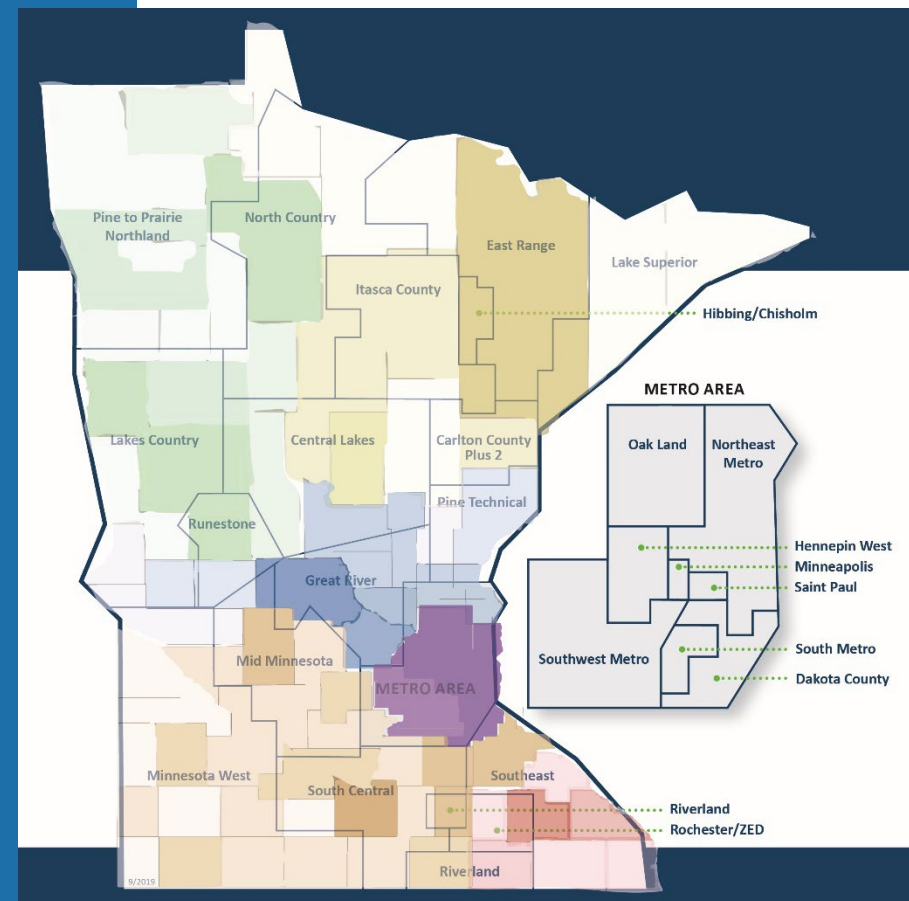


CAREER & TECHNICAL EDUCATION

Workforce Trends & Careers of Tomorrow



RealTime Talent

Erin Olson, Director of Strategic Research
October 2021



The contents of this publication were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

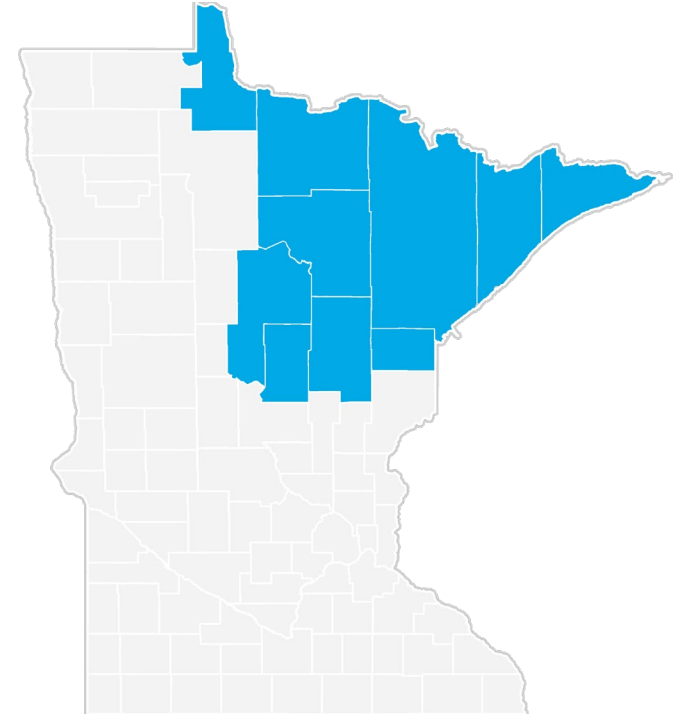
Who's in the Virtual "Room"

In the chat field,
please share your name, your
role, and the organization that
you represent.

CAREER & TECHNICAL EDUCATION

Workforce Trends & Careers of Tomorrow

Northeast
Minnesota



RealTime Talent

Erin Olson, Director of Strategic Research

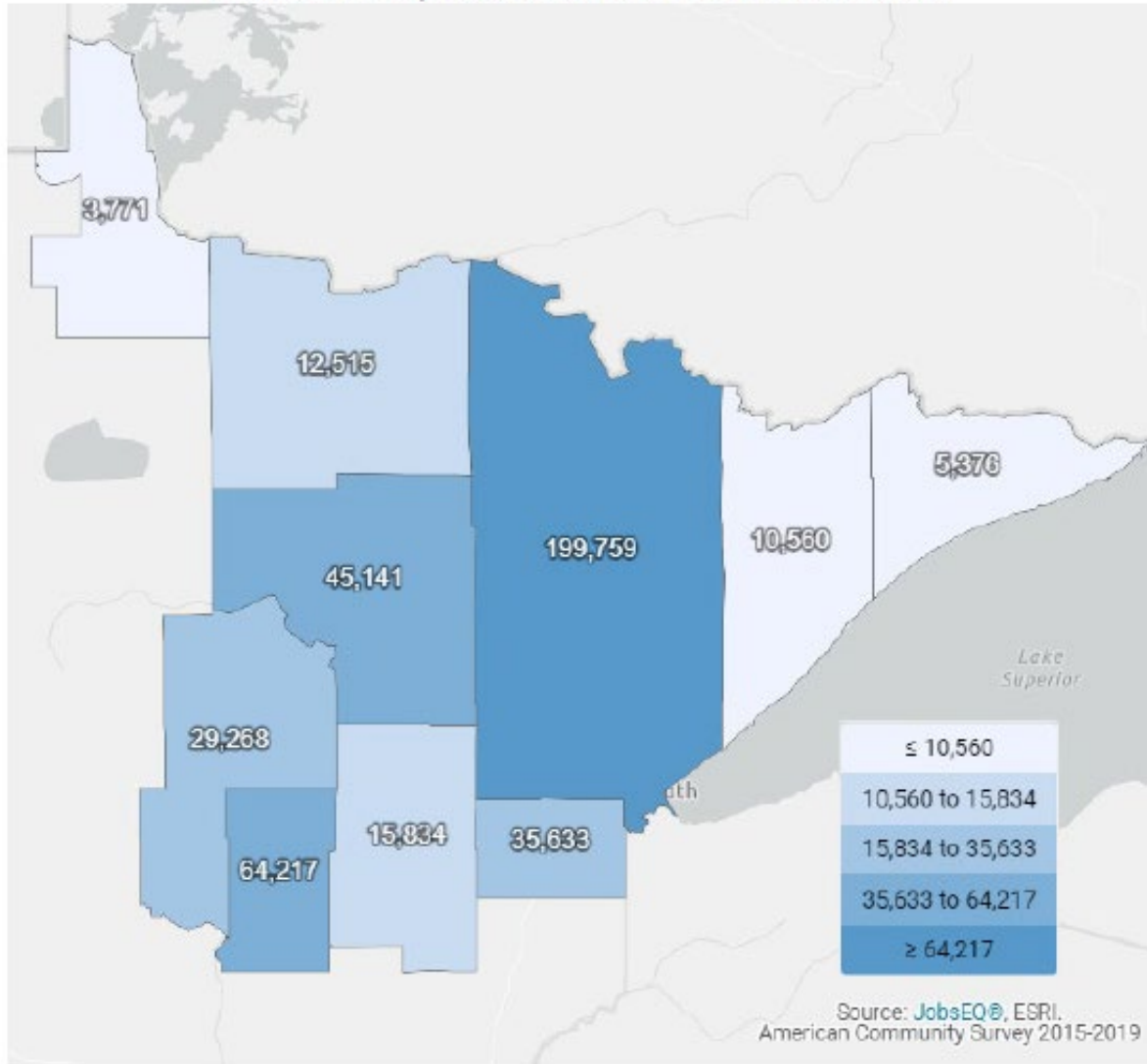
October 2021



Overview

Northeast Minnesota

Resident Population of Northeast Minnesota



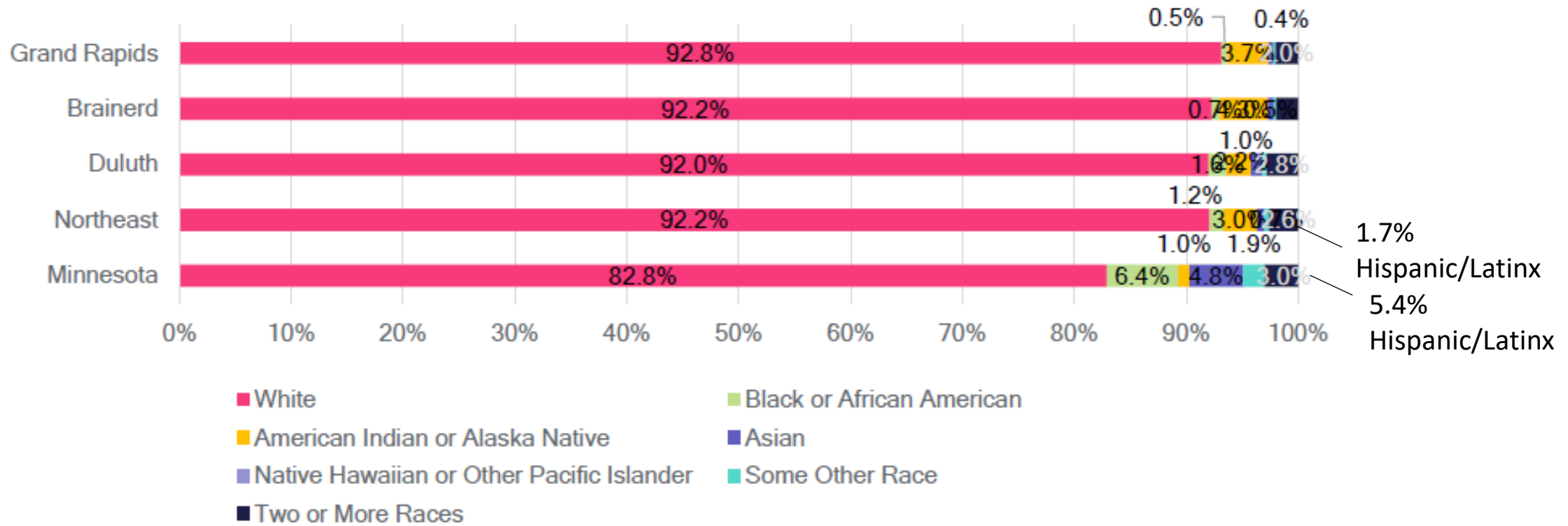
- Community Profile
- Workforce Forecast
- Mid-Term Occupational Impacts
- Career Field Insights

Access the full report here:

<http://www.realtimentalent.org>

Community Profile

Population Race, All Ages



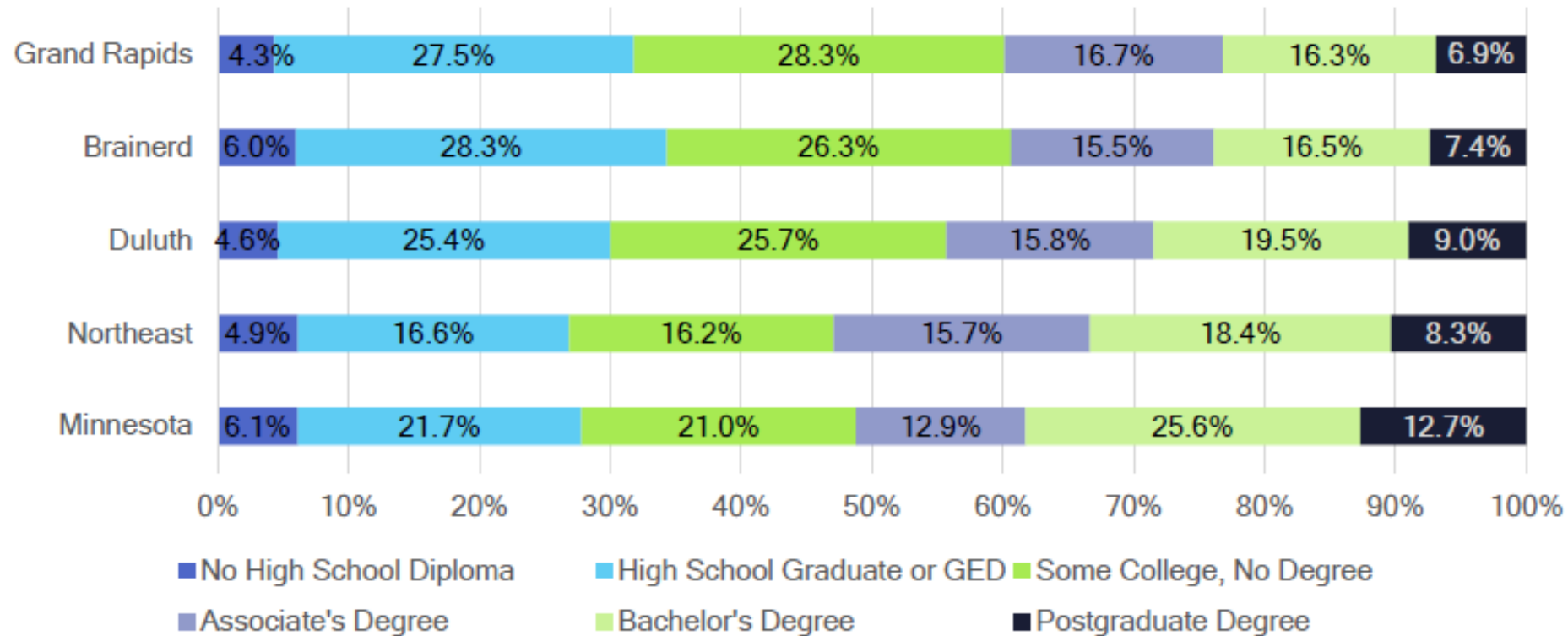
American Community Survey 2015-2019.



Community Profile

Northeast Minnesota

Educational Attainment, Age 25-64



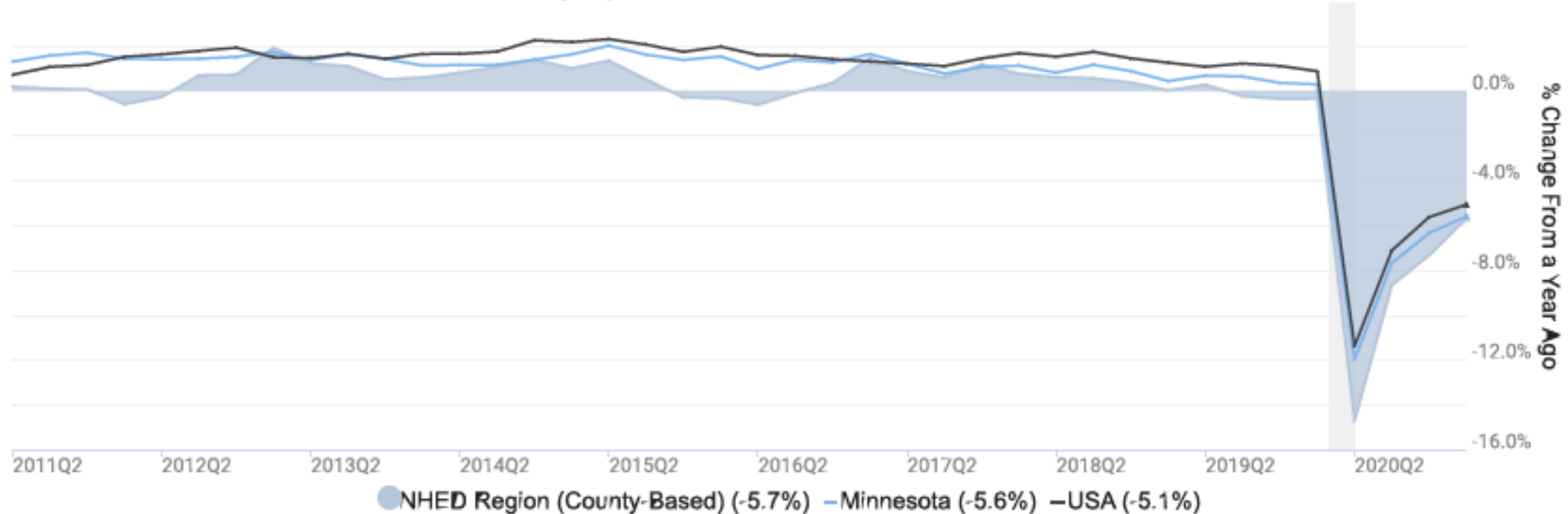
American Community Survey 2015-2019.



Community Profile

Northeast Minnesota

Employment for Northeast Minnesota

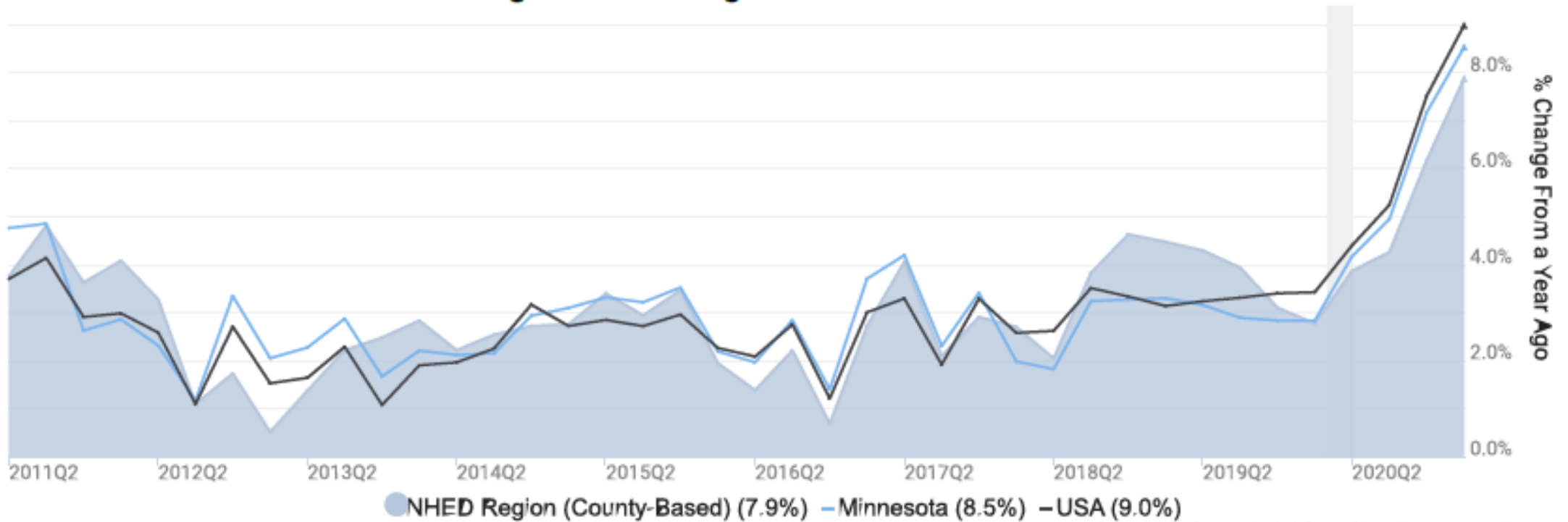


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q4 with preliminary estimates updated to 2021Q1.

Community Profile

Northeast Minnesota

Average Annual Wages for Northeast Minnesota

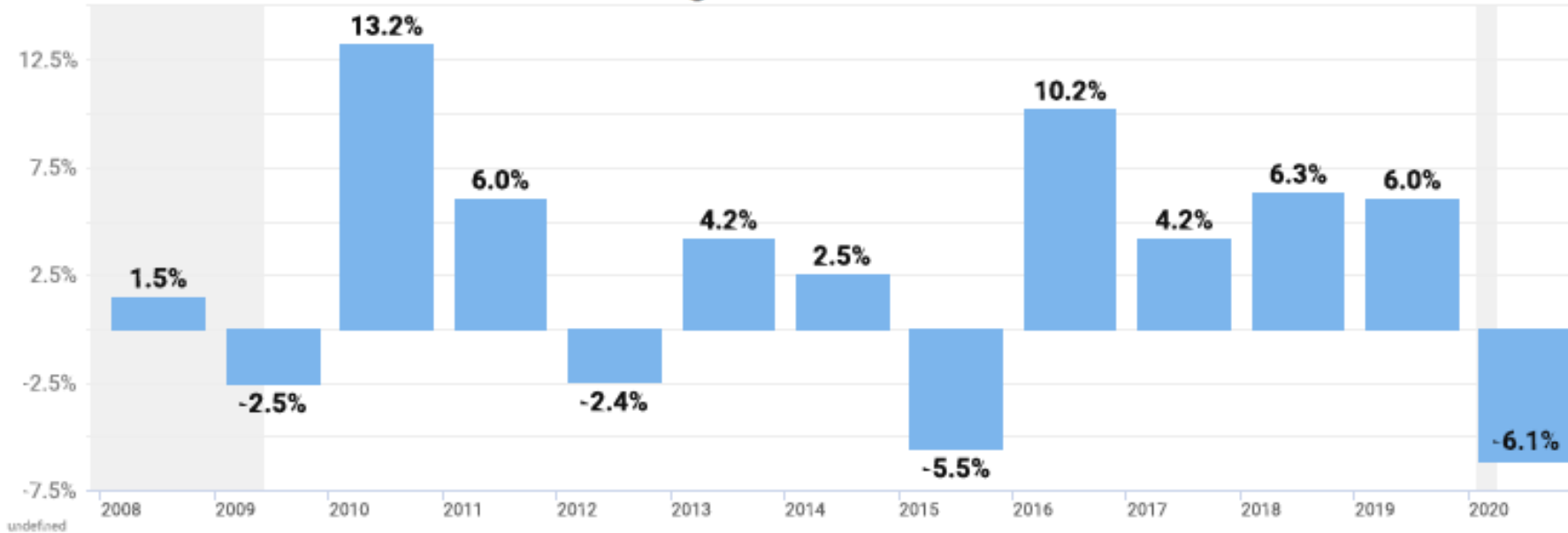


Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q4 with preliminary estimates updated to 2021Q1.

Community Profile

Northeast Minnesota

One-Year % Change in GDP, Northeast Minnesota



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2020.

- Gross Regional Product (GRP) contracted -6.1%
- Health Care and Social Assistance contributes most to GRP

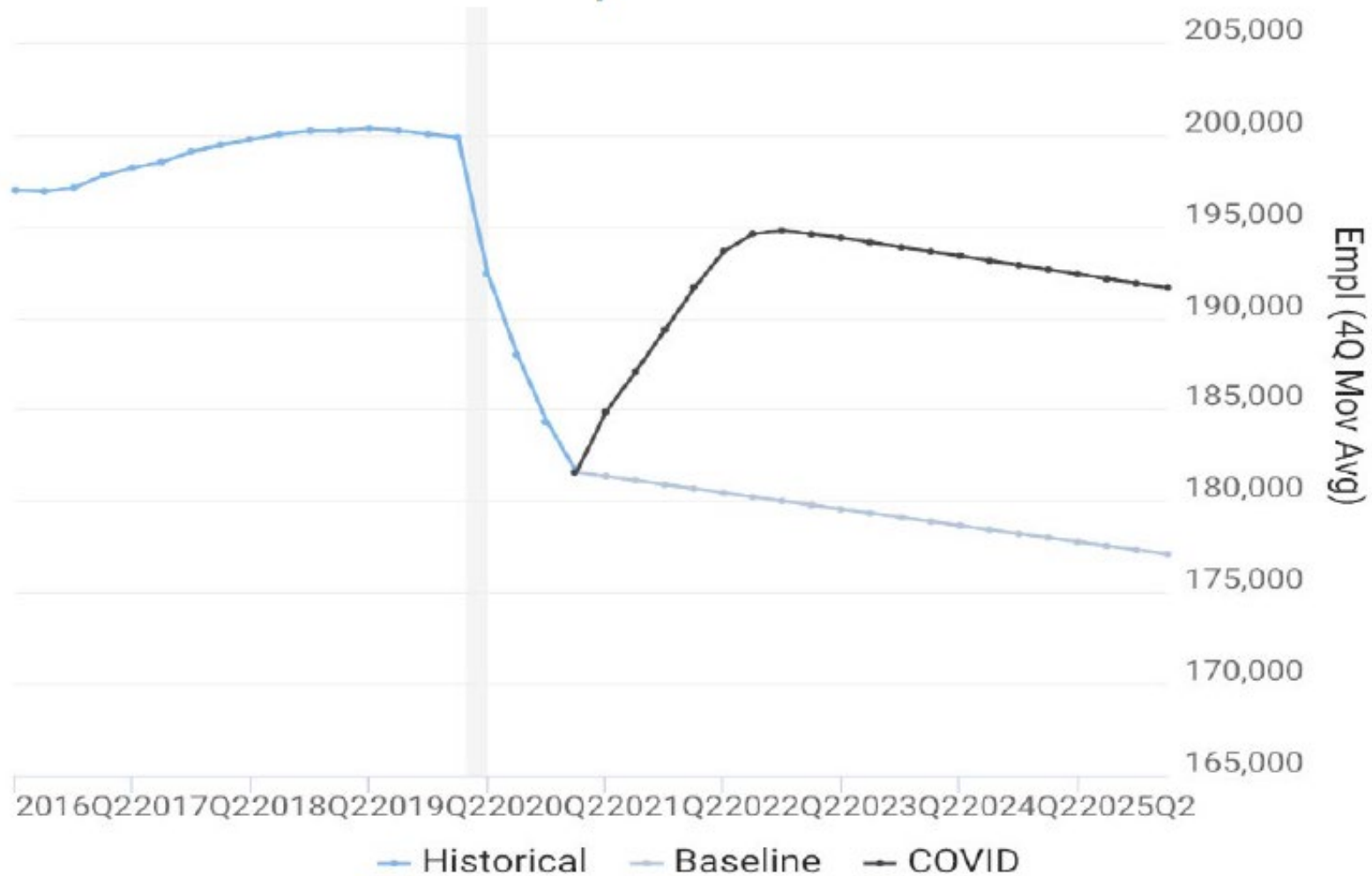
GDP (in \$ millions) NHED Region (County-Based), 2020



Workforce of Today & Tomorrow *Forecast*

Northeast
Minnesota

5-Year Forecast Comparison in Northeast Minnesota



Source: JobsEQ®, Data as of 2021Q1



Polling Question

When you think about the current economic situation in your community, which of the following career fields do you feel has the most challenging or pressing workforce needs to be addressed right now? (select up to two)

1. Agriculture, Food, and Natural Resources
2. Arts, Communications, and Information Systems
3. Business, Management, and Administration
4. Engineering, Manufacturing, and Technology
5. Health Science Technology
6. Human Services

Polling Question

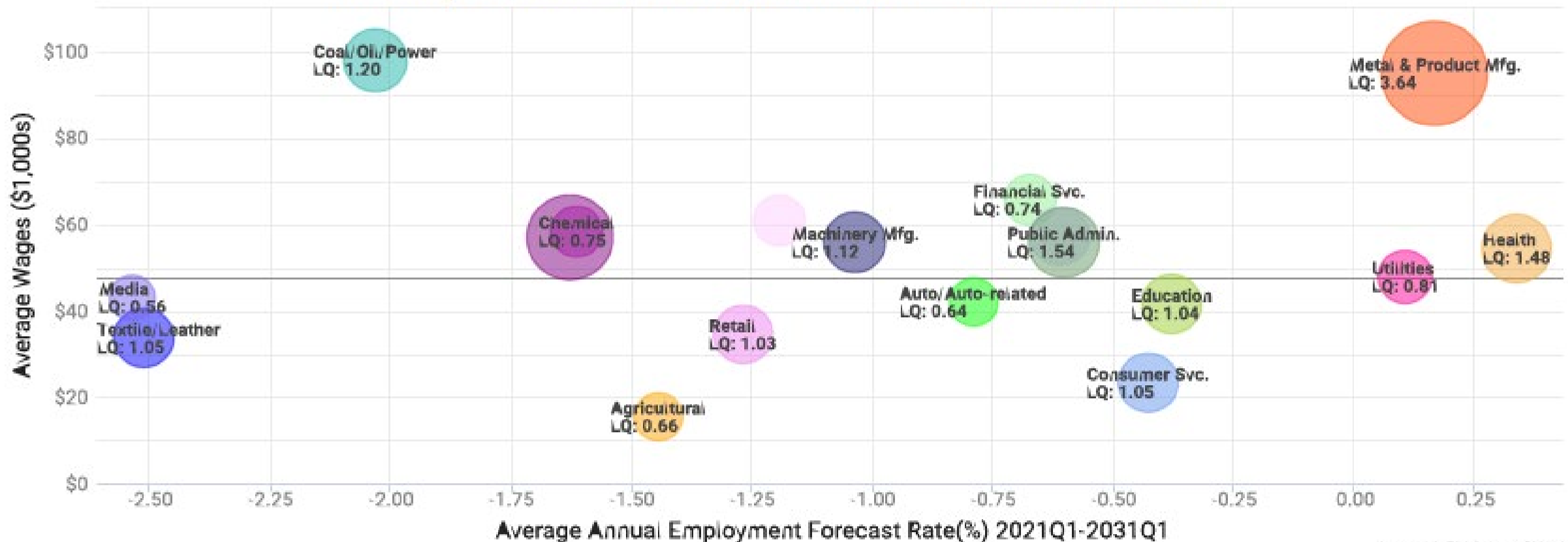
When you think about your local school, district, or consortium's programming, how well do you feel current program offerings address your community's most challenging or pressing workforce needs right now?

1. To a Great Extent
2. Somewhat
3. Very Little
4. Not at all
5. I do not know

Workforce of Today & Tomorrow *Forecast*

Northeast
Minnesota

Industry Clusters for Northeast Minnesota as of 2021Q1



Source: JobsEQ®, Data as of 2021Q1

Mid-Term Occupational Impacts

High Contact-Intensity Occupations

Northeast
Minnesota

Diverging Mid-Term Impacts (greatest losses)

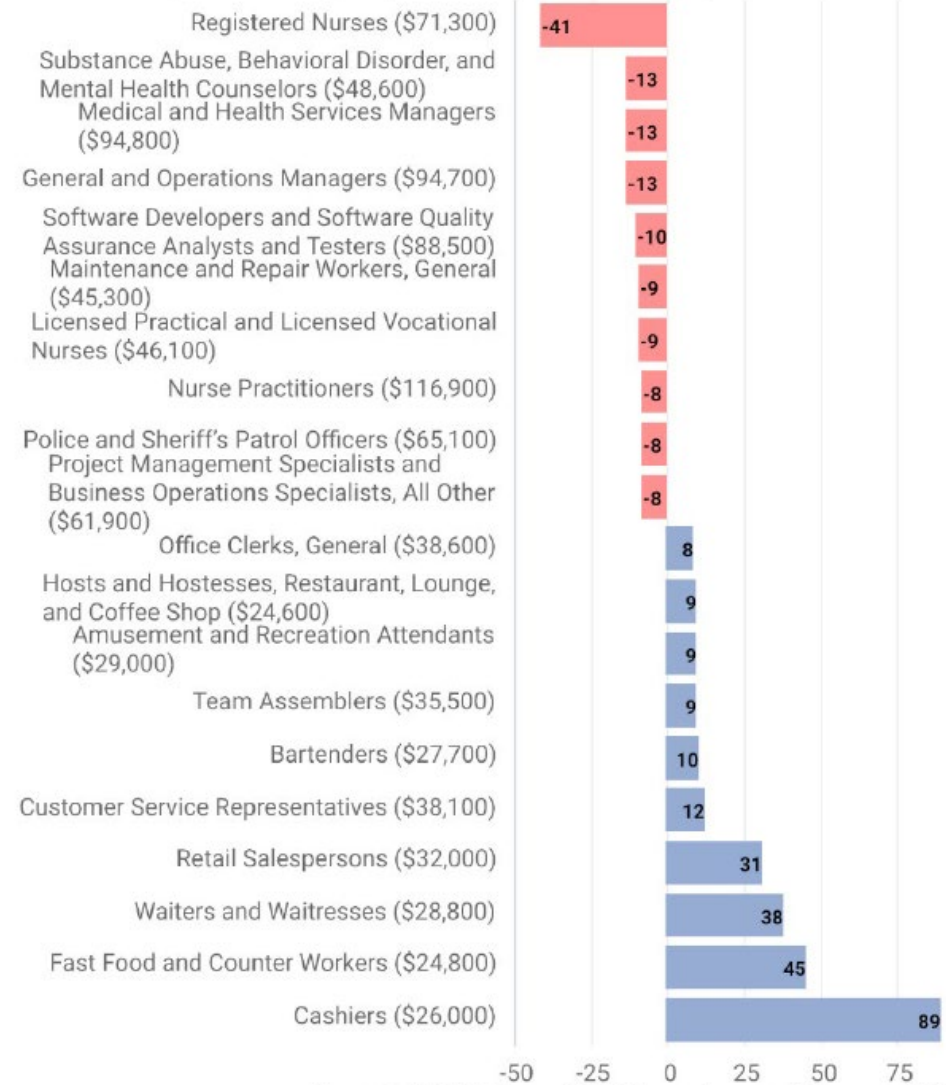
- Waiters and Waitresses (-31.4%)
 - Bartenders (-29.6%)
 - Supervisors of Food Preparation Workers (-18.9%)
 - Passenger Vehicle Drivers (-16.3%)
-
- No high contact-intensity occupations saw growth over the past year.

Average
unemployment
rate of **8.3%**
across all high
contact-intensity
roles.

Mid-Term Occupational Impacts

Occupation Gaps

Average Annual Occupation Gaps (i.e. Talent Shortage), 2021Q1 through 2031Q1



COVID-19 has accelerated talent surplus anticipated in lower-wage, lower-education positions, particularly:

- 1) high contact-intensity occupations and
- 2) positions that cannot be done remotely.



Source: JobsEQ®, Data as of 2021Q1 except wages which are as of 2020

Emerging Career Paths

Northeast Minnesota

Top Emerging Occupations in Northeast Minnesota, March 1-August 31, 2021 compared to the same dates in 2020 (high-growth occupations by order of volume of postings)

1. Registered Nurses (+102%)
2. Nursing Assistants (+143%)
3. Licensed Practical and Licensed Vocational Nurses (+139%)
4. Social and Human Services Assistant (+56%)
5. Supervisors of Retail Salesworkers (+45%)

Top Sustaining Occupations in Northeast Minnesota September 2020 - 2021

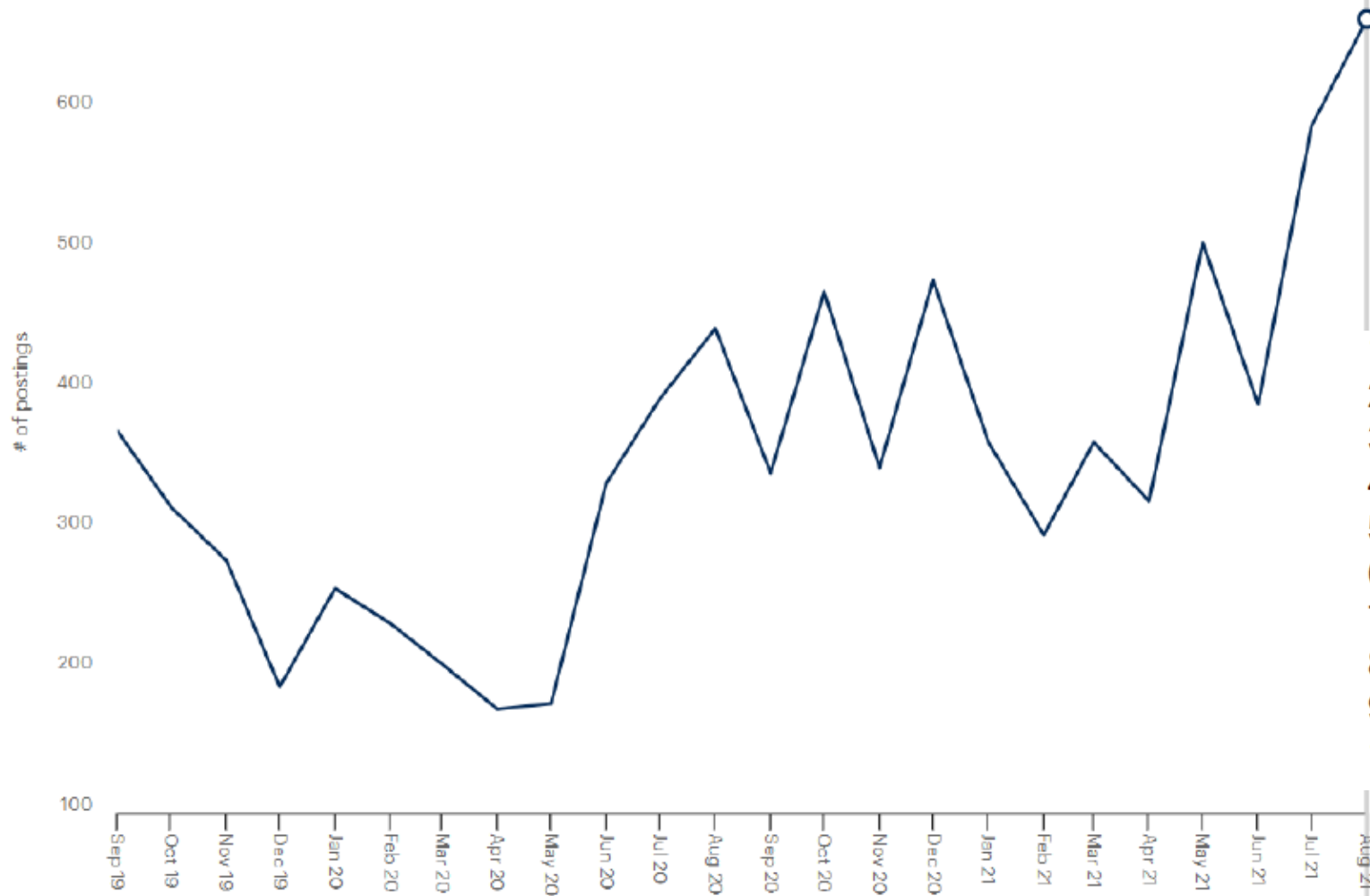
1. Customer Service Representatives (+10%)
2. Laborers and Freight, Stock, and Material Movers (+233%)
3. Light Truck or Delivery Services Drivers (+169%)
4. Software Developers, Applications (+134%)
5. Heavy and Tractor-Trailer Truck Drivers (+65%)



Emerging Career Paths

Northeast Minnesota

Trends in Remote Work Opportunities Advertised Online, Northeast Minnesota 2021Q1



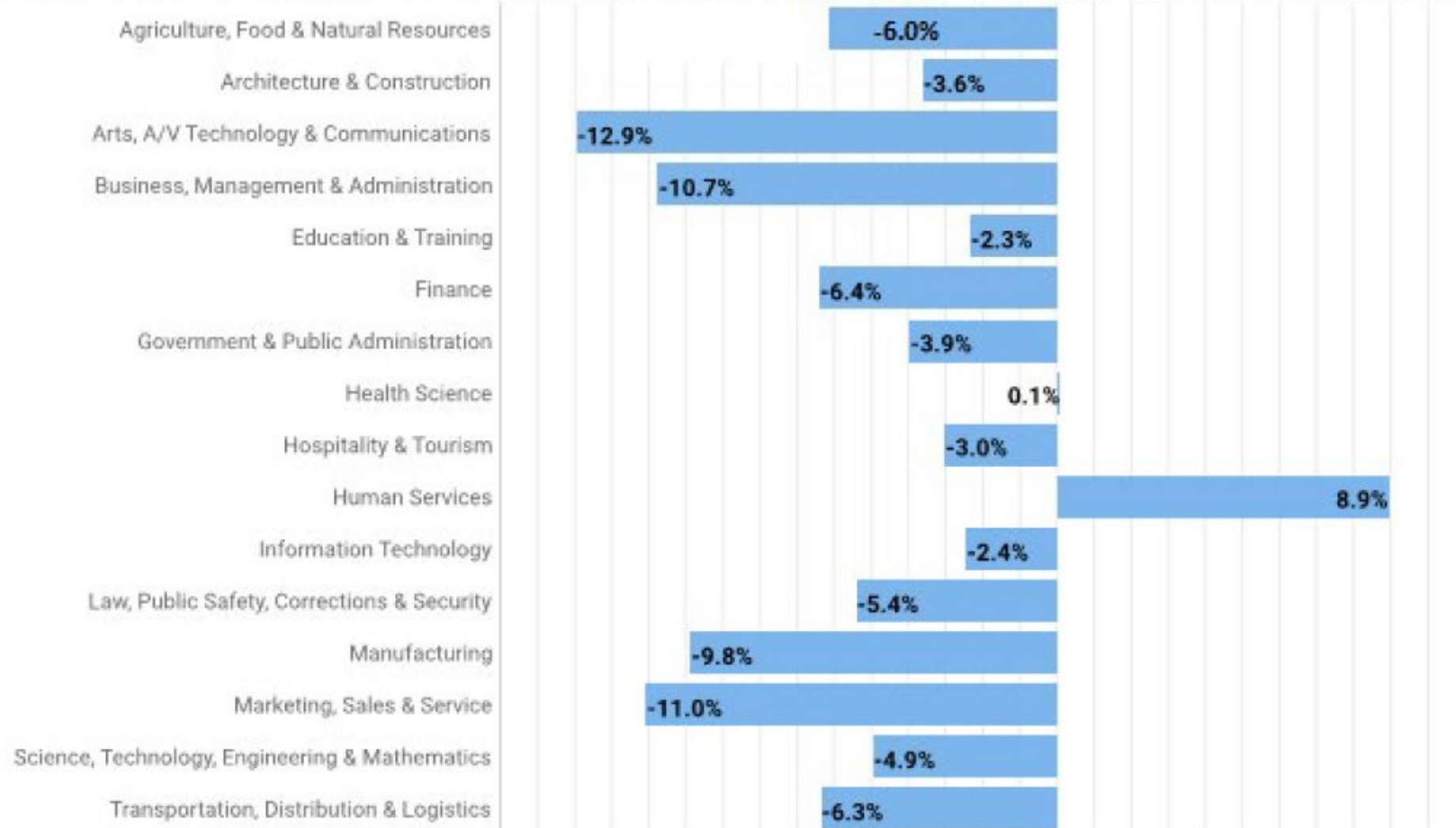
1. Customer Service Representatives (+122%)
2. Insurance Sales Agents (+64%)
3. Medical and Health Services Managers (+24%)
4. Registered Nurses (+60%)
5. Computer Occupations, All Other (+141%)
6. Software Developers, Applications (275%)
7. Medical Secretaries (+291%)
8. Management Analysts (+70%)
9. Human Resources Specialists (+560%)
10. Computer User Support Specialists (+111%)



Shifting Opportunities

Northeast Minnesota

Baseline Worst-Case Scenario 10-Year Forecasts by Career Cluster, Northeast Minnesota 2021Q1



Career Field Analysis

Target Occupations

High wage (above regional average)

High-skill (require some credential)

High-demand (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-year demand >50% of current empl, high job posting volume)

*Often also high occupation gap and award gap

Gateway Occupations

Mid-wage (\$42,000 – regional average)

Low-middle skills (HS diploma, some OJT)

Sufficient demand (3-5% unemployment and/or high volumes of current opportunities)

Origin Occupations

Low wage (<\$42,000/year)

Low skill (no credential)

Low demand (over 5% unemployment, low growth, low replacement demand, and/or low job postings)

Career Field Analysis

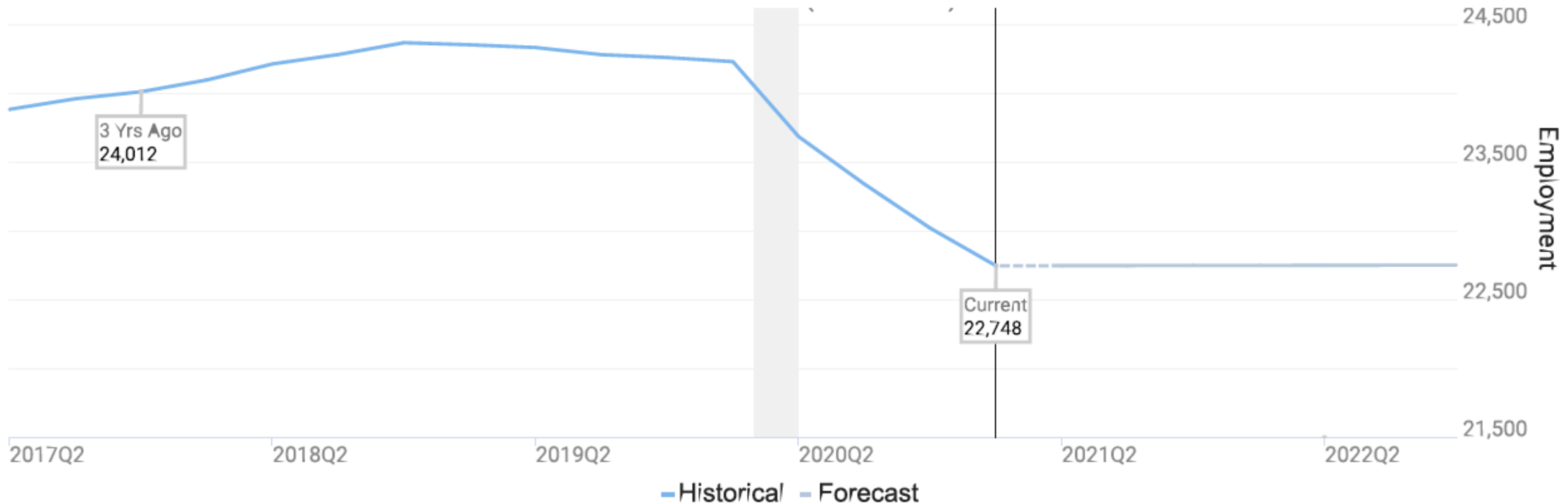
Occupation Characteristics for Consideration

- High-Wage: Paying above the area mean wage
- High-Skill: Requiring some form of credential
- High-Demand: 2/4 of the following requirements met:
 - Low unemployment
 - High volume of job postings in the past 3 months
 - Forecasted growth outpaces average regional forecasted growth
 - Forecasted total demand equal to or greater than 50% of total current employment
- Occupation Gaps
- Award Gaps

Health Science Technology

Northeast Minnesota

Baseline Worst-Case Scenario 3-Year Forecast for Health Science Technology Careers, Northeast Minnesota 2021Q1

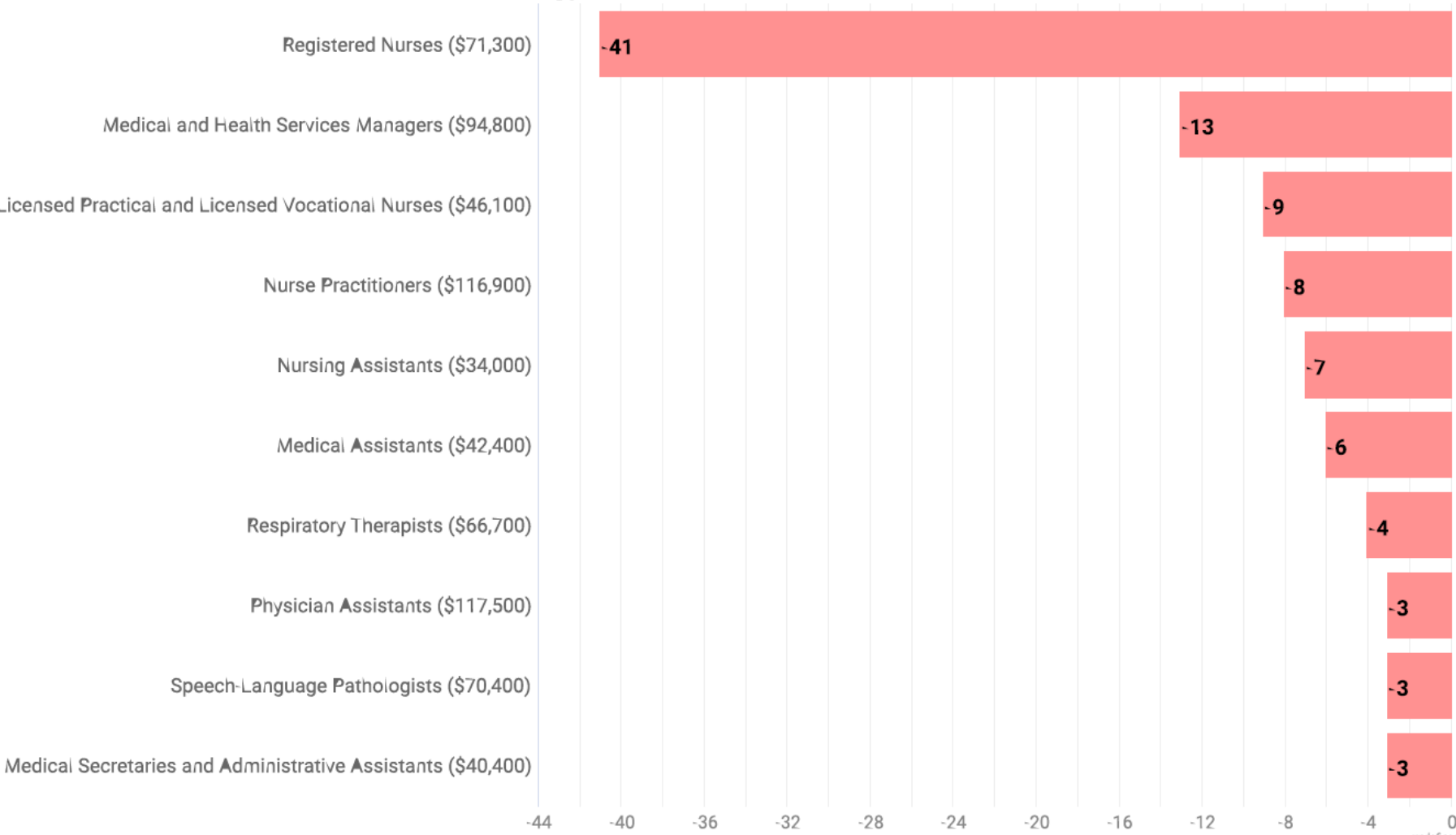


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Health Science Technology

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Health Science Technology, Northeast Minnesota 2021Q1



Certification Gaps

- Advanced Cardiac Life Support Certification (ACLS)
- Emergency Medical Technician (EMT)
- Certified Pharmacy Technician (CPT)
- Emergency Nursing Pediatric Course (ENPC)
- Trauma Nursing Core Course (TNCC)
- Medical Technologist (Medical Technologists)
- Medical Laboratory Technician (MLT)
- Registered Respiratory Therapist (RRT)



RealTime Talent
Using data to build the world's best workforce

Chmura Economics JobsEQ, 2021Q1 dataset.

Health Science Technology

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)
Registered Nurses (OG)
Medical and Health Services Managers (OG)
Nurse Practitioners (OG, AG)
Speech-Language Pathologists (OG)
Physician Assistants (OG, AG)
Veterinarians (OG, AG)

Gateway Occupations

Licensed Practical Nurses (HS, OG)
Medical Assistants (HS, OG, AG)
Medical Dosimetrists (HS, OG)
Dental Assistants (HS, HD, OG)
Recreational Therapists (HS, AG)

Origin Occupations

Likely

Nursing Assistants (HS, OG)
Home Health Aides (HD)
Personal Care Aides (HD)
Pharmacy Technicians (OG, AG)
Psychiatric Technicians (HS, OG, AG)

Aligned

Childcare Workers
Customer Service Reps
Cooks
Secretaries
Cashiers

Health Science Technology

Northeast Minnesota

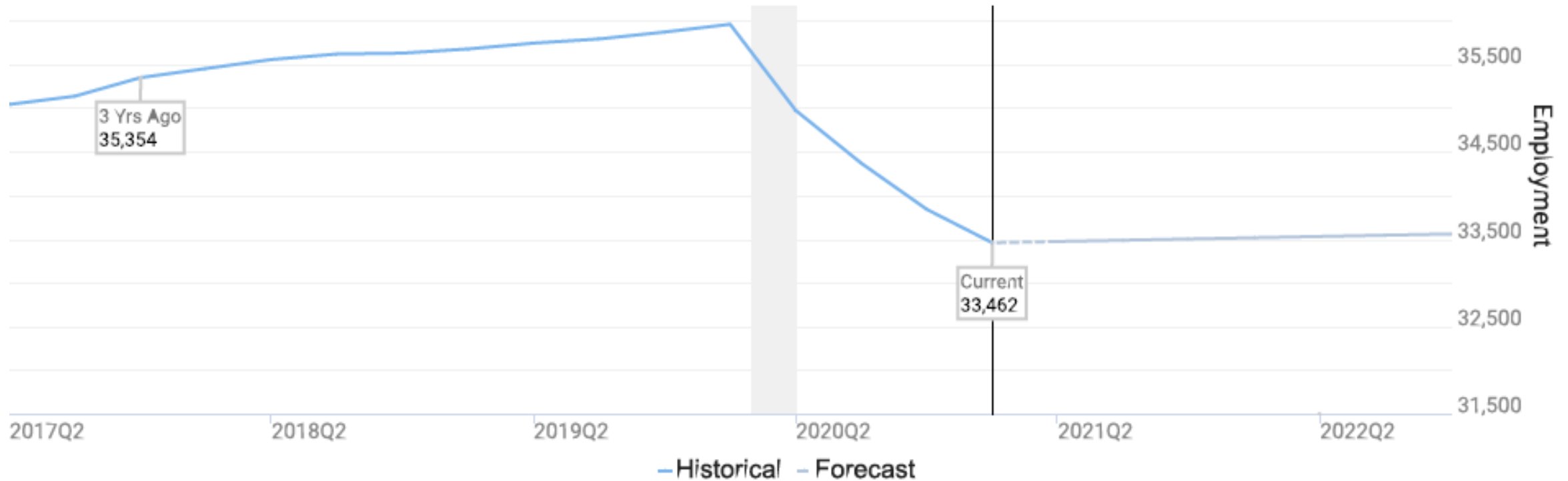
Top Ten Target Occupations in Health Science Technology, Northeast Minnesota 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
29-1141	Registered Nurses	6,401	\$71,300	HW	HS	HD	OG	
11-9111	Medical and Health Services Managers	669	\$94,800	HW	HS	HD	OG	
29-1171	Nurse Practitioners	260	\$116,900	HW	HS	HD	OG	AG
29-1127	Speech-Language Pathologists	202	\$70,400	HW	HS	HD	OG	
29-1071	Physician Assistants	151	\$117,500	HW	HS	HD	OG	AG
29-1131	Veterinarians	117	\$89,000	HW	HS	HD	OG	AG
31-2021	Physical Therapist Assistants	109	\$56,200	HW	HS	HD	OG	
31-2011	Occupational Therapy Assistants	48	\$53,400	HW	HS	HD		AG
29-1129	Therapists, All Other	41	\$56,500	HW	HS	HD	OG	AG
29-1181	Audiologists	17	\$83,700	HW	HS	HD		

Human Services

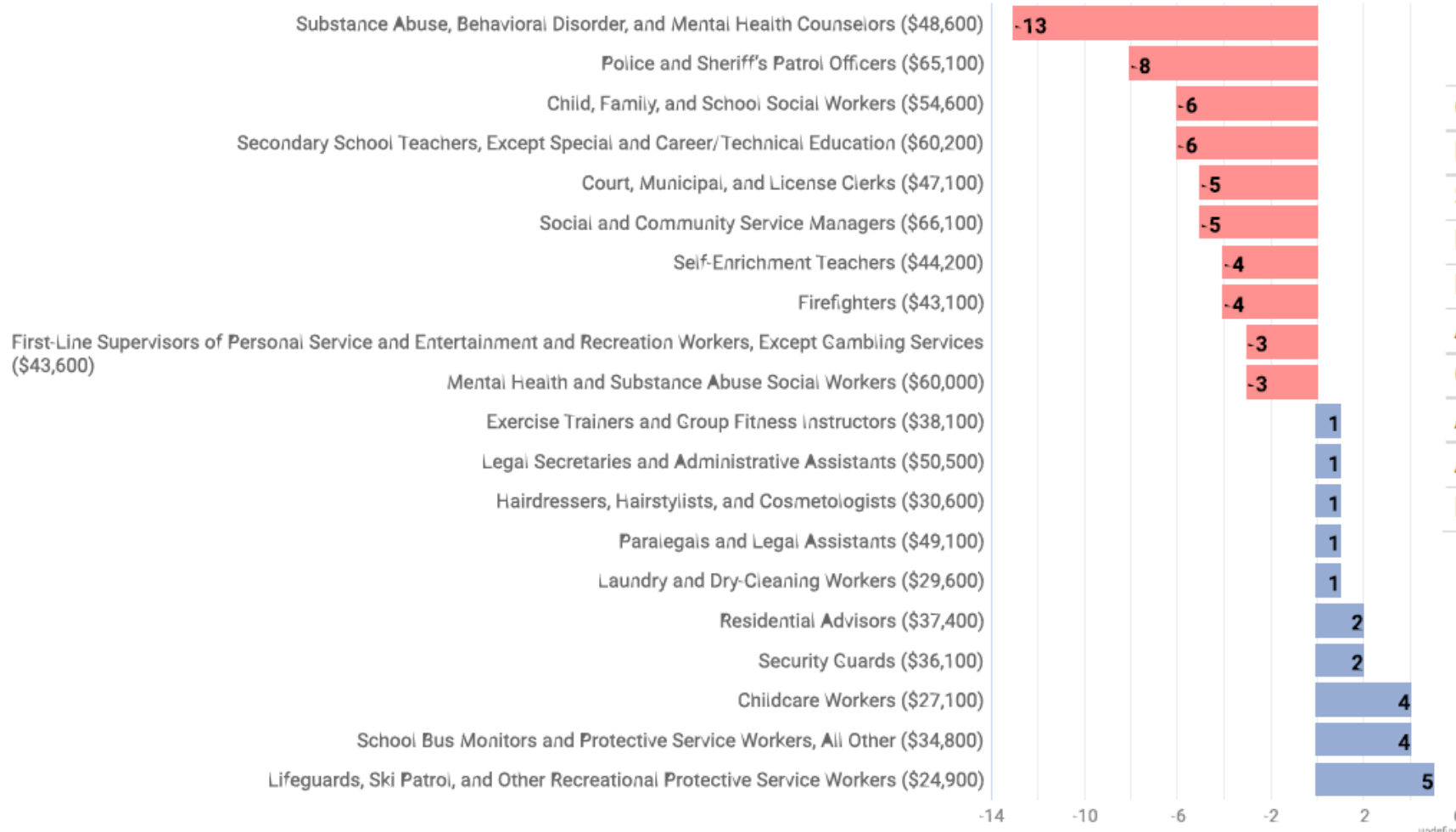
Northeast Minnesota

Baseline Worst-Case Scenario 3-Year Forecast for Human Services Careers, Northeast Minnesota 2021Q1



Human Services

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Human Services, Northeast Minnesota 2021Q1



Certification Gaps

- Child Development Associate (CDA)
- Basic Life Support (BLS)
- Secret Clearance
- Licensed Professional Counselor (LPC)
- Licensed Clinical Social Worker (LCSW)
- AFAA Personal Fitness Trainer
- Certified Alcohol and Drug Counselor (ADC)
- AED Essentials
- Advanced Cardiac Life Support Certification (ACLS)
- First Responder Certification



Human Services

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)

Social and Community Service Managers (OG)

Healthcare Social Workers (OG, AG)

Tutors and Teachers and Instructors, All Other

Educational, Guidance, and Career Counselors (OG)

Mental Health and Substance Abuse Social Workers (OG)

Gateway Occupations

Substance Abuse, Behavioral Disorder, and Mental Health Counselors (HS, HD, OG)

Court, Municipal, and License Clerks (OG)

Firefighters (HS, OG)

Self-Enrichment Teachers (HD, OG, AG)

Clergy (HS, HD, OG, AG)

Origin Occupations

Likely

Personal Care Aides (HD, AG)

Home Health Aides (HD)

Teaching Assistants (HS, HD)

Childcare Workers (HD, AG)

Social and Human Service Assistants (HD, AG)

Aligned

Tellers

Retail Sales Workers

Waiters and Waitresses

Cashiers

Cooks

Human Services

Northeast Minnesota

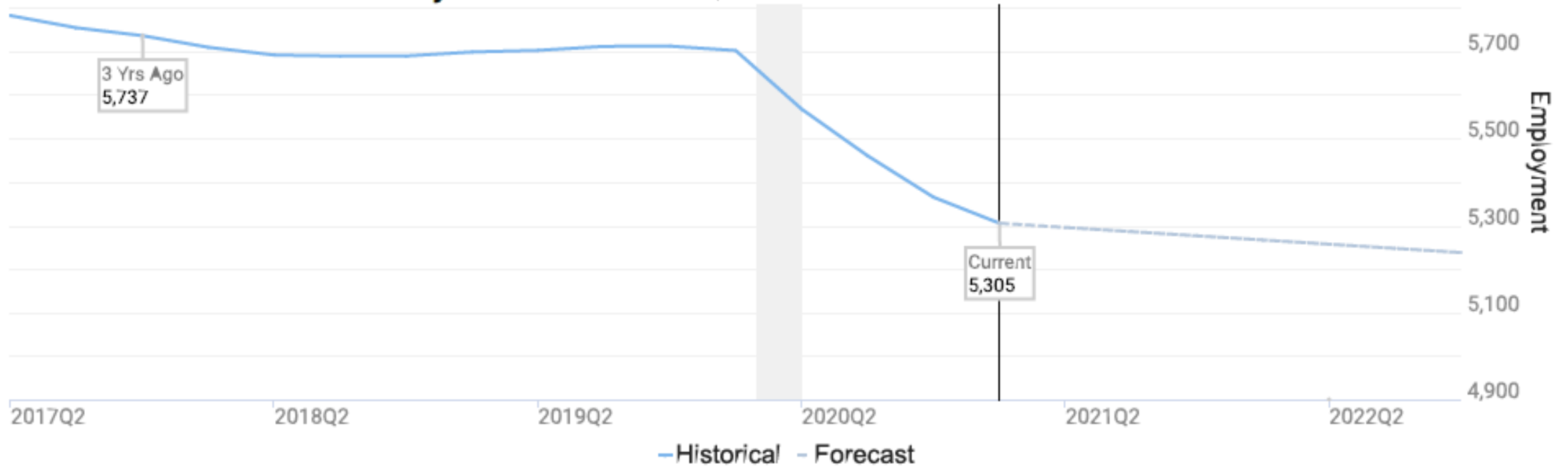
Top Ten Target Occupations in Human Services, Northeast Minnesota 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
11-9151	Social and Community Service Managers	386	\$66,100	HW	HS	HD	OG	
21-1022	Healthcare Social Workers	348	\$54,600	HW	HS	HD	OG	AG
25-3097	Tutors and Teachers and Instructors, All Other	324	\$52,400	HW	HS	HD		
21-1012	Educational, Guidance, and Career Counselors and Advisors	321	\$57,000	HW	HS	HD	OG	
21-1023	Mental Health and Substance Abuse Social Workers	314	\$60,000	HW	HS	HD	OG	
25-9031	Instructional Coordinators	233	\$73,300	HW	HS	HD	OG	AG
25-1071	Health Specialties Teachers, Postsecondary	199	\$100,200	HW	HS	HD	OG	
25-2012	Kindergarten Teachers, Except Special Education	180	\$56,000	HW	HS	HD		AG
25-4022	Librarians and Media Collections Specialists	177	\$60,200	HW	HS	HD	OG	AG
21-2021	Directors, Religious Activities and Education	174	\$55,400	HW	HS	HD		AG



Arts, Communications, & Information Systems

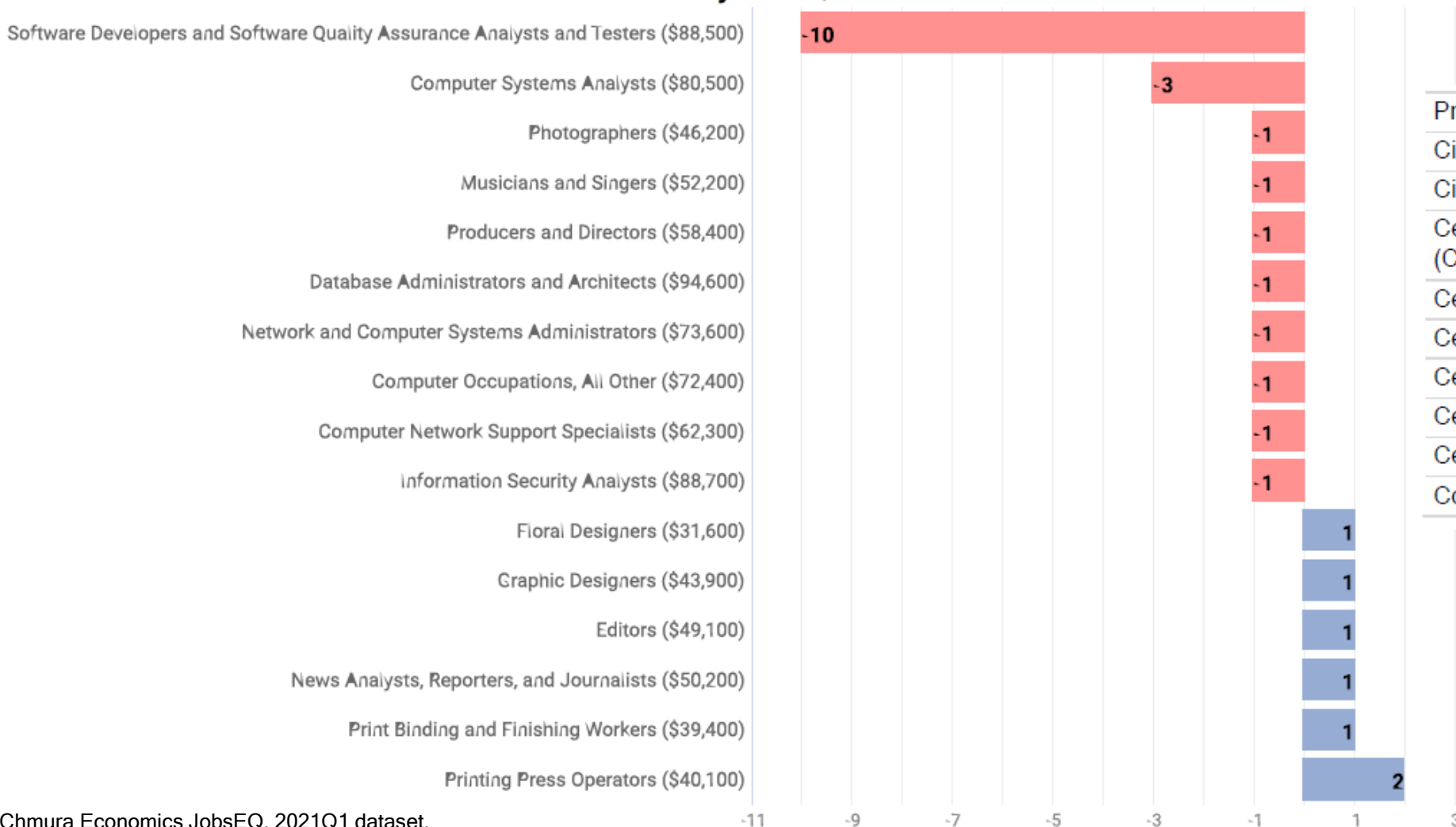
Baseline Worst-Case Scenario 3-Year Forecast for Arts, Communications, and Information Systems Careers, Northeast Minnesota 2021Q1



Arts, Communications, & Information Systems

Northeast Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Arts, Communications. And Information Systems, Northeast Minnesota 2021Q1



Certification Gaps

- Project Management Professional (PMP)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Network Associate (CCNA)
- Certified Information Systems Security Professional (CISSP)
- Certified Information Systems Auditor (CISA)
- Certified Ethical Hacker (C/EH)
- Certified Information Security Manager (CISM)
- Certified Cloud Security Professional (CCSP)
- Certified Technology Specialist (CTS)
- Commercial Driver's License (CDL)



Arts, Communications, & Information Systems

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)

Software Developers (OG)

Computer Programmers

Producers and Directors (OG)

Information Security Analysts (AG)

Art Directors (AG)

Gateway Occupations

Graphic Designers (HS)

Photographers (OG, AG)

Editors (HS)

News Analysts, Reporters, and Journalists (HS)

Music Directors and Composers (HS, HD)

Origin Occupations

Likely

Printing Press Operators

Floral Designers

Audio and Video Technicians (HS, HD, OG, AG)

Broadcast Announcers & Radio Disc Jockeys (HS)

Broadcast Technicians (HS, HD, AG)

Aligned

Library Technicians

Recreation Attendants

Hosts and Hostesses

Customer Service Reps

Machine Operators

Arts, Communications, & Information Systems

Northeast Minnesota

Top Ten Target Occupations in Arts, Communications, and Information Systems, Northeast Minnesota 2021Q1

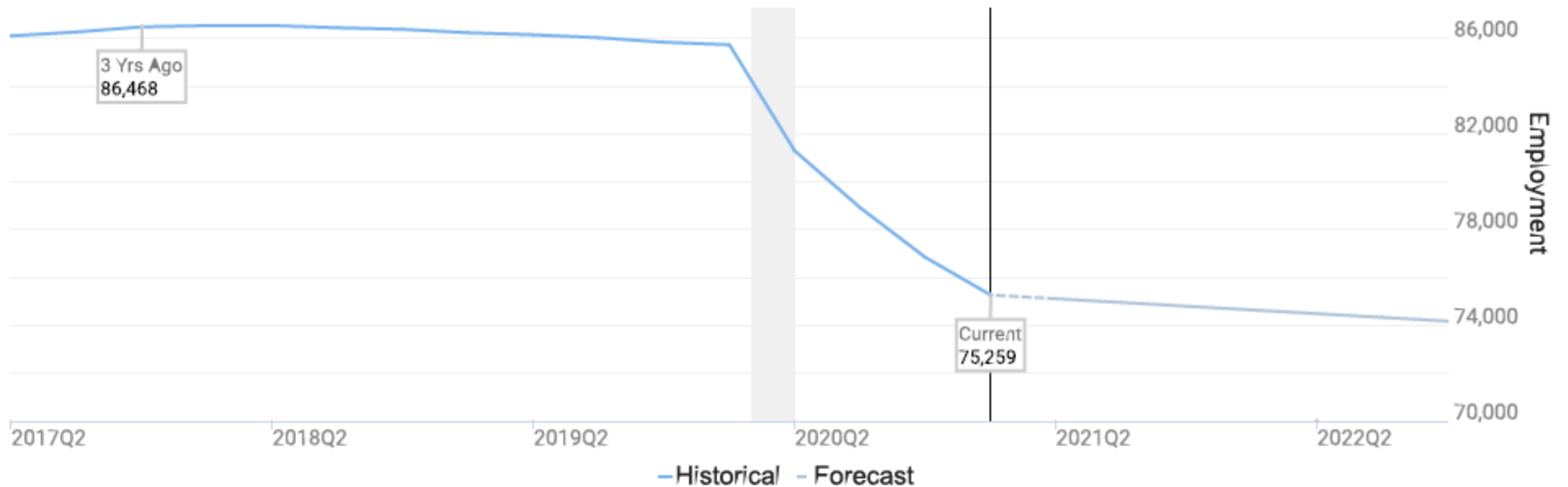
SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	758	\$88,500	HW	HS	HD	OG	
15-1251	Computer Programmers	111	\$88,800	HW	HS	HD		
27-2012	Producers and Directors	109	\$58,400	HW	HS	HD	OG	
15-1212	Information Security Analysts	80	\$88,700	HW	HS	HD	OG	
27-1011	Art Directors	77	\$94,900	HW	HS	HD		AG
27-1014	Special Effects Artists and Animators	46	\$66,400	HW	HS	HD		AG
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	23	\$55,400	HW	HS	HD		
27-4031	Camera Operators, Television, Video, and Film	21	\$51,900	HW	HS	HD		
27-4032	Film and Video Editors	16	\$66,700	HW	HS	HD		
27-1022	Fashion Designers	15	\$68,000	HW	HS	HD		AG



Business, Management, & Administration

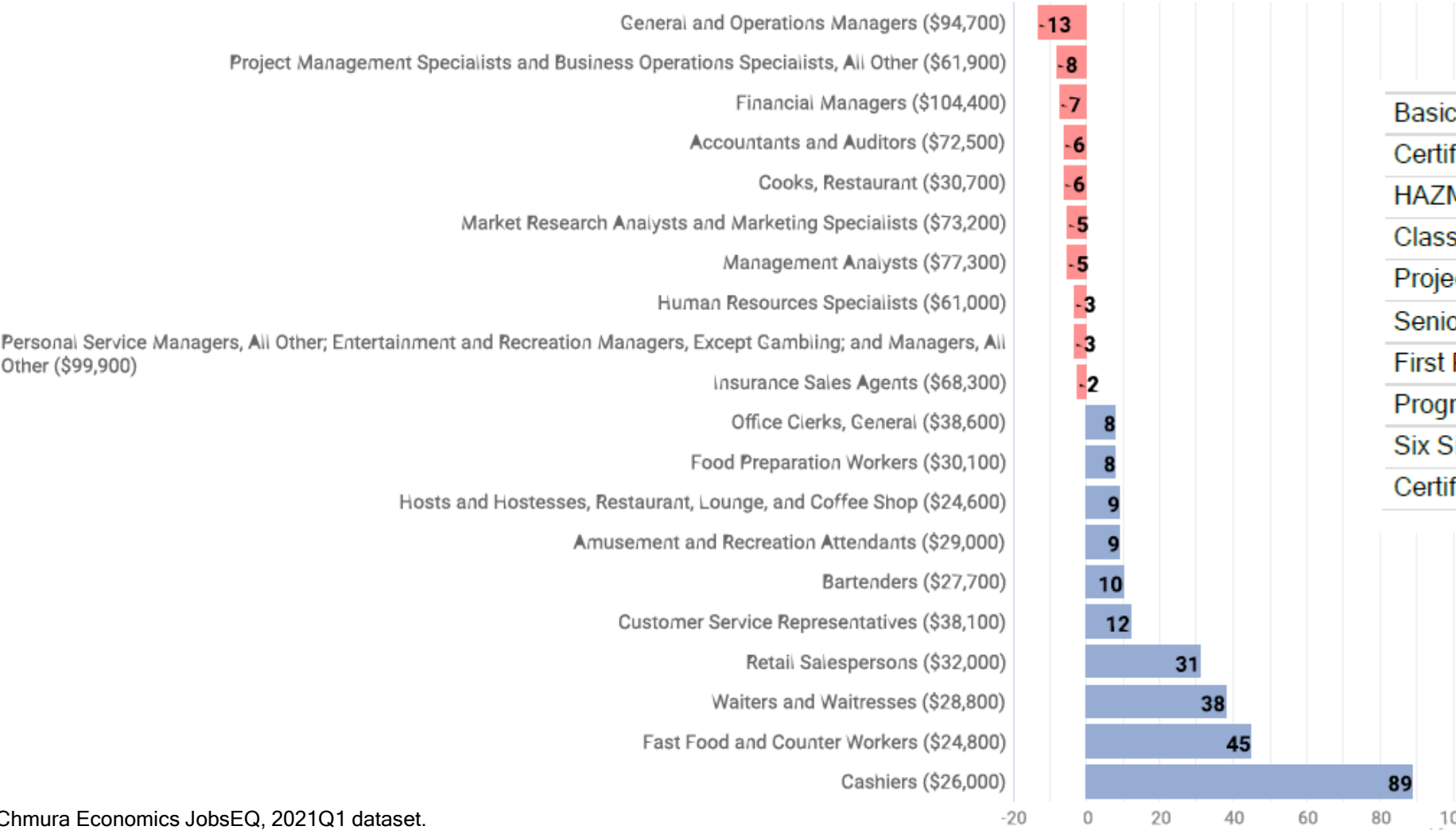
Northeast
Minnesota

Baseline Worst-Case Scenario 3-Year Forecast for Business, Management, and Administration Careers, Northeast Minnesota 2021Q1



Business, Management, & Administration

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Business, Management, and Administration, Northeast Minnesota 2021Q1



Certification Gaps

- Basic Life Support (BLS)
- Certified Public Accountant (CPA)
- HAZMAT
- Class A Commercial Driver's License (CDL-A)
- Project Management Professional (PMP)
- Senior Professional in Human Resources (SPHR)
- First Responder Certification
- Program Management Professional (PgMP)
- Six Sigma Green Belt Certification (SSGB)
- Certified Facility Manager (CFM)



Business, Management, & Administration

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)
General and Operations Managers (OG, AG)
Project Management Specialists (OG, AG)
Financial Managers (OG)
Market Research Analysts & Marketing Specialists (OG)
Public Relations Specialists (OG)

Gateway Occupations

Supervisors of Retail Sales Workers- (AG)
Food Service Managers (HD, OG, AG)
Insurance Claims and Policy Processing Clerks
Supervisors of Housekeeping and Janitorial Workers (HD, OG)
Labor Relations Specialists (HS, AG)
Postal Service Mail Sorters and Processing Machine Operators

Origin Occupations

Likely

Cashiers
Retail Salespersons (HD)
Fast Food and Counter Workers (HD)
Office Clerks, General
Waiters and Waitresses (HD)

Aligned

Library Technicians
Eligibility Interviewers
Childcare Workers

Business, Management, & Administration

Northeast Minnesota

**Top Ten Target Occupations in Business, Management, and Administration, Northeast Minnesota
2021Q1**

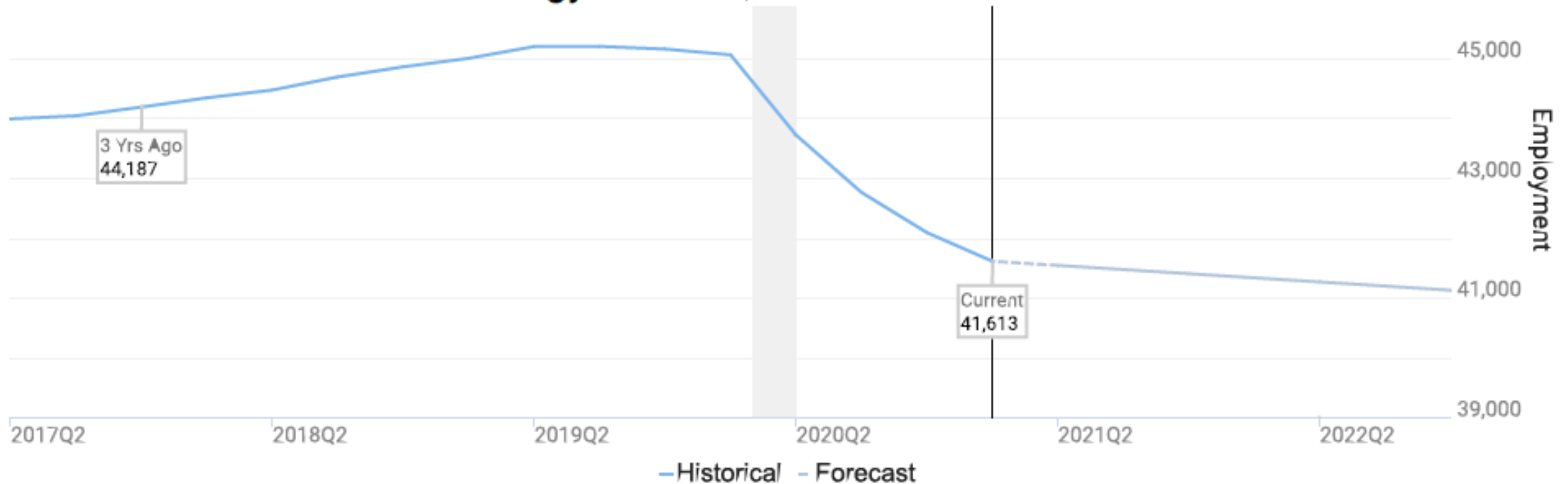
SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
11-1021	General and Operations Managers	2,217	\$94,700	HW	HS	HD	OG	AG
13-1198	Project Management Specialists and Business Operations Specialists, All Other	1,463	\$61,900	HW	HS	HD	OG	AG
11-3031	Financial Managers	599	\$104,400	HW	HS	HD	OG	
13-1161	Market Research Analysts and Marketing Specialists	535	\$73,200	HW	HS	HD	OG	
27-3031	Public Relations Specialists	278	\$66,200	HW	HS	HD	OG	
13-2052	Personal Financial Advisors	155	\$128,000	HW	HS	HD	OG	
13-1131	Fundraisers	134	\$63,000	HW	HS	HD	OG	
15-2031	Operations Research Analysts	87	\$62,800	HW	HS	HD	OG	AG
11-2033	Fundraising Managers	62	\$110,700	HW	HS	HD	OG	
15-2011	Actuaries	17	\$98,500	HW	HS	HD		



Engineering, Manufacturing, & Technology

Northeast
Minnesota

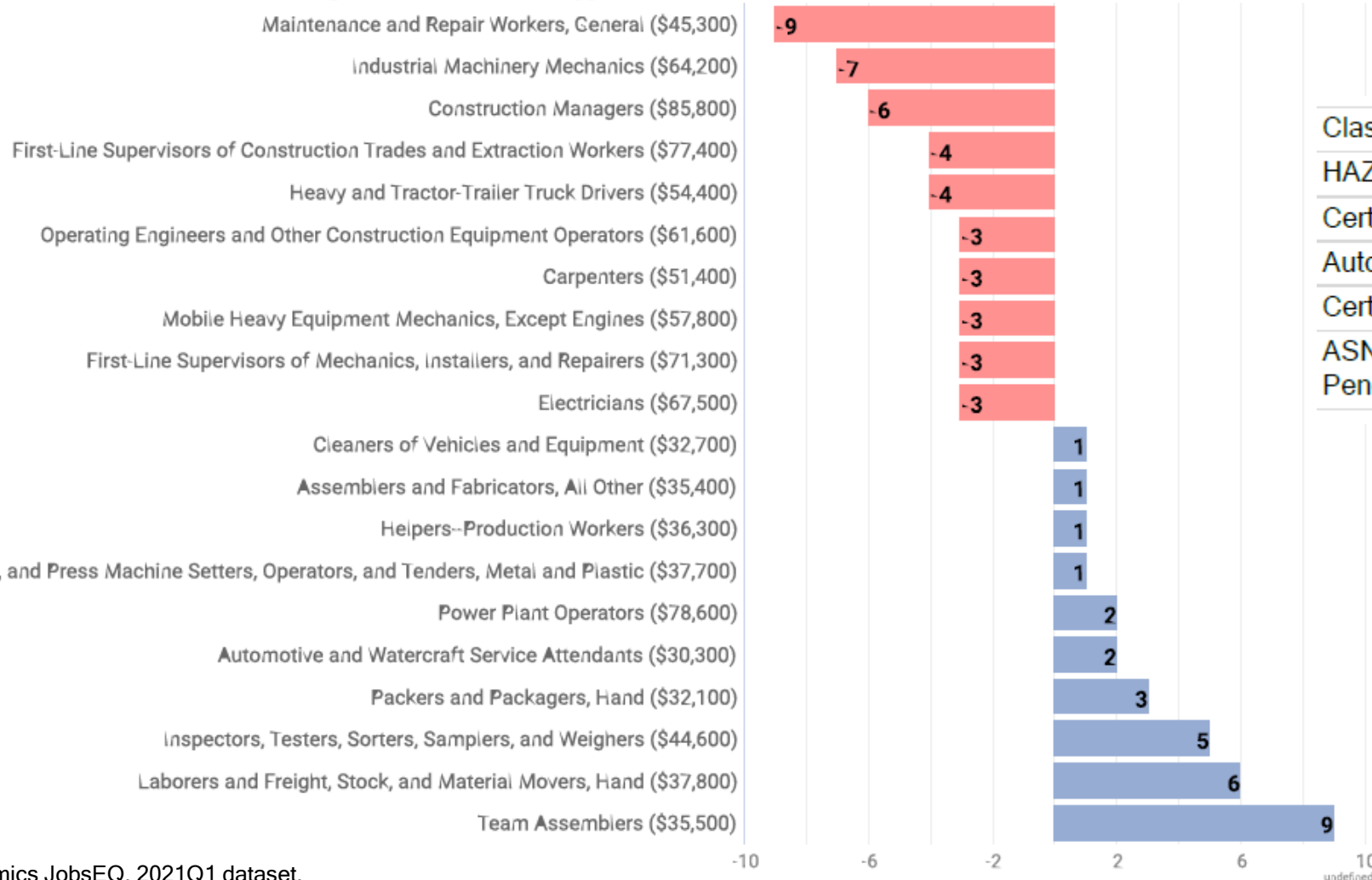
Baseline Worst-Case Scenario 3-Year Forecast for Engineering, Manufacturing, and Technology Careers, Northeast Minnesota 2021Q1



Engineering, Manufacturing, & Technology

Northeast
Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Engineering, Manufacturing, and Technology, Northeast Minnesota 2021Q1



Certification Gaps

Class B Commercial Driver's License (CDL-B)

HAZMAT

Certified Welder

Automobile Technician: Engine Repair (Test A1)

Certified Electronic Systems Technician (EST)

ASNT Central Certification Program Level II - Liquid Penetrant Testing (ACCP-PT)



RealTime Talent

Using data to build the world's best workforce

Engineering, Manufacturing, & Technology

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)
Engineers, All Other(OG, AG)
Environmental Scientists and Specialists (OG)
Wind Turbine Service Technicians (OG)
Medical Equipment Repairers (AG)
Captains, Mates, and Pilots of Water Vessels (AG)
CNC Tool Programmers

Gateway Occupations

Maintenance and Repair Workers, General (HD, OG, AG)
Construction Laborers
Automotive Service Technicians and Mechanics (HS, AG)
Inspectors, Testers, Sorters, Samplers, and Weighers
Highway Maintenance Workers (OG)
Bus and Truck Mechanics and Diesel Engine Specialists (OG)

Origin Occupations

Likely

Laborers and Freight, Stock Movers
Landscaping and Groundskeeping Workers (HD)
Passenger Vehicle Drivers (HD, AG)
Team Assemblers
Light Truck Drivers

Aligned

Parking Lot Attendants
Retail Sales Workers
Stockers and Order Fillers
Janitors and Cleaners
Personal Services Managers

Engineering, Manufacturing, & Technology

Northeast Minnesota

**Top Ten Target Occupations in Engineering, Manufacturing, and Technology, Northeast Minnesota
2021Q1**

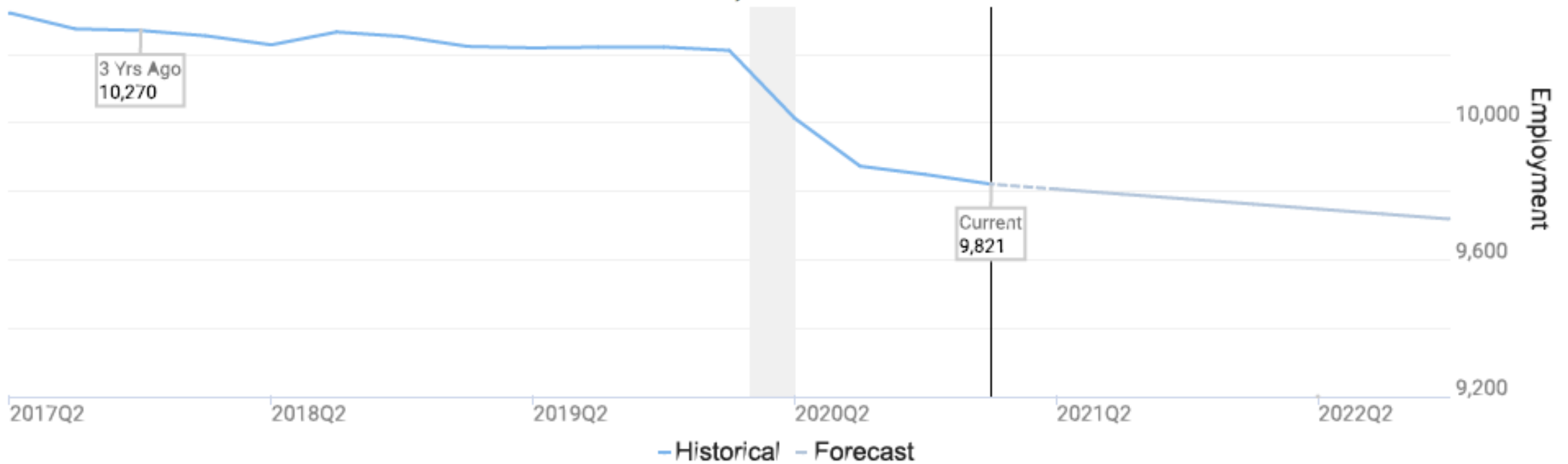
SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
17-2199	Engineers, All Other	133	\$85,400	HW	HS	HD	OG	AG
19-2041	Environmental Scientists and Specialists, Including Health	97	\$72,000	HW	HS	HD	OG	
49-9081	Wind Turbine Service Technicians	56	\$60,900	HW	HS	HD	OG	
49-9062	Medical Equipment Repairers	50	\$53,100	HW	HS	HD		AG
53-5021	Captains, Mates, and Pilots of Water Vessels	43	\$92,600	HW	HS	HD		AG
51-9162	Computer Numerically Controlled Tool Programmers	40	\$64,700	HW	HS	HD		
17-3021	Aerospace Engineering and Operations Technologists and Technicians	39	\$64,300	HW	HS	HD		AG
15-2041	Statisticians	36	\$78,600	HW	HS	HD	OG	
19-2042	Geoscientists, Except Hydrologists and Geographers	35	\$105,300	HW	HS	HD		



Agriculture, Food, & Natural Resources

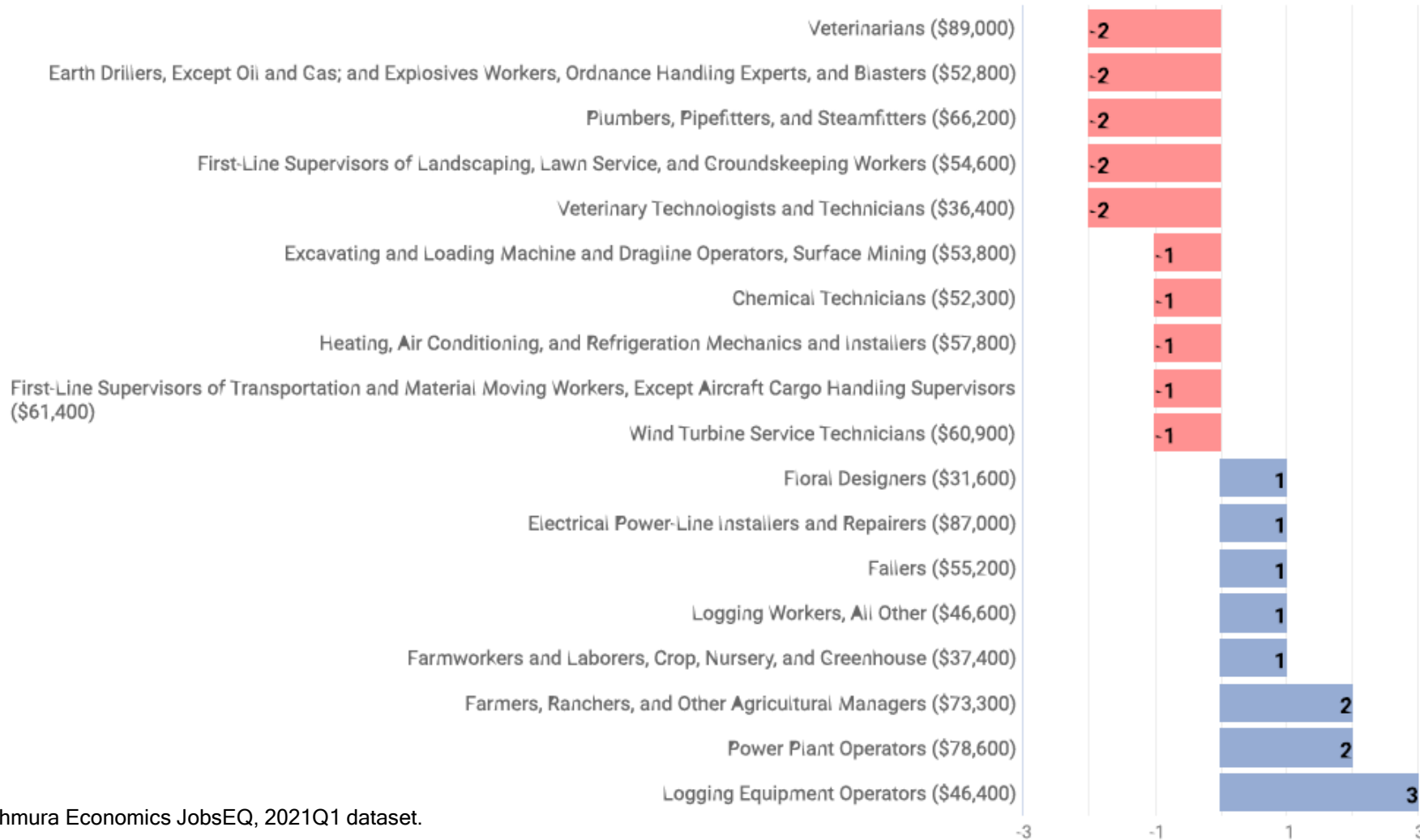
Northeast Minnesota

Baseline Worst-Case Scenario 3-Year Forecast for Agriculture, Food, and Natural Resources Careers, Northeast Minnesota 2021Q1



Agriculture, Food, & Natural Resources

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Agriculture, Food, and Natural Resources, Northeast Minnesota 2021Q1



Certification Gaps

- Registered Veterinary Technician (RVT)
- Class B Commercial Driver's License (CDL-B)
- Class A Commercial Driver's License (CDL-A)
- Laboratory Animal Technician (LAT)
- Certified Professional Dog Trainer (CPDT)
- Forklift Certified
- HAZMAT
- EPA Section 608 Certification (EPA 608)
- Engineer in Training (EIT)
- ServSafe Food Protection Manager Certification



Agriculture, Food, & Natural Resources

Northeast, 2021Q1

Target Occupations (all HW, HD, HS)
Veterinarians (OG, AG)
Environmental Scientists and Specialists (OG)
Biological Science Teachers, Postsecondary (OG)
Wind Turbine Service Technicians (OG)
Captains, Mates, and Pilots of Water Vessels (AG)
Geoscientists

Gateway Occupations

Logging Equipment Operators (HD)
Tree Trimmers and Pruners
Forest and Conservation Technicians (HS)
Biological Technicians (HS)
Logging Workers, All Other (HD)
Farm Equipment Mechanics and Service Technicians

Origin Occupations

Likely

Landscaping and Groundskeeping Workers (HD)
Refuse and Recyclable Material Collectors (AG)
Animal Caretakers (HD)
Veterinary Techs (HS, OG)
Bakers (HD, AG)

Aligned

Compliance Officers
Laborers and Freight Movers
Stockers and Order Fillers
Cooks
Customer Service Reps

Agriculture, Food, & Natural Resources

Northeast Minnesota

**Top Ten Target Occupations in Agriculture, Food, and Natural Resources, Northeast Minnesota
2021Q1**

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
29-1131	Veterinarians	117	\$89,000	HW	HS	HD	OG	AG
19-2041	Environmental Scientists and Specialists, Including Health	97	\$72,000	HW	HS	HD	OG	
25-1042	Biological Science Teachers, Postsecondary	57	\$80,600	HW	HS	HD	OG	
49-9081	Wind Turbine Service Technicians	56	\$60,900	HW	HS	HD	OG	
53-5021	Captains, Mates, and Pilots of Water Vessels	43	\$92,600	HW	HS	HD		AG
19-2042	Geoscientists, Except Hydrologists and Geographers	35	\$105,300	HW	HS	HD		
19-4042	Environmental Science and Protection Technicians, Including Health	29	\$53,500	HW	HS	HD		
17-1012	Landscape Architects	27	\$68,000	HW	HS	HD		AG
53-5031	Ship Engineers	20	\$87,900	HW	HS	HD		
45-2011	Agricultural Inspectors	16	\$57,900	HW	HS	HD		

Summary and Discussion

Discussion Question 1

What piece of the data surprised, inspired, validated, or challenged you?

Discussion Question 2

From your perspective, what are the most important considerations in these data for Career and Technical Education programs?

Discussion Question 3

What is one barrier that you can help remove for BIPOC students?

Discussion Question 4

What additional information
will you seek out next?

Discussion Question 5

What changes or evaluations to your program will you prioritize next as a result of this data?

Thank you!

If you have questions about this report, please contact:
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Appendix