Objectives

Impacts

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Outcomes

Goal

To strengthen recruitment, retention and success of students pursuing gender nontraditional CTE fields of study

Rationale: Expanding the pool of CTE graduates is a matter of national economic development, economic justice and gender fairness

Objective 1: To attain academic and social Integration

Objective 2: To achieve career integration

Objective 3: To provide campus support Objective 4:
To offer community support

-Immersive workshops to provide tools

workshops to provide tools for interrupting microaggressi ons, fixed mindsets, stereotype threats, student feedback, active and collaborative

Critical and

reflexive

learning

-Diversification of staff, faculty, campus events, curricular content. -Dedicated Staff for gender nontraditional

-Dedicated
Staff for gendenontraditional
CTE students
(i.e. career and academic coaches, specialists, recruiters

-Creating community/ fostering connections among students, faculty and staff through academic and social activities.
-Breaking silos and integrating activities across campus

-Guided pathways to careers through program prescription, alignment, and industry mapping.
-Access to information and active program advising and

support

-Industry Advisory
Board
-Socialization to
professional
norms through
interactions with
professionals in
courses and the
field (i.e.
internships,
clinical,
practicum.
-Career
assistance (job
placements, fairs)

-Case management and alert systems -Mentoring and peer coaching -Flexible scheduling - Courses utilize free Open Education Resources -Academic coaching, tutoring, remedial, onboarding progams

-Referrals to specialized of indus services (e.g. childcare, transportation. housing, etc. -Financial support via emergency funds to stop dropouts caused by financial stress -Role m of indus profess profess -Partner with communication. With communication with sased s to facility core set such as childcare caused by financial stress -Role m of indus profess profess communication.

-Role modeling of industry professionals -Partnership with community based services to facilitate core services such as childcare, Job Council, transportation and legal services.

Partnership
with high
schools to
facilitate CTE
pipeline
Partnership
with 4 year
universities to
facilitate
pipeline
Partnership
with industry to
ensure job
placements and
internships

Produced by: Dina Refki, Nontraditional Employment & Training Program., University at Albany

Short Term Outcomes

Inclusive classrooms

Inclusive pedagogical tools and curriculum

Inclusive campus climate

Long-Term Impacts

Student increased sense of belonging Student cultivate a growth mindset

Student increased motivation and self-efficacy and commitment to goals

<u>Short-Term Outcomes</u> Employment opportunities

Long-Term Impacts

Knowledge of career pathways Career networks Connections with industry

Short-Term Outcomes

Coping skills

Academic motivation and self efficacy
Persistence
Resilience
Long-Term Impacts
Financial sufficiency
Work-life-study balance and

Short-Term Outcomes Academic motivation and self efficacy Persistence Resilience Long-Term Impacts

Financial sufficiency
Work-life-study balance

Work-life-study balance and control Coping skills