A nontraditional student is one who is pursuing a career and technical education program for an occupation, which employs fewer than 25% of their gender.

Did you know nontraditional careers offer a number of benefits, such as:

- **Job satisfaction** – Research shows that choosing a career based on interest and abilities provide greater job satisfaction.
- **Higher salaries and better benefits** – Nontraditional careers usually offer salaries that are 20 to 30 percent higher than salaries for traditional careers, in particular for women.
- **Better advancement opportunities and established career ladders** – Nontraditional careers are often unionized or have established career ladders so you can work your way up.
- **Variety** – There are many types of nontraditional careers available.

### Hawai‘i Department of Education Nontraditional List

- **Nontraditional for Men**
  - Agriculture Technology
  - Aquaculture
  - Automotive Technology
  - Building and Construction
  - Electrical Installation

- **Nontraditional for Women**
  - Agriculture Technology
  - Aquaculture
  - Automotive Technology
  - Building and Construction
  - Electrical Installation

### University of Hawai‘i Department of Education Nontraditional List

- **Nontraditional for Men**
  - Education
  - Fashion Technology
  - Health Services

- **Nontraditional for Women**
  - Agriculture Technology
  - Aquaculture
  - Automotive Technology
  - Building and Construction
  - Electrical Installation

### University of Hawai‘i Community Colleges Nontraditional for Men

- Business Technology
- Cosmetology
- Dental Assisting
- Dental Hygiene
- Digital Media Arts
- Early Childhood Education
- Fashion Technology
- Health Information Technology
- Medical Assisting
- Medical Laboratory Technician
- Nursing
- Paralegal
- Physical Therapist Assistant
- Veterinary Assisting

### University of Hawai‘i Community Colleges Nontraditional for Women

- Administration of Justice
- Aeronautics Maintenance Technology
- Agricultural Technology
- Agriculture
- Agriculture and Natural Resources
- Applied Trades
- Architectural Engineering & CAD Tech
- Auto Body Repair and Painting
- Automotive Mechanics, Technology
- Automotive Technology
- Business Careers
- Carpentry Technology
- Commercial Aviation
- Communication Arts
- Computing, Electronics & Networking Tech
- Construction Management
- Culinary Arts
- Diesel Mechanics Technology
- Electrical Installation & Maintenance Tech
- Electronics & Computer Engineer Tech
- Electronics, Technology
- Emergency Medical Technician
- Engineering Technology
- Facilities Engineering
- Fire & Environmental
- Emergency Response
- Fire Science
- Information & Computer Science
- Information Technology
- Machine, Welding & Industrial Mech Tech Management
- Mobile Intensive Care Tech
- New Media Arts
- Occupational Therapy Assistant
- Radiologic Technologist
- Refrigeration & Air Conditioning Tech
- Respiratory Care Practitioner
- Sheet Metal & Plastics Technology
- Small Vessel Fabrication & Repair
- Sustainable Construction Technology
- Sustainable Science Management
- Television Production
- Tropical Forest Ecosystem & Agroforestry Mgt

### For more information:

- Hawai‘i Department of Education
  - [http://www.hawaiipublicschools.org](http://www.hawaiipublicschools.org)
- University of Hawaii Community Colleges
  - [http://uhcc.hawaii.edu](http://uhcc.hawaii.edu)

### CONNECTING CAREER AND TECHNICAL EDUCATION TO NONTRADITIONAL STUDENTS

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- **Variety** – There are many types of nontraditional careers available.

Break out of the ordinary think nontraditional careers!
The Educator’s Role in Connecting Career and Technical Education to Nontraditional Students

As an educator, there are several roles you can take to help a student succeed. You can be a role model, mentor or coach.

Role Model
A role model is someone worthy of imitation, who can motivate or inspire others. Successful role models usually mirror the student in some way, such as same gender, ethnicity, or community of origin. Role models may be images in printed materials, or people who present at career fairs, or as guest speakers.

Mentor
A mentor is an experienced and trusted advisor, who provides advice and guidance to a student through a CTE program or occupational advancement. Mentoring programs require a commitment by an individual who is willing to spend time with the student.

Coach
A coach is generally not a mentor, and is often outside the educational setting. Similar to a graduation coach, the use of this term has been extended to an individual who offers encouragement, advice, and processing to support personal and occupational advancement. Coaches may be images in printed materials, or people who present at career fairs, or as guest speakers.

Use These Tips for Recruitment and Retention of Nontraditional Students:

• Work with a team of counselors, educators and mentors to develop a recruitment plan together.
• Use a role model to promote programs amongst nontraditional students.
• Use gender neutral language.
• Include information on career pathways, salary, job benefits, etc.
• Develop peer support or mentoring groups for nontraditional students.
• Encourage students to recruit friends.
• Educate parents on nontraditional careers - parents can be very influential in decision making.
• Encourage participation in CTOSs for peer support.

Classrooms and Labs for Nontraditional Students:

• Spaces should be accommodating to both sexes. Lab or shop classes need to have facilities such as bathrooms and locker for both sexes. If space is limited, a system for shared use must be developed.
• Utilize real-life teaching strategies.
• Facilitate informal support groups.
• Enforce civil rights and sexual harassment policies and procedures.
• Strengthen support systems and eliminate barriers.

Am I a Fair Teacher?

• Do I support students who are enrolled in CTE programs that are nontraditional for their gender?
• Do I encourage students to make career decisions based on skills, abilities, and goals, and not on gender or ethnicity?
• Do I provide attention, instruction, feedback, academic criticism, and praise to students of both sexes?
• Am I consistent in student achievement expectations for female and males students regarding grading, discipline, and behaviors?

Am I a Fair Counselor?

• Do I encourage students to pursue a career even though the people in that field are primarily of the other sex?
• Do I discuss job salaries with both male and female students?
• Do I point out that typical female jobs usually have lower salaries than typical male jobs?
• Do I meet with students in programs that are nontraditional for their gender on a regular basis to discuss any problems that may arise?
• Do I recognize barriers that young women and men impose on themselves in response to socialization pressures?

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How Does A Student Get Started?

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For more information:

National Alliance for Partnerships in Equity
http://www.napequity.org/

United States Department of Labor Women’s Bureau
http://www.dol.gov/whd/careerone.htm

Rutgers Career Equity Resource Center
http://circ.rutgers.edu

Institute for Women in Trades, Technology & Science
http://www.iwitts.org/

American Assembly for Men in Nursing
http://aamn.org/aamn.shtml

What areas are nontraditional careers for females?

• Lots of careers are nontraditional for females, especially in engineering and the trades. Here are some examples of career options and wages:
  • Automotive Body and Related Repairers
    • Annual mean wage $46,400
  • Civil Engineer
    • Annual mean wage $78,890
  • Chefs and Head Cooks
    • Annual mean wage $51,720

What areas are nontraditional careers for males?

• Nontraditional careers for men often offer higher job satisfaction. Here are some examples of career options and wages:
  • Registered Nurse
    • Annual mean wage $85,380
  • Dental Assisting
    • Annual mean wage $33,150
  • Preschool Teacher
    • Annual mean wage $32,850

High School:

• In high school, students can choose a Program of Study in six career pathways as early as the 9th grade! Career pathways are in: Arts and Communication, Business, Industrial and Engineering Technology, Health Services, Natural Resources, and Public and Human Services.