



TEXAS CTE *In Action*

A College and Career Planning Guide

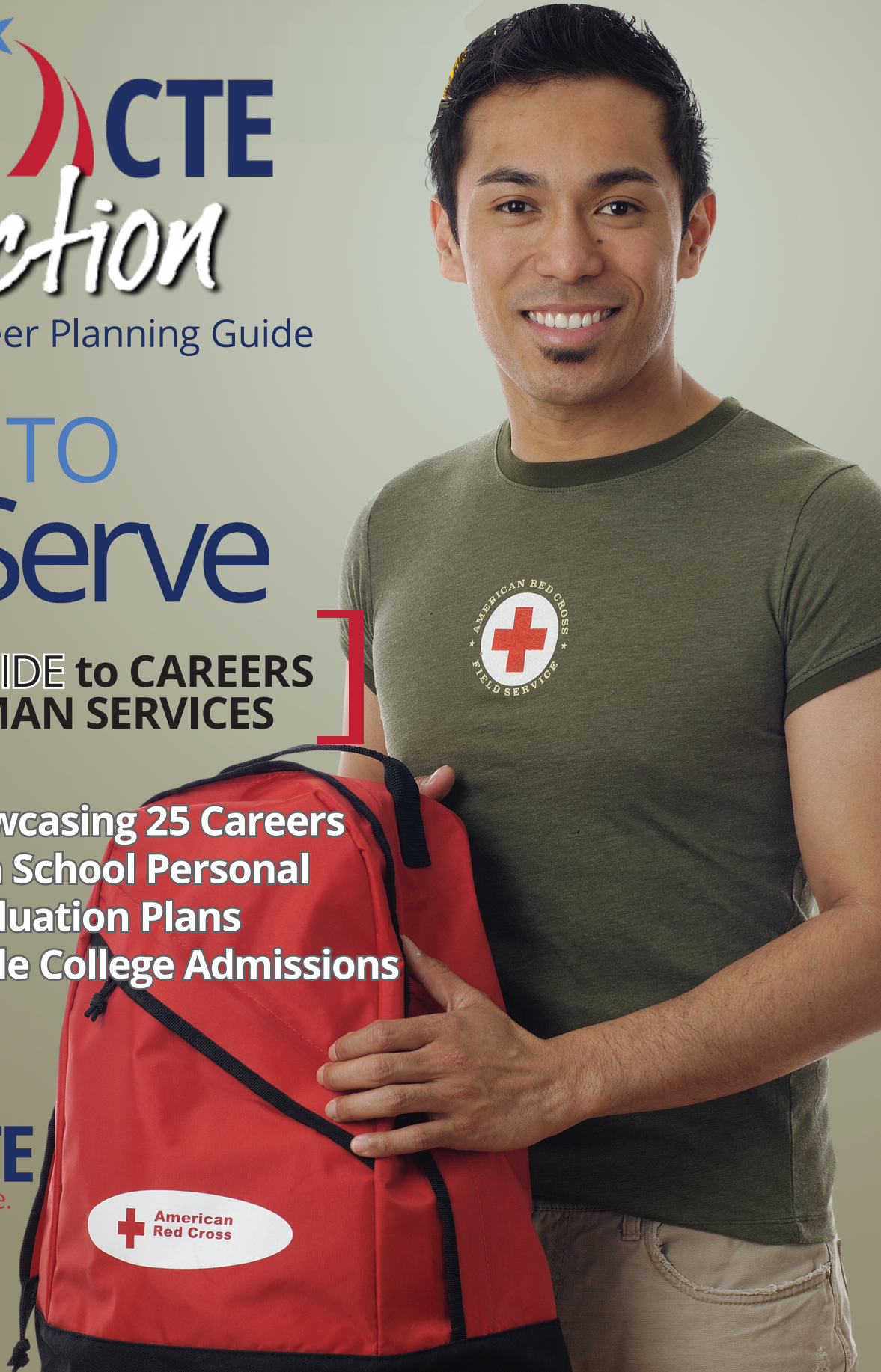
LIVE TO Serve

**YOUR GUIDE to CAREERS
in HUMAN SERVICES**

- Showcasing 25 Careers
- High School Personal Graduation Plans
- Inside College Admissions

TEXAS  CTE
Your journey starts here.

 **American
Red Cross**



Dear Texas Student,

You are probably tired of people asking, “What do you want to be when you grow up?” Some students know exactly what they want to do, but most haven’t got a clue. The idea of choosing a career is intimidating, and it feels like it’s far in the future. There’s little time in the commotion of classes, activities, sports, work, and fun to think about what career you want to pursue after graduation from high school or college.

It pays, though, to take the time to think about your future career. The truth is that you’ll save a lot of time and money if you have a direction in life, as opposed to just finishing high school and worrying about it later. It’s really a matter of dollars and sense. If you choose a career direction now, you can select classes and activities that will make you highly marketable—and highly paid—when you look for work. And it only makes sense to have an idea of what you want to do rather than just wandering aimlessly through school.

Nobody wants that. Not your parents. Not your teachers. Not your friends. They want you to be somebody.

They want you to use your talents, follow your interests, and pursue your ambitions to become great at what you love to do in life. That’s what you should want, too.

So the time is right to take charge of your life and think about the future. You need a plan of action for how to get from where you are today to where you want to be in a few years: starting out on a personally and professionally rewarding career.

**YOU’VE HEARD
THAT ‘INFORMATION
IS POWER.’ WELL,
THIS GUIDE IS
POWER. IT PUTS YOU
IN CHARGE OF YOUR
FUTURE.**

That’s what Texas CTE is all about. The guide you are holding is one of 16 guides to different career clusters. It is designed to help you make smarter decisions about your education and career options.

You’ve heard the phrase, “Information is power.” Well, this guide is power. It puts you squarely in charge of your future, from creating High School Personal Graduation Plans (see page 5) to choosing college or some other form of education or training after high school. Work with your parents, teachers, and counselors to make decisions, but remind everyone that it is your future at stake and that you are taking charge of it.

Get information. Get a plan. Get a clue about your career direction. It’s alright if that direction changes; choosing a direction now is better than having no direction at all. Just promise yourself that you’ll make smart choices about where to focus your time, energy, and passion.

We’re proud that you are taking steps to plan your career direction, and we pledge that your school, teachers, and counselors will do all they can to help you make wise choices on your plans for success. We wish you the best of luck on your journey.

The Red Cross logo on the cover is used with permission of the American Red Cross. For information about careers at the American Red Cross, visit www.redcross.org and click on Jobs.

A Lifetime of Service

IT TAKES A SPECIAL KIND OF PERSON TO WORK IN HUMAN SERVICES.

Although many jobs in the cluster pay well, those who choose Human Services generally don't do it for the money. Instead, they are motivated by the desire to assist others. Psychologists, therapists, counselors, social workers, health aides, cosmetologists, financial planners, clergy members, and others tend to the physical, mental, and spiritual needs of people in their hometowns. They offer helping hands to everyone from babies in child-care centers to seniors in long-term care facilities. The work is sometimes challenging, but the reward of knowing that you have improved someone's life is immense. If you feel a calling to serve your fellow men and women, feel comfortable caring for people, or want to improve your community, then Human Services could be the right career cluster for you.

**THE TEXAS
HEALTH AND
HUMAN SERVICES
COMMISSION (HHSC), WHICH
OVERSEES THE STATE'S HEALTH
AND HUMAN SERVICES SYSTEM,
EMPLOYS 9,300 TEXANS AND
OPERATES WITH AN ANNUAL
BUDGET OF \$16 BILLION.**

HOT Career Areas

Texas has launched a strategic plan that targets state efforts on six industry clusters that economists say will be the engines of economic growth in Texas. As you plan your future, think about a career in one of these new and emerging sectors.

- Advanced Technologies & Manufacturing
 - Molecular technologist
 - Sensor/robotics engineer
- Aerospace & Defense
 - Aerospace engineer
 - Unmanned autonomous vehicle engineer
- Biotechnology & Life Sciences
 - Bioinformatics specialist
 - Biocontainment technician
- Information & Computer Technology
 - System integrator
 - Computer game developer
- Petroleum Refining & Chemical Products
 - Petrochemical engineer
 - Refinery process design engineer
- Energy
 - Wind/solar energy engineer
 - Geophysical (oil and gas) prospector

THE FIRST STEP toward success is making smart decisions about your education and career options.



Plan for Success

When I was in high school," says Sheryl Kovach, Human Resources Director of Environmental Services at Phillips Services Corporation in Houston, "the only job that I even knew about was receptionist work. I didn't aspire to be a manager or entrepreneur because I really didn't know about those disciplines. I was just looking forward to graduating. That was it. I really didn't know what it was I wanted to do."

Sound familiar? You, too, may not have a clue about what to do with your life.

Don't worry, though. Help is right here in your hands. It's one of 16 career cluster guides published by Texas CTE

(www.txcte.org). This edition is all about Human Services.

Let's start with some basic steps you should take to get organized, plan for the future, and start on the road to success.

Assess Your Talents and Abilities

First, you need to figure out some things about yourself. This step can be as simple as writing down a list of your interests (like video games or rock climbing), your hopes and

dreams (like helping others), your talents (like writing or math ability), and your weaknesses (if you're squeamish at the sight of blood, for example, you might not want to be a doctor).

Follow up on this informal exercise by taking some formal assessments to determine your interests and abilities. Common assessments include Texas Genuine (www.texasgenuine.org) and CareerTech (www.careertech.org).

Ask your principal or counselor about the career assessments available at your school.

Research Your Career Options

Once you've learned about yourself, learn more about your career options. There are thousands of occupations out there of which you may never have heard, and others that do not yet exist because the technologies have not been developed. Fortunately, there are plenty of resources (see inside back cover) for you, and they are as close as the nearest computer.

One of the most helpful is the Texas Career Check from the Texas Workforce Commission. It is a vast database of information about hundreds of professions. You can find Texas Career Check at www.texascareercheck.com. Another good place to start is O*NET (www.onetcenter.org).

Gather information about what you can earn in the careers in which you are interested. Find out whether the careers you



THE TEXAS CHAPTER OF
THE NATIONAL ASSOCIATION OF
SOCIAL WORKERS
HAS ABOUT 5,700 MEMBERS.



are considering have a promising future—are they adding or losing jobs? Check out the education you'll need to enter those careers.

The chart on pages 10–11 presents data on 25 possible professions. Remember, though, that these are just a sampling of careers available in the cluster. Go to Texas Career Check, O*NET, or another resource to investigate other careers.

Create Your High School Graduation Plan

Once you have a better idea of your interests and abilities, you are ready to plan for high school and beyond. The High School Personal Graduation Plan, is your plan for preparing for the career of your choice.

First, you should choose a career cluster and an endorsement, not a particular occupational goal. In the eighth grade you might choose Human Services leading to a Public Services Endorsement and then later become interested in a narrower field such as family therapy or home health care.

The program of study you choose—your plan—does not stop with graduation from high school. You could then pursue a two-year degree as a preschool teacher or a four-year degree as a personal financial advisor.

You should set up a High School Personal Graduation Plan that takes you through career preparation after high school, revising your blueprint as needed as you go along. If your career plans include college study, ask your counselor about tests required for admission to college, such as the PSAT, SAT, or ACT.

Seek Out Special Programs

Many Texas schools offer innovative programs to prepare students for specific career areas. These include career and technical education (CTE) programs, academies, and magnet schools. Once you've decided on a career direction, ask your counselor about special programs in your area that may provide related experiences in your chosen career.

Samuel Odamah enrolled in the architecture program at the University of Texas at Arlington. Having found his career calling at Dallas's Skyline Career Development Center, a high school with career programs in a number of different fields.

"Skyline is one of the few schools in the country that offer programs in architecture," Odamah says. "In some careers, Skyline students could even get professional certifications or licenses right in high school. It was a great place because you could find out whether you really wanted to enter a career."

Odamah says that the career cluster system at Skyline taught him the value of planning for his career and his life. "We learned about planning ahead," he says. "Those who plan things ahead of time don't have to catch up. It's just a matter of what a person wants out of life. Planning gives you a better platform for success."



Human Services CTSOs

One of the best ways to acquire out-of-class experience in your chosen career is by joining a career and technical student organization (CTSO). In Human Services, the most helpful CTSOs are:

- Business Professionals of America (BPA)
www.texasbpa.com
- DECA, Texas Association
www.texasdeca.org
- Family, Career and Community Leaders of America (FCCLA)
www.texasfccla.org
- Future Business Leaders of America (FBLA)
www.fblatx.org
- Health Occupations Students of America, Texas Association (HOSA)
www.texashosa.org
- SkillsUSA
www.skillsusatx.org/



WHAT ARE

Career Clusters & Programs of Study



In Texas, High School Personal Graduation Plans will guide students' high school and college experiences (see next page). As part of this process, students focus their studies within a chosen career cluster and program of study that lead to an endorsement.

A career cluster is a group of occupations and broad industries that share certain features. The Human Services cluster, for example, includes counselors and dietitians. Texas has adopted 16 Career Clusters (see back cover), the same ones designated and developed by the U.S. Department of Education.

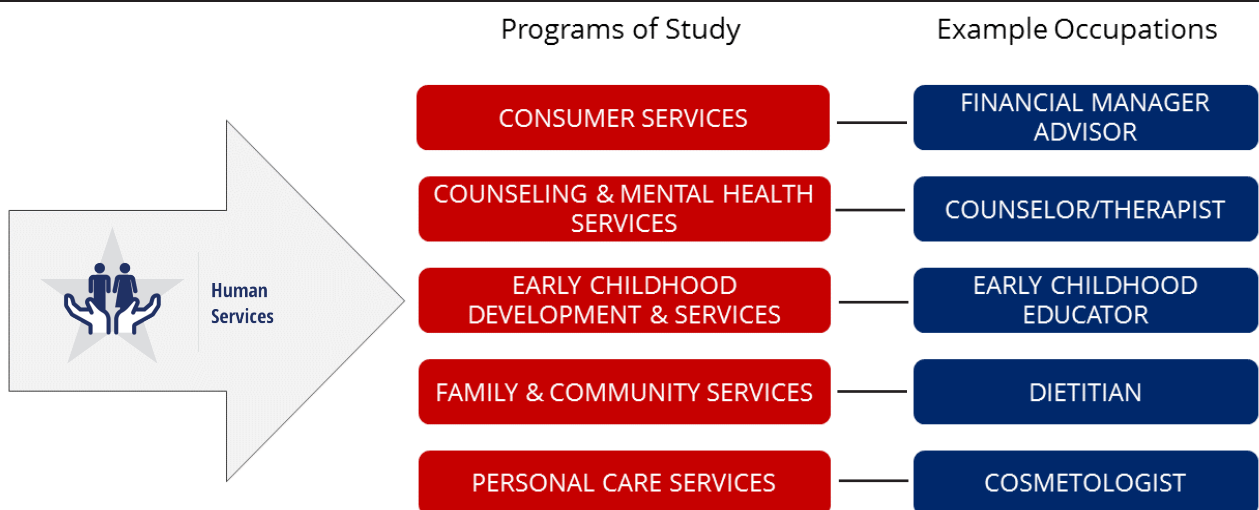
As the graphic below shows, within each cluster are programs of study, which are more specific groupings of similar occupations. Think of a program of study as being like a college major. In Human Services, you might choose to focus on Family and Community Services in high school and college.

Related Occupations

Each career pathway in a particular cluster includes a range of related occupations; dietitian is an example of an occupation that falls within Family and Community Services. Choosing a career cluster and career pathway will help you acquire the knowledge and skills you'll need to enter your chosen career. It will allow you to follow a seamless course of study from high school into college or other postsecondary education or training. The electives you choose can complement your core academic classes to prepare you for the challenges of the real world of work

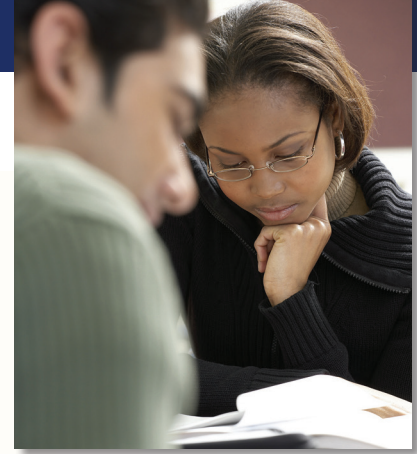
Review Your High School Personal Graduation Plan Each Year

Don't get locked into a cluster and program of study you don't like. You should reexamine your 4-year plan at least once a year and change programs or clusters if your interests have changed. Choosing a cluster and program of study, even if it changes later, means that you'll have a direction in life. The idea is to be aware of what's going on in your life and take control of your future. When you know where your education is going and why, your classes will become more meaningful. You'll make contact with students, teachers, and employers who share your interest in a particular career area. You'll have experiences that are fun and exciting. You'll be on your way to success in school, in a career, and in life.





WHAT IS A High School Personal Graduation Plan ?



It's a smart idea to create a High School Personal Graduation Plan, or 4-year plan, to guide your studies through high school and into college or other postsecondary education or training. Your 4-year plan represents your chance to take control of your education and career choices. Working with your parents/guardians and guidance counselor, you can pick the cluster on which you want to focus your studies as well as your career and

postsecondary education goals. Don't worry. You aren't locked into your choices. You should revisit your 4-year plan at least once a year to update it. You can change clusters, programs of study, and career and postsecondary goals as your interests and ambitions change. Having a plan—even if it changes—is smarter than having no idea of what you want to do and why you are attending school. Here's how to fill out your 4-year plan.

CHOOSE a career cluster on which to focus your high school and college or postsecondary studies. The idea is to offer you a seamless route to follow from high school, through college or other postsecondary education, and into a career. Not all Texas schools offer all clusters, so ask your guidance counselor which clusters are available at your school.

LIST basic information such as your name and school.

PICK a program of study within the cluster. There are five programs within the Human Services cluster (see page 12).

CHOOSE one or more occupations for which you would like to prepare. Use resources such as Texas Career Check (www.texascareercheck.com) to research your options.

PLAN for what you want to do after high school. Your goal may be to attend a four-year university or two-year college, join the military, or enter an apprenticeship program. Your postsecondary goal should influence the classes you take in high school; for example, you will need certain course credits to qualify for admission to a college.

SKETCH out your schedule of classes for your high school years. You will spend time completing requirement for the Foundation High School Program including electives to earn your endorsement in Public Services (26 credits). Planning your 4-year plan will help you get the education and experience you need to start your postsecondary and career goals.

PICK extended learning activities that complement your classes (see page 14). Work on community service projects. Plan for paid and unpaid career learning experiences, such as job shadowing and internships. All these extracurricular activities can give you experience that will help you get into college or land a job.

High School Personal Graduation Plan

Name: Taylor Jones, West High School
 Endorsement: Public Services
 Cluster: Human Services
 Program of Study: Family & Community Services
 Career Goal: Dietician
 Postsecondary Goal: Bachelor's Degree in Foods and Nutrition

| Foundation High School Program Requirements (22 Credits) | Public Services Endorsement Requirements (26 Credits) |
|--|---|
| <ul style="list-style-type: none"> English Language Arts (4 Credits) <ul style="list-style-type: none"> English I English II English III Advanced English Course Mathematics (3 Credits) <ul style="list-style-type: none"> Algebra I Geometry Advanced Mathematics Course Science (3 Credits) <ul style="list-style-type: none"> Biology IPC or Advanced Science Course Advanced Science Course Social Studies (3 Credits) <ul style="list-style-type: none"> U.S. History U.S. Government (one-half credit) Economics (one-half credit) World Geography or World History Physical Education (1 Credit) Languages Other Than English (2 Credits in same language) Fine Arts (1 Credit) Career Related Electives (5 Credits) Proficiency in Speech (Determined locally) | Math (1 Additional Credit) Science (1 Additional Credit) Career Related Electives (2 Additional Credits) EXAMPLE CAREER RELATED ELECTIVES Principles of Human Services Principles of Health Science Interpersonal Studies Child Development Family and Community Services Medical Terminology Lifetime Nutrition and Wellness Health Science World Health Research Scientific Research & Design Practicum in Health Science Practicum in Human Services DISTINGUISHED LEVEL OF ACHIEVEMENT 4 Credits in Mathematics (Must complete Algebra II) 4 Credits in Science Requirements for at least the Public Services Endorsement Remaining requirements PERFORMANCE ACKNOWLEDGEMENT Outstanding performance <ul style="list-style-type: none"> in a dual credit course in bilingualism and biliteracy on an AP test or IB exam on the PSAT, the ACT-Plan, the SAT, or the ACT Earning a nationally or internationally recognized business or industry certification |

Career Learning Experiences: Career Preparation—Paid and Unpaid, Internship, Job Shadowing
 Curricular Experiences: Family, Career and Community Leaders of America (FCLC), Health Occupations Students of America (HOSA)
 Extracurricular Experiences: Language Immersion Programs, 4-H Youth Development, Science Clubs, Medical Mission Trips, Speech/Debate
 Service Learning Experiences: Campus Service Organizations, Community Service Volunteer, Student Body

A CAREER PORTFOLIO (see page 15) is a good way to organize information about your educational experiences, record results of career interest and abilities assessments, and hold examples of your best work. Include a 4-year plan in your portfolio.

People Power



Career opportunities in HUMAN SERVICES grow with the Texas population.

For sheer personal satisfaction, there's no better career choice than Human Services. "It's all about families and human needs," says Marilyn Wragg, former director of the Curriculum Center at Texas Tech University in Lubbock. "From child-care professionals to counselors to social workers, all serve people and ensure quality of life."

Because it's all about people, the cluster grows as quickly as our population expands. "The market is huge for qualified people," adds Debbie Callander, director of social services at Quail Ridge Alzheimer's Special Care Center in Lubbock.

A Broad Field

Human Services is a broad career cluster, including obvious professions such as psychology and preschool teaching, as well as surprises such as cosmetology and fashion merchandising. Some of the careers in this field include:

- Cosmetologists and salon owners. The cosmetology industry brings more than \$1.8 billion into the Texas economy each year. Cosmetologists provide personal care services including manicures, pedicures, hair styling, and facials. Many open their own salons. Salaries in Texas range between \$16,850 to \$32,700.
- Dietitians, who provide for a very basic human need. "People want to feel that their job is important, that it has a purpose; they want to benefit others and be financially sound. What's enjoyable about food and nutrition is that professionals get to work with something people generally like to talk about," says Sue Thompson, associate professor of nutrition at Texas State University in San Marcos. The average dietitian in Texas earns \$63,000.
- Early childhood educators, who work with young children in settings such as nursery schools and hospitals. "These professionals can feel they're not just making a salary, but contributing to someone's life," says Richard Sale, assistant professor of child and family studies at Tarleton State University in Stephenville. The average wage nationally for

child-care directors is \$19,510.

- Geriatric care managers. At the other end of the life cycle, people like Callander work with Alzheimer's patients. She sets up group activities, works with behavior management, is a communications liaison, and assists families. The average salary for this profession in Texas is \$77,720.
- Personal financial advisors, who analyze data to help people manage their money. "These are not accountants," says Wragg. "They have to be people persons with other knowledge as well. They have to understand life span and family life." Nationally, salaries for financial advisors range from \$32,280 to \$187,200.

10 Fast-Growing Careers

| Occupation | Growth Rate (2012-2022) | Avg Annual Openings (2012-2022) |
|--|-------------------------|---------------------------------|
| Skincare Specialists | 49% | 290 |
| Occupational Therapy Assistants | 44% | 190 |
| Personal Care Aides | 43% | 9,900 |
| Healthcare Social Workers | 31% | 460 |
| Occupational Therapists | 30% | 315 |
| Substance Abuse & Behavioral Disorder Counselors | 30% | 210 |
| Personal Financial Advisors | 29% | 700 |
| Marriage & Family Therapists | 28% | 45 |
| Mental Health Counselors | 26% | 220 |

This is a projection of 10 fast-growing careers in Human Services in Texas from the year 2012 to 2022 and the number of average annual openings in each occupation. Note that while the percentage of growth in jobs may be high, the actual number of jobs created may be low. Source: Texas Workforce Commission.

10 Top-Paying Careers

| Occupation | Average Wage | Entry-Level Wage | Experienced Wage |
|---|--------------|------------------|------------------|
| Personal Financial Advisor | \$42.45 | \$16.81 | \$55.28 |
| Occupational Therapist | \$41.61 | \$29.32 | \$47.76 |
| Social Sciences Teacher, Postsecondary, All Other | \$36.73 | \$23.91 | \$43.15 |
| Occupational Therapy Assistant | \$32.86 | \$22.17 | \$38.20 |
| Social & Community Service Manager | \$31.48 | \$19.71 | \$37.37 |
| Clinical, Counseling, & School Psychologist | \$29.88 | \$19.47 | \$35.09 |
| Social Worker, All Others | \$27.92 | \$16.11 | \$30.66 |
| Healthcare Social Worker | \$26.59 | \$18.46 | \$30.66 |

This is a chart of hourly wages for 10 of the top-paying careers in the Human Services cluster in Texas. Note how entry-level wages are often much lower than pay for the average worker and experienced workers in each profession. Source: Texas Workforce Commission.

retirement plans, rather than just Social Security. The field of counseling will also continue to grow as people become more comfortable seeking professional help for mental health problems. Employers are also offering more employee assistance programs for mental health and substance abuse. The need for child-care workers expands as fast as population growth, and the demand for dietitians is expected to grow faster than average because of the increasing emphasis on preventing disease with better diet and healthy lifestyles.

A Variety of Skills

If students choose to pursue a career in Human Services, they will need a variety of skills. Helping people requires empathy and the ability to work with people.

There's a whole lot more to Human Services than people skills, however. Strong leadership and organizational abilities are important for entrepreneurs, who make up about a third of the Human Services cluster. In fields such as retail merchandising, employees must be good at math and able to calculate and monitor the profit margin.

"There's a sense of personal fulfillment in helping make people's lives better. All these areas do that," says Wragg. "These are all jobs with good potential. Given that people now change their careers several times in their lifetime, it makes sense to be in a field with flexibility and options. Employees improve people's lives, and fulfill their own career goals. That's exciting."

Endless Growth Opportunities

One of the best things about Human Services is that it's an endlessly growing field. Most people's everyday stress is at an all-time high, and jobs that relieve that stress, such as massage therapy and personal training, are keeping pace. Specialty services such as personal shopping give clients a way to spend their increasingly precious time on activities they really enjoy.

"So many jobs are being outsourced now, but what can't be outsourced is that basic human contact. That's why the job growth is so good," says Wragg. "And with our aging baby boomers, career opportunities in services for adults will increase. It's not just about frail, elderly people, but about providing services for active, older adults with increasing life spans."

Financial planning, for example, is growing faster than other fields because of the increasing focus on personal



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Is Human Services the right cluster for you? Take this quiz to find out. Answer "yes" or "no" to the following questions.

1.

Are you friendly?

2.

Do you like to work in groups?

3.

Have you ever volunteered for service work in your community?

4.

Do you like helping other people learn new skills?

5.

Are you good at organizing activities?

6.

Do you have good communication skills?

7.

Do you find it easy to sympathize with others?

8.

Are you able to work out disagreements among your friends?

9.

Are you reliable?

10.

Do you like doing things for others?

If you answered "yes" to five or more of the above questions, Human Services may be the right cluster for you. To get a more specific and scientific measurement of your attitudes and abilities, ask your guidance counselor or teacher about taking a career assessment test or interest inventory.

What Employers Want

COMPASSION

To work with people, especially people who need help during a difficult time, "compassion is the number one thing employees need," says Debbie Callander, director of social services at Quail Ridge Alzheimer's Special Care Center in Lubbock. She says working with geriatric patients can be especially challenging, because many people don't want to deal with aging and death.

Ann McMaster, a life coach in Houston, adds: "Employees need to be good listeners and hear what people are saying, and they also need to understand what they're not saying."

CONFIDENCE

Deena Katz of Evensky and Katz Wealth Management has offices in both Lubbock and Coral Gables, Florida. She looks for people with good communications skills and an easy manner. "Projecting confidence is essential," she says. "As financial planners, we have to engender trust. People come to us for sage advice, and they have to be comfortable with how we give them information."

ANALYTICAL SKILLS

"Employees also have to be able to assess a situation and use critical thinking skills to come to a solution," Katz says. "They have to sit down with people and help them find a solution." Katz adds the analysis has to go beyond the numbers: "Being a financial planner is about 95 percent psychological and social work, and about 5 percent number crunching."

"Employees need to be smart about patterns in human behavior," McMaster agrees. "They need to know the different personality types, and understand that not one size fits all."

FLEXIBILITY

"I never know what's going to happen in a day here," says Callander of her geriatric facility. Because it's hard to predict how seniors will react to aging, especially people who are frustrated with losing abilities they've had all their lives, employees must be flexible enough to respond quickly.

Sharon Welkey, who worked as a buyer for a travel catalog before becoming an assistant professor of fashion merchandising at Texas State University in San Marcos, says buyers must stay on their toes. "They have to gear up, get their samples ready for the catalog, present it to the creative directors, place orders, and follow up on orders," she says. "It's not the same thing every day."



The People Business

MAKING A DIFFERENCE in people's lives is the heart of Human Services.

Human Services is a broad umbrella for professions as varied as childcare, psychology, and fashion merchandising. Because these occupations are all a part of the people business, each involves many of the same challenges—and rewards.

In Human Services, the goals are to make a difference in other people's lives. In some cases, the changes are profound.

"The difference between when people enter and their graduation is just amazing," says Beth Munoz, a drug and alcohol dependency counselor at the Dove Tree Ranch in Lubbock.

A woman in the program was dealing with a history of sexual abuse. After just a few months in the program, Munoz says, she was ready to resume her life. Now she's working as a substitute teacher

and blossoming thanks to the Alcoholics Anonymous 12-step program.

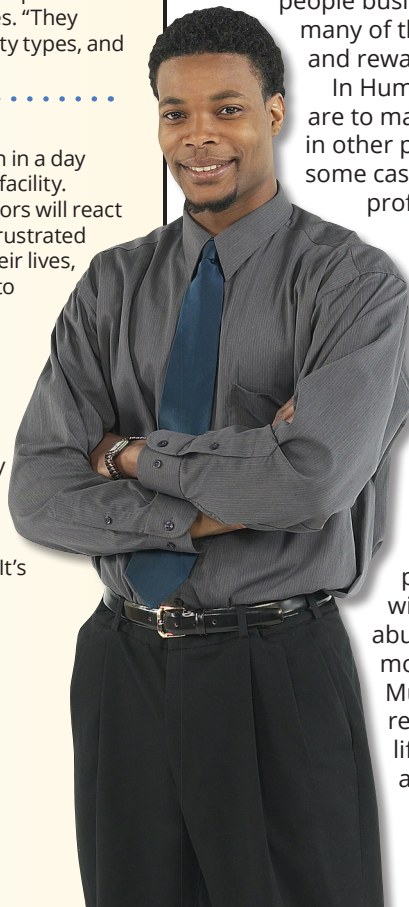
"Her sobriety's being tested a lot," Munoz says, "but she reaches out for help. She attends AA meetings daily and has a sponsor. It's neat to see these people understand there's hope and grab onto it. They're so depressed when they get here, so angry. It's so rewarding to see that change."

A Sense of Purpose

Debbie Callander, director of social services at Quail Ridge Alzheimer's Special Care Center in Lubbock, sees the same kind of change in her patients. "We deal with verbal and physical aggression on a daily basis," she says. "People who can no longer do what they once could find it easier to be angry than to cry."

Callander helps relieve this anger by restoring a sense of purpose to seniors' lives. Patients in the early stages of Alzheimer's may no longer be able to use tools, for instance, so Callander gives them smaller tasks with which they can succeed. A former furniture maker might be able to sit with friends and build a simple birdhouse, for example, with the help of the staff.

"Giving patients a sense of importance in their life—that's what I



THERE ARE
MORE THAN 22,000
 CHILD-CARE CENTERS, INCLUDING
 HOME-BASED BUSINESSES, IN
 TEXAS.

love the most," says Callander.

Job Satisfaction

Fashion merchandising, like counseling, serves people, just in a different way. Sharon Welkey, an assistant professor of fashion merchandising at Texas State University in San Marcos, used to be a buyer for a travel catalog. She loved the fast pace and variety of her job.

"Buyers have to know what's selling in the stores," she says. "They have to keep up with what's been ordered, trends, colors, sizes, and what sells where." In the course of a day, she would approve ads for merchandise, schedule trips to buying markets, and meet with manufacturing representatives.

Human Services professionals say working with people is the most challenging yet satisfying part of their work.

Munoz observes: "I'm mainly dealing with clients, one on one and in small groups. I handle crisis situations, such

as people who are coming off drugs and alcohol abuse."

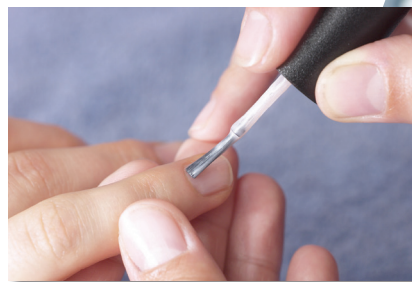
Callander works not only with Alzheimer's patients, but with their families, who are often frustrated with the disease. "Maybe a husband visits his wife, and she asks, 'Who are you? My brother?' In a support group, he can learn how to get satisfaction from his visit, or perhaps someone else in the group has experienced the same thing."

New Challenges Every Day

Flexibility is a surprisingly large part of Human Services. Welkey says her job was "very fast paced, very detail oriented, and I had to be very organized. I had

to understand the numbers, bring a product in at a price, sell it at another, and grasp the other costs involved, because it affected my profit margin. If I picked merchandise that didn't sell, I was stuck with it."

Says Callander of her Alzheimer's center: "There are so many different things going on; it's not like just answering the phones all day. And working with geriatrics is very, very rewarding. Not enough people want to do it because they think it's sad, but this is very important work."



5 Cool Careers

CHECK OUT THESE EXCITING CAREERS IN HUMAN SERVICES.

- 1. NASA NUTRITIONIST**
 The stresses of space travel require special nutritional technologies and diets to cope with the demands of zero gravity and long periods of working in close quarters. "As NASA's chief nutritionist," says Helen Lane, "I provide technical, scientific, and engineering leadership to ensure astronaut health and mission success." Lane works with NASA's partners in the International Space Station to draw up nutrition policies for life in outer space.
- 2. CHILD LIFE SPECIALIST**
 When a young child is hospitalized, these specialists work with them to explain medical procedures and ease their fears. Working with gravely ill children is far from easy, but it can also be very rewarding and meaningful. "There aren't a lot of positions," says Richard Sale, assistant professor of child and family studies at Tarleton State University in Stephenville. "It's very competitive, but if you want it, go after it."
- 3. DAY SPA OWNER**
 In this high-stress world, relaxation is a hot commodity. For those who can't take the time for a long spa retreat, day spa owners create a calm, soothing oasis where customers are pampered with experiences like hot rock massages, mineral baths, pedicures, and facials. It's a bit like ballet, because the key here is to make something complex and difficult—in this case, a many-layered personal services business—seem effortless and beautiful.
- 4. LIFE COACH**
 Life can be hard, but a life coach can help get clients through difficult waters. Part counselor, part personal motivator, a life coach helps people identify what they want in life and reduce it to achievable parts. Coaches also provide daily support as clients tackle their goals, one by one. "Coaching is on the rise," says Ann McMaster, a self-employed life coach in Houston. "It's a lucrative field, and the only thing limiting its growth is the lack of good coaches."
- 5. CELEBRITY STYLIST**
 Many celebrities have stylists who handle wardrobe and accessory shopping to create the image they want. The job includes attending fashion shows, choosing clothes for the new seasons, keeping an eye on photo shoots, and advising clients about what to wear during televised interviews. A dream job for shopaholics, these positions are "few and far between," says Sharon Welkey, assistant professor of fashion merchandising at Texas State University in San Marcos.

Human Services

Listed below are 25 careers you might consider in the Human Services cluster. These are not all there are to you at different education levels. Turn to the "Online Info" on the inside back cover to research your ambitions. Here's an explanation of the kind of information presented in each column.

SOC: Stands for Standard Occupational Code, which organizations like the U.S. Department of Labor use to categorize career information. Sometimes you can find data on a career faster by searching for its SOC.

GROWTH: This is the projected annual growth in Texas for the career between 2012 and 2022. Fast-growing occupations may offer greater career opportunities for young adults.

OPENINGS: This is the projected number of job openings for the career in Texas each year. Even though a career may be fast growing, there may not be a lot of positions available. Careers with more openings will give an entry-level worker a better chance of getting a job and greater job security.

WAGES: This is the amount the average person in the career earns in Texas per year. Naturally, entry-level wages are lower than the average, and those for workers with years of experience are generally higher.

| SOC | Occupation | Growth | Openings | Wages | Education |
|---------|---|--------|----------|----------|-----------------------------------|
| 21-2011 | Clergy | 22% | 1,705 | \$48,087 | First professional degree |
| 19-3031 | Clinical, Counseling, and School Psychologist | 17% | 330 | \$62,159 | Doctoral degree |
| 21-1013 | Marriage and Family Therapist | 28% | 45 | \$45,740 | Master's degree |
| 21-1023 | Mental Health and Substance Abuse Social Worker | 0% | 0 | \$38,151 | Master's degree |
| 21-1014 | Mental Health Counselor | 26% | 220 | \$44,269 | Master's degree |
| 21-1011 | Substance Abuse and Behavioral Disorder Counselor | 30% | 210 | \$38,239 | Master's degree |
| 21-1015 | Rehabilitation Counselor | 24% | 195 | \$38,726 | Master's degree |
| 11-9031 | Education Administrator, Preschool and Childcare Center Program | 21% | 125 | \$46,369 | Bachelor's degree plus experience |
| 21-2021 | Director, Religious Activities & Education | 22% | 455 | \$54,692 | Bachelor's degree plus experience |
| 11-9151 | Social & Community Service Manager | 22% | 235 | \$65,481 | Bachelor's degree plus experience |
| 13-2052 | Personal Financial Advisor | 29% | 700 | \$88,303 | Bachelor's degree |
| 21-1022 | Healthcare Social Workers | 31% | 460 | \$55,307 | Bachelor's degree |
| 21-1021 | Child, Family, and School Social Worker | 17% | 595 | \$39,607 | Bachelor's degree |
| 21-1092 | Correctional Treatment Specialist and Probation Officer | 10% | 250 | \$41,419 | Bachelor's degree |
| 29-1031 | Dietitian/Nutritionist | 30% | 170 | \$54,862 | Bachelor's degree |
| 21-2021 | Director, Religious Activities and Education | 22% | 455 | \$54,692 | Bachelor's degree |
| 25-2011 | Preschool Teacher | 23% | 1,140 | \$34,725 | Postsecondary award |
| 39-5092 | Manicurist and Pedicurist | 22% | 55 | \$24,607 | Postsecondary award |
| 29-5094 | Skin Care Specialist | 49% | 290 | \$41,767 | Postsecondary award |
| 21-1093 | Social and Human Services Assistant | 22% | 725 | \$32,703 | Moderate-term on-the-job training |
| 43-4051 | Customer Service Representative | 23% | 10,695 | \$30,251 | Moderate-term on-the-job training |
| 39-9041 | Residential Advisor | 23% | 500 | \$23,825 | Moderate-term on-the-job training |
| 29-2051 | Dietetic Technician | 26% | 40 | \$28,905 | Moderate-term on-the-job training |
| 39-9021 | Personal Care Aide | 43% | 9,900 | \$17,688 | Short-term on-the-job training |
| 39-9011 | Childcare Worker | 24% | 7,050 | \$20,723 | Short-term on-the-job training |

Source: Texas Workforce Commission (TWC)

Note: This chart is a sampling of careers in the cluster, not recommendations from TWC or any other agency or organization. Always do thorough research and consult with your parents/guardians before making a career choice.

























all career options in the cluster—they are just a sampling showing the variety of occupations available in the cluster of your choice and decide on the ones that best fit your talents and

EDUCATION: This is the minimum preferred level of educational attainment for people working in the career in the United States. This can range from short-term on-the-job training to a doctoral degree taking several years of college.

EDUCATION LEVELS: The color bars show the mix of education levels attained by people actually working in the profession in Texas (see bars at right). If a bar features mostly one color, that means that level of education is likely the one you'll need to reach to work in the profession. Look at clinical, counseling, and school psychologist, for example, and you'll see that nearly everyone in the field has a college degree or better. If the three colors in the bar are roughly equal in size, that means that there are opportunities in the profession for people of all education levels. For example, about 32 percent of the people working as residential advisor have a high school diploma, while 43 percent have some college, and 25 percent have four-year degrees or better.

| High School | Some College | College or Better |
|--|--|--|
| Percentage of people in the occupation who have at most high school diplomas | Percentage of people in the occupation who have some college | Percentage of people in the profession who have a four-year college degree or better |

JOB DESCRIPTION: These are brief descriptions of each career from O*NET Online (www.onetcenter.org).

| Education Levels | Job Description |
|---|--|
|  | Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members of the congregation. |
|  | Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems using individual, child, family, and group therapies. May design and implement behavior modification programs. |
|  | Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. |
|  | Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education. |
|  | Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; suicide; stress management; problems with self-esteem; and issues associated with aging and mental and emotional health. |
|  | Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. |
|  | Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. |
|  | Plan, direct, or coordinate the academic and nonacademic activities of preschool and child-care centers or programs. |
|  | Plan, direct, or coordinate programs designed to promote the religious education or activities of a denominational group. May provide counseling and guidance relative to marital, health, financial, and religious problems. |
|  | Coordinate and supervise social service programs and community organizations. They direct and lead staff who provide social services to the public. |
|  | Advise clients on financial plans utilizing knowledge of tax and investment strategies, securities, insurance, pension plans, and real estate. |
|  | Provide persons or families with the psychological and social support needed to cope with chronic, acute, or terminal illnesses, such as Alzheimer's, cancer, or AIDS. Services include providing counseling for geriatric patients, advising family caregivers, and making necessary referrals for other social services. |
|  | Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family's well-being and the academic functioning of children. |
|  | Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations. |
|  | Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research. |
|  | Direct and coordinate activities of a denominational group to meet religious needs of students. Plan, direct, or coordinate church school programs designed to promote religious education among church membership. May provide counseling and guidance relative to marital, health, financial, and religious problems. |
|  | Instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, child-care center, or other child development facility. |
|  | Clean and shape customer's fingernails and toenails. May polish or decorate nails. |
|  | Provide skin care treatments to face and body to enhance an individual's appearance. |
|  | Assist professionals from a wide variety of fields, such as psychology, rehabilitation, or social work, to provide client services, as well as support for families. May assist clients in identifying available benefits and social and community services and help clients obtain them. |
|  | Handle customer complaints, process orders, and provide information about an organization's products and services. |
|  | Coordinate activities for residents of boarding schools, college fraternities or sororities, college dormitories, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May refer residents to counseling resources if needed. |
|  | Assist dietitians in the provision of food service and nutritional programs. Under the supervision of dietitians, may plan and produce meals based on established guidelines, teach principles of food and nutrition, or counsel individuals. |
|  | Assist elderly or disabled adults with daily living activities at the person's home or in a daytime nonresidential facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. |
| | Attend to children at schools, businesses, private households, and child-care institutions. Perform a variety of tasks, such as dressing, feeding, and bathing children, and overseeing play. |



PROGRAM

PROFILES

HERE ARE the programs of study available within the Human Services cluster in Texas high schools.* The State has created descriptions of each of these programs of study. These documents detail high school classes you might take, extended learning opportunities, and postsecondary programs.

CONSUMER SERVICES

Professionals in this area help people with decisions and problems relating to finance, real estate, insurance, and consumer goods.

COUNSELING & MENTAL HEALTH SERVICES

Professionals in these occupations assist people with personal, family, educational, mental health, and career decisions and problems.

EARLY CHILDHOOD DEVELOPMENT & SERVICES

Professionals in these careers nurture and teach preschool-age children.

FAMILY & COMMUNITY SERVICES

Some professionals in this area help families and individuals meet their nutritional needs. Others help vulnerable populations cope with the problems of daily living, counsel troubled individuals, train or retrain the unemployed, care for the elderly, and solicit contributions for various social agencies.

PERSONAL CARE SERVICES

Personal care professionals help people with their personal appearance, including styling hair, giving manicures, providing facial treatments, and giving makeup advice. They also provide health and fitness training.

* Not all schools offer all programs of study or clusters. Ask your counselor which programs are available at your school.



Get in the Groove

Your future in Human Services starts with HANDS-ON HIGH SCHOOL programs.

Want to get started on a career right away? It depends on what students want to do, but in Human Services, it's possible to get the career training they need in high school.

Students who participate in a two-year cosmetology program in high school and pass the state exam, for example, can graduate with a cosmetology license from the Texas Department of Licensing and Regulation. The Texas manicurist licensing program is even faster. It only takes a year.

"The students graduate not only with a high school diploma," says Brenda Buster, cosmetology instructor at the Denton Independent School District Advanced Technology Complex, "but with a professional license to start a career or support their way through college."

Rigorous Academics

Whether students jump straight into the workforce or not, high school is the place to begin career preparation in Human Services. Rigorous coursework in academics—math, science, English language arts, social studies—lays the foundation for success.

Working with people requires excellent communication skills. Because Human Services is all about people, the ability to communicate both orally and in writing is vital. Mastery of communication in English as well as in a second language such as Spanish can be incredibly useful in serving the diverse population of Texas.

Certain specialties in the cluster require particular skills. If students want to become financial planners, they must concentrate on developing their math skills. Dietitians and students interested in geriatric care or mental health services need to do well in science courses, particularly biology.

Elective courses help students experience their chosen careers in Human Services. The cluster includes five programs of study (see "Program Profiles" at left). In many cases, elective courses in a particular program help students get hands-on experience in that field.



THERE ARE OVER
4,000 LICENSED DIETITIANS
 IN THE STATE OF TEXAS.

Senior Experiences

Many students are interested in careers in geriatric care and counseling. With the population of Texans over age 60 expected to rise more than 20 percent by the year 2030, an increase of close to 25 percent from 2012—the field is projected to grow.

Geriatric services seek to enhance the quality of life for older adults through a number of avenues, including social work, long-term care activities, services for active elders, legal advocacy, and more. An important preparation for these careers can be working with the elderly while still in high school.

At Elgin High School, students pursuing Human Services get experience in work-based training rotations at local long-term care facilities. Pat Carter, a teacher involved in the Elgin program, reports that “it’s often hard to get students to work with older adults,

but once they get there, they often like it.” Some of Carter’s students have even gone on to work full-time after high school at the facilities where they trained.

Looking Good

If owning a hair, skin, or nail salon is your dream, consider classes in cosmetology. “There are so many career opportunities available in the field,” Buster says of her program in Denton.

“There’s work in a salon, educator, sales representative for a beauty supply company, work on a cruise ship in a salon, platform/runway artist, chemical technician, beauty editor for a magazine, television productions, state inspector, makeup artist, and many other exciting opportunities.”

Working with Children

Another option in Human Services is an early childhood education program like that at Karen Wagner High School in San Antonio (see “Rewarding Service” below).

“Besides the field of medicine,” says Yolanda Chapa, a teacher in the early childhood education program, “I can’t think of another field like education that gives professionals the opportunity to make such a difference in someone’s life.”



SPOTLIGHT

REWARDING SERVICE Training Early Childhood Professionals

A person pursues a career in early childhood education to make a difference in a child’s life, and nothing could be more rewarding,” says Yolanda Chapa, a teacher at Karen Wagner High School in San Antonio.

Students in Chapa’s early childhood professions program receive instruction in teaching. “Students now also have the opportunity to do rotation internships at the Wagner Early Childhood Center, where they work with children ages 3 to 5 years old,” says Chapa, also director of the center. “Early childhood professions students help elementary school teachers with all classroom procedures. The program could be called ‘growing our own future teachers.’”

The program is an unpaid internship program for high school juniors and seniors who want to explore careers working with children. Graduates of the program may take positions in teaching, social work, pediatrics, and other occupations that serve the needs of the young.

“Students enrolled in this program receive two years of field experience,” says Chapa. “This allows students to decide which age group they prefer or if this field is really what they want to pursue.”

Early childhood professions is an articulated credit course, which means that, in addition to directly preparing students for a career, the courses offer students the opportunity to earn college credit. Students taking early childhood professions courses

at Wagner can earn up to seven college credit hours while they are still in high school.

The most important part of the program, however, is the hands-on experience. Students entering the program as juniors receive two full years of experience in working classrooms. This enables them to not only decide whether they really want to teach children, but narrow down their preferences to particular age groups.

Chapa herself relishes her work with high school students and young children.

“Nothing is more rewarding than hearing from some of my ex-students and learning that something I said or did was an influential part of their success,” she says.

Reach OUT



To PREPARE FOR SUCCESS in the people business, start working with them now.

Iva Beck, a teacher at Lamesa High School, combines instruction in careers in Human Services with experiences helping people.

"Probably the best program we've had was working as a partner with a retirement center to teach older adults how to use computers," she says.

Another partner in the project was Family, Career and Community Leaders of America (FCCLA), an organization for students interested in careers in the people business (see "At Your Service," page 13). "Our school refurbished computers donated by FCCLA," Beck says. "Students helped the seniors set up email accounts and learn to use the Internet."

The Power of Extended Learning

According to Marilyn Wragg, former director of the Curriculum Center at Texas Tech University in Lubbock, extended learning like that at Lamesa "not only takes learning to a higher level, but it allows students to experience what it's like to be in a specific career."

Job shadowing, internships, apprenticeships, volunteering, and other extended learning activities offer experiences outside the classroom that can help students find the right career direction and get a jump-start on pursuing it.

Patsy Allen, who teaches at Friona High School in Friona, encourages students to take part in service learning, which pairs class work with volunteer activities in the community. "In my 28

years of teaching, it's been a very effective strategy," she says. "I have taught a lot of students, but not until we added service learning did students learn to think."

A Taste of Careers

Allen's students have done terrific things in Friona through service learning, giving them a taste of careers in social work, community relations, political organization, and more.

In a recent research project, students found that Friona had the first school in Texas to integrate in 1954, just a few months after the U.S. Supreme Court mandated equal education for all children. Allen's students decided to apply for a Texas state historical marker commemorating this event. They prepared the application, received the marker, and, in partnership with FCCLA, held a dedication for the marker on February 8, during Black History Month.

The students' interaction with the Texas Historical Commission during these activities led the commission to invite students to develop a video to promote the museums and history of the Texas panhandle region. Hundreds of copies of the video were distributed to promote the state. Bell Helicopter, an international aeronautics company with offices in Amarillo, even provides copies of the video with its recruiting materials.



TO BECOME A
LICENSED PSYCHOLOGIST
IN TEXAS, APPLICANTS MUST HOLD A DOCTORATE
IN PSYCHOLOGY, HAVE TWO YEARS OF
SUPERVISED EXPERIENCE, AND PASS AN ORAL
EXAM.

Domino Effect

Service learning is just one example of how an extended learning experience can provide opportunities for other learning. Job shadowing, where students follow a professional through a day at work to learn what the job is like, can lead to mentoring relationships in which the professional can advise the student with career development.

Job shadowing is an organized part of the preparation for cosmetology careers at Denton High School. "After the students finish their cosmetology credit hours and before they take the state board exam, they are sent out to job shadow," says instructor Brenda Buster. "It gives students an understanding of the real world."

Learning Competitions

Competitions such as LifeSmarts (www.lifesmarts.org), sponsored by the National Consumers League, help students develop their skills and knowledge in specific career areas. Online competitions in consumer education lead to in-person competitions by teams of students at the state and national levels.

"LifeSmarts helps students realize the relevance and importance of the human services curriculum," says Rulene Berry, a teacher at Stephenville High School.

"My philosophy is that teaching is not telling," Berry adds. "Research confirms that more learning takes place when students have the opportunity to apply what they are learning."



CREATE a Career PORTFOLIO

One valuable tool that can help you get ready for college and beyond is a career portfolio—a collection of items that document your achievements both in and out of school, assembled in one convenient package.

A career portfolio is not simply a resume, although it can certainly include one. So what should go in a career portfolio? A variety of things, depending on your own personal experiences. It could include transcripts and grades; writing samples; letters of recommendation from teachers, mentors, or employers; awards you've received; and items that document other activities, such as internships and job shadowing experiences.

"You need to be specific—dates, how many years, any awards, what they meant, and who you received them from," says Grace Brauchle, who helps students put their portfolios together as the career center coordinator for Lehman High School in Kyle.

Brauchle says portfolios come in handy when students apply for jobs or admission to college. "First impressions are a very big thing," she says, "and you want to be the one whose papers get passed around the office. You want to be the one where the admissions counselors say, 'Wow, look at this one!'"

SPOTLIGHT

AT YOUR SERVICE

FCCLA and SkillsUSA Lead Students to Human Services

The career and technical student organizations Family, Career and Community Leaders of America (FCCLA) and SkillsUSA recognize and reward students for their service to others.

Vanessa Sosa of McAllen Memorial High School is one of those students. Competing in FCCLA's STAR (Students Taking Action with Recognition) Events, Sosa placed among the top six in her category, Focus on Children, at a regional FCCLA meeting in Corpus Christi, then advanced to competitions in Fort Worth, where she placed first in the state.

Similar competitions at SkillsUSA regional, state, and national conferences give students the opportunity to be recognized for their skills in cosmetology and make connections that can lead to scholarship or even full-time jobs.

About 16,000 Texas students belong to SkillsUSA. Organization members compete in more than 75 different events in a variety of skills, including events in Cosmetology and Nail Care.



In the Cosmetology event, students working with mannequins demonstrate skills in haircutting, hair styling, and long-hair design. Nail Care competitors perform common nail services such as acrylic application, tip and wrap application, and nail polish application. A written exam tests basic knowledge of sanitation, chemical safety, and salon procedures.

Learn to Serve

Opportunities for POSTSECONDARY LEARNING in Human Services are as varied as the careers in the cluster.



The outlook for careers in Human Services is excellent, with faster-than-average employment growth over the next several years," reports Letitia Killman, an Educational Consultant who earned doctoral degree from Texas Tech University's College of Human Sciences in Lubbock. If students want to pursue careers after high school, there are lots of ways to go. "The postsecondary routes for Human Services are as varied as the cluster itself," observes Killman.

Going to College

The best choice for career preparation is college. "There are many degrees available at the associate's, bachelor's, and graduate levels," Killman says. "This is a field with employment opportunities at every level and the higher the level of education, the greater the potential."

For example, two-year associate's degrees open the doors for entry-level aide or assistant positions in case management in social services, while bachelor's degrees might lead the way to administrative, supervisory, and teaching positions.

Graduate degrees prepare individuals to become college professors in fields related to Human Services, such as psychology or social work, or high-level administrators in social agencies.

One challenging career that requires a bachelor's degree or higher is that of child life specialist (CLS). "A child life specialist works in a hospital or clinic setting to help reduce the stress and anxiety that pediatric patients and their families may

experience," says Ashley Hurst, who is doing graduate work in the field at Texas Tech. "Child life specialists explain medical equipment and procedures at a developmentally appropriate level, and may also provide help with bereavement issues and different ways to cope."

Hurst says she enjoys her studies; "It's useful information that I can take into the real world."

Although she could become a child life specialist with just a bachelor's degree, Hurst has opted to increase her chances of success by getting a master's degree. She says the choice is the right one for her, but it has complicated her schedule. "There is not a specific child life program at Texas Tech," explains Hurst, "so I have had to tailor the program to my needs."

Certifications

Hurst is also preparing to get a certification, an option in many Human Services careers.

"To become a certified CLS, you have to do a 480-hour internship," says Hurst, "and it is strongly suggested that students have a practicum." A practicum allows students the chance to practice what they've learned under the supervision of clinical professionals. A practicum often leads directly to a job.

"I have a few friends," says Hurst, "who were offered jobs at their practicum sites and went to work there after graduating."



THE TEXAS DEPARTMENT OF
LICENSING AND REGULATION
 MAINTAINS A DATABASE OF MORE THAN 184,000
 LICENSED COSMETOLOGISTS AND 23,500 SALONS.

THE UNIVERSITY OF NORTH TEXAS

OFFERS A PH.D IN COUNSELING PSYCHOLOGY WITH AN EMPHASIS IN SPORTS PSYCHOLOGY.

Degrees Plus Experience

Some programs, such as dietetics, include both a degree and an internship.

“Students complete the four-year degree, and then apply for internships approved by the American Dietetic Association,” says Janelle Walter, a professor at Baylor University in Waco.

Dietetics offers career options for all education levels after high school.

To become a registered dietitian (RD), for example, students must complete an internship and pass a national examination administered by the Commission on Dietetic Registration (CDR), the ADA’s licensing branch.

Licensed dietitians (LDs) earn a lesser certification by getting experience approved by the Texas State Board of Examiners and passing a CDR exam.

Students can become a dietetic technician, registered (DTR) by earning an associate’s degree and passing the CDR exam for that certification.

Similar options at different education levels exist for other careers in the Human Services cluster.

Apprenticeships

Although advanced college degrees may help students get ahead faster, not every entry-level Human Services position requires an advanced degree.

Programs such as cosmetology or early childhood education offer certifications and apprenticeships that can be completed during high school by combining classwork with extended learning activities.

Experiences such as high school internships and licensing can help students secure a Human Services job as soon as they graduate. According to Brenda Buster, cosmetology instructor at Denton High School, a number of her students qualify for full-time employment

each year by completing cosmetology apprenticeships.

“Several students will go to work for six months for a salon chain as apprentices before working on the salon floor,” she says.

Graduate Work

People who like people are often interested in working in some aspect of personal counseling. Counselors generally enter practice with Ph.Ds in clinical psychology.

The University of Texas at Austin’s graduate psychology department consistently ranks in the top 20 in the country, and any number of other universities in the state also offer quality training.

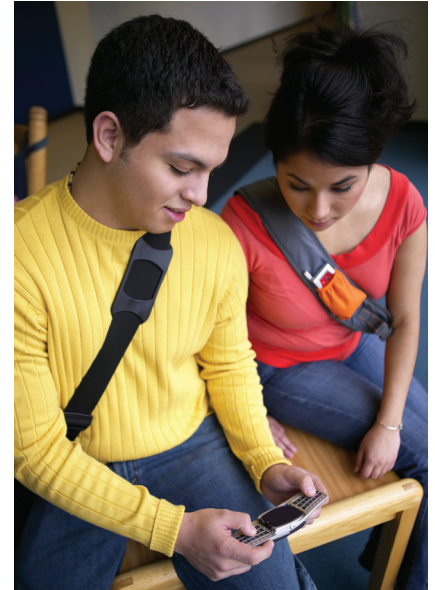
In social services, a bachelor’s degree will get you a job, but more and more, a master’s degree is becoming the standard for practice in social work. And if you want to teach or do research, you’ll need a Ph.D.

Social service professionals must also pass a licensing exam given by the Association of Social Work Boards (ASWB). UT Austin ranks high in this field as well.

The Military

Joining the armed services can be another way to get your Human Services career moving forward. The military provides a whole array of educational opportunities to servicemen, servicewomen, and their families.

Food preparation, child care and education, financial planning, counseling, social work—all have a place in the military, and the armed forces regularly train people to provide these services.



Get the CREDIT You Deserve

Dual credit in Texas is a great way to earn college credits toward a postsecondary degree while you’re still in high school. Dual credit programs center on “articulation agreements,” contracts between the student, his or her high school, and postsecondary institutions the student would like to attend. While most students take basic core courses such as English, history, math, science, and social science, coursework may include areas in Career and Technical Education.

Dual credit courses cover the same material as the equivalent college course, allowing the student to receive credit toward the college degree. It’s like a bank account. The credit is banked for you at the college, and you withdraw it when you enroll.

Ask your counselor about advanced placement, dual credit, or articulated courses and other opportunities to earn college credit.

ACCEPTED!

SIX THINGS Texas students should know about getting into college

Applying to college is a lot like looking for a job or trying out for a team. You choose something that interests you, and then try your best to convince whoever is in charge that you have what it takes to be part of their organization. But whereas there might be only a few spots open on your high school's varsity football squad, there are thousands of places available in hundreds of colleges each year. Whether you are the first in your family to apply to college or both of your parents have advanced degrees, going through the admissions process can be stressful. Fortunately, there are plenty of free resources available for Texas college-bound students. The best is College for All Texans (www.collegeforalltexas.com), which features a list of all the state's colleges and universities, a checklist for selecting a school, and a link to the online Texas Common Application. To help you get started on your own college search process, here are six steps you should take.

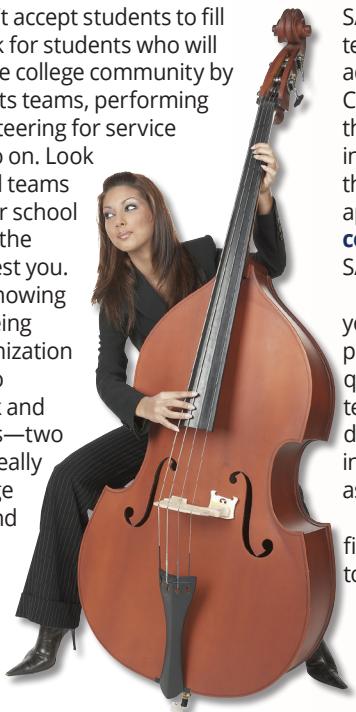
1. Make School Your Job

The first thing college admissions officers look for on your application is your grade point average. It's simple—you have to make the grades in high school to earn your spot in a college. The easiest way to do that is to think of school as your job, starting in your first year. If you show up late for work, slack off, and talk back to the manager, you'll get fired faster than you can say, "Do you want fries with that?" But if you always arrive on time, work really hard, and try to learn from management, then pretty soon you'll probably get a raise or a promotion.

What works on the job works in the classroom, too. Take challenging courses. Turn in all your work on time. Pay attention in class. Contribute to discussions. Ask for help when you don't understand something. By treating school as a career, you'll have a better shot at earning the grades and teacher recommendations that you need to move to the next level.

2. Get Involved in Activities

Colleges don't accept students to fill seats. They look for students who will add to the entire college community by playing on sports teams, performing on stage, volunteering for service projects, and so on. Look at the clubs and teams available at your school and sign up for the ones that interest you. In addition to showing school spirit, being part of an organization is a great way to build teamwork and leadership skills—two traits that can really help your college application stand out from the pack.



3. Build a Resume Portfolio

What if you had to take a final exam on the last three years of a subject and didn't have any notes to study? Well, that's exactly what it's like trying to complete a college application if you haven't kept an ongoing file of all your activities, honors, and employment.

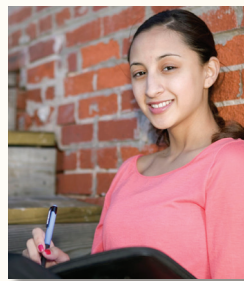
Start your first year and build a career portfolio (see page 15). It's also smart to create a computer file called "college resume" and add to it each time you participate in a service project, win an award, get a new job, and so on. Use technology to create a resume format or ask your parents or guidance counselor for help. When you sit down to complete your college applications, review your career portfolio and call up the resume—all the information you need will be right at your fingertips.

4. Prep for Tests

Most colleges use scores from the SAT, SAT II, or ACT tests in making their admissions decisions. Check which tests the schools you're interested in require and sign up to take them in time to include the scores in your application. College for All Texans (www.collegeforalltexas.com) also has a free ACT, SAT, and GRE prep course.

Spend time preparing for the tests before you walk into the room with your No. 2 pencils and calculator. Go through sample SAT questions at www.collegeboard.org or ACT tests at www.actstudent.org. There are also dozens of test-prep books you can buy, some including software that tracks your progress as you go through sample exams.

Remember: If you don't do well on a test the first time, you usually can take it again and try to improve your score.



Inside College Admissions

5. Make a List of Colleges

Do you want to stay in Texas for college or see another part of the country? Would you be more comfortable at a big university or a small college?

Think about what you would like to study and what matters most to you (like location, size, or religious affiliation), and then start developing a list of colleges that fit your criteria.

Use online tools like www.collegeforalltexas.com or www.collegeboard.org to learn more about each school and take online campus tours. Buy or borrow from the library some of the many college guides available. If possible, schedule visits to the schools you are interested in, or, through the school's admissions office, arrange an interview with a recent grad who lives in your area so you can ask questions about courses, faculty, or anything else.

By the fall of your senior year, narrow the list down to the top five or six choices. While some online applications are free, it can cost up to \$70 per school to apply, so be realistic about how much you can spend on applications.

6. Submit Polished Applications

Once you send in an application to a college there's no taking it back, so make sure you get it right the first time. Double-check your spelling. If you use the same essay for multiple schools, remember to change the name of the school to fit each application. Make sure you have any required standardized test results (ACT, SAT, SAT II) sent to each school.

Be neat and complete, and meet every deadline. Make copies of each application before you hit the send button or pop it in the mail. If you don't receive an email or postcard confirming that your application was received, contact the college to make sure it arrived. Items can get lost or misdirected, especially when thousands of students are sending in applications at the same time. By having copies, you can easily submit again.

EVEN IF you get accepted to college, you'll never be able to pay the bill, right? Wrong! There's financial aid available if you know where to look.

College isn't cheap. With tuition and room and board at private schools often topping \$40,000, and even in-state, public schools costing several thousand dollars a year, you may wonder why you should even apply.

Well, don't worry. Every Texas student can afford to go to college.

"Access and affordability of higher education can be intimidating to students and parents; however, there are numerous resources available to walk you through the process and into an exciting future," says Heather V. Crowson, vice president for enrollment management at Sam Houston State University.

The secret to getting the aid you need to go to school is in filling out the necessary forms, getting good grades, and applying to schools that offer generous financial aid packages. (A financial aid package consists of need- or merit-based scholarships and grants plus work-study jobs and low-interest student loans.)

Here's a quick overview of steps you can take to get the financial aid you need to continue your studies after high school. For more information about the aid available at a specific college or university, go to the school's website and click on the "Admissions and Financial Aid" link. Many schools provide an online form you and your parents can fill out that will give you the estimated financial aid package you might receive if accepted to that school.

Apply: You definitely won't get any financial aid if you don't apply. To figure out how much grant money (which you don't pay back) and loans (which you do pay back) you'll need to afford school, colleges use a formula that factors in your parents' income and investments, your income, the number of kids in the family who will be in college at the same time, and other financial information. Families of all income levels may receive aid, so fill out the forms.

All schools require the Free Application for Federal Student Aid (FAFSA), which



Financial Aid

BASICS



determines eligibility for federal aid, such as work-study, Pell grants, and the Stafford loan program; and for college grants and, sometimes, merit scholarships. Complete the application as soon as possible at the beginning of October your junior year. FAFSA forms and instruction booklets are available in your guidance counselor's office, or you can complete the form online at www.fafsa.ed.gov.

Most private schools also require applicants to complete a school financial aid application and, in some cases, the CSS/Financial Aid Profile form (<https://student.collegeboard.org/css-financial-aid-profile>) which is used to award nonfederal student aid funds. Carefully read each college's application to determine financial aid deadlines and what forms you will need to submit.

Study In-state: Whether you choose a public or a private school, staying in-state for college will cut your costs considerably. Plus, since Texas covers 267,339 square miles, you can "go away" to college without ever leaving the state.

To help ensure that qualified Texas high school graduates with financial need can go to college, the State Legislature established the TEXAS (Towards Excellence, Access, and Success) Grant Program. Grants can be used to study at any public college or university in the state and are equal to the student's tuition and required fees. In 2012-2013, approximately 33,100 students received TEXAS Grants. To apply, fill out the FAFSA.

Another way to score some serious state aid is to get good grades in high school. Texas students who are in the top 10 percent of their graduating class are eligible for automatic admission to any public university in the state. With that automatic admission comes the opportunity to apply for merit scholarships and special programs available at each school.

Take Two at a Community College: The first two years of many college programs are filled with core courses that could easily be taken at a local community college for a lot less money. If you fill out all the forms, do the math, and still can't afford a four-year school, enroll in a community college for the first two years, then transfer to a four-year school.

By living at home, working part-time, and getting required courses out of the way, you could save tens of thousands of dollars in tuition and room and board, and be able to afford to attend the college of your choice for junior and senior years. For a complete list of the state's community colleges, go to the Texas Association of Community Colleges website at www.tacc.org.

Target Your Search: Applying to a couple of colleges where your grades and talents put you near the top of the typical talent pool makes it more likely you'll qualify for merit aid and other special school scholarships and grants. Do a little research on college websites to find schools where your standardized test scores and grade point average rank you in the top 25 percent or so of the most recently accepted first-year class. Colleges want to attract the best and brightest students available, and often will offer attractive scholarship/grant/loan packages to convince those students to come to their school.

There are also more than 1 million local, national, and college-specific scholarships available each year. The trick is to find and apply for scholarships that best fit your strengths and talents. FastWeb (www.fastweb.com) is a free college scholarship search source. Register online and you will start receiving email notices about scholarships, internships, and other opportunities that fit the profile information you submit.



LOOK IT UP! Here are key words and phrases used in this guide that you may not already know.



What does that mean?

Articulation agreements: formal agreements between or among educational organizations (high schools, community colleges, and universities) that align courses and majors in a way that allows students to transition from one institution to another without loss of course credit or time.

Associate's degree: a two-year degree awarded by a community or technical college.

Bachelor's degree: a four-year degree awarded by a university.

Career and technical student organizations (CTSOs): curricular organizations for students that offer activities and competitions related to particular careers.

Career cluster: a way of organizing curricula, instruction, and assessment around specific occupational groups (for example, Information Technology or Health Science) that offers students core academics, coursework related to specific occupations, and extended learning experiences.

Master's degree: a degree awarded by universities for study beyond a bachelor's degree.

Career guidance: structured developmental experiences presented systematically from kindergarten through 12th grade that help students analyze and evaluate abilities, skills, and interests.

Career portfolio: a collection of student work indicating progress made in subjects, activities, or programs. In career cluster systems, portfolios are often used to assess student performance in extended learning experiences.

Doctoral degree: a degree awarded by universities for study beyond a master's degree. Also referred to as a Ph.D. or professional degree.

Dual credit: credit given in both high school and college for college-level courses taken while in high school.

Extended learning experiences: participation in career and technical student organizations, extracurricular activities, job shadowing, internships, or service learning.

Financial aid: scholarships, grants, loans, and work-study funds awarded to students to pay for college expenses.

Internship: an extended learning experience in which students work temporarily at entry-level jobs in careers that interest them.

Job shadowing: an extended learning experience in which students observe professionals in particular careers as they go through a day on the job.

Postsecondary education: education beyond high school. Middle school and high school are referred to as secondary education, so postsecondary means after high school.

Program of study: a way of organizing the curricula and educational activities within a career cluster related to a student's specific academic and career goal.

Service learning: an extended learning experience in which students do volunteer work related to their career goals.

Targeted industry clusters: six industry clusters that have been identified by Texas as high-demand, high-growth sectors paying high wages. As they are developed by the State, these may be hot areas in which to build a rewarding career.

Program of Study: an education plan suggesting the high school courses a student should take to prepare successfully for graduation and transition into postsecondary education. The vision for Texas CTE is that eighth graders, in consultation with their parents/guardians, counselors, and teachers, will select a program of study and create a plan. Plans are to be reviewed and revised at least once each school year.





Online Info

Explore these Internet resources for more about your education and career options.

America's Career InfoNet www.acinet.org/acinet

This is the place to search for occupational information, industry information, and state-specific labor market information.

College for All Texans www.collegeforalltexans.com

Here is everything a Texan needs to know about preparing for, applying for, and paying for college or technical school. And it's all in one up-to-date, easy-to-navigate mega-site almost as big as the state itself. Remember: \$4 billion is available every year to help Texans attend college.

Employability Skills Framework <http://cte.ed.gov/employabilityskills/>

Employability skills are general skills that are necessary for success in the labor market at all employment levels in all sectors. The Employability Skills Framework is a one-stop resource for information and tools to inform the instruction and assessment of employability skills.

My Next Move www.mynextmove.org/

This is a career planning resource for students, parents, career changers, and career advisors.

TEXAS CAREER CHECK

The State of Texas has created a special website for students and others researching careers. It's called Texas Career Check. Texas Career Check lets you explore higher education options by looking at detailed information by school and program of study, AND you can explore careers, occupational information, and postsecondary education options. You'll find a wealth of information about hundreds of career choices. To explore Texas Career Check, go to www.texascareercheck.com.

O*NET (Occupational Information Network) online.onetcenter.org

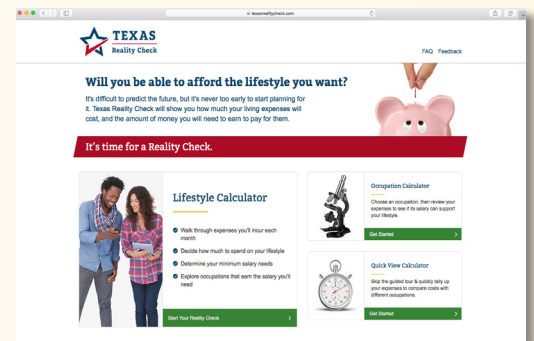
Also available in schools and libraries, O*NET provides full information on occupations, including compensation, employment prospects, and skill matching for students. Information on compensation is available on a state-by-state basis.

U.S. Department of Labor Occupational Outlook Handbook www.bls.gov/home.htm

This nationally recognized resource offers information on job responsibilities, earnings, working conditions, and job prospects for the future.

Take a Reality Check

The Texas Workforce Commission has created an online resource called Reality Check to help you understand how much money you'll need to live on your own after high school or college and how you can earn it. There are three ways to explore careers, expenses, and earnings. For the first option, which is called "Get a Reality Check," you choose an area you'd like to live in, such as Austin. You then go through a series of screens with real-world costs for items such as housing, clothing, transportation, health care, and personal expenses. The site automatically adds up your estimated monthly expenses, then uses salary information for Texas to show you careers that will make you that much money. The second option, called "Future Salary," starts with the wages you expect to earn, what education you plan to pursue, and the career cluster that interests you. Then it generates a list of careers in which you can make that amount of money. The third option, "Occupation Direct," begins with your occupational choice and the area where you want to live, then shows how your estimated expenses subtract from the salary for your chosen job. The site, which is at www.careerwise.mnscu.edu/careers/realitycheck.html, is a great way to play "what if" when it comes to mixing your job, earnings, and expense options.



The results of Reality Check show you how expenses add up quickly when you are living on your own.

Texas CTE Career Clusters



**Agriculture,
Food &
Natural
Resources**

Processing, production, distribution, and development of agricultural commodities and natural resources



**Architecture &
Construction**

Designing, managing, building, and maintaining the built environment



**Arts, A/V
Technology &
Communications**

Creating, exhibiting, performing, and publishing multimedia content



**Business
Management &
Administration**

Organizing, directing, and evaluating functions essential to productive business operations



**Education &
Training**

Providing education and training services, and related learning support services



Finance

Financial and investment planning, banking, insurance, and business financial management



**Government
& Public
Administration**

Executing governmental functions at the local, state, and federal levels



Health Science

Providing diagnostic and therapeutic services, health informatics, support services, and biotechnology research



**Hospitality
& Tourism**

Managing restaurants and other food services, lodging, attractions, recreation events, and travel-related services



**Human
Services**

Providing for families and serving human needs



**Information
Technology**

Designing, supporting, and managing hardware, software, multimedia, and systems integration



**Law,
Public Safety,
Corrections
& Security**

Providing legal, public safety, protective, and homeland security services



Manufacturing

Processing materials into intermediate or final products



Marketing

Performing marketing activities to reach organizational objectives



**Science,
Technology,
Engineering &
Mathematics**

Performing scientific research and professional and technical services



**Transportation,
Distribution
& Logistics**

Managing movement of people, materials, and goods by road, pipeline, air, rail, and water

About Texas CTE You may have seen the name Texas CTE on the cover of this magazine. What exactly is that?

Texas CTE is the name of Texas' college and career education initiative. The idea behind it is simple: Planning for the future so that students achieve lifelong success. As Texas CTE grows, you'll see how subjects such as English, math, science, and social studies are relevant to your personal goals and ambitions. You'll get the chance to begin a plan that gets you where you want to go in life. You'll have the opportunity to take courses and engage in extended learning experiences that give you marketable skills. Best of all, you'll be in control of your future. Read all 16 editions of Texas CTE in Action (available through your counselor) to explore Texas' career clusters and start on the road to success.