

# NON-TRADITIONAL CAREERS & OCCUPATIONS

*Continued from inside...*

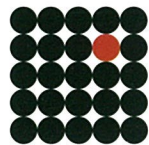
- Provide positive and diverse images of men and women of all colors and abilities in non-traditional careers through books, media, posters, etc... (*Hang this poster to start!*)
- Provide opportunities for interaction with diverse non-traditional role models and mentors through non-traditional career-days and job fairs, e-mentoring, job-shadowing, intern- and extern-ships, classroom presentations, etc. ([www.mentoring.org](http://www.mentoring.org))
- Infuse your curriculum – career technical and academic technical – with a variety of high-tech, nurturing, creative and challenging hands-on activities for ALL students that include all modalities of learning and ensure computer and technology competence ([www.nrccte.org](http://www.nrccte.org))
- Provide a complete range of support services including tutoring, transportation, childcare assistance, etc. If your school doesn't have these or other services, know where they are available in the community. Develop a ride-, housing-, childcare-sharing board.
- Ensure that your learning community is safe and students are empowered to identify and report issues of sexual-, religious-, or racial-harassment, physical danger, etc.

**As many as 70% of the well-paying jobs over the next 10–15 years may not require a 4-year degree... many of these jobs are non-traditional for women.**

## Websites:

[www.whodoUwant2B.com](http://www.whodoUwant2B.com)  
[www.jspac.org](http://www.jspac.org)  
[www.capathways.org](http://www.capathways.org)  
[www.roadtripnation.org](http://www.roadtripnation.org)  
[www.icanaffordcollege.com](http://www.icanaffordcollege.com)  
[www.californiacareers.info](http://www.californiacareers.info)  
[www.cacareerzone.org](http://www.cacareerzone.org)  
[www.acteonline.org](http://www.acteonline.org)  
[www.stemequitypipeline.org](http://www.stemequitypipeline.org)  
[www.napequity.org](http://www.napequity.org)  
[www.cde.ca.gov](http://www.cde.ca.gov)  
[www.cccco.edu](http://www.cccco.edu)  
[www.engineeryourlife.org](http://www.engineeryourlife.org)

## Fight *the* Stereotype



CA PERKINS JOINT  
**Special  
Populations**  
ADVISORY COMMITTEE

For more information, resources, statistics, workshops, conferences and other tools go to [www.jspac.org](http://www.jspac.org).

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## Non-Traditional Careers & Occupations

# Are You Limiting Your Students' Career Possibilities?

The goal of this document is to:

- Increase awareness of stereotyping – on behalf of the students as well as teachers, administrators and parents;
- Inspire you to encourage your students to pursue a career that they love – even if it isn't typical.

## What Is A Non-Traditional Career?

A non-traditional career is any occupation in which women or men comprise 25% or less of total employment. See the examples below:

### Non-Traditional Careers

#### Female

Aircraft Engine Mechanics  
 Airplane Pilots  
 Architects  
 Automobile Mechanics  
 Computer Scientist  
 Engineers and Technicians  
 Environmental Technologist  
 Farmers and Ranchers  
 Firefighters  
 Law Enforcement  
 Plumbers  
 Truck drivers  
 Welders

#### Male

Bookkeepers and Audit Clerks  
 Cashiers  
 Dental Hygienists  
 Elementary and Middle School Teachers  
 Hairdressers and Cosmetologists  
 Legal Assistants  
 Nurses  
 Secretaries  
 Social Workers  
 Speech Therapists

## Why Should You Be Concerned About Non-Traditional Career Choices?

All workers, female or male, have a right to choose among a full range of occupations, not just those dictated by tradition.

For women, many of the highest paying careers are non-traditional. Women in non-traditional jobs typically earn 20–30% more than women in traditional occupations, and, over a lifetime of work, they will earn 150% more.

For men, non-traditional occupations may not provide higher wages. However, these occupations can be a means for advancing to higher wage jobs such as business owners, school administrators, and managers.

*Men in non-traditional occupations have reported opportunities for less stressful occupations, increased options for other life choices, and personal fulfillment as some of the reasons for their career choice.*

## What Can You Do?

Support opportunities in Non-Traditional Career and Technical Education! Here is a step-by-step approach:

### 1. Identify the situation at your school or college!

- Analyze your program-level, local data showing participation in CTE to identify gaps and strengths in your CTE programs and to determine services needed to support students who are non-traditional or from other special populations. (Search for “5-Step Process” at [www.stemequitypipeline.org](http://www.stemequitypipeline.org))

- If data show a low number of non-traditional or otherwise underrepresented students in particular programs, undertake an extensive recruitment program targeting these groups. ([www.acteonline.org](http://www.acteonline.org))

- Provide professional development to raise awareness about the issues faced by students from special populations among educators, employers, peers, family members and community members. ([www.jspac.org](http://www.jspac.org))
- 2. Identify the root causes for the participation or completion “gaps” in your CTE courses.**

(Search for “Root Causes Document” at [www.stemequitypipeline.org](http://www.stemequitypipeline.org))

- 3. From this data analysis, develop and provide resources and services to close the gaps.**

- Assist students in developing career knowledge – including in careers that are non-traditional by gender – and economic literacy through comprehensive guidance and experiential learning. ([www.insightcced.org](http://www.insightcced.org), or [www.californiarealitycheck.com](http://www.californiarealitycheck.com))
- Provide exposure to non-traditional careers at the earliest time possible; work with your middle schools to make their students aware of their own likes and dislikes, skills and interests, as well as non-traditional career options, life-planning and the belief (self-efficacy) that the students belong in college! ([www.womenwork.org](http://www.womenwork.org), [www.jspac.org](http://www.jspac.org))

