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| **Career Research Questions:** | **Hairdressers, Hairstylists, and Cosmetologists** | **Fashion Designers** | **Interior Designers** | **Editors** |
| HR1. Occupation Definition | Provide beauty services, such as shampooing, cutting, coloring, and styling hair, and massaging and treating scalp. May apply makeup, dress wigs, perform hair removal, and provide nail and skin care services. | Design clothing and accessories. Create original designs or adapt fashion trends | Plan, design, and furnish interiors of residential, commercial, or industrial buildings. Formulate design which practical, aesthetic, and conducive to intended purposes, such as raising productivity, selling merchandise, or improving life style. May specialize in a particular field, style, or phase of interior design. | Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors. |
| HR2. Related Occupations | Barbers, Bartenders, Cashiers, Floral Designers, Food Preparation Workers, Locker Room, Coatroom, and Dressing Room Attendants | Architectural Drafters, Art Directors, Commercial and Industrial Designers, Costume Attendants, Fabric and Apparel Patternmakers, Floral Designers, Interior Designers, Landscape Architects, Set and Exhibit Designers | Art Directors, Civil Drafters, Commercial and Industrial Designers, Costume Attendants, Landscape Architects, Set and Exhibit Designers, Tailors, Dressmakers, and Custom Sewers | Broadcast News Analyst, Poets, Lyricists and Creative Writers, Radio and Television Announcers, Reporters and Correspondents, Technical Writers |
| HR3. Compatible Personality Type(s) (based on the 6) | Artistic, Enterprising, and Social | Artistic, Enterprising, Realistic | Artistic, Enterprising, Social | Artistic, Enterprising, Conventional |
| HR4. Education/Training/Qualifications required | Active Listening, Service Orientation, Critical Thinking, Speaking, Social Perceptiveness, Arm-Hand Steadiness, Manual Dexterity, Finger Dexterity, Oral Comprehension, Originality | Active Listening, Critical Thinking, Social Perceptiveness, Coordination, Speaking | Active Listening, speaking, Reading Comprehension, Service Orientation, Social Perceptiveness | Reading Comprehension, Writing, Active Listening, Quality Control Analysis, Critical Thinking |
| HR5. Knowledge/Technology & Other Skills Needed | Customer and Personal Services, English language, Chemistry, Administration and Management, Education and Training | Design, English Language, Production and Processing, Administration and Management, Sales and Marketing | Design, Customer and Personal Service, Building and Construction, English Language, Administration and Management | English Language, Communications and Media, Computers and Electronics, Clerical, Education and Training |
| RC1. Entry Level Average Salary Overall in MA | $29,980 | $55,240 | $57,330 | $62,830 |
| RC2. 10 yr. Projected Job Growth | 16% | 0% | 19% | 1% |
| RC3. Organizations that hire for this occupation | Barbershop, salon, spa, hotel, resort | Wholesale or manufacturing establishments, apparel companies, retailers, theater or dance companies, and design firms. | Self-employment, work from home | offices |
| ISC1. Tasks/Activities/Working Conditions in the Job | Keep work stations clean and sanitize tools such as scissors and combs, schedule client appointments, demonstrate and sell hair care products and cosmetics, working directly with the public, provide consultation and advice to others. | Examine sample garments on and off models; then modify designs to achieve desired effects, design custom clothing and accessories for individuals, retailers, or theatrical, television, or film productions, thinking creatively, organizing, planning, and prioritizing work | Advise client on interior design actors such as space planning, layout and utilization of furnishings or equipment, and color coordination, coordinate with other professionals such as contractors, architects, engineers, and plumbers to ensure job success, thinking creatively, organizing, planning, and prioritizing work | Prepare, rewrite and edit copy to improve readability, or supervise others who do this work. |
| ISC2. Part of a Union? (Y/N) | No | No | No | Maybe |
| ISC3. What Kind of Advancement Opportunities are there? | Advanced courses in hairstyling/Courses in sales or marketing | 2-year or 4-yeah degree in a related field | Bachelor’s Degree | Bachelor’s Degree |
| Related College Majors (if applicable) | Cosmetology,/Cosmetologist, Make-Up Artist/Specialist, Hair Styling/Stylist and Hair Design, Salon/Beauty Salon Management/Manager | Graphic Design, Family and Consumer Sciences/Human Sciences, Apparel and Textile Manufacture, Textile Science | Interior Architecture, Graphic Design, Home Furnishings and Equipment Installers, Apparel and Textile Marketing Management | Mass Communication/Media Studies, Journalism, Broadcast Journalism, Communication, Journalism, and Related Programs, Business/Corporate Communications, Health Communication, Family and Consumer Science/Human Sciences Communication |
| Universities/Colleges/Specialized Training organizations | Cosmetology School | Internships/Assistant Designer | Postsecondary colleges, universities, independent institutes | Advancement positions/make decisions related to running a business |

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| **Career Research Questions:** | **Advertising and Promotions Manager** | **Program Directors** | **Arbitrators, Mediators, and Conciliators** | **Lawyer** |
| HR1. Occupation Definition | Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or giveaways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis | Direct and coordinate activities of personnel engaged in preparation of radio or television station program schedules and programs, such as sports or news | Facilitate negotiation and conflict resolution through dialogue. Resolve conflicts outside of the court system by mutual consent of parties involved | Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law |
| HR2. Related Occupations | Art Directors, Buyers and Purchasing Agents, Education Administrators,, Health Educators, Marketing Managers, Public Relations Specialists, Sales Managers, Wholesale and Retail Buyers | Editors, Film and Video Editors, Producers, Talent Directors, Technical Directors/Managers, Technical Writers | Criminal Investigators and Special Agents, Immigration and Customs Inspectors, Insurance Adjusters, Examiners, and Investigators, Lawyers, Licensing Examiners and Inspectors, Political Scientists, Title Examiners, Abstractors, and Searchers | Criminal Investigators and Special Agents, Government Property Inspectors and Investigators, Insurance Adjusters, Examiners, and Investigators, Judges, Magistrate Judges, and Magistrates, Judicial Law Clerks, Paralegals and Legal Assistants |
| HR3. Compatible Personality Type(s) (based on the 6) | Enterprising, Artistic, Conventional | Enterprising, Conventional, Artistic | Social, Enterprising, Conventional | Enterprising, Investigative, Artistic |
| HR4. Education/Training/Qualifications required | Active Listening, Social Perceptiveness, Speaking, Time Management, Reading Comprehension, Oral Expression, Oral Comprehension, Speech Clarity, Written Expression, Written Comprehension | Oral Expression, Oral Comprehension, Speech Clarity, Written Expression, Written Comprehension | Written Comprehension, Oral Expression, Written Expression, Oral Comprehension, Speech Clarity | Written Comprehension, Oral Expression, Written Expression, Oral Comprehension, Speech Clarity |
| HR5. Knowledge/Technology & Other Skills Needed | English Language, Communications and Media, Administration and Management, Sales and Marketing, Customer and Personal Service | Customer and Personal Service, Communication and Media, Administration and Management, Personnel and Human Resources, English Language | English Language, Law and Government, Customer and Personal Service, Sociology and Anthropology, Personnel and Human Resources | English Language, Law and Government, Customer and Personal Service, Administration and Management, Clerical |
| RC1. Entry Level Average Salary Overall in MA | $116,940 | $70,970 | $54,970 | $128,370 |
| RC2. 10 yr. Projected Job Growth | 13% | 3% | 10% | 10% |
| RC3. Organizations that hire for this occupation | Information, Management for companies and enterprising organizations, Finance and Insurance | Theatre, low or high-profile projects | Legal Service | Law Firms, Legal Departments |
| ISC1. Tasks/Activities/Working Conditions in the Job | Communicating with Persons Outside Organization, Thinking Creatively, Making Decisions and Solving Problems, Getting Information, Communications with Supervisors, Peers, Subordinates, Interacting with Computers, Establishing and Maintaining Interpersonal Relationships, Performing for or Working Directly with the Public, Organizing, Planning, and Prioritizing Work | Interacting with Computers, Getting Information, Communicating with Supervisors, Peers, or Subordinates, Communicating with Persons Outside of Organization, Thinking Creatively, Documenting/Recording Information, Making Decisions and Solving Problems, Developing Objectives and Strategies, Analyzing Data or Information, Establishing and Maintaining Interpersonal Relationships | Communicating with Persons Outside Organization, Thinking Creatively, Making Decisions and Solving Problems, getting Information, communicating With Supervisors, Peers, Subordinates, Interacting With Others, Establishing and maintaining Interpersonal Relationships, Performing for or Working Directly with the Public, Organizing, Planning, and Prioritizing Work, Updating and Using Relevant Knowledge | Getting Information, making Decisions and Solving Problems, Resolving Conflicts and Negotiating with Others, Evaluating Information to Determine Compliance with Standards, Communicating with persons Outside of Organization, Organizing, Planning, and Prioritizing Work, Analyzing Data or Information, Identifying Objects, Actions, and Events, Interpreting the Meaning of Information for others, Establishing and Maintaining Interpersonal Relationships |
| ISC2. Part of a Union? (Y/N) | No | No | No | No |
| ISC3. What Kind of Advancement Opportunities are there? | Bachelor’s Degree | Bachelor’s Degree | Bachelor’s Degree | Bachelor’s Degree |
| Related College Majors (if applicable) | Public Relations/Image Management, Advertising, Marketing/Marketing Management | Drama and Dramatics/Theatre Arts, Directing and Theatrical Production, Dramatic/Theatre Arts and Stagecraft, Cinematography and Film/Video Production, Radio and television | Public Relations/Image management, Advertising, Marketing/Marketing Management | Programs for Foreign Lawyers, American/U.S. Law/Legal Studies, Comparative Law, International Law & Legal Studies, Legal research & Advanced Professional Studies, Legal Professions |
| Universities/Colleges/Specialized Training organizations | Internship while in school | Universities – Master of Fine Arts Degree | 2-years Master Degree, 4- or 5-year Doctoral Degree | Undergraduate Study, Law School |