Full-Stack Developer Pathway

	Software Quality Assurance Tester	Front-End Developer	Full-Stack Developer
Occupations & Salary	Software Quality Assurance Tester Average Salary $110,094	Front-End Developer Average Salary $83,491	Full-Stack Developer Average Salary $136,906
Required Credentials	Some employers, but not all, require a Bachelor Degree	Some employers, but not all, require a Bachelor Degree	Some employers, but not all, require a Bachelor Degree experience usually substituted for education
Valued Credentials	ISTQB Foundational or CAST	CompTIA Security+	Vendor-Specific Certifications (i.e. AWS, Microsoft, Google)
Valued Knowledge & Experience	Basic SWD Concepts (Jira, APIs), Environmental Tools (Git, Selenium) and languages (Python, Java, etc.) + 1-2 Years Experience	Basic SW Dev Languages/Tools (HTML, CSS, SQL, and JavaScript) often evaluated through testing/interview process. + 1-2 Years Experience	Knowledge and Skills of Languages (i.e. Java, C#, or JavaScript) + 2+ Years Experience

HSD/GED

	Software Quality Assurance Tester	Front-End Developer	Full-Stack Developer
Competencies	Competencies: The top 5 are Communication, Teamwork, Critical and Analytical Thinking, Planning and Organizing, and the Ability to Learn New Concepts. The most important Software Quality Assurance Tester competencies are problem solving and decision making (identifying measures/ indicators of system performance and the impact of a change within the system), critical and analytical thinking (identifying potential weaknesses or errors while testing), and communication (gathering requirements and communicating testing results).	Competencies: The top 5 are Communication, Teamwork, Critical and Analytical Thinking, Planning and Organizing, and the Ability to Learn New Concepts. The top 5 most important Software Developer competencies are developing software, software development best practices, understanding agile and hybrid methodologies, storing and accessing data, and developing in/for a cloud environment. To advance in a career, it is important to be able to research/find answers to questions, learn/apply new concepts on their own, and the ability to fail fast and fail forward when the initial solution doesn't work.	+ Competencies: The most important to advance in a career are being well-balanced (good at teamwork, influencing a team, and technology), Communication (effective between teams, departments, customers), and Business Fundamentals (understand the business supported and effectively build IT solutions and communicate IT concepts in context of that business) To advance in a career, Software Developers usually complete more and more difficult tasks completely independently, begin to help others with their tasks, and then to begin to design solutions and influence a team of developers as they complete their tasks.