



# Human Service Cluster

## Comprehensive Career Cluster Review (C3R)

College, Career & Technical Education | Spring 2024

# Comprehensive Career Cluster Review (C3R)

The comprehensive career cluster review (C3R) is the intentional review of career and technical education (CTE) programs and the course standards within each program to ensure students have up-to-date course standards aligned to postsecondary and career needs. Each career cluster is reviewed annually with input from the state-wide advisory councils comprised of postsecondary partners, industry partners, and secondary CTE teachers. Advisory council meetings allow the stakeholders to engage in dialogue and discuss current needs, emerging trends, and necessary course revisions to course standards. Advisory council input could potentially lead to new or retired programs of study, new courses or retired courses, or revised course standards within existing courses, if necessary. The collaborative engagement ensures students receive instruction on the most up-to-date and relevant course standards, so they are prepared for postsecondary and the workforce.

## Human Services

The Human Services career cluster in CTE encompasses a broad array of professions dedicated to helping individuals and families achieve their maximum potential. This cluster prepares students for careers in areas such as counseling, social work, personal care services, and consumer services. Through a blend of theoretical knowledge and practical training, students learn about human development, family dynamics, and community services, gaining skills in communication, problem-solving, and empathy. Programs often include internships, community service projects, and partnerships with local organizations, offering students hands-on experience and exposure to real-world scenarios. Participation in the Human Services career cluster equips students with the competencies needed to support and improve the well-being of diverse populations, whether they enter the workforce immediately after graduation or pursue further education in related fields. This career cluster contains four programs of study (POS): Human and Social Sciences, Nutrition and Dietetics, Cosmetology, and Barbering.

School Year	Human Services Concentrators
2020-21	7,330
2021-22	6,967
2022-23	8,132

# Human and Social Sciences

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Human and Social Sciences</b>	Introduction to Human Studies (C19H19)	Lifespan Development (C19H17)	Family Studies (C19H18) -or- <b>Dual Enrollment</b> Human & Social Sciences I (C19H02) -or- <b>Dual Enrollment</b> Human & Social Sciences II (C19H26) -or- <b>IGCSE</b> Sociology (G04H65)	Human Services Practicum (C19H20) -or- Psychology (G04H15) -or- Sociology (G04H14) -or- <b>Dual Enrollment</b> Human & Social Sciences III (C19H33) -or- <b>Dual Enrollment</b> Human & Social Sciences IV (C19H34) -or- <b>WBL</b> Human and Social Sciences Career Practicum (C19H38)

## Description

The *Human Services* POS is for students interested in occupations that support the everyday function of society and individual well-being, such as social service workers, counselors, and family mediators. Individuals have the opportunity for employment in various careers that relate to families and human needs, such as counseling and mental health services, family and community services, personal care, and consumer services. In the fourth year of this program, students can take the Human Services Practicum or Work-Based Learning (WBL) Human Services Career Practicum. The practicum course provides students with opportunities to learn from industry professionals in working environments while developing an understanding of professional and ethical issues, strengthening communication skills, and gaining experience in critical thinking and problem-solving skills. Upon the completion of the program, proficient students will understand human needs, enhance their knowledge and inquiry in the social services and mental health fields, develop an understanding of developmental theories and the process of lifespan development, along with analyzing the structure of the evolving modern family.

Dual enrollment opportunities may be established with local postsecondary institutions.

This POS is aligned with the Family, Career, and Community Leaders of America ([FCCLA](#)) career and technical student organization (CTSO).

## **Job Outlook**

Government, nonprofits, and faith-based organizations employ more than four million workers in social assistance jobs. According to the Bureau of Labor Statistics, employment of social and human service assistants is projected to grow nine percent from 2022 to 2032 nationally, much faster than the average for all occupations and 20 percent for the state of Tennessee. Nationally, about 47,400 openings for social and human service assistants are projected each year, on average, over the decade<sup>1</sup>.

Tennessee is expecting a 15 percent growth in employment from 2020-2030, adding 210 jobs for social work annually. Overall employment of social workers nationally is projected to grow seven percent from 2022 to 2032, much faster than the average for all occupations<sup>2</sup>. Employment growth will vary by specialization.

In Tennessee, Substance Abuse and Behavioral Disorder Counselors have a bright outlook with a 35 percent projected employment growth from 2020-2030, growing by 520 job openings annually. Nationally, employment of substance abuse, behavioral disorder, and mental health counselors is projected to grow 18 percent from 2022 to 2032, much faster than the average for all occupations. About 42,000 openings for substance abuse, behavioral disorder, and mental health counselors are projected each year, on average, over the decade. Many of those openings are expected to result from replacing workers who transfer to different occupations or exiting the labor force, such as to retire<sup>3</sup>.

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<sup>1</sup> U.S. Bureau of Labor Statistics. (2024, April 17). *Social and Human Service assistants: Occupational Outlook Handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/community-and-social-service/social-and-human-service-assistants.htm#tab-6>.

<sup>2</sup>U.S. Bureau of Labor Statistics. (2024b, April 17). *Social Workers: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>

<sup>3</sup> 21-1011.00 - *substance abuse and behavioral disorder counselors*. O\*NET OnLine. (n.d.). <https://www.onetonline.org/link/summary/21-1011.00>

**Figure 1.** Tennessee employment projections for Human and Social Science related occupations with positive job openings projected for 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>4</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Clergy</b>	21-2011	12,197	12,633	4%	1,270
<b>Residential Advisors</b>	39-9041	6,735	8,787	30%	1,294
<b>Healthcare Social Workers</b>	21-1022	5,400	6,643	23%	673
<b>Child, Family, and School Social Workers</b>	21-1021	5,935	6,521	10%	628
<b>Interviewers, Except Eligibility and Loan</b>	43-4111	5,559	5,684	2%	700
<b>Social and Human Service Assistants</b>	21-1093	3,200	3,848	20%	471
<b>Eligibility Interviewers, Government Programs</b>	43-4061	3,212	3,178	-1%	280
<b>Social and Community Service Managers</b>	11-9151	2,563	3,012	18%	278
<b>Rehabilitation Counselors</b>	21-1015	1,894	2,441	29%	254
<b>Community and Social Service Specialists, All Other</b>	21-1099	2,070	2,297	11%	247

<sup>4</sup> Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2024, from <https://www.tn.gov/thee/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Human and Social Science related occupations with positive job openings projected 2022-2032. <sup>5</sup>

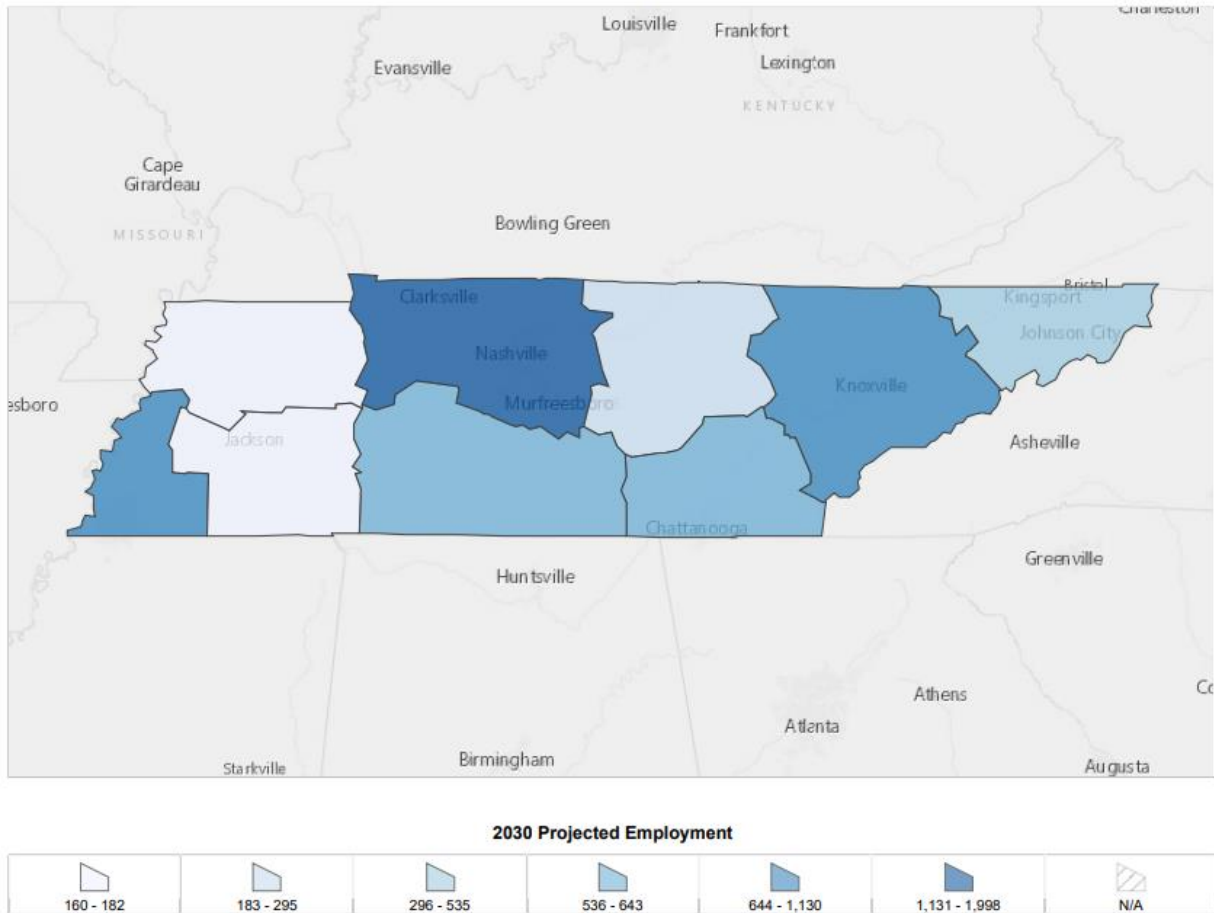
Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Social and Human Service Assistants</b>	21-1093	415,100	450,600	9%	47,400
<b>Child, Family, and School Social Workers</b>	21-1021	355,300	374,300	5%	29,500
<b>Healthcare Social Workers</b>	21-1022	191,400	209,800	10%	18,700

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<sup>5</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

**Figure 3.** 2030 Projected Employment for Social Workers in Tennessee. <sup>6</sup>

The map below shows the distribution of the 2030 projected employment for Child, Family, and School Social Workers in Tennessee by local workforce development areas.



<sup>6</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

The Tennessee Investment in Student Achievement (TISA) provides direct funding for student participation in career and technical education (CTE) programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
  - Programs shall be designated into one (1) of three (3) levels.
  - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Human and Social Science Services Program: Level 1**

#### ***Postsecondary Pathways***

Upon completion of this POS, students will have compiled artifacts for a portfolio in preparation for future training and will be prepared to continue their studies at the postsecondary level. Human Services Practicum is a capstone course in which the student will be proficient in components of communication, critical thinking, problem-solving, information technology, ethical and legal responsibilities, leadership, and teamwork about family and community structures. Instruction may be delivered through school-based laboratory training or work-based learning arrangements such as cooperative education, mentoring, and job shadowing.

Following graduation, students have the skills and knowledge to apply for jobs that require a high-school diploma as a Residential Advisor, Social and Human Service Assistant, and Eligibility Interviewer. The noted careers provide opportunities for individuals to continue to further their skills and knowledge, leading them into careers that promote furthering their education as Healthcare Social Workers, Clergy, or even Rehabilitation Counselors.

Middle Tennessee State University (MTSU) offers a bachelor's degree in Religious Studies. This program is the first for a public university in middle Tennessee and allows students the opportunity to gain an understanding of religious philosophies and their impact on culture as they seek answers to meaning, life, and other issues. The coursework in the program prepares students for occupations in a variety of fields, including education, research, religious ministry, counseling, human resources, and marketing.

According to the Counseling Degree Guide website, the University of Tennessee at Memphis offers a nationally recognized accredited curriculum that consists of 48 semester hours for Vocational Rehabilitation Counseling to obtain a master's degree following the bachelor's in the counseling programs. In addition, U.S. News and World Report names the University of Memphis (UofM), University of Tennessee at Martin, and Tennessee Technological University best online programs for a master's in education for Student Counseling.

The University of Tennessee at Knoxville (UT Knoxville) offers several degrees in Human Services related studies with a focus on Social Work. During the 2020-21 academic year, the University of Tennessee at Knoxville handed out 68 bachelor's degrees in social work. This is an increase of 89 percent over the previous year when 36 degrees were handed out. In 2021, 243 students received their master's degree in social work from UT Knoxville. This makes it the number 30 most popular school for social work master's degree candidates in the country. In addition, 19 students received their doctoral degrees in social work in 2021, making the school the number four most popular school in the United States for this category of students<sup>7</sup>.

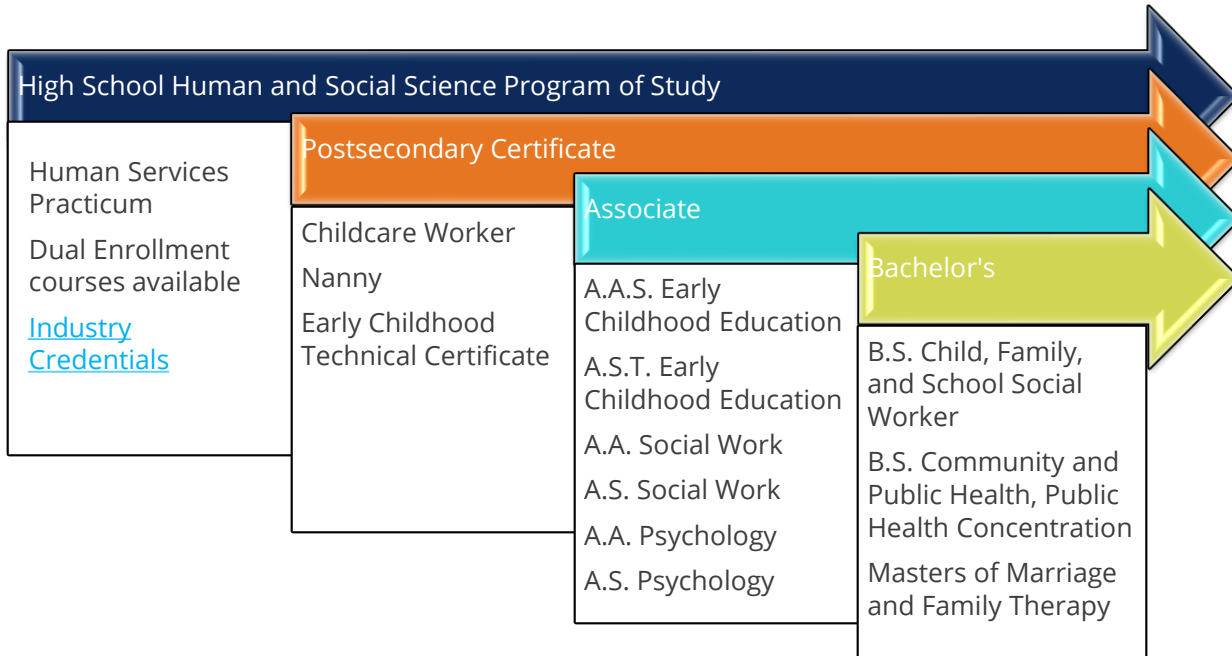
UofM is one of the finest schools in the United States offering a degree in social work. UofM is a very large public university located in the large city of Memphis. The Best Colleges rank UofM number 748 out of 2,217 colleges nationwide meaning that UofM is a great university overall. There were approximately 125 social work students who graduated with this degree at the UofM in the most recent year that data is available. After graduating, social work degree recipients typically earn an average of \$35,496 at the beginning of their careers<sup>8</sup>.

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<sup>7</sup> Find your college at [collegefactual.com](http://www.collegefactual.com/): Compare Colleges, costs and value via rankings and profiles. College Factual. (2024, February 3). <http://www.collegefactual.com/>.

<sup>8</sup> Find your college at [collegefactual.com](http://www.collegefactual.com/): Compare Colleges, costs and value via rankings and profiles. College Factual. (2024, February 3). <http://www.collegefactual.com/>.

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> <li>•Teacher's Assistant (<b>\$30,920</b>)</li> <li>•Childcare Worker (<b>\$28,520</b>)</li> <li>•Residential Advisor (<b>\$35,720</b>)</li> </ul>	<ul style="list-style-type: none"> <li>•Childcare Worker (<b>\$28,520</b>)</li> <li>•Nanny (<b>\$28,520</b>)</li> <li>•Eligibility Interviewers (<b>\$49,230</b>)</li> </ul>	<ul style="list-style-type: none"> <li>•Preschool Teacher (<b>\$35,330</b>)</li> <li>•Social Worker (<b>\$38,626</b>)</li> </ul>	<ul style="list-style-type: none"> <li>•Marriage and Family Therapist (<b>\$56,570</b>)</li> <li>•Child, Family, and School Social Worker (<b>\$50,820</b>)</li> <li>•Clergy (<b>\$55,550</b>)</li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, 87 schools in Tennessee offered courses in the Human and Social Sciences POS. Over the past three years, the program offered in schools has declined by 17 percent; however, the number of concentrators has increased by approximately 10 percent. Human and Social Sciences had approximately 9,400 students enrolled in the 2022-23 school year. Figure 5 indicates the number of schools that offered the Human and Social Science POS for the 2020-21 to 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years in the Human and Social Science POS.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Human and Social Science
2020-21	104
2021-22	95
2022-23	87

Figure 5a. Student Enrollment

School Year	Lifespan Development	Family Studies	Introduction to Human Studies	Human Services Practicum	Dual Enrollment
2020-21	2,961	2,096	6,059	248	32
2021-22	2,530	1,751	6,037	237	27
2022-23	2,353	1,507	5,279	183	78

# Dietetics and Nutrition

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Dietetics and Nutrition</b>	Introduction to Human Studies (C19H19)	Nutrition Across the Lifespan (C19H15) -or- <b>IGCSE</b> Food & Nutrition (C19H08)	Nutrition Science & Diet Therapy (C19H16) -or- <b>Dual Enrollment</b> Dietetics & Nutrition I (C19H03) -or- <b>Dual Enrollment</b> Dietetics & Nutrition II (C19H22)	Human Services Practicum (C19H20) -or- Psychology (G04H15) -or- Sociology (G04H14) -or- <b>Dual Enrollment</b> Dietetics & Nutrition III (C19H31) -or- <b>Dual Enrollment</b> Dietetics & Nutrition IV (C19H32) -or- <b>WBL</b> Dietetics and Nutrition Career Practicum (C19H37)

## Description

The *Dietetics and Nutrition* POS is designed to prepare students for occupations that focus on nutritional well-being, such as dietitians or nutritional counselors. The course content covers the foundations of human needs, nutritional requirements and issues, nutrients and their relation to disease, and disease prevention. Students will research the multitude of ways that food affects one’s health and overall well-being. In addition to nutritional knowledge, students will gain experience through laboratory experience with meal preparation for disease management. In the fourth year of this program of study, students have the option of taking the Human Services Practicum or WBL Dietetics and Nutrition Career Practicum. The capstone practicum course provides students with opportunities to learn from industry professionals in a working environment, developing their understanding of professional and ethical issues, medical technology, and terminology, gaining relevant nutritional data and approaches, and growing their critical thinking and

problem-solving skills. Upon completion of this POS, students will graduate with a professional portfolio and will be prepared for further study or a variety of nutritional career opportunities.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions.

This POS is aligned with the [FCCLA](#) CTSO.

## Job Outlook

Employment of dietitians and nutritionists is projected to grow seven percent from 2022 to 2032, faster than the average for all occupations. About 5,600 openings for dietitians and nutritionists are projected each year, on average, over the decade. Tennessee is expecting a 13 percent projected growth in employment for dietitians and nutritionists. Dietitians and nutritionists work in many settings, including hospitals, nursing homes, clinics, cafeterias, and state and local governments<sup>9</sup>.

Interest in the role of food and nutrition in promoting wellness and preventive care, particularly in medical settings, continues to increase. The importance of diet in preventing and controlling certain illnesses, such as diabetes and heart disease, is well established. More dietitians and nutritionists will be needed to provide care for people who have or are at risk of developing these conditions. Moreover, as the population ages and looks for ways to stay healthy, there will be more demand for dietetic and nutrition services.

**Figure 1.** Tennessee employment projections for Dietetics and Nutrition related occupations with positive job openings projected for 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>10</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Dietitians and Nutritionists</b>	29-1031	1,169	1,315	13%	98
<b>Dietary Technician</b>	29-2051	786	844	6%	63
<b>Food Scientists and Technologists</b>	19-1012	208	231	10%	25

<sup>9</sup>U.S. Bureau of Labor Statistics. (2024a, April 17). *Dietitians and nutritionists: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/healthcare/dietitians-and-nutritionists.htm>

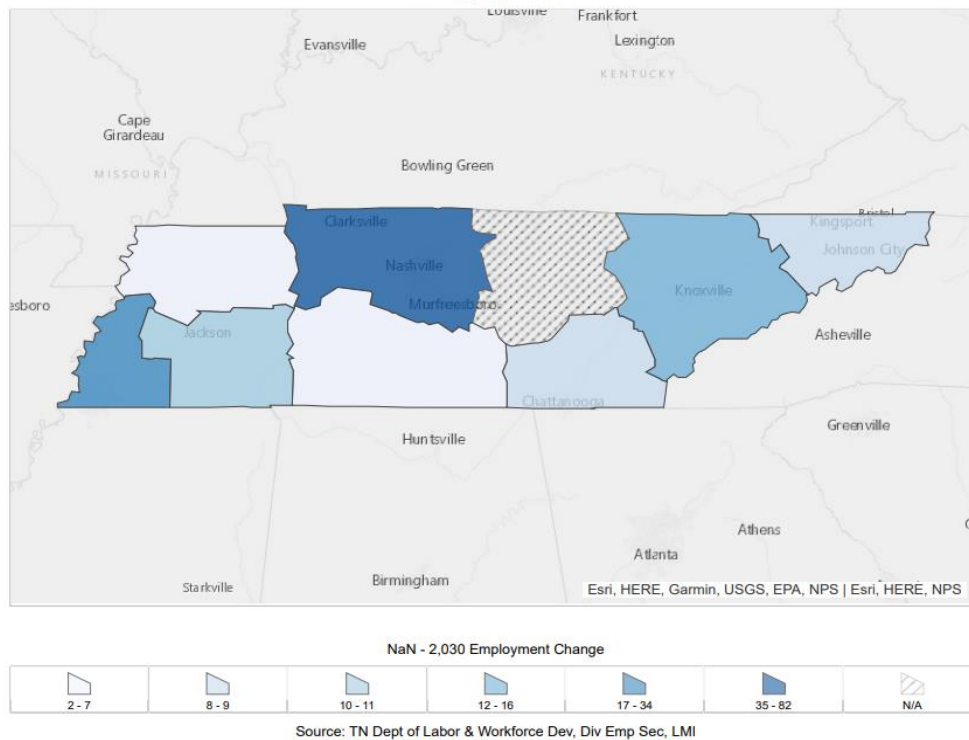
<sup>10</sup> Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2024, from <https://www.tn.gov/thec/research/supply-and-demand.html>

**Figure 2.** National employment projections for Dietetics and Nutrition Science-related occupations with positive job openings projected 2022-2032.<sup>11</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Dietary Technician</b>	29-2051	20,200	20,900	4%	2,300
<b>Dietitians and Nutritionists</b>	21-1091	78,600	83,800	7%	5,600
<b>Food Scientists and Technologists</b>	19-1012	15,300	16,500	8%	1,300

**Figure 3. 2030 projected employment for Dietitians and Nutritionists in Tennessee.** <sup>12</sup>

The map below shows the distribution of the total 2020 - 2030 employment change for Dietitians and Nutritionists in Tennessee by local workforce development areas.



<sup>11</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>12</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
  - Programs shall be designated into one (1) of three (3) levels.
  - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Dietetics and Nutrition Services Program: Level 1**

## ***Postsecondary Opportunities***

Upon completion of this POS, students will have compiled artifacts for a portfolio in preparation for future training and will be prepared to continue their studies at the postsecondary level or a variety of career opportunities. The Human Services Practicum is a capstone course in which the student will be proficient in components of communication, critical thinking, problem-solving, information technology, ethical and legal responsibilities, leadership, and teamwork in dietetic and nutrition occupations. Instruction may be delivered through school-based laboratory training or work-based learning arrangements such as cooperative education, mentoring, and job shadowing.

Students have the opportunity while in their secondary pathway to take nutrition-related industry certifications to become better prepared in the Food and Nutrition Services pathway, exploring areas of interest for their post-secondary options.

Tennessee Tech offers a bachelor's degree and master's degree in Nutrition and Dietetics. Tennessee Tech's (TN Tech) Nutrition and Dietetics concentration, within the Human Ecology Bachelor of Science degree (also known as the DPD Program or Didactic Program in Dietetics), prepares students to be eligible to enter a

dietetics supervised practice program, following graduation from TN Tech. This program is accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND)<sup>13</sup>.

Lipscomb University is one of the finest schools in the United States for getting a degree in dietetics and clinical nutrition services. Located in the large city of Nashville, Lipscomb is a private not-for-profit university with a small student population. A Best Colleges rank of 577 out of 2,217 colleges nationwide means Lipscomb is a great university overall. There were roughly 32 dietetics and clinical nutrition services students who graduated with this degree at Lipscomb in the most recent year we have data available<sup>14</sup>.

The University of Tennessee at Martin provides opportunities for students who show an increased interest in Nutrition and Food Science by offering degrees in both areas. These concentrations and programs provide a broad background in the biological and physical aspects of food science and personal nutrition. In addition, the University of Tennessee at Knoxville offers the only food science program in the state and equips students with the background knowledge for a career in the food industry at the local, regional, national, or even global level.

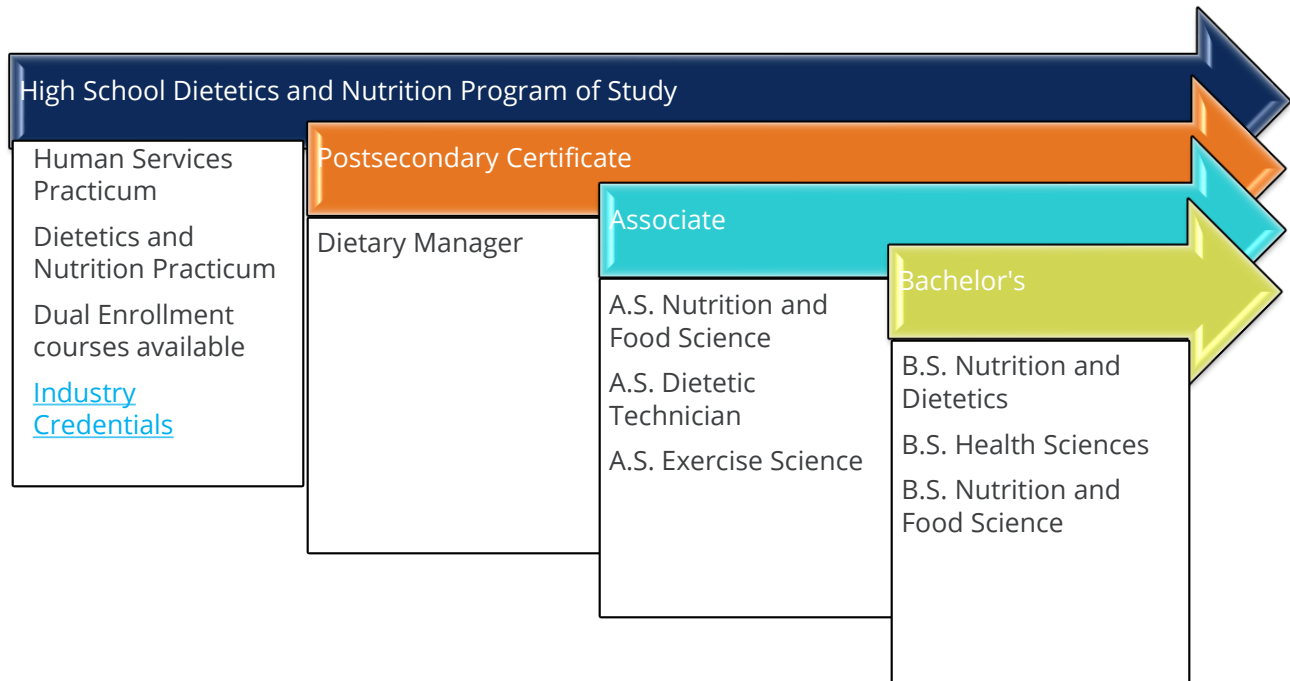
In addition, the University of Memphis (UofM) offers a bachelor's degree in health science that allows students to further their skills and knowledge by sitting for the certification exam to become a Certified Health Education Specialist (CHES). This exam is a nationally recognized exam that verifies that the individual is a health education specialist with the competencies to provide high-quality services. This certification can also benefit those students who are pursuing a clinical position in a healthcare field.

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<sup>13</sup>Nutrition and dietetics. (n.d.). [http://www.tntech.edu/majors/human-ecology\\_nutrition-dietetics.php](http://www.tntech.edu/majors/human-ecology_nutrition-dietetics.php)

<sup>14</sup> *Find your college at collegefactual.com: Compare Colleges, costs and value via rankings and profiles.* College Factual. (2024, February 3). <http://www.collegefactual.com/>.

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> <li>• Feeding Assistant (\$30,180)</li> <li>• Dietary Aide (\$37,050)</li> </ul>	<ul style="list-style-type: none"> <li>• Dietary Manager (\$61,310)</li> </ul>	<ul style="list-style-type: none"> <li>• Dietetic Technician (\$33,960)</li> <li>• Athletic Trainer (\$53,840)</li> </ul>	<ul style="list-style-type: none"> <li>• Registered Dietitian (\$66,450)</li> <li>• Health Education Specialists (\$59,990)</li> <li>• Food Scientist (\$79,860)</li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, 72 schools in Tennessee offered courses in the Dietetics and Nutrition Science POS. Over the past year, the number of schools offering the program has slightly decreased, shifting from 79 programs in the 2020-21 school year to 72 programs in the 2022-23 school year, however, the demand for the jobs is continuing to rise. Dietetics and Nutrition Science had approximately 9,259 students enrolled in the 2022-23 school year, with student enrollment remaining stable over the past three years. Figure 5 indicates the number of schools that offered the Dietetics and Nutrition Science POS showing the open enrollment analysis for the 2020-21 to 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Dietetics and Nutrition Science
2020-21	79
2021-22	75
2022-23	72

Figure 5a. Student Enrollment

School Year	Introduction to Human Studies	Nutrition Across the Lifespan	Nutrition Science and Diet Therapy	Human Services Practicum	Dual Enrollment
2020-21	6,059	3,051	1,433	248	38
2021-22	6,037	2,651	1,192	237	116
2022-23	5,279	2,531	1,067	183	199

# Cosmetology

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Cosmetology</b>	Cosmetology I (C19H12)	Cosmetology II (C19H14)	Cosmetology III (C19H13) -or- <b>Dual Enrollment</b> Cosmetology I (C19H04) -or- <b>Dual Enrollment</b> Cosmetology II (C19H23)	Cosmetology IV (C19H21) -or- <b>Dual Enrollment</b> Cosmetology III (C19H27) -or- <b>Dual Enrollment</b> Cosmetology IV (C19H28) -or- <b>WBL</b> Cosmetology Career Practicum (C19H35)

## Description

Hairstylists and cosmetologists provide hair and other beauty services to enhance clients' appearance, such as cutting, coloring, and styling hair. Common tools may include combs and hairbrushes, clippers and scissors, trimmers, razors, blow dryers, and curling and flat irons<sup>15</sup>. They also may keep records of products used and services provided to clients, such as hair color, hair treatment, and clipper setting.

The *Cosmetology* POS prepares students for cosmetology careers by developing an understanding of efficient safe work practices, salon business concepts, hair techniques, chemical services, skin care procedures, and state board theoretical and practical applications. Courses cover topics that range from chemical safety, sanitation procedures, anatomy and physiology of the hair, hairstyling techniques and implements, to advanced techniques in chemical services. Students may acquire hours that apply to the hourly requirements needed to sit for the Tennessee (TN) Cosmetology and Barber Examiners examination. Students who progress through this program of study will have the opportunity to earn the Hair Braider credential, Natural Hair Stylist License, and/or the TN Board of Cosmetology and Barbering license.

<sup>15</sup> U.S. Bureau of Labor Statistics. (2024a, April 17). *Barbers, hairstylists, and cosmetologists: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/personal-care-and-service/barbers-hairstylists-and-cosmetologists.htm#tab-2>.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions.

This program of study is aligned with [SkillsUSA](#) CTSO.

## Job Outlook

According to O\*NET data, Hairdressers, Hairstylists, and Cosmetologists are expected to see an increase in their projected employment from 2020-2030 by 15 percent, adding 1,420 jobs in the state of Tennessee. Nationally, the occupation will see an eight percent increase in employment growth<sup>16</sup>. Many of those openings are expected to result from replacing workers who transfer to different occupations or exiting the labor force, such as to retire. Demand for hair coloring, hair straightening, and other advanced hair treatments has risen in recent years, a trend that is expected to continue over the coming decade.

**Figure 1.** Tennessee employment Cosmetology projections for related occupations with positive job openings projected 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>17</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Skincare Specialists</b>	39-5094	1,247	1,614	29%	186
<b>Hairdressers, Hairstylists, and Cosmetologist</b>	39-5012	10,752	12,406	15%	1,421
<b>Manicurist and Pedicurists</b>	39-5092	646	826	28%	94
<b>Shampooer</b>	39-5093	122	145	19%	17
<b>Morticians, Undertakers, and Funeral Arrangers</b>	39-4031	635	660	4%	77

<sup>16</sup> "39-5012.00 - Hairdressers, Hairstylists, and Cosmetologists." O\*NET Online, [www.onetonline.org/link/summary/39-5012.00](http://www.onetonline.org/link/summary/39-5012.00). Accessed 4 Mar. 2024.

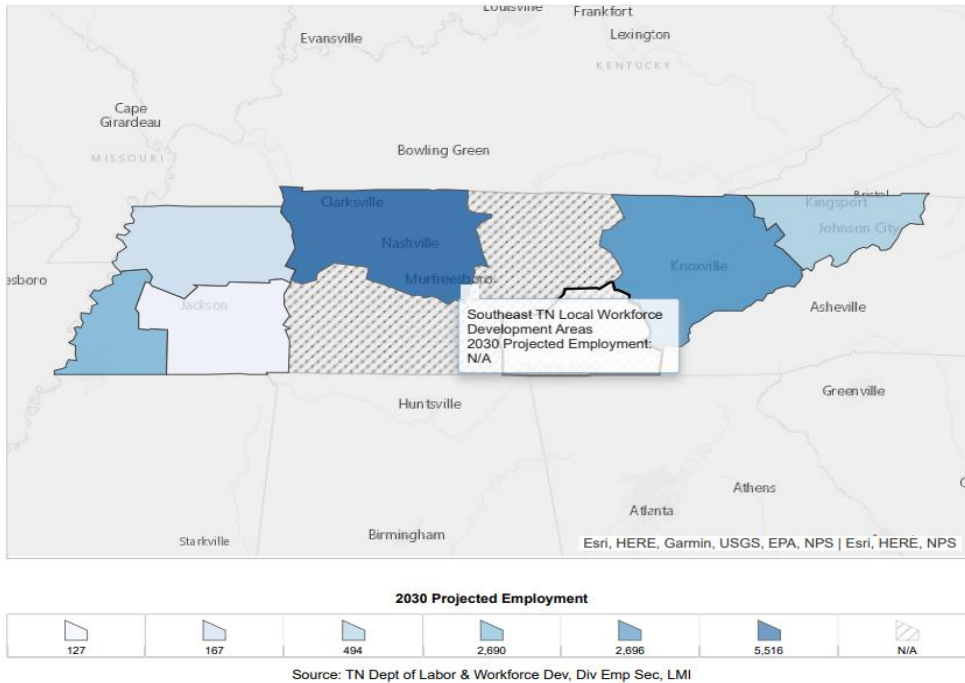
<sup>17</sup> Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2024, from <https://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Cosmetology related occupations with positive job openings projected for 2022-2032.<sup>18</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
Skincare Specialists	39-5094	82,000	89,400	9%	12,400
Cosmetologists	39-5012	555,800	598,600	8%	82,000
Manicurist	39-5092	196,900	214,000	9%	25,500

**Figure 3.** 2030 Projected employment for Cosmetologists in Tennessee<sup>19</sup>

The map below shows the distribution of the 2030 projected employment for Hairdressers, Hairstylists, and Cosmetologists in Tennessee by local workforce development areas.



<sup>18</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>19</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
  - Programs shall be designated into one (1) of three (3) levels.
  - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Cosmetology Services Program: Level 1**

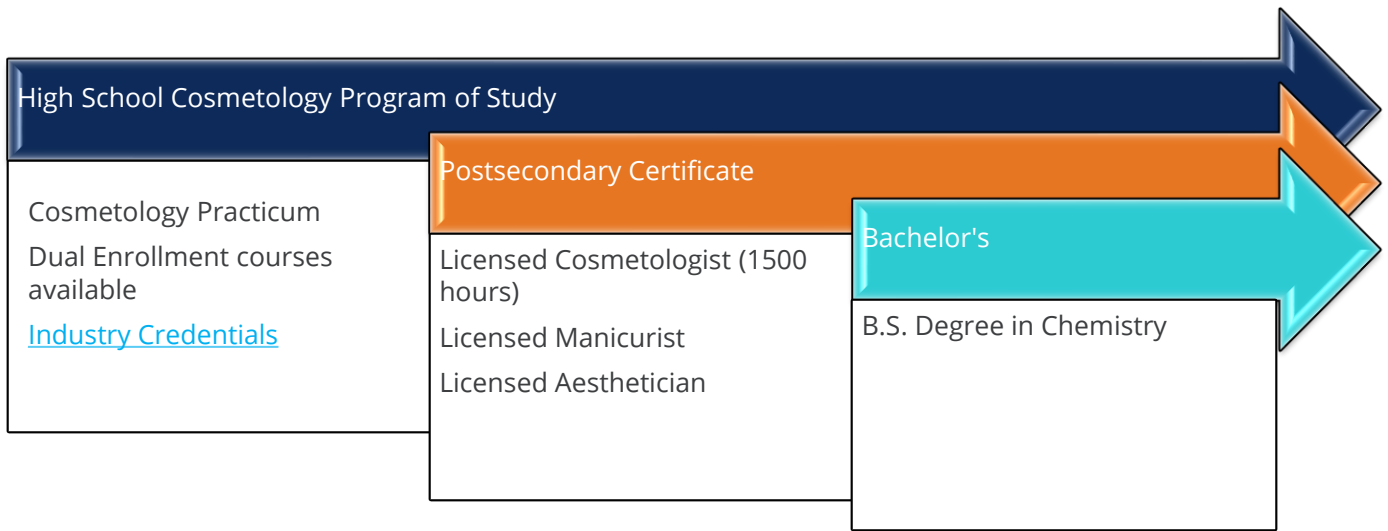
## ***Postsecondary Opportunities***

Upon completion of this POS, students will be prepared to sit for the cosmetology certification and apply for a license or transfer to a postsecondary institution to complete hourly requirements to be eligible to take the Tennessee State Board of Cosmetology examinations for a Tennessee Cosmetology License. The eligibility states that an individual must complete 1,500 hours in practice and theory at a school of cosmetology.

The Paul Mitchell School prepares students, Future Professionals, for careers in the beauty industry as licensed cosmetologists. Students are guided by the Learning Leaders through the Cosmetology program's three levels—Core, Adaptive, and Creative—taking on more advanced techniques and building real-world skills and confidence as they move through each stage.

TCAT Henry/Carroll's Cosmetology Program provides classroom and practical learning experiences that are concerned with the care and beautification of hair, complexion, and nails. This program prepares its graduates for the state licensing examination. For an additional 300 hours, students can obtain their Instructor Training License. **The Tennessee Board of Cosmetology and Barber Examiners requires that one must have been licensed for three continuous years before applying for an instructor's license.**

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Bachelor's
<ul style="list-style-type: none"> <li>• Shampooer <b>(\$27,860)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Licensed Cosmetologist <b>(\$33,290)</b></li> <li>• Licensed Manicurist <b>(\$31,130)</b></li> <li>• Licensed Aesthetician <b>(\$38,060)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Instructor <b>(\$80,720)</b></li> <li>• Chemist <b>(\$80,670)</b></li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, 114 schools in Tennessee offered courses in the Cosmetology program of study. Over the past year, the number of schools offering the program has grown by 14 percent, aligning with the job projected growth over the next 10 years. Cosmetology had approximately 9,441 students enrolled in the 2022-23 school year. Figure 5 indicates the number of schools that offered the Cosmetology POS for the 2020-21 to 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years in the Cosmetology POS.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Cosmetology
2020-21	100
2021-22	96
2022-23	114

Figure 5a. Student Enrollment

School Year	Cosmetology I	Cosmetology II	Cosmetology III	Cosmetology IV	Dual Enrollment
2020-21	3,688	2,196	1,264	88	674
2021-22	4,255	2,045	1,376	188	812
2022-23	4,284	2,224	1,235	324	1,374

# Barbering

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Barbering</b>	Barbering I (C19H09)	Barbering II (C19H10)	Entrepreneurship (C31H05) -or- <b>Dual Enrollment</b> Barbering I (C19H05) -or- <b>Dual Enrollment</b> Barbering II (C19H24)	Barbering III (C19H11) -or- <b>Dual Enrollment</b> Barbering III (C19H29) -or- <b>Dual Enrollment</b> Barbering IV (C19H30) -or- <b>WBL</b> Barbering Career Practicum (C19H36)

## Description

The *Barbering* POS provides theoretical and practical skills necessary for students to become proficient in aspects of haircutting and styling, shaving, and permanent cold waving. Course content provides students with the opportunity to acquire fundamental skills in barbering theory while applying technical skills related to safety, principles of hair, nail structure, and scalp care. The programs emphasize the importance of attitude, personality, professionalism, and people skills in the barbering career. In the fourth year of this program, students have the option of taking Barbering III or Work-Based Learning Barbering Career Practicum. The capstone course provides students with opportunities to learn from industry professionals in a working environment, advancing their knowledge and skills in haircutting, scalp care, and chemical and barbershop management. Students may acquire hours transferable to a postsecondary institution for completion of hourly requirements needed to sit for the Tennessee Cosmetology and Barber Examiners examination.

Dual enrollment opportunities may be established with local postsecondary institutions.

This POS is aligned with [SkillsUSA](#) CTSO.

## Job Outlook

Overall employment of barbers, hairstylists, and cosmetologists is projected to grow eight percent from 2022 to 2032, faster than the average for all occupations<sup>20</sup>.

The need for barbers and hairdressers will stem primarily from the demand for basic hair care services. In addition, an increased demand for hair coloring, hair straightening, and other advanced hair treatments is expected to continue over the projected decade.

Hairdressers, hairstylists, and cosmetologists will continue to compete with providers of specialized services, such as nail and skin care. Consumers often choose manicurists, pedicurists, and skincare specialists for these services, rather than visit hairdressers, hairstylists, and cosmetologists for them. Still, employment is expected to grow to meet the increased demand for personal appearance services.

**Figure 1.** Tennessee employment projections for Barbering related occupations with positive job openings projected for 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>21</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Hairdressers, Hairstylists, and Cosmetologists</b>	39-5012	10,752	12,406	15%	1,421
<b>Morticians, Undertakers, and Funeral Arrangers</b>	39-4031	635	660	4%	77
<b>Shampooer</b>	39-5093	122	148	19%	17

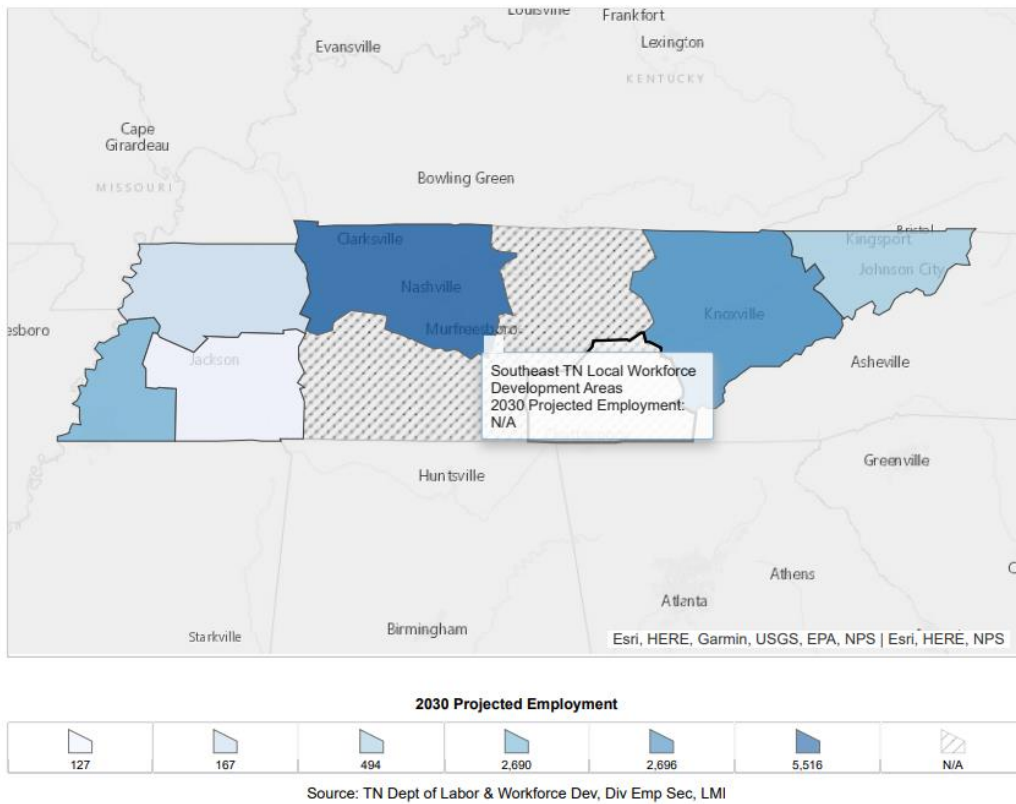
<sup>20</sup>U.S. Bureau of Labor Statistics. (2024a, April 17). *Barbers, hairstylists, and cosmetologists: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/personal-care-and-service/barbers-hairstylists-and-cosmetologists.htm#tab-2>.

<sup>21</sup> Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2024, from <https://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Barbering related occupations with positive job openings projected 2020-2030.<sup>22</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Barbers</b>	39-5011	63,100	67,600	7%	7,300
<b>Cosmetologists</b>	39-5012	555,800	598,600	8%	82,000
<b>Manicurist</b>	39-5092	196,900	214,000	9%	25,500

**Figure 3.** 2030 Projected Employment for Cosmetologists in Tennessee<sup>23</sup>  
 The map below shows the distribution of the 2030 projected employment for Hairdressers, Hairstylists, and Cosmetologists in Tennessee by local workforce development areas.



<sup>22</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>23</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

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2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Barbering Services Program: Level 1**

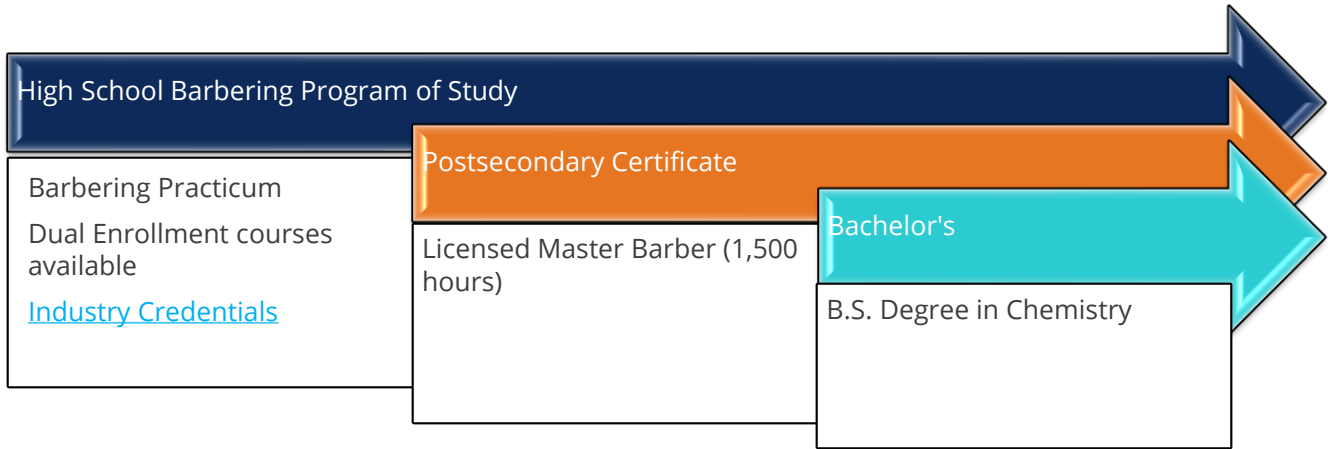
## ***Postsecondary Opportunities***

To obtain a Barbering Technician License, a student must meet the minimal requirements of having a tenth-grade education and satisfactory completion of a course in a registered barber school or college of not less than 340 hours of continuous instruction of not more than eight hours per day and 40 hours per week. This license allows the technician to apply tint or dyes to the hair, shampoo hair, manicure nails, applies cosmetic preparations, antiseptics, powders, oils, clays, or lotions to the scalp, face, neck, or other parts of the body.

Chattanooga State Community College offers a four-semester diploma program to earn the requirements for Barbering Licensure. Graduates are prepared to take the barbering licensure exam administered by the Tennessee Board of Cosmetology and Barbering. The program will teach the necessary chemical services, manicure services, facial services, etc. - more than just learning to cut.

TCAT Northwest in Ripley offers the Barbering Program that provides students with the necessary skills needed to pass the Tennessee Board of Cosmetology and Barber's practical and written examinations. Students who are interested in pursuing a career in barbering will receive instruction in personal and shop safety rules, state regulations, sanitation and sterilization standards, proper use of equipment, and tools commonly found in a barbershop. Additionally, students receive instruction in the anatomy and physiology of hair and scalp and the psychology of sales and first aid.

**Figure 4** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Bachelor's
<ul style="list-style-type: none"> <li>• Shampooer (<b>\$27,860</b>)</li> <li>• Master Barber (<b>\$28,160</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Licensed Master Barber (<b>\$34,990</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Chemistry Teacher (<b>\$80,720</b>)</li> <li>• Chemists (<b>\$80,670</b>)</li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, six schools in Tennessee offered courses in the Barbering POS. Over the past three years, the number of schools offering the program has remained stable across the state. Barbering had approximately 1,959 students enrolled in the 2022-23 school year, noting that the dual enrollment opportunities have slightly increased for students. Figure 5 indicates the number of schools that offered the Barbering POS for the 2020-21 through 2022-23 school years as well as shows the open enrollment for the 2020-21 through 2022-23 school years in the Barbering POS.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Barbering
2020-21	7
2021-22	7
2022-23	6

Figure 5a. Student Enrollment

School Year	Barbering I	Barbering II	Barbering III	Entrepreneurship	Dual Enrollment
2020-21	168	140	31	1,232	0
2021-22	199	80	63	1,240	5
2022-23	395	78	49	1,422	15

# References

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Tennessee State Government, Jobs4TN (2024), <http://www.tn.gov/jobs4tn>.

Tennessee Tech University, Nutrition and Dietetics (2024), [http://www.tntech.edu/majors/human-ecology\\_nutrition-dietetics.php](http://www.tntech.edu/majors/human-ecology_nutrition-dietetics.php).

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U.S. Bureau of Labor Statistics, Dietitians and Nutritionists: Occupational Outlook Handbook (March 1, 2024), <http://www.bls.gov/ooh/healthcare/dietitians-and-nutritionists.htm>.

U.S. Bureau of Labor Statistics, Social and Human Service Assistants: Occupational Outlook Handbook (September 6, 2023), <http://www.bls.gov/ooh/community-and-social-service/social-and-human-service-assistants.htm#tab-6>.

U.S. Bureau of Labor Statistics, Social Workers: Occupational outlook handbook (April 17, 2024), <https://www.bls.gov/ooh/community-and-social-service/social-workers.htm>.

# Recommendations

The following includes recommendations for course standards changes to be presented to the State Board of Education (SBE) for consideration in August 2024.

Program of Study	Course	Recommendations
<ul style="list-style-type: none"> <li>Human and Social Sciences</li> <li>Nutrition and Dietetics</li> <li>Cosmetology</li> <li>Barbering</li> </ul>	<ul style="list-style-type: none"> <li>Introduction to Human Studies</li> <li>Cosmetology I</li> <li>Barbering I</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate a standard in Introduction to Human Studies for the foundation of the aligned CTSO, purposes, and pathway alignment.</li> <li>As part of the revised Tennessee Perkins State Plan, we will add standards to include STEM/PBL and Data Science to all programs of study.</li> </ul>
Human and Social Sciences	Lifespan Development	<ul style="list-style-type: none"> <li>Incorporate a standard in Lifespan Development that reflects childcare standards for the positive growth and development of children.</li> <li>New employment projections suggest that data analysis is needed in all year 2 courses for career clusters.</li> </ul>
Dietetics and Nutrition	Nutrition Across the Lifespan	New employment projections suggest that data analysis is needed in all year 2 courses for career clusters.
Dietetics and Nutrition	Nutrition Science & Diet Therapy	<ul style="list-style-type: none"> <li>Add an additional bullet to standard area 8 where applicable that reflects the impact of swallowing related to the disease process stated. (8.2, 8.3, 8.4, 8.5, 8.6, 8.8, 8.9, 8.10, 8.11, 8.12)</li> <li>Recommend removing the “Suggested labs” on the standards.</li> </ul>
Cosmetology	Cosmetology II	New employment projections suggest that data analysis is needed in all year 2 courses for career clusters.
Cosmetology	Cosmetology IV	Align standards to better meet salon safety and sanitation in Cosmetology IV.
Barbering	Barbering II	New employment projections suggest that data analysis is needed in all year 2 courses for career clusters.
Barbering	All Barbering Courses	<ul style="list-style-type: none"> <li>Add standards emphasizing barbering technique and business standards.</li> <li>Align standards to better support state board testing for students.</li> <li>Add Barbering III to the Year 3 matrix option with Barbering IV added to Year 4.</li> </ul>

## 2025-26 Proposed Programs and Courses

### Human and Social Sciences

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Human and Social Sciences</b>	Introduction to Human Studies (C19H19)	Lifespan Development (C19H17)	Family Studies (C19H18) -or- <b>Dual Enrollment</b> Human & Social Sciences I (C19H02) -or- <b>Dual Enrollment</b> Human & Social Sciences II (C19H26) -or- IGCSE Sociology (G04H65)	Human Services Practicum (C19H20) -or- Psychology (G04H15) -or- Sociology (G04H14) -or- <b>Dual Enrollment</b> Human & Social Sciences III (C19H33) -or- <b>Dual Enrollment</b> Human & Social Sciences IV (C19H34) -or- <b>Dual Enrollment</b> Human & Social Sciences V (C19H57) -or- <b>Dual Enrollment</b> Human & Social Sciences VI (C19H58) -or- <b>Dual Enrollment</b> Human & Social Sciences VII (C19H59) -or- <b>Dual Enrollment</b> Human & Social Sciences VIII (C19H60) -or- <b>Dual Enrollment</b>

				Human & Social Sciences IX (C19H61) -or- <b>Dual Enrollment</b> Human & Social Sciences X (C19H62) -or- <b>WBL</b> Human and Social Sciences Career Practicum (C19H38)
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**Dietetics and Nutrition**

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Dietetics and Nutrition</b>	Introduction to Human Studies (C19H19)	Nutrition Across the Lifespan (C19H15) -or- <b>IGCSE</b> Food & Nutrition (C19H08)	Nutrition Science & Diet Therapy (C19H16) -or- <b>Dual Enrollment</b> Dietetics & Nutrition I (C19H03) -or- <b>Dual Enrollment</b> Dietetics & Nutrition II (C19H22)	Human Services Practicum (C19H20) -or- Psychology (G04H15) -or- Sociology (G04H14) -or- <b>Dual Enrollment</b> Dietetics & Nutrition III (C19H31) -or- <b>Dual Enrollment</b> Dietetics & Nutrition IV (C19H32) -or- <b>Dual Enrollment</b> Dietetics & Nutrition V (C19H51) -or- <b>Dual Enrollment</b> Dietetics & Nutrition VI (C19H52)

				<p>-or-</p> <p><b>Dual Enrollment</b> Dietetics &amp; Nutrition VII (C19H53)</p> <p>-or-</p> <p><b>Dual Enrollment</b> Dietetics &amp; Nutrition VIII (C19H54)</p> <p>-or-</p> <p><b>Dual Enrollment</b> Dietetics &amp; Nutrition IX (C19H55)</p> <p>-or-</p> <p><b>Dual Enrollment</b> Dietetics &amp; Nutrition X (C19H56)</p> <p>-or-</p> <p><b>WBL</b> Dietetics and Nutrition Career Practicum (C19H37)</p>
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**Cosmetology**

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Cosmetology</b>	Cosmetology I (C19H12)	Cosmetology II (C19H14)	Cosmetology III (C19H13) -or- <b>Dual Enrollment</b> Cosmetology I (C19H04) -or- <b>Dual Enrollment</b> Cosmetology II (C19H23)	Cosmetology IV (C19H21) -or- <b>Dual Enrollment</b> Cosmetology III (C19H27) -or- <b>Dual Enrollment</b> Cosmetology IV (C19H28) -or- <b>Dual Enrollment</b> Cosmetology V (C19H39) -or- <b>Dual Enrollment</b> Cosmetology VI

				(C19H40) -or- <b>Dual Enrollment</b> Cosmetology VII (C19H41) -or- <b>Dual Enrollment</b> Cosmetology VIII (C19H42) -or- <b>Dual Enrollment</b> Cosmetology IX (C19H43) -or- <b>Dual Enrollment</b> Cosmetology X (C19H44) -or- <b>WBL</b> Cosmetology Career Practicum (C19H35)
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**Barbering**

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Barbering</b>	Barbering I (C19H09)	Barbering II (C19H10)	Barbering III (C19H11) -or- <b>Dual Enrollment</b> Barbering I (C19H05) -or- <b>Dual Enrollment</b> Barbering II (C19H24)	Barbering IV (TBD) -or- <b>Dual Enrollment</b> Barbering III (C19H29) -or- <b>Dual Enrollment</b> Barbering IV (C19H30) -or- <b>Dual Enrollment</b> Barbering V (C19H45) -or- <b>Dual Enrollment</b> Barbering VI (C19H46) -or- <b>Dual Enrollment</b> Barbering VII

				(C19H47) -or- <b>Dual Enrollment</b> Barbering VIII (C19H48) -or- <b>Dual Enrollment</b> Barbering IX (C19H49) -or- <b>Dual Enrollment</b> Barbering X (C19H50) -or- <b>WBL</b> Barbering Career Practicum (C19H36)
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In 2025-26, students will have the option to add courses from Business, Marketing, and Digital Technology programs to supplement their learning.