

**CAREER CLUSTER™: HUMAN SERVICES**  
**NM Job Council's 13 Economic Sectors Primary Alignment: Health and Social Services**

Pathways and related Programs of Study in this career cluster address careers in preparing individuals for employment in career pathways that relate to families and human needs such as counseling and mental health services, family and community services, personal care, and consumer services.

The Pathways for this Career Cluster™ are:

- Consumer Services
- Counseling and Mental Health Services
- Early Childhood Development and Services
- Family and Community Services
- Personal Care Services

<b>Program Learning Outcomes from the NASDCTE Common Career Technical Core for Human Services Cluster:</b>	
1.	Evaluate principles of planning, development, implementation and evaluation to accomplish long-range goals in the human services.
2.	Evaluate the role of the family, community and human services in society and the economy.
3.	Use effective communication with human services clients and their families.
4.	Demonstrate ethical and legal conduct in human services settings.
5.	Evaluate career opportunities in each of the Human Services Career Pathways.
6.	Explain how human development principles enhance the well-being of individuals and families.

***THE CERTIFICATIONS LISTED BELOW ARISE FROM INTERVIEWS, WEBINARS, AND FOCUS GROUPS WITH SECONDARY AND POST SECONDARY EDUCATORS AS WELL AS INPUT FROM INDUSTRY PARTNERS AND REPRESENTATIVES. THE NEXT STEP FOR VALIDATION IS LABOR MARKET DATA AND THE ECONOMIC NEEDS OF BOTH THE STATE OF NEW MEXICO AND THE REGIONS.***

<b>Workforce Certification:</b>
NM Child Development Association Certification
Cosmetology License

Below are the POS's developed by the statewide stakeholders who participated in the development process.



STARS No.	Course Descriptions:
1501	Health Care Occupations Career Explorations - Recommended for Students Grades 7 - 12 - Course designed for students with a possible interest in medicine or the allied health fields, Health Care Occupations Career Exploration courses expose students to the opportunities available in a variety of occupational clusters within the health care industry (such as dental care, general and administrative services, lab technology, nursing, therapy, and vision care). Experiences in several of these occupational clusters may be provided, along with information and knowledge related to the health care industry as a whole
2762	Consumer Law - Grades 9 - 12 - Course presents a history and philosophy of law and the legal system in the United States, with a particular emphasis on those topics affecting students as consumers and young adults (such as contractual laws, laws pertaining to housing and marriage, and constitutional rights).
224	Entrepreneurship and Business Management - Recommended for Students Grades 9 - 12 - Course combines the study of various disciplines with a travel component. Travel Program courses enable students to physically see and experience the aspects, applications, or ramifications of the content of their coursework. The travel component may be a series of short trips or a longer, single venture lasting several weeks.
502	Family and Consumer Sciences - General - Recommended for Students Grades 9 - 12 - Courses offered in high school are inclusive of the knowledge and skills useful for the efficient and productive management of the home and family. These courses typically include foods and nutrition; clothing; child development and care; housing design, decoration, and maintenance; consumer decisions; and interpersonal relationships. They may include an introduction to the careers available in the family and consumer sciences field.

**Counseling and Mental Health Services:** People working in counseling and mental health services assist people with personal, family, educational, mental health, and career decisions and problems. Mental health care may be provided in hospitals, clinics, schools or private settings.

<b>Program Learning Outcomes from the NASDCTE Common Career Technical Core for Counseling and Mental Health Services:</b>	
<i>Note: it is expected that a student completing the Program of Studies listed below would transition to post secondary college and career being able to know and do each of these Standards, unless otherwise noted.</i>	
1.	Use clear written, spoken and nonverbal messages when communicating with clients about mental health services and the counseling process.
2.	Utilize functional and specialized assessments to evaluate needs and solutions for counseling and mental health.
3.	Evaluate client motivation, strengths and weaknesses to develop a client treatment program.
4.	Demonstrate knowledge of an operational mental health or counseling program that meets organizational goals.
5.	Demonstrate the ethical and legal responsibilities of counseling and mental health services.
6.	Choose appropriate counseling and therapy techniques to serve identified needs.

<b>PROGRAM OF STUDIES COURSE SEQUENCE FOR COUNSELING AND MENTAL HEALTH SERVICES:</b>				
	9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade
Career and Technical Courses and/or Degree Major Courses as Dual Credit	1501 Health Care Occupations Career Explorations	516 Personal Development	505 Child Development	<i>Has to be developed by a post secondary institution</i>
Suggestions for Enrichment to POS				Dual Credit: Counseling and Mental Health Services

<b>Program Learning Outcomes Matrix for COUNSELING AND MENTAL HEALTH SERVICES:</b>							
<i>Note: each dot represents the understanding that the student taking that course would have the best opportunity to know and be able to do the CCTC knowledge and skill standards listed above.</i>							
Courses in the POS		Program Learning Outcomes					
STARS No.	Course Title	1	2	3	4	5	6
1501	Health Care Occupations Career Explorations						
505	Child Development						
516	Personal Development						

STARS No.	Course Descriptions:
505	<p>Child Development - Recommended for Students Grades 9 - 12 - Course provides knowledge about the physical, mental, emotional, moral and social growth and development of children from conception to preschool age. These classes provide guidance about desirable parental involvement in each stage, responsibilities one needs to consider before becoming parents, and how to provide appropriate care and a suitable environment for children. Additional practical experience may be provided through a day-care operation. Specialized courses offering parenting education laboratory settings in the school may be included here.</p>
1501	<p>Health Care Occupations Career Explorations - Recommended for Students Grades 7 - 12 - Course designed for students with a possible interest in medicine or the allied health fields, Health Care Occupations Career Exploration courses expose students to the opportunities available in a variety of occupational clusters within the health care industry (such as dental care, general and administrative services, lab technology, nursing, therapy, and vision care). Experiences in several of these occupational clusters may be provided, along with information and knowledge related to the health care industry as a whole</p>
516	<p>Personal Development - Recommended for Students Grades 6 - 12 - Course focuses on the individual, but is similar to Family Living courses. Emphasis is on personal growth, self-esteem, recognition of and resistance to negative social influences along with coping skills. Students are given the opportunity to face reality, learn to accept responsibility, learn to set reasonable goals, use logic to solve problems, and clarify values. It may have a substance-abuse prevention component.</p>

**Early Childhood Development and Services:** People with careers in early childhood development and services nurture and teach children. They provide services in childcare centers, nursery schools, preschools, public schools, private households, family childcare homes, and before- and after-school programs.

**Program Learning Outcomes from the NASDCTE Common Career Technical Core for EARLY CHILDHOOD DEVELOPMENT AND SERVICES:**

*Note: it is expected that a student completing the Program of Studies listed below would transition to post secondary college and career being able to know and do each of these Standards, unless otherwise noted.*

1.	Demonstrate communication techniques with children to facilitate ongoing development and enhance learning.
2.	Communicate effectively with fellow staff members to facilitate child development activities.
3.	Maintain working knowledge of child development licensing and certification organizations to keep abreast of current procedures and changes.
4.	Create and maintain relationships between staff and parents/family members to encourage involvement and facilitate child development and learning.
5.	Evaluate safety and sanitation procedures associated with the early childhood education environment to assure compliance and prevent potential hazards.
6.	Adhere to ethical and legal responsibilities, laws and regulations to protect children and families.
7.	Apply principles of child growth and development, including social, emotional, physical and cognitive milestones to provide comprehensive program offerings.
8.	Evaluate curriculum for inclusiveness of children with special needs.

**PROGRAM OF STUDIES COURSE SEQUENCE FOR EARLY CHILDHOOD DEVELOPMENT AND SERVICES:**

	9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade
Career and Technical Courses and/or Degree Major Courses as Dual Credit	505 Child Development	550 Working with Young Children I	551 Early Childhood Education	552 Child Development II
Suggestions for Enrichment to POS			0555 Child Development Lab IV	

**Program Learning Outcomes Matrix FOR EARLY CHILDHOOD DEVELOPMENT AND SERVICES:**  
*Note: each dot represents the understanding that the student taking that course would have the best opportunity to know and be able to do the CCTC knowledge and skill standards listed above.*

Courses in the POS		Program Learning Outcomes							
STARS No.	Course Title	1	2	3	4	5	6	7	8
505	Child Development								
552	Child Development II								
555	Early childhood Lab I								
551	Early Childhood Education								
550	Working with Young Children I								

STARS No.	Course Descriptions:
505	Child Development - Recommended for Students Grades 9 - 12 - Course provides knowledge about the physical, mental, emotional, moral and social growth and development of children from conception to preschool age. These classes provide guidance about desirable parental involvement in each stage, responsibilities one needs to consider before becoming parents, and how to provide appropriate care and a suitable environment for children. Additional practical experience may be provided through a day-care operation. Specialized courses offering parenting education laboratory settings in the school may be included here.
552	Child Development - Grades 11-12 – In Child Development II, the student/mother learns about infants ranging in age from birth to fifteen months. The student works cooperatively with the instructor and the childcare assistants, observing and participating in activities, routines, and practices that encourage the physical, social, cognitive, and emotional development of the infants. Some of the topics in Child Development II include, but are not restricted to, child growth and development, safety and health, learning environment, relationships, pregnancy and prenatal care, and career readiness.
555	Early childhood Lab I - Recommended for Students Grades 9 - 12 - Course provides knowledge about the physical, mental, emotional, moral and social growth and development of children from conception to preschool age. These classes provide guidance about desirable parental involvement in each stage, responsibilities one needs to consider before becoming parents, and how to provide appropriate care and a suitable environment for children. Additional practical experience may be provided through a day-care operation. Specialized courses offering parenting education laboratory settings in the school may be included here.
551	Early Childhood Education - Grades 11-12 – The student focuses on child development, researching its theories and theorists, and application of child development principles with young children, using this knowledge in a learning environment for young children. The course emphasizes child growth and development, health and safety, learning environments, relationships, and career readiness.

**Family and Community Services:** Employees with careers in family and community services help the homeless, housebound, and infirm cope with circumstances of daily living; counsel troubled and emotionally disturbed individuals; train or retrain the unemployed or underemployed; care for the elderly and the physically and mentally disabled; help the needy obtain financial assistance; and solicit contributions for various social services organizations.

**Program Learning Outcomes from the NASDCTE Common Career Technical Core Family and Community Services:**

*Note: it is expected that a student completing the Program of Studies listed below would transition to post secondary college and career being able to know and do each of these Standards, unless otherwise noted.*

1.	Use formal and informal assessment practices to create and evaluate a prevention and/or treatment plan.
2.	Identify community resources to provide family and community services.
3.	Communicate effectively to gain support from the client’s family and other support groups.
4.	Comply with laws and procedures that govern abuse, neglect, confidentiality and other health and safety situations.
5.	Evaluate crisis prevention, intervention and resolution techniques to formulate emergency plans.

**Program of Studies Course Sequence for Family and Community Services:**

	9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade
Career and Technical Courses and/or Degree Major Courses as Dual Credit	1501 Health Care Occupations Career Explorations	516 Personal Development	502 Family & Consumer Sciences-General	<i>Has to be developed by a post secondary institution</i>

**Program Learning Outcomes Matrix for FAMILY AND COMMUNITY SERVICES:**

*Note: each dot represents the understanding that the student taking that course would have the best opportunity to know and be able to do the CCTC knowledge and skill standards listed above.*

Courses in the POS		Program Learning Outcomes				
STARS No.	Course Title	1	2	3	4	5
1501	Health Care Occupations Career Explorations					
516	Personal Development					
502	Family & Consumer Sciences-General					



STARS No.	Course Descriptions:
1501	Health Care Occupations Career Explorations - Recommended for Students Grades 7 - 12 - Course designed for students with a possible interest in medicine or the allied health fields, Health Care Occupations Career Exploration courses expose students to the opportunities available in a variety of occupational clusters within the health care industry (such as dental care, general and administrative services, lab technology, nursing, therapy, and vision care). Experiences in several of these occupational clusters may be provided, along with information and knowledge related to the health care industry as a whole
516	Personal Development - Recommended for Students Grades 6 - 12 - Course focuses on the individual, but is similar to Family Living courses. Emphasis is on personal growth, self-esteem, recognition of and resistance to negative social influences along with coping skills. Students are given the opportunity to face reality, learn to accept responsibility, learn to set reasonable goals, use logic to solve problems, and clarify values. It may have a substance-abuse prevention component.
502	Family and Consumer Sciences - General - Recommended for Students Grades 9 - 12 - Courses offered in high school are inclusive of the knowledge and skills useful for the efficient and productive management of the home and family. These courses typically include foods and nutrition; clothing; child development and care; housing design, decoration, and maintenance; consumer decisions; and interpersonal relationships. They may include an introduction to the careers available in the family and consumer sciences field.

STARS No.	Course Descriptions:
550	Early childhood Lab II - Grades 10-12 – The student explores significant child development theorists and theories, child development milestones from pre-birth through preschool, components of a quality early childhood environment, and ways to promote healthy relationships. Careers in an early childhood setting are explored. Areas of study include, but are not limited to, child growth and development, safety and health, the learning environment, relationships, pregnancy and prenatal care, and career readiness.

**Personal Care Services:** People with careers in personal care services assist individuals with their personal appearance, including shampooing, cutting, coloring and styling hair; giving manicures, pedicures, and scalp and facial treatments; providing makeup analysis; cleaning and styling wigs and hairpieces; and providing personal fitness training. Also, within personal care services, funeral directors and attendants make funeral arrangements for grieving families.

<b>Program Learning Outcomes from the NASDCTE Common Career Technical Core for PERSONAL CARE SERVICES:</b>	
1.	Analyze basic principles of biology, chemistry and human anatomy for safe and effective utilization and selection of personal care products and services.
2.	Evaluate an individualized personal care plan that reflects client preferences, needs and interests for a course of treatment/action.
3.	Utilize data and information to maintain electronic records of client services and make recommendations for personal care services.
4.	Demonstrate policies and procedures to achieve a safe and healthy environment for personal care services.
5.	Develop organizational policies, procedures and regulations that establish personal care organization priorities, accomplish the mission, and provide high-quality service to a diverse set of clients and families.
6.	Identify personal care business opportunities enhanced by community involvement, self-improvement and current trends.
7.	Apply methods of obtaining feedback to understand expectations and promote high-quality personal care services standards.

<b>PROGRAM OF STUDIES COURSE SEQUENCE FOR PERSONAL CARE SERVICES:</b>				
	9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade
Career and Technical Courses and/or Degree Major Courses as Dual Credit	1501 Health Care Occupations Career Explorations	516 Personal Development	1502 Health Care Occupations	1503 Allied Health Occupations
Suggestions for Enrichment to POS			Dual Credit or Elective in Personal Care Services:  603 Cosmetology-Licensing	Dual Credit or Elective in Practices in Personal Care Services  695 Cosmetology-Related Subjects  698 Cosmetology Internship

**Program Learning Outcomes Matrix FOR PERSONAL CARE SERVICES:**

*Note: each dot represents the understanding that the student taking that course would have the best opportunity to know and be able to do the CCTC knowledge and skill standards listed above.*

Courses in the POS		Program Learning Outcomes						
STARS No.	Course Title	1	2	3	4	5	6	7
1501	Health Care Occupations Career Explorations							
516	Personal Development							
1502	Health Care Occupations							
1503	Allied Health Occupations							
603	Cosmetology-Licensing	X	X	X	X	X	X	X
695	Cosmetology-Related Subjects	X	X	X	X	X	X	X
698	Cosmetology Internship							

STARS No.	Course Descriptions:
1501	Health Care Occupations Career Explorations - Recommended for Students Grades 7 - 12 - Course designed for students with a possible interest in medicine or the allied health fields, Health Care Occupations Career Exploration courses expose students to the opportunities available in a variety of occupational clusters within the health care industry (such as dental care, general and administrative services, lab technology, nursing, therapy, and vision care). Experiences in several of these occupational clusters may be provided, along with information and knowledge related to the health care industry as a whole
516	Personal Development - Recommended for Students Grades 6 - 12 - Course focuses on the individual, but is similar to Family Living courses. Emphasis is on personal growth, self-esteem, recognition of and resistance to negative social influences along with coping skills. Students are given the opportunity to face reality, learn to accept responsibility, learn to set reasonable goals, use logic to solve problems, and clarify values. It may have a substance-abuse prevention component.
1502	Health Care Occupations - Recommended for Students Grades 9 - 12 - Course usually offered as a series to provide orientation to, and refinement of, the knowledge and skills germane to the health care industry. Topics usually include (but are not limited to) an overview of health care delivery; patient care, including assessment of vital signs, body mechanics, and diet; anatomy and physiology; identification and use of medical equipment and supplies; medical terminology; hygiene and disease prevention; first aid and CPR procedures; laboratory procedures; and ethical and legal responsibilities. Clinical experiences in local health care settings are integral to the courses.
1503	Allied Health Occupations - Allied Health Occupations - Recommended for Students Grades 11 - 12 - Course covering the same scope of topics as Health Care Occupations course, also, enables students to choose one or several specialties to study in more detail. Course content depends upon the chosen field (such as physical or respiratory therapy, gerontology, medical laboratory technology, medical assisting, and dental assisting, and so on).
603	Cosmetology-Licensing - Recommended for Students Grades 11 - 12 - Courses provide students with the knowledge and skills applicable to the care of hair, skin, and nails, and prepare students for the state's Board of Cosmetology examinations. Almost always a series of courses with a specified number of instructional hours, Cosmetology-Licensing courses also require applied experience. Course content covers such topics as human anatomy and skin conditions, chemistry and bacteriology, sanitation and sterilization, state laws and regulations, and shop management. Experiences are provided in shampooing, cutting, styling, bleaching, coloring, tinting, waving, and relaxing hair; and providing facials and manicures.
695	Cosmetology-Related Subjects - Recommended for Students Grades 11 - 12 - Courses provide work experience in the cosmetology field, and are supported by classroom attendance and discussion. Goals are set for the employment period; classroom experience may involve further study in the field, improvement of employability skills, or discussion regarding the experiences and problems encountered on the job.
698	Cosmetology Internship - Recommended for Students Grades 11 - 12 - Courses provide work experience in the cosmetology field, and are supported by classroom attendance and discussion. Goals are set for the employment period; classroom experience may involve further study in the field, improvement of employability skills, or discussion regarding the experiences and problems encountered on the job.