

START EARLIER, GO FASTER, EQUITABLE OUTCOMES

PATHWAYS 2.0



Introduction

As we embark on a new chapter in the expansion of career pathways in Delaware, we will be starting earlier with our middle schoolers, deepening our impact in high school, and engaging more employers through new industry partnerships.



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

Robert Schwartz

Professor Emeritus Harvard Graduate School of Education

Increasing Equitable Opportunities Through Early Exploration With Middle Schoolers

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.

Impact by 2024

This work will reach **6,000 middle school students by 2024** through the development of career exploration standards for middle grades, professional learning and advisement models, and extended learning opportunities that connect in-school and out-of-school experiences.

Partner Engagement

In the first phase of the work, **input has been gathered from over 300 partners**, including students, families, educators, community members, industry partners, and other partners closest to the work.



I have been privileged to collaborate with so many brilliant people who are invested in the future of our middle school students in Delaware. We've thought deeply about the challenges our students face, and how we can ensure their success. With the work we have completed so far, the future of all Delaware middle school students looks bright."

Robert Marsteller

Delaware State University

GROWING THE IMPACT OF PATHWAYS

Deepening Our Impact in High School

After starting with just 27 students in 2017, by 2024, we foresee an increase in the number of students in career pathways from 20,000 to 32,000.

Of those 32,000, 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, including:

- Advanced Placement, dual credit, and International Baccalaureate coursework that transfers toward an advanced certification 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

+12k Student Increase



Students that Earned Industry Credentials in 2021

 **900+**

High School Students enrolled in Pathways in 2021-22

 **26,000+**

Innovative High School Models

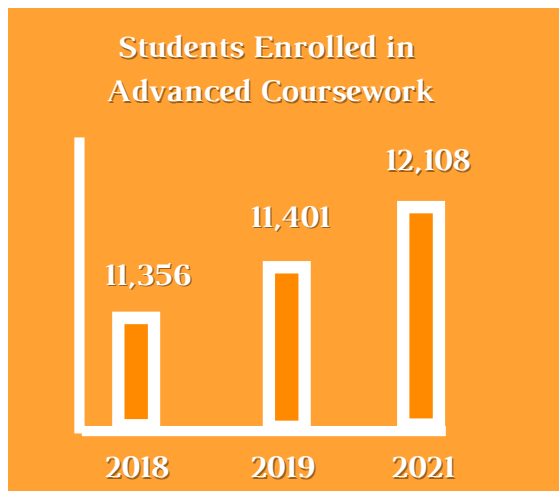
Delaware's three vocational-technical school districts will expand their CTE Offerings, by aligning their high school and adult education programs, to provide students with a year of college credit, a credential, and/or apprenticeship training in a high-growth industry sector before high school graduation.

Enhanced vo-tech programming will serve:

2,400 or
30% of
vo-tech
students

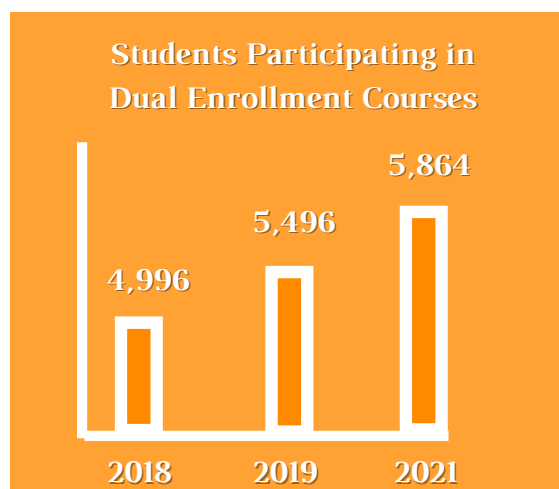


More Students Are Enrolling in Advanced Coursework



Total Increase 6.6%

More Students Participating In Dual Enrollment



Total Increase 17.4%

More High School Seniors Are Earning Industry Certifications



Total Increase 12.9%



POLYTECH's vision is to inspire a diverse community of learners to achieve individual, educational, and career excellence. Our design efforts will enable us to review our programs of study with an equity lens, strengthen the alignment of our programming to meet the needs of employers, and offer multiple in- and out-of-school supports. We are excited to expand experiential learning experiences, as well as postsecondary options with multiple entry and exit points for our students as they journey through high school, postsecondary education, and into the workforce."

Amelia Hodges
Polytech School District
Superintendent

Growing Job-Embedded Training

The Office of Work-Based Learning at Delaware Technical Community College has expanded offerings and partnerships across the state since its founding in 2017. In addition to the number of students and employers already served, over the next year, **they will engage over 1,500 students in career awareness, exploration, and immersion experiences.**

Students Served Since 2020



3,000+

Employer Partners



330+

Launched a Tech Industry Partnership

Launched in December 2020, the Delaware IT Industry Council has quickly become the lead convener of employers and training providers in the Delaware technology space. Over the past year, the Council hosted a series of design sessions to determine employers' hiring needs in the Delaware information technology space and how best to align training programs and community organizations to fill key positions. The result was the creation of the First State Tech Partnership, a sectoral partnership comprised of employer partners, workforce providers, community organizations, and most importantly: good entry-level jobs.

Employer Partners



8

Good Entry-Level Jobs



500+

Impact & Systems Alignment

Understanding the impact of this work is critical to ensuring we meet the needs of all students. To help determine how the pathways program is impacting the long-term educational and career trajectories of our youth, Rodel is working with an outside evaluator to better understand the long-term impacts of this work. Over the next three years, we will **survey over 2,000 high school seniors** about how their experience in pathways furthered their educational and career goals. Last school year, our initial survey included:

Districts



5

High Schools



9

Students



500

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

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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

