December 2022

As the year ends and next year's goals and priorities are being set, ensuring inclusivity and diversity in Career Technical Education (CTE) programs is a must. Learners of all ages gain more from having a diverse group of fellow learners and educators supporting their pathway explorations and completion. This newsletter highlights resources on best practices and helpful resources. Advance CTE remains committed to elevating these resources so that state and local systems can ensure each learner has the means to succeed in their chosen pathway.

Additional resources, tools and guides can be found in Advance CTE's Learning that Works Resource Center as well as our specific page dedicated to Access and Equity.

Achieving Inclusive CTE Goal-Setting Toolkit

Achieving Inclusive CTE Goal-Setting Tool adds a new resource in the data toolbox for state and local CTE and career pathways leaders to assess learner group data in comparison to the broader student population. With this goal-setting tool, leaders can more intentionally plan to recruit, engage and support underrepresented learner groups to increase access to high-quality CTE programs and career pathways.

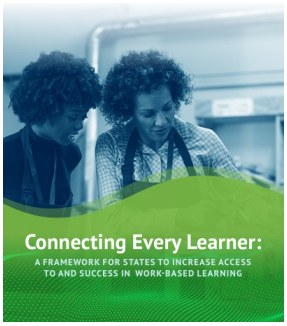
This resource consists of:

- An **Excel workbook**;
- A **Companion Manual** that includes workbook tips, guiding questions, guidance on data entry, indicator definitions, and an action planning template to leverage analysis; and
- An **introductory video** (as seen above.)

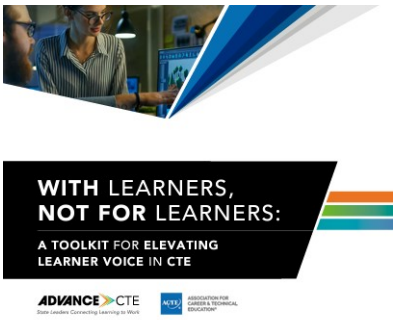
Watch the video to get started!

Did you know? Advance CTE has published fact sheets on various topics to increase your knowledge on and help communicate key CTE facts and issues.

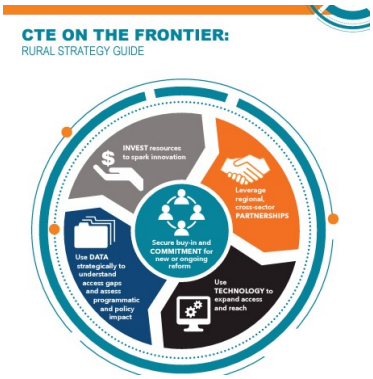
Additional Resources



Connecting Every Learner: A Framework for States to Increase Access to and Success in Work-Based Learning



With Learners, Not for Learners: A Toolkit for Elevating Learner Voice in CTE



CTE on the Frontier: Rural CTE Strategy Guide

Getting to Know Advance CTE: Meet Suela Cela

Senior Policy Associate Suela Cela supports various state policy projects, such as the Opportunity Gap Analysis and College in the High School Alliance network.

Q: What should be prioritized when developing an equity strategy?

When we create an equity strategy, we need to think about an educational system, where every learner – across race, gender identity, ethnicity, disability, socioeconomic status, geographical location etc. – needs individualized supports in order to access the opportunities needed to pursue their career and passions.

Q. How can I develop an equity strategy in a state that is not politically open?

By making the business case. There are two main reasons when pursuing equity in CTE. One reason is the social justice case – we work to ensure equitable access and success in CTE because all learners should be treated fairly and with respect and because they deserve access to opportunity. It is our moral obligation—it is justice.

But equity in CTE also can impact the bottom line. The business community, in attempting to address the persistent skill gaps has been trying to attract and retain a diverse pool of talent. Research shows that businesses that have more diverse employees are more productive and have more innovative ideas.

ADVANCE CTE

State Leaders Connecting Learning to Work

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