

Nontraditional Careers:
A Pathway to Economic Self-
Sufficiency for Women

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Workshop Goals

- Understand why a nontraditional career is an important goal for TANF recipients
- Identify effective guidance and counseling practices that encourage students to consider nontraditional career choices

Six Strategies to Self Sufficiency

- The Self-Sufficiency Standard
- Targeting Higher-Wage Employment
- **Nontraditional Employment for Women**
- Functional Context Education
- Microenterprise Training and Development
- Individual Development Accounts

Core Indicator in Perkins IV

- Participation in Nontraditional Training and Employment Programs
- Completion of Nontraditional Training and Employment Programs

Nontraditional Training and Employment

Occupations or fields of work, including careers in computer science, technology, and other emerging high skill occupations, for which individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work.

Startling Statements

- How well do you know the status of nontraditional careers?
- Find three individuals and ask them to guess the number that belongs in your startling statement
- Average your answers and be prepared to report out to the group

Strategies

For Increasing the Participation and
Completion of Students in Nontraditional CTE
Programs

Understand Your Own Biases

- Evaluate your own ability to provide unbiased guidance and counseling
 - Behaviors of the Nonbiased Educator, Taking the Road Less Traveled, MAVCC
 - Am I a Fair Counselor
 - Guidance Counselor Equity Survey, Destination Success, MAVCC

Guidance Materials

- Review career guidance materials and practices for gender bias and nontraditional exposure and support
 - [Curriculum Checklist](#), Taking the Road Less Traveled, [MAVCC](#)
 - [Guidelines for Identifying Bias in Curriculum and Materials](#), Safe Schools Coalition

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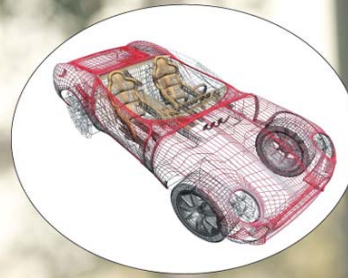
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Others dream
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Self-Sufficiency Standard

- Use the self-sufficiency standard when counseling students
 - [The Self-Sufficiency Standard for Oklahoma](#)
 - [Could This Be Your Life?](#) Nontraditional Career Resource Center, Center for Women and Work, Rutgers University, New Jersey
 - [Self-Sufficiency Budget Worksheet](#), PathWaysPA, Pennsylvania

Provide Nontraditional Role Models

- Show career videos with women in nontraditional careers
 - [I am an Engineer](#), Cisco Systems, Inc.
 - [Women in Traditionally Male Jobs](#), IWITTS
 - [Her Own Words](#)

Provide Nontraditional Role Models

- Use nontraditional role models for career fairs and guest speakers
 - [National Association of Women in Construction](#)
 - [Society of Women Engineers](#)
 - [Association for Women in Aviation Maintenance](#)
 - [Women's Automotive Association International](#)

Provide Nontraditional Role Models

- Provide nontraditional mentors
 - [Girls E-Mentoring in Science, Engineering and Technology GEM-SET](#), USDOL, Women's Bureau
 - [Engineer Girl](#), National Academy of Engineering
 - [MentorNet](#), E-Mentoring Network for Diversity in Engineering and Science

Nontraditional Role Models

- Ensure that visual images reflect nontraditional role models
 - [Careers Have No Gender](#) poster, Joint Special Populations Advisory Committee, California
 - [Think Women Can't Be](#) poster series, IWITTS
 - Visualizing Women in Science and Technology, [PDK Poster project](#)

Provide Early Exposure

- Conduct pre-technical training programs
 - Rosie's Girls, [Vermont Works for Women](#)
 - Diva Tech, [Minot Public Schools, Minot, North Dakota](#)
 - [IGNITE](#), Seattle Public Schools

Professional Development

- Increase TANF coordinator quality and equity-capacity through professional development
 - [NAPE Professional Development Institute](#) –
April 6-9, 2008 Washington, DC
 - [CTEEC Best Practices Conference](#) –
September 27-28, 2007 Oklahoma City, OK

Educate Yourself

- [Nontraditional 101 and 102](#),
Nontraditional Careers Statewide Project,
San Diego County Office of Education

Promote Positive School Climate

- Implement and model gender-fair institutional strategies
 - [Checking Your School for Sexism](#), Destination Success, [MAVCC](#)
 - [Gender Equity Item Bank](#), Midwest Equity Assistance Center
 - The Equity Principal, [Graymill](#)

Questions?

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