

# Career Equity Resource Center

A PROGRAM OF THE CENTER FOR WOMEN AND WORK

FUNDED BY THE NJ DEPARTMENT OF EDUCATION,

OFFICE OF CAREER AND TECHNICAL EDUCATION



## FAST FACTS ON RACE & ETHNICITY IN CTE

- While whites account for 73.2% of employed Scientists and Engineers from all degrees, minorities account for: 0.4% American Indian/Alaskan Native, 3.9% Black, 4.6% Hispanic, and 16.1% Asian.<sup>1</sup>
- Fewer than 12% of baccalaureate engineering graduates in this country are underrepresented minorities. The reality is that only 4% of underrepresented minorities graduate high school “engineering eligible.”<sup>2</sup>
- In New Jersey during the 2010 enrollment year, student’s races fell into the following categories: 49.7% White, 15.6% Black, 23.4% Hispanic, and 7.9% Asian.<sup>3</sup>
- In 2005, the percentages of Associates Degrees were earned by: 4.6% Asian, 1.1% American Indian, 11.3% Black, 10.6% Hispanic, and 65.1% White.<sup>2</sup>
- In 2009/2010, the percentages of High School Dropouts by Sex and Race/Ethnicity were: 16.5% White Males, 12.1% White Females, 19.9% Black Males, 16.9% Black Females, 17.6% Hispanic Males, and 13.4% Hispanic Females.<sup>3</sup>
- Nationally, occupational CTE classes accounted for 68.7% of CTE credits earned as opposed 31.3% of CTE credits earned in non-occupational CTE classes.<sup>4</sup>

### Examples of Nontraditional Careers for Males:

- Nurse
- Elementary Teacher
- Dental Hygienist
- Social Worker

### Examples of Nontraditional Careers for Females:

- Engineer
- Police Officer
- Construction Worker
- Computer Systems Analyst

### About CERC:

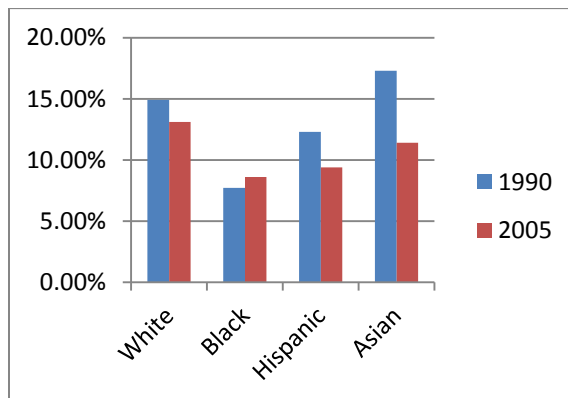
CERC’s mission is to ensure all secondary students have equal access to high quality Career and Technical Education programs to assist them to become successful global citizens and prepared for career opportunities of the 21st century.

Contact us for information on the following services:

- Equity Training
- Professional Development
- Technical Assistance
- Curriculum Assistance

Web: [cerc.rutgers.edu](http://cerc.rutgers.edu)

Phone: 848-932-4614



### Percentage of High School Graduates with Engineering Technologies CTE Credit

Source: National Center for Education Statistics

#### Sources:

1. NSF Table 9-6-1, 2006
2. NACME, Confronting the “New” American Dilemma, 2008
3. NJ Department of Education
4. NCES Table H122

## Tips for Recruitment & Retention

- Use role models to promote programs amongst nontraditional students.
- Issue a personal invitation for students to attend a class or activity.
- Develop a set of 5 minute video to market nontraditional CTE to various audiences.
- Always include information on career pathways, salary, job benefits, etc.
- Create bulletin board displays recruiting racially diverse young men or women for the activity.
- Initiate discussions with students.
- Create peer support or mentoring groups for nontraditional students.
- Connect students with Career and Technical Student Organizations.

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