




# Taking the Road Less Traveled





# What is a Nontraditional Occupation?



**Any occupation in which women or men comprise 25 percent or less of its total employment is considered nontraditional.**




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# Why Nontraditional?

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- In year 2000, 37.4% of all female-headed households with children under the age of eighteen lived in poverty.
  - The need for workers across the nation exceeds the supply of trained workers available.
- 



Perkins asks CTE teachers to prepare students for career pathways which will keep the United States competitive.

## Do you know why?

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# Median Earnings by Gender

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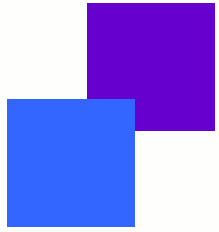
## Full-time Employees



	Males	Females
1989	\$27,331	\$18,769
1999	\$36,476	\$26,324

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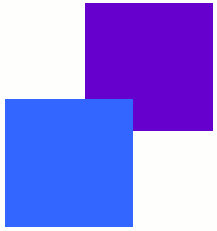
# Our Competitive World

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China will soon become  
the number one  
English-speaking country  
in the world

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During the course of  
this presentation . . .

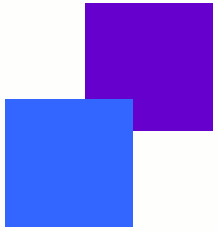
**60 babies will be born in the U.S.**

**244 babies born in China**

**351 babies born in India**

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**If you're one in  
a million in China  
there are  
... 1,300 other  
people  
just like you.**

**In India, there are  
1,100 other people  
just like you.**



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The 25% of the population of China with the highest IQs . . . is greater than the total population of North America.

**China has more honors students. . . than we have kids.**

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# U.S. Workforce Today

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- 25% Well-educated with special skills
- 25% Walking-dead – need to acquire new skills
- 50% techno-peasants – poorly educated – few career choices

US remains among leaders in  
college participation

Ranks in bottom half in college completion

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# Kansas' Education Pipeline

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## In Kansas

- Of 100 “9<sup>th</sup>” Grade Students
  - 75 graduate from high school
  - 43 immediately enter college
  - 27 are still enrolled their second year
  - 19 graduate with either associates (3 years) or bachelors (6 years)

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# Where the Jobs Are

## **Unskilled jobs**

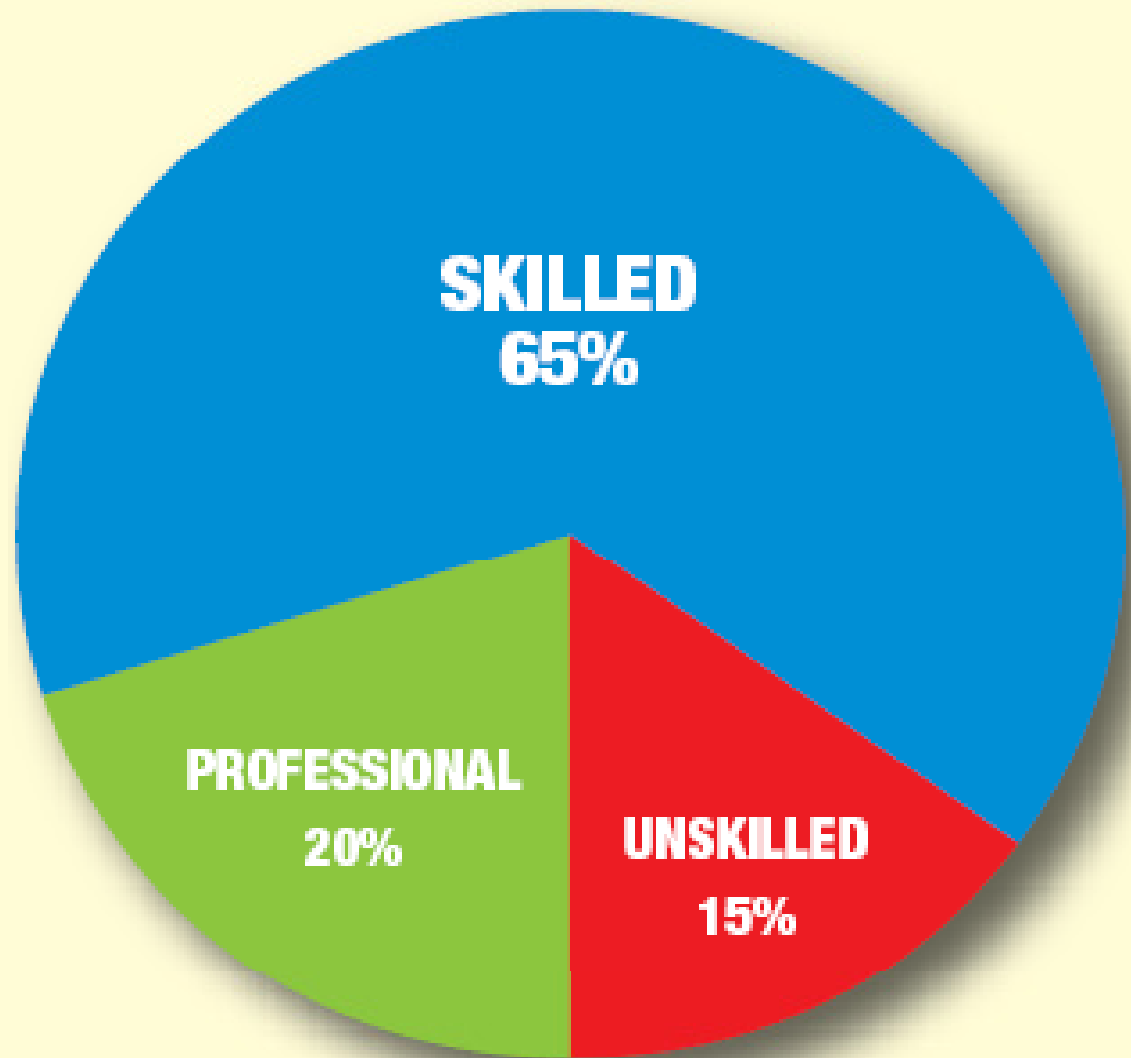
require a high school diploma or lower.

## **Skilled jobs**

require postsecondary education, but not necessarily a four-year degree.

## **Professional jobs**


require a four-year degree or better.



*Source: U.S. Bureau of Labor Statistics, 2004*



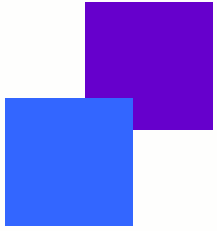
# Perkins Programs Should Provide

- 
- globally competitive
  - high skill
  - high wage
  - high demand
  - emerging

**career pathways**

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Research released in April 2007 by the American Association of University Women Educational Foundation shows that just one year out of college:

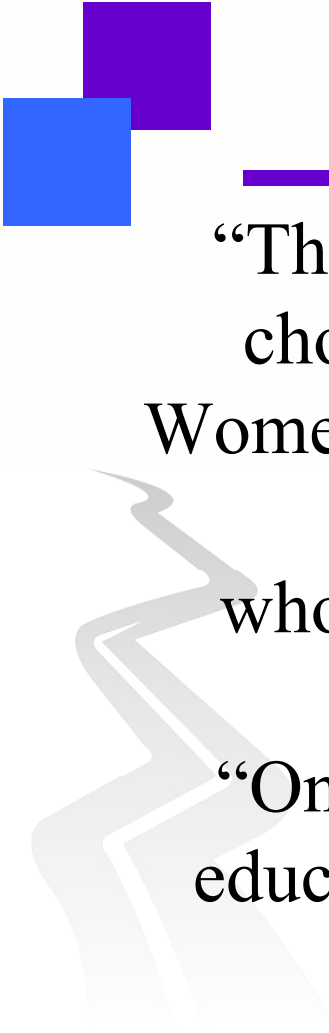
**Women working full time already earn less than their male colleagues, even when they work in the same field.**

**Ten years after graduation, the pay gap widens.**

*Beyond The Pay Gap, AAUW, 2007*

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“The selectivity of the college attended and the choice of a major also affect later earnings... Women and men who majored in ‘male dominated’ subjects earn more than do those who majored in ‘female-dominated’ or ‘mixed gender’ fields.”

“One year after graduation, the average female education major working full time earns only 60 percent as much as the average female engineering major working full time.”

AAUW. (2007). *Beyond the Pay Gap Executive Summary*, available at <http://www.aauw.org/research/behindPayGap.cfm>

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# Women's and Men's Earnings by Educational Attainment

Median annual  
earnings of Kansas  
women with high  
school education  
\$22,100

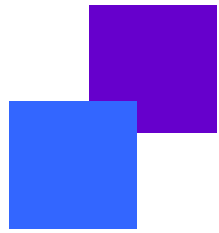
Men \$32,500

Median annual  
earnings of Kansas  
women with four  
year college degree  
\$38,700

Men \$55,200

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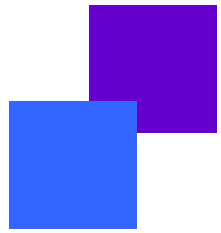


# Nontraditional Occupations for Women

(Percent of Occupation that is Female and Annual Salary)

• Automobile Mechanics	• 1.4%	\$ 31,262
• Airplane Pilots/ Navigators	• 1.4%	\$ 91,750
• Construction Trades	• 2.5%	\$ 34,444
• Engineers	• 8.5%	\$ 53,450
• Electronic Technicians	• 12.7%	\$ 35,318
• Dentists	• 13.7%	\$110,160
• Architects	• 16.7%	\$ 47,710

Bureau of Labor Statistics, 1998

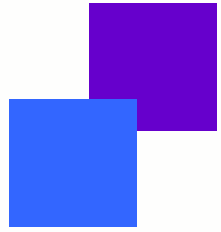


# Nontraditional Occupations for Men

(Percent of Occupation that is Male and Annual Salary)

• Secretaries	• 2.4%	\$23,560
• Child Care Workers	• 3.5%	\$15,700
• Registered Nurses	• 7.1%	\$39,900
• Kindergarten Teachers	• 7.5%	\$33,590
• Bank Tellers	• 10.5%	\$17,200
• Social Workers	• 14.2%	\$30,590

Bureau of Labor Statistics, 1998



# Wages in Women's Traditional Occupations

Average wages for the **20 leading occupations** for employed women (including secretaries, cashiers, nurses, health aides, teachers, waitresses, etc.)

\$25,532 annually

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# Wages in Men's Traditional Occupations

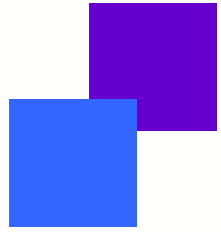


Average wages for **all occupations** for full-time employed men

\$33,595 annually

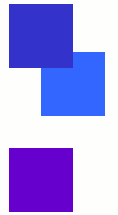
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# Why Promote Nontraditional Options?

- Increase enrollments
- Serve all students
- Increase potential for self-sufficiency
- Increase worker productivity
- Meet the needs of employers
- Fill worker shortage gap



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# The Facts

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- The Prince Charming myth never became reality for most women.
- Women are expected to support themselves and their families.
- Both men and women will spend at least 30-40 years in the workforce.




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# **Benefits of Nontraditional Jobs to Women**

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- Economic self-sufficiency
  - Higher wages
  - Better benefits
  - Physical challenges in many jobs
  - Broader job opportunities
  - Advancement potential
  - Job satisfaction
- 





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# **Benefits of Nontraditional Jobs to Men**

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- Opportunities for advancement in an area of interest
  - Fulfilling work
  - Opportunity for adventure
  - Broader job opportunities
  - Job satisfaction
- 
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# Barriers to Females in Nontraditional Occupations

- 
- Social/cultural
  - Education and training
  - On the job


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# Barriers to Males in Nontraditional Occupations

- 
- Social/cultural
  - Education and training
  - On the job
  - Salaries

(A lot of the barriers are the same  
between male and female )




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# Some Solutions for Student Education

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- 
- Teach girls and boys about career options beginning in elementary school.
  - Teach girls and boys about career options in the middle school.
  - Encourage both boys and girls to enroll in upper level math and science courses.
  - Provide nontraditional role models and mentors.
  - Sponsor nontraditional career fairs and contests.


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# More Solutions

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- 
- Provide counselors with information about nontraditional issues.
  - Suggest that interest and aptitude assessments be given early.
  - Work with other teachers to meet the needs of nontraditional students.
  - Partner with community organizations to promote nontraditional careers.

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**We need to Urge our  
Students to “Take the  
Road Less Traveled”**

