

Delaware's Next Phase of Career Pathways and Workforce Development

2021-2024



Starting earlier and accelerating attainment. Redesigning middle school to build student identity through career exploration and coaching: The Delaware Department of Education will convene stakeholders to develop college and career ready standards for middle grades and new frameworks and professional learning models for school counselors. By 2024, 6,000 Delaware middle school students will be engaged in programs focused on the intersection of social and emotional learning and academic and technical education.

Increasing rigor and relevance of high school career pathways: By 2024, we will increase the number of students in career pathways from 20,000 to 32,000. Of those, 10,000 will access deeper levels of engagement and readiness related to their pathway. High school pathways in high-demand industries—IT, healthcare, construction, and manufacturing—will expand to create additional opportunities for youth to complete:

- Advanced Placement, dual credit, and International Baccalaureate coursework that transfers toward an advanced credential or degree
- Work-based learning opportunities and capstone experiences with employers that build financial security and work readiness
- Industry certifications that align to clock hour and credit requirements at the postsecondary level

Launching new innovative high school models: Delaware's three vocational-technical school districts will expand their CTE offerings to provide students with a year of college credit, a credential, and/or apprenticeship training in a high-growth industry sectors prior to high school graduation. These advanced "1+1" educational models will serve 30% of students in these schools (or 2,400 students).



Expanding employer-led training. Strengthening and growing embedded job training: Employers and other job training partners will work together to strengthen their offerings, better articulate in-class and on-the-job training models within traditional education pathways, and expand earn-and-learn models like registered apprenticeships—into new delivery systems (e.g., competency and online/didactic models) and non-traditional occupations and industries (e.g., healthcare and information technology).

Growing Industry Councils: Funds will support the development of industry-specific councils that pair employers, education and training providers, and the Office of Work-Based Learning at Delaware Technical Community College to identify training needs by industry and inform workforce development efforts including new training options and employer partnerships. Special focus will be placed on high-growth industry sectors and expanding the newly launched Delaware IT Industry Council.



Connecting research and practice. Understanding impact and systems alignment: State leaders and national researchers will plan how best to capture and collect data related to education, credential attainment, and work-based learning outcomes. Integrated secondary, postsecondary, and workforce data systems will identify gaps in public policy and surface innovations to improve practices. The learnings of all these efforts will help scale successful models nationally.

Lead Partners for this next phase are Governor John C. Carney, the State of Delaware, Delaware Department of Education, Delaware Department of Labor, Delaware Workforce Development Board, Bloomberg Philanthropies, American Student Assistance, Walton Family Foundation, JPMorgan Chase, Delaware Business Roundtable Education Committee, and Rodel.

Implementation Partners for this next phase include the [Delaware IT Industry Council](#), [Delaware Technical Community College](#) and the [Office of Work-Based Learning](#), [Delaware Education Research Alliance](#), [New Castle County Vocational-Technical School District](#), [POLYTECH School District](#), [Sussex Technical School District](#), other Local Education Agencies, and [Delaware State University](#).

Celebrating Success: Statewide Pathways Foundation Built to Last

Over the last three years, Delaware's efforts to expand college and career options and attainment have skyrocketed, **from 27 to 20,000 of our high school students**

Expansion of Delaware Pathways

Over half of high school students were enrolled in Delaware Pathways in 2020-21, up from 20% in 2018-19



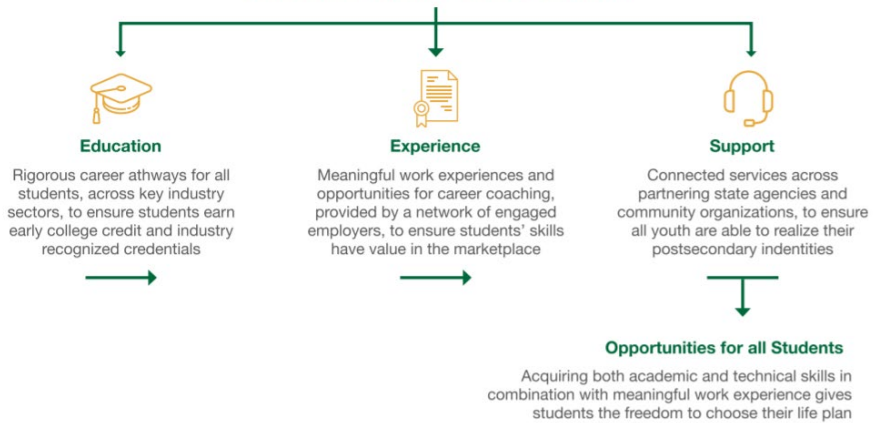
24 Delaware Pathways are offered across **11** high-growth industry sectors

Increased employer engagement

150+ employers recruited for WBL by the new Delaware Office of WBL

Launched statewide industry councils, including an IT council engaging **30+ employers**

Delaware's Career Pathways System



Technical skills

Over 100 industry credentials vetted and approved for secondary students



700+ industry credentials earned by students in the patient care technician and manufacturing pathways



College preparation

1 out of 5 high school seniors earned college credit



156% increase in dual enrollment opportunities



Work experience

250 students completed high quality immersive experiences through the Delaware Office of WBL

56% of patient care technician pathway students entered jobs in the industry right out of high school

