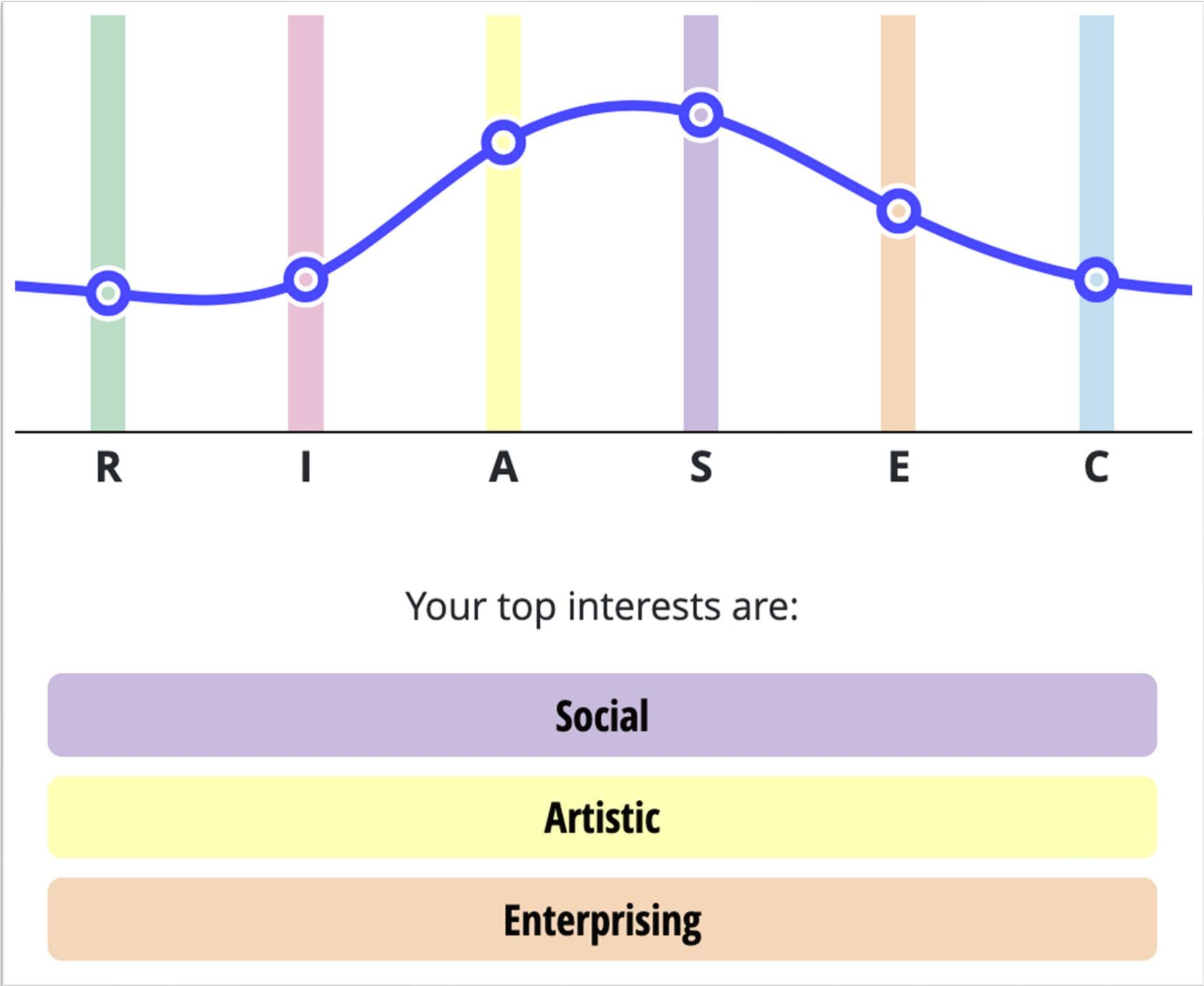
# RIASEC

## MY NEXT MOVE

- **Realistic** (Doers)
- **Investigative** (Thinkers)
- **Artistic** (Creators)
- **Social** (Helpers)
- **Enterprising** (Persuaders)
- **Conventional** (Organizers)



# Results



# Occupations

Connect your  
**interests** with  
occupations:

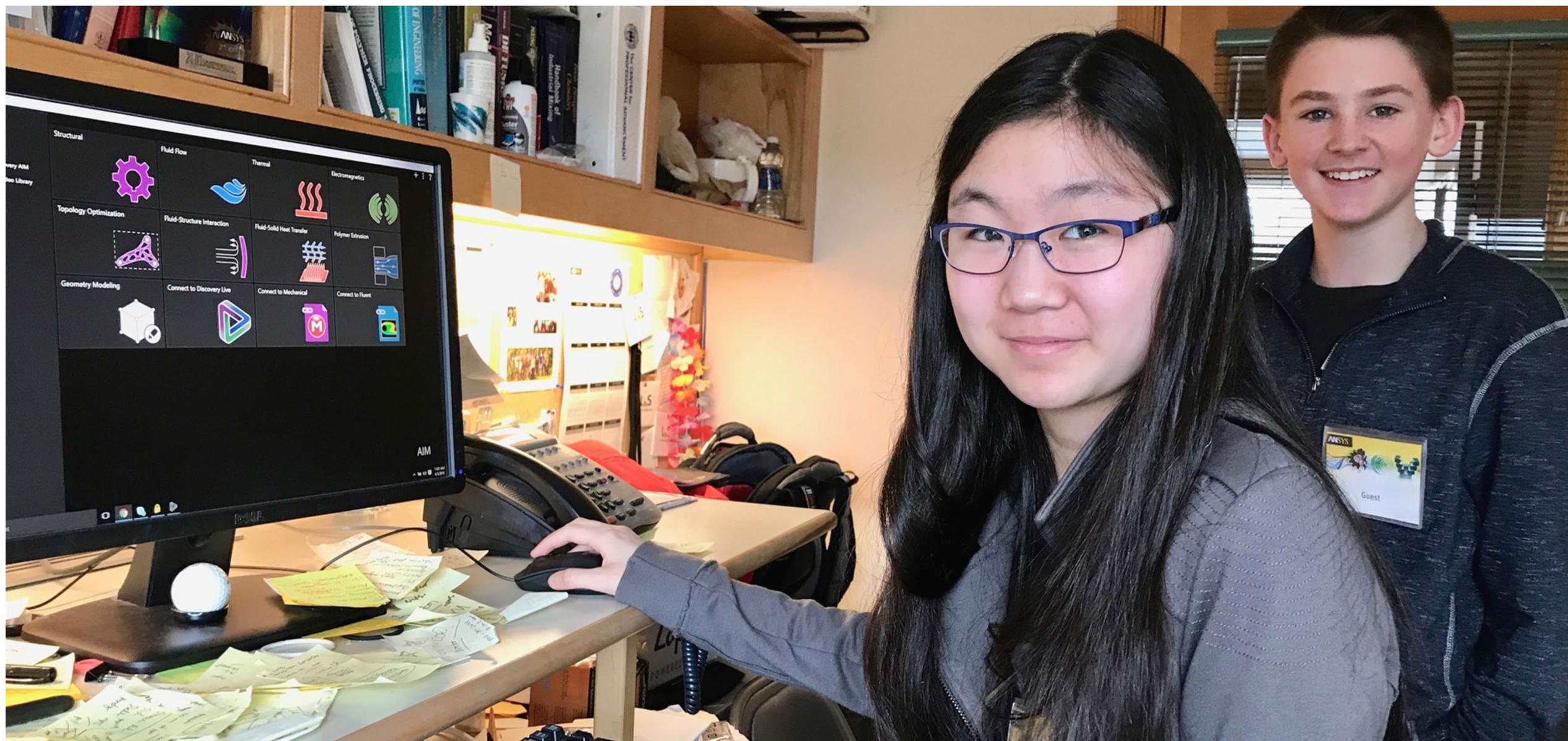


o*net® interest profiler <span>?</span>			
<b>Training &amp; Development Specialists</b>			
 Okay fit	 Bright outlook	 \$ \$65,850	∨
<b>Writers &amp; Authors</b>			
 Okay fit	 Average outlook	 \$ \$72,270	∨
<b>Community Health Workers</b>			
 Okay fit	 Bright outlook	 \$ \$51,030	∨
<b>Producers &amp; Directors</b>			
 Okay fit	 Bright outlook	 \$\$\$ \$83,480	∨
<b>Poets, Lyricists &amp; Creative Writers</b>			
 Okay fit	 Average outlook	 \$ \$72,270	∨



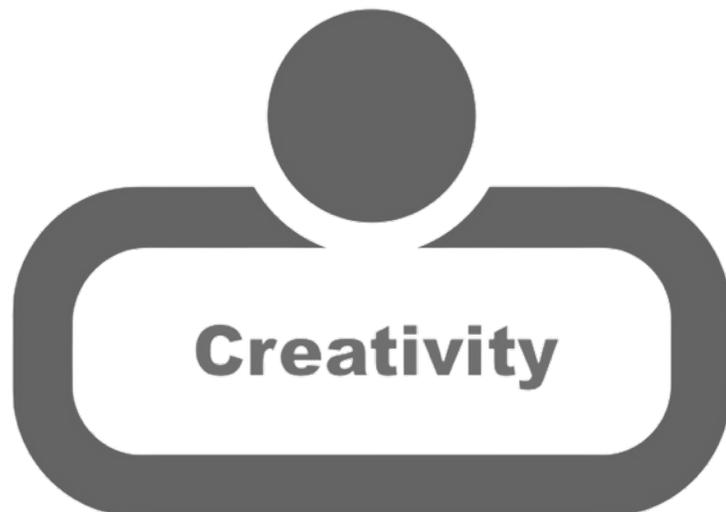
# **Essential Skills**

**What is a skill you learned from your first job that you still use today?**



**As an adult, what is something you wish you had learned sooner?**

# Skills – 4Cs



# Skill Development

Encourage your teen to develop **essential skills** by:

- identifying what skills they already have
- building new skills
- demonstrating/articulating skills achieved

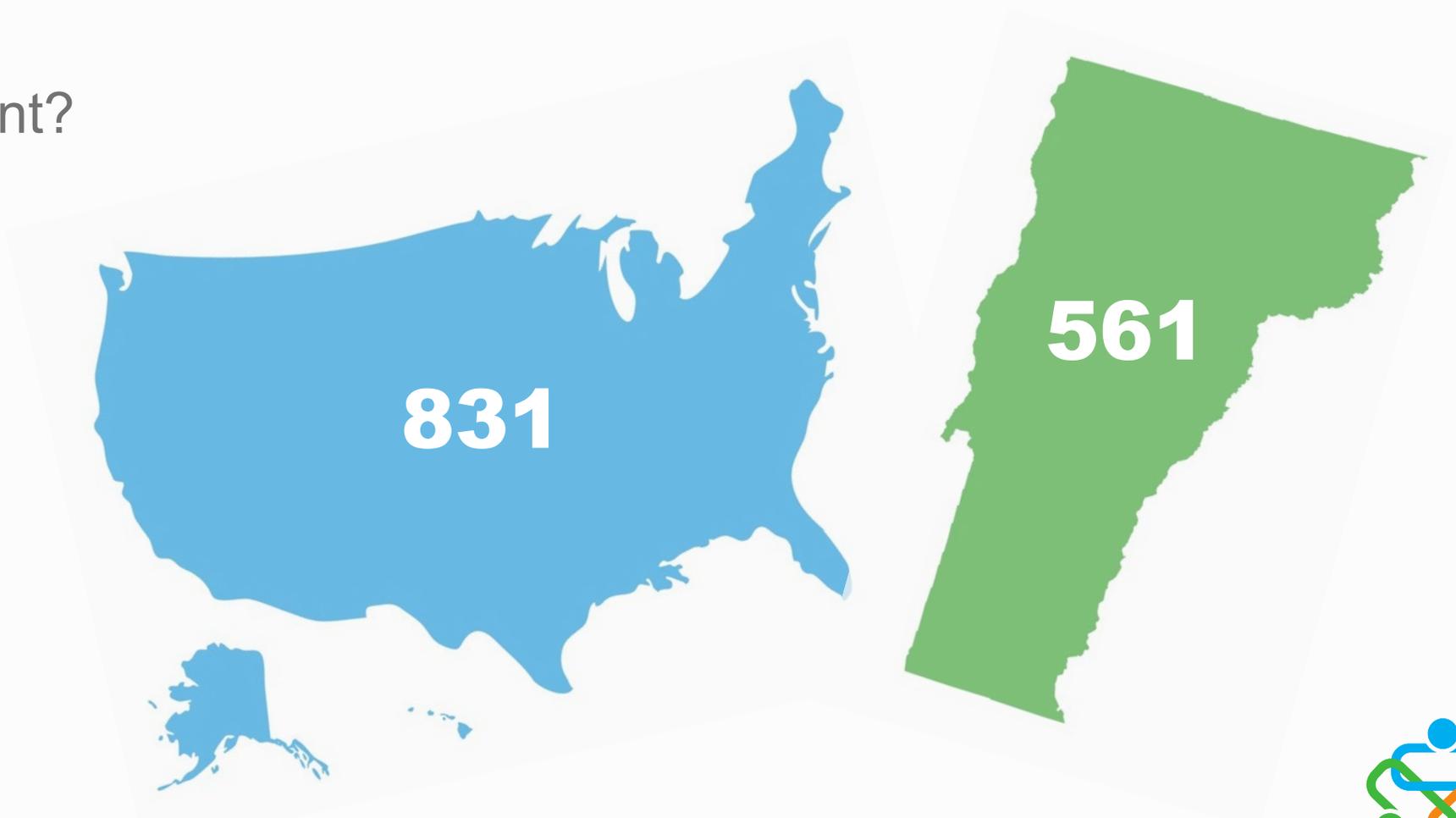


# **Career Options**

# Occupations

How many **occupations** are there...

- ...in the US?
- ...in Vermont?



# Explore Options

Encourage your teen to **explore** career options related to their interests.

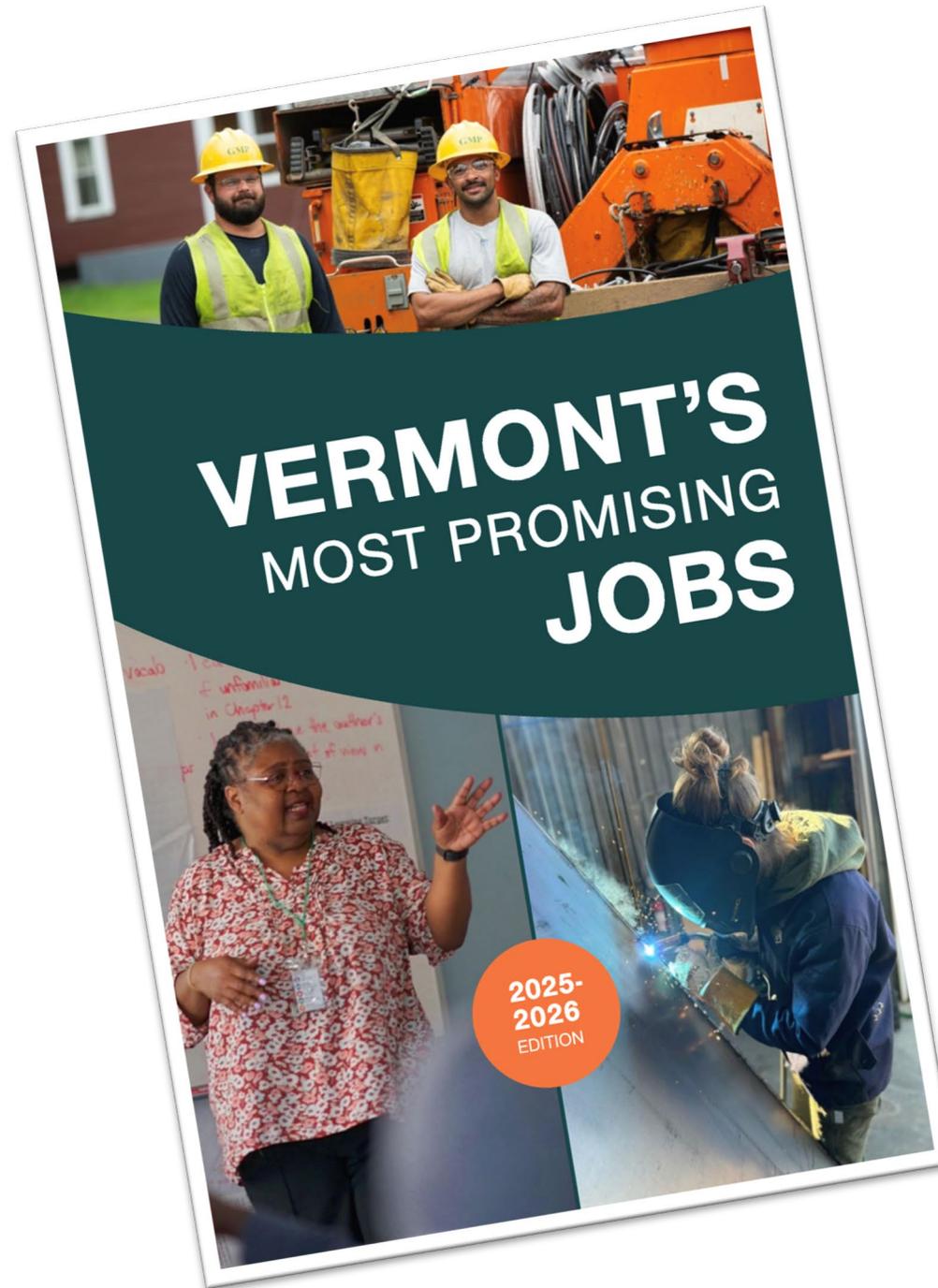
- Online research
- Informational Interviews
- Workplace Tours
- Job Shadows
- Internships



Understand what **skills, education and training** are required for various career interests.



# Vermont Jobs



# VERMONT'S MOST PROMISING JOBS

Each job listed here is projected to pay a median wage above \$30/hour and to have at least 300 openings in the state between 2022-2032. Skills in demand today have long-lasting value and are tools you can take into future jobs.

Do you like to **work with people** and **use your creativity** to guide or persuade?

Do you like **working with your hands** or **with machines** to make, fix, or build things?

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Sales Representatives - Goods & Services	3,750	High School + Training	\$37/\$77,846
Fitness Trainers	2,290	High School + Training	\$34/\$69,901
Insurance Sales Agents	1,150	High School + Training	\$32/\$66,781
Real Estate Brokers	390	High School + Training	\$41/\$86,254
<b>K-12 Teachers, incl. Special Ed. &amp; CTE</b>	<b>7,460</b>	<b>Bachelor's degree</b>	<b>na/\$67,717</b>
Human Resources Specialists	1,390	Bachelor's degree	\$35/\$71,871
Public Relations Specialists	1,210	Bachelor's degree	\$30/\$61,847
Editors, Writers & Authors	1,100	Bachelor's degree	\$36/\$75,010
Clergy	1,020	Bachelor's degree	\$32/\$65,631
Child, Family & School Social Workers	890	Bachelor's degree	\$31/\$63,506
Training & Development Specialists	640	Bachelor's degree	\$35/\$72,003
Personal Financial Advisors	490	Bachelor's degree	\$52/\$108,757
Health Education Specialists	400	Bachelor's degree	\$34/\$70,078
Fundraisers	370	Bachelor's degree	\$33/\$68,330
Financial Services Sales Agents	360	Bachelor's degree	\$41/\$84,528
Healthcare, Substance Abuse & Mental Health Social Workers	1,040	Master's degree	\$33/\$67,874
School & Career Counselors	720	Master's degree	\$30/\$62,555
Instructional Coordinators	420	Master's degree	\$37/\$76,628

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
<b>Carpenters</b>	<b>4,270</b>	<b>High School + Training</b>	<b>\$30/\$62,400</b>
Chefs & Head Cooks	1,810	High School + Training	\$31/\$65,144
CNC Tool Operators	1,150	High School + Training	\$30/\$61,360
Industrial Machinery Mechanics	620	High School + Training	\$31/\$65,454
Plumbers & Pipefitters	930	Registered Apprenticeship	\$30/\$63,263
Electrical & Telecom Line Installers	550	Registered Apprenticeship	\$46/\$95,497
Dental Hygienists	410	Associate degree	\$49/\$100,924
Radiologic Technicians	330	Associate degree	\$41/\$84,594
Civil Engineers	760	Bachelor's degree	\$40/\$83,709
Mechanical Engineers	410	Bachelor's degree	\$50/\$104,221
Industrial Engineers	400	Bachelor's degree	\$50/\$104,951

 Indicates that a Vermont Registered Apprenticeship is available to access this job.



## Wondering where to start?

Consider the four jobs bolded below, which are projected to have the greatest number of openings in the years ahead.

Remember: wages are based on experience, education, and skills. If you are new to a job or have minimum education requirements, starting pay may be lower.

Do you like to **observe, learn, analyze, and solve problems?**

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
Computer Support Specialists	1,660	Certificate program	\$32/\$67,025
Licensed Practical Nurses	990	Certificate program	\$32/\$66,538
Massage Therapists	850	Certificate program	\$48/\$100,659
<b>Registered Nurses</b>	<b>4,570</b>	<b>Bachelor's degree</b>	<b>\$42/\$87,117</b>
Software Developers	1,600	Bachelor's degree	\$58/\$119,799
Clinical Laboratory Technologists	480	Bachelor's degree	\$39/\$81,939
Environmental Scientists	360	Bachelor's degree	\$36/\$74,791
Architects	320	Bachelor's degree	\$43/\$89,838
Nurse Practitioners	710	Master's degree	\$63/\$131,837
Speech-Language Pathologists	330	Master's degree	\$38/\$79,018
Physical Therapists	430	Doctoral degree	\$46/\$96,654
Veterinarians	340	Doctoral degree	\$61/\$126,703

## Curious about a job not listed here?

There are many other great Vermont jobs available – like electricians, bookkeepers, diesel engine mechanics, and web designers. To explore other potential career pathways, visit: [www.vtmi.info](http://www.vtmi.info) and click on **Career Exploration**.

Are you **organized and detail-oriented** and do you like to **work with lots of information?**

	10-Year Projected Openings	Minimum Education Needed for Entry	Median Wage (hourly/yearly)
<b>Waitstaff</b>	<b>7,200</b>	<b>Training</b>	<b>\$31/\$64,148</b>
Police Officers	730	High School + Training	\$34/\$69,946
Executive Administrative Assistants	700	High School + Training	\$32/\$66,892
Postal Service Clerks	320	High School + Training	\$30/\$61,648
Paralegals	750	Associate degree	\$32/\$65,830
Accountants & Auditors	2,280	Bachelor's degree	\$38/\$78,221
Compliance Officers	1,920	Bachelor's degree	\$43/\$89,484
Management Analysts	1,700	Bachelor's degree	\$55/\$113,493
Market Research Analysts	1,160	Bachelor's degree	\$34/\$70,809
Project Management Specialists	710	Bachelor's degree	\$41/\$84,329
Buyers & Purchasing Agents	600	Bachelor's degree	\$30/\$62,444
Computer Systems Analysts	380	Bachelor's degree	\$53/\$110,417
Lawyers	760	Doctoral degree	\$52/\$107,872



For career support and job seeker resources, contact the Vermont Department of Labor:

[labor.vermont.gov/jobs](http://labor.vermont.gov/jobs) | 802-828-4394



To learn more about jobs in Vermont and the education and training programs that lead to them.

**Noteworthy**

# Influencing Factors

- Entertainment
- Social Media
- Peers
- School
- Family



# Advice from the Field

- Let your teen initiate the process
- Listen and ask questions
- Create opportunities for exploration and skill building
- Try out some tools along with your teen
- Focus on strengths



# It takes a village...

- Parents/Guardians
- Other Family Members
- Neighbors
- Coaches
- Mentors
- Youth Group Leaders
- Classroom Teachers/School Counselors
- Work-based Learning/Flexible Pathways Coordinator
- VT DOL Career Resource Center Staff



# Q & A

“ My internship really opened my eyes to what I want to do and how I can get there.

- TIPS Student Intern

