

What's Nontraditional All About Anyway?

Orientation to Nontraditional
Career Training and
related Equity Issues

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Defining Nontraditional

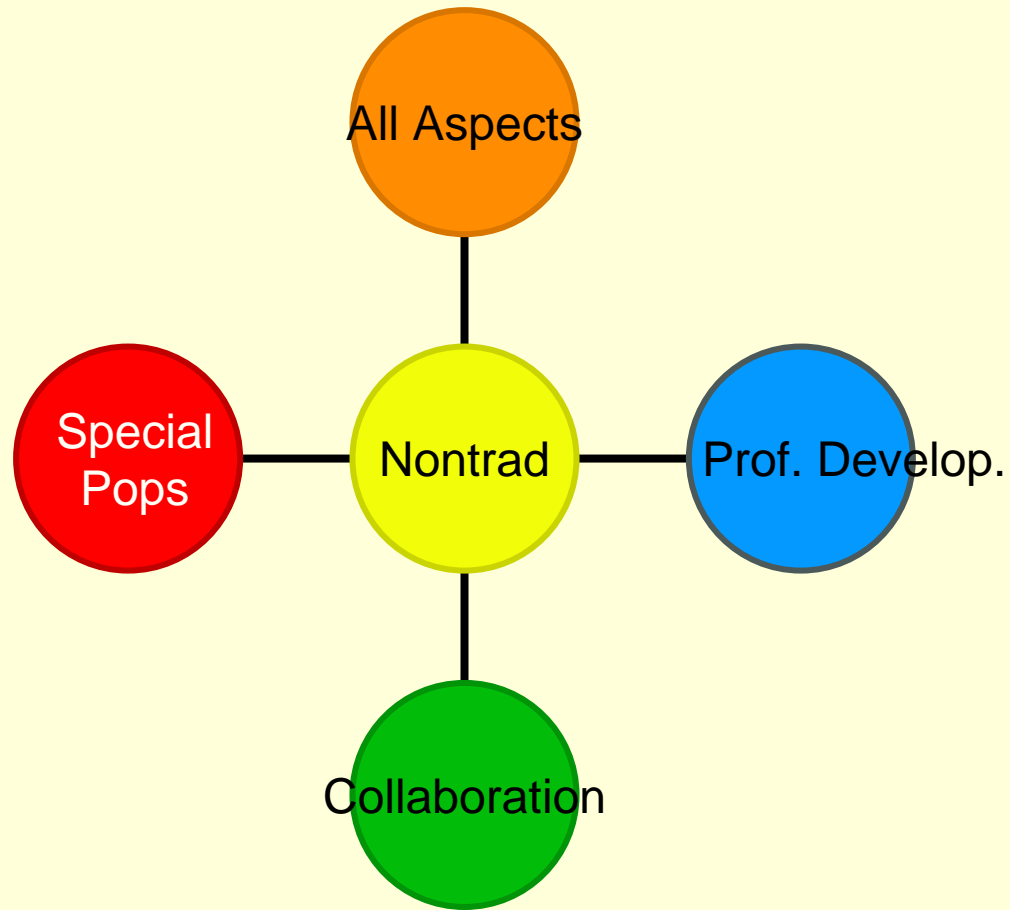


- **Nontraditional is defined as any occupational or field of work employing less than 25% of one gender**
- **Required Activity 11 is designated focus on nontraditional training and employment**

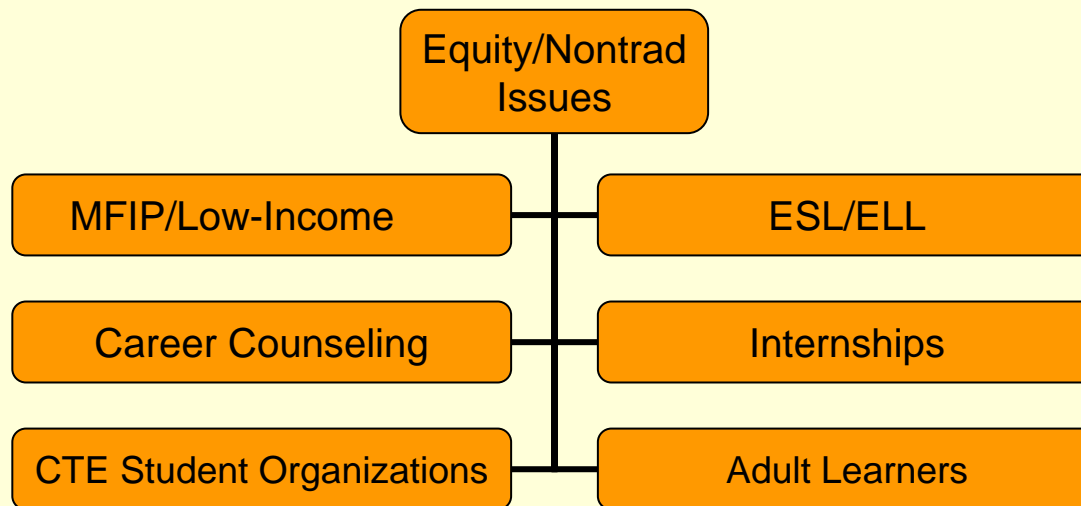
Challenges in Nontraditional

- Counting of NT students
- Definition of 'nontraditional'
- Appropriate targets
- Connections with other indicators

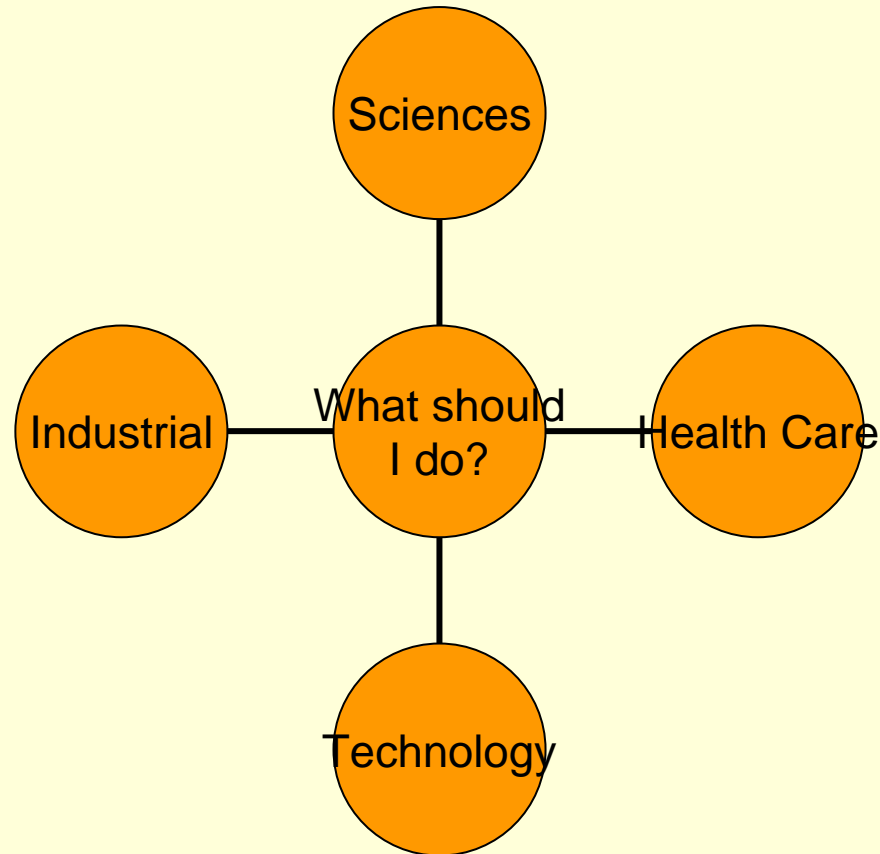
Nontraditional Participation



What Other Issues Contribute?



Career Choices are Multitudinous



Recruiting with Adult Learners

- Time schedule for availability
 - Self-Assessment of needs and balance
 - Life experiences
 - Prior learning
- Resources for support and retention
- Re-orientation to college processes and how to make as “painless” as possible
 - Direct contacts and flexibility
- Student comments: “remarks by instructors”, “purpose to what and why”, “appreciation of experiences”, “not singled out”, “comfortable”

Supporting Nontraditional Students

- Student services (career, academic)
- CTE Student organizations
- Networks formal, informal
- Work experience
- Mentoring

How Do We Improve Efforts?

- What policies and practices are place for recruiting students into nontraditional careers?
- Who are key players that could be involved with recruitment/retention efforts?
- How do we know what strategies and resources work?
- What are some practices that can be replicated or accessed to recruit more women & men into these occupations?

Intervention: Student Engagement

- Targeted programs for groups
- Forums on special topics; target gender
- Peer support groups/networking
- Workshops/career fairs
- Employer participation
- Social opportunities
- Faculty-student networking/mentoring

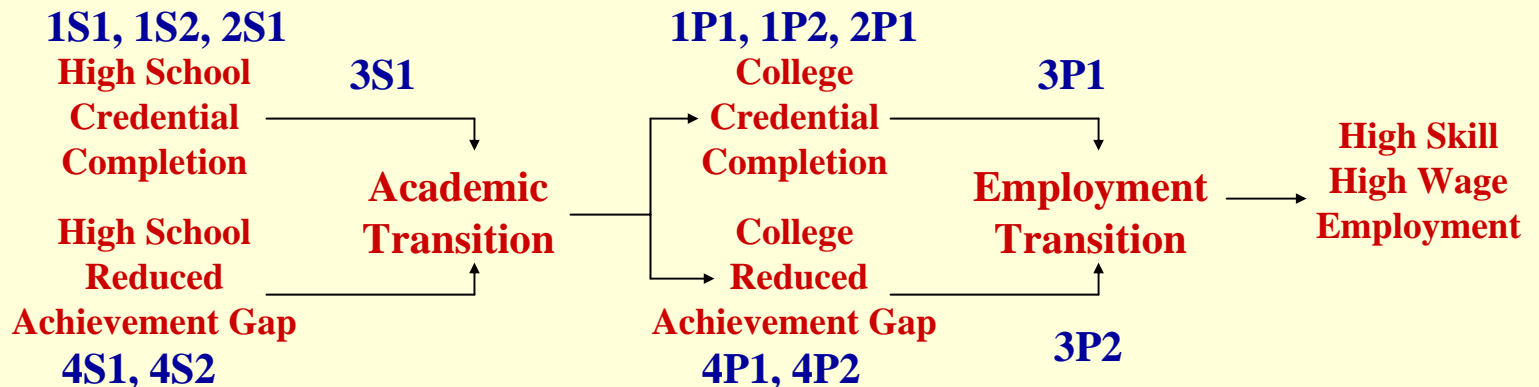
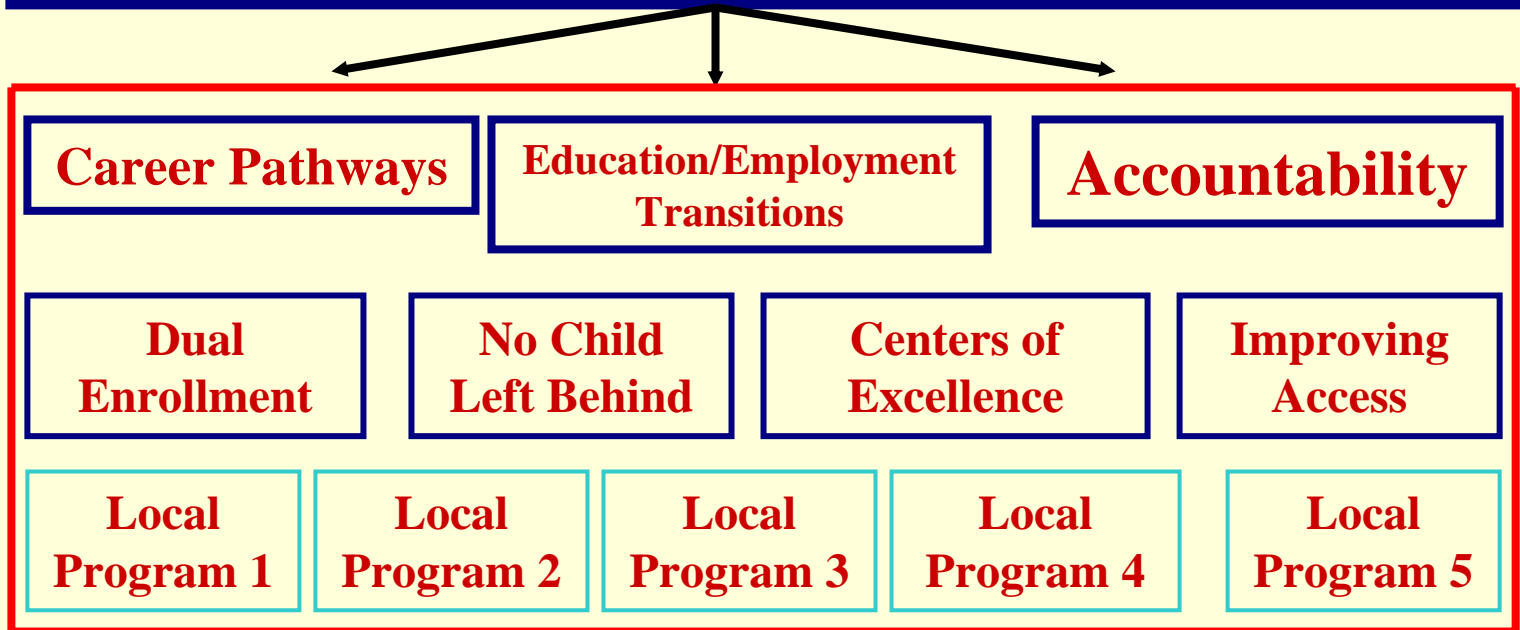
Legislative Agenda

Key areas of focus for new Perkins legislation

- H.S to College transition
- Infused academics
- Accountability

Minnesota State Plan Development

Reauthorized Perkins Plan Goals



Resources Available

- *An updated resources and information list is currently under construction. Please refer to www.cte.mnscu.edu for future information.*



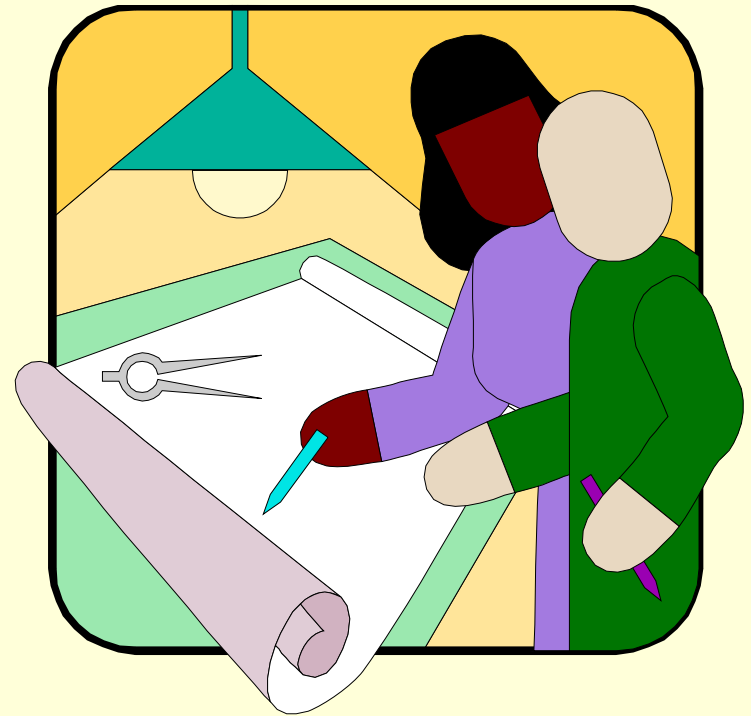
For a direct link to information from Minnesota State Colleges and Universities, please refer to:

<http://www.cte.mnscu.edu/nontraditional/>

Seeking Local Practices in Nontraditional

www.cte.mnscu.edu

- State Nontrad grant activities on website
- Network with other coordinators
- Added section: local practices in nontraditional recruitment & retention
- On-line training and orientations
- National organizations related to nontraditional & equity



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