Proposal

Title – The relationship between alternative career and technical education (CTE) teacher licensure requirements and CTE teacher shortage

Program of Study - Doctor of Education in Educational Leadership

Presentation Type – PowerPoint Remote

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Abstract:
Career and technical education (CTE) continues face an annual shortage of qualified teachers in the profession. This shortage has caused an increase in the use of alternative certification/licensure pathways across the United States. In a 2007 study, the National Research Center for Career and Technical Education found there were 105 alternative licensure pathways in the 50 states and District of Columbia. These alternative pathways are highly divergent from state to state. Limited research has investigated CTE teacher shortage and the alternative certification/licensure requirements that contribute. Using archival data, this correlational study looked to determine if CTE alternative certification/licensure requirements can predict CTE teacher shortages. The criterion variable was each state’s reported CTE teacher shortage for the 2016-17 school year. The predictor variables included academic degree needed, work experience, mandatory testing, and program length. For the 2016-17 schools, year 31 states the District of Columbia reported a CTE teacher shortage in at least one area of CTE. Frequencies were given for each predictor variable, and a binary logistics regression was run. The results of the binary logistics statistical analysis found that the predictor variables of academic degree, work experience, mandatory testing, and program length were not statistically significant
predictors of state CTE teacher shortage, and the researcher failed to reject the null hypothesis. The results of this study indicate, despite the increased use of alternative routes to CTE teacher certification and the loosening of state policy requirements, efforts to combat the CTE teacher shortage are failing. The study was able to identify four variables that do not predict CTE teacher shortage; academic degree, work experience, mandatory testing, and program length.

**Christian worldview integration:** My Christian worldview is the driving force for all that I do in life. During my dissertation journey, I looked to add to the research in the field of Career and Technical Education. The Bible tells us “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ (Colossians 3:23-24 ESV). I tried to work diligently throughout the process with the understanding of the importance of finding teachers to educate our students. I am passionate about CTE, teaching students skills that may not be available in a traditional academic setting. The national shortage of CTE teachers has the potential to rob students of what could be their God-given gifts. This research will allow stakeholder in CTE to judge the cause of the CTE teacher shortage better. Two significant factors in all fields of education are teacher retention and recruitment. We must be able to attract teachers who will work through Him as they help to guide our young people. It is not enough to recruit good teachers, we must also work to retain them in our classrooms.