



**Is a Career in healthcare in your future?  
Kaiser Permanente invites you to find out.**

The demand for talented healthcare professionals continues to grow, making now a great time to build an exciting and rewarding future in healthcare. In addition to outstanding growth opportunities, as a healthcare professional, you will have the added benefit of knowing that the work you do every day has a positive and lasting effect on people's lives. This package gives a brief overview of many careers and includes a description of responsibilities, education and licensing requirements, and starting salaries offered by Kaiser Permanente as of 2012. Discover the opportunities that await and build a career you can be truly proud of.

**NOTE:** Salary information is based on Occupational Outlook Handbook 2012 (<http://www.bls.gov/OCO/>).

*Located in nine states and the District of Columbia, Kaiser Permanente is the nation's leading nonprofit integrated health plan. Visit [www.kp.org](http://www.kp.org)*

<b>CERTIFICATE OR ON-THE-JOB TRAINING</b>				
<b>Job Title</b>	<b>Responsibilities</b>	<b>Education</b>	<b>Projected Growth</b>	<b>Starting Salaries</b>
<b>Medical Assistant</b>	As a medical assistant, you'll perform routine administrative and clinical tasks including recording patient vital signs, drawing blood, and performing basic laboratory tests.	Formal training in a one to two year medical assisting program and national certification preferred	29%	Low \$30K
<b>Medical Coder or Health Information Technician</b>	In this role, you'll enter data organize and evaluate patient medical records, assign codes for statistical analysis and insurance reimbursements, and handle the release of medical information.	A certificate or associate's degree from an accredited program is required and national accreditation is preferred.	22%	Mid \$30K
<b>Nursing Assistant</b>	Nursing assistants perform routine tasks for patients in hospitals or nursing homes under the direction of nursing and medical staff. Duties include checking vital signs and reporting changes in patient conditions.	A high school diploma (or equivalent) as well as medical terminology courses in high school or at a community college or vocational technical center are required.	21%	Mid \$20K
<b>Pharmacy Technician Inpatient/Outpatient</b>	Those in this role help licensed pharmacists provide medication to patients and perform routine tasks such as verifying prescriptions, filling and labeling bottles and tracking inventory.	Requires a high school diploma or GED and current California Pharmacy Technician registration. Recertification is required every two years.	20%	Low to Mid \$30K
<b>Sterile Processing Department Technician</b>	In this role, you'll be responsible for decontamination, packaging and handling of sterile medical products including the processing and reprocessing of reusable products and storage and distribution of sterile medical products as well as inventory control.	Training programs for this role may range from one to three months or longer. Certification can help in getting jobs and promotions.	25%	\$50K



Is a Career in healthcare in your future? Kaiser Permanente invites you to find out.

## ASSOCIATE'S DEGREE

Job Title	Responsibilities	Education	Projected Growth	Starting Salaries
<b>Biomedical Engineer</b>	Biomedical engineers are involved in the planning, installation, training, and maintenance of the sophisticated medical equipment and systems used in the diagnosis, treatment, and monitoring of patients.	A Bachelor's degree in electronics, physics, or related science (or equivalent experience) and a minimum of four years of experience in a hospital setting are required. AAMI, VA BMET, or CRES certification preferred.	27%	Mid \$80K
<b>Cardiovascular Technologist and Technician</b>	In this role, you'll conduct tests on patients' cardiovascular and/or pulmonary systems for diagnostic purposes.	Most receive training in a two to four year program. Some states require licensure.	21%	\$24.76/hr
<b>Histologic Technician</b>	Histologic technician's document equipment maintenance and report repairs; cut, prepare, and stain slides from histology specimens, and correctly prepare special stains and solutions.	Requirements include up to two years of experience including the training period, one year of experience as a laboratory assistant, and at least one year of college chemistry.	23%	High \$50K
<b>Magnetic Resonance Imaging (MRI) Technologist</b>	In this role, you'll utilize magnetic resonance imaging scanners to capture specific images as ordered by physicians to aid in patient diagnosis.	Certificate, associate's, or bachelor's degree in radiology and state licensure are required. National registration is preferred.	23%	Mid to High \$60K
<b>Medical Radiographer</b>	As a medical radiographer, you'll take X-rays and administer non-radioactive materials into patients' bloodstreams for diagnostic purposes.	One to four years of education leading to a certificate, associate's degree, or bachelor's degree	20%	\$28.03/hr
<b>Physical Therapist Assistant</b>	In this role, you'll assist physical therapists in administering treatments and procedure.	A high school diploma and minimum of an associate's degree are required.	41%	\$18.96/hr
<b>Radiation Therapist</b>	Radiation therapists work primarily with cancer patients and their doctors. Responsibilities include accurately positioning patients for treatment, operating equipment, and calculating ionizing radiation doses to destroy abnormal cells while sparing normal tissue.	In addition to graduating from an accredited Allied Health Sciences program or earning 60 college credits, must complete an 18 to 24 month training program. A certificate is also required.	24%	High \$70K
<b>Radiology Technologist</b>	In this role, you'll perform specialized diagnostic testing on patients using magnetic resonance imaging (MRI), computed tomography (CT), or X-rays to obtain images for physicians.	Certificate, associate's, or bachelor's degree in radiology and state licensure are required. National registration is preferred.	21%	Low \$60K

## ASSOCIATE'S DEGREE

Job Title	Responsibilities	Education	Projected Growth	Starting Salaries
<b>Staff Nurse LVN or RN</b>	In addition to acting as a patient advocate, staff nurses administer on-site care including treatment and medications, assess patient data, and determine, implement, and evaluate patient care plans.	An associate's (LVN) or bachelor's (RN) degree and state licensure are required.	LVN- 25% RN -19%	LVN – Low \$40K  RN – High \$60K
<b>Respiratory Therapist</b>	Respiratory therapists evaluate, treat, and care for patients of all ages with breathing disorders. Working as part of a cardiac and pulmonary emergency team, they also assist in home care and rehabilitation.	Associate's or bachelor's degree in respiratory therapy and state certification are required.	19%	Mid to High \$50K
<b>(Ultra) Sonographer/ Diagnostic Medical Sonographer</b>	In this role, you'll produce two-dimensional ultrasonic recordings that are used by physicians to diagnose disease, monitor pregnancy, and study organ function. You'll also ensure quality of care by utilizing efficient and safe processes.	Graduation from an accredited Allied Health Sciences program or 60 college credits, an 18-24 month training program and certification are required.	18%	Mid \$70K

## BACCALAUREATE DEGREE

<b>Clinical Laboratory Scientist</b>	Clinical lab scientists perform laboratory tests and procedures as ordered by physicians. In this role, you'll use sophisticated equipment to test blood, urine, tissue, and other specimens.	A BA or BS degree in biological sciences or chemistry, a one year internship, and state licensure are required	20%	Low to Mid \$70K
<b>Cytotechnologist</b>	Cytotechnologists prepare microscopic slides from specimens of blood, scrapings, or other body fluids, including fine needle fluids, and report preliminary findings to a pathologist.	Must possess a baccalaureate degree upon completion of cytotechnology program. An ASCP Board of Registry Certificate is also required.	23%	\$38.77/hr

## ADVANCED DEGREE

<b>Clinical Nurse Specialist</b>	In this role, you'll assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records.	A master's degree is required.	20%	Low to Mid \$70K
<b>Licensed Clinical Social Worker  Marriage Family Therapist</b>	In this role, you'll help patients and their families cope with illness, access hospital services, and plan for needs after discharge. You'll also provide referrals to community resources. LCSW's and MFT's provide mental health therapy for individuals and groups.	Master's degree in social work is required, followed by a lengthy practicum under the supervision of licensed professionals. State license is also required.	19%	Low \$60K to Low \$70K

Is a Career in healthcare in your future? Kaiser Permanente invites you to find out.

<b>ADVANCED DEGREE</b>				
<b>Job Title</b>	<b>Responsibilities</b>	<b>Education</b>	<b>Projected Growth</b>	<b>Starting Salaries</b>
<b>Medical Physicist</b>	Providing medical care for patients under the supervision of a physician, medical physicists check routine laboratory tests, perform physical examinations, and sometimes assist with surgery.	A master's or PhD in medical physics or related field is required. Certification by American Board of Radiology is preferred.	16%	Low to Mid \$100K
<b>Medical Social Worker</b>	Medical social workers provide psychosocial support to patients, families, or vulnerable populations to help them cope with chronic, acute, or terminal illnesses.	A master's degree in social work (MSW) is typically required.	22%	Mid \$50K
<b>Pharmacist</b>	Pharmacists prepare and dispense medication and furnish information about drugs and their use to physicians, nurses, and patients. The degree of direct patient care varies by career setting and specialty.	A BS in pharmacy from an accredited school of pharmacy is required. A PharmD is preferred. A current California Registered Pharmacist license is required in the State of California.	14%	Low \$100K
<b>Physical Therapist</b>	As a physical therapist, you'll help physically injured patients recover their abilities through walking, exercise, massage, hydrotherapy, and other methods.	A Doctoral in physical therapy and state licensure are required.	36%	Low \$80K
<b>Physician</b>	Physicians assess medical history and physiological, psychological, and/or behavior factors in order to determine the causes of a disease or disorder. They then develop a plan for care and administer specialized medical treatments and/or procedures.	Undergraduate = 4 yrs. Medical School = 4 yrs Residency = 3 to 8 yrs Fellowship = 1 to 2 yrs	18%	\$100K +
<b>Physician Assistant</b>	A physician assistant provides medical care for patients under the supervision of a physician. In this role, you'll check routine laboratory tests, perform physical examinations, and sometimes assist with surgery.	Master's degree (varies by state) and national certification is required. Continuing education and recertification are mandatory every 6 years.	38%	Low \$90K
<b>Psychologist</b>	Psychologists provide individual, family, or group psychotherapy and design and implement behavior modification programs.	A doctoral (PhD) degree is usually required for independent practice.	12%	Low \$70K
<b>Psychologist Assistant</b>	In this role, you'll provide assessment, triage, diagnosis, crisis intervention, and treatment for acute or chronically mentally ill patients and their families.	A PhD or EdD in clinical or counseling psychology is required.	No Stats	\$30.61/hr.