

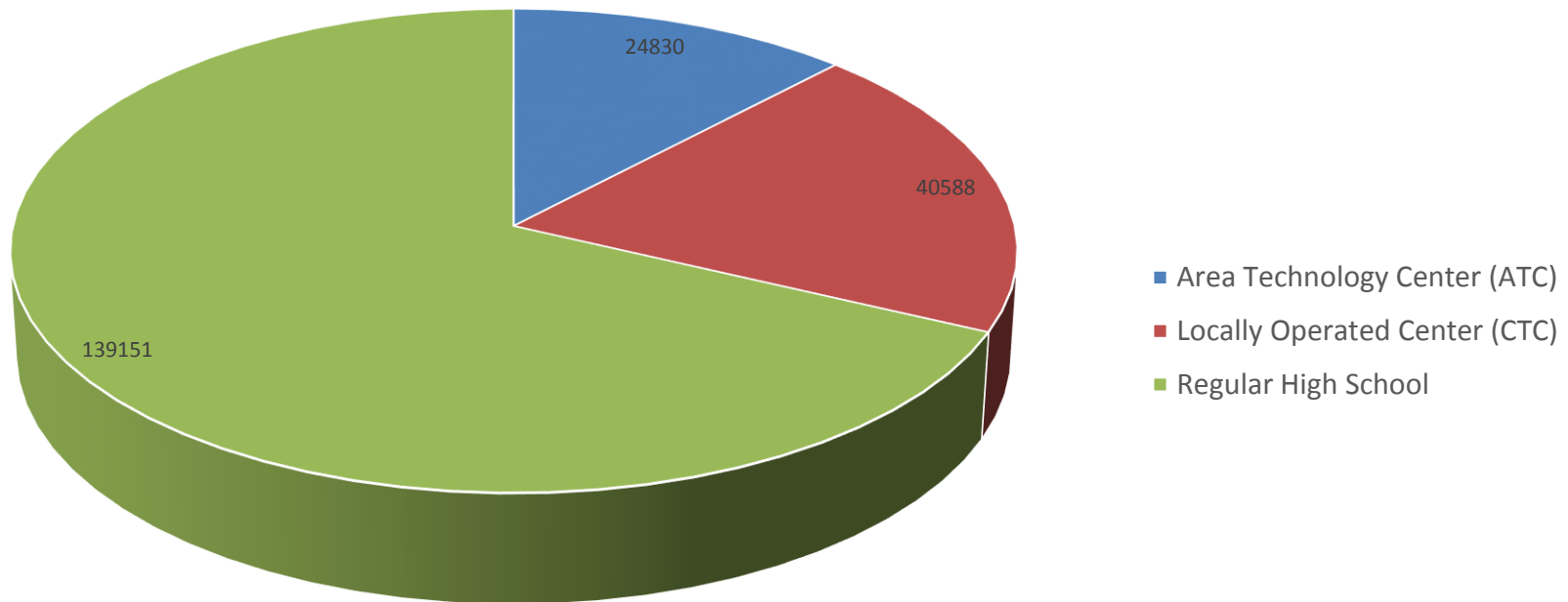
Office of Career and Education

Minority Demographics & Recruitment

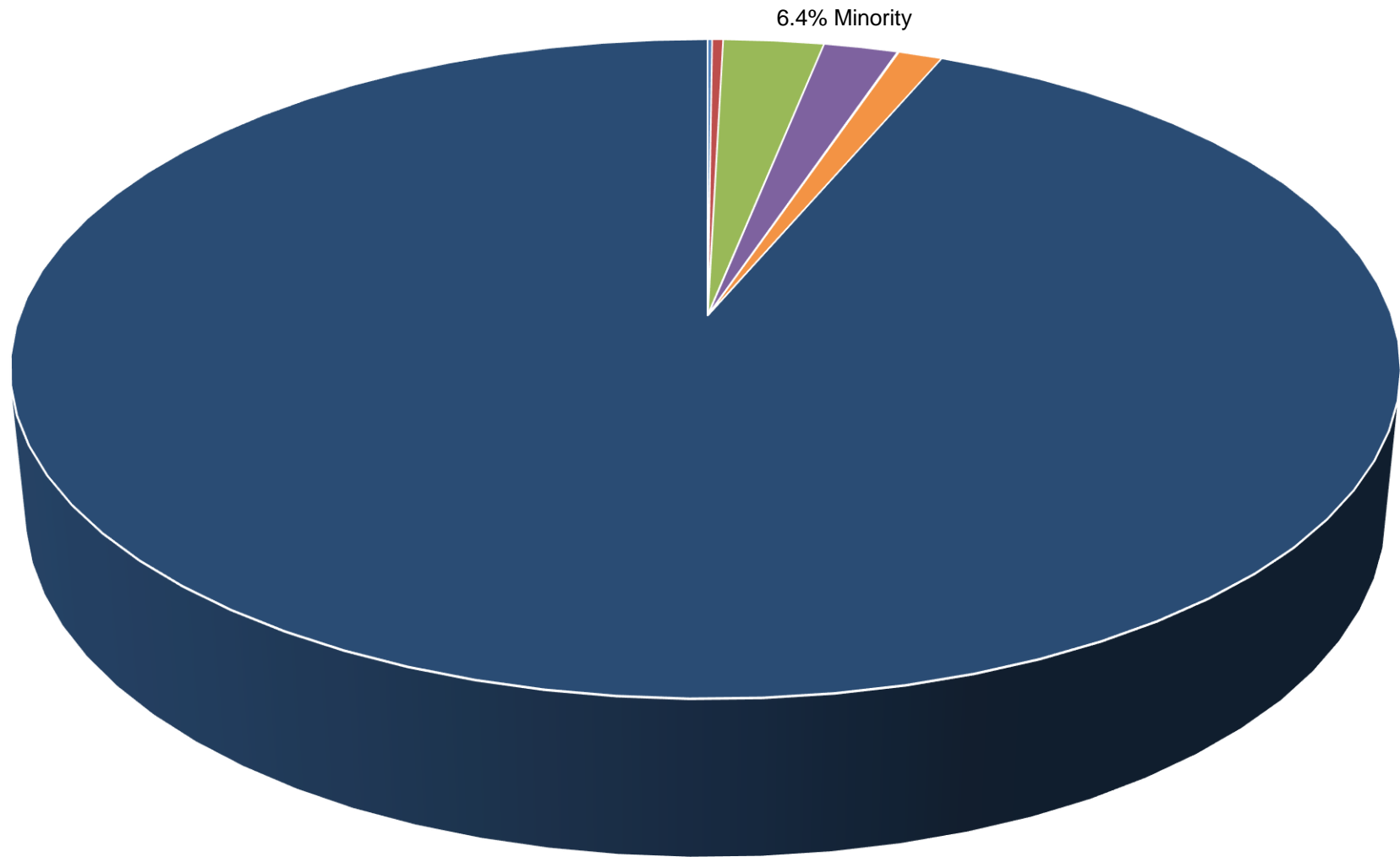
Dale Winkler, Associate Commissioner
Office of Career and Technical Education

Hiren Desai, Associate Commissioner
Office of Administration & Support

Total Number CTE of Students By School Type



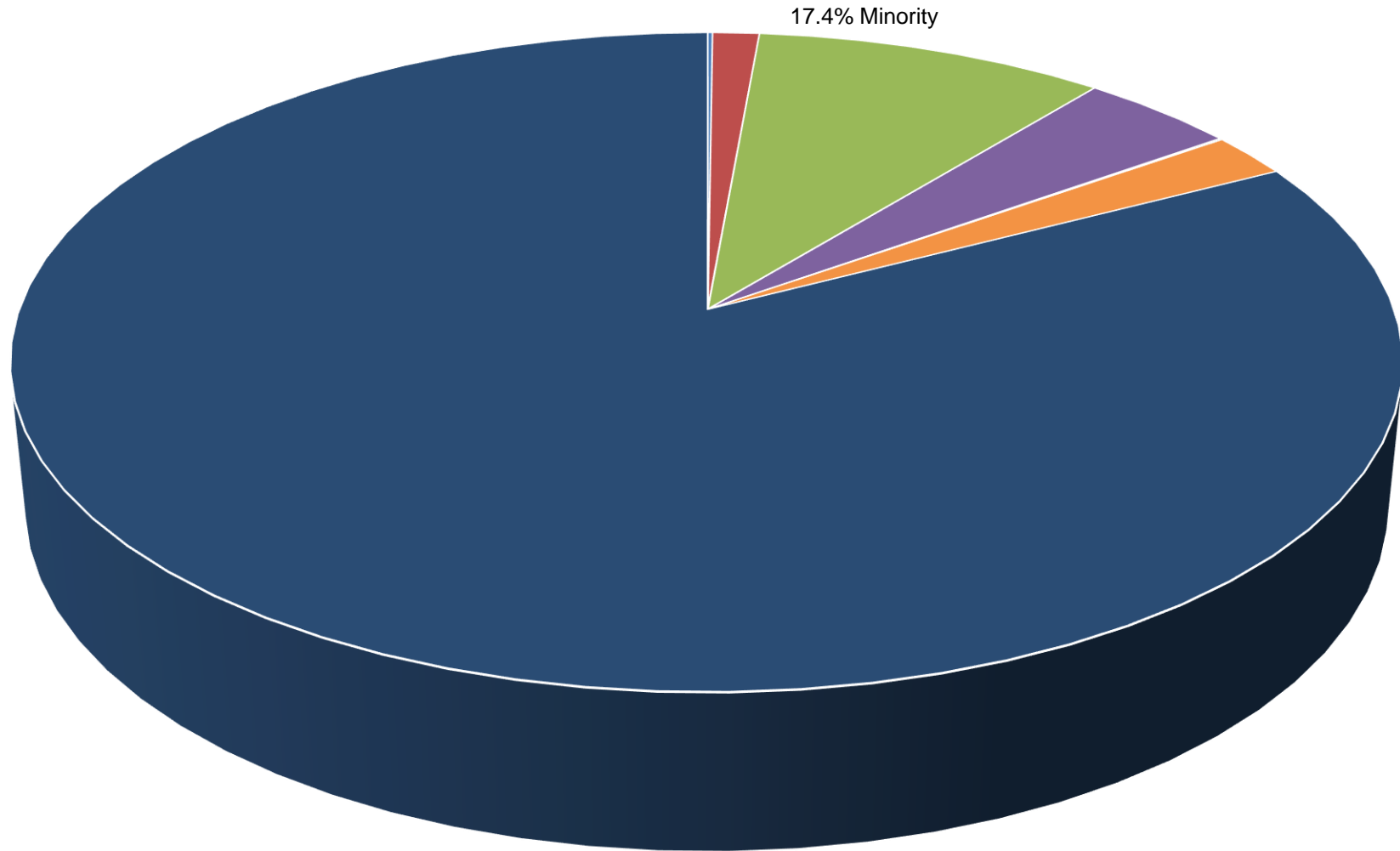
Total Area Technology Center (state-operated) Students by Race



- American Indian/Native Alaskan
- Asian
- Black, Non-Hispanic
- Hispanic
- Native Hawaiian or Other Pacific Islander
- Two or More
- White, Non-Hispanic

GLOBAL
COMPETITIVENESS
SUCCESS
LEADING CHANGE
CAREER
READINESS
COLLEGE &
TECHNICAL KNOWLEDGE
ECONOMIC VITALITY
LEADERSHIP
TRANSFORMING EXPECTATIONS
HIGH-DEMAND
LEARNING
SKILLS
SUSTAINABLE
WORKFORCE
READY
GLOBALLY
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ENTREPRENEURIAL
GRADUATION
RATES
STUDENT
SUCCESS
OPPORTUNITY
CAREER
WORLD CLASS
LEARNING
PREPARATION
LEADERSHIP
ECONOMIC
REINVESTING
IN
FUTURE
ENTREPRENEURIAL
LEADING CHANGE
MAKING
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TRANSFORMING
EXPECTATIONS

Total High School Students by Race



American Indian/Native Alaskan

Asian

Black, Non-Hispanic

Hispanic

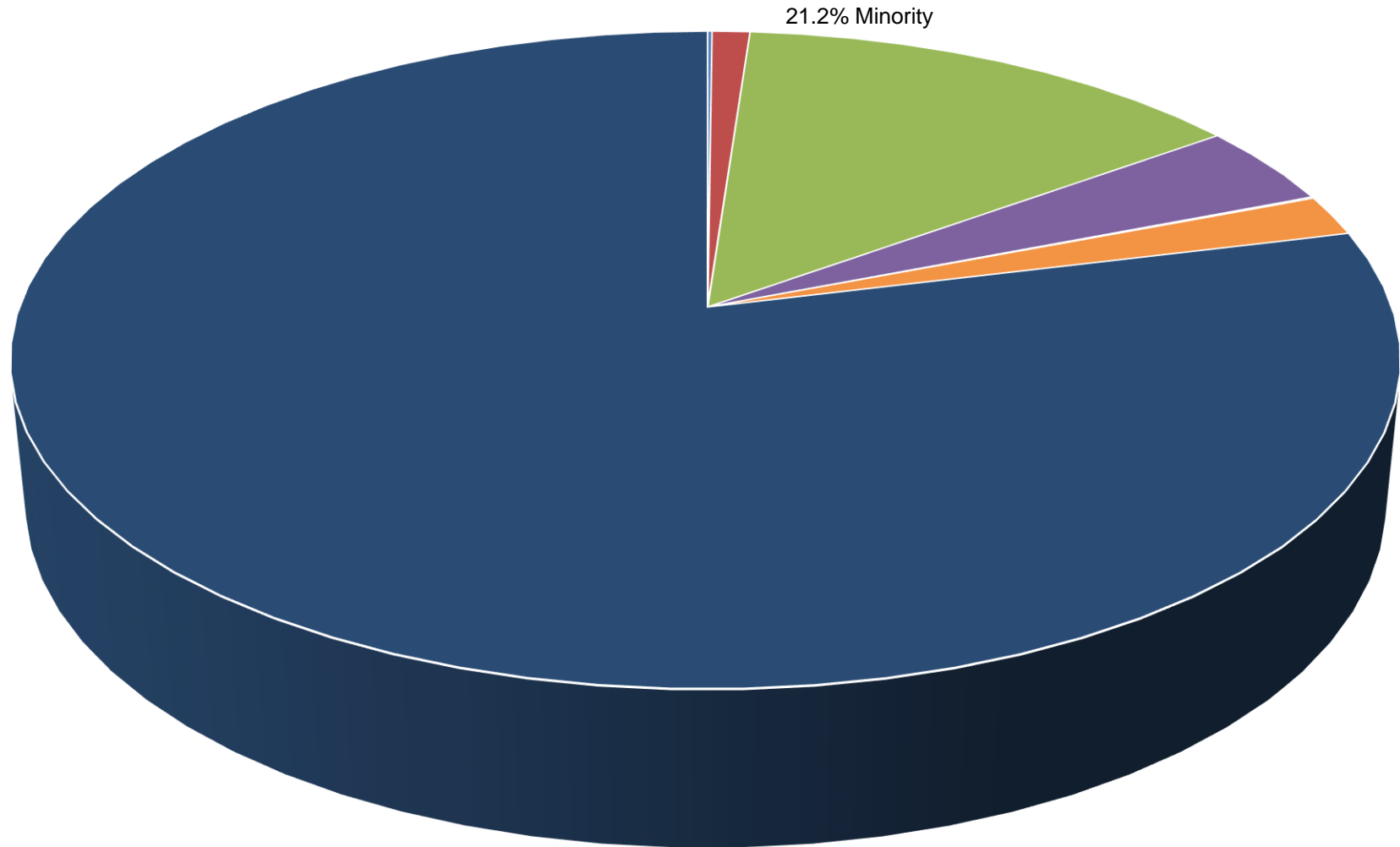
Native Hawaiian or Other Pacific Islander

Two or More

White, Non-Hispanic

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Total Locally-Operated Center Students by Race

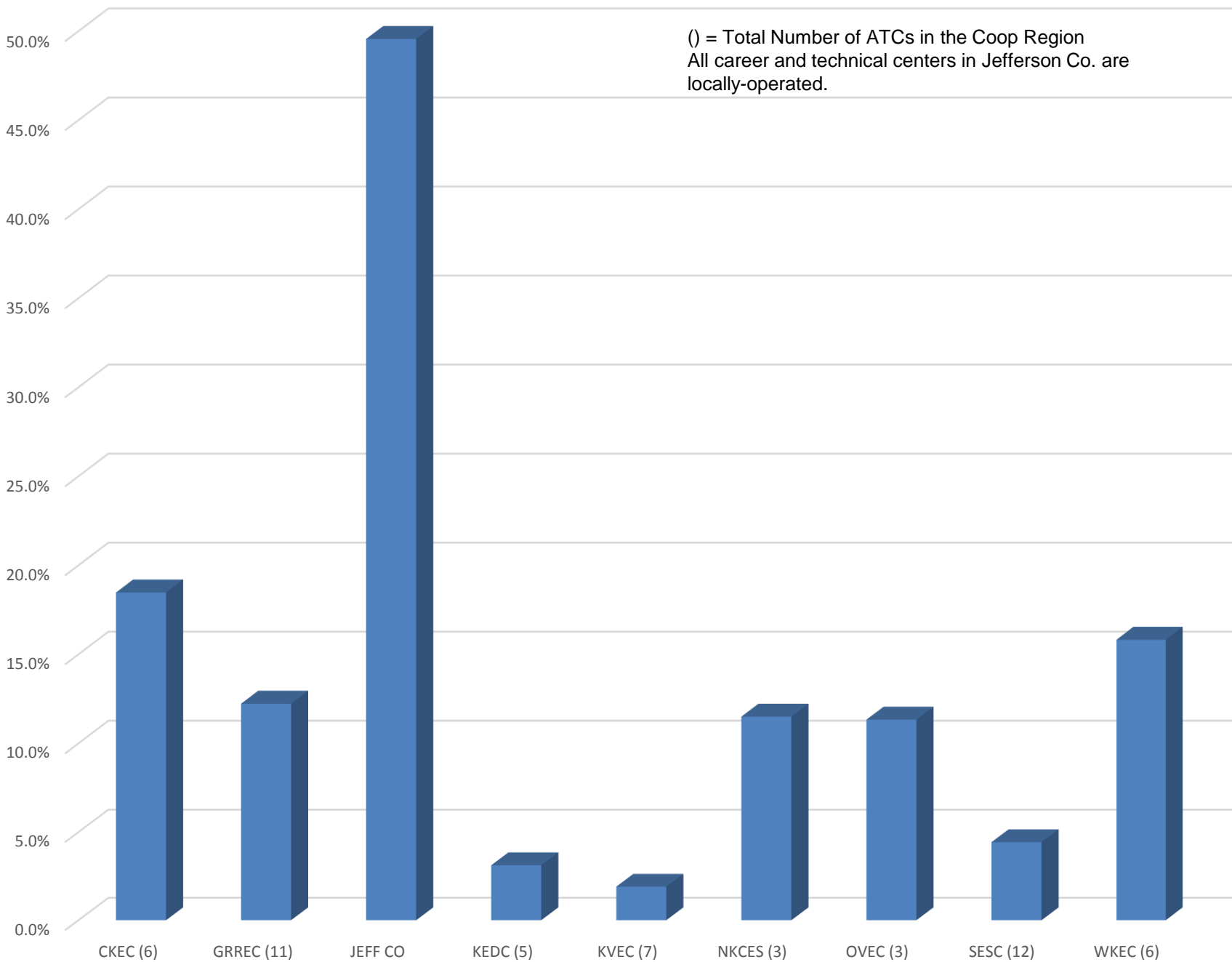


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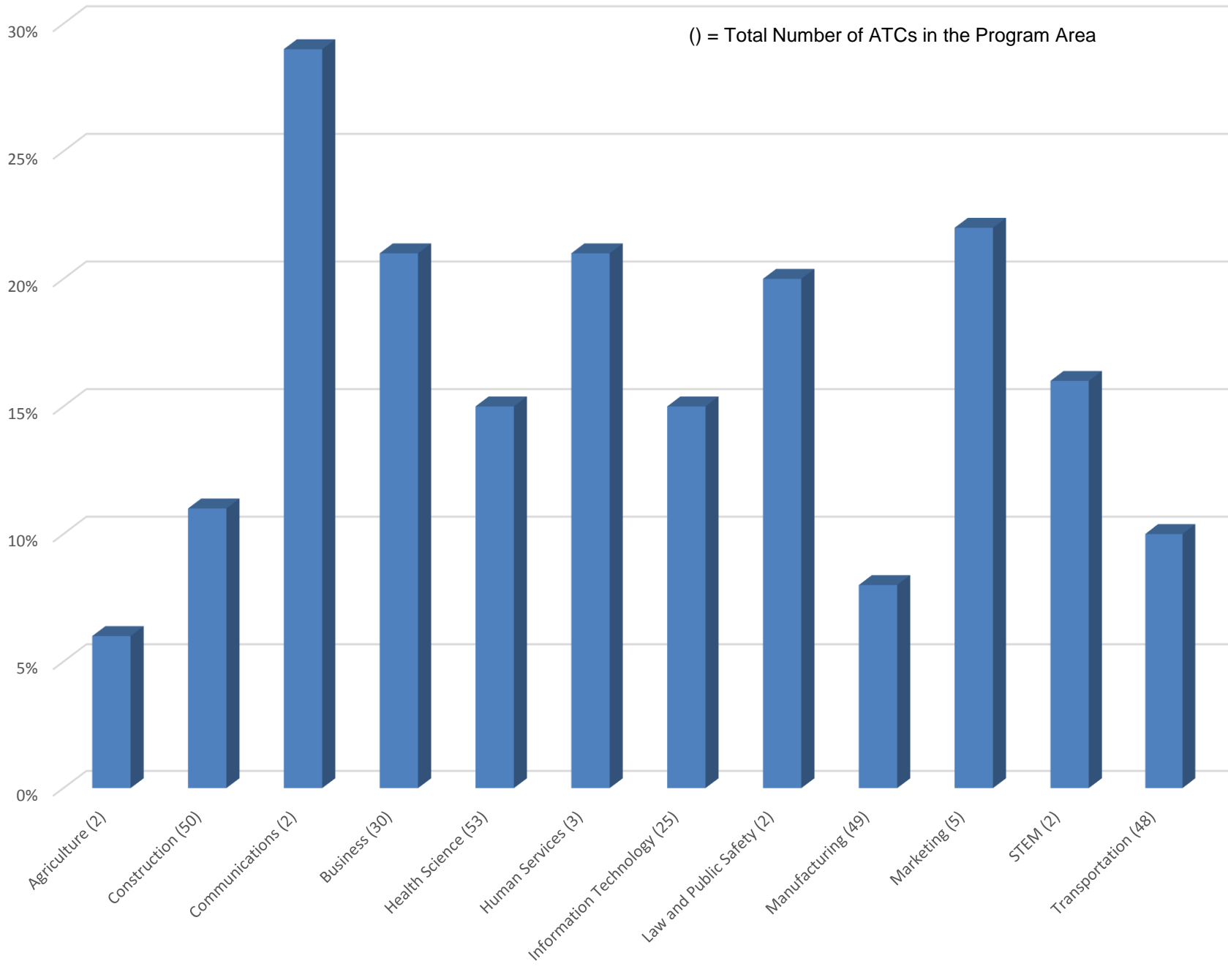
CTE Minority Student Percentage by Coop

() = Total Number of ATCs in the Coop Region
All career and technical centers in Jefferson Co. are locally-operated.



CTE Minority Student Percentage By Program Area

() = Total Number of ATCs in the Program Area



CTE Teacher Preparation – Minority Candidates 2014-2015

University	Pre-Service	In-Service
Eastern Kentucky University	5	0
Morehead State University	0	0
Murray State University	3	1
University of Kentucky	1	0
University of Louisville	0	2
Western Kentucky University	2	0
TOTALS	11	3

OCTE Hiring

July 1, 2014 – June 30, 2015



- CTE requested 71 registers for instructor positions at the ATCs. Some of these were repetitive postings as no applicants applied or those that did were not qualified.
- There were 422 applicants on these registers and of those applicants only 10 self-identified as a minority applicant and were qualified for the position.
- CTE requested 35 registers for KRS 18A positions.
- There were 1370 applicants on these registers and of those applicants only 145 self-identified as a minority applicant. Of those only 106 were qualified for the positions.
- A minority representative is required to serve on the interview panel.

OCTE Hiring Continued...

- CTE is utilizing local schools, education agencies, and businesses as resources for panel members.
- A minimum of one minority candidate is to be interviewed if qualified and identified.
- The Personnel Cabinet seeks voluntary information from all applicants regarding race, gender, and national origin. As this is voluntary, registers may or may not contain applicants with designated minority status.
- CTE vacancies are posted on the KDE website, the Personnel Cabinet website, and the KEPS (Kentucky Educator Placement System) website.

Plan for Improving Recruitment Efforts

- KDE staff will be utilizing the state Personnel Cabinet's website to more prominently display information about career and technical education positions.
 - We will be working with that agency to request that career and technical education positions are regularly included on a "Featured Jobs" display, which allows certain state government jobs to be display prominently within the state Career Opportunities System as critical positions.
 - We also will be taking advantage of a recent "Position Spotlight" feature to highlight the benefits of a career in career and technical education through the provision of in-depth interviews and feedback from current employees who discuss the advantages and benefits of being in this field.
- KDE staff will be coordinating with regional educational cooperatives to specifically highlight job opportunities in local state-run centers regularly.

Plan Continued...

- KDE staff will be manning a booth at the upcoming State Fair and will provide information about job opportunities in career and technical education at the state level.
- KDE staff plan to attend recruitment fairs across the state to emphasize careers in career and technical education.
- KDE staff also are working with the state Personnel Cabinet's Office of Diversity and Equality to identify organizations, such as the National Alliance of Black School Educators (NABSE), with whom we can partner to enhance and highlight job opportunities at regional and national events.

QUESTIONS?