

### EMPLOYMENT NEEDS DATA

New occupational employment projections are available for Virginia's LWIAs from the Virginia Employment Commission. Administrators can use these data to prepare new courses, complete local plans, and prepare plans of study. Excel files are available on the [Trailblazers website](#).

We can help you use the projections. Call or email us. [Trailblazers@virginia.edu](mailto:Trailblazers@virginia.edu) 434-982-5582

### WORKPLACE READINESS SKILLS

Virginia's new list of 21 Workplace Readiness Skills requires the attention of CTE Teachers and administrators this fall.

All the details and resources you need to implement this change in the curriculum are online at [Virginia's CTE Resource Center website](#).

The 21 skills are listed individually in each course framework in Verso and at the top of the list of skills. These skills are listed first to emphasize their importance and to remind teachers that each of these skills is designated "essential" and teachers are required to teach them in all CTE courses. Teachers must rate each student on his/her performance of the skills on the student competency record for each course.

VERSO now has a complete set of resources to help teachers implement the new skills and integrate them into the classroom. To view these, please go to <http://cteresource.org>, click on Verso, then a program area, then a specific course. You will see the skills list and instructional resources for each skill.

### COMPLETER FOLLOW-UP

The 2010 Completer Follow-Up Survey was a great success this year, thanks to hard work from teachers and administrators across the state. Virginia met the target 75% response rate, a tough goal and a remarkable achievement. Feedback from the survey will be available to school divisions later this year. The 2011 survey will begin next March.

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Many occupations remain segregated by gender. The trend to gender integration has passed.

## Gender Segregation At Work

During the 1970s and 1980s, most occupations became less gender segregated. Many occupations that were once male dominated gradually included more women and many that were once female dominated gradually included more men. Since the mid 1990s, however, the trend toward integration has stalled and the gender balance in most occupations has changed very little. This is true for people of all ages. Workers in their 20s and 30s are no more likely to work in nontraditional occupations than women in their 40s and 50s. There is some difference among races and ethnic groups in this regard, however. Hispanic men and women are the most likely to be working in gender-segregated occupations; Asians are the least likely; while whites and African Americans fall in between. A new report from the Institute for Women's Policy Research traces the details of these trends in gender segregation.

The report also shows that low-skill occupations are the most gender segregated, while high-skilled occupations are the least. At all skill levels, however, male dominated occupations (those in which at least 75% of workers are male) pay higher wages than female-dominated occupations (those in which at least 75% of workers are female).



Source: *Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap*. Briefing Paper. Institute for Women's Policy Research. Sept 2010. <http://www.iwpr.org/>.

Women earn significantly less than men do. Why?

## Women Earn Less; Job Choice Is Important

Men continue to earn more than women, as they have for many decades. A new report on data collected from the Census Bureau's American Community Survey shows the relationship between [male and female earnings around the country](#). In 2009, women's median earnings were 78.2 percent of men's earnings, \$35,459 compared with \$45,485. There was significant variation around the country, however. In Wyoming, women's median earnings were 66 percent of men's median earnings; in Washington DC, women's median earnings were 88 percent of men's; and in Virginia, women's median earnings were just over the national average, 78.9 percent of men's.

Women earn significantly less than men do. Why?

## Women Earn Less; Job Choice Is Important (continued)

There has long been controversy about exactly why women earn less than men, with some blaming wage discrimination against women, and others looking for structural reasons, such as the time women take away from work to have and raise children. In addition to factors such as these, however, differences in men's and women's occupational choices have a big impact on earnings. A recent joint project between Catherine Rampell at the New York Times Economix Blog and Payscale.com examined the pay differential between men and women across a set of 90 jobs. They found that when women and men were working in the same job, women earned about 90 percent what men earned (better than the national average of 78 percent of male earnings across all jobs). They then went on to investigate the effect of other factors such as educational qualifications, job responsibilities, and employer type on the earnings of men and women in the same occupation. They found that after controlling for these variables, women earned 94 percent of the typical male worker's pay. For jobs paying below \$100,000, the gap narrows further to 96%, on average.

Because choice of occupation has such a large impact on lifetime earnings, it is important for students to have the chance to explore a wide range of career choices while they are in high school, and not to miss out on the opportunity to take career and technical education courses that will prepare them for high-wage occupations. Many CTE courses are still taken almost entirely by one gender or the other, and may be excluding too many students from the chance of a better-paying future.

Source: <http://www.census.gov/prod/2010pubs/acsbr09-3.pdf>  
[http://blogs.payscale.com/ask\\_dr\\_salary/2009/11/women-earn-less-than-men-a-result-of-pregnancy-leave.html](http://blogs.payscale.com/ask_dr_salary/2009/11/women-earn-less-than-men-a-result-of-pregnancy-leave.html) and  
<http://economix.blogs.nytimes.com/2009/11/16/the-gender-pay-gap-persists-especially-for-the-rich/>

Median annual salaries for bachelor's degree graduates without higher degrees.

## Which Undergraduate Degrees Earn The Most?

The majority of career and technical education students go on to postsecondary education, seeking to earn an associate or bachelor's degree. But higher education is expensive, and for most, it is the hope of higher future earnings that makes the investment in education worthwhile. Payscale.com has recently published a [2010-11 report of earnings by undergraduate majors](#) that may help students evaluate their choices in education. Petroleum Engineering tops the list with a median starting salary of \$93,000. Child and Family Studies is at the bottom with \$38,400. Associate degree earnings are not reported in this study, but usually follow a similar pattern. Engineering and science graduates earn the most; social and personal service graduates earn the least. See [Payscale.com](#) for the entire list of more than 100 college majors.

Source : <http://www.payscale.com/best-colleges/degrees.asp>

Highest-Paying Undergraduate Degrees, 2009		
Major	Starting	Mid-Career
Petroleum Engineering	\$93,000	\$157,000
Aerospace Engineering	\$59,400	\$108,000
Chemical Engineering	\$64,800	\$108,000
Electrical Engineering	\$60,800	\$104,000
Nuclear Engineering	\$63,900	\$104,000
Applied Mathematics	\$56,400	\$101,000
Biomedical Engineering	\$54,800	\$101,000
Physics	\$50,700	\$99,600
Computer Engineering	\$61,200	\$99,500
Economics	\$48,800	\$97,800

Lowest-Paying Undergraduate Degrees, 2009		
Major	Starting	Mid-Career
Special Education	\$36,000	\$53,800
Recreation & Leisure Studies	\$33,300	\$53,200
Theology	\$34,700	\$51,300
Paralegal Studies/Law	\$35,100	\$51,300
Horticulture	\$35,000	\$50,800
Culinary Arts	\$35,900	\$50,600
Athletic Training	\$32,800	\$45,700
Social Work	\$31,800	\$44,900
Elementary Education	\$31,600	\$44,400
Child and Family Studies	\$29,500	\$38,400