

STRATEGIES TO SUPPORT STUDENTS INTERESTED IN NONTRADITIONAL FIELDS

PRESENTED BY:

BRITTANY BOSTON, ASSOCIATE DIRECTOR FOR EQUITY AND OUTREACH
ILLINOIS CENTER FOR SPECIALIZED PROFESSIONAL SUPPORT

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Illinois Center for Specialized Professional Support,
Illinois State University, College of Education

- creates, supports, and delivers professional development for career and technical education professionals across Illinois
- provides technical assistance, develops publications, and facilitates program improvement strategies for our partners
- focuses on transition, recruitment, retention, and completion—encouraging achievement of special populations learners
- founded in 1977 at Illinois State University

BE SURE TO GRAB THE HANDOUTS

- Presentation Slides

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STUDENTS INTERESTED IN
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SPECIALIZED PROFESSIONAL SUPPORT

- FY 21 Professional Development

ICSPS Upcoming Professional Development

icsps improving educational equity
Illinois Center for Specialized Professional Support
Illinois State University College of Education

ICSPS is dedicated to providing CTE administrators, coordinators, and faculty with authentic, engaging, and dynamic professional development.

We invite you to explore the professional development opportunities that are planned for this winter and spring. To learn more about the sessions listed here, visit icsps@inoisstate.edu.

Super Strategies to Support Special Populations Webinar Series
Join ICSPS as we take a deeper dive into our Super Strategies for Perkins V Special Populations. Each webinar will share support strategies and services that can be utilized by secondary and postsecondary systems. Methods for recruiting and informing students about CTE programs will also be discussed. Each webinar will focus on a specific special population. Webinars will be held twice monthly through February, with the final webinar being held on March 10, 2021.

Super Strategies for Economically Disadvantaged Students
Tuesday, December 15, 2020 2:30 pm - 3:30 pm
[Learn more about Super Strategies for Economically Disadvantaged Students and register.](#)

Super Strategies for English Learners
Wednesday, January 13, 2021 2:30 pm - 3:30 pm
[Learn more about Super Strategies for English Learners and register.](#)

Super Strategies for Students with Disabilities Both Cognitive and Physical
Wednesday, January 27, 2021 2:30 pm - 3:30 pm
[Learn more about Super Strategies Students with Disabilities Both Cognitive and Physical](#)

Super Strategies for Students Interested in Nontraditional Fields
Wednesday, February 10, 2021 2:30 pm - 3:30 pm
[Learn more about Super Strategies for Students Interested in Nontraditional Fields and register.](#)

Super Strategies for Parenting Teens, Single Parents, and Pregnant Mothers
Wednesday, February 24, 2021 2:30 pm - 3:30 pm
[Learn more about Super Strategies for Parenting Teens, Single Parents, and Pregnant Mothers and register.](#)

Super Strategies for Out-of-Workforce Individuals
Wednesday, March 10, 2021 2:30 pm - 3:30 pm
[Learn more about Super Strategies for Out-of-Work Individuals and register.](#)



DEFINE



CONSIDERATIONS



INFORMING AND
RECRUITING



SUPPORTS AND
SERVICES



DISCUSSION AND
QUESTIONS



ADDITIONAL
RESOURCES

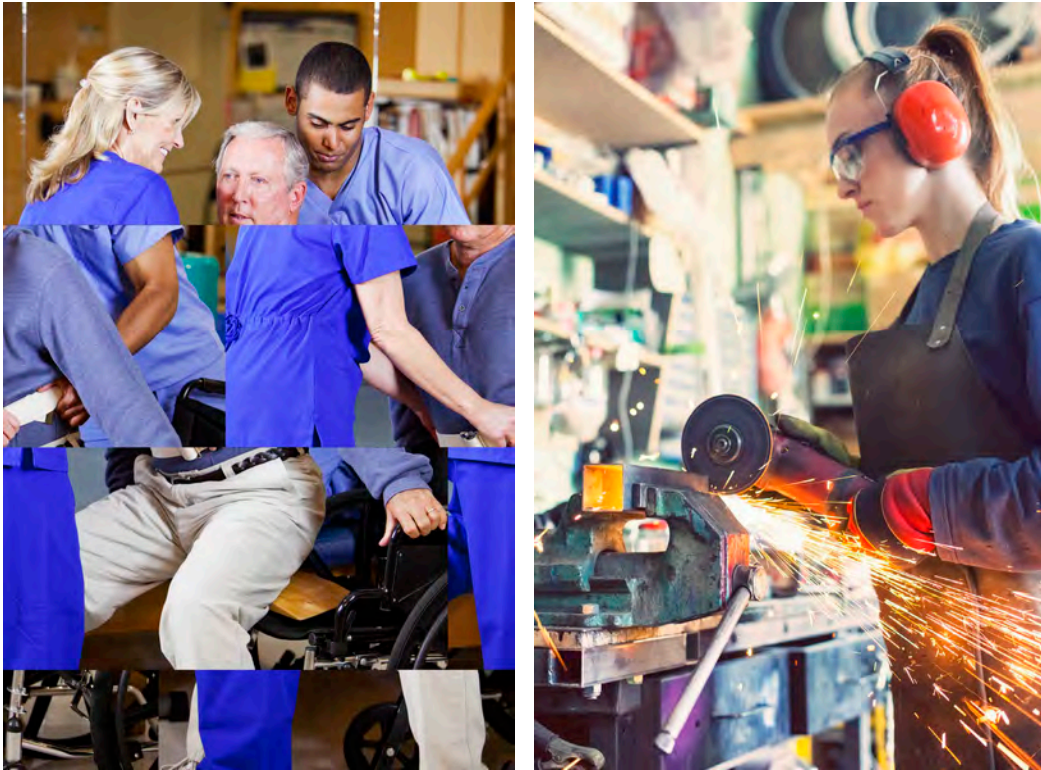
AGENDA

WHAT IS A NONTRADITIONAL FIELD?



- ‘nontraditional fields’ refers to occupations or fields of work for which individuals from one gender comprise *less than 25 percent* of the individuals employed in that occupation or field of work
- [2020 Nontraditional Crosswalk](#) from OCATE (Office of Career, Technical, and Adult Education)

EXAMPLES OF A NONTRADITIONAL FIELD



Males:

- Cosmetology
- Elementary education
- Nursing
- Administrative support

Females:

- Engineering
- Law enforcement
- Aviation maintenance
- Welding

POTENTIAL BARRIERS

Unconscious bias

Gender equity issues

Lack of exposure

- present programs to students of all genders
- provide workshops, hands-on career fairs, career panels, and other events that highlight nontraditional fields
 - invite students and parents
- invite students and parents to a program site to eliminate misconceptions about CTE programs and nontraditional careers
 - include presentations from positive, attainable role models to credibly answer questions posed by parents and students
- create relationships with employers to provide accurate information and facilitate contact with potential speakers and resources
- emphasize the potential earnings of nontraditional careers to students and parents
- educate counselors and teachers on bias, both personal and institutional, and ensure they understand the potential barriers for students seeking nontraditional careers
- design activities that include family members and encourage students to achieve educationally
 - this action is especially important for economically disadvantaged or underrepresented communities

INFORMING & RECRUITING

- use commonly understood terminology when discussing programs
 - do not assume your audience knows what is meant by nontraditional fields
- share information about support services that are specifically relevant to those individuals seeking careers that are nontraditional for their gender
- review all current materials and processes to make sure they do not contain an inadvertently discriminatory message
- create a section of your program's website that has specific information for students interested in nontraditional fields, include testimonials and success stories
- adjust social media campaigns to reflect recommended practices
 - social media is an effective way to facilitate word of mouth advertising with a source that is easily remembered and referenced in conversation

INFORMING & RECRUITING

- include pictures of women and men in all recruitment material
 - for radio and TV advertising make sure to include nontraditional student voiceovers
- use gender inclusive language, you are actively seeking students of all genders
- present real-world settings in promotional videos and cover relevant topics
 - what it's like to be a man or woman and work in a gender dominated field
 - establishing work/life integration
 - building a support network of family and peers

INFORMING & RECRUITING

SUPPORTS & SERVICES

- plan ahead for issues related to changing rooms or equipment sizes so the issues do not arise during coursework
- provide mentors and accessible positive role-models
 - ensure that mentoring programs fit the educational setting and student need
 - consider alternate mentoring strategies; web-based contacts and connection to professional organizations may be viable options when face-to-face contact cannot be established
- include speakers and presenters in classes who can serve as role-models
- include information about expectations of work-life balance
 - each student's values are different; don't make assumptions based on gender stereotypes
- train counselors and advisors to understand the relationship between the personal, professional, and cultural situations facing students in nontraditional programs



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QUESTIONS

SPECIAL POPULATION WEBINAR SERIES

Teen Parents,
Single Parents, &
Pregnant Mothers

- Wednesday, February 24th at 2:30 PM
- <https://attendee.gotowebinar.com/register/789630079226172944>

Out-of-workforce
Individuals

- Wednesday, March 10th at 2:30 PM
- <https://attendee.gotowebinar.com/register/2906558299090316560>

ADDITIONAL RESOURCES

Special Populations Super Strategies & Webinar Series:

<https://icsps.illinoisstate.edu/cte/special-populations/76-super-strategies>



Recruitment, Engagement, and Retention Webinar Series:

<https://icsps.illinoisstate.edu/adult-education>



Universal Design For Learning Webinar Series:

<https://icsps.illinoisstate.edu/cte/universal-design-learning/2-home/68-universal-design-learning-series>

CONTACT INFORMATION

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