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# The Leadership Imperative: Equity in Career and Technical Education

Colorado Association of Career and  
Technical Administrators  
Colorado Springs, CO  
February 5, 2014



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# Objectives

- Increase knowledge of the position of CTE in the national dialogue surrounding education and workforce development
- Increase awareness of the national data regarding nontraditional career preparation
- Increase understanding of the Program Improvement Process for Equity and the critical use of data and root cause analysis before jumping to a solution to address equity gaps in CTE
- Increase interest in NAPE and use of the Program Improvement Process for Equity.



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# Global Perspective



- Demographic Divide
- Growing global population
- Shrinking working-age population
- 31% of employers worldwide experiencing talent shortages in their markets
- 80% of fast-growth economies having problems finding employees with the skills they need



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# Global Perspective

- Generation “U” (unretired) will fuel 93% of the US labor market through 2016
- Women entering workforce in greater numbers
- Cross-boarder migration grown over 42% in the last decade
- Reverse migration trends in emerging market countries
- Employee defined workplace



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# National Perspective





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# National Perspective

## Opportunity for All

- Connect job training to jobs
- Expand Apprenticeships
- Customized employer training by community colleges
- Redesign high schools and partner them with colleges and employers that offer the real-world education and hands-on training that can lead directly to a job and career





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# National Perspective

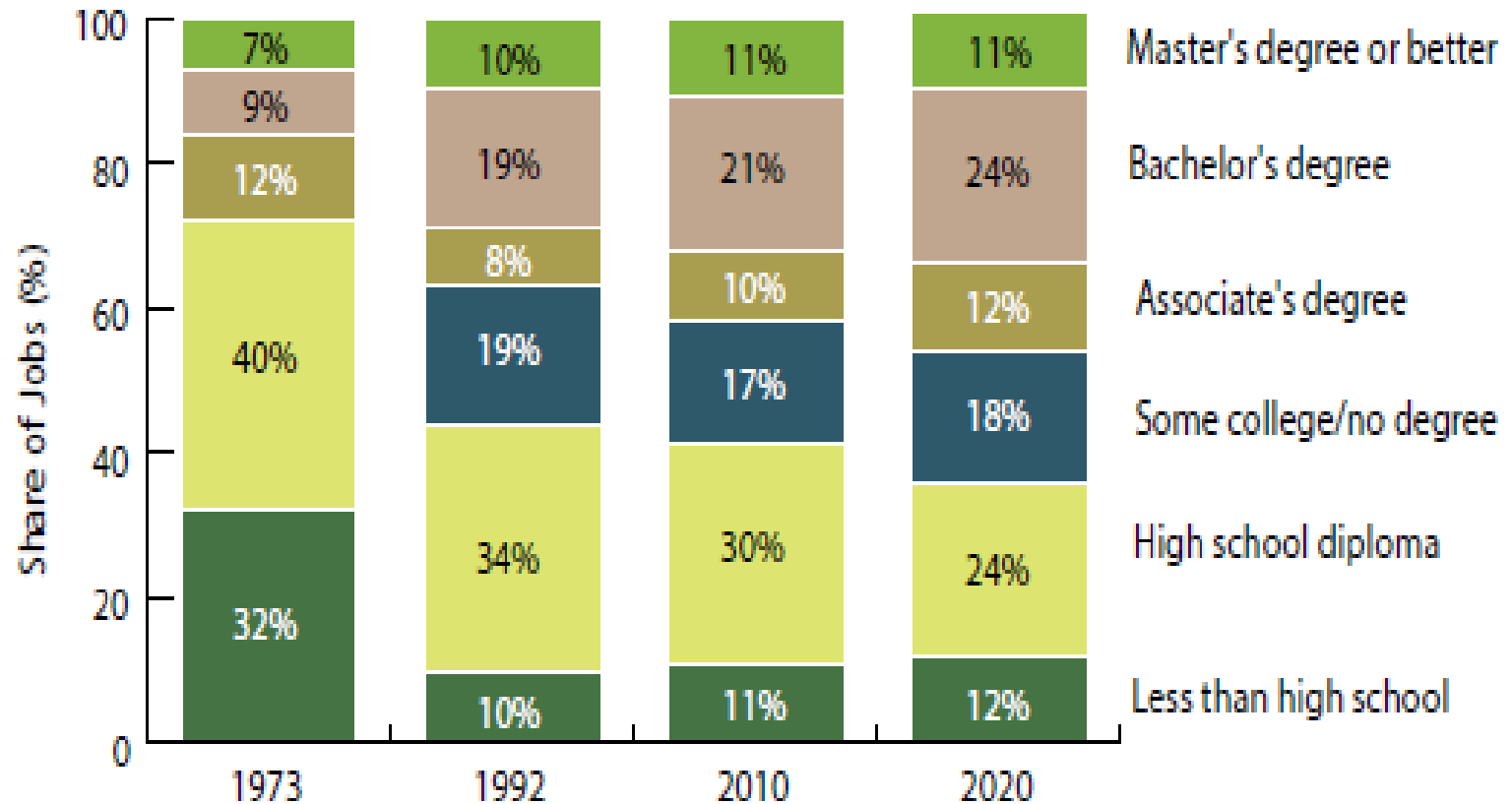
## Career and Technical Education

- **Funding**
  - Appropriations
  - Department of Labor Youth Career Connect grants
- **Reauthorization**
  - House Education and the Workforce Committee
  - House CTE Caucus
  - Senate Health, Education, Labor and Pensions
  - Senate CTE Caucus



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## By 2020, nearly 2/3 US jobs will require some postsecondary education

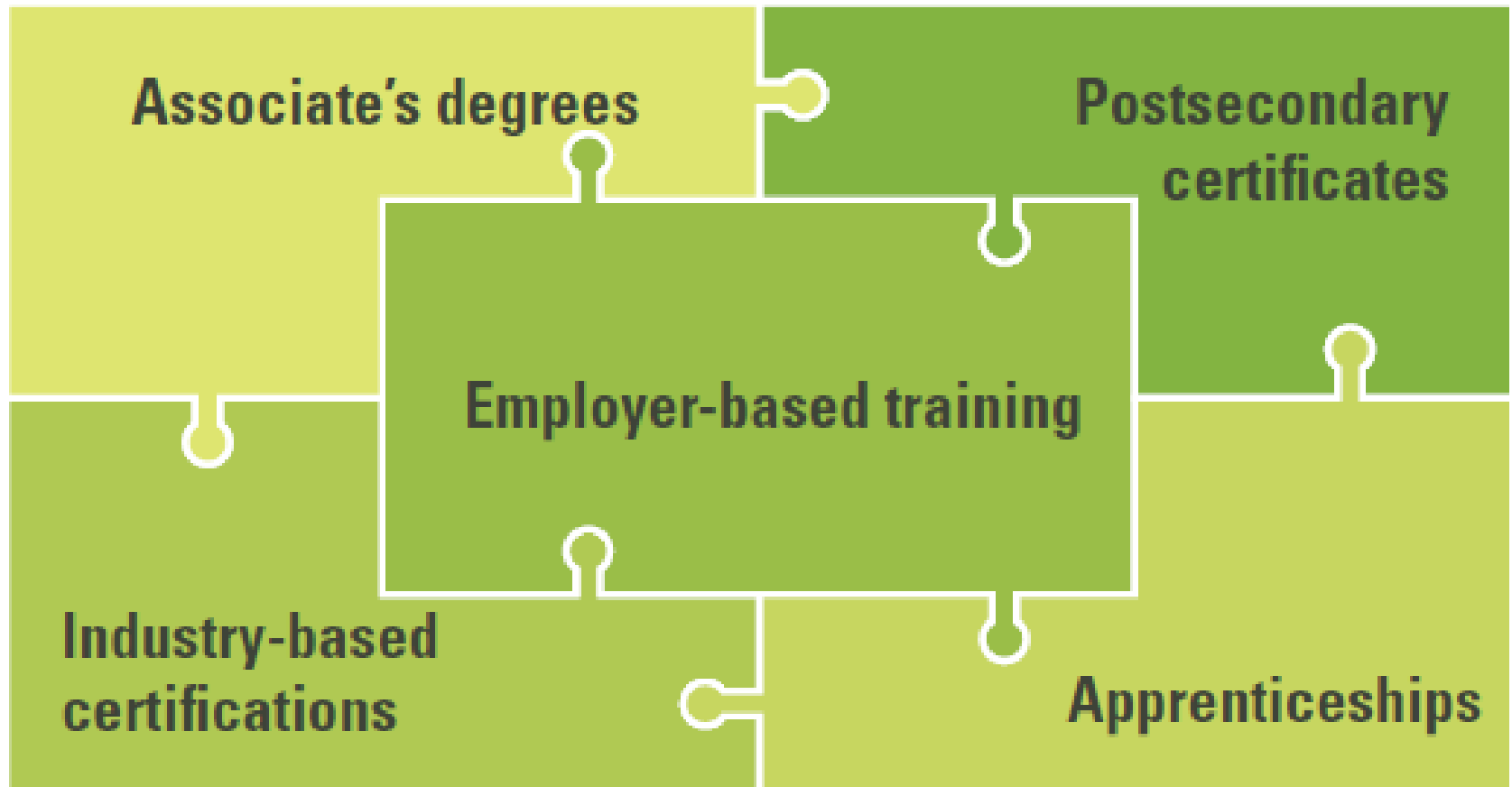


Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012





# Five Ways That Pay Along the Way to the B.A.



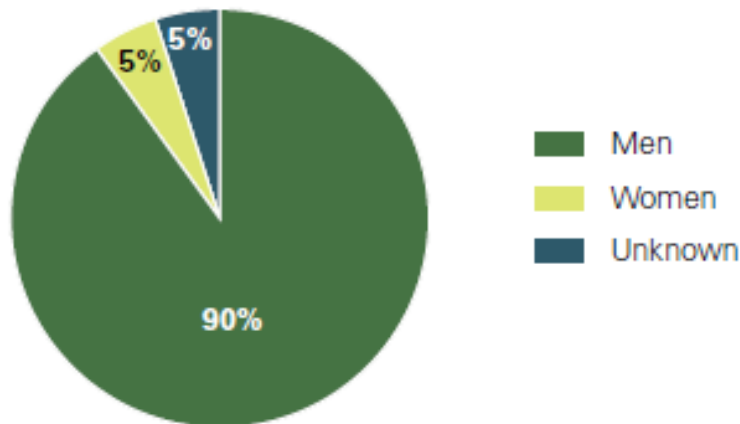
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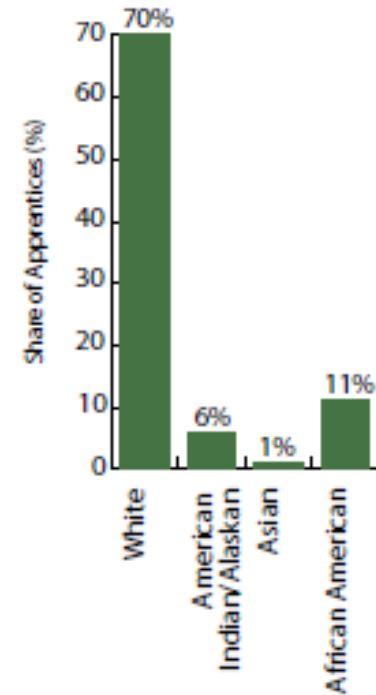
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# Apprenticeships

90% of apprentices were men in 2008



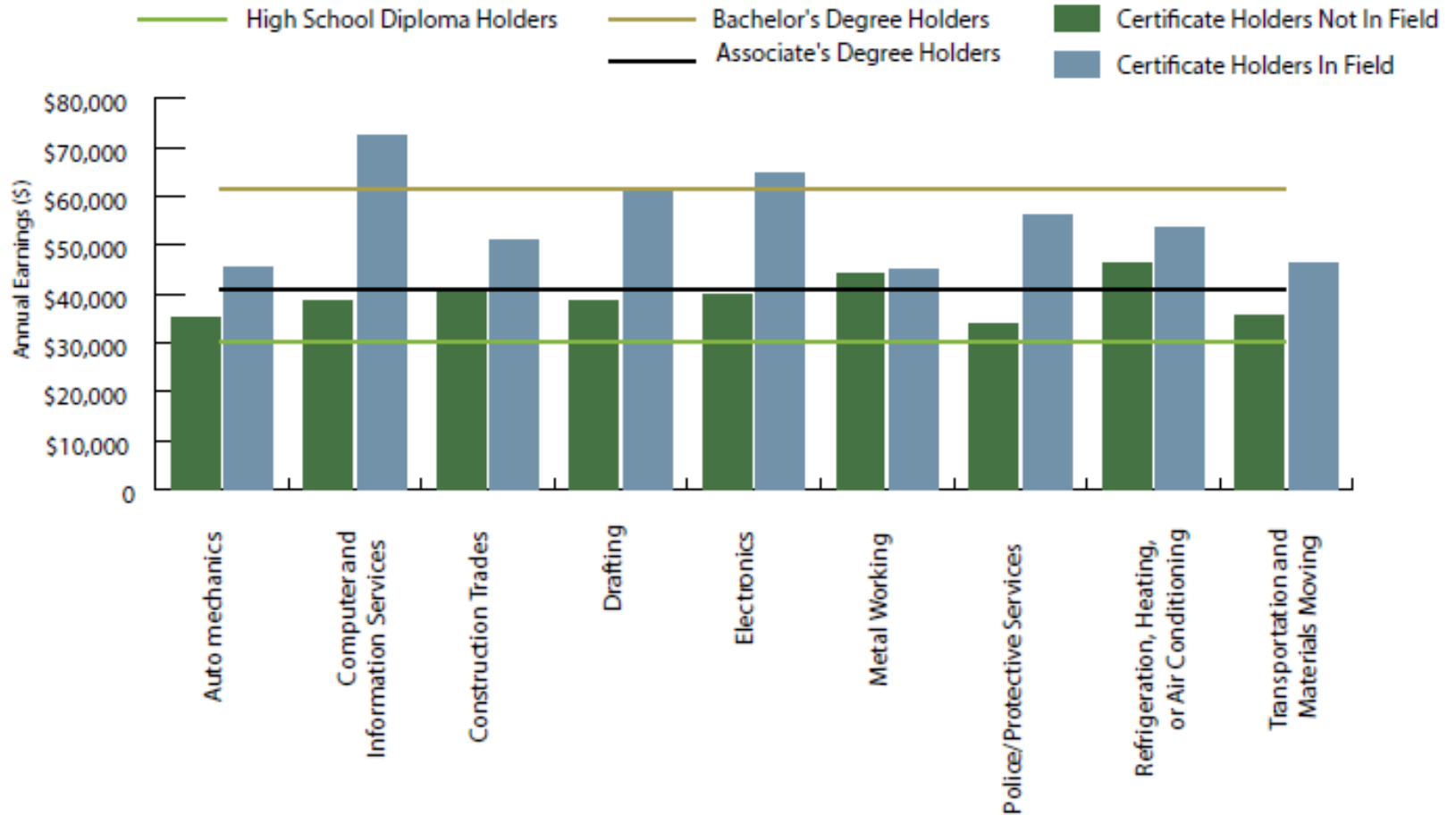
Minority groups accounted for roughly 30% of apprentices in 2008



Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012



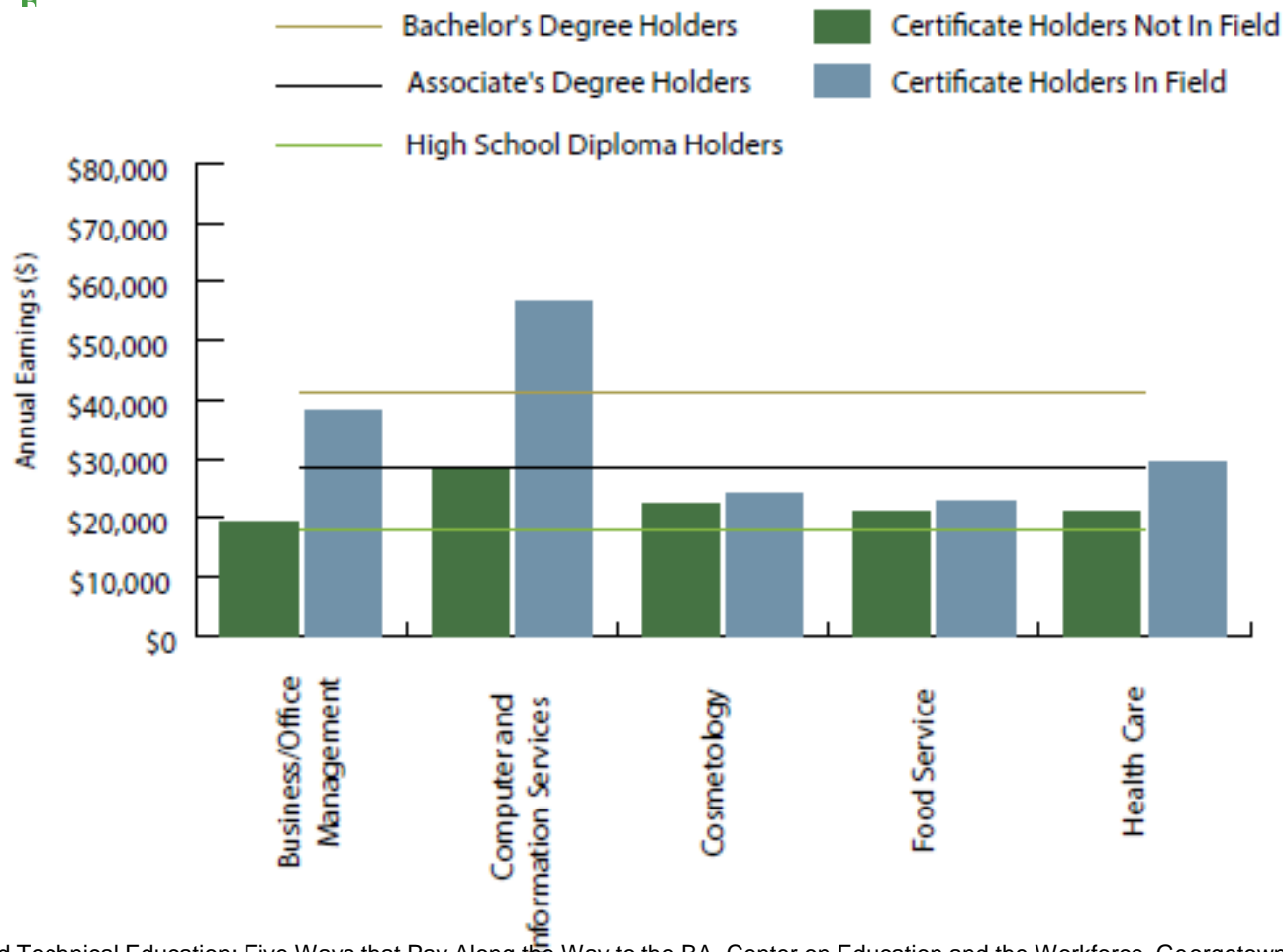
# Male certificate holders earnings vary substantially



Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012



# Female certificate holders earnings are substantially lower than men

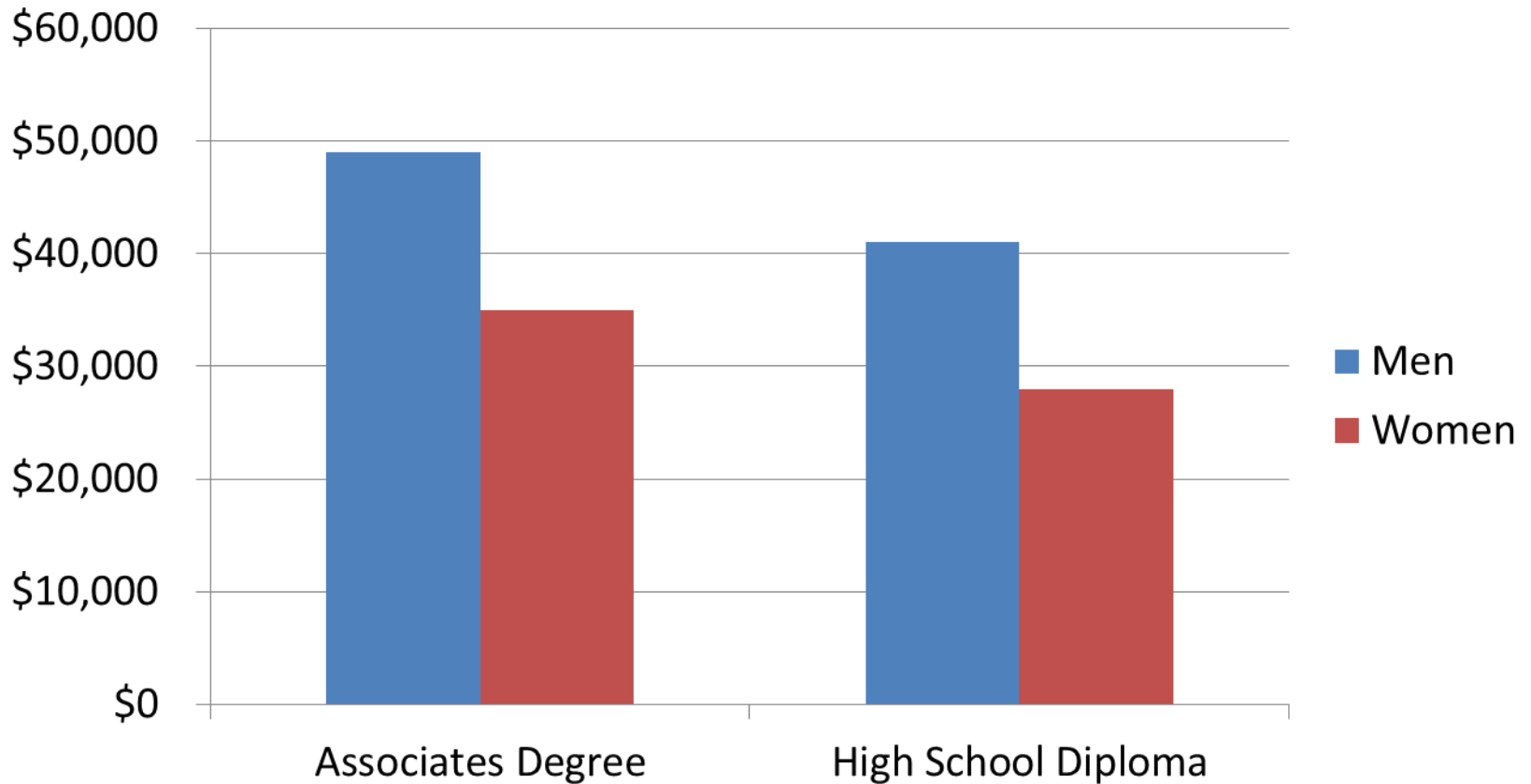


Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012



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# Associates Degree



Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012



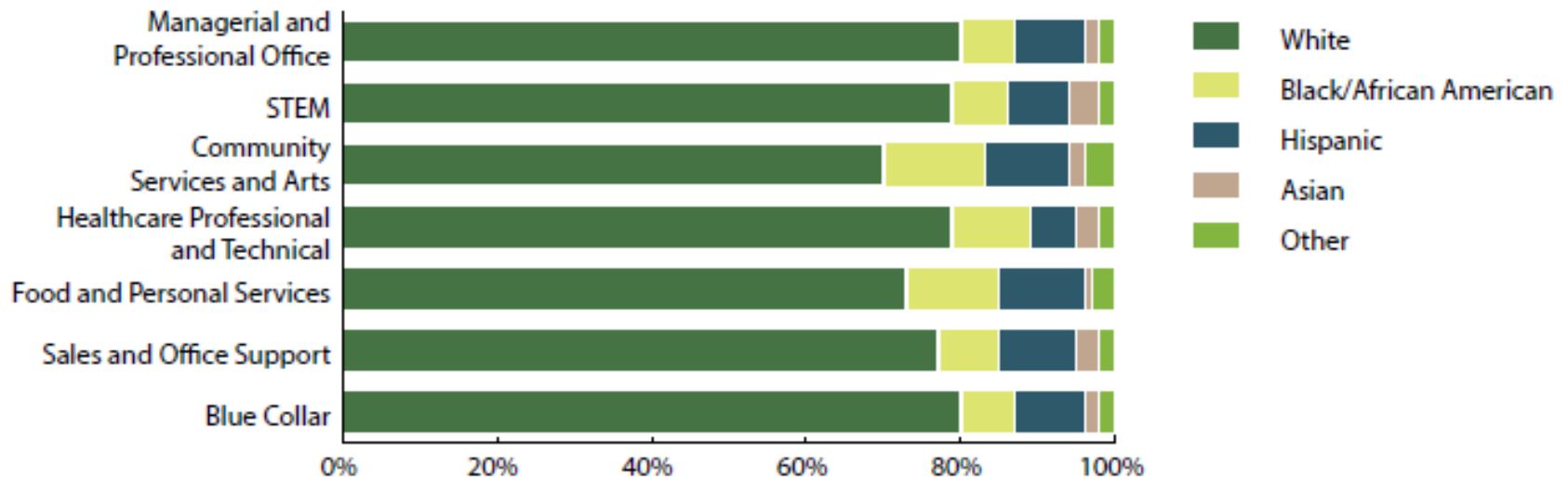
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Women need a Baccalaureate  
Degree to gain access to middle class  
earnings

Occupational Choice Matters



# African Americans and Hispanics are more concentrated in low paying fields and are less likely to secure middle-class earnings



Source: Career and Technical Education: Five Ways that Pay Along the Way to the BA, Center on Education and the Workforce, Georgetown University, 2012



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# Startling Statements

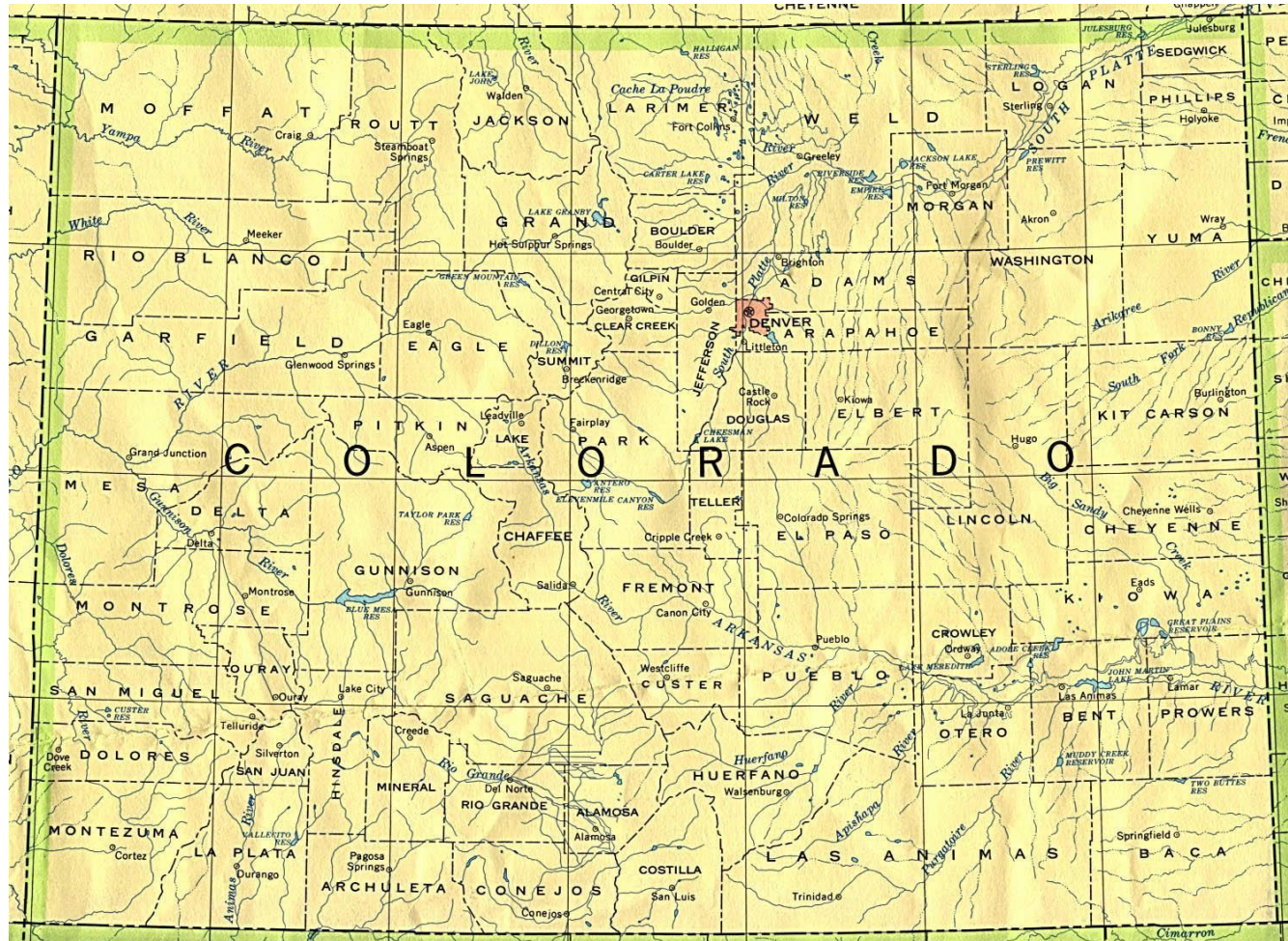
- Identify your assigned statement by the number on the top of your sheet
- Interview three people separately from another table and ask them to guess what the number is that is missing from your statement
- Average your three responses
- Share your statement and the average and range (high and low) of the responses you collected with your table





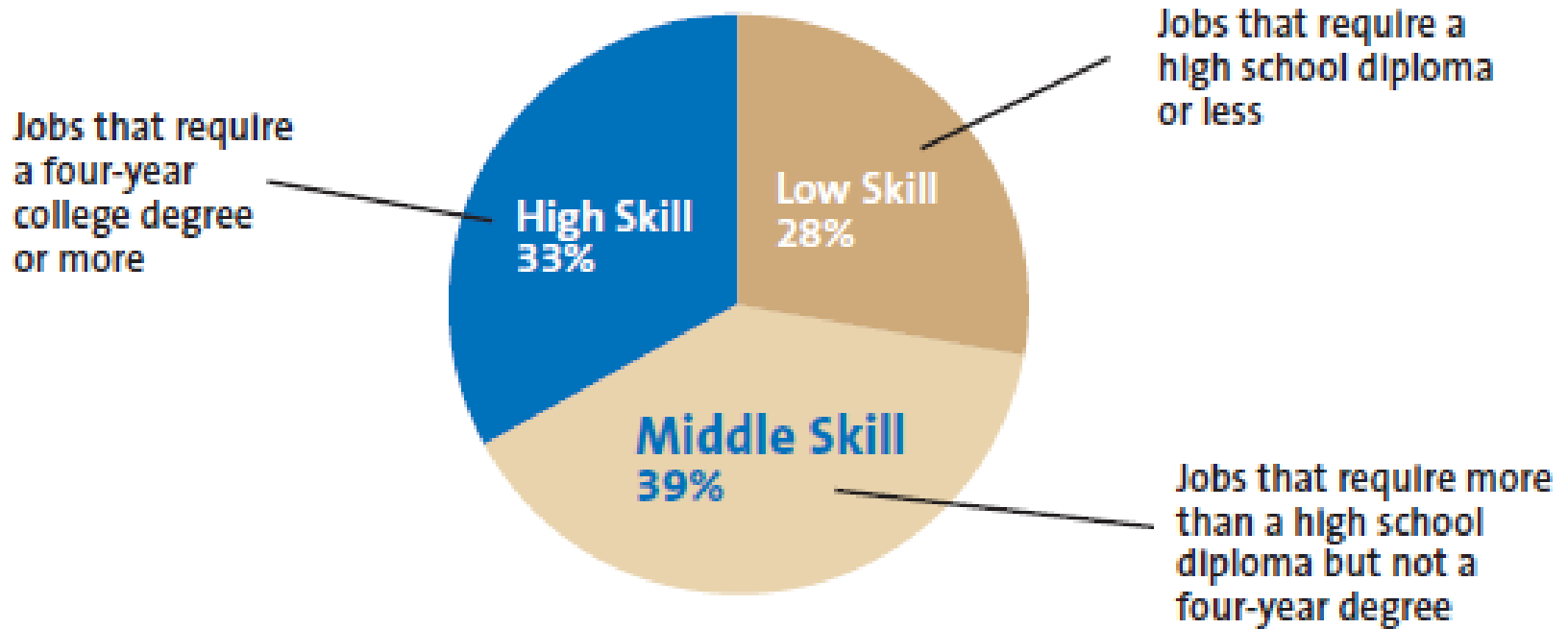
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# Colorado Perspective





# Colorado's Total Job Openings by Skill Level 2009-2019



Source: Colorado's Forgotten Middle-Skill Jobs, Skills2Compete-Colorado Campaign, Oct. 2011





**“Dropout rate at lowest point since 2003”**

Colorado Department of Education, January 23, 2014

- Dropout rate – 2.5%
- On-time graduation rate – 76.9%



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# On-time Graduation Rate

- 85.9% for Asian students
- 82.8% for white students
- 79% for students reported as two or more races
- 75.5% for Native Hawaiian or Other Pacific Islander
- 69.5% for black students;
- 65.4% for Hispanic students;
- 61.4% for American Indian
- 80.9% for females
- 73.2% for males



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# Colorado CTE Enrollment

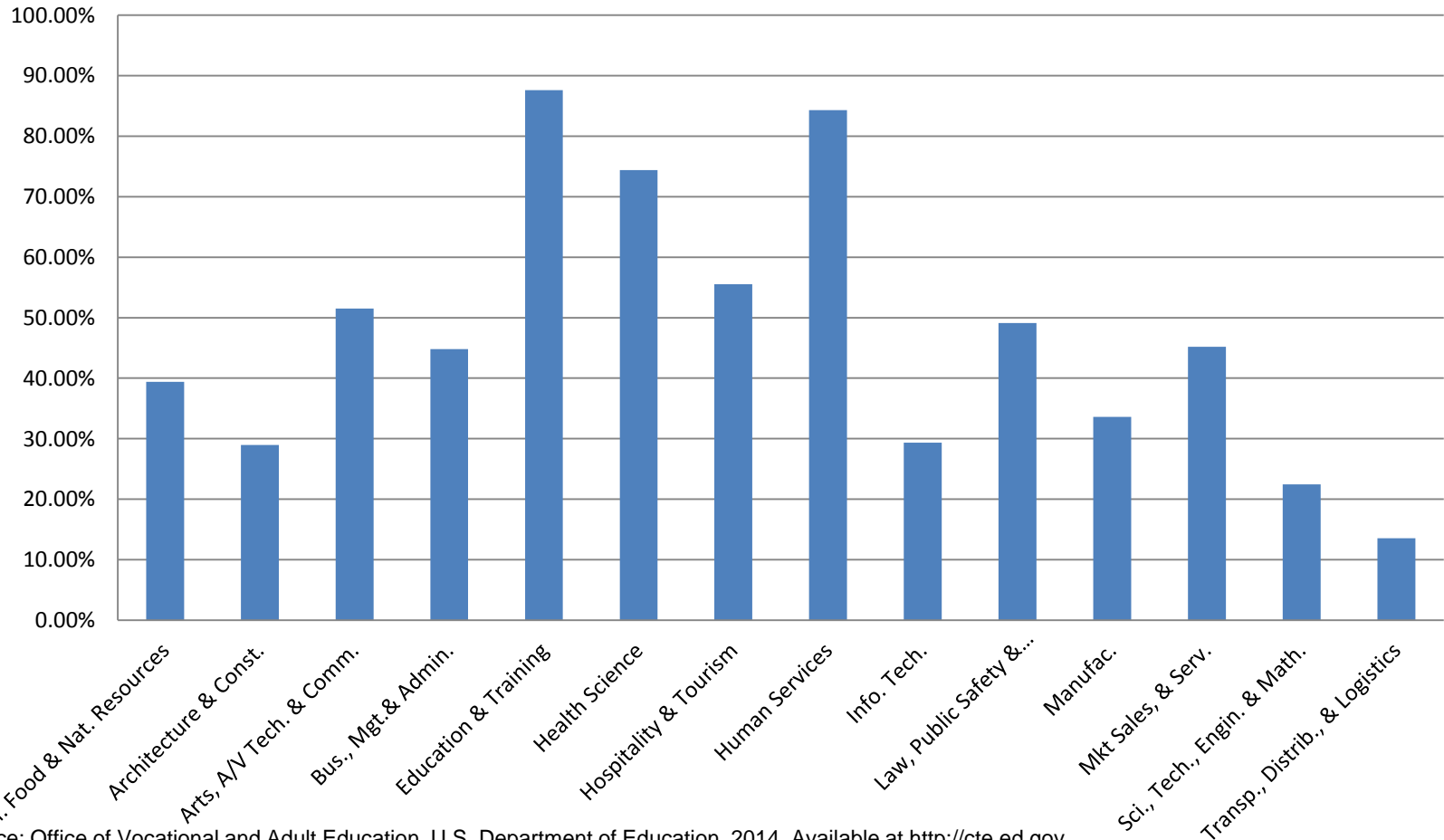
- **Secondary**
  - Male 57.22%
  - Female 42.78%
- **Postsecondary**
  - Male 50.96%
  - Female 49.04%

Source: Office of Vocational and Adult Education, U.S. Department of Education, 2014 Available at <http://cte.ed.gov>



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# Colorado Secondary CTE Female Concentrators by Cluster 2012

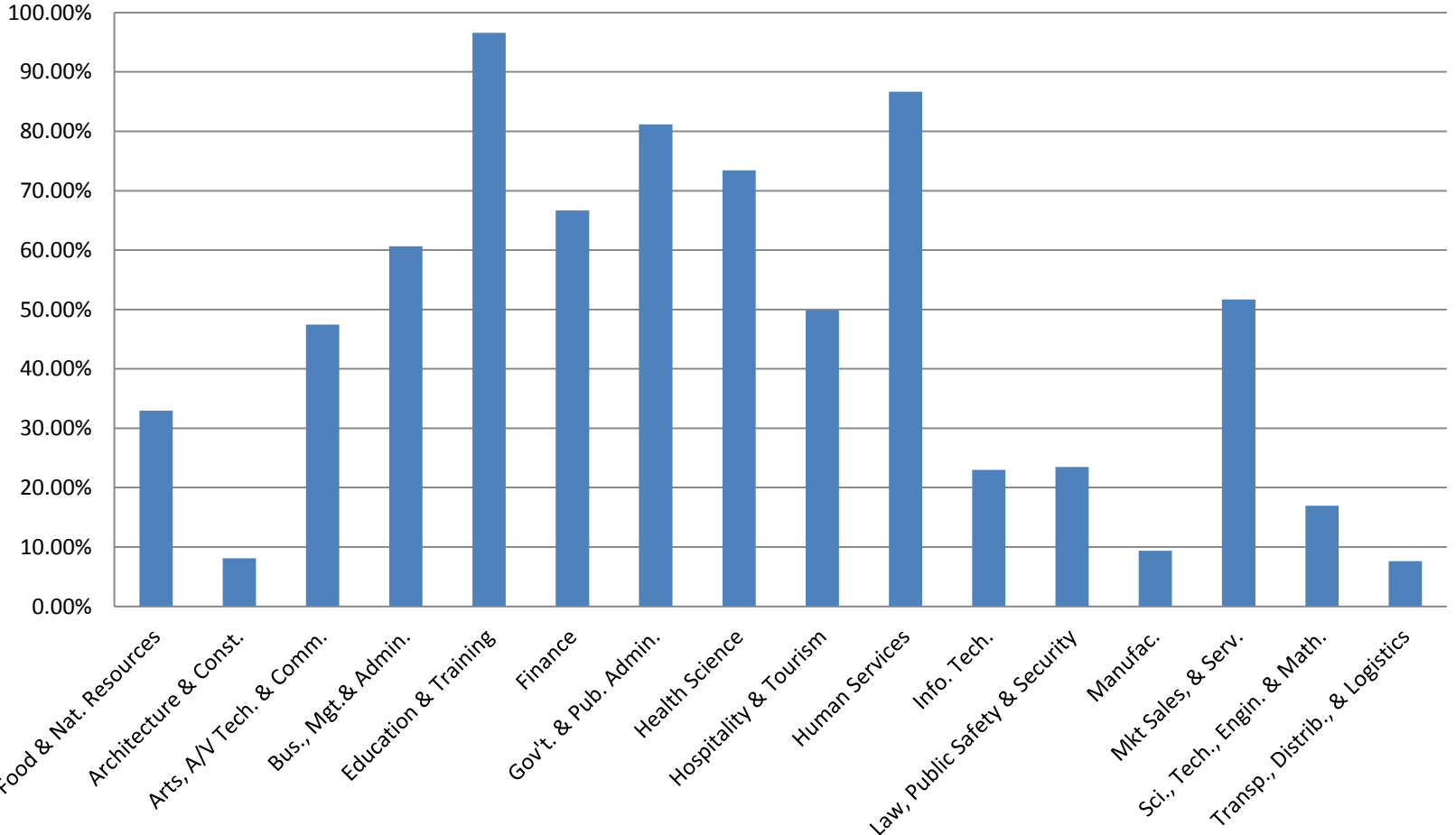


Source: Office of Vocational and Adult Education, U.S. Department of Education, 2014 Available at <http://cte.ed.gov>



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# Colorado Postsecondary CTE Female Concentrators by Cluster 2012



Source: Office of Vocational and Adult Education, U.S. Department of Education, 2014 Available at <http://cte.ed.gov>



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# Local Perspective

## Case Study





# Get Ready – Instructions for this Activity

- Identify a Facilitator
- Identify a Reporter
- Identify a Recorder
  - Record brainstorming responses to the prompts on flip chart paper
  - Draw a line across your chart after each section of the case study
  - Cross off any strategy that you abandon as you move through the case study



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# Read Page 1

What do you think is going on?  
What should they do to improve their  
performance?



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The team decided to dig deeper into their data to identify more specific gaps in their performance





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## Read Page 2

What do you think is going on now?  
What should they do to improve their  
performance?



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The team decided they did not really understand the root cause for their lack of performance so they decided to dig even deeper



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# Root Cause Analysis Through Action Research

## Root Causes

- Surveys
- Equity Audits
- Interviews
- Focus Groups





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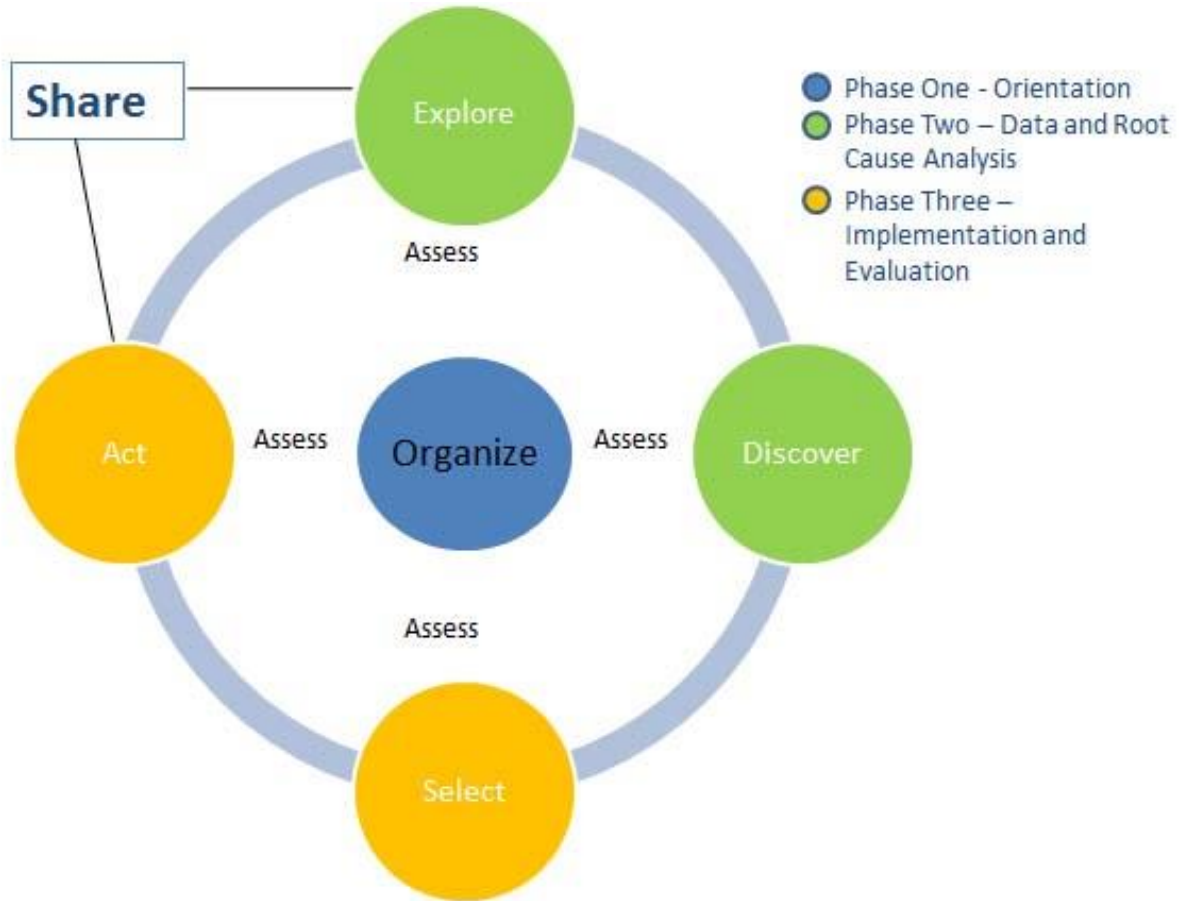
## Read Page 3

What do you think is going on now?  
What should they do to improve their  
performance?



# Program Improvement Process for Equity™

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# The Equity Challenge



**EACH**



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National Alliance for Partnerships in Equity  
[www.napequity.org](http://www.napequity.org)

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