



**The Carl D. Perkins
Career and Technical Education Act of 2006
(Perkins IV)
Performance Standards and State Goals**

**Statewide
Annual Performance
Report**

School Year 2015-2016

Commonwealth of Virginia Department of Education
Office of Career, Technical, and Adult Education

Statewide Annual Performance Report 2015-2016

Introduction

Students begin preparing for college and careers while they are in middle school by developing academic and career plans. The federal Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV) requires that students be provided career cluster/pathway programs of study that

- Incorporate secondary education and postsecondary education elements;
- Include academic and career and technical education (CTE) content in a coordinated, non-duplicative progression of courses; and
- Lead to an industry-recognized credential or certificate at the postsecondary level, or an associate or bachelor's degree.

The students' program of study may include opportunities to participate in dual or concurrent enrollment programs in community colleges or other ways to acquire postsecondary education credits and credentials.

CTE prepares students for many of the jobs in Virginia's forecast to experience the fastest growth in the coming years. Georgetown University Center for Education and Workforce in its June 2013 report, "Recovery 2020," estimates that by 2020, 67 percent of all Virginia jobs will require some education or training beyond a high school diploma. It is critical that high school graduates leave high school with the knowledge and skills needed to continue their learning and have a choice in their future.

Background

Data presented in this report are based on the performance of CTE program completers. A CTE completer is a student who has met the requirements for a CTE concentration (sequence) and all requirements for high school graduation, or an approved alternative education program. A concentration is a coherent sequence of state-approved courses. Students may take additional CTE courses that will enhance their career pathway goals.

Completion of certain skill sets and coursework enable students to participate in Board-approved external examinations that test essential employability and technical skills. Types of credentials include: full industry certification from a recognized industry, trade, or professional association; pathway industry certification specific stackable credentials from a recognized industry that lead to a full industry certification; occupational competency assessment, a national standardized assessment of skills/knowledge in a specific career and/or technical area such as those recognized by the National Occupational Competency Testing Institute (NOCTI), et al; a state license for entry into a specific occupation; and Workplace Readiness Skills for the Commonwealth certificate for essential employability skills recognized by Virginia employers.

Students who earn these credentials are eligible to earn verified credit towards graduation requirements.

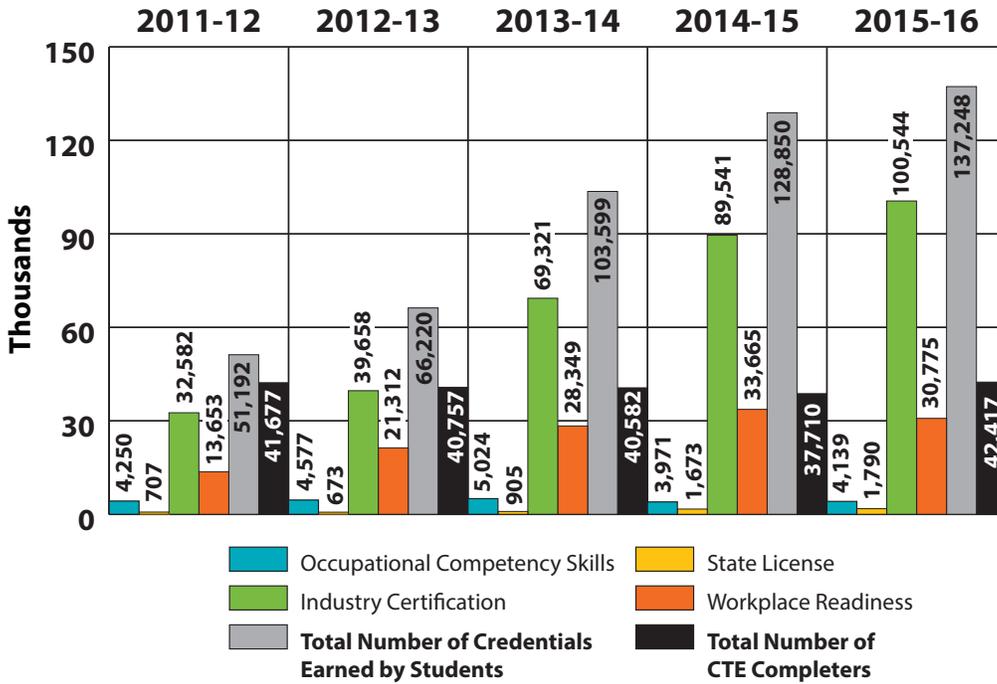
STATEWIDE ANNUAL PERFORMANCE 2015-2016 SUMMARY

Virginia met all performance targets for the 2015-2016 School Year as outlined below. For details see pages 7-14.

Career and Technical Education Perkins IV Performance Standards and Measures					
Code	Core Indicators	Targets	Performance	Met	Not Met
1S1	Academic Attainment End of Course (EOC) English 11: Reading	75%*	98.95% (41,708 of 42,152)	√	
1S2	Academic Attainment EOC Mathematics (Highest level)	75%*	99.11% (41,748 of 42,150)	√	
2S1	Technical Skills Attainment A. Student Competency Rate	90%	97.12% (41,196 of 42,417)	√	
	B. Completers Participating in Credentialing Tests	70%	92.87% (39,391 of 42,417)	√	
	C. Test Takers (Completers) Passing Credentialing Tests	79%	89.62% (35,303 of 39,391)	√	
	D. Completers Passing Credentialing Tests	58%	83.23% (35,303 of 42,417)	√	
	E. Completers who passed a credentialing test plus Completers who earned an Advanced Studies Diploma and did not take a credentialing test. (College and Career Readiness)	50%	87.30% (37,030 of 42,417)	√	
	Information Indicator -Completers who earned an Advanced Studies Diploma and passed a credentialing test.	Not Applicable	45.59% (19,336 of 42,417)	--	--
3S1	Secondary Program Completion Rate	95%	98.76% (42,413 of 42,945)	√	
4S1	Graduation Rate	92%	96.68% (41,006 of 42,413)	√	
5S1	Transition from Secondary School to Postsecondary Education, Employment or Military	92%	95.70% (29,781 of 31,120)	√	
	Program Completer Response Rate	75%	79.20% (31,120 of 39,291)	√	
6S1	Nontraditional Career Preparation Enrollment	30%	34.69% (117,755 of 339,469)	√	
6S2	Nontraditional Career Preparation Completion	26%	33.70% (9,645 of 28,622)	√	

*Based on Virginia's Annual Measurable Objectives (AMO) for all students under the ESEA Act, flexibility waivers were granted by USDOE in March 2013. Reading – Calculated based on results of the new statewide reading assessments administered for the first time during the 2012-2013 school year. Mathematics – Calculated in fall 2012 based on results of new statewide mathematics assessments administered the first time during the 2011-2012 school year. In July 2014, USDOE approved the extension of Virginia's ESEA flexibility waiver based on revised methodology.

Virginia's Credentialing Trends

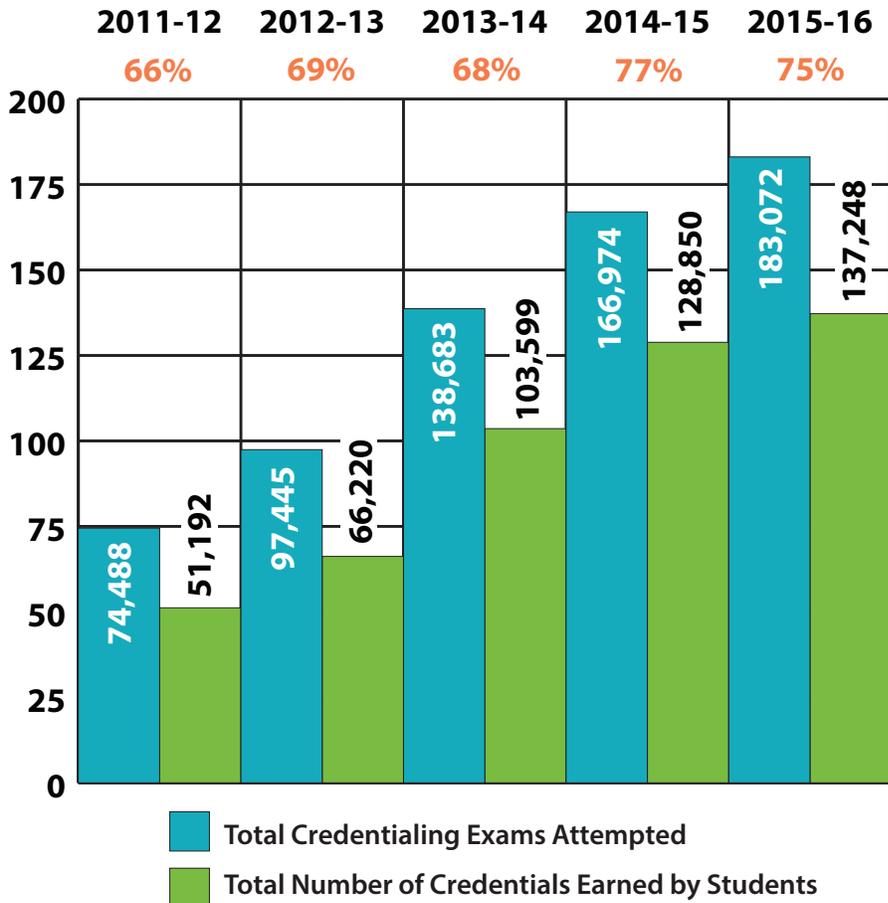


Secondary schools report the number of credentials earned by students for passing occupational competency skills assessments, state licensure examinations, industry certification examinations, and workplace readiness skills assessments.

Beginning 2014-15, the Workplace Readiness Skills for the Commonwealth results are reported directly to VDOE by Career and Technical Education Consortium of States (CTECS)

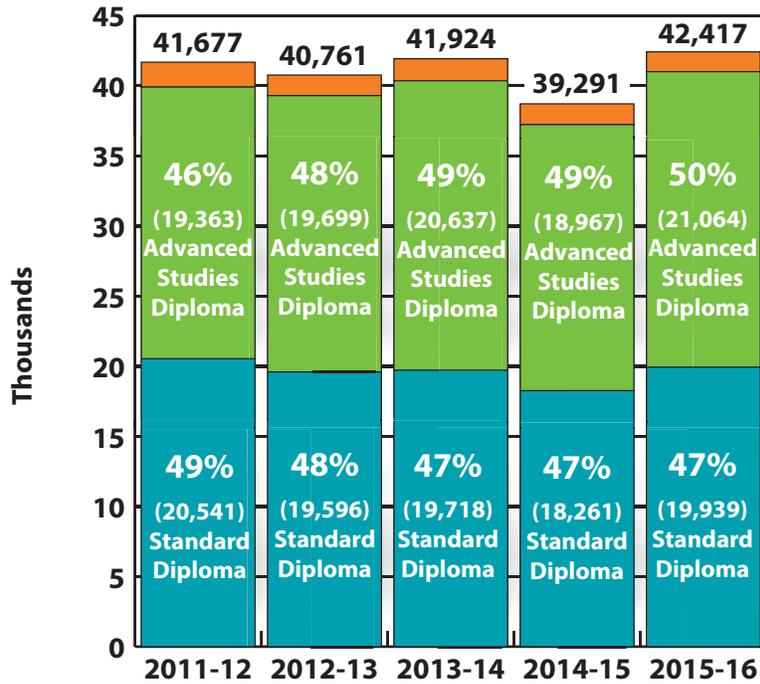
Source: Virginia's School Report Card

Pass Rates of Exams Attempted vs Earned



Note: Totals include multiple exams attempted/earned by individual students. The cost of credentialing tests range from 10\$ 300\$ per test.

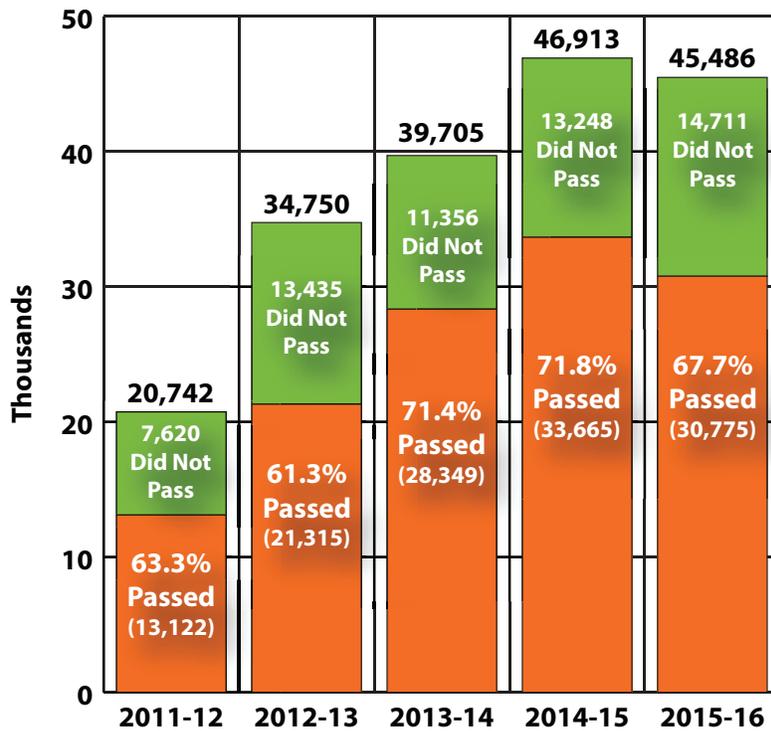
Completers Graduated with Standard and Advanced Studies Diplomas



For the past four years, 96% or more of CTE Completers graduated high school with a Standard or Advanced Studies Diploma.

Beginning in 2013-2014, first time ninth grade students (graduating class of 2017) are required to earn a Board-approved career and technical education credential to graduate with a Standard Diploma.

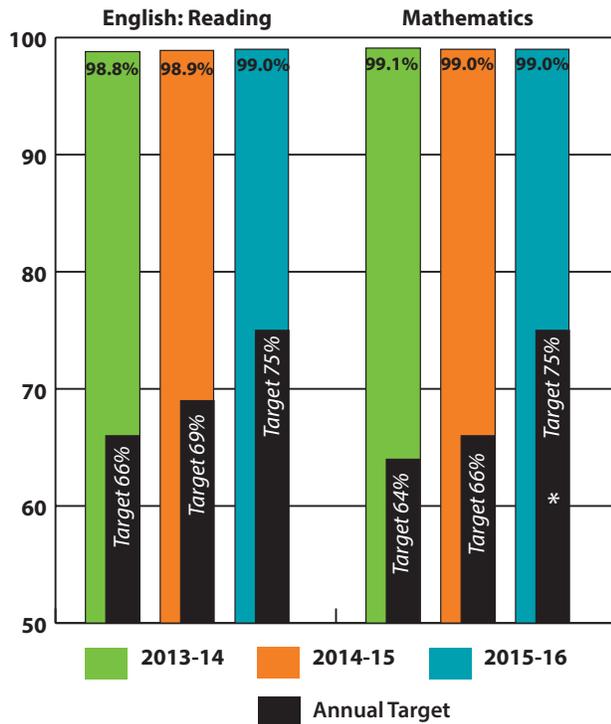
Workplace Readiness Skills for the Commonwealth Examination



Source: Career and Technical Consortium of States (82 school divisions participated in 2012, 107 in 2013, 109 in 2014, and 107 in 2015.)

Details & Trends

(1S1 & 1S2) Academic Attainment

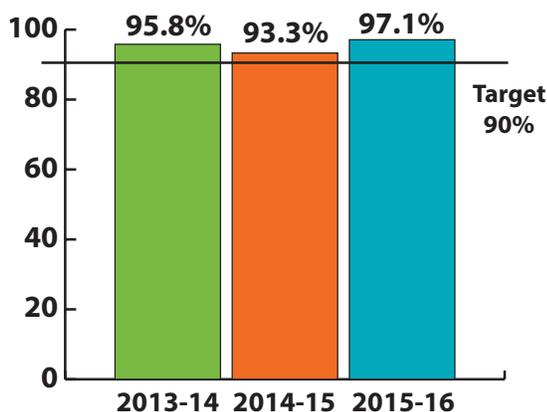


Students who completed a CTE program and were also enrolled in an academic course for which a Standard of Learning end-of-course test is required, attained a passing score on the EOC English: Reading test and EOC Mathematics test (highest level).

* Based on Virginia's Annual Measurable Objectives (AMOs) for all students under the Elementary and Secondary Education Act (ESEA), flexibility waiver based on revised methodology were approved by USDOE, July 2014.

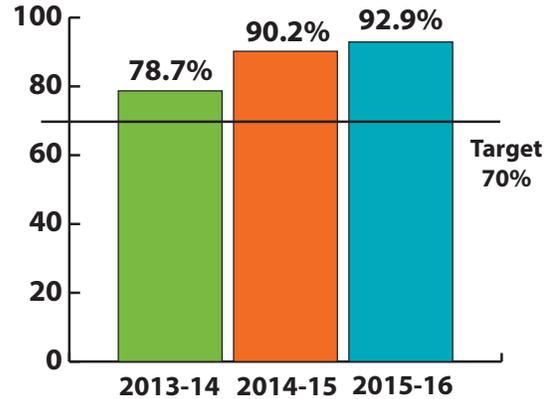
(2S1) Technical Skills Attainment

Student Competency Rate (A)



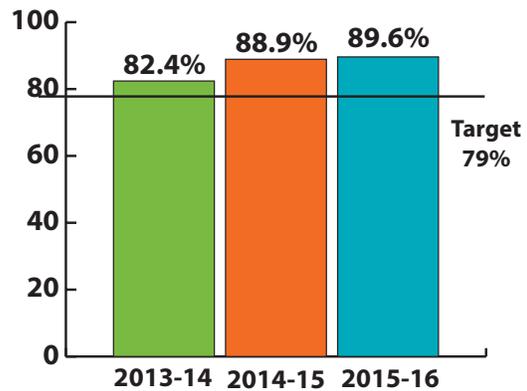
(A) Completers who attained 80% of the essential competencies

Completers Participating in Credentialing Tests (B)



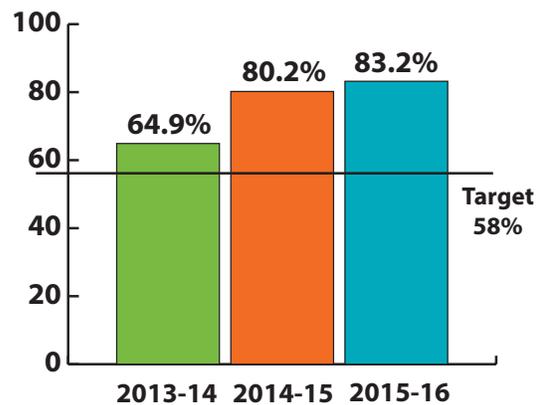
(B) Completers who participated in one or more Board-approved credentialing test(s)

Test Takers Passing Credentialing Test (C)



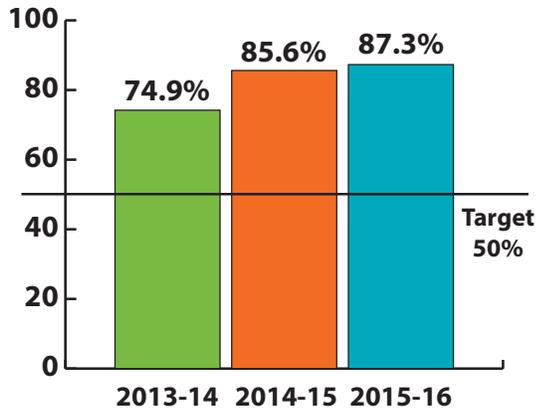
(C) Not all CTE Completers participate in the externally validated credentialing test. There are age restrictions set by certain credentialing entities which would prohibit the student from testing until after high school. The cost of external credentialing tests range from \$10 to \$300 per test.

Completers Passing Credentialing Test (D)



(D) Of all Completers, those who passed a credentialing test

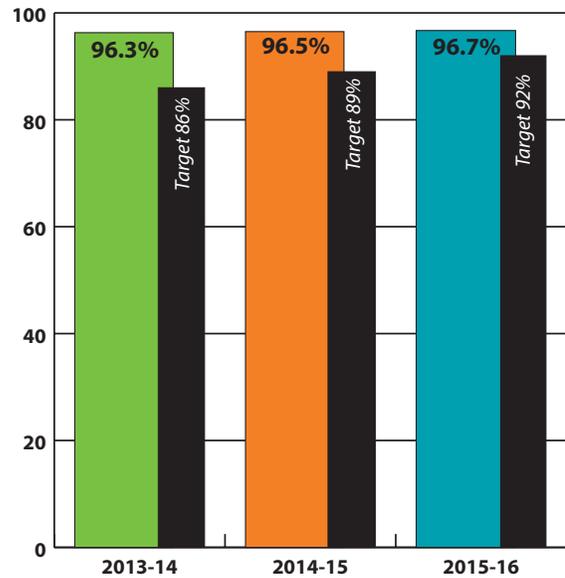
College and Career Readiness (E)



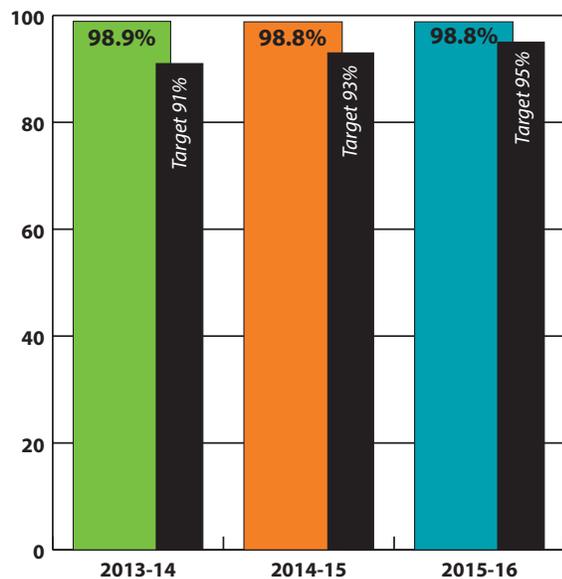
(E) Completers who passed a credential test plus Completers who earned an Advanced Studies Diploma and did not take a credentialing test

Information indicator - 45.6% of Completers (19,336 of 42,417) earned an Advanced Studies Diploma and passed a credentialing test

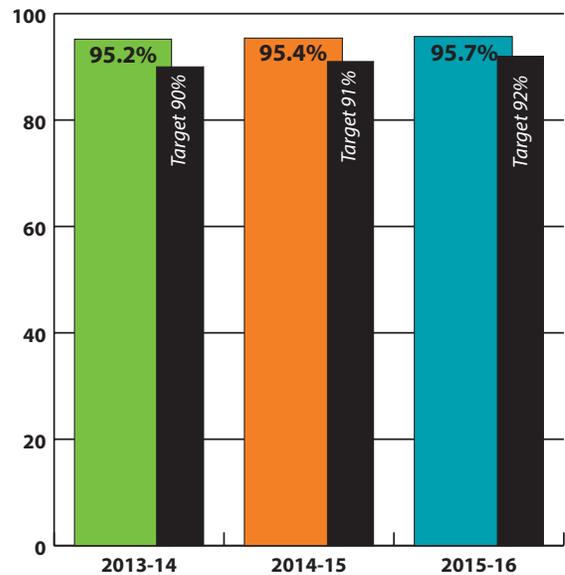
(4S1) Graduation Rate



(3S1) Secondary Program Completion Rate



(5S1) Transition Rate



Completers surveyed indicated successful transition from secondary to postsecondary education, employment, military, or part-time combinations of these transition indicators.

For four consecutive years, more than 93% of Completers surveyed indicated successful transition after high school graduation, which exceeded the transition targets.

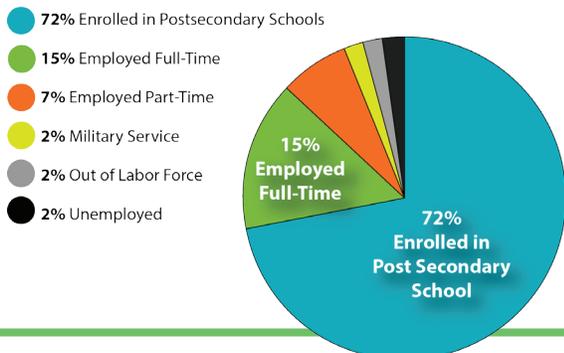
2012-13 -- 76.9% of Completers (32,042 of 41,677) responded to the CTE follow-up survey, which exceeded the 75% response rate target

2013-14 -- 77.19% of Completers (31,461 of 40,757) responded to the CTE follow-up survey, which exceeded the 75% response rate target

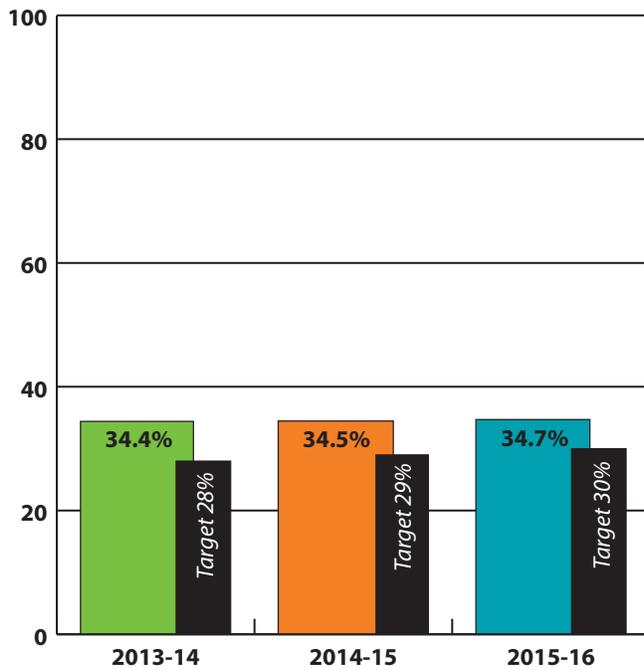
2014-15 -- 78.89% of Completers (33,068 of 41,916) responded to the CTE follow-up survey, which exceeded the 75% response rate target

2015-16 -- 79.20% of Completers (31,120 of 39,291) responded to the CTE follow-up survey, which exceeded the 75% response rate target

2015 Graduates One Year Later

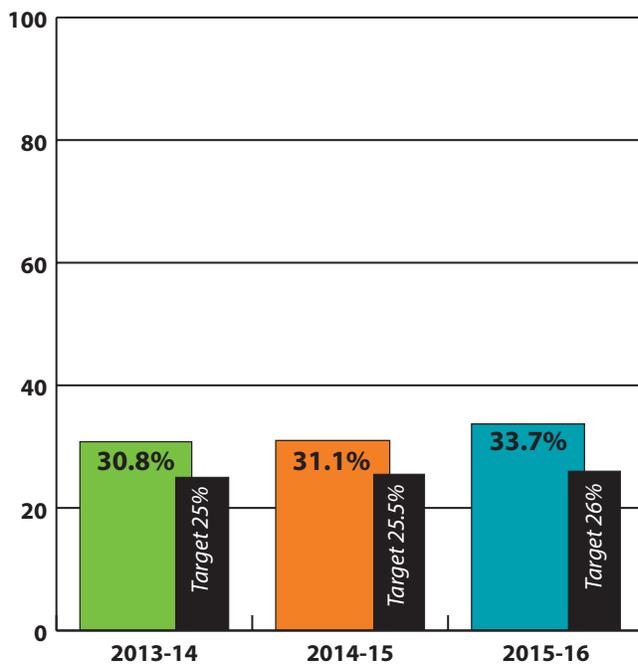


(6S1) Nontraditional Career Preparation
(Enrollment Rate)



Total (combined) **enrollment** rate in state-identified courses for nontraditional career preparation of the gender that comprises less than 25%

(6S2) Nontraditional Career Preparation
(Completion Rate)



Total (combined) **completion** rate in state-identified courses for nontraditional career preparation of the gender that comprises less than 25%

2015-2016 STATEWIDE PERFORMANCE SUMMARY BY DIVISION

Division	Performance Measures											
	Academic Attainment		Technical Skills Attainment					3S1 95%	4S1 92%	5S1 92%	6S1 30%	6S2 26%
	1S1 75%	1S2 75%	2S1a 90%	2S1b 70%	2S1c 79%	2S1d 58%	2S1e 50%					
Accomack County	√	√	√	√	√	√	√	√	√	√	√	■
Albemarle County	√	√	√	■	√	■	√	√	√	√	√	√
Alexandria City	√	√	√	√	√	√	√	√	√	√	√	■
Alleghany County	√	√	√	√	√	√	√	√	■	√	√	√
Amelia County	√	√	√	√	√	√	√	√	√	√	√	√
Amelia-Nottoway Technical Center	—	—	√	√	√	√	√	—	√	√	■	■
Amherst County	√	√	√	√	■	√	√	√	√	√	√	■
Appomattox County	√	√	√	√	√	√	√	√	√	√	√	√
Arlington County	√	√	√	√	√	√	√	√	√	√	√	√
Augusta County	√	√	√	√	√	√	√	√	√	√	√	√
Bath County	√	√	√	√	√	√	√	√	√	√	√	√
Bedford County	√	√	√	√	√	√	√	√	√	√	■	■
Bland County	√	√	√	√	√	√	√	√	√	√	√	■
Botetourt County	√	√	√	√	√	√	√	√	√	√	√	√
Bridging Communities Reg.	—	—	■	√	√	√	√	—	√	√	■	√
Bristol City	√	√	√	√	√	√	√	√	√	■	√	√
Brunswick County	√	√	√	√	■	√	√	√	√	■	√	√
Buchanan County	√	√	√	√	√	√	√	√	■	■	√	√
Buckingham County	√	√	√	√	√	√	√	√	√	√	√	√
Buena Vista City	√	√	√	√	√	√	√	√	√	√	√	√
Campbell County	√	√	√	√	√	√	√	√	√	■	√	■
Caroline County	√	√	√	√	√	√	√	√	√	■	√	√
Carroll County	√	√	√	√	√	√	√	√	√	■	■	√
Charles City County	√	√	√	■	■	■	√	√	√	√	√	■
Charlotte County	√	√	√	√	√	√	√	√	√	■	√	√
Charlottesville Albemarle Tech	—	—	√	√	■	√	√	—	■	√	■	■
Charlottesville City	√	√	√	√	√	√	√	√	√	■	√	√
Chesapeake City	√	√	√	√	√	√	√	√	√	√	√	√

- √ Performance meets or exceeds the 2015-2016 Performance Standards.
- Did not meet Performance Standard for 2015-2016
- N/A

Division	Performance Measures											
	Academic Attainment		Technical Skills Attainment					3S1	4S1	5S1	6S1	6S2
	1S1 75%	1S2 75%	2S1a 90%	2S1b 70%	2S1c 79%	2S1d 58%	2S1e 50%	95%	92%	92%	30%	26%
Chesterfield County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Clarke County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	■
Colonial Beach	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	✓	■
Colonial Heights City	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	•	✓
Covington City	✓	✓	■	✓	✓	✓	✓	✓	✓	✓	✓	✓
Craig County	✓	✓	✓	✓	✓	✓	✓	✓	■	■	✓	✓
Culpeper County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cumberland County	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	■	■
Danville City	✓	✓	✓	✓	✓	✓	✓	✓	■	✓	✓	✓
Dickenson County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Dinwiddie County	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	✓	✓
Essex County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fairfax County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Falls Church City	✓	✓	✓	■	✓	■	✓	✓	■	✓	✓	✓
Fauquier County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Floyd County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fluvanna County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Franklin City	✓	✓	✓	✓	■	■	✓	✓	✓	✓	✓	✓
Franklin County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	✓
Frederick County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fredericksburg City	✓	✓	✓	✓	■	✓	✓	✓	✓	✓	✓	✓
Galax City	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Giles County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■
Gloucester County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Goochland County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	■
Grayson County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	✓
Greene County	✓	✓	✓	■	■	■	✓	✓	✓	✓	✓	✓
Greenville County	✓	✓	✓	✓	✓	✓	✓	✓	✓	■	✓	✓
Halifax County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Hampton City	✓	✓	■	✓	✓	✓	✓	✓	✓	✓	✓	✓

✓ Performance meets or exceeds the 2015-2016 Performance Standards.
 ■ Did not meet Performance Standard for 2015-2016
 - N/A

Division	Performance Measures											
	Academic Attainment		Technical Skills Attainment					3S1 95%	4S1 92%	5S1 92%	6S1 30%	6S2 26%
	1S1 75%	1S2 75%	2S1a 90%	2S1b 70%	2S1c 79%	2S1d 58%	2S1e 50%					
Hanover County	√	√	√	√	√	√	√	√	√	√	■	■
Harrisonburg City	√	√	√	√	√	√	√	√	√	√	√	√
Henrico County	√	√	√	√	√	√	√	√	√	√	√	√
Henry County	√	√	√	√	√	√	√	√	√	√	√	√
Highland County	√	√	■	■	■	■	■	■	■	■	√	√
Hopewell City	√	√	√	■	√	√	√	√	√	■	√	■
Isle of Wight	√	√	√	√	√	√	√	√	√	√	√	√
Jackson River Technical Center	–	–	√	√	√	√	√	–	√	√	■	■
King and Queen County	√	√	■	■	√	■	√	■	■	√	√	√
King George County	√	√	■	√	√	√	√	√	√	√	■	√
King William County	√	√	√	√	√	√	√	■	√	√	√	√
Lancaster County	√	√	√	√	√	√	√	√	√	√	√	■
Lee County	√	√	√	√	√	√	√	√	√	√	√	√
Loudoun County	√	√	■	√	√	√	√	√	√	√	√	■
Louisa County	√	√	√	√	√	√	√	√	√	■	■	■
Lunenburg County	√	√	√	√	√	√	√	√	√	√	√	√
Lynchburg City	√	√	√	√	√	√	√	√	√	√	√	■
Madison County	√	√	■	√	√	√	√	√	√	√	■	√
Manassas City	√	√	√	√	√	√	√	√	√	√	■	■
Manassas Park City	√	√	√	√	√	√	√	√	√	√	√	√
Martinsville City	√	√	√	√	■	■	√	■	√	√	√	√
Massanutten Technical Center	–	–	√	√	√	√	√	–	√	√	■	■
Mathews County	√	√	√	√	√	√	√	√	√	√	√	√
Mecklenburg County	√	√	√	■	■	■	√	√	√	√	■	■
Middlesex County	√	√	√	√	√	√	√	√	√	√	■	√
Montgomery County	√	√	√	√	√	√	√	√	√	√	√	√
Nelson County	√	√	√	√	■	■	√	√	√	■	■	■
New Horizons Technical Center	–	–	√	√	√	√	√	–	√	√	■	√
New Kent County	√	√	√	√	√	√	√	√	√	√	√	√
Newport News City	√	√	√	√	√	√	√	√	√	√	√	√

√ Performance meets or exceeds the 2015-2016 Performance Standards.
 ■ Did not meet Performance Standard for 2015-2016
 – N/A

Division	Performance Measures											
	Academic Attainment		Technical Skills Attainment					3S1	4S1	5S1	6S1	6S2
	1S1 75%	1S2 75%	2S1a 90%	2S1b 70%	2S1c 79%	2S1d 58%	2S1e 50%	95%	92%	92%	30%	26%
Norfolk City	√	√	√	√	√	√	√	√	√	√	√	√
Northampton County	√	√	√	■	■	■	■	√	√	■	√	√
Northern Neck Technical Center	—	—	√	√	√	√	√	—	√	√	■	■
Northumberland County	√	√	√	√	√	√	√	√	√	√	√	√
Norton City	√	√	√	√	√	√	√	√	√	√	√	√
Nottoway County	√	√	√	√	√	√	√	√	√	√	√	√
Orange County	√	√	√	√	√	√	√	√	√	√	√	√
Page County	√	√	√	√	√	√	√	√	√	√	√	√
Patrick County	√	√	√	√	■	√	√	√	√	■	√	√
Petersburg City	√	√	√	■	■	■	√	√	√	■	√	■
Pittsylvania County	√	√	√	√	√	√	√	√	√	■	√	■
Poquoson City	√	√	√	√	√	√	√	√	√	√	√	√
Portsmouth City	√	√	■	√	■	■	√	√	√	√	√	√
Powhatan County	√	√	√	√	√	√	√	√	√	√	■	■
Prince Edward County	√	√	√	■	√	■	√	√	√	■	√	√
Prince George County	√	√	√	√	√	√	√	√	√	√	√	■
Prince William County	√	√	√	√	√	√	√	√	√	√	√	√
Pulaski County	√	√	√	√	√	√	√	√	■	■	■	√
Radford City	√	√	√	√	■	■	√	√	■	√	■	√
Rappahannock County	√	√	√	√	√	√	√	√	■	■	■	√
Richmond City	√	√	√	√	√	√	√	√	■	■	√	√
Richmond County	√	√	√	√	√	√	√	√	√	√	√	√
Roanoke City	√	√	√	√	√	√	√	√	√	√	√	√
Roanoke County	√	√	√	√	√	√	√	√	√	√	√	√
Rockbridge County	√	√	√	√	√	√	√	√	√	√	√	■
Rockingham County	√	√	√	√	√	√	√	√	√	√	√	√
Rowanty Technical Center	—	—	√	√	√	√	√	—	√	√	■	■
Russell County	√	√	√	√	√	√	√	√	√	■	√	√
Salem City	√	√	√	√	√	√	√	√	√	√	√	√
Scott County	√	√	√	√	√	√	√	√	■	√	√	√

- √ Performance meets or exceeds the 2015-2016 Performance Standards.
- Did not meet Performance Standard for 2015-2016
- N/A

Division	Performance Measures											
	Academic Attainment		Technical Skills Attainment					3S1 95%	4S1 92%	5S1 92%	6S1 30%	6S2 26%
	1S1 75%	1S2 75%	2S1a 90%	2S1b 70%	2S1c 79%	2S1d 58%	2S1e 50%					
Shenandoah County	√	√	√	√	√	√	√	√	√	√	√	√
Smyth County	√	√	√	√	√	√	√	√	√	■	√	■
Southampton County	√	√	√	√	√	√	√	√	√	√	√	√
Spotsylvania County	√	√	√	√	√	√	√	√	√	√	√	√
Stafford County	√	√	√	√	√	√	√	√	√	√	√	√
Staunton City	√	√	√	√	√	√	√	√	√	■	√	√
Suffolk City	√	√	√	√	√	√	√	√	√	■	√	√
Surry County	√	√	√	√	■	√	√	√	√	√	√	√
Sussex County	√	√	√	■	■	■	√	√	■	√	√	√
Tazewell County	√	√	√	√	√	√	√	√	√	■	√	√
The Pruden Center	-	-	√	√	√	√	√	-	√	■	■	■
Valley Vocational Technical Center	-	-	√	√	√	√	√	-	■	√	■	■
Virginia Beach City	√	√	√	√	√	√	√	√	√	√	√	√
Warren County	√	√	√	√	√	√	√	√	√	√	√	■
Washington County	√	√	√	√	√	√	√	√	√	√	√	√
Waynesboro City	√	√	√	√	√	√	√	■	■	√	√	√
West Point	√	√	√	√	√	√	√	√	√	√	√	√
Westmoreland County	√	√	√	√	•	√	√	√	√	√	√	•
Williamsburg-James City County	√	√	√	√	√	√	√	√	√	√	√	√
Winchester City	√	√	√	√	√	√	√	√	■	√	√	√
Wise County	√	√	√	√	√	√	√	√	√	√	√	√
Wythe County	√	√	√	√	√	√	√	√	√	√	√	√
York County	√	√	√	√	√	√	√	√	√	√	■	■

- √ Performance meets or exceeds the 2015-2016 Performance Standards.
- Did not meet Performance Standard for 2015-2016
- N/A

Selected Statewide Occupational Projections

Selected Occupation	2015 Median Wage ¹	2024 Projected Employment ²	Predominant Education Level ³
Registered Nurses	\$63,640	72,042	Bachelor's or more
Management Analysts	\$94,930	65,586	Bachelor's or more/Work experience
Accountants and Auditors	\$74,200	50,237	Bachelor's or more
Software Developers, Applications	\$103,490	45,360	Bachelor's or more
Elementary School Teachers (Except Spec. Ed.)	\$59,190	38,712	Bachelor's or more/Training/Certification
Computer Systems Analysts	\$95,370	35,183	Bachelor's or more
Software Developers, Systems Software	\$110,950	32,103	Bachelor's or more
Sales Representatives, Services, All Other	\$59,800	28,820	Bachelor's or more/Training/Certification
Licensed Practical Nurses	\$40,240	26,213	Associate/Some college/Training/Certification
Lawyers	\$123,230	24,149	Bachelor's or more
Police and Sheriff's Patrol Officers	\$49,860	20,855	Associate/Some college/Training/Certification
Marketing Research Analysts and Specialists	\$63,250	20,596	Bachelor's or more
Electricians	\$47,020	20,247	Associate/Some college/Training/Certification
Computer and Information Systems Managers	\$151,850	17,169	Bachelor's or more/Work experience
Plumbers, Pipefitters, and Steamfitters	\$44,170	13,536	High School/Training/Certification
Information Security Analysts	\$102,710	13,034	Bachelor's or more/Work experience
Heat, Air Conditioning, Refrigeration Mechanics	\$47,370	11,807	Associate/Some college/Training/Certification
Mental Health Counselors	\$43,460	10,374	Bachelor's or more/Training/Certification
Firefighters	\$48,730	10,187	Associate/Some college/Training/Certification
Industrial Machinery Mechanics	\$47,860	9,887	High School/Training/Certification
Paralegals and Legal Assistants	\$49,520	9,804	Associate/Some college
Personal Financial Advisors	\$85,710	8,021	Bachelor's or more/Training/Certification
Truck Mechanics and Diesel Engine Specialists	\$43,800	7,614	High School/Training/Certification
Operations Research Analysts	\$105,970	7,505	Bachelor's or more
Machinists	\$43,600	7,378	High School/Training/Certification
Physical Therapists	\$84,300	6,673	Bachelor's or more
Web Developers	\$78,680	6,638	Bachelor's or more
Health Specialties Teachers, Postsecondary	\$63,690	6,346	Bachelor's or more/Work experience
Radiologic Technologists	\$55,820	5,736	Associate/Some college
Dental Hygienists	\$80,770	5,383	Associate/Some college
Medical and Clinical Laboratory Technologists	\$58,020	5,154	Bachelor's or more
Nurse Practitioners	\$94,340	5,045	Bachelor's or more
Manufacturing Maintenance and Repair Workers	\$44,600	4,800	High School/Training/Certification
Dentists, General	\$127,980	4,692	Bachelor's or more
Automotive Body and Related Repairers	\$45,070	4,666	High School/Training/Certification
Clinical, Counseling, and School Psychologists	\$68,830	4,317	Bachelor's or more/Training/Certification
Construction and Building Inspectors	\$56,010	4,221	Associate/Some college/Training/Certification/Work experience
Special Education Teachers, Secondary School	\$57,050	4,159	Bachelor's or more/Training/Certification
Eligibility Interviewers, Government Programs	\$38,890	4,071	High School/Training/Certification
Speech-Language Pathologists	\$76,390	3,950	Bachelor's or more
Brickmasons and Blockmasons	\$45,240	3,653	High School/Training/Certification
Water/Wastewater Treatment/System Operators	\$40,940	3,652	Associate/Some college/Training/Certification
Environmental Scientists and Specialists	\$70,300	3,614	Bachelor's or more
Chefs and Head Cooks	\$38,480	3,502	High School/Work experience
Security and Fire Alarm Systems Installers	\$42,820	3,345	High School/Training/Certification
Interpreters and Translators	\$62,410	3,325	Bachelor's or more/Training/Certification
Technical Writers	\$75,750	3,316	Bachelor's or more/Training/Certification/Work experience
CTE Teachers, Secondary School	\$59,200	2,677	Bachelor's or more/Training/Certification/Work experience

¹ Wage data from the US Bureau of Labor Statistics Occupational Employment Statistics Program. Retrieved via <https://www.bls.gov/oes/tables.htm>. ² Estimates from Virginia Employment Commission, Occupational Projections (long-term) for Multiple Occupations in Virginia in 2014-2024. Retrieved via <https://data.virginialmi.com>.

³ Predominant level of education and training information determined by Trailblazers based on U.S. Bureau of Labor Statistics occupational education and training data. Retrieved via <http://ctetrailblazers.org/labor-market-data/>.



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