

## NONTRADITIONAL CAREERS RETENTION STRATEGIES



- Develop support programs for nontraditional students.
- Establish and maintain a mentoring program.
- Place several nontraditional students together in one training class or at a job site.
- Provide informal opportunities for nontraditional students to meet and share problems and concerns.
- Encourage nontraditional students to stay at the job or in the class for the first few weeks should there be any issues of acceptance. Work to resolve problems of acceptance.
- Set the same standards for all students.
- Provide nontraditional students with positive reinforcement.
- Encourage participation in additional training, related extracurricular activities and public speaking (career fairs, guest speakers, etc.)
- Pay close attention to changes in student behaviors. Openly discuss any problems.
- Respect each learner as an individual. If a nontraditional student fails a task or drops out of a program, do not blame it on his or her gender or race.
- Develop a working understanding of equal opportunity laws.
- Train students on harassment issues. Have a clear, enforced school policy.
- Continue professional development training in diversity, equity and harassment issues. Share information with other educators, be a good role model and advocate for nontraditional students.