An Equity Perspective

PROGRAMS OF STUDY
NONTRADITIONAL CAREERS AND
THE FUTURE OF CTE

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National Alliance for Partnerships in Equity

MISSION

The National Alliance for Partnerships in Equity (NAPE) is a consortium of state and local agencies, corporations, and national organizations that collaborate to create equitable and diverse classrooms and workplaces where there are no barriers to opportunities.
Special Populations

- Single parents, single pregnant women
- Displaced homemakers
- Students pursuing nontraditional careers
- Economically disadvantaged, including foster children
- Limited English proficient
- Students with disabilities
The term `non-traditional fields' means occupations or fields 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.

(From Perkins IV)
Reflect, Transform, Lead: A New Vision for Career and Technical Education

CREATED BY
NATIONAL ASSOCIATION OF STATE DIRECTORS OF CAREER AND TECHNICAL EDUCATION CONSORTIUM
CTE is critical to ensuring that the United States leads in global competitiveness.
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Launch a marketing and communications campaign to showcase CTE’s critical role in transforming the way education is delivered to all students, and to underscore the positive economic impact.
CTE actively partners with employers to design and provide high-quality, dynamic programs.
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**Partner with business and industry organizations to develop and implement rigorous, internationally benchmarked CTE programs of study that are aligned to state, national and international economic demands and industry standards**
CTE actively partners with employers to design and provide high-quality, dynamic programs.

Close skill gaps by providing learners of all ages with access to the education and training necessary to be highly competitive in the labor market, including ongoing skill development of the existing workforce.
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HOW DOES DIVERSITY IMPACT BUSINESS TODAY?
YOUTUBE VIDEO

HTTP://WWW.YOUTUBE.COM/WATCH?V=UI4KJ5WH-78&FEATURE=RELATED
CTE prepares students to succeed in further education and careers
CTE prepares students to succeed in further education and careers

Support policies that require **all students** to have a personalized learning plan that clearly maps out a comprehensive strategy to achieve their education and **career goals**.
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STARTLING STATEMENTS QUIZ

WHAT DO YOU KNOW ABOUT MEN’S AND WOMEN’S PARTICIPATION IN THE WORKFORCE?
CTE prepares students to succeed in further education and careers.

Promote the acquisition of college and career ready standards, aligned to The National Career Clusters Essential Knowledge and Skills Statements, for all students.
National Secondary Concentrators in CTE 2007-08
National Postsecondary Concentrators in CTE 2007-08

[Bar chart showing the distribution of males and females across different fields of study with specific numbers and categories listed on the x-axis and y-axis, and color-coded for males and females.]
National Concentrators in CTE 2008-09

Secondary Females

[Bar chart showing percentage of females in various CTE fields]
National Concentrators in CTE 2008-09

Postsecondary Females

- Agri. Food & Nat. Resources
- Architecture & Const.
- Arts, A/V Tech., & Comm.
- Bus., Mgt. & Admin.
- Education & Training
- Finance
- Health Science
- Hospitality & Tourism
- Human Services
- Info. Tech.
- Law, Public Safety & Security
- Manufac.
- Mkt. Sales, & Serv.
- Transp., Distrib., & Logistics
- Total

[Bar chart showing various concentrations percentages for different fields.]
Illinois Concentrators in CTE 2008-09

Secondary Female

Agri, Food & Nat.
Architecture & Const.
Arts, A/V Tech. &.
Bus., Mgt. & Admin.
Education & Training.
Gov’t. & Pub. Admin.
Health. Science
Hospitality & Tourism
Human Services
Info. Tech.
Law, Public Safety &.
Mannfac.
Mkt Sales, & Serv.
Sci., Tech., Engin. &.
Transp., Distrib., &.
CTE prepares students to succeed in further education and careers

Aspire to have CTE be performance-based, student-centered programs that are delivered without regard to time or place, to the extent feasible without diminishing the quality of the program.
Special Populations

- Single parents, single pregnant women
- Displaced homemakers
- Students pursuing nontraditional careers
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CTE is delivered through comprehensive programs of study aligned to The National Career Clusters Framework
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Students are given opportunities to explore myriad career possibilities and have access to comprehensive career planning that empowers them to plan and prepare for a lifetime of career and educational choices.
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I AM AN ENGINEER

VIDEO BY

CISCO SYSTEMS INC.
CTE is delivered through comprehensive programs of study aligned to The National Career Clusters Framework.

Convene and lead education, employers, labor and government to develop policy, resources and technical assistance to help states with the design and implementation of programs of study as a standard approach to delivering, high quality CTE.
CTE is delivered through comprehensive programs of study aligned to The National Career Clusters Framework

STEM Equity Pipeline

www.stemequitypipeline.org
Upcoming Events

For more events go to the [STEM Equity Pipeline Calendar](#).

**October 23-24, 2010**  
USA Science & Engineering Festival  
Don't miss the Expo on the National Mall  
10:00am-5:30pm  
Over 1500 hands-on science and engineering activities  
More than 50 stage shows on four stages  
A free event for all ages  
([More Information](#))

**October 20-22, 2010**  
PLTW Welcomes STEM Education's Best and Brightest to Washington, DC  
([Show More Information...](#))

**October 14-15, 2010**  
WomenTech Educators Train-the-Trainer Workshop  
([More Information](#))

State Team Happenings

**October 18, 2010**  
 Moms Night Out for STEM in Iowa  
([More Information](#))  
Other Satellite Events Around the Nation  
([More Information](#))
Five Step Program Improvement Process

1. Document Performance Results
2. Identify Root Causes
3. Select Best Solutions
4. Pilot Test and Evaluate Solutions
5. Implement Solutions

Build a Team
CTE is delivered through comprehensive programs of study aligned to The National Career Clusters Framework

Support federal legislation that encourages rigorous, comprehensive programs of study as the delivery model for education
Ten Programs of Study Framework Elements

- Legislation and Policies
- Partnerships
- Professional Development
- Accountability and Evaluation Systems
- College and Career Readiness Standards
- Course Sequences
- Credit Transfer Agreements
- Guidance Counseling and Academic Achievement
- Teaching and Learning Strategies
- Technical Skills Assessments
Illinois Programs of Study

6 GUIDING PRINCIPLES AND DESIGN ELEMENTS
1. Leadership, Organization and Support

Programs of Study are developed, supported and led with guidance from collaborative partners.
2. Access, Equity and Opportunity

Each and every student has access to educational opportunities and services that enable their success.
Access, Equity and Opportunity

- Various strategies are used to recruit, enroll, and retain students including students who are underserved, under-represented, and from special populations.
- Processes are in place to identify and overcome gaps and barriers for learners in order to foster access to education and inclusion in educational programs including flexible time and location of programs.
- Processes are in place to assist students to overcome barriers to initial entry or re-entry into secondary and postsecondary education.
- Appropriate support services are available to promote student success, help student become college and career ready, and meet their educational goals.
Access, Equity and Opportunity

- The physical, virtual, and learning spaces of programs and support services are **universally designed** to promote state-wide access to education and successful transition.

- **Special population sub-groups** are clearly identified so that their progress and success can be quantified and compared with other populations.

- Programs and support services reflect learners’ and their families’ perspectives and interests in education and transition while addressing changes in resources and family role across settings.

- Students have **access to networks and resources** to assist with curriculum, their career exploration opportunities and work-based learning.
3. Alignment and Transition

Education and training providers, with input from business and industry, enhance alignment that facilitates student preparation and transition through the educational pipeline.
4. Enhanced Curriculum and Instruction

Curriculum and pedagogy involve rigorous and relevant instruction that enhances learning and enables students to attain academic and technical standards and credentials.
5. Professional Preparation and Development

Comprehensive and continuous professional development that impacts teaching and learning is delivered to enhance the recruitment, preparation and retention of qualified instructional and administrative staff.
6. Program Improvement and Accountability

Data are collected, shared, and utilized to improve outcomes and demonstrate accountability.
CTE is a results-driven system that demonstrates a positive return on investment.
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Use data to identify high quality, successful, scalable CTE practices and programs, target efforts and funds to those found effective and eliminate those that are ineffective.
Nontraditional Career Preparation

- Participation of underrepresented gender students in nontraditional career and technical education programs
- Completion of underrepresented gender students in nontraditional career and technical education programs
Illinois Center for Specialized Professional Support

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Develop a national return on investment model to demonstrate CTE’s positive fiscal, societal, and economic impact.
Imagine an education and workforce system that

- Rewards innovation
- Synergistically and cohesively supports different learning styles
- Equally values different interests and talents
- Nimbly adapts and responds to technology and workplace needs, and

- Prepares all students for career success through multiple pathways.
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FOR MORE INFORMATION
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