



**BE A PART OF**

**Education and Training**



# Make a Difference — A Career That Matters

Looking for a career with purpose and meaning? Then consider a career in education or training. This exciting field provides rich and rewarding experiences as you work with people of all ages to help them learn and grow. Whether as an elementary school teacher, college career counselor, trainer in a large organization, or one of many other careers in this field, you will leave a lasting legacy as you help individuals expand their minds and achieve their full potential.

**T**here are few careers where you can be sure of having a positive impact on someone's life and on society as a whole. Whether teaching pre-schoolers their colors, helping a high school senior with chemistry, lecturing in a university hall, helping an adult learn a new skill for a mid-career job change, or facilitating employees through a corporate learning process – teaching and training jobs matter.

Now is a good time to consider such a career. Government studies show good prospects for job growth in a wide range of education careers, from pre-school and kindergarten teachers to post-secondary educators and specialized trainers in a myriad of fields. Job growth is expected to increase as the baby boomer population retires and leaves jobs open.

Positive career opportunities also exist for those who help teachers teach: administrators such as curriculum specialists, principals and superintendents and professional support specialists such as guidance counselors, school psychologists and speech pathologists.

Beyond the classroom and on the job, trainers who can offer technical and hands-on instruction will be needed in almost all sectors of business and industry in the years ahead.

## The Education & Training Cluster

By definition, a “cluster” is a group of similar elements gathered or occurring closely together. In education, it's a group of academic courses in a related area. The Education & Training Cluster is one of 16 identified by South Carolina's school districts. This cluster is divided into three pathways or majors.



What does this mean to you? It's a way to look at the diverse field of education and training and help you identify the major that interests you the most. From there, you can decide how to best pursue the education and training necessary to begin your career.



# TEACHING AND TRAINING

From pre-school to professors, educators and trainers of all kinds are needed to prepare learners of all ages for jobs that await and to help keep the workforce competitive in today's global market.

This is a “hands-on” major. The first requirement, of course, is knowledge of the subject and the ability to be a lifelong learner as the subject itself grows and changes.

Successful teachers and trainers need to know how to share knowledge with others; therefore, strong oral and written communication skills are crucial. In addition, teachers and trainers need to have the ability to motivate a group and set clear direction.

The ability to recognize different learning styles and monitor progress is important, as is an aptitude for teamwork and collaboration.

## Reading, Writing and Arithmetic

Teachers must be knowledgeable in teaching theory as well as their specific subject matter. Elementary school teachers are responsible for teaching several subjects. Specialization in subject matter increases with the educational level. College professors and workplace instructors teach very specialized subjects.

Regardless of the level, teachers and trainers must recognize and respond to the needs of groups and individuals.

## Post-Secondary Career & Technology Education

Career and technical education teachers provide specialized training for occupations that don't necessarily require a traditional college degree. The range is broad: welding, dental hygienic and veterinary technician training are just three examples. Midlands Technical College and other colleges around the state offer such programs, including some that are created to prepare employees for jobs within a specific company.

Midlands Tech offers an associate degree in early child care and education and certificate programs in early childhood development and care. Graduates work in a variety of settings, including child care centers, pre-school and after-school programs, programs for children with differing abilities, and public and private schools. Early childhood professionals also work with home visitation, parenting and early intervention programs.

## Sample Occupations

- Career development facilitators
- Coach
- College instructor, professor
- Elementary teacher, aide
- Human resources trainer
- Industrial trainer
- Instructional designers
- Management development trainer
- Middle school teacher, aide
- Online learning developers
- Physical trainer
- Pre-school, kindergarten teacher, aide
- Secondary teacher, aide
- Special education teacher, aide
- Technology trainer

## Education/Credentials

A four-year degree is required for public school teaching positions at the elementary and secondary levels. At the college level, a master's degree in the subject area and relevant experience is usually required for instructors. University professors are generally expected to hold doctorates.

To teach in South Carolina, public school teachers are required to be state certified ([www.scteachers.org/cert](http://www.scteachers.org/cert)). They can also work to become a National Board Certified Teacher ([www.nbpts.org](http://www.nbpts.org)), which carries with it a pay increase. Teachers often obtain master's degrees, which generally increase their salaries.

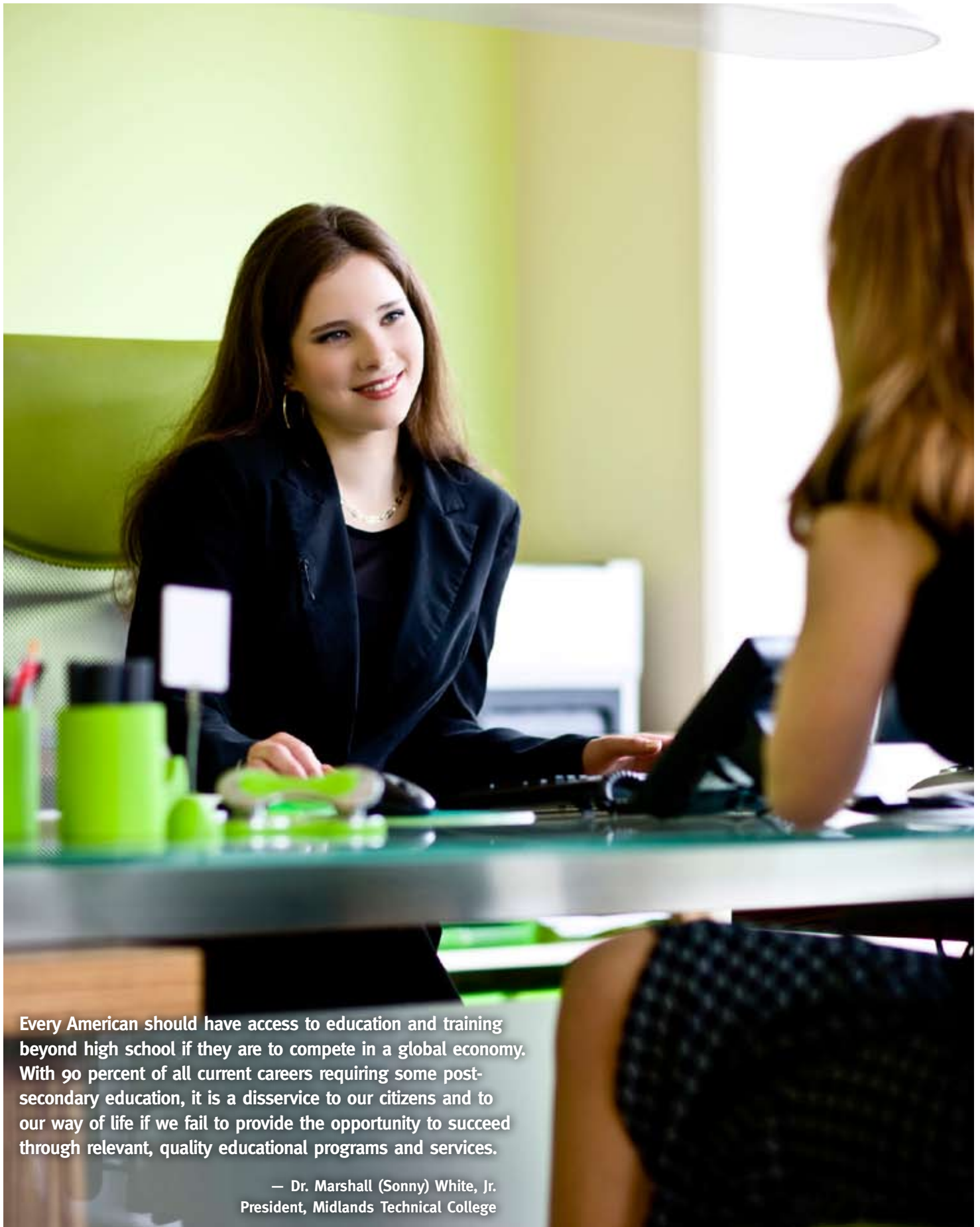
## Average Salaries

The average salary for a new public school teacher in South Carolina is \$27,869 for a holder of a bachelor's degree; \$31,909 for a master's degree. For a teacher with 22 years of experience, the average is \$42,822 for a bachelor's degree and \$48,475 for a master's degree. *Source: S.C. Department of Education, 2007-2008.*

## Job Outlook

The U.S. Bureau of Labor Statistics (BLS) expects employment of pre-school through high school teachers to grow about 12 percent between 2006 and 2016, about average for all occupations. Particularly good job prospects can be expected in less desirable urban and rural districts, the BLS report said.

For post-secondary teachers, job opportunities are expected to be positive over the next several years, particularly in areas that offer many non-academic career options. Many of the openings will be for part-time or non-tenure track positions.



Every American should have access to education and training beyond high school if they are to compete in a global economy. With 90 percent of all current careers requiring some post-secondary education, it is a disservice to our citizens and to our way of life if we fail to provide the opportunity to succeed through relevant, quality educational programs and services.

— Dr. Marshall (Sonny) White, Jr.  
President, Midlands Technical College

# TEACHING AND TRAINING

## Teacher Recruitment/Alternative Paths to Teaching Careers

There are a number of programs in South Carolina targeted at recruiting potential future teachers in high school and offering alternative paths to a teaching career to adults changing careers.

### A Great Place to Start – CERRA

You can start online exploration of teaching careers in South Carolina at the Center for Educator Recruitment, Retention, & Advancement (CERRA). Based at Winthrop University, CERRA provides leadership in identifying, attracting, placing and retaining well-qualified individuals for the teaching profession. The web site [www.cerra.org](http://www.cerra.org) details programs across the state, including scholarships and a job bank.

### Teacher Cadet Program

Approximately 2,000 students a year participate in the Teacher Cadet program, an honors-level college credit course offered at 175 high schools across the state. The intent is to encourage academically able students who possess exemplary interpersonal and leadership skills to consider teaching as a career. Classroom and hands-on activities are integral parts of the program. [www.scctr.org/teachercadet.asp](http://www.scctr.org/teachercadet.asp)

### Call Me MISTER

The Call Me MISTER (Mentors Instructing Students Toward Effective Role Models) program aims to increase the number of available teachers from a more diverse background, particularly at the state's lowest performing elementary schools. It brings together Clemson University and four historically black colleges in South Carolina: Benedict College, Claflin University, Morris College and South Carolina State University. Students have the option of first attending two-year partner colleges before transferring to one of the four-year institutions to complete their bachelor's degree and earn their teaching certificates. [www.callmemister.clemson.edu](http://www.callmemister.clemson.edu)

### The PACE Program

The Program of Alternative Certification for Educators (PACE) enables people with non-teaching degrees to be employed as teachers in South Carolina schools. Specific

subject areas are identified and the program features a series of seminars and workshops, along with graduate courses that lead to professional certification. [www.scteacheers.org/cert/](http://www.scteacheers.org/cert/)

### Troops to Teachers

The Troops to Teachers program helps military personnel pursue second careers in public education and provides support to the districts who hire them. The dual purpose is to ease the nation's shortage of teachers with positive role models for the nation's students. [www.scteacheers.org/troops](http://www.scteacheers.org/troops)

### Spouses to Teachers

Spouses to Teachers is a Department of Defense project designed to help spouses of active duty and reserve military members become public school teachers. [www.militaryonesource.com](http://www.militaryonesource.com)

## Training and Development

Training and development managers and specialists deliver programs to employees, with an eye toward enhancing performance and quality of the workforce and building worker loyalty.

Classes and individual training may be delivered in a classroom, on the job, or online using specialized materials and following up with a certification process.

The classes may be for new employees or for existing employees learning new or advanced processes. Classes may focus on helping employees prepare for higher-skilled jobs or helping them keep up with changes in their current positions. One of the largest segments of workforce training is technology training. Another fast-growing area is the design and development of online training, which requires strong computer skills.

### Education/Credentials

A bachelor's degree in human resources or industrial and labor relations is a good start for a career in training and development, although liberal arts majors also can find opportunities. Certification in specific areas also is available.

### Job Outlook

The U.S. Bureau of Labor Statistics (BLS) expects the number of training development specialists nationally to grow from 210,000 in 2006 to 249,000 in 2016.



# PROFESSIONAL SUPPORT SERVICES

**E**xamining a child's ability to hear. Assessing his or her ability to learn. Helping children speak clearly. Appraising the home life of a troubled teen. Helping parents learn to help their children be better students. Guiding a high school senior through the process of deciding where and how to go to college. Enabling a person with disabilities to prepare for, achieve and maintain competitive employment. These are just a few of the responsibilities for the broad major defined as Professional Support Services.

These are highly specialized jobs, targeted to meet specific needs for a student to succeed in school and, ultimately, in life. Tasks can be as clearly defined as helping a middle school student learn to use the school media center to complete a project, or as open-ended as working with a troubled teenager coping with a traumatic home life.

## Education/Credentials

A four-year-degree is required at minimum for most professional support services jobs, and many require master's or doctoral degrees. Most of the disciplines within this major have their own licensing and certification requirements.

## Job Outlook

Retirements are expected to create large numbers of job openings in the coming years. Some majors within support services are expected to grow more than others, such as special education services aimed at identifying children with specific learning needs at earlier ages and working to include these children in mainstream classes.

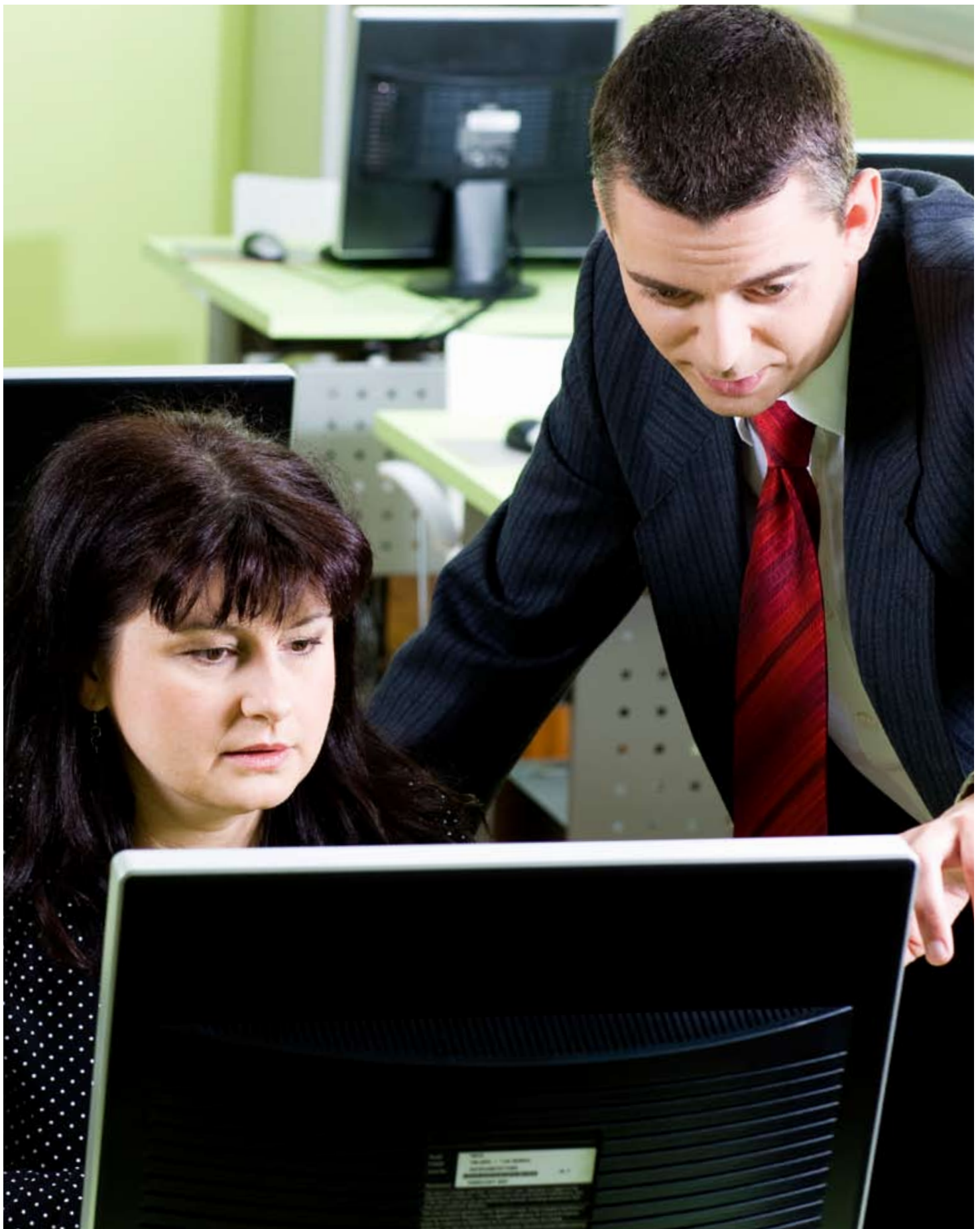
## Sample Occupations

- Admissions counselor
- Audiologist
- Career center advisor
- Career specialist
- Clinical psychologist
- Educational diagnostician
- Librarian
- Parent educator
- School counselor
- School psychologist
- School social worker
- Speech pathologist
- Student services coordinator
- Vocational rehabilitation counselor
- Vocational rehabilitation production associate



**“There is absolutely no more rewarding or important career than teaching. Whether helping a child to learn to read, a teen to do algebra, a college student to speak a foreign language, or a working professional to master a new skill, those who teach are empowering lives and powering our economy.”**

**—Bob Brookshire, Director  
Technology Support and  
Training Management Program  
University of South Carolina**



# ADMINISTRATION/ADMINISTRATIVE SUPPORT

**E**ducation administrators are some of the most visible people in any school system. They include school principals, district superintendents and college presidents, and the various administrators who work with them in the day-to-day management of everything from pre-schools to major universities.

Senior administrators are responsible for leading their organizations. They create visions for their schools and provide models for effective leadership. They are responsible for the hiring and supervision of teachers, counselors, librarians, coaches and other staff. They set educational standards and goals and establish and enforce the policies and procedures to achieve them.

Administrators are often the public face of their schools, responsible for interfacing with the public in the form of individual parents meetings, community forums, group sessions and media relations.

Many school administrators began their careers in related occupations – for example, advancing in their careers from teacher to principal to superintendent. Others began their careers in their specialized support areas.

## Education/Credentials

Four-year degrees are a minimum for these occupations. Most principals and superintendents hold at least a master's degree and many have doctorates. The University of South Carolina's (USC) College of Education, for example, offers two Ph.D. Programs in Educational Leadership;

one in P-12 Educational Administration and the other in Higher Education Administration. USC also offers a Masters Degree that leads to school principal certification, as well as a Masters Degree in Higher Education and Student Affairs. Specialized training and certification is available for majors such as curriculum development and testing, as well as for general school administrators such as principals and superintendents.

## Job Outlook

Employment of education administrators is expected to grow by 12 percent between 2006 and 2016, about average for American occupations as a whole, according to the Bureau of Labor Statistics. Driving the growth will be enrollment of increasing numbers of school-age children. Retirement also is expected to create large numbers of positions to be filled.

## Sample Occupations

- Academic affairs director
- Assistant principal
- Assistant superintendent
- College dean
- College president
- Curriculum developer/coordinator
- Instructional coordinator
- Principal
- Superintendent
- Technical college president
- Test measurement specialist

“Teaching and training others to be a member of your profession — no matter what career field it is — is more than imparting information ... It is sharing the excitement that you have discovered in pursuing that field, and watching it grow, develop, and live on in your students!”

— Dr. Robert M. Abene  
Former College President and  
Current President of the  
Columbia Academy of Cosmetology

# BY THE NUMBERS

# Education and Training

## Employment Projections

Here is a look at South Carolina statewide employment projections through 2016 for a variety of jobs in the Education & Training Cluster.

Occupational Title	2006 Employment	2016 Projected Employment	Total Percentage Change
All education, training and library occupations	105,049	122,213	16.0
Primary, secondary and special education teachers	52,919	60,218	14.0
Post-secondary teachers	17,682	22,758	29.0
Secondary career and technology teachers	1,268	1,237	-2.0
Post-secondary career and technology teachers	1,304	1,627	25.0
Speech-language pathologists	1,324	1,576	19.0
Health educators	628	758	21.0
Librarians	2,196	2,314	5.0
Education administrators, elementary and secondary school	3,104	3,414	10.0
Education administrators, post-secondary	1,368	1,638	20.0
School counselors	3,113	3,851	23.0
Training and development managers	540	610	13.0
Training and development specialists	2,503	2,928	17.0

## Average Wages

Here are average wages for jobs for some of the education and training occupations in the Columbia, S.C., area, based on 2007 figures from the U.S. Department of Labor and current figures at Salary.com.

Occupational Title	Entry Level	Average	Experienced
Adult literacy, GED teacher	\$43,860	\$48,230	\$53,420
College biology teacher	\$40,500	\$68,440	\$82,400
College computer sciences teacher	\$52,420	\$81,090	\$95,420
Elementary/secondary librarian	\$42,020	\$52,630	\$57,940
Elementary school teacher	\$32,380	\$43,980	\$49,770
HR trainer specialist	\$35,719	\$40,918	\$48,191
Instructional coordinator	\$34,590	\$56,410	\$67,320
Secondary school teacher, except special and career and technology education	\$36,280	\$45,720	\$55,090
Secondary special education teacher	\$33,610	\$46,240	\$52,560
Secondary career and technology teacher	\$38,700	\$47,520	\$51,920
Teacher assistant	\$14,540	\$17,610	\$19,990
Technical trainer	\$43,187	\$62,159	\$81,131
Technical training managers	\$67,143	\$78,272	\$87,320
Vocational rehabilitation counselors	\$32,590	\$50,938	\$50,538
Vocational rehabilitation production associates	\$23,004	\$23,860	\$32,225

# RESOURCES



American Society for Training and Development: [www.ASTD.org](http://www.ASTD.org): [www.ASTDmidlands.org](http://www.ASTDmidlands.org)

Benedict College: [www.benedict.edu](http://www.benedict.edu)

Call Me MISTER: [www.callmemister.clemson.edu](http://www.callmemister.clemson.edu)

Career and Technology Education Work-Based Certification: [www.scteachers.org/cert/](http://www.scteachers.org/cert/)

Center for Educator Recruitment, Retention and Advancement: [www.cerra.org](http://www.cerra.org)

Clemson University College of Health, Education & Human Development: [www.hehd.clemson.edu](http://www.hehd.clemson.edu)

Clemson University Master of Human Resource Development: [www.grad.clemson.edu/programs/HRDev](http://www.grad.clemson.edu/programs/HRDev)

College of Charleston School of Education, Health & Human Performance: [www.ehhp.cofc.edu](http://www.ehhp.cofc.edu)

Columbia College: [www.columbiasc.edu](http://www.columbiasc.edu)

Council for Exceptional Children: [www.cec.sped.org](http://www.cec.sped.org)

Limestone College: [www.limestone.edu/extendedcampus.htm](http://www.limestone.edu/extendedcampus.htm)

Midlands Education & Business Alliance: [www.mebasc.com](http://www.mebasc.com)

Midlands Technical College: [www.midlandstech.edu](http://www.midlandstech.edu)

National Association of Elementary School Principals: [www.naesp.org](http://www.naesp.org)

National Association of Secondary School Principals: [www.nassp.org](http://www.nassp.org)

National Child Care Association: [www.nccanet.org](http://www.nccanet.org)

Program for Alternative Certification for Educators (PACE): [www.scteachers.org/cert](http://www.scteachers.org/cert)

Richard W. Riley College of Education, Winthrop University: [www.winthrop.edu/coe](http://www.winthrop.edu/coe)

S.C. Department of Education: [www.ed.sc.gov](http://www.ed.sc.gov)

S.C. Division of Educator Quality and Leadership: [www.scteachers.org](http://www.scteachers.org)

S.C. Technical College System: [www.sctechsystem.com](http://www.sctechsystem.com)

S.C. Vocational Rehabilitation Department: [www.scvrd.net](http://www.scvrd.net)

Society for Human Resource Management: [www.shrm.com](http://www.shrm.com)

South Carolina State University College of Education, Humanities & Social Sciences: [www.scsu.edu/academics](http://www.scsu.edu/academics)

Spouses to Teachers: [www.militaryonesource.com](http://www.militaryonesource.com)

Teacher Cadet Program: [www.scctr.org/teachercadet.asp](http://www.scctr.org/teachercadet.asp)

Troops to Teachers: [www.scteachers.org/troops](http://www.scteachers.org/troops)

U.S. Department of Education: [www.ed.gov](http://www.ed.gov)

University of South Carolina College of Education: [www.ed.sc.edu](http://www.ed.sc.edu)

Webster University: [www.webster.edu/hr](http://www.webster.edu/hr)

# EDUCATION AND TRAINING RELATED RESOURCES IN THE MIDLANDS

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