



2021 School Counselors' Virtual Conference

WELCOMING NON-TRADITIONAL STUDENTS INTO CTE PATHWAYS

DENISE OJEDA

Session Time: 10:00 a.m.



Denise Ojeda



I joined the College and Career Readiness Bureau at the Public Education Department in the fall of 2020. I work as the CTE Coach for the northeast corner of the state with a focus on SkillsUSA, non-traditional funding, non-traditional careers, and skilled trades. Before joining the Public Education Department, I worked as an electrician for nearly 25 years and spent time as a full-time instructor in the electrical trades program at Central New Mexico Community College.

SESSION AGENDA



- What is CTE (Career and Technical Education)
- What is a Nontraditional Student/Field
- Role of Counselor in Supporting Nontraditional Students
- Strategies
- Resources and Toolkit

What is CTE?



■ ``Career and technical education''

...provides individuals with rigorous academic content and relevant technical knowledge and skills needed to prepare for further education and careers in current or emerging professions, which may include high-skill, living-wage, or in-demand industry sectors or occupations, which shall be, at the secondary level, aligned with the challenging State academic standards adopted by a State under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965...





Career and Technical Education

Provides technical skill proficiency or a recognized postsecondary credential which may include an industry-recognized credential, a certificate, or an associate degree; and may include prerequisite courses (other than a remedial course) that meet the requirements of this subparagraph...



DEFINITIONS PERKINS V

Career and Technical Education

To the extent practicable, coordinate between secondary and postsecondary education programs through programs of study, which may include coordination through articulation agreements, early college high school programs, dual or concurrent enrollment program opportunities, or other credit transfer agreements that provide postsecondary credit or advanced standing; and

may include career exploration at the high school level or as early as the middle grades (as such term is defined in section 8101 of the Elementary and Secondary Education) .



THIS IS YOU!

Counselors and Advisors



What is a Nontraditional Student?



DEFINITIONS PERKINS V

NON-TRADITIONAL FIELDS

The term "non-traditional fields" means occupations or fields of work, such as 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.





Nontraditional Jobs for Men

- **Early education teachers.** Kindergarten and preschool teachers are responsible for attending to the physical, emotional, and academic needs of children ages 18 months to 6 years old.
- **Dental assistant.** A normal working day for a dental assistant might include examining and prepping patients and assisting with dental procedures.
- **Occupational therapist.** Occupational therapists assess and implement treatment plans for patients who need help with daily living skills.
- **Registered nurse.** Nurses provide the majority of the patient care during hospital stays and are responsible for treating patients, working with the attending doctors.
- **Cleaning professional.** Cleaners can work in either residential or commercial settings, and normal job duties include dusting, mopping, and disinfecting surfaces and floors
- **Paralegal.** A paralegal is a trained legal professional whose main job responsibility is to handle the paperwork and daily tasks for the lawyer they work for.
- **Massage therapist.** Massages can be for both relaxation and physical benefit, and licensed massage therapists often have specialized in things like myofascial release and Shiatsu massage
- **Social worker.** Social workers focus on ensuring that at-risk populations, such as children and the elderly, are being well taken care of and have their needs met.

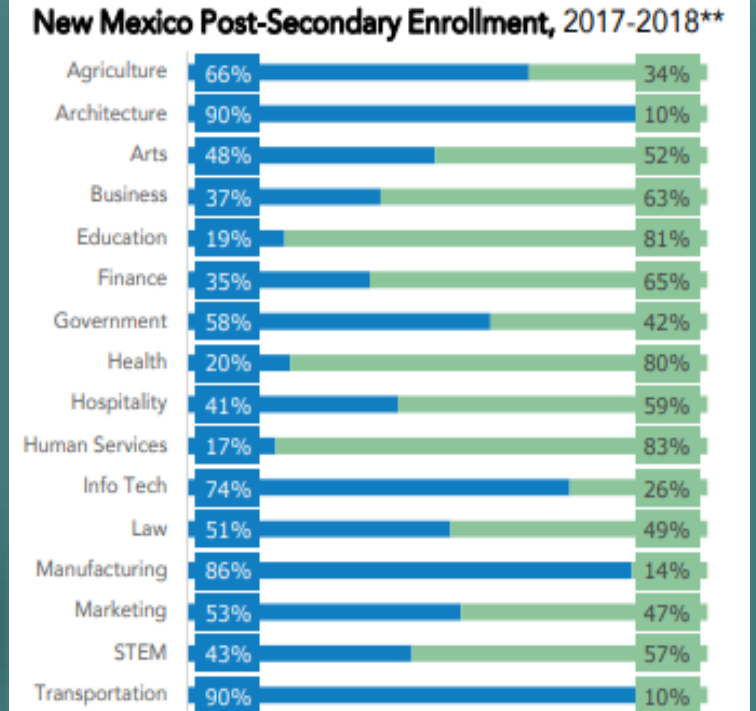
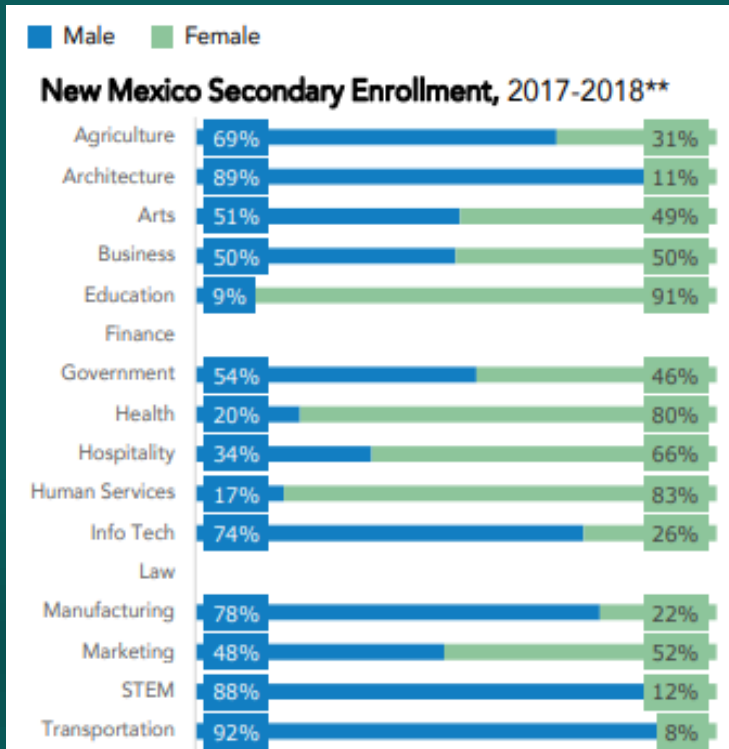


Nontraditional Jobs for Women

- **Heavy equipment operator.** Heavy equipment operators use machines like bulldozers and backhoes to move materials and excavate sites for building
- **Automotive technician.** Mechanics work on vehicles doing preventive maintenance, such as flushing fluids and replacing rotors, as well as repairing and replacing parts damaged from accidents or just regular wear and tear
- **Electrician.** Electricians are responsible for installing, maintaining and repairing power and lighting systems
- **Welder.** As a welder, you will be tasked with putting metal structures together via welds as well as maintenance and repair work for metal equipment.
- **Firefighter.** Whether they're on a volunteer basis or officially employed by the city, firefighters must respond and help deal with many scenarios, including fires, car accidents, and other emergency situations..
- **Engineer.** This job can include anything from mechanical engineering to civil engineering. Normal duties depend on the specific category but usually include researching, creating, and evaluating complex systems.
- **Police officer.** Police officers are important members of the community who patrol neighborhoods, respond to emergency calls, and work to ensure the safety of law-abiding citizens
- **Computer technicians.** Computer technicians can work as developers and programmers for small businesses or troubleshooters for internal and client-facing systems.

State Concentrator Enrollment

Who are the Nontraditional Students?



HINT: individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work.

<https://napequity.org/wp-content/uploads/New-Mexico-2020.pdf>

New Mexico

Education Equity in 2020



CTE ENROLLMENT BY GENDER



56,998
Male



64,293
Female



OUTCOMES, 2016–2017 school year

94%

of New Mexico high school students participating in CTE programs graduated

93%

of CTE high school students met performance goals for technical skills

48%

of New Mexico CTE postsecondary students earned a credential, certificate, or degree



N A P E
National Alliance for
Partnerships in Equity

Performance Indicators

The percentage of CTE concentrators in career and technical education programs and programs of study that lead to non-traditional fields.

Secondary Level

- 1S1: Four-Year Graduation Rate
- 1S2: Extended-Year Graduation Rate
- 2S1: Academic Proficiency in Reading/Language Arts
- 2S2: Academic Proficiency in Mathematics
- 2S3: Academic Proficiency in Science
- 3S1: Post-Program Placement
- 4S1: Non-traditional Program Concentration
- 5S1: Program Quality – Attained Recognized Postsecondary Credential
- 5S2: Program Quality – Attained Postsecondary Credits
- 5S3: Program Quality – Participated in Work-Based Learning
- 5S4, 5S5, 5S6...: Program Quality – Other

Postsecondary Level

- 1P1: Postsecondary Placement
- 2P1: Earned Recognized Postsecondary Credential
- 3P1: Non-traditional Program Concentration



Role of Counselor in Supporting Nontraditional Students



Career and Academic Counseling

Provides access for students (and, as appropriate parents and out-of-school youth) to information regarding career awareness exploration opportunities and planning with respect to an individual's occupational and academic future;



Student/Counselor Ratio in the United States

Can you guess the Ratio?

Average Student/Counselor Ratio in United States: 500:1
NM had 473 students per counselor (2018-2019)



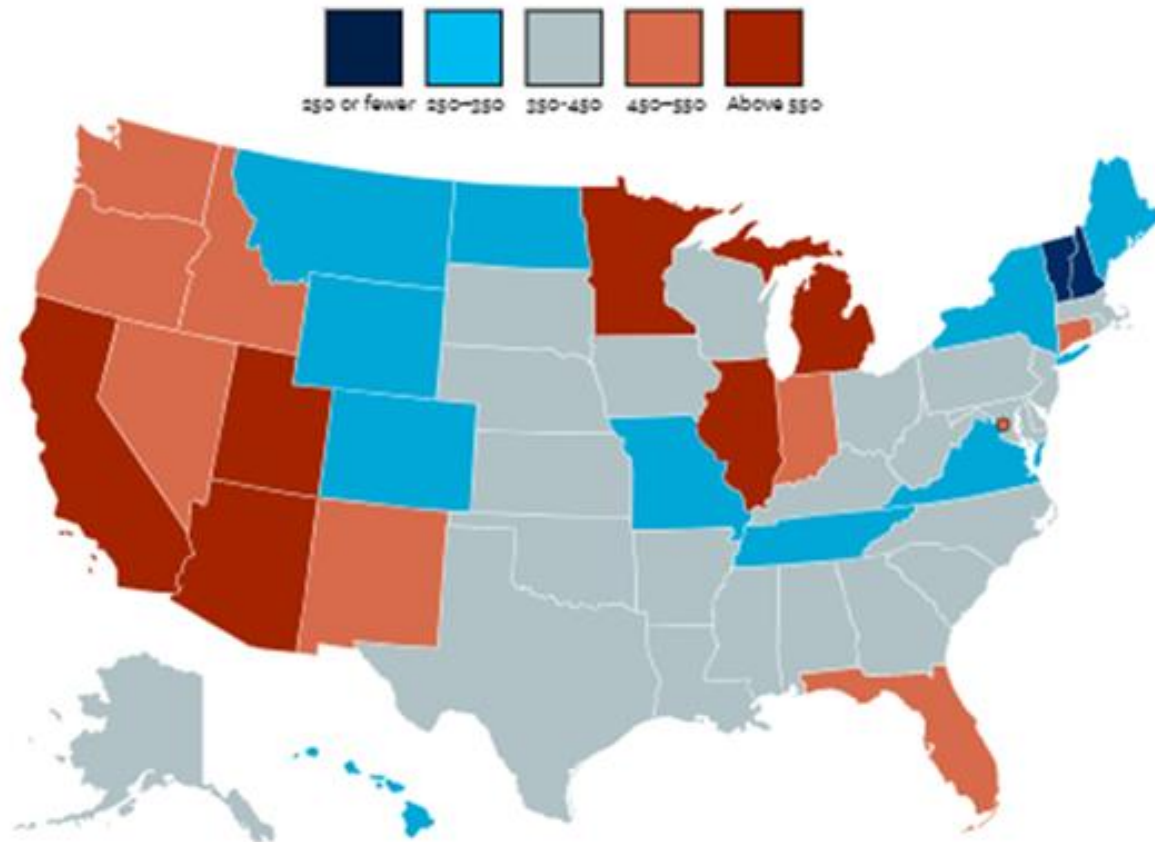
Recommended Ratio: 250:1.

What are other challenges you may face?



INTERACTIVE

Number of students per counselor by
state during the 2018-19 school year

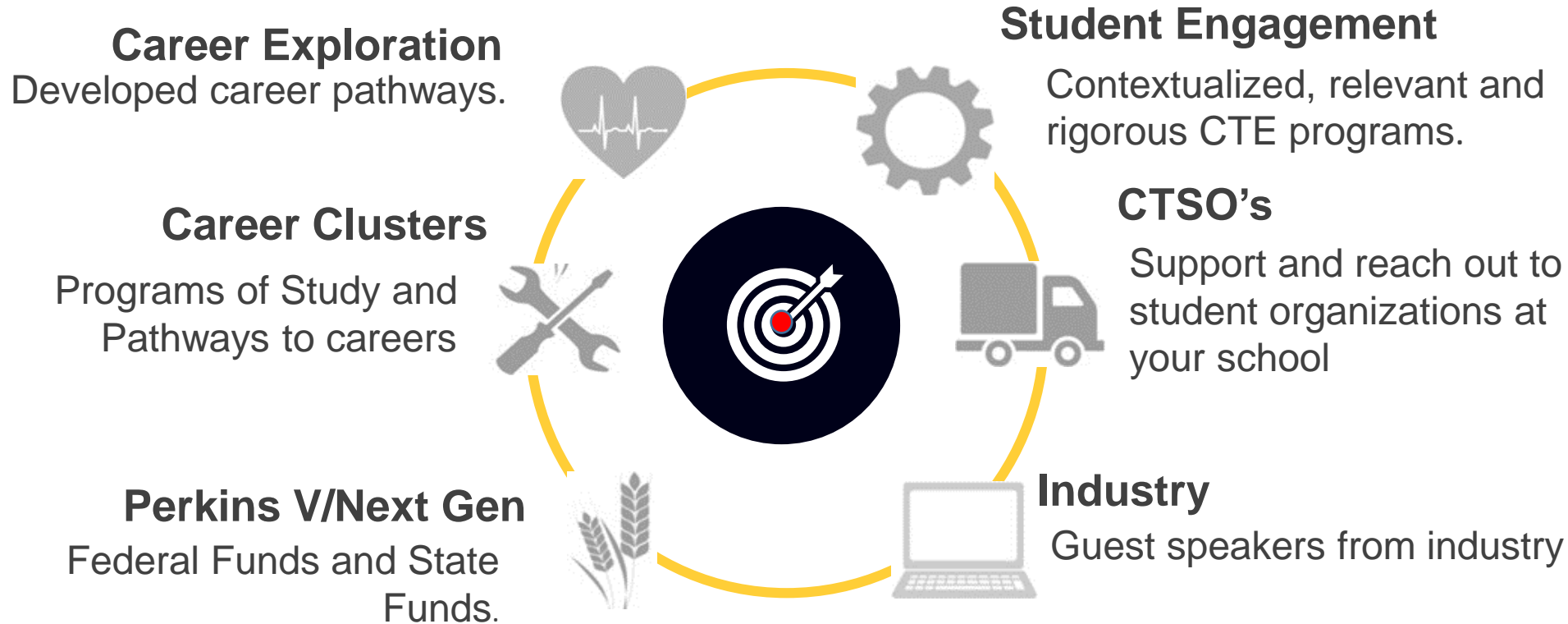


<https://hechingerreport.org/lowest-student-to-school-counselor-ratio-since-1986/>



You Are Not Alone

Ideas



New Mexico Career Pathways



New Mexico
**Career
Clusters
Guide**

NMPED College & Career Readiness is
NEW MEXICO True



**Guía de los Grupos
de las Carreras en
Nuevo México**



<https://webnew.ped.state.nm.us/bureaus/college-career-readiness/counselors-and-advisors/career-clusters/>

16 Career Clusters



Create Recruitment Materials And Practices

Counter Gender Barriers

Educate counselors and faculty on bias, both personal and institutional, and ensure they understand the barriers for students seeking nontraditional careers

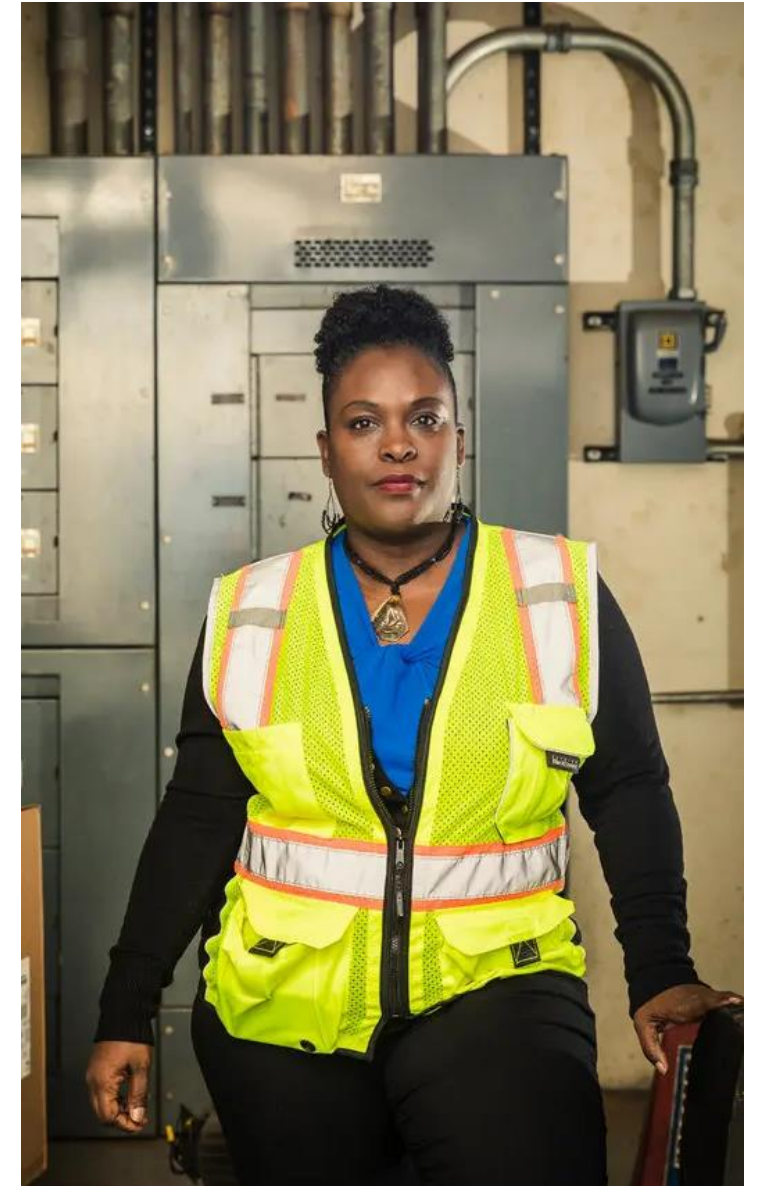
Include presentations from positive role models to creditably answer questions posed by parents and students.

Use promotional materials that feature photos and testimonials of current learners and graduates of CTE programs that are working in nontraditional occupations.

Provide workshops, career fairs, career panels, and other events that highlight NTOs.

Design activities that include family members and encourage students to achieve educationally; this action is especially important for economically disadvantaged or underrepresented communities.

Ensure that recruitment materials reflect a diverse representation of learners, including gender, age, race, and disabilities.



[Home](#) [Case Studies](#) [Professional Development](#) [Testimonials](#) [Presentations](#) [Publications](#) [Projects](#) [Recruitment](#)

New STEM Success for Women
Case Studies

CalWomenTech Case Studies

Webinar: How to Recruit Women Online to STEM/CTE

Friday, February 12, 2021 11 am PT / 2 pm ET

Register Now

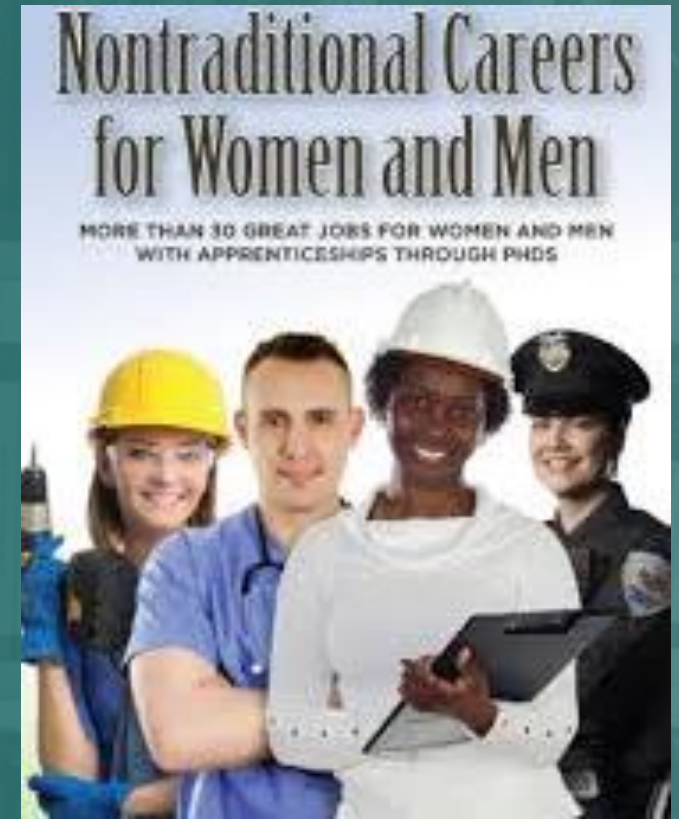


Center For
ENERGY
Workforce Development

TOOLKIT

Recruiting and Retaining Women in Non-Traditional Positions

Resources and Toolkit



Tool kit

<https://www2.ed.gov/datastory/cte/index.html>

https://s3.amazonaws.com/PCRN/uploads/PerkinsV_Presentation_2018_09_10.PDF

<https://s3.amazonaws.com/PCRN/downloads/Introduction-to-the-2020-Nontraditional-Crosswalk.pdf>

<https://www.acteonline.org/wp-content/uploads/2018/05/Techniques-February2018-ComicBooksProgramPromotion.pdf>

<https://www.cewd.org/documents/CEWDHHWtoolkit.pdf>

<https://www.iwitts.org/>

<https://www.collegechangeseverything.org/events/2017-media/Session-4B-NonTradRecruitmentandRetention.pdf>



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Thank You!

If you could like more information , please contact me at:



<https://webnew.ped.state.nm.us/>



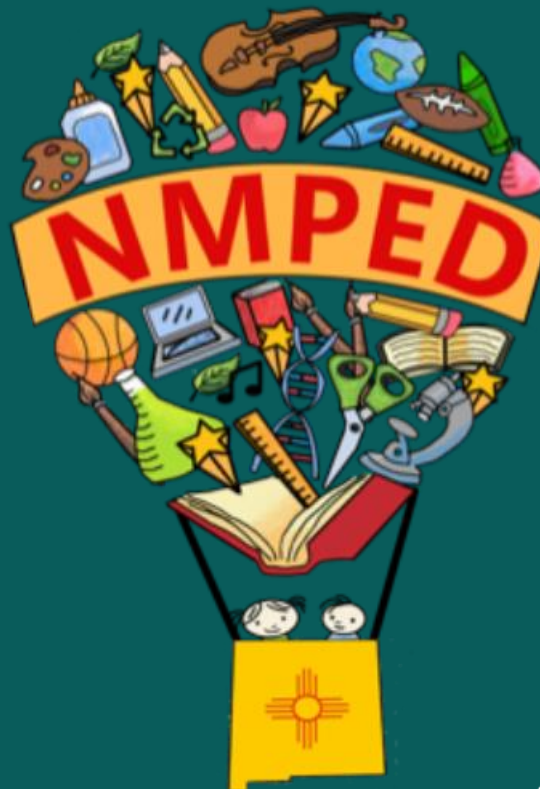
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DEFINITIONS PERKINS V

Career and Academic Counseling

May provide assistance for special populations with respect to direct support services that enable students to persist in and complete career and technical education, programs of study, or career pathways.



DEFINITIONS PERKINS V

■ Special Populations

- A. individuals with disabilities;
- B. individuals from economically disadvantaged families, including low-income youth and adults;
- C. individuals preparing for non-traditional fields;
- D. single parents, including single pregnant women;
- E. out-of-workforce individuals;
- F. English learners ;
- G. homeless individuals described in section 725 of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a);
- H. youth who are in, or have aged out of, the foster care system; and
- I. youth with a parent who—
 - i. is a member of the armed forces (as such term is defined in section 101(a)(4) of title 10, United States Code); and
 - ii. is on active duty (as such term is defined in section 101(d)(1) of such title.