

Module: Career and Education Planning Glossary

Bias - Behaviors resulting from the spoken or unspoken assumption that one person is superior to the other.

Nontraditional Occupation - Any occupation in which men and women comprise 25% or less of its total employment.

Career Stereotype - A belief that certain careers are only for people who meet certain characteristics such as gender, age, ethnicity or other factors.

Equity - Equal distribution of encouragement, opportunity, privileges, and rights to everyone; freedom from bias or favoritism.

Federal Pell Grant - The largest pool of federal grant money. You must apply for a Federal Pell Grant, using the Free Application for Federal Student Aid (FAFSA), to be considered for other forms of aid.

Postsecondary education - Education beyond high school; includes vocational/technical training schools, proprietary schools, community colleges, four-year colleges, universities, and training programs.

Scholarships - Gifts of money to students from state, federal, or private sources. While state and federal grant programs are based on financial need, scholarships may be based on a variety of factors, including need, academic excellence, leadership qualities, heritage, or extracurricular interests.

Types of Postsecondary Institutions

- **Two-year Colleges/Community Colleges** - Two-year public institutions that lead to an associate degree. Most have programs designed to transfer to four-year institutions but some offer BS degrees.

- **Career & Technical Center** - Public institutions that offer certificates or diplomas.

- **Proprietary Schools** - Schools that are privately owned and licensed. These usually offer certificates, diplomas and associate degrees, although some offer bachelor's and master's degrees.

- **Four-year Colleges/Universities** - Public or private: non-profit or for-profit institutions. Most programs lead to a bachelor's degree. Universities also offer degrees above the bachelor's degree.