



# THE ACADEMIES

BERKS COUNTY  
TECHNICAL  
ACADEMY

BERKS COUNTY  
TEACHER  
ACADEMY

**2026-2027**

**A COLLABORATION  
BETWEEN**

BERKS CAREER &  
TECHNOLOGY CENTER

READING AREA  
COMMUNITY COLLEGE

READING MUHLENBERG  
CAREER & TECHNOLOGY  
CENTER

start earning  
**COLLEGE  
CREDITS**  
while still in  
high school!

# HOW THE ACADEMIES WORK

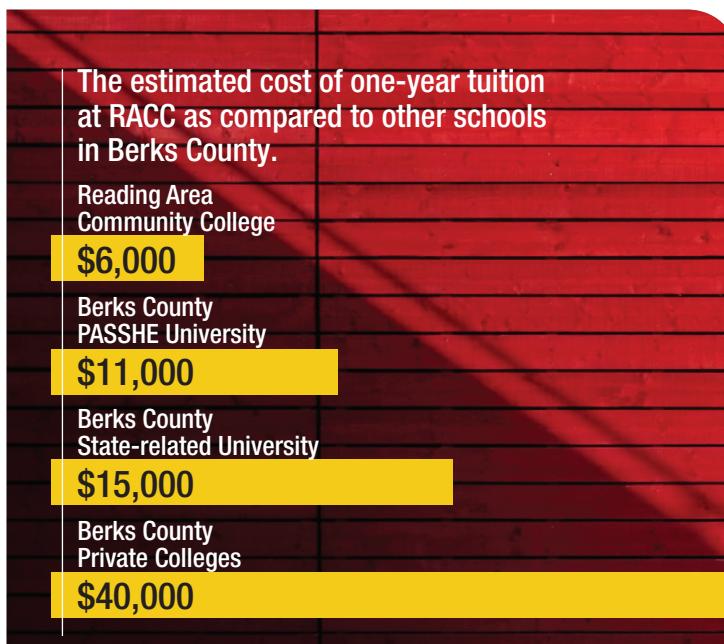
- The Academies provide college-bound students the opportunity to develop advanced technical skills and earn college credit toward a certificate or associate and/or bachelor's degree while still in high school.
- A signed Letter of Understanding to attend RACC to earn a certificate or associate degree must be on file. This document is included in the students' annual RACC application and registration process.
- The Academies are designed with flexibility in mind, allowing students to adjust their educational path as they discover new interests and career goals. While enrolled, students can work with their CTC counselor and RACC advisors to explore different programs or switch pathways in their senior capstone year that better align with their evolving plans. Whether

you want to transition from computer technology to web design or explore business after starting in a different discipline, the Academies provide the support and options to help you shape your future. The pathways shown on pages 4-8 are just **one example**. But your journey doesn't have to follow just one track!

- Talk to your **RACC advisor** to explore other ways your college credits can be applied. Changing your path does not mean starting over — many credits transfer between programs, and advisors will help you. This flexibility ensures students can make informed choices while continuing to build college credits and hands-on experience.

**Your path can be as flexible and unique as your goals.**

Brochure is revised annually, pathways and coursework are subject to change.



# student entrance requirements

- Students must also have an overall 3.0 GPA, or those with a 2.5 GPA and special permission may receive conditional acceptance.
- A RACC representative will visit the CTC to assist students with applying to RACC and registering for courses scheduled during the academic year. This enrollment process takes place annually – either in the fall, spring, or both – depending on the program of enrollment. For details about a program's enrollment timeline, please check with your CTC Instructor or a RACC representative.
- College credits earned at the CTC during student's sophomore and junior years will be tuition-free if the student continues at RACC to complete a certificate or associate degree.
- Tuition for senior year courses (1–3 courses) taken at RACC – either on campus or online while students are still in high school – may be paid for by the CTC, depending upon the agreement between the student and their CTC.

## EARN COLLEGE CREDITS

Start your Certificate or Associate's degree at RMCTC or BCTC and complete it at RACC. Secure employment, use your industry certification, or transfer to a bachelor's degree program of your choice that could include one of more than 40 institutions that RACC has partnership agreements for graduates to transfer to a bachelor's degree program, saving you time and money.



## FLEXIBILITY OF OPTIONS

### Start with a Certificate – Keep Your Options Open

Begin by earning a Certificate, a focused program designed to build your skills and prepare you for more advanced college-level work or entry-level employment.

#### How does it compare to an associate degree?

- Certificates typically require 18 to 36 credits and can often be completed in one year or less.
- Associate degrees require 60 credits on average and usually take two years to complete. Upon completion of your associate degree, you may transfer to an alternative institution to earn your bachelor's degree, requiring on average an additional 60 credits.

#### Many students choose to start with a certificate to get a head start on college or explore a career area. You can then decide to:

- Continue on and apply your credits directly toward an associate degree
- Enter the workforce with a solid foundation and real-world skills
- Return later to build on what you've started – your credits still count!

**This flexible approach allows you to grow at your own pace and choose the path that fits your goals.**



## BCTC's Business Management & Entrepreneurship

### College Courses Offered at BCTC

COURSE #	COURSE NAME	CREDITS	College Courses Offered at BCTC		
			BUS-100	IFT-110	NET-100
	Introduction to Business	3			
IFT-110	Microcomputer Apps	3			
BUS-110	Business Math	3			
ACC-105	Financial Accounting	3			
MGT-100	Principles of Management	3			
BUS-220	Principles of Marketing	3			

### High School Senior Year Capstone Courses at RACC

ACC-110	Managerial Accounting	3
CSS-103	College Success Strategies	3
MGT-215	Human Relations in Business	3

### Program Courses to Complete Associate Degree (after graduation)

MGT-230	Small Business Management	3
BUS-200	Macroeconomics <b>OR</b>	
BUS-201	Microeconomics	3
MGT-200	Human Resource Management	3
BUS-230	Business Law	3
MGT-210	Supervisory Management	3
BUS-240	International Business or	
ACC-210	Financial Management	3
ENV-130	The Environment	3

### Required General Education Courses

COM-121	English Composition I	3
BUS-106	Business Communications	3

Select 1 Course from each subject area:  
Humanities, Sciences, and Social Sciences

Students earn up to 27 credits while in high school.

### High Priority Occupations for Berks County

	Entry Level	Annual Avg.	Experienced
Management Analyst*	\$67,020	\$97,950	\$131,250
Bookkeeping, Accounting & Auditing Clerks	\$28,050	\$41,550	\$48,300
Supervisors, Retail Sales	\$29,230	\$46,330	\$154,880

\*Job Titles Include: Business Analyst, Operations Analyst, Project Coordinator, Administrative Analyst, Program Analyst, Data Analyst

## BCTC's Computer Systems Networking & Security

### College Courses Offered at BCTC

COURSE #	COURSE NAME	CREDITS	College Courses Offered at BCTC		
			IFT-100	NET-100	NET-106
	Introduction to Information Technology	3			
	Computer Networking	3			
	Installation & Maintenance of PCs I	3			
	Server Administration	3			
	Installation of PCs II	3			
	Help Desk Computer Support	3			

### High School Senior Year Capstone at RACC

MGT-215	Human Relations in Business	3
CSS-103	College Success Strategies	3
IFT-110	Microcomputer Apps	3

### Program Courses to Complete Associate Degree (after graduation)

BUS 100	Introduction to Business	3
IFT-120	Advanced Microcomputer Applications	3
IFT-210	Help Desk Computer Support	3
PRG-260	Database Systems	3
WEB-100	Web Design I (HTML)	3
PRG-100	Introduction to Programming	3
ENV-130	The Environment	3

### Required General Education Courses

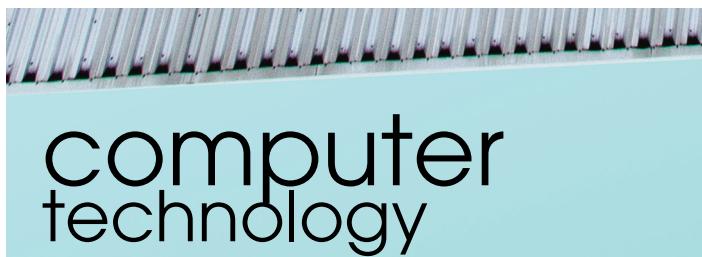
COM-121	English Composition I	3
BUS-106	Business Communications	3
MAT 150	Foundations OR Math OR >	
MAT 210	Introduction to Statistics	3

Select 1 Course from each subject area:  
Humanities and Social Sciences

Students earn up to 27 credits while in high school.

### High Priority Occupations for Berks County\*

	Entry Level	Annual Avg.	Experienced
Computer User Support Specialists	\$56,000	\$60,040	\$67,190
Computer Network Support Specialists	\$61,860	\$69,580	\$81,490
Network & Computer Systems Administrators (may require BS)	\$63,950	\$87,870	\$112,690
Computer Technology Help Desk Technician	\$38,400	\$46,244	\$60,500



## BCTC's IT-Programming

### College Courses Offered at BCTC

COURSE#	COURSE NAME	IFT-100	Introduction to Information Systems	CREDITS	3
		PRG-100	Introduction to Computer Programming		3
		WEB-100	Web Design I		3
		PRG-260	Database Systems		3
		IFT-110	Microcomputer Applications		3
		IFT-120	Advanced Microcomputer Applications		3

### High School Senior Year Capstone at RACC

CSS-103	College Success Strategies	3
MGT-215	Human Relationships in Business	3
BUS-100	Introduction to Business	3

### Program Courses to Complete Associate Degree (after graduation)

IFT-210	Help Desk Customer Support	3
NET-100	Computer Networking	3
NET-106	Installation & Maintenance of PCs I	3
NET-250	Network Security	3
NET-206	Installation & Maintenance of PCs II	3
NET-120	Server Administration	3
ENV-130	The Environment	3

### Required General Education Courses

COM121	English Composition I	3
BUS-106	Business Communications	3
MAT 150	Foundations OR Math OR >	
MAT 210	Introduction to Statistics	3

Select 1 Course from each subject area:  
Humanities and Social Sciences

6

Students earn up to 27 credits while in high school.

### High Priority Occupations for Berks County\*

	Entry Level	Annual Avg.	Experienced
Computer User Support Specialists	\$56,000	\$60,040	\$67,190
Computer Network Support Specialists	\$61,860	\$69,580	\$81,490
Network & Computer Systems Administrators (may require BS)	\$63,950	\$87,870	\$112,690
Computer Technology Help Desk Technician	\$38,400	\$46,244	\$60,500

## RMCTC's Information Technology Applications

### College Courses Offered at RMCTC

COURSE#	COURSE NAME	IFT-100	Introduction to Information Technology	CREDITS	3
		IFT-110	Microcomputer Applications		3
		IFT-120	Advanced Microcomputer Applications		3
		PRG-100	Introduction to Computer Programming		3
		WEB-100	Web Design I (HTML)		3

### High School Senior Year Capstone Courses at RACC

CSS-103	College Success Strategies	3
BUS-100	Introduction to Business	3
NET-100	Computer Networking	3

### Program Courses to Complete Associate Degree (after graduation)

NET-106	Installation & Maintenance of PCs II	3
NET-120	Server Administration	3
NET-206	Installation & Maintenance of PCs II	3
NET-250	Network Security	3
IFT-210	Help Desk Customer Support	3
PRG-260	Database Systems	3
MGT-215	Human Relations in Business	3
ENV-130	The Environment	3

### Required General Education Courses

COM-121	English Composition I	3
BUS-106	Business Communications	3
MAT 150	Foundations OR Math OR >	
MAT 210	Introduction to Statistics	3

Select 1 Course from each subject area:  
Humanities and Social Sciences

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Students earn up to 27 credits while in high school.

### High Priority Occupations for Berks County\*

	Entry Level	Annual Avg.	Experienced
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Network & Computer Systems Administrators (may require BS)	\$63,950	\$87,870	\$112,690
Computer Technology Help Desk Technician	\$38,400	\$46,244	\$60,500

# web site development

## RMCTC's IT Web Design

### College Courses Offered at RMCTC

COURSE #	COURSE NAME	CREDITS	RMCTC's IT Web Design		
			INTRO	INTERMEDIATE	ADVANCED
IFT-100	Introduction to Information Technology	3			
IFT-110	Microcomputer Applications	3			
WEB-100	Web Design I (HTML)	3			
PRG-100	Introduction to Programming	3			
WEB-115	Web Design II – Web Authoring Software	3			

### High School Senior Capstone at RACC

BUS-100	Introduction to Business	3
CSS-103	College Success Strategies	3
MGT-215	Human Relations in Business	3

### Program Courses to Complete Associate Degree (after graduation)

BUS 105	Business English	3
WEB-230	Web Databases	3
WEB-225	Multimedia for the Web	3
WEB-240	Responsive Design	3
BUS-220	Principles of Marketing	3
WEB-200	E-Commerce	3
NET-100	Computer Networking	3
WEB-215	Web Design Graphics	3
PRG-160	JavaScript	3

### Required General Education Courses

COM-121	English Composition I	3
BUS- 106	Business Communications	3
MAT 150	Foundations OR Math OR >	
MAT 210	Introduction to Statistics	3

Select 1 Course from each subject area:  
Humanities, Sciences, and Social Sciences

# mechatronics engineering technology

## BCTC's Mechatronics Engineering Technology RMCTC's Engineering and Automation Technology

### College Courses Offered at BCTC / RMCTC

COURSE #	NAME	CREDITS	BCTC's Mechatronics Engineering Technology / RMCTC's Engineering and Automation Technology		
			INTRO	INTERMEDIATE	ADVANCED
MET-101	Fundamentals of Shop Machinery	3			
MET-120	Industrial Mechanics I	5			
MET-130	Industrial Electrical Systems	4			

### High School Senior Capstone Courses at the Schmidt Training and Technology Center

MET-150	Industrial Mechanics II	6
MET-160	Rotating Electrical Machines	3

### Program Courses to Complete Associate Degree (after graduation)

MET-140A	Intro to Programmable Logic Controllers I	2
MET-140B	Intro to Programmable Logic Controllers II	2
MET-200	Robotics and Motion Control	4
MET-210	Process Control & Instrumentation	3
MET-220	Advanced PLCs (AB ControlLogix 5500 or Siemens S7)	4
MET-240	Mechatronics Application Project	3
MET-111	Fundamentals of Manufacturing	1

### Required General Education Courses

CSS-103	College Success Strategies	3
COM-121	English Composition I	3
COM-141	Technical Writing	3
IFT-110	Microcomputer Apps	3
MAT-160	College Algebra	3
HUM Elective	HUM 100, ART-111 or 201, COM-110, ENG-125, PHI-271 or PHI-275	3
PHY-240	Physics I	4
STEM Elective	BIO-150, CHE-150, or PHY-245	3
SOC-130	Sociology	3

Students earn up to 21 credits while in high school.

### Job Openings\* in Berks County (HPOs not available)

	Entry Level	Annual Avg.	Experienced
Web Designer/ Graphics and Web Designer	\$54,000	\$73,000	\$103,000
Front-End Developer/ Web Graphics Developer	\$69,000	\$90,000	\$129,000
Asst./Jr. Web Designer	\$44,000	\$55,000	\$64,000
Marketing Communications Specialist (w/web focus)	\$53,000	\$54,000	\$60,000

\*Source: ZipRecruiter, The Ladders, Indeed, Glassdoor

### High Priority Occupations for Berks County\*

	Est. Typical	Est. Median
Mechatronics Technician / Automation Technician/PLC Technician/Maintenance Technician/Production Support Technician	\$45,000	\$60,000
Industrial Maintenance Technician	\$45–\$50k	\$60–\$70k
Electro-Mechanical Technician	\$50,000	\$65,000

# ASSOCIATE OF SCIENCE IN Engineering

## AS Engineering Pathway

### College Courses Offered at BCTC / RMCTC

COURSE#	NAME	CREDITS
MET-101	Fundamentals of Shop Machinery	3
MET-120	Industrial Mechanics I	5
MET-130	Industrial Electrical Systems	4

### High School Senior Capstone Courses

CSS-103	College Success Strategies	3
EGR-104	Introduction to Engineering Design	3
EGR-110	Programming for Engineers (with MATLAB) <i>(pre-requisite MAT-220)</i>	3

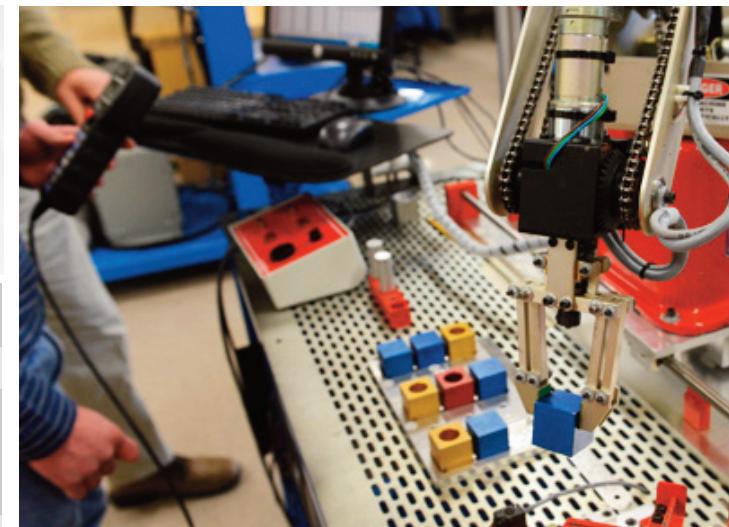
### Program Courses to Complete Associate Degree (after graduation)

MAT 222	Calculus III <i>(pre-requisite MAT-220 and MAT 221)</i>	4
MAT 282	Ordinary and Partial Differential Equations <i>(pre-requisite MAT-221)</i>	4
PHY 255	College Physics II <i>(pre-requisite PHY-250 and MAT-221)</i>	4

### Required General Education Courses

MAT 220	Calculus I	4
CHE 150	Chemistry I	4
COM 121	English Composition I	3
MAT 221	Calculus II	4
PHY 250	College Physics I	4
COM 141	Technical Writing	3
COM 151	Fundamentals of Speech	3

Select 1 Course from each subject area:  
Humanities and Social Sciences



Reading Area Community College's engineering program prepares students to transfer to a four-year institution and earn a Bachelor of Science in Engineering in a variety of areas.

Engineers design and build everything from microchips and batteries to machinery, medical equipment, roads, bridges and tunnels, skyscrapers, airports, oil refineries and water and waste systems. All of these involve solving problems and thinking logically to bring complex systems together.

In our engineering program, students will learn how to collect, analyze and interpret data, and then apply scientific and mathematical principles to formulate solutions to challenging design problems.

Students graduating from high school will be encouraged by CTC and RACC counselors, advisors and faculty to continue their engineering associate degree program at RACC. On completing the associate degree, students will be able to continue their education by transferring to a four-year bachelor's degree-granting university or enter the workforce. Several transfer opportunities are available inside and outside of Berks County, specifically Bucknell University, Drexel University, or Alvernia University. Please make an appointment with Transfer Services to find out more.

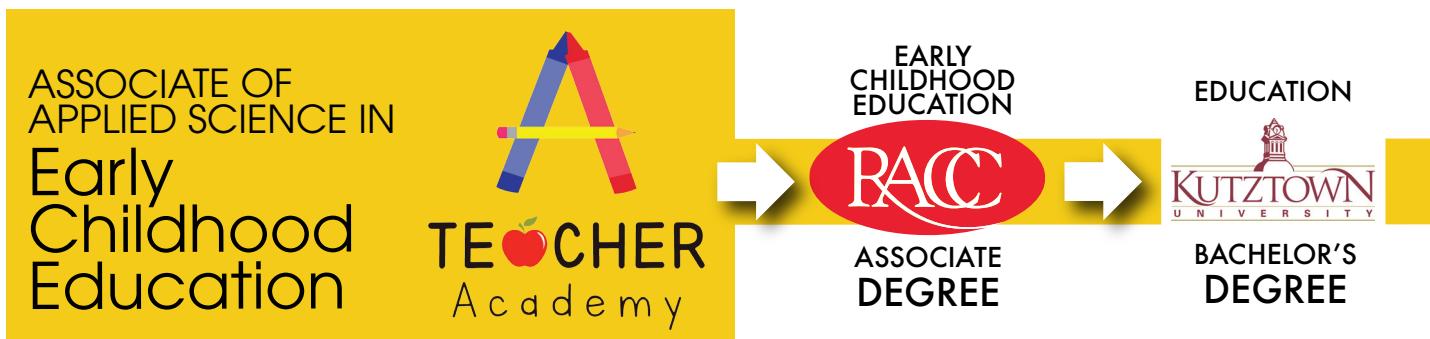
Also, graduates of the AS in Engineering are able to transfer to the BS in Engineering in Electrical-Mechanical Engineering or Mechanical Engineering at Pennsylvania State University – Berks Campus. MET 101 is not included in PSU-Berks program; however, it is included in other RACC partnership programs. Students also have opportunities at a number of Berks County high schools to complete Calculus I (MAT 220 through dual enrollment), and Calculus II (MAT 221).

Students earn up to 22 credits while in high school.

### High Priority Occupations for Berks County\*

	Entry Level	Annual Avg.	Experienced
Engineering Technician*	\$45,100	\$60,480	\$84,510
Electrical & Electronics Engineering Technologists & Technicians	\$50,060	\$74,250	\$82,000
Mechanical Engineering Technicians	\$44,290	\$65,220	\$77,780

\*Job Titles Include: Electrical Technician, Controls Technician, Field Service Technician, Lab/Quality Technician



The Teacher Academy is a college credit career pathway where students are able to begin their Associate of Applied Science in Early Childhood Education (ECE) while still in high school. Some classes are taught at the Career and Technology Center (CTC), others are offered as dual enrollment at participating high schools or early college by enrolling in the courses directly at RACC. Students may be able to complete their AAS in Early Childhood Teaching in about a year after graduating from high school before seamlessly transitioning to Kutztown University's BSED (PreK-4 Certification) program.

### AAS Early Childhood Education Pathway

Courses offered while attending CTC			
COURSE#	COURSE NAME		CREDITS
ECE105	EC Professional (at CTC)		3
ECE140	Health, Safety & PE (at CTC)		3
ECE115	Integrated Arts (at CTC)		3
ECE125	Intro to ECE*		3
ECE120	Observation & Assessment*		3
MAT150	Foundations of Math*		3
ENG125	Intro to Literature*		3
IFT110	Micro Comp Apps*		3
CSS103	College Success Strategies*		3

\*offered as Early College

Courses to complete post high school RACC AAS Early Childhood Teaching (PreK-4)			
SUMMER			
SPE100	Intro to Special Education	3	
MAT155	Foundations of Math II • Take DEV classes if needed/Boot Camp • Take PAPA or Praxis for math	3	
FALL			
COM121	English Comp I	3	
ECE220	Curric Dev & Inst Materials	3	
ECE222	Emerging Literacy	3	
ECE180	Math Found for Toddlers through Grade 1	3	
PSY130	General Psychology	3	
SPRING			
ECE260	ECE Practicum	3	
COM151	Found of Speech (online)	3	
ECE261	Family & School Relations	3	
PSY210	Child Psychology	3	
BIO120	Biological Concepts	4	
Credits while at RACC			37

RACC's Early Childhood Teaching (PreK-Grade 4) program is designed to prepare graduates for immediate employment in the ECE field as well as provide the first 61 credits of the bachelor's degree leading to PreK-Grade 4 Teacher certification. Graduates of this program may seek employment opportunities with Head Start and early childhood programs serving infants, toddlers, pre-schoolers, and school-aged children. In addition, graduates may also seek employment as educational assistants or paraeducators in public and private schools.

Kutztown University Courses			
First Year Fall/Winter/Spring			
COURSE#	COURSE NAME		
EEPK 300	Early Literacy Dev		
EEPK 325	Assessment II		
ELED 353	Language Dev, Reading Assess & Intervention		
SPEE 314	Effective Instructional Strategies		
SPEE 316	Literacy Dev Core & Intervention		
EEPK 220	Children's Literature		
ELED 312	Culturally Responsive Teaching for ELL 3 credits		
SPEE 201	Cognitive Development of Diverse Learners 3 credits		
LLTC 321	Technologies for the 21st Century Educator		
First Year Summer Courses			
			Two RACC Electives
Second Year Fall/Winter/Spring			
EEPK 301	Teaching Literacy in Grades 2-4		
EEPK 303	Lang, Dev & Teaching Lang Arts in Pre-K-4		
EEPK 304	Teaching Social Studies in Pre-K-4		
EEPK 306	Integrating Principles of Learning in Pre-K-4		
EEPK 309	Teaching Math in Grades 2-4		
EEPK 305	Teaching Science in Early Childhood		
EEPK 390	Clinical Experience I		

Early Childhood Education Careers	Est. Median Salary*
Childcare Workers	\$27,510
Preschool Teachers	\$40,300
Elementary School Teachers	\$67,820

\*Berks County IU, public school Pre-K programs, Head Start locations, or large daycare chains typically earn more than private preschool/daycare centers.



SOAR (Students Occupationally and Academically Ready) prepares students for college and careers in a diverse, high-performing workforce. A student from any state-approved program from any Career and Technology Center (CTC) in the state can transfer these program credits (9 or more) to any college offering these programs. SOAR provides an opportunity to earn college credit for programs of study completed at one of the Career Technology Centers. Current or former BCTC and RMCTC students who completed 1–3 years of study in one of the programs detailed in this brochure may be able to retroactively receive the college credits, even if they did not enroll in the Academies.

Contact RACC's Director of Career & Technical Education for additional information or to have your CTC Task List and transcript reviewed.

Students who have earned a **minimum 2.5 GPA** in their completed program of study at their CTC are eligible for college credits for up to three years after graduating from high school. Students are awarded credit, not a grade on their college transcripts. Students seeking their credit award need to provide RACC with the following items:

- Copy of High School Diploma
- Official High School Transcript
- POS Perkins Statewide Articulation Agreement Student Documentation Cover Sheet, obtained from CTC program or high school counselor
- NOCTI Skills Certificate or Certificate of Completion, obtained from CTC program or high school counselor
- Secondary Program Competency Task List signed by CTC program instructor

To view how the PA Bureau of Career and Technical Education SOAR Programs of Study taken at the High School level transfer to participating colleges including RACC, visit the [CollegeTransfer.net](http://CollegeTransfer.net) website. Select the program of study by title or CIP code from drop-down menu and choose graduation year.



## TRANSFER SCHOLARSHIPS FOR BERKS COUNTY COLLEGES



**ALBRIGHT**  
COLLEGE

**\$10,000 MINIMUM UP TO FULL TUITION**

**Albright RACC Connection Scholarship**

Full Tuition | One RACC graduate is chosen each year

**Merit scholarships based on GPA**

\$10,000 - \$59,000



**\$500 - \$1,000 BASED ON GPA**

**Dual Admissions**

Available to RACC transfer students who signed a letter of intent to transfer prior to earning 44 college credits



**Alvernia  
University**

**\$15,000 UP TO FULL TUITION**

**Reading Collegiate Scholars**

Full Tuition | Two RACC graduates who live in the city of Reading are eligible each year

**Merit scholarships based on GPA**

\$15,000 - \$21,000



**PennState  
Berks**

**\$3,000 - \$4,000**

**Schmidt Family Scholarship Fund**

Awarded to RACC transfer students  
Based on GPA as well as financial need

## TRANSFER SCHOLARSHIPS THROUGH DUAL ADMISSIONS FOR OTHER COLLEGES

You can maximize the transferability of your courses and have a smoother transition to your four-year school by applying at one of our partner schools through our dual admission agreements. Many of the agreements have extra benefits like the opportunity to qualify for great scholarships once you complete your degree at RACC and/or the ability to take classes at the partner school while still enrolled at RACC.

Albright College | Alvernia University | Chestnus Hill College |  
DeSales University | Elizabethtown College | Immaculata University |  
Kutztown University | LaSalle University | Lebanon Valley College |  
Manor College | Millersville University | Point Park University |  
Shippensburg University | Susquehanna University |  
Temple University | West Chester University |

Details on the agreements can be obtained from Transfer Services in Berks Hall, Room 209 or by contacting transfer@racc.edu.

Please note, in order to qualify, you must sign a Dual Admission form by the time you complete a certain number of college credits. Each school has different requirements so reach out to Transfer Services in your Junior Year of High School as a Academy student.

## OTHER TRANSFER OPPORTUNITIES

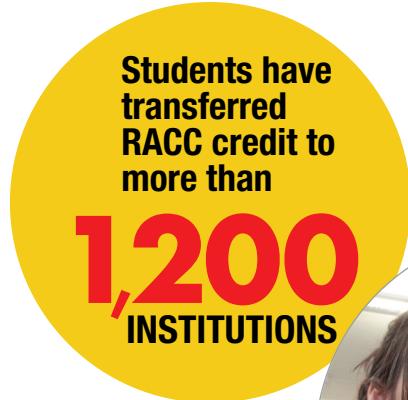
After completing an associate degree, students can transfer to any college or university to attain a bachelor's degree. Students have transferred RACC credit to more than 1,200 institutions. RACC's transfer service office has many resources to help students successfully navigate the transfer process.

### TOP TRANSFER SCHOOLS

- Pennsylvania State University •
- Kutztown University • Alvernia University •
- Albright College • Arizona State University •
- West Chester University • Saint Joseph's University in Lancaster • Millersville University •
- Temple University • Commonwealth University • Shippensburg University •
- University of Pittsburgh • Drexel University •
- Chamberlain University • DeSales University •
- Lebanon Valley College • Southern New Hampshire • Bucknell University •
- Elizabethtown College • Immaculata University •
- LaSalle University • Muhlenberg College •

Students have transferred RACC credit to more than

**1,200  
INSTITUTIONS**



THE  
ACADEMIES



RACC



ASSOCIATE  
DEGREE



BACHELOR'S  
DEGREE

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The Berks Career and Technology Center, Reading Area Community College, and Reading Muhlenberg Career and Technology Center does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs or activities.

El Centro de Carreras y Tecnología de Berks, el Reading Area Community College y el Centro de Carreras y Tecnología de Reading Muhlenberg no discriminan por motivos de raza, color, origen nacional, sexo, discapacidad o edad en sus programas o actividades.