

# The CTE Equation

Career and technical education (CTE) programs play an important role in preparing students for life after graduation. *The CTE Equation* maps CTE Career Clusters to high-growth/high-wage jobs for the states of **Florida** and **Tennessee**. We hope this research will inform local educators and policymakers about which CTE programs to offer, expand, or modify based on alignment with current and future labor market needs.

## Overall Findings

Florida and Tennessee have adopted the **16 National Career Clusters<sup>®</sup>**

Previous research shows that many states struggle to align education and training with workforce trends for reasons including:

- History of local control of CTE programs. Changing this would require cultural shifts.
- Lack of leadership to promote change; difficulty sustaining efforts with staff turnover.
- Separate management of education and workforce activities, which makes collaboration challenging.
- Insufficient fiscal and human resources to implement new CTE programs.
- Lack of technical assistance from state agencies to local providers.

## Florida Findings

A "high-wage" occupation pays at least  
**\$52,300/year**

Between 2014 and 2022...

Statewide, jobs are projected to increase by **12%**

- Approximately 338,000 new jobs per year.
- Rate varies by region, from 4% to 17%.

The greatest number of annual high-growth, high-wage jobs is projected in:

1.



Health Science

2.



Business Management and Administration

## Tennessee Findings

A "high-wage" occupation pays at least  
**\$37,501/year**

Between 2012 and 2022...

Statewide, jobs are projected to increase by **13%**

- Approximately 39,000 new jobs per year.
- Rate varies by region, from 6% to 17%.

The greatest number of annual high-growth, high-wage jobs is projected in:

1.



Business Management and Administration

2.

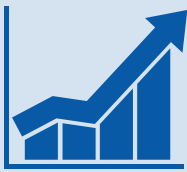


Health Science

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## Implications

- CTE/workforce alignment is an area where states have typically struggled, but they need to identify more ways to improve this alignment if they want to ensure that their students are prepared for good jobs and that their workforce has qualified workers. **Additional efforts on the part of states** to improve CTE/workforce alignment are very much needed.
- There is considerable variation in workforce projections within both Florida and Tennessee, so it is important that educators look at the **specific needs of their region**.
- In order for students to be more competitive in the marketplace, it is essential that they receive the appropriate training for sustained and successful career development. This can be accomplished through **alignment, collaboration, and innovation**.



### Alignment

Research reinforces the importance of using labor market data to make informed decisions about student preparation for high-growth/high-wage jobs.



### Collaboration

The employer, secondary education, and postsecondary education communities should be engaged through partnerships on the development of coherent common professional standards.



### Innovation

States should look at evidence-based strategies and promising innovative solutions to create responsive CTE systems.

## What's Next?

**The education and workforce systems should use real-time data analysis conducted by business and industry associations to identify high-growth/high-wage sectors and align CTE program offerings to prepare students for careers within those sectors. This would enable CTE students to identify good careers and acquire the Industry Recognized Credentials (IRCs), postsecondary certifications, and degrees necessary to succeed in the workforce.**