

Individuals Preparing for Non-Traditional Fields

Defined:

The United States Department of Labor classifies a non-traditional occupation as one in which individuals preparing for that field are on a career path to an occupation that generally employs less than 20 percent of a specific gender. For female non-traditional careers, less than 20 percent of individuals employed are female; likewise, male non-traditional careers employ less than 20 percent of males.

***Nearly 70% of non-traditional students drop out of college.**
***2023 data**

Population-Specific Considerations:

- Implement specific support services that are specifically relevant to non-traditional students.
- Assess all images and information about the program to make sure there are not any embedded biases.



Access and Equity Considerations:

- Build upon or cultivate CTE programs that are committed to gender equity.
- Identify, address, and eliminate any discriminatory practices.
- Initiate and/or facilitate forming nontraditional gender peer groups or support groups.
- Provide professional development to help employees understand personal biases towards non-traditional students and ways to eliminate the biases.
- Evaluate all aspects of communications, marketing, and program awareness for the subtle and sometimes not-so-subtle messages designed to reject the non-traditional gender.
- Provide mentors or peer support for non-traditional students.
- Have non-traditional CTE equipment readily available so we are not trying to make things “fit”.
- Evaluate possible physical barriers, provide adaptive solutions, and teach us how to implement adaptive solutions in our field for our career success.

Program Examples:

- Nontraditional Employment for Women (NEW), New York City
- Women in Industry Conference, Galveston College.

Current Research and Additional Information

Current Literature and Research:

- Gender Equity in Career and Technical Education. By Mary E. Lufkin and Mary M. Wiberg. Date Unk.
- How to Promote Gender Equity in Career and Technical Education: A Primer for Schools. By National Women's Law Center. October 2007.
- Non-Traditional Careers for Men Learn the Benefits & Challenges of Thinking Outside the Box. By Become Team. November 2021.
- Six Ways to Engage Non-Traditional College Students. By Lumen Learning. May 2022.
- Stem and CTE. A Report by the National Coalition for Women and Girls in Education. Date Unknown

Additional Information

Organizations

- Building a Future that Works for Everyone
- Inspiring Materials Highlighting Women in Nontraditional Careers
- National Alliance for Partnerships in Equity (NAPE)
- National Coalition for Women & Girl in Education

Initiatives

- Equity in Career and Technical Education
- Non-traditional Student Day
- WINTER – Women in Non-Traditional Employment Roles
- TACTE Non-Trad Resources and Marketing

Services

- 20 Non-Traditional Careers and Their Primary Duties
- Employers and the ADA: Myths and Facts | U.S. Department of Labor ([dol.gov](https://www.dol.gov))
- Like a Boss: Women in Trade Jobs
- Non-Traditional Careers for Men Learn the Benefits & Challenges of Thinking Outside the Box
- Non-Traditional Careers for Women
- Occupational Outlook Handbook
- Reasonable Accommodations in the Workplace | ADA National Network (adata.org)
- Recruitment and Retention Tip Sheet



STUDENTS WITH
unique or special
circumstances