



**Minnesota
STATE COLLEGES
& UNIVERSITIES**

*Career and Technical
Education in
Minnesota:*

*The 2006 Carl D. Perkins Career and
Technical Education Act
(Perkins IV)*

**High-Skill, High-Wage, or High-Demand
Career Pathways in Minnesota:
A Step-by-Step Procedure that Links
Student Credential Attainment to
Employment Occupational Demand**

**Pradeep Kotamraju
System Director, Perkins Federal Grants
Office of the Chancellor
Minnesota State Colleges and Universities**

**Bruce Steuernagel
Labor Market Analyst
Program Approval Unit
Office of the Chancellor
Minnesota State Colleges and Universities**

**May 2008
DRAFT**

Minnesota
**Department
of Education**

Overview

As part of the overall effort to develop a work plan for Minnesota around programs of study, a major requirement under the 2006 Carl D. Perkins Career and Technical Education Act (Perkins IV), staff within the Minnesota State Colleges and Universities Office of the Chancellor (OOC) conducted an empirical analysis by combining Minnesota labor market information (LMI) with trend data of student participation in, concentration in, and completion of, career and technical education (CTE) programs. The study began with national developed career clusters framework that have identified 16 clusters and 81 pathways, from which several lists of clusters and pathways have been identified once specific demand and supply criteria have been applied. The information that follows is a summary of the study results.

Study Description

The following steps described the methodology used in the study:

- Determine selection of in-demand career pathways (IDCP) by analyzing Minnesota labor market information (LMI) data at the occupational level for the IDCP ranking and basing the ranking on four elements:
 - projected employment growth rate 2006-2016
 - percent share of projected total hires in the 2006 base employment
 - median hourly 25th percentile wage
 - current demand indicator rank¹

Create a composite IDCP ranking from the individual rankings of each of the above four elements. The number of IDCP is 61 career pathways in all 16 career clusters.

- Develop an overall list of career pathways that sustain student interest (CPSSI)² ranking using longitudinal (2003-2007) post-secondary CTE data by examining the patterns of:
 - award completion of CTE majors and awards
 - retention within CTE programs and majors
 - transfer out of CTE programs and majors

The SSIP rankings use three cohorts of students who enter in three specific fiscal years (2003, 2004, and 2005). The SSIP rankings are based on 53 career pathways in

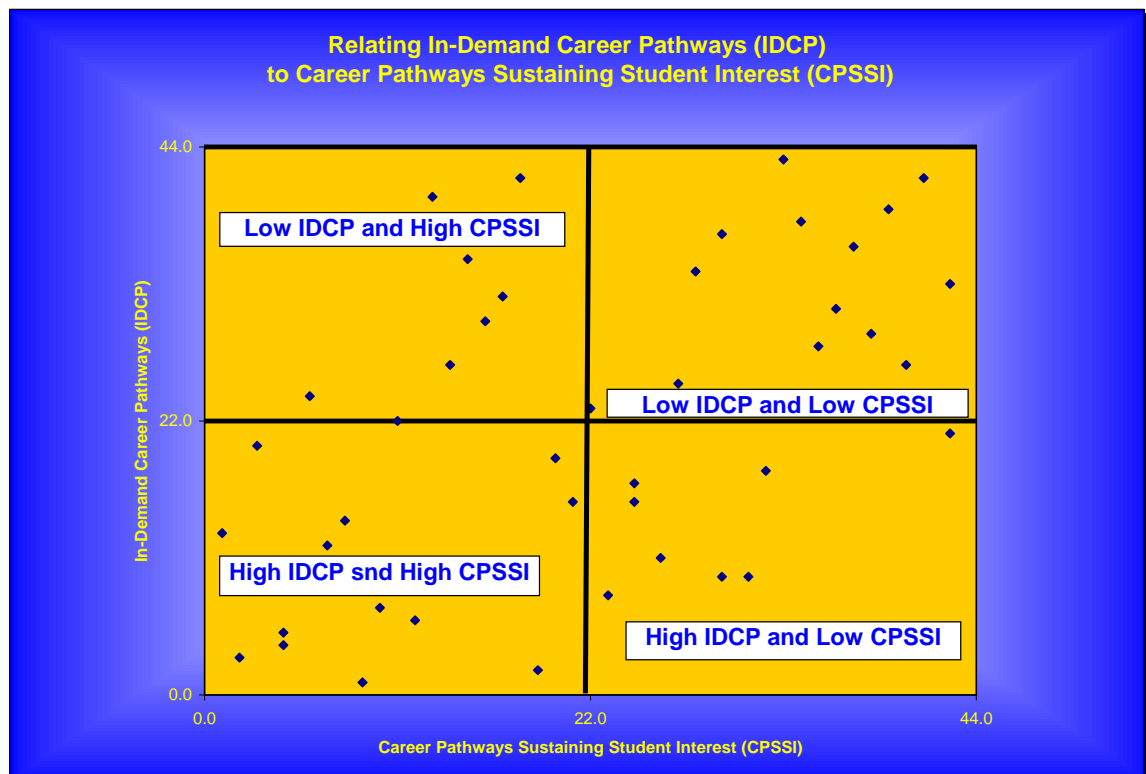
¹ Occupations in Demand (OID) are currently available career opportunities in a local labor market as determined by local labor market data. A demand score blends Job Vacancy Survey (JVS) data, Occupational Employment Statistics (OES) data, Unemployment Insurance (UI) claims data, and the Current Population Survey (CPS) turnover data.

² Sustained Student Interest in Pathways (SSIP) is defined as students succeeding in a particular pathway, where success has been defined as the sum of graduation, transfer and retention, expressed as a percentage of the number of students in a particular cohort who attain concentrator status anytime during a three-year period. The concentrator definition is defined as a student who majors in a CTE cluster and declares a CTE award.

all 16 career clusters. The 53 was subsequently reduced to 43 pathways after including those career pathways where the number of students in each of the entry cohort years was at least 10. The appendix provides a list of 43 career pathways that are in both the IDCP and the CPSSI rankings.

- Compare IDCP Ranking with CPSSI Ranking and categorize the pathways in four groups according to the following:
 - High IDCP Rank / High CPSSI Rank
 - High IDCP Rank / Low CPSSI Rank
 - Low IDCP Rank / High CPSSI Rank
 - Low IDCP Rank / Low CPSSI Rank

The chart below relates IDCP ranking with the CPSSI ranking. A statistical correlation test was performed between the two rankings. A positive correlation of 0.518 was obtained and the result was statistically significant at 1% level.



The tables (Tables 1, 2, and 3) in the appendix provide more detail about the basic data from which the above groups were determined.

Observations, Considerations and Issues

Each set of career pathways listed above lead to different actionable steps. When undertaking such steps, the following must be taken into account:

- Consider also the mix of industry and occupation focus among and within pathways
- If no electronic tool for matching is available, use federal and state labor market information (LMI)
- Read behind the ranking to understand what might be happening within the pathway
- Note that overall rankings are always sensitive to the choice of ranking components

High- Wage High-Demand or High-Skill Career Pathways

The Minnesota Department of Employment and Economic Development (DEED) definitions for what is High Wage, High Demand or High Skill:

- **High Wage:** An occupation was determined to be High Wage if the median wage³ for the occupation was greater than the average of the median wage for all occupations. Based on the DEED-LMI website as of May 6, 2008, the Occupational Employment Statistics Salary Survey reported the average of the median wages for all occupations was \$17.21 (last OES survey updated to the fourth quarter 2007).
- **High Demand:** An occupation was determined to be a High Demand occupation if the 2006 employment for the specific occupation represented at least 0.1% of 2006 total employment in all occupations (2,961), and the projected total openings for the specific occupation as a share of 2006 employment in the specific occupation was greater than the share of projected total openings to 2006 total employment for all occupations (31.76%).
- **High Skill:** The Bureau of Labor Statistics uses two methods of identifying training and education requirements for occupations. The first is the Most Significant Source Method which uses 11 levels. The second is the Labor Force Attainment Method. DEED-LMI has reviewed the Most Significant Source levels from BLS and made a few changes, based on Minnesota requirement. Using the DEED-LMI MN-adjusted education/training levels, the occupations selected for high skill have the following education/training levels:
 - Long-term on-the-job training
 - Work experience in a related field
 - Postsecondary vocational award
 - Associate's degree
 - Bachelor's degree
 - Degree plus work experience
 - Master's degree
 - Doctoral degree
 - First Professional degree

³ It should be noted that while the IDCP ranking is based on the 25th percentile wage, the high wage definition is based on the median wage.

Table 4 below shows the career pathways that are identified as high wage, high demand or high skill and are classified by the four different groupings defined above.

Appendix

Table 1A: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (YES) and CPSSI High Rank (YES)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Network Systems (1,9)	Information Technology	Y	Y	Y
Programming and Software Development (2,19)	Information Technology	Y	Y	Y
Support Services (3,2)	Health Science	N	N	Y
Diagnostics Services (4,4.5)	Health Science	Y	N	Y
Therapeutic Services (5,4.5)	Health Science	Y	Y	N
Counseling and Mental Health Services (6,12)	Human Services	N	N	Y
Management (7,10)	Business, Management and Administration	Y	Y	Y
Family and Community Services (12,7)	Human Services	N	Y	N
Marketing Information Management and Research (13,1)	Marketing, Sales and Service	Y	N	Y
Law Enforcement Services (14,8)	Law, Public Safety and Security	Y	Y	N
Business Financial Management and Accounting (15.5,21)	Business, Management and Administration	Y	N	N
Legal Services (19,20)	Law, Public Safety and Security	Y	N	Y
Teaching/Training (20,3)	Education and Training	N	Y	Y
Table 1B: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (YES) and CPSSI High Rank (NO)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Environmental Service Systems (8,23)	Agriculture/Food and Natural Resources	N	N	N
Human Resources (9.5,29.5)	Business, Management and Administration	Y	N	N
Animal Systems (9.5,31)	Agriculture/Food and Natural Resources	N	Y	N
Financial and Investment Planning (11,26)	Finance	N	Y	N
Emergency and Fire Management Services (15.5,24.5)	Law, Public Safety and Security	N	N	N
Business Analysis (17,24.5)	Business, Management and Administration	Y	N	Y
Design/Pre-construction (18,32)	Architecture and Construction	Y	N	Y
Personal Care Services (21,42.5)	Human Services	N	Y	N

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 1C: Which Career Pathways are Marketable? A Case Study From Minnesota**IDCP High Rank (NO) and CPSSI High Rank (YES)**

Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Information Support and Services (22,11)	Information Technology	N	Y	Y
Engineering and Technology (24,6)	Science, Technology, Engineering and Mathematics	Y	N	Y
Power Structure and Technical Systems (26.5,14)	Agriculture/Food and Natural Resources	N	N	N
Natural Resources Systems (30,16)	Agriculture/Food and Natural Resources	Y	N	N
Public Management and Administration (32,17)	Government and Public Administration	Y	N	N
Early Childhood Development and Services (35,15)	Human Services	N	Y	N
Journalism and Broadcasting (40,13)	Arts, A/V Technology and Communications	N	N	Y
Printing Technology (41.5,18)	Arts, A/V Technology and Communications	N	N	N

Table 1D: Which Career Pathways are Marketable? A Case Study From Minnesota**IDCP High Rank (NO) and CPSSI High Rank (NO)**

Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Health Informatics	Health Science	N	N	Y
Audio and Video Technology and Film (25,27)	Arts, A/V Technology and Communications	N	N	Y
Restaurants and Food/Beverage Services (26.5,40)	Hospitality and Tourism	N	Y	N
Professional Sales and Marketing (28,35)	Marketing, Sales and Service	Y	N	N
Travel and Tourism (29,38)	Hospitality and Tourism	N	N	N
Transportation Operations (31,36)	Transportation, Distribution and Logistics	N	Y	N
Facility and Mobile Equipment Maintenance (33,42.5)	Transportation, Distribution and Logistics	N	N	N
Banking and Related Services (34,28)	Finance	N	Y	N
Maintenance, Installation and Repair (36,37)	Manufacturing	N	N	N
Visual Arts (37,29.5)	Arts, A/V Technology and Communications	N	N	N
Plant Systems (38,34)	Agriculture/Food and Natural Resources	N	N	N
Construction (39,39)	Architecture and Construction	N	N	N
Production (41.5,41)	Manufacturing	N	N	N
Administrative and Information Support (43,33)	Business, Management and Administration	N	N	N

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 2A: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (YES) and CPSSI High Rank (YES)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Success Rates		
		2003	2004	2005
Network Systems (1,9)	Information Technology	83.2%	70.2%	67.9%
Programming and Software Development (2,19)	Information Technology	78.4%	63.6%	63.0%
Support Services (3,2)	Health Science	83.3%	69.6%	81.2%
Diagnostics Services (4,4.5)	Health Science	74.6%	72.7%	76.5%
Therapeutic Services (5,4.5)	Health Science	80.5%	84.0%	87.5%
Counseling and Mental Health Services (6,12)	Human Services	75.0%	67.4%	63.6%
Management (7,10)	Business, Management and Administration	65.0%	67.1%	66.1%
Family and Community Services (12,7)	Human Services	67.9%	70.2%	72.7%
Marketing Information Management and Research (13,1)	Marketing, Sales and Service	77.4%	80.0%	72.9%
Law Enforcement Services (14,8)	Law, Public Safety and Security	81.1%	82.2%	76.3%
Business Financial Management and Accounting (15.5,21)	Business, Management and Administration	69.3%	63.9%	70.8%
Legal Services (19,20)	Law, Public Safety and Security	84.0%	77.7%	76.8%
Teaching/Training (20,3)	Education and Training	82.7%	77.8%	72.1%
Table 2B: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (YES) and CPSSI High Rank (NO)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Success Rates		
		2003	2004	2005
Environmental Service Systems (8,23)	Agriculture/Food and Natural Resources	78.9%	77.8%	62.5%
Human Resources (9.5,29.5)	Business, Management and Administration	78.0%	67.0%	76.1%
Animal Systems (9.5,31)	Agriculture/Food and Natural Resources	75.0%	66.7%	71.4%
Financial and Investment Planning (11,26)	Finance	70.5%	63.4%	55.0%
Emergency and Fire Management Services (15.5,24.5)	Law, Public Safety and Security	69.9%	62.7%	55.9%
Business Analysis (17,24.5)	Business, Management and Administration	68.5%	72.0%	69.2%
Design/Pre-construction (18,32)	Architecture and Construction	80.7%	77.9%	71.0%
Personal Care Services (21,42.5)	Human Services	70.3%	75.5%	64.3%

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 2C: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (NO) and CPSSI High Rank (YES)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Success Rates		
		2003	2004	2005
Information Support and Services (22,11)	Information Technology	61.7%	66.1%	71.4%
Engineering and Technology (24,6)	Science, Technology, Engineering and Mathematics	74.5%	69.9%	72.0%
Power Structure and Technical Systems (26.5,14)	Agriculture/Food and Natural Resources	75.0%	88.9%	81.8%
Natural Resources Systems (30,16)	Agriculture/Food and Natural Resources	68.8%	67.0%	70.7%
Public Management and Administration (32,17)	Government and Public Administration	64.6%	75.7%	60.0%
Early Childhood Development and Services (35,15)	Human Services	84.6%	75.8%	71.3%
Journalism and Broadcasting (40,13)	Arts, A/V Technology and Communications	84.3%	84.1%	61.7%
Printing Technology (41.5,18)	Arts, A/V Technology and Communications	88.9%	86.3%	69.8%
Table 2D: Which Career Pathways are Marketable? A Case Study From Minnesota				
IDCP High Rank (NO) and CPSSI High Rank (NO)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Success Rates		
		2003	2004	2005
Health Informatics	Health Science	80.2%	79.4%	73.5%
Audio and Video Technology and Film (25,27)	Arts, A/V Technology and Communications	83.7%	80.6%	65.8%
Restaurants and Food/Beverage Services (26.5,40)	Hospitality and Tourism	64.4%	69.5%	62.9%
Professional Sales and Marketing (28,35)	Marketing, Sales and Service	81.2%	68.4%	61.9%
Travel and Tourism (29,38)	Hospitality and Tourism	80.6%	71.9%	62.5%
Transportation Operations (31,36)	Transportation, Distribution and Logistics	78.3%	81.0%	81.3%
Facility and Mobile Equipment Maintenance (33,42.5)	Transportation, Distribution and Logistics	67.4%	64.0%	64.8%
Banking and Related Services (34,28)	Finance	69.2%	86.7%	71.2%
Maintenance, Installation and Repair (36,37)	Manufacturing	79.0%	75.2%	69.1%
Visual Arts (37,29.5)	Arts, A/V Technology and Communications	68.1%	64.4%	72.4%
Plant Systems (38,34)	Agriculture/Food and Natural Resources	72.3%	77.2%	69.8%
Construction (39,39)	Architecture and Construction	80.1%	73.6%	78.6%
Production (41.5,41)	Manufacturing	74.7%	70.1%	71.8%
Administrative and Information Support (43,33)	Business, Management and Administration	73.3%	71.2%	79.6%

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 3A: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (YES) and CPSSI High Rank (YES)

Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Demand Data			
		Projected Pct Employment Growth	Total Hires Share in Base Employment	25th Percent Median Wage	Current Demand Indicator
Network Systems (1,9)	Information Technology	32.80%	50.84%	\$24.83	35
Programming and Software Development (2,19)	Information Technology	17.18%	37.50%	\$31.77	47
Support Services (3,2)	Health Science	33.60%	54.93%	\$14.20	141
Diagnostics Services (4,4.5)	Health Science	25.22%	39.76%	\$20.35	208
Therapeutic Services (5,4.5)	Health Science	17.88%	36.47%	\$23.83	195
Counseling and Mental Health Services (6,12)	Human Services	29.43%	49.30%	\$13.06	225
Management (7,10)	Business, Management and Administration	9.86%	34.09%	\$28.40	76
Family and Community Services (12,7)	Human Services	23.78%	44.36%	\$14.14	336
Marketing Information Management and Research (13,1)	Marketing, Sales and Service	14.20%	20.91%	\$21.45	32
Law Enforcement Services (14,8)	Law, Public Safety and Security	11.48%	37.02%	\$17.35	223
Business Financial Management and Accounting (15.5,21)	Business, Management and Administration	12.36%	28.23%	\$21.15	93
Legal Services (19,20)	Law, Public Safety and Security	14.55%	30.66%	\$26.38	273
Teaching/Training (20,3)	Education and Training	17.76%	37.25%	\$14.37	376

Table 3B: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (YES) and CPSSI High Rank (NO)

Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Demand Data			
		Projected Pct Employment Growth	Total Hires Share in Base Employment	25th Percent Median Wage	Current Demand Indicator
Environmental Service Systems (8,23)	Agriculture/Food and Natural Resources	16.15%	41.07%	\$16.72	238
Human Resources (9.5,29.5)	Business, Management and Administration	15.18%	32.91%	\$21.77	196
Animal Systems (9.5,31)	Agriculture/Food and Natural Resources	21.59%	43.18%	\$13.80	259
Financial and Investment Planning (11,26)	Finance	11.95%	34.71%	\$17.14	115
Emergency and Fire Management Services (15.5,24.5)	Law, Public Safety and Security	11.70%	35.13%	\$16.74	197
Business Analysis (17,24.5)	Business, Management and Administration	10.23%	29.91%	\$24.97	188
Design/Pre-construction (18,32)	Architecture and Construction	12.73%	36.89%	\$20.36	330
Personal Care Services (21,42.5)	Human Services	17.83%	35.06%	\$9.70	221

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 3C: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (NO) and CPSSI High Rank (YES)					
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Demand Data			
		Projected Pct Employment Growth	Total Hires Share in Base Employment	25th Percent Median Wage	Current Demand Indicator
Information Support and Services (22,11)	Information Technology	11.80%	42.75%	\$16.32	413
Engineering and Technology (24,6)	Science, Technology, Engineering and Mathematics	6.96%	31.85%	\$26.89	317
Power Structure and Technical Systems (26.5,14)	Agriculture/Food and Natural Resources	19.40%	43.75%	\$8.31	550
Natural Resources Systems (30,16)	Agriculture/Food and Natural Resources	8.23%	34.18%	\$19.29	349
Public Management and Administration (32,17)	Government and Public Administration	5.11%	30.88%	\$17.82	266
Early Childhood Development and Services (35,15)	Human Services	11.20%	39.91%	\$7.52	443
Journalism and Broadcasting (40,13)	Arts, A/V Technology and Communications	-2.03%	33.87%	\$12.37	387
Printing Technology (41.5,18)	Arts, A/V Technology and Communications	-3.40%	17.78%	\$11.93	277

Table 3D: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (NO) and CPSSI High Rank (NO)					
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	Demand Data			
		Projected Pct Employment Growth	Total Hires Share in Base Employment	25th Percent Median Wage	Current Demand Indicator
Health Informatics	Health Science	19.57%	36.61%	\$13.39	359
Audio and Video Technology and Film (25,27)	Arts, A/V Technology and Communications	11.20%	42.25%	\$14.56	445
Restaurants and Food/Beverage Services (26.5,40)	Hospitality and Tourism	8.61%	37.83%	\$9.30	202
Professional Sales and Marketing (28,35)	Marketing, Sales and Service	6.08%	31.55%	\$18.49	229
Travel and Tourism (29,38)	Hospitality and Tourism	16.08%	38.79%	\$11.61	383
Transportation Operations (31,36)	Transportation, Distribution and Logistics	9.76%	32.95%	\$16.85	331
Facility and Mobile Equipment Maintenance (33,42.5)	Transportation, Distribution and Logistics	9.49%	33.08%	\$13.19	272
Banking and Related Services (34,28)	Finance	4.47%	32.11%	\$14.06	232
Maintenance, Installation and Repair (36,37)	Manufacturing	6.89%	28.42%	\$14.96	286
Visual Arts (37,29.5)	Arts, A/V Technology and Communications	8.66%	34.07%	\$13.42	439
Plant Systems (38,34)	Agriculture/Food and Natural Resources	8.91%	28.61%	\$14.15	449
Construction (39,39)	Architecture and Construction	6.03%	27.04%	\$14.28	385
Production (41.5,41)	Manufacturing	-6.07%	22.42%	\$12.25	317
Administrative and Information Support (43,33)	Business, Management and Administration	-4.94%	25.60%	\$11.99	325

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 4A: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (YES) and CPSSI High Rank (YES)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Network Systems (1,9)	Information Technology	Y	Y	Y
Programming and Software Development (2,19)	Information Technology	Y	Y	Y
Support Services (3,2)	Health Science	N	N	Y
Diagnostics Services (4,4.5)	Health Science	Y	N	Y
Therapeutic Services (5,4.5)	Health Science	Y	Y	N
Counseling and Mental Health Services (6,12)	Human Services	N	N	Y
Management (7,10)	Business, Management and Administration	Y	Y	Y
Family and Community Services (12,7)	Human Services	N	Y	N
Marketing Information Management and Research (13,1)	Marketing, Sales and Service	Y	N	Y
Law Enforcement Services (14,8)	Law, Public Safety and Security	Y	Y	N
Business Financial Management and Accounting (15.5,21)	Business, Management and Administration	Y	N	N
Legal Services (19,20)	Law, Public Safety and Security	Y	N	Y
Teaching/Training (20,3)	Education and Training	N	Y	Y

Table 4B: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (YES) and CPSSI High Rank (NO)				
Career Pathway Name (IDCP,CPSSI Rankings)	Career Cluster Name	High Wage	High Demand	High Skill
Human Resources (9.5,29.5)	Business, Management and Administration	Y	N	N
Animal Systems (9.5,31)	Agriculture/Food and Natural Resources	N	Y	N
Financial and Investment Planning (11,26)	Finance	N	Y	N
Business Analysis (17,24.5)	Business, Management and Administration	Y	N	Y
Design/Pre-construction (18,32)	Architecture and Construction	Y	N	Y
Personal Care Services (21,42.5)	Human Services	N	Y	N

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest

Table 4C: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (NO) and CPSSI High Rank (YES)				
	Career Cluster Name	High Wage	High Demand	High Skill
Information Support and Services (22,11)	Information Technology	N	Y	Y
Engineering and Technology (24,6)	Science, Technology, Engineering and Mathematics	Y	N	Y
Natural Resources Systems (30,16)	Agriculture/Food and Natural Resources	Y	N	N
Public Management and Administration (32,17)	Government and Public Administration	Y	N	N
Early Childhood Development and Services (35,15)	Human Services	N	Y	N
Journalism and Broadcasting (40,13)	Arts, A/V Technology and Communications	N	N	Y

Table 4D: Which Career Pathways are Marketable? A Case Study From Minnesota

IDCP High Rank (NO) and CPSSI High Rank (NO)				
	Career Cluster Name	High Wage	High Demand	High Skill
Health Informatics	Health Science	N	N	Y
Audio and Video Technology and Film (25,27)	Arts, A/V Technology and Communications	N	N	Y
Restaurants and Food/Beverage Services (26.5,40)	Hospitality and Tourism	N	Y	N
Professional Sales and Marketing (28,35)	Marketing, Sales and Service	Y	N	N
Transportation Operations (31,36)	Transportation, Distribution and Logistics	N	Y	N
Facility and Mobile Equipment Maintenance (33,42.5)	Transportation, Distribution and Logistics	N	N	N
Banking and Related Services (34,28)	Finance	N	Y	N

IDCP: In-Demand Career Pathways; CPSSI: Career Pathways that Sustain Student Interest