



# EQUITY EXPLORATION

*STRATEGIES FOR NON-TRADITIONAL RECRUITMENT AND RETENTION*

York County School of Technology, York, Pennsylvania



Dr. David Thomas, Administrative Director  
Scott Rogers, Assistant Administrative Director

[www.ytech.edu](http://www.ytech.edu)



# York County School of Technology

- Located in York, Pennsylvania (near Harrisburg, PA & Baltimore, MD)
- 1680 students in Gr. 9 – 12 enrolled; comprehensive, full-day
- 14 sending school districts in York County
- 26 Career and Technical Education Programs
- Athletics, service organizations, clubs, social activities,
  - Performing Arts in 2017-2018
- 28% Special Education
- FARMs: 60%





# SPARTAN NATION MISSION

York County School of Technology

2017-2018

The York County School of Technology is dedicated to providing high quality, dynamic academic and technical education for students, emphasizing professional skills while fostering the development of compassionate, lifelong learners who appreciate unique differences of other individuals and cultures.



# PROFESSIONALISM

Spartans are on time, prepared and engaged.

# EMPATHY

Spartans are kind, understanding and supportive.

# INNOVATION

Spartans are bold and creative problem solvers.

# OPTIMISM

Spartans are positive, constructive and helpful.

# INTEGRITY

Spartans are honest, trustworthy and responsible.

# PERSEVERANCE

Spartans are steadfast in the pursuit of success.



- Nontraditional occupations refers to jobs that have been traditionally filled by one gender. Within nontraditional occupations individuals from one gender comprise less than 25% of the individuals employed. Examples are males in nursing and childcare and females in technologies and plumbing. Promoting nontraditional career opportunities opens doors for every individual.

**Female Non-Traditional Programs: 15% (125/852)**

**Construction Pathway:**

Architecture and Construction Management  
Carpentry  
Electrical Occupations  
HVAC/Plumbing  
Landscape Construction and Agriculture  
Masonry and Concrete Technology

**Transportation Pathway:**

Automotive Technology  
Collision Repair Technology  
Diesel Technology  
PowerSports and Engine Technology

**Information Technology Pathway:**

Electronics and IT Support  
IT Systems Management  
Networking Systems and Cyber Security

**Engineering and Manufacturing Pathway:**

Engineering and Manufacturing  
Precision Machining Technology  
Welding Technology

**Criminal Justice**

**Male Non-Traditional Programs  
Human Services: 2% (4/200)**

Dental Assisting  
Early Childhood Education  
Licensed Cosmetology

**Gender Neutral CTE Programs (628)**

Communications Technology  
Commercial and Advertising Art  
Culinary Arts  
Medical Professions  
Programming and interactive Media  
Sports Tech and Exercise Science

# York Tech Perkins Historical Data for Non-Trad

6S1

Non-Traditional Enrollment

State Expectations:

17.50% - 17.70%

2011: 8%

2017: 17%

6S2

Non-Traditional Completion

State Expectations

12% -12.5%

2011: 6%

2017: 12%

# Academy Principal: Sarah Koveleski

- Manufacturing and Transportation Academy Principal
- Former School Counselor
- Familiar with Non-Traditional CTE Students
  - Construction background



2018 DATES: JUNE 12, 13 & 14  
APPLICATION  
ENROLLMENT  
STUDENT BENEFIT  
SCHOOL BENEFIT

*Perkins Funded*

York Tech

# CAREER CAMP

2018

BE A SPARTAN FOR 3 DAYS  
OF CAREER EXPLORATION!

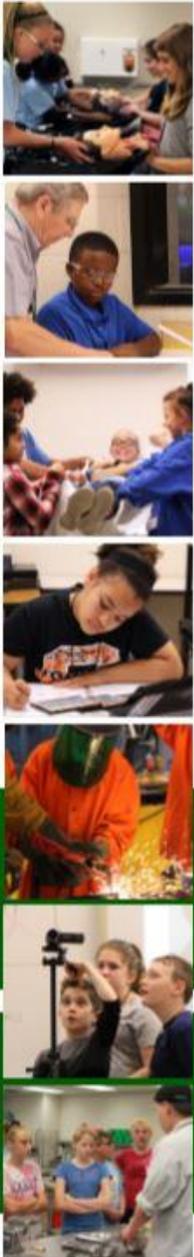
June 12 - 14, 2018

FREE to current 6th and 7th  
grade students!

- Explore various careers using hands-on activities
- Free T-shirt
- Lunch is provided
- Transportation from local schools is provided

**CONTACT YOUR SCHOOL COUNSELOR  
FOR MORE INFORMATION**

**Participating Districts:** Central, Dallastown, Dover, Eastern, Hanover, Northeastern, Red Lion, South Eastern, South Western, Southern, Spring Grove, West York, York City, York Suburban.



# Technical Programs & Pathways

## Transportation Pathway

### **Power Sports**

*Motorcycles, Engines & Diagnostics* - Participate in routine maintenance, tire changes, engine no-start diagnosis and an engine teardown & reassembly on various types of Power Sports equipment (such as motorcycles and ATVs). Along the way, you will get to use the manual & special tools needed to get the job done.

### **Automotive**

*Engines, Tires & Maintenance* - Learn basic automotive technology through hands-on activities. You will get a better understanding of maintenance tasks such as oil changes, jacking up a car, rotating tires, engine service and tire service.

## Manufacturing Pathway

### **Precision Machining**

*Vertical Mill, Lathe, CNC Turning Center and CNC Milling Center* - Learn how to operate various pieces of machinery found in a manufacturing facility to produce a "TECH" trailer hitch cover for your future pickup truck or car and a spinning 'top'.

### **Welding**

*Try out Stick, MIG & Oxy Fuel Cutting* - Use various types of welding techniques to create lap joints, T joints, and various shapes from ferrous metals. Learn how to inspect welds and how to join carbon steel.



## Construction Pathway

### **Carpentry**

Have great time learning about carpentry hand and power tools! Utilize your new skills in the construction of a unique project that is yours to take home.

### **Electrical**

Power up your life in Electrical Occupations. Career campers will explore the Electrical Occupations pathway by learning how to safely complete a residential wiring project, including wiring a single pole switch controlling a light and duplex receptacle.

## IT & Communication Tech Pathway

### **Information Technology**

*Video Games, Wires & Repair* - Explore 3 areas. In Programming, learn how to create a basic video game. In Networking & Systems Management, use cutters, crimpers and Cat6 wire to create a network cable that connects two computers together. Finally, take apart and reassemble computers in Computer Repair.

### **Communications Technology**

*Quiet on set!* Learn how to plan, shoot, and edit your very own short video production. We will start "from the top" with cameras and gear, basic shooting techniques and how to piece it all together. Once "that's a wrap", we will have our very own screening (with popcorn, of course).

## Construction Management & Engineering Pathway

### **Architecture & Construction Mgmt.**

Learn how to draw a small structure on REVIT and create a list of materials for the structure while also estimating how much it would cost to build.

### **Engineering**

*Structural Design* ---Design and build a crash barrier to stop a speeding car and test its durability.

## Human Services Pathway

### **Cosmetology**

*Personal Grooming, Nail Art & Eye Makeup* - Learn how to select hair care products, massage the scalp, & understand the importance of shampooing and conditioning hair. You will get to cut hair with clippers & shears. You will study properly caring for hands, nails & nail art.

### **Early Childhood Education**

*Lessons, Storybooks & Care* - Learn early childhood storytelling and practice appropriate reading strategies with young children. You will also get to create and engage in developmentally appropriate activities to use when working hands-on with children.

## Human Services & Criminal Justice Pathway

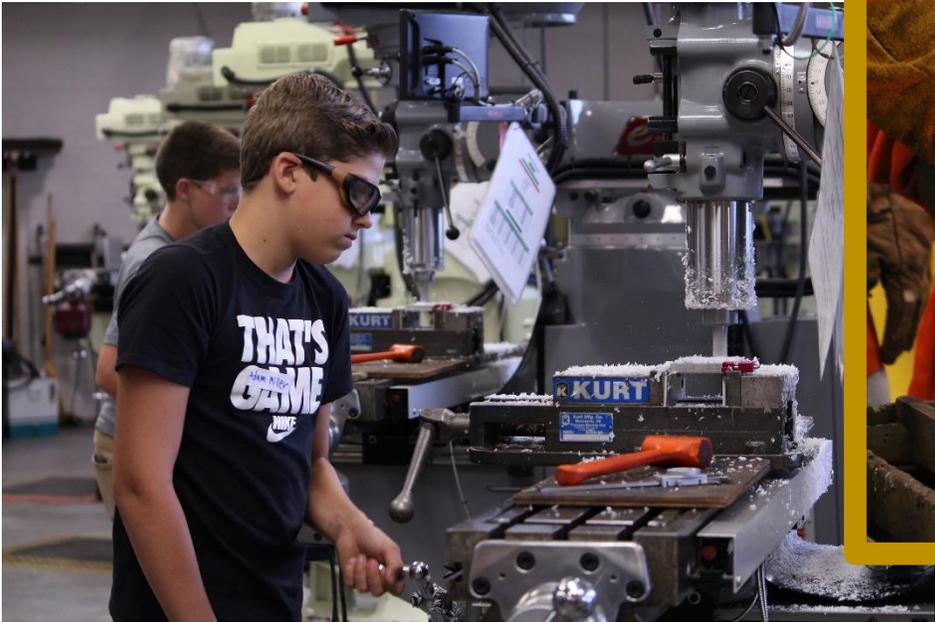
### **Criminal Justice**

Students will experience an exciting opportunity to learn about careers in the criminal justice industry! Expect to participate in activities related to law enforcement, military and other first responder responsibilities. Join us for a glimpse of what it is like to be a police officer. Do you think you have what it takes to serve and protect? Join us and find out.

### **Culinary Arts**

*Noodles, Sauce & Good Food* - Learn how "fresh made" food is prepared and what it tastes like. Make fresh fettuccini and homemade marinara







# Elementary CTE Exploration

Elementary School Visits to York County School of Technology

Coordinated by Director of Student Services

Student Ambassadors &

Non-Traditional Student Mentors

Explaining Non-Traditional Careers

# Middle School Presentations

- Meeting with School Counselors explaining our Admissions Process
  - Non-Traditional CTE Student Explanation
  - Tour of CTE Programs
- Non-Traditional CTE Program Explanation
- Videos and Pictures of Non-Traditional CTE Students in Action
- Director of Student Services: Gerry Mentz
- Post-Cards of Reminder for Open House

# Open House



# Non-Traditional Day

- NON-TRADITIONAL DAY At A Glance (9:30-12:15) (80 Students)
- Students who visited Open House and Applied
- Buses will arrive at Middle Schools to transport students.
  - Faculty from York Tech will be present on every bus.
- Students will arrive to Tech
- Welcome and Introduction
  - Panel and Ice Breaker Activity
- Students will visit their technical area(s) of choice with Student Mentors
- Lunch with non-traditional students
- Wrap-up and Dismissal

# Non-Traditional Day



# Non-Traditional CTE Student Support Group

- Student Driven
- Voluntary
- Monthly Meetings based on pathway Non-Traditional Student Mentor
  - Construction
  - Manufacturing
  - Arts and Human Services
  - Criminal Justice
  - Engineering and Information Technology
- Field Trips: Non-Traditional
- Future: Student Leaders to meet with Administrator to plan following meeting

# Non-Traditional CTE Teachers

Information  
Technology



Welding



Landscaping and  
Agriculture



Sports Tech and  
Exercise Science



# Supporting Non-Traditional Placement

## Criminal Justice

- Baltimore County Police Department
- Non-Traditional Presenters

## Engineering

- Presentations by Female Engineers
- Partnerships with Phoenix Contact and TE Connectivity

## Career and Technical Student Organization Support

- Technology Student Association
- SkillsUSA
- FCCLA

## Early Childhood Education

- Three males who work at Childcare Centers or are Pre-School Teachers

Alumni Visits Presentations  
Field Trips

# Promoting Non-Traditional CTE Enrollment with Stakeholders and School Supporters

Student Of The Month Pictures and Video Segments

- Presented to our Joint Operating School Board

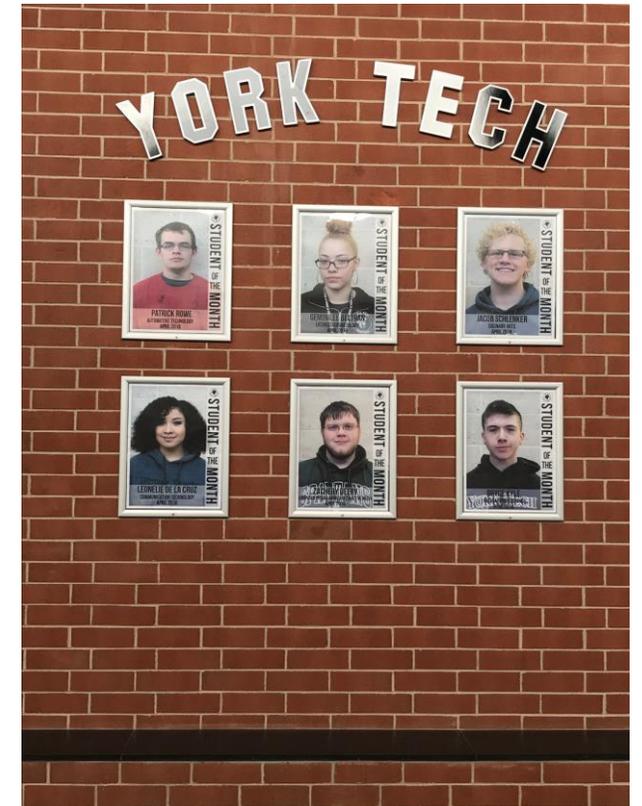
Superintendents

Academic Teachers

K-12 School Counselors

Post-Secondary Connections

Military



# Future Implementation to Promote Non-Traditional Enrollment and Completion

- LIU Gifted Summer Academy
  - Projects and Exploration of CTE Programs
- Partnerships with National Youth Organizations:
  - Girl Scouts
  - Boy Scouts
  - 4-H
- Performing Arts Summer Camp

# NAPE

- Micro-Messaging

# Presentation

<https://tinyurl.com/yaon7aur>