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PERSONNEL NEEDS AND SUPPLY IN VOCATIONAL TECHNICAL EDUCATION  
ABOVE LOCAL TEACHER LEVEL.

BY- STEVENSON, BILL W.

OKLAHOMA STATE UNIV., STILLWATER, AGRIC.-APPL.SCI.

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THE SUPPLY OF TRAINED PERSONNEL AT ALL EDUCATIONAL LEVELS MAY BE THE MOST CRITICAL LIMITING FACTOR IN MEETING THE DEMANDS NOW FACING VOCATIONAL EDUCATION. QUESTIONNAIRES WERE SENT TO STATE DEPARTMENTS OF VOCATIONAL EDUCATION AND TEACHER TRAINING DEPARTMENTS TO DETERMINE NEEDS FOR SUPERVISORS, RESEARCHERS, TEACHER TRAINERS, AND SUBJECT MATTER SPECIALISTS. AN ADDITIONAL INSTRUMENT WAS SENT TO TEACHER TRAINING DEPARTMENTS TO ASCERTAIN THE NUMBER OF GRADUATES AT THE MASTER'S AND DOCTORATE LEVEL. REPLIES WERE RECEIVED FROM 29 DEPARTMENTS OF VOCATIONAL EDUCATION (54 PERCENT) AND 179 TEACHER TRAINING DEPARTMENTS (36 PERCENT) REPRESENTING 111 INSTITUTIONS. A MAJOR FINDING WAS THAT 1,276 ADDITIONAL PERSONNEL WERE NEEDED AT THE STATE AND LOCAL LEVELS. CONCLUSIONS WERE--(1) THERE IS AN EXTREME SHORTAGE OF QUALIFIED PERSONNEL FOR LEADERSHIP POSITIONS IN VOCATIONAL EDUCATION, (2) THIS SHORTAGE WILL BECOME MORE SEVERE AS PRESENT PROGRAMS ARE EXPANDED AND NEW PROGRAMS ARE ADDED, AND (3) SOME PROGRAM OF LEADERSHIP DEVELOPMENT AND TRAINING MUST BE INITIATED IF VOCATIONAL EDUCATION IS TO FULFILL THE COMMITMENT OF THE VOCATIONAL EDUCATION ACT OF 1963. AN INTENSIFIED RECRUITMENT PROGRAM BY COLLEGES AND UNIVERSITIES AND BY STATE DEPARTMENTS OF VOCATIONAL EDUCATION SHOULD BE INITIATED TO INCREASE THE SUPPLY OF TRAINEES FOR VOCATIONAL EDUCATION POSITIONS AT THE LOCAL AND STATE LEVEL. (SL)

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**Personnel Needs And Supply In  
Vocational Technical Education  
Above Local Teacher Level**

**Bill W. Stevenson**

**Vocational Research Coordinating Unit**

**Oklahoma State University  
Stillwater**

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE  
OFFICE OF EDUCATION

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## **Personnel Needs And Supply In Vocational Technical Education Above Local Teacher Level**

As vocational education programs expand and as other programs are initiated, the need for personnel in supervisory, research, teacher training, and subject matter positions expands concomitantly. Many are predicting that the supply of trained personnel at all levels may be the most critical limiting factor in meeting the new demands now facing vocational education. If this phase of our educational program is to meet the needs of the future, we must have men and women with the education and background in occupational training so essential to successful teaching.

The Vocational Research Coordinating Unit of Oklahoma has attempted to determine these personnel needs at the state and district level and the potential supply of graduates above the baccalaureate level. Questionnaires were sent to each state department of vocational education and to teacher training departments in the various colleges and universities. The instrument covering present and immediate future personnel needs (September 1, 1966) was sent to both state departments and teacher training departments on the theory that each department might be aware of different needs at the level of supervisor, researcher, teacher trainer, and subject matter specialist. An additional instrument was sent to teacher training departments to ascertain the number of graduates at the Masters and Doctorate levels.

Twenty-nine state departments of vocational education (54 percent) and 179 teacher training departments (36 percent) representing 111 institutions responded to the request for information. Replies from within each state were matched in order that no duplication of numbers would be reported. (A list of these departments will be found at the end of this

**TABLE I**  
**Vocational Technical Education Personnel Needs Excluding Teachers**  
**As Indicated by 29 State Departments and 179 Teacher Training Departments**

	Supervisor	Researcher	Teacher Trainer	Subject Matter Specialist	Total
Agricultural Education	26	17	35	25	103
Distributive Education	22	6	23	20	71
Distributive Occupations	9	4	4	14	31
Cooperative Office Education	84	16	68	49	217
Trade & Industrial Education	70	14	57	78	219
Vocational Home Economics	42	20	67	51	180
Technical Education	32	11	21	32	96
Health Occupations	27	4	11	36	78
Vocational Counselors	46	7	40	27	120
Directors, Area Vocational Schools	---	---	---	---	54
Local or County Vocational Directors	---	---	---	---	78
Others	17	5	4	3	29
<b>Total</b>	<b>375</b>	<b>104</b>	<b>330</b>	<b>335</b>	<b>1276</b>

report.) The figures reported in this publication reflect the personnel needs as seen by the responding departments and no attempt was made to infer what the national situation is.

This study shows that in general the supply of graduates above the baccalaureate level would fill 50 percent of the demand for vocational educational personnel at the state and district levels, if all were available for these vacancies. When we consider that many of those receiving Masters degrees will go back into or remain in teaching, the situation becomes even more acute.

### **PERSONNEL NEEDS**

Summarization of the information pertaining to personnel needs (Table I) received from 54 percent of the state departments of vocational education and 36 percent of the teacher training departments indicates a total of 1,276 individuals will be needed as supervisors, researchers, teacher trainers, and subject matter specialists. One hundred thirty-two of these will be directors of area vocational technical schools or local or county vocational directors. The large number of subject matter specialists needed would indicate that the states are making a major effort to supply teachers with the information they need to keep current in their teaching. The need for researchers is probably influenced somewhat by the fact that many teacher training personnel will be assigned research work for a portion of their time.

### **PERSONNEL SUPPLY**

The 179 Vocational Teacher Training Departments which responded to the questionnaire on potential employees indicated that they will graduate 538 masters candidates and 64 doctoral candidates in the spring and summer of 1966 (Table II). The staffs of the institutions reporting these figures were careful to point out that many of these graduates, especially those receiving the masters degree, were either presently teaching in secondary school vocational programs or would return to such a position upon completion of their degree. This means, of course, that they will not be available to alleviate the shortage which exists at the state level in state departments of vocational education and colleges and universities. No service area of vocational education is preparing personnel in numbers which the study indicates they will be needed; however, the most severe shortage seems to be in areas of Cooperative Office Education, Trade and Industrial Education, and Technical Education where the total number of graduates would supply less than one-third of the personnel needed.

**TABLE II**  
**Vocational Technical Education Graduates Above Baccalaureate**  
**As Indicated By 179 Teacher Training Departments**

	No. Teacher Ed. Depts. Reporting	Masters Degree Graduates	Doctoral Degree Graduates
Agricultural Education	33	139	22
Distributive Education	16	57	3
Distributive Occupations	7	6	0
Cooperative Office Education	15	62	1
Trade & Industrial Education	23	73	8
Vocational Home Economics	68	180	23
Technical Education	11	21	7
Health Occupations	6	0	0
<b>Total</b>	<b>179</b>	<b>538</b>	<b>64</b>

## **SOME CONCLUSIONS AND OBSERVATIONS**

From the figures presented in this report it can be concluded that:

1. There is presently an extreme shortage of qualified personnel for positions of leadership in vocational education.
2. This shortage will become more severe as present programs are expanded and new programs are added.
3. Some program of leadership development and training must be initiated if vocational education is to fulfill the commitment of the Vocational Education Act of 1963.

While not a part of the research for this report, the author would like to make the following observations:

1. The greatest potential source of leadership personnel for vocational education is in the pool of well-qualified, experienced teachers of vocational education.
2. A greatly expanded program of assistance to masters and doctoral degree candidates would help to move our better teachers into roles of greater responsibility on the state and national level.
3. An intensified recruitment program by colleges and universities and by state departments of vocational education should be initiated to increase the supply of trainees for vocational education positions at the local and state level.

State Departments of Vocational Education included in the study of "Personnel Needs and Supply in Vocational Technical Education Above Local Teacher Level"

Arizona  
Connecticut  
Georgia  
Idaho  
Indiana  
Iowa  
Louisiana  
Maine  
Michigan  
Missouri

Mississippi  
Nebraska  
Nevada  
New Hampshire  
New Mexico  
North Carolina  
North Dakota  
Ohio  
Oklahoma

Oregon  
Pennsylvania  
Puerto Rico  
Rhode Island  
Tennessee  
Utah  
Virginia  
West Virginia  
Wisconsin  
Wyoming

Teacher Training Departments in the following colleges and universities included in the study of "Personnel Needs and Supply in Vocational Technical Education Above Local Teacher Level"

**Alabama**

Auburn University  
Tuskegee Institute  
University of Alabama

**Alaska**

University of Alaska

**Arizona**

University of Arizona

**Arkansas**

Arkansas A & M College  
Arkansas State Teachers College  
Henderson State Teachers College  
Ouachita Baptist College

**California**

Pepperdine College  
University of California  
Whittier College

**Colorado**

Colorado State University

**Delaware**

University of Delaware

**Florida**

Florida A & M University  
Florida State University  
University of Miami

**Georgia**

Georgia Southern College  
University of Georgia

**Idaho**

University of Idaho

**Illinois**

Eastern Illinois University  
Illinois State University  
Northern Illinois University  
Southern Illinois University  
University of Illinois

**Indiana**

Ball State Teachers College  
Indiana University  
Purdue University

**Iowa**

Iowa State University

**Kansas**

Kansas State College of Pittsburg  
Kansas State Teachers College  
Kansas State University  
University of Kansas

**Kentucky**

Eastern Kentucky State College  
University of Kentucky

**Louisiana**

Louisiana State University  
Southern University of Louisiana

**Maryland**

Hood College  
University of Maryland

**Massachusetts**

University of Massachusetts

**Michigan**

Eastern Michigan University  
Michigan State University  
Northern Michigan University  
University of Michigan  
Western Michigan University

**Minnesota**

Augsburg College  
Concordia College  
Mankato State College  
Saint Olaf College  
University of Minnesota

**Mississippi**

Alcorn A & M College  
Jackson State College  
Mississippi State University  
University of Southern Mississippi

**Missouri**

University of Missouri

**Montana**

Montana State University

**Nebraska**

Kearney State College  
University of Nebraska

**New Jersey**

Montclair State College  
Rutgers State University



**New Mexico**

Eastern New Mexico University  
New Mexico Highlands University  
New Mexico State University  
University of New Mexico

**New York**

Columbia University  
Cornell University  
State University College at  
Oswego  
State University of New York at  
Albany

**North Carolina**

North Carolina State University  
University of North Carolina

**North Dakota**

North Dakota State University  
State School of Science

**Ohio**

Ohio State University

**Oklahoma**

Oklahoma College of Liberal Arts  
Oklahoma State University

**Oregon**

Oregon State University

**Pennsylvania**

Albright College  
Carnegie Institute of Technology  
Mansfield State College  
Mercyhurst College  
Pennsylvania State University  
Temple University

**Rhode Island**

University of Rhode Island

**South Carolina**

Clemson University  
South Carolina State College  
Winthrop College

**South Dakota**

South Dakota State University

**Tennessee**

A & I State University  
Middle Tennessee State University  
University of Tennessee

**Texas**

Baylor University  
East Texas State University  
Sam Houston State Teachers  
College  
Stephen F. Austin State College  
Texas A & M University  
University of Texas

**Virginia**

Longwood College  
Virginia Polytechnic Institute  
Virginia State College

**Washington**

Washington State University

**West Virginia**

West Virginia University

**Wisconsin**

Stout State University  
University of Wisconsin

**Wyoming**

University of Wyoming