

# 2023 PATHWAYS 2.0

## STARTING EARLIER, GROWING IMPACT, DEEPENING ENGAGEMENT

“

**NO STATE BUILDS PATHWAYS FROM HIGH SCHOOL TO JOBS AS WELL AS DELAWARE DOES.**

**Robert Schwartz**

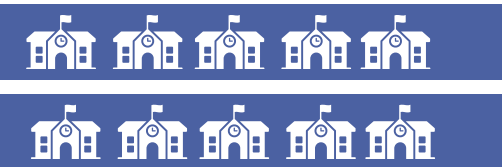
Professor Emeritus Harvard Graduate School of Education

### Where we are going

The Delaware Pathways Initiative has made significant strides over the past year as our state, district, and higher education partners work to build new, innovative programming focused on centering the needs of students while aligning with long-term labor market demands. Below are highlights of the impact our collective efforts have made for students and teachers across Delaware.

### What we have accomplished

#### Launched career exploration pilots in 10 middle schools



#### Accelerated apprenticeship opportunities for students



#### Students in pathways



### Earn and Learn Summer Internship

The Tech Council of Delaware launched an innovative internship program in collaboration with business partners, training providers, and community organizations. Students were hired as Technology Interns and complete on-the-job, work-based learning in industries such as fintech, banking, energy, legal, nonprofit, and real estate.

### Industry Participation

Employer Partners      Program Graduates



## STARTING EARLIER - IN MIDDLE GRADES

Led by a steering committee of diverse partners in communities, schools, industries, and organizations across Delaware, this work focuses on creating equitable, strong supports and programming for **middle grade students** to meaningfully connect exploration, learning, and a positive self-image to occupations and their community.

### Piloting Innovative Models

Ten middle schools are leading the way in creating equitable, strong supports and programming for middle grade students where they can explore, learn, and meaningfully connect their passions to their community, careers, and postsecondary paths.

- Stanton Middle School
- Alexis I DuPont Middle School
- Las Américas ASPIRA Academy
- Kuumba Academy Charter School
- Bryan Allen Stevenson School of Excellence (BASSE)
- George Read Middle School
- Redding Middle School
- Everett Meredith Middle School
- Louis L. Redding Middle School
- Middle School of Innovation
- Middle School of Excellence



**I think definitely middle school is where it starts. You have to start there. Because I know high school is all about careers.**

Delaware Middle School Student

- Capital School District
- Appoquinimink School District
- Red Clay Consolidated School District
- Colonial School District
- Charter Schools

### Preparing Students for their Future

Utilizing a human-centered approach, the steering committee crafted a profile of a high school ready student using national research with the needs and recommendations of partners across the state. Two high school students in a work-based learning experience designed a poster depicting the profile which is being used in pilot schools this year.



## GROWING IMPACT

### Accelerating Apprenticeship Opportunities

Delaware's three vocational-technical school districts have worked to align five of their high school and adult education programs to provide dual enrollment and apprenticeship credits in high-growth sectors for 900+ students before high school graduation. Industries include:

- Electrical
- HVAC
- Masonry
- Construction
- Plumbing
- Welding



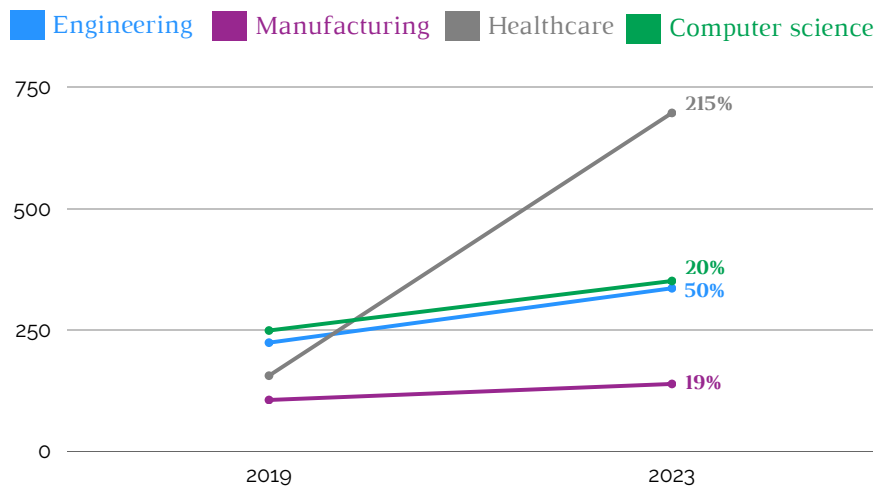
Students at POLYTECH High School accelerate their futures by earning industry recognized credentials, apprenticeships, and postsecondary credits—better preparing them for highly skilled and high-paying careers. For learners enrolled in the electrical trades program like Tyler P., POLYTECH Adult Education is there to continue postsecondary training through registered apprenticeships. After completing the POLYTECH experience, Tyler P. earned a journey person's certification, becoming a bona-fide licensed electrician and business owner.

Nicholas Post

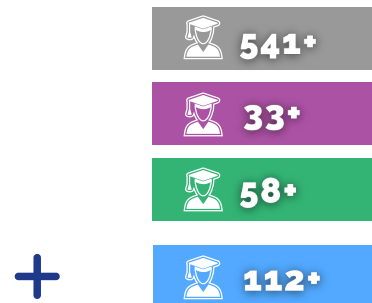
Assistant Principal – CTE, School Climate and Culture  
POLYTECH High School

### Building a pipeline in high-demand sectors statewide

Connecting student interests with high-demand pathways is critical to setting students up for success in our future economy. Over the past five years there has been strong growth in the number of students completing pathways in high-demand industries.



### Additional completers



More than 700 additional students completing high-demand pathways

## DEEPENING ENGAGEMENT

### Delaware Office of Work-Based Learning

#### College Students

583+

#### Employer Partners

115+

#### High School Students

1,735+

The Office of Work-Based Learning at Delaware Technical Community College has expanded offerings and partnerships across the state since its founding in 2017. As an externally facing organization, the Office of Work-Based Learning educates Delaware employers on the importance of Pathways and the value students in Pathways can bring to organizations. This past year, the Office launched The Exchange: regional breakfast gatherings for schools, community organizations, and employers to discuss local challenges and opportunities in work-based learning.

## TECH COUNCIL OF DELAWARE

### Employer Partners



6

### Program Graduates



18

Through its sectoral partnership – the First State Tech Partnership – the Tech Council of Delaware designed three new workforce programs, of which, the **Yes, We Tech! summer internship program** was the first to launch its inaugural cohort in June 2023. Yes, We Tech! has empowered rising high school juniors and seniors from diverse backgrounds with a captivating seven-week paid internship experience to build in-demand workplace skills, achieve digital proficiency, and attain an industry certification. The ultimate purpose of the program is to ensure that high school students have the essential skills required to compete in the labor market for high-wage employment after completing high school and/or college.

### Graduation Rate



### Attainment of two industry credentials



### Wages Earned

**\$2,880 before taxes (\$15/hour)**



## Workforce development plan

This past year, the **Delaware Workforce Development Board** released a new three-year strategic plan that reflects the impact of the pandemic, significant changes to the board membership and staff, and new data on the workforce, including a recent survey of 250 Delaware employers. This plan sets the priorities and actions the DWDB will take to create economic prosperity for employers and employees statewide by:



**Prioritizing investments in sectors that will enable Delawareans to get back to work and increase growth in high-skill, high-wage jobs**



**Raising the bar on educational attainment to reflect the needs of our future economy**



**Increasing alignment between learning and work to improve how we build talent pipelines**



**Expanding opportunity to increase equity expand economic prosperity for all Delawareans**



## **Delaware Pathways includes:**

Governor John C. Carney, Delaware Workforce Development Board, Delaware Department of Education, Delaware Department of Labor, Delaware Technical Community College, Division of Vocational Rehabilitation, Rodel, United Way of Delaware

## **Generous Support Provided By:**

American Student Assistance, Bloomberg Philanthropies, JPMorgan Chase, Strada Education Network, The State of Delaware, and Walton Family Foundation

## **Delaware Business Roundtable Education Committee:**

AAA Mid-Atlantic, Bank of America, Capital One, Christiana Care, College Ave Student Loans, Corteva, CSC, Delmarva Power, Dupont, Highmark Blue Cross Blue Shield, Incyte, JPMorgan Chase, M&T Bank, Navient, Nemours, PNC Bank, The Precisionists, Inc., WSFS Bank



**Delaware  
Pathways**

Navigating your journey to success

[www.rodelde.org](http://www.rodelde.org)

[delawarepathways.org](http://delawarepathways.org)

[delawarestudentsuccess.org](http://delawarestudentsuccess.org)

**Rodel**

A GREAT EDUCATION  
CHANGES EVERYTHING