

Industry Credentials, Concentration Sequences, and Career Clusters

Leadership Development (9096, 9097)

Industry Credentials:

These apply only to 36-week courses.

- College and Work Readiness Assessment (CWRA+)
- National Career Readiness Certificate Assessment
- Professional Communications Certification Examination
- Workplace Readiness Skills for the Commonwealth Examination

Concentration Sequences:

*A combination of this course and those below, equivalent to two 36-week courses, is a **concentration sequence**. A **program completer** is a student who has met the requirements for a CTE concentration sequence and all other requirements for high school graduation or an approved alternative education program. Students wishing to complete a specialization may take additional courses based on their career pathways.*

- Introduction to Virginia Teachers for Tomorrow (9060/18 weeks)
- Introduction to Virginia Teachers for Tomorrow (9061/36 weeks)
- Virginia Teachers for Tomorrow I (9062/36 weeks)
- Virginia Teachers for Tomorrow I (9062/36 weeks)
- Virginia Teachers for Tomorrow II (9072/36 weeks)
- Virginia Teachers for Tomorrow II (9072/36 weeks)

Career Clusters, Career Pathways, and Occupations:

- Agriculture, Food and Natural Resources
 - Agribusiness Systems
 - Agricultural Commodity Broker
 - Agricultural Economist
 - Agricultural Loan Officer
 - Agricultural Products Sales Representative
 - Farm Products Purchasing Agent and Buyer
 - Farm, Ranch Manager
 - Farmer/Rancher
 - Feed, Farm Supply Store Sales Manager
 - Sales Manager
 - Animal Systems

- Agricultural Products Sales Representative
- Animal Breeder, Husbandry
- Animal Geneticist
- Animal Nutritionist
- Animal Scientist
- Aquacultural Manager
- Poultry Manager
- Veterinarian
- Veterinary Technician
- Environmental Service Systems
 - Agricultural Products Sales Representative
 - Environmental Compliance Inspector
 - Environmental Sampling and Analysis Technician
 - Hazardous Materials Handler
 - Recycling Coordinator
 - Secondary School Teacher
 - Toxicologist
 - Turf Farmer
 - Water Conservationist
- Food Products and Processing Systems
 - Biochemist
 - Food Scientist
- Natural Resources Systems
 - Ecologist
 - Fish and Game Officer
 - Fisheries Technician
 - Forest Manager, Forester
 - Forest Technician
 - Geological Technician
 - Logging Equipment Operator
 - Microbiologist
 - Outdoor Recreation Guide
 - Park Manager
 - Park Technician
 - Range Technician
 - Wildlife Manager
- Plant Systems
 - Agricultural Products Sales Representative
 - Botanist
 - Certified Crop Advisor
 - Crop Grower
 - Custom Harvester
 - Farm, Ranch Manager
 - Farmer/Rancher
 - Floral Designer
 - Floral Shop Manager

- Forest Geneticist
 - Golf Course Superintendent
 - Machine Setter, Operator
 - Nursery and Greenhouse Manager
 - Ornamental Horticulturist
 - Plant Breeder/ Geneticist
 - Secondary School Teacher
 - Soil and Plant Scientist
 - Tree Surgeon
 - Turf Farmer
- Power, Structural, and Technical Systems
 - Agricultural Engineer
 - Agricultural Equipment Operator
 - Agricultural Equipment Parts Manager
 - Agricultural Equipment Parts Salesperson
 - Machinist
 - Parts Manager
 - Welder
- Architecture and Construction
 - Construction
 - Cabinetmaker
 - Carpenter
 - Construction and Building Inspector
 - Construction Manager
 - Drywall Installer
 - Electrician
 - General Contractor
 - Mason
 - Plumber, Pipefitter
 - Project Manager
 - Roofer
 - Tile Installer
 - Design/Pre-Construction
 - Architect
 - Architectural Drafter
 - Building Code Inspector
 - Civil Engineer
 - Cost Estimator
 - Electrical Engineering Technician
 - Interior Designer
 - Landscape Architect
 - Mechanical Drafter
 - Mechanical Engineer
 - Survey Technician
 - Surveyor
 - Maintenance and Operations

- Cabinetmaker
 - Carpenter
 - Construction and Building Inspector
 - Construction Manager
 - Drywall Installer
 - Electrician
 - General Contractor
 - Mason
 - Plumber, Pipefitter
 - Project Manager
 - Restoration Technician
 - Roofer
 - Tile Installer
- Arts, Audio/Video Technology and Communications
 - Audio and Video Technology and Film
 - Audio and Video Equipment Technician
 - Audio-Video Designer, Engineer
 - Editor
 - Graphic Designer
 - Multimedia Artist, Animator
 - Producer
 - Sound Engineering Technician
 - Videographer
 - Journalism and Broadcasting
 - Art Director
 - Broadcast Technician
 - Editor
 - Program Director
 - Radio, TV Announcer
 - Radio, TV Reporter
 - Performing Arts
 - Cinematographer
 - Costume Designer
 - Lighting Designer
 - Technical Director
 - Video, Film Editor
 - Printing Technology
 - Desktop Publisher
 - Job Printer
 - Prepress Technician
 - Press Operator
 - Production, Planning, Expediting Clerk
 - Telecommunications
 - Computer Programmer
 - Network Systems and Data Communication Analyst
 - Telecommunications Equipment Installer, Repairer

- Visual Arts
 - Commercial Photographer
 - Costume Designer
 - Fashion Designer
 - Fashion Illustrator
 - Graphic Designer
 - Illustrator
 - Interior Designer
 - Media Planner, Buyer
 - Multimedia Artist, Animator
 - Photographic Process Technician
 - Textile Designer
- Business Management and Administration
 - Administrative Support
 - Administrative Assistant
 - Computer Operator
 - Court Reporter
 - Customer Service Representative
 - Data Entry Specialist
 - Dispatcher
 - Executive Assistant
 - Front Office Assistant
 - Information Assistant
 - Legal Assistant
 - Librarian
 - Library Assistant
 - Management Analyst
 - Medical Transcriptionist
 - Office Manager
 - Order Processor
 - Paralegal
 - Project Manager
 - Receptionist
 - Records Processing Assistant
 - Shipping and Receiving Clerk
 - Business Information Management
 - Account Executive
 - Administrative Assistant
 - Applications Integrator
 - Budget Analyst
 - Chief Executive Officer
 - Communications Equipment Operator
 - Computer Support Specialist
 - Cost Analyst
 - Court Reporter
 - Customer Service Representative

- Data Entry Specialist
- Database Analyst
- Desktop Publisher
- Executive Assistant
- Financial Analyst
- Front Office Assistant
- Information Assistant
- Legal Assistant
- Maintenance Technician
- Management Analyst
- Market Research Analyst
- Marketing Manager
- Medical Transcriptionist
- Office Manager
- Operations Research Analyst
- Paralegal
- Project Manager
- Receptionist
- Records Processing Assistant
- Software Test Engineer
- Systems Analyst
- Technical Writer
- Word Processor
- General Management
 - Administrative Assistant
 - Administrative Services Manager
 - Bill and Account Collector
 - Billing Manager
 - Business and Development Manager
 - Chief Executive Officer
 - Chief Operating Officer
 - Contract Administrator
 - Credit Manager
 - Customer Service Representative
 - Director
 - Entrepreneur
 - Executive Assistant
 - Facilities Manager
 - Financial Manager
 - Franchisee
 - General Manager
 - Human Resources Manager
 - Management Analyst
 - Master Scheduler
 - Medical Assistant
 - Medical Transcriptionist

- Meeting and Convention Planner
- Office Manager
- Operations Manager
- Payroll Manager
- Project Manager
- Purchasing Manager
- Records Processing Assistant
- Sports and Entertainment Manager
- Human Resources Management
 - Administrative Assistant
 - Compensation and Benefits Manager
 - Compliance Officer
 - EEO Specialist
 - Human Resources Administrative Assistant
 - Human Resources Manager
 - Management Analyst
 - Occupational Analyst
 - Office Manager
 - Personnel Recruiter
 - Project Manager
 - Public Relations Manager
 - Training and Development Manager
- Operations Management
 - Administrative Services Manager
 - Billing Manager
 - Chief Operating Officer
 - Copy Writer
 - Customer Service Representative
 - Customer Service Supervisor
 - Department Manager
 - Entrepreneur
 - Facilities Manager
 - General Manager
 - Internet Entrepreneur
 - Management Analyst
 - Marketing Manager
 - Master Scheduler
 - Media Planner, Buyer
 - Operations Manager
 - Payroll Manager
 - Procurement Specialist
 - Purchasing Manager
 - Sales Manager
 - Salesperson
 - Shipping and Receiving Clerk
 - Sports and Entertainment Manager

- Education and Training
 - Administration and Administrative Support
 - Instructional Coordinator
 - School Principal
 - School Superintendent
 - Training and Development Manager
 - Professional Support Services
 - Audiologist
 - Marriage and Family Therapist
 - Mental Health Counselor
 - Speech-Language Pathologist
 - Teaching and Training
 - Child Care Worker
 - Coach, Secondary Level
 - Director, Early Childhood Education Center
 - Elementary School Teacher
 - Kindergarten Teacher
 - Owner, Early Childhood Center
 - Secondary School Teacher
 - Special Education Teacher
 - Teacher Assistant
 - Training Consultant/Training Specialist
- Finance
 - Accounting
 - Accountant
 - Accounting Clerk
 - Controller
 - Cost Analyst
 - Management Accountant
 - Merger and Acquisitions Manager
 - Personal Financial Advisor
 - Revenue Agent
 - Tax Accountant
 - Banking Services
 - Account Executive
 - Accountant
 - Bill and Account Collector
 - Branch Manager
 - Compliance Officer
 - Credit Analyst
 - Debt Counselor
 - Financial Manager
 - Loan Officer
 - Personal Financial Advisor
 - Teller
 - Title Researcher

- Business Finance
 - Accountant
 - Accounting Clerk
 - Auditor
 - Bill and Account Collector
 - Cash Manager
 - Controller
 - Cost Analyst
 - Economist
 - Financial Analyst
 - Management Accountant
 - Project Manager
 - Revenue Agent
 - Shipping and Receiving Clerk
 - Tax Accountant
 - Tax Preparer
- Insurance
 - Actuary
 - Benefits and Job Analysis Specialist
 - Claims Adjuster
 - Claims Clerk
 - Claims Examiner
 - Compliance Officer
 - Customer Service Representative
 - Insurance Appraiser
 - Insurance Processing Clerk
 - Insurance Sales Agent
 - Risk and Insurance Manager
 - Underwriter
- Securities and Investments
 - Financial Analyst
 - Fund Manager
 - Meeting and Convention Planner
 - Personal Financial Advisor
 - Real Estate Developer
 - Securities and Commodities Sales Agent
 - Tax Preparer
- Government and Public Administration
 - Foreign Service
 - Diplomatic Courier
 - Foreign Service Worker
 - Interpreter/Translator
 - Governance
 - Legislative Aide
 - Legislator
 - Lobbyist

- National Security
 - Combat Specialty Officer
 - Military Enlisted Personnel
 - Military Intelligence Specialist
 - Military Officer
 - Special Force Personnel
- Planning
 - Actuarial Analyst
 - Economic Development Coordinator
 - Economist
 - Interviewer
 - Urban and Regional Planner
- Public Management and Administration
 - Court Clerk
 - Eligibility Specialist
 - Government Accountant/Auditor
 - Mail Carrier
 - Postal Service Clerk
 - Postmaster/Mail Superintendent
- Regulation
 - Aviation Inspector
 - Compliance Officer
 - Environmental Compliance Inspector
 - Financial Analyst
 - Financial Manager
 - Private Detective, Investigator
 - Transit Vehicle Inspector
- Revenue and Taxation
 - Compliance Officer
 - Financial Analyst
 - Financial Manager
 - Real Estate Appraiser
 - Revenue Agent
- Health Science
 - Biotechnology Research and Development
 - Biochemist
 - Cell Biologist
 - Medical, Clinical Laboratory Technician
 - Research Assistant
 - Diagnostics Services
 - Cardiovascular Technologist
 - Computer Tomography (CT) Technologist
 - Medical, Clinical Laboratory Technician
 - Medical, Clinical Laboratory Technologist
 - Nuclear Medicine Technologist
 - Phlebotomist

- Radiologic Technologist, Radiographer
 - Radiologist
- Health Informatics
 - Admitting Clerk
 - Bioinformatics Technician
 - Clinical Ethicist
 - Computer Programmer
 - Dental Laboratory Technician
 - Epidemiologist
 - Financial Manager
 - Health Educator
 - Medical Assistant
 - Medical Biller, Patient Financial Services
 - Medical Information Technologist
 - Medical, Health Services Manager
- Support Services
 - Administrative Assistant
 - Communications Equipment Operator
 - Data Entry Specialist
 - Environmental Sampling and Analysis Technician
 - Food Service Worker
 - Front Office Assistant
 - Materials Manager
 - Medical Transcriptionist
 - Medical, Clinical Laboratory Technologist
 - Mortician
 - Records Processing Assistant
- Therapeutic Services
 - Athletic Trainer
 - Audiologist
 - Certified Nurse Aide
 - Dental Assistant
 - Dentist
 - Emergency Medical Technician, Paramedic
 - Exercise Physiologist
 - Home Health Aide
 - Licensed Practical Nurse
 - Massage Therapist
 - Medical Assistant
 - Occupational Therapist
 - Occupational Therapist Aide
 - Optician
 - Pharmacy Technician
 - Physical Therapist
 - Physical Therapist Assistant
 - Physician

- Recreation Therapist
 - Registered Nurse
 - Surgeon
 - Surgical Technologist
 - Veterinary Assistant
 - Veterinary Technologist
- Hospitality and Tourism
 - Lodging
 - Bookkeeping, Accounting, or Auditing Clerk
 - Building Custodian
 - Caterer
 - Chief Engineer
 - Concierge
 - Environmental Specialist
 - Executive Housekeeper
 - Front Desk Clerk
 - Front Office Manager
 - Lodging Manager
 - Maintenance Supervisor
 - Marketing Manager
 - Reservationist
 - Recreation, Amusements and Attractions
 - Advertising and Promotions Manager
 - Camp Counselor
 - Caterer
 - Meeting and Convention Planner
 - Recreation Supervisor
 - Recreation Worker
 - Retail Manager
 - Sports Promoter
 - Restaurants and Food and Beverage Services
 - Caterer
 - Cook
 - Destination Manager
 - Entrepreneur
 - Executive Chef
 - Facilities Manager
 - Food Service Manager
 - Franchisee
 - Host, Hostess
 - Meeting and Convention Planner
 - Travel and Tourism
 - Director of Convention and Visitors Bureau
 - Director of Tourism Development
 - Human Resources Manager
 - Meeting and Convention Planner

- Tour, Travel Guide
 - Travel Agent
- Human Services
 - Consumer Services
 - Consumer Advocate
 - Debt Counselor
 - Counseling and Mental Health Services
 - Career Counselor
 - Dietitian, Nutritionist
 - Educational/School Counselor
 - Marriage and Family Therapist
 - Mental Health Counselor
 - Nutritional Counselor
 - Rehabilitation Counselor
 - Social and Human Service Assistant
 - Substance Abuse and Behavioral Disorder Counselor
 - Volunteer Coordinator
 - Early Childhood Development and Services
 - Child Care Worker
 - Director of Early Childhood Education Center
 - Elementary School Teacher
 - Nanny
 - Parent and Family Educator
 - Preschool Teacher
 - Teacher Assistant
 - Family and Community Services
 - Adult Day Care Coordinator
 - Educational/School Counselor
 - Grief Counselor
 - Medical, Public Health Social Worker
 - Personal and Home Care Aide
 - Rehabilitation Counselor
 - Social and Community Service Manager
 - Social and Human Service Assistant
 - Volunteer Coordinator
 - Personal Care Services
 - Barber
 - Cosmetologist
 - Nail Technician
 - Personal and Home Care Aide
 - Personal Trainer
- Information Technology
 - Information Support and Services
 - Account Executive
 - Administrative Assistant
 - Applications Integrator

- Communications Equipment Operator
- Computer Numerical Control Programmer (CNC Programmer)
- Computer Support Specialist
- Computer Systems Engineer, Architect
- Customer Service Representative
- Data Entry Specialist
- Data Modeler
- Database Administrator
- Database Analyst
- Executive Assistant
- Front Office Assistant
- Geographic Information Systems (GIS) Technician
- Information Systems Analyst
- Instructional Coordinator
- Internet Entrepreneur
- Maintenance Technician
- Medical Transcriptionist
- Multimedia Artist, Animator
- Network Systems and Data Communication Analyst
- Paralegal
- Receptionist
- Records Processing Assistant
- Software Test Engineer
- Systems Analyst
- Technical Writer
- Word Processor
- Network Systems
 - Computer and Information Systems Administrator
 - Computer Operator
 - Computer Security Specialist
 - Computer Software Engineer
 - Computer Support Specialist
 - Computer Systems Engineer, Architect
 - Database Analyst
 - Network and Computer Systems Administrator
 - Network Architect
 - Network Systems and Data Communication Analyst
 - Radio, TV Broadcast Technician
 - Software Test Engineer
 - Sound Engineering Technician
 - Systems Analyst
 - Telecommunications Equipment Installer, Repairer
 - Telecommunications Specialist
- Programming and Software Development
 - Applications Integrator
 - Computer Software Engineer

- Game Designer, Programmer
 - Multimedia Artist, Animator
 - Network Systems and Data Communication Analyst
 - Programmer
 - Project Manager
 - Software Applications Engineer
 - Software Test Engineer
 - Systems Analyst
 - Web Developer
- Web and Digital Communications
 - Applications Integrator
 - Computer Support Specialist
 - Computer Systems Engineer, Architect
 - Game Designer, Programmer
 - Graphic Designer
 - Instructional Coordinator
 - Multimedia Artist, Animator
 - Project Manager
 - Radiologic Technologist, Radiographer
 - Software Test Engineer
 - Systems Analyst
 - Web Developer
 - Webmaster
- Law, Public Safety, Corrections and Security
 - Correction Services
 - Corrections Officer
 - Probation, Parole Officer
 - Emergency and Fire Management Services
 - Dispatcher
 - Emergency Medical Technician, Paramedic
 - Fire Investigator
 - Firefighter
 - Hazardous Materials Removal Worker
 - Law Enforcement Services
 - Customs Inspector
 - Forensic Science Technician
 - Police Officer
 - Private Detective, Investigator
 - U.S. Marshal
 - Legal Services
 - Administrative Assistant
 - Arbitrator
 - Attorney
 - Court Reporter
 - Customer Service Representative
 - Legal Assistant

- Office Manager
 - Paralegal
 - Receptionist
 - Records Processing Assistant
- Security and Protective Services
 - Private Detective, Investigator
 - Security Officer
- Manufacturing
 - Health, Safety, and Environmental Assurance
 - Occupational Health and Safety Specialist
 - Safety Engineer
 - Logistics and Inventory Control
 - Dispatcher
 - Logistician
 - Materials Handler
 - Shipping and Receiving Clerk
 - Maintenance, Installation, and Repair
 - Millwright
 - Manufacturing Production Process Development
 - Electro-Mechanical Technician
 - Industrial Engineer
 - Industrial Engineering Technician
 - Manufacturing Systems Engineer
 - Millwright
 - Network Designer
 - Precision Inspector, Tester, or Grader
 - Production Manager
 - Programmer
 - SPC (Statistical Process Control) Coordinator
 - Production
 - Assembler
 - Automated Manufacturing Technician
 - Extruding and Drawing Machine Operator
 - Tool and Die Maker
 - Welder
 - Quality Assurance
 - Calibration Technician
 - Precision Inspector, Tester, or Grader
 - Quality Control Technician
 - SPC (Statistical Process Control) Coordinator
- Marketing
 - Marketing Communications
 - Advertising Account Executive
 - Advertising and Promotions Manager
 - Art Director
 - Copy Writer

- International Merchandising Manager
- Marketing Communication Manager
- Marketing Manager
- Media Planner, Buyer
- Multimedia Artist, Animator
- Public Information Director
- Public Relations Manager
- Public Relations Specialist
- Sales Manager
- Trade Show Manager
- Web Developer
- Marketing Management
 - Advertising and Promotions Manager
 - Art Director
 - Brand Manager
 - Chief Executive Officer
 - Entrepreneur
 - Franchisee
 - General Manager
 - Internet Entrepreneur
 - Marketing Communication Manager
 - Marketing Manager
 - Media Planner, Buyer
 - Multimedia Artist, Animator
 - Public Information Director
 - Public Relations Manager
 - Retail Manager
 - Shipping and Receiving Clerk
- Marketing Research
 - Brand Manager
 - Database Administrator
 - Market Research Analyst
 - Merchandising Coordinator
 - Product Planner
- Merchandising
 - Account Executive
 - Customer Service Representative
 - Merchandise Buyer
 - Merchandise Displayer, Window Trimmer
 - Merchandise Manager
 - Merchandising Coordinator
 - Operations Manager
 - Retail Manager
- Professional Sales
 - Account Executive
 - Entrepreneur

- Human Resources Manager
- Investment Banker
- Manufacturer's Sales Representative
- Media Planner, Buyer
- Multimedia Artist, Animator
- Property, Real Estate, and Community Association Manager
- Real Estate Appraiser
- Real Estate Broker
- Real Estate Sales Agent
- Sales Manager
- Salesperson
- Telemarketer
- Trade Show Manager
- Wholesale and Manufacturing, Technical and Scientific Products Sales Representative
- Science, Technology, Engineering and Mathematics
 - Engineering and Technology
 - Aeronautical Drafter
 - Aerospace Engineer
 - Aerospace Engineering Technician
 - Agricultural Engineer
 - Architect
 - Assembler
 - Biomedical Engineer
 - Chemical Engineer
 - Civil Engineer
 - Civil Engineering Technician
 - Commercial and Industrial Designer
 - Computer Hardware Engineer
 - Computer Programmer
 - Computer Software Engineer
 - Electrical Drafter
 - Electrical Engineer
 - Electrical Engineering Technician
 - Electro-Mechanical Technician
 - Electronic Drafter
 - Electronics Engineering Technician
 - Engineer
 - Engineering Manager
 - Engineering Technician
 - Environmental Engineer
 - Human Factors Engineer
 - Industrial Engineer
 - Industrial Engineering Technician
 - Landscape Architect
 - Machine Setter, Operator

- Manufacturing Systems Engineer
- Marine Engineer
- Materials Engineer
- Mechanical Drafter
- Mechanical Engineer
- Mechanical Engineering Technician
- Network and Computer Systems Administrator
- Network Systems and Data Communication Analyst
- Nuclear Engineer
- Petroleum Engineer
- Pipeline Drafter
- Power Systems Engineer
- Production, Planning, Expediting Clerk
- Project Manager
- Quality Engineer
- Quality Technician
- Statistician
- Stockroom, Warehouse, or Storage Yard Stock Clerk
- Systems Analyst
- Technical Writer
- Telecommunications Specialist
- Transportation Manager
- Science and Mathematics
 - Animal Nutritionist
 - Animal Scientist
 - Atmospheric Scientist
 - Bioinformatics Technician
 - Biologist
 - Botanist
 - Chemist
 - Ecologist
 - Economist
 - Environmental Scientist
 - Geodetic Surveyor
 - Geoscientist
 - Hydrologist
 - Materials Scientist
 - Microbiologists
 - Oceanographer
 - Plant Biologist
 - Plant Breeder and Geneticist
 - Plant Pathologist
 - Research Chemist
 - Secondary School Teacher
 - Technical Writer
 - Toxicologist

- Veterinarian
 - Veterinary Assistant
- Transportation, Distribution and Logistics
 - Facility and Mobile Equipment Maintenance
 - Aircraft Mechanic and Service Technician
 - Aircraft Structure, Surfaces, Rigging, and Systems Assembler
 - Automotive Body and Related Repairer
 - Automotive Glass Installer and Repairer
 - Automotive Service Technician, Mechanic
 - Diesel Service Technician
 - Electrical and Electronic Installer
 - Electrical and Electronic Repairer
 - Marine Watercraft Repair and Maintenance Worker
 - Motorboat Mechanic
 - Service Technician
 - Small Engine Mechanic
 - Logistics Planning and Management Services
 - Logistics Analyst
 - Logistics Engineer
 - Logistics Manager
 - Transportation Operations
 - Air Traffic Controller
 - Aircraft Mechanic and Service Technician
 - Flight Engineer
 - Motorboat Operator
 - Pilot
 - Ship Engineer
 - Transportation Manager
 - Transportation Systems/Infrastructure Planning, Management and Regulation
 - Aerospace Engineer
 - Civil Engineer
 - Civil Engineering Technician
 - Pilot
 - Traffic Engineer
 - Traffic Technician
 - Transportation Manager
 - Urban, Regional Planner
 - Warehousing and Distribution Center Operations
 - Traffic Engineer
 - Transportation Manager