Nontraditional Careers
Fact Sheet
Carl D. Perkins IV Legislation

Nontraditional Careers: Occupations or fields of work for which individuals from one gender comprise less than 25% of individuals employed in that field or occupation.

In order to meet the requirements of the legislation, the state will:

- support and foster professional development programs/activities that will be directed toward and support strategies to remove barriers and improve instruction and learning for adult learners, gender nontraditional and other special population students. (II.A.3)

- offer technical assistance in increasing the participation and completion of students in nontraditional careers (II.A.8)

- provide guidance, professional development, and technical assistance to serve as an information resource for local institutions. Staff will conduct and facilitate statewide and regional workshops and other special events promoting high skill, high wage, or high demand occupations and non-traditional fields. (III.A.3)

- provide funds to support postsecondary institutions in conducting institutional self-assessment studies to evaluate the degree to which the programs and services provided by the institution support and assist learners in choosing and successfully completing CTE programs for high skill, high wage, high demand occupations and non-traditional fields. (III.A.3)

- gives priority consideration for special projects to implement and/or expand CTE programs to address regional or statewide workforce development needs in high skill, high wage, or high demand occupations in critical or emerging industries within the Perkins Reserve Fund competitive grant. (III.A.3)

This information was obtained from the Carl D. Perkins Career and Technical Education Act of 2006 Kansas State Plan.

Gender Pay Gap in U.S.A.
US Census Bureau (2013)

Male dominated fields pay a median hourly wage of $21.50 ($44,720/annual)

Female dominated fields pay a median hourly wage of $17.65 ($36,712/annually)

$8,008 Annual Gender Pay Gap!
# Kansas Non-traditional CTE Pathways

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<td>Travel &amp; Tourism</td>
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# National Non-traditional Occupations

This is just a sampling of occupations. Visit the United States Department of Labor online for more information.

**Male Nontraditional**
- Pre-school Teacher
- Elementary Teachers
- Teacher Assistants
- Loan Officer
- Childcare Workers
- Dietitians
- Nutritionists
- Travel Agent
- Occupational Therapist
- Speech-language Pathologist
- Nurse Practitioner
- Dental Hygienist
- Diagnostic Technician
- Nurse
- Psychiatric
- Medical Assistant
- Phlebotomist
- Preschool Special Education
- Accoucheur

**Female Nontraditional**
- Farm, Ranch, and other agricultural managers
- Construction Managers
- Civil Engineers
- Brick masons
- Electricians
- Police/Sherriff
- Carpenters
- CAD Designer
- Computer programmers
- Cartographers
- Engineers
- Geosciences
- Manufacturer
- Network Administrator
- Robotics
- Web Designer
- Architect
- Fire Fighter
- Automotive Tech

# Non-traditional Resources

**Kansas New Look-Kansas Board of Regents Initiative**
http://www.icsps.ilstu.edu

**KSDE Nontraditional website**

**Midwest Equity Assistance Center**
http://www.meac.org

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

**Strategies for Improving Nontraditional Participation**
Go to KSDE Nontraditional Website

**United States Department of Labor**
http://www.dol.gov

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