

Why Career Clusters?

Career Clusters, Pathways and Programs/Plans of Study:
System For P-Career Seamless Transition

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Overview



- Workplace and Employment Challenges
- Education Challenges
- National Data
- New Career Technical Education Definitions

Why Career Clusters? Workplace and Employment Challenges



Figure 1: Transition to 21st Century Workplaces
 Source: Adapted from Schray and Sheets (2002)

Areas	From	To
Management Functions	•Centralized •Separated	•Decentralized •Shared
Professional/ Technical Knowledge	•Centralized •Specialized •Some Workers	•Decentralized •Integrated •All Workers
Work Design	•Jobs	•Cross-Functional teams
Organizational Structure	•Vertical Hierarchies	•Customer-Supplier Networks
Employee Responsibility	•Job Task Performance	•Work Unit Performance •Business Process Management
Career Progression	•Vertical •Limited Range	•Vertical & Horizontal •Full Range

Employment Challenges

- Tomorrow's jobs require:
 - more knowledge
 - more use and understanding of technology
 - more flexible workers
- Tomorrow's employees need to:
 - understand career ladders, lattices and webs
 - continually update knowledge and skills
 - adapt to a more complex workplace
 - possess a better understanding of the big picture

How Hiring Practices Will Change

- 28% will reduce hiring those with only a high school diploma
- 49.5% will increase two-year college graduates
- Almost 60% will increase their hires of four-year college graduates
- 42% will increase their hires of post-graduates within next five years

The Conference Board: "Most Young People Entering the U.S. Workforce Lack Critical Skills Essential for Success"

Why Career Clusters? Education Challenges

- Secondary and Postsecondary
 - Engagement
 - Achievement
 - Transition


The Challenges

- **Engagement** – attending school and graduating




The Challenges

- **Achievement** – academic (and technical) course taking; grades, test scores



The Challenges

- **Transition and Postsecondary Retention** – to postsecondary education without the need for remediation; and to the workplace



Challenges: National Data

- <http://ed.sc.gov/agency/offices/hsr/documents/HighSchoolCommissionReport.pdf>
 - Provides a summary of national research about high school redesign
- <http://ed.sc.gov/agency/offices/cate/documents/EE DAGuidelines.pdf>
 - One model showing how Career Clusters can be used as a system
- http://www.workforcestrategy.org/publications/promising_practices.pdf
 - Implementation of Career Clusters/Pathways in community colleges

In a Nutshell: Why Career Clusters?

"The global economy requires an educational system that is seamless with numerous exit and re-entry points and a curriculum that emphasizes employability and technical skills integrated with rigorous academic content. To effect this shift, CTE and the broader education and workforce systems must respond. So how do we get from where we are to where we need to be?"

*Career Clusters: A Plan of Education for a Global Economy
States' Career Clusters Initiative*

THEN	NOW
Vocational Education	Career and Technical Education
For a Few Students	For All Students
For a Few "Jobs"	For All "Careers"
6 to 7 "Program Areas"; Programs/Plans	16 Clusters – 81 Pathways; Courses
In lieu of Academics	Aligns/Supports Academics
High School Focused	High School and Postsecondary Partnerships

Bottom Line.....

In 2008 and in the future:



ALL educators are ***Career Educators***
