

This document crosswalks the definition of global competence, as defined by the Asia Society (<http://asiasociety.org/files/book-globalcompetence.pdf>) to the Common Career Technical Core (CCTC), a state-led initiative to establish a set of rigorous, high-quality standards for Career Technical Education, managed by Advance CTE (<https://www.careertech.org/cctc>). The definition of global competence and the CCTC were developed separately by state education leaders as well as diverse groups of teachers, business and industry experts, administrators, and researchers.

* Please note, if the URL links do not work, copy and paste them into your browser.

Business Management & Administration Career Cluster© (BM)							
Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Utilize mathematical concepts, skills, and problem solving to obtain necessary information for decision making in business.	X	X		X	International cell phone company: You are starting a new international cell phone company and must decide what three countries to begin selling in. You need to think about: How are cell phones used in those countries – simply to communicate? For paying bills? For games? How have cell phones already penetrated the market? Who are your competitors? How much can you sell your phone for in each country? Present your findings to your board of directors.	New York Times Small Business Case Studies: http://topics.nytimes.com/top/news/business/small-business/case-studies/index.html?offset=0&s=newest Asia Case Studies: http://www.asiacase.com/asianCase.html Ford Partnership for Advanced Studies: http://fordpas.org
2	Describe laws, rules, and regulations as they apply to effective business operations.	X		X		Fuel economy in cars: Look at the regulations for fuel economy in various countries. How does this affect the types of cars sold? Imported? Exported?	
3	Explore, develop, and apply strategies for ensuring a successful business career.	X	X	X	X	* Look at markets and opportunities in other countries or diverse communities within own country. *Address the needs/desires of different consumer groups and how different cultural norms affect consumption patterns. *Communicate with diverse groups of people; know a second language; study abroad to learn firsthand about other cultures. *Be aware of opportunities to take action.	



4	Identify, demonstrate, and implement solutions in managing effective business customer relationships.	X	X	X	X	Running an international airline: Investigate how you might start up an airline to serve the United States and another continent. What are the expectations for service: food, spacing of seats, inflight amenities, etc.? How do you communicate with your clients to understand their needs? How do you continually address them and stay in communication with them?	
5	Implement systems, strategies, and techniques used to manage information in a business.	X			X		
6	Implement, monitor, and evaluate business processes to ensure efficiency and quality results.	X			X	Run an international restaurant chain: Create a plan to open a restaurant chain in multiple countries around the world. How do you create supply chains to ensure the same level of quality across borders and still maintain your price point? How do you evaluate and maintain quality? How do you train and manage local employees to ensure they maintain quality?	

Administrative Support Career Pathway (BM-ADM)

Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Plan, staff, lead, and organize human resources to enhance employee productivity and satisfaction.	X	X	X	X	How do you hire across borders for a multinational company? What are the cultural differences in workforce that must be considered? What language requirements are there? Once you have hired your employees, write an employee handbook – which sections need to be modified for each country? Present your handbook at a new employee orientation to employees in your country and another one via videoconference (with a partner school).	
2	Access, evaluate, and disseminate information for business decision making.	X		X	X		
3	Plan, monitor, and manage day-to-day business activities.	X			X		



Business Information Management Career Pathway (BM-BIM)							
Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Describe and follow laws and regulations affecting business operations and transactions.	X		X	X	Fuel economy in cars: Look at the regulations for fuel economy in various countries. How does this affect the types of cars sold? Imported? Exported?	
2	Plan, monitor, manage, and maintain the use of financial resources to ensure a business's financial well-being.				X	Create a new business importing bicycles: Create a budget that includes sourcing the materials, paying for thirty employees at a factory in Taiwan, three employees in the United States, and rent for a small storefront. How many bicycles do you need to produce and sell to maintain your business?	http://www.nytimes.com/2010/06/03/business/smallbusiness/03sbiz.html?_r=1&ref=casestudies
3	Access, evaluate, and disseminate information for business decision making.	X	X	X	X		
4	Plan, monitor, and manage day-to-day business activities to sustain continued business functioning.	X			X		
5	Plan, organize, and manage an organization/department to achieve business goals.	X	X	X	X	You are managing the communications/media relations department at a pharmaceutical company with employees in the United States and Switzerland. Your company has just found out that they need to recall a drug off the shelves. You and your team in the U.S. and Switzerland have to plan a strategy to release the news to the media. How do you manage your team in both countries? How do the media strategies have to differ for each market (U.S. and Europe)? What about the time difference – can you hold a news conference in each country simultaneously?	



General Management Career Pathway (BM-MGT)							
Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Describe and follow laws and regulations affecting business operations and transactions.	X	X	X	X	Roles and responsibilities of a corporation: Choose four major economies and two developing economies and look at the similarities and differences between the roles and responsibilities of a corporation there. (For instance, in Germany a corporation is accountable to its employees, in the U.S. to the board of directors, in Japan to a mixture of both.)	
2	Access, evaluate, and disseminate information for business decision making.	X	X	X	X		
3	Apply economic concepts fundamental to global business operations.	X			X		
4	Employ and manage techniques, strategies, and systems to enhance business relationships.	X	X	X	X		
5	Plan, monitor, manage, and maintain the use of financial resources to ensure a business's financial well-being.				X		
6	Create strategic plans used to manage business growth, profit, and goals.	X	X		X		
7	Plan, monitor, and manage day-to-day business activities to sustain continued business functioning.	X	X	X	X		
8	Plan, organize, and manage an organization/department to achieve business goals.	X	X	X	X		

Human Resources Management Career Pathway (BM-HR)							
Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Describe and follow laws and regulations affecting human resource operations.	X		X	X	Create a plan to expand your art import business to the United Kingdom. Hire three new artists and look at the wage laws in the U.K. You want to pay them by the piece – is that allowed? What discrimination laws do you have to consider?	
2	Access, evaluate, and disseminate information for human resources management decision making.	X	X	X	X	How do you hire across borders for a multinational company? What are the cultural differences in workforce that must be considered? What language requirements are there? Once you have hired your employees, write an employee handbook – which sections need to be modified for each country? Present your handbook at a new employee orientation to employees in your country and another one via videoconference (with a partner school).	
3	Motivate and supervise personnel to achieve completion of projects and business goals.	X	X	X	X		
4	Plan, monitor, and manage the use of financial and human resources to ensure a business's financial well-being.	X			X		
5	Plan, staff, lead, and organize human resources to enhance employee productivity and satisfaction.	X	X	X	X		
6	Plan, monitor, and manage day-to-day business activities to foster a healthy and safe work environment.	X	X	X	X		
7	Plan, organize, and implement compensation, benefits, health and safety programs.	X	X	X	X		



Operations Management Career Pathway (BM-OP)							
Cluster Element		Investigate the World	Recognize Perspectives	Communicate Ideas	Take Action	International Application	Resources
1	Describe and follow laws and regulations affecting business operations and transactions.	X		X	X	Taxation and operations: Find three examples of how a difference in tax laws between countries affects operations policies. (Hints: Inventory; capital gains versus active income; payroll versus independent contractor taxation). Could also focus a project on how the differences in employee safety regulations, the weather, or holidays affect operations in different countries.	
2	Develop and maintain positive customer relationships.	X	X	X	X		
3	Apply inventory tracking systems to facilitate operational controls.						
4	Plan, monitor, and manage day-to-day business activities to maintain and improve operational functions.	X	X	X	X		