

WED 466 Foundations of Work Education

Glossary

Articulation Agreements - Collaborative documents between two levels of education (i.e., secondary and post-secondary institutions) that identify the competencies graduates need to be admitted to the next educational level.

Artistic People - Deal with the environment by creating art forms and products.

Authentic Assessment - Direct evaluation of an individual's performance as the result of an intervention.

Baby Busters - Individuals born between 1965 and 1985, who follow baby boomers.

Block Grant - Grants sent to states with few stipulations as to how to use the money for workforce development so that states can develop local programs.

Conventional People - Deal with the environment by choosing goals and activities that carry social approval.

Decline Stage - Includes the pre-retirement period, focusing on keeping a job and meeting the minimum standards of output.

Descriptive Models - Decision-making models that describe how decisions are actually made.

Downsizing - Trend that includes reduction of middle management and reconfiguring of jobs for increased productivity.

Dual Economy Theory - Firms are classified as either core or periphery.

Dual Labor Market Theory - Labor markets are classified as either primary or secondary.

Eastern Ways of Knowing - Stresses inner peace, tranquility, attitudinal development, and mysticism.

Economic Values - The extent to which a worker identifies with the organization's economic goals.

Efficiency - One effect of Taylorism.

Elasticity of Supply - Rate or degree to which an increase in wages will result in additional workers.

Employment and Training - Public sector workforce education programs.

Enterprising People - Cope with the environment by expressing adventurous, dominant, enthusiastic, and impulsive qualities.

Entitlement - The extent to which an individual has rights related to work.

Entrepreneurship - Innovation that creates much of the new employment in an economy.

Establishment Stage - Early encounters with actual work experiences.

Ethics - The benchmarks of a profession against which decisions of negligence are made.

Eurocentric Beliefs - Western European world view that people should act independently when they make career decisions.

Exchange Rate - Establishes the ratio of one currency to another.

Existentialism - Reality is lived existence and the final reality resides within the individual.

Exploratory Stage - Begins with one's awareness that an occupation is an aspect of life.

Formal Labor Market - Characterized by firms that have a formal procedure for selecting employees.

Free Trade - Reduces trade and border restrictions between countries in order to stimulate greater commerce.

G.I. Bill - Service-members Readjustment Act of 1944.

GED - An exam that helped veterans complete their high school education.

Growth Stage - One's physical and psychological development.

Hand Mindedness - Manual dexterity believed to be one type of intelligence.

Holland Code - 3-letter combination that indicates the primary, secondary, and tertiary personality type influential in describing vocational decisions, aspirations, and academic achievement.

Human Capital - Labor that is considered to be the most important component of national wealth.

Idealism - Ideas or concepts are the essence of all that is worth knowing.

Influencers - Special interests groups, lobbyists and others who are to gain or be hurt financially by public policy.

Integrated Tech-Prep - Program of study that joined academic and technical skills to prepare students to go to postsecondary technical education after high school graduation.

International Trade - Increases a nation's consumption possibility curve.

Investigative People - Deal with the environment by using intellect to manipulate ideas, words, and symbols.

Job Placement - The traditional accountability criteria for workforce development money.

Journeyman - An individual who owned a set of tools, possessed the skills to use them, and was free to travel for work.

Just-in-Time - Training provided just as the need arises.

Just-in-Time (2) - Procedures that insure that necessary parts, equipment, and/or materials arrive exactly when needed.

Labor Market Advantage - Credentials that give one applicant an advantage over another applicant.

Maintenance Stage - One attempts to continue or improve the occupational situation.

Market - Exists when individuals who want something interact with individuals who have the same thing to offer.

Maxicycle - A series of life stages.

National Skill Standards - Occupational performance and learning standards for major occupations that are (a) core, (b) concentrations, or (c) specialties.

Native North American Ways of Knowing - Centers on the relationship of all humans to nature.

Occupational Skills - Skills required for a specific job.

Occupational Stereotypes - Beliefs in the masculinity/femininity and prestige of the occupation and the fields of work.

One-Stop - One central location for job training and search services for a region.

Positive Cash Flow - Social security taxes paid in exceed benefits paid out.

Positivism - The belief in modern science.

Positivist - Theories of career development based on modernistic philosophical thinking, such as trait and factor, developmental, and learning theories.

Postmodern - Theories of career development that are phenomenological or constructivist in nature.

Pragmatism - Belief in an open universe that is dynamic, evolving, and in a state of becoming.

Prescriptive Models - Decision making models that describe how decisions ought to be made.

Price and Quality - The basis of competition.

Primary Labor Market - Occupations that offer full-time employment with benefits, opportunity for advancement, and some degree of security.

Productivity - Output of goods and services that results from an hour of labor.

Profession - Practice related to the central life-giving, life-sustaining, life-fulfilling events of human experience.

Professional Teaching Standards - Benchmarks for what accomplished teachers should know and be able to do.

Proprietary Schools - Private one-year and two-year career colleges and institutes.

Public Domain - Events that government has some direct or indirect power to alter.

Public Policy - Decisions made by governing bodies or public officials, the intent being to create a public benefit.

Realism - Reality, knowledge, and value exist independent of the human mind.

Realistic People - Deal with the environment in an objective, concrete, and physically manipulative way.

Remedial Education - Delivered to students who lack adequate academic skills or abilities to be successful in an educational program.

Role Dynamics - Indicate the relationship of each worker to the group.

School-to-Work Opportunities Act - Legislation that signaled a programmatic emphasis on work-based learning.

Secondary Labor Market - Occupations that are primarily low skills/low wage with little opportunity for advancement, less than 40 hours per week employment, and few or no benefits.

Skills Employability Paradigm - Job training leads to employment that leads to law-abiding, self-sufficient citizens.

Social People - Deal with the environment by using skills to interact with and relate to others.

Socioeconomic Status (SES) - The level of income and social attainment of a family, such as upper, middle, or lower status.

Sociology of Work - Focuses on work performed by individuals who operate within a network of role relationships.

Special Needs Students - Individuals who are physically/mentally impaired, from impoverished homes, or deemed educationally handicapped due to poor academic skills.

Status Attainment Model - The social status of one's parents affects the subsequent levels of schooling and work one achieves.

Stress - Anxiety caused by conflicting working conditions or requirements that can become a major health hazard.

Supply and Demand - Established by seller and buyer interactions.

Target Group - Individuals whose status is hoped to be improved by legislation or policy.

Technical Education - Originally called manual arts and industrial arts.

Values - Beliefs that are experienced by the individual as standards regarding how he or she should function.

Work Centrality - How important one's job is to their life.

Worked-Based Learning - On-the-job training.

Work Ethics - Work habits, such as behavior, dress, speech, and values.

Workforce Development Policy - Improves the economy by considering types of human capital inputs or investment.

Workforce Diversification - Gender and ethnic composition of the workforce.

Workforce Education - Created to equate supply and demand by affecting the supply of labor.