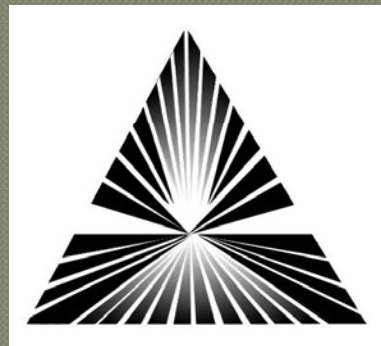


# Symposium for Students of Non-traditional Careers

Claudia Morrell



**National Alliance for  
Partnerships in  
Equity**

# General Session

- Welcome
- Introductions
  - By shoe size – 7 and below, 8, 9 10, 11 and above
  - By food group – Italian, Mexican, American, Chinese/Japanese, Other
  - By career area
- What do you value in a career?



# What do you value?

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- Wage at Entry
- Wage over the Lifetime of a Career
- Career Ladder (Opportunity for Advancement)
- Occupational Growth
- Education requirements
- Personal Fulfillment
- Other?



# Career income!

	ENTRY	AVG	EXP
● Auto Service Tech.	\$ 9.19	\$ 16.08	\$ 19.52
● Comp. Sup. Spec.	\$ 13.98	\$ 21.73	\$ 25.60
● CAD Operators	\$ 14.55	\$ 22.80	\$ 26.92
● Carpentry	\$ 11.25	\$ 16.34	\$ 18.89
● Chef/Head Cook	\$ 10.41	\$ 16.65	\$ 19.78
● Machinist	\$ 12.99	\$ 19.67	\$ 23.01
● Nursing Asst.	\$ 8.43	\$ 10.86	\$ 12.07
● Welder	\$ 11.97	\$ 19.09	\$ 22.65

Entry Range \$17,534 - \$30,264

# New Mexico Self-sufficiency/ Poverty

Family Size	1	2	3	4	5	6	>6**
Metro	\$11,940	\$19,570	\$26,860	\$33,160	\$39,130	\$45,770	\$6,640
Non-Metro	\$11,530	\$18,900	\$25,940	\$32,020	\$37,790	\$44,190	\$6,400

*This table shall be used to determine whether employed adults and dislocated workers need intensive or training services to obtain self-sufficient employment retention as defined in the local plan/policies.*



# National Cost of Living

● Food at home	\$3,465
● Food away from home	\$2,668
● Housing	\$16,920
● Apparel and services	\$1,881
● Transportation	\$8,758
● Health Care	\$2,853
● Entertainment	\$2,698
● Personal insurance/pensions	\$5,336
● Other expenditures	<u>\$5,060</u>
Total(Amer. Careers Mag.)	<b>\$49,638</b>

# Salary Potential

	Median Salary	% W. Growth 05 – 09
● Auto Service Tech.	\$33,180	5.9%
● Carpentry	\$33,500	21.6%
● Chef/Head Cook	\$31,320	22.8%
● CAD	\$34,520	Unavail.
● Comp. Sup. Spec.	\$44,450	7.6%
● Machinist	\$38,740	3.8%
● Nursing Asst.	\$22,130	12%
● Nurse	\$62,780	14.9%
● Welder	\$35,730	22.6%
● <b>New Mexico</b>	<b>\$29,340</b>	<b>13.7%</b>
● <b>National</b>	<b>\$33,190</b>	<b>12.85</b>

# Education Potential

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- Auto Service Tech. Associate +
- Carpentry Associate
- Chef/Head Cook Associate
- CAD Operators Associate
- Information Tech. Associate – Ph.D.
- Machinist Associate
- Nursing Asst. Cert./Associate
- Nurse Associate/Bachelors
- Welder Associate +

# Other Factors

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## ● Activity

- Find an instructor in your area and ask for an example of how their career is personally fulfilling.
- In your magazine, identify which career path and cluster your career falls within (p.5)
- Are there careers within your cluster you might also consider? Why or why not?
- What factors have we not considered?

# Student Presentation

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## ● Activity

- Why did you pick the program you are in? Green
- What keeps you in the program? Yellow
- Why might you leave? Blue



# College or Careers: Next Steps!

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## ● Career (Small Group Discussion)

- What is the process for getting a job?
- How do you prepare?
- What tools do you need?

<http://www.dws.state.nm.us/careersolutions>

## ● College (Small Group Discussion)

- How do you choose?
- What are factors do you consider?
- Who can help?

# Careers: Next Steps!

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- What is the process for getting a job?
  - Resume
  - Application
  - Cover letter
  - Networks (the best kept secret!)
- Activity (List three people you can tell you are looking for a job!)

# Careers: Next Steps!

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- What is the process for getting a job?
  - Interview – Preparation is key! Presentation is everything!
  - WIIFM Rule Rules!
- Activity – Making an impression – fast!

# College Next Steps

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- Research, research, research,
  - Start at the end – what do you want as an outcome?
  - What degree can get you there?
  - What is the investment (time, money, effort)
  - What is the long term benefit? (It might surprise you!)
  - Who can you talk to?

Your Future is In Your Hands!

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Our future is in your  
hands too!

# Educators

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- Activity 1: The power of  
Micro-messages



# What is a Micromessage?

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## ◉ Cultural Conditioning

- Facial expressions
- Tone of voice
- Hand gestures
- Choice of words
- Eye contact
- Questions and Interactions

# The Power of Micromessage?

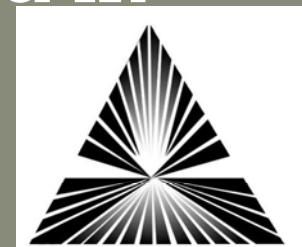
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- ◉ Mary Rowe 1973 to Business 2010!
- ◉ The inner circle (who cares about being nice!) Real not perceived
- ◉ Microinequity vs. microadvantages
- ◉ Trivial yet Powerful
- ◉ Micromessages are Relative
- ◉ Influence is Indelible
- ◉ Implicit Bias Test  
<https://implicit.harvard.edu/implicit/>

# What is a Nontraditional Field?

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An occupation or field of work, including careers in computer science, technology, and other current and 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.



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# Startling Statements

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## Activity 2: What do you know?



# Early 1970's

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- Children's Defense Fund report on children in poverty
- Increasing single parent households headed by women on public assistance
- Women entering the workforce at a faster rate than any other population
- Women hold majority of low paying jobs
- Pay gap and pay equity

# Solution

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Access for women in poverty to education  
and job training for occupations  
providing wages leading to economic  
self-sufficiency

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Nontraditional occupations

# Why Continue the Policy?

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- Pay gap and pay discrimination continues to be an issue
- Women still clustered in the lowest paying occupations
- Nontraditional careers a path to economic self-sufficiency for women
- Career satisfaction more important to today's workforce participants

# Barrier Busters

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**What can teachers do to  
support student's  
exploration of  
nontraditional careers**

# School Climate

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- Nontraditional faculty and staff
- Acceptable behavior in hallways, cafeteria, school events, busses, etc.
- Administration and staff support and encouragement
- Extracurricular activities
  - Clubs, After School Program
  - Competitions
  - Summer Camp

# Classroom Climate

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- Fair treatment
- Sexual harassment not tolerated or ignored
- Supportive learning environment
- Subtle messages
- Classroom location on campus
- Physical environment

# Student Isolation

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- Cohort of underrepresented students in a program are more likely to complete than a single individual
- Individuals more likely to
  - Have trouble integrating effectively in to social structure
  - Suffer decreased performance
  - Drop out
- Schedule students in cohorts when possible

# Curriculum Materials

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- Invisibility
- Stereotyping
- Imbalance/Selectivity
- Unreality
- Fragmentation/Isolation
- Linguistic Bias
- Cosmetic Bias
- Relevance

# Instructional Strategies

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- Questioning level and wait time
- Student/teacher interaction and feedback
- Classroom management
- Cooperative learning design
- Expectations and assessment

# Media Representation



*Powerful storm brewing.*

A storm darkens the path. A human storm won't let the path wash away. Using a steel shovel and an iron will, Angela Bissonette digs the ditches that protect the Appalachian Trail from destructive weather. Timberland is proud to honor someone who pulls on her boots and makes a difference.

*She's not a model. She's a model person.*

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# Career Guidance Materials and Practices

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- Create opportunities to spark student interest
  - Pre-enrollment exploration programs
  - Tours that include hands-on activities
  - Nontraditional program exploration days
  - Targeted recruitment activities
  - Send a personal invitation (ex. Focus on Your Future event)

# Build a Community of Support

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- ◉ Create a learning community in your school
- ◉ Become better educated/more aware
- ◉ Change yourself first (watch your messages!)
- ◉ Engage parents
- ◉ Incorporate role models, speakers, mentors

# Self-efficacy

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- Attribution Theory
- Stereotype Threat
- Locus of Control
- Mindset
- Anecdote is not Evidence

# Questions?

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