

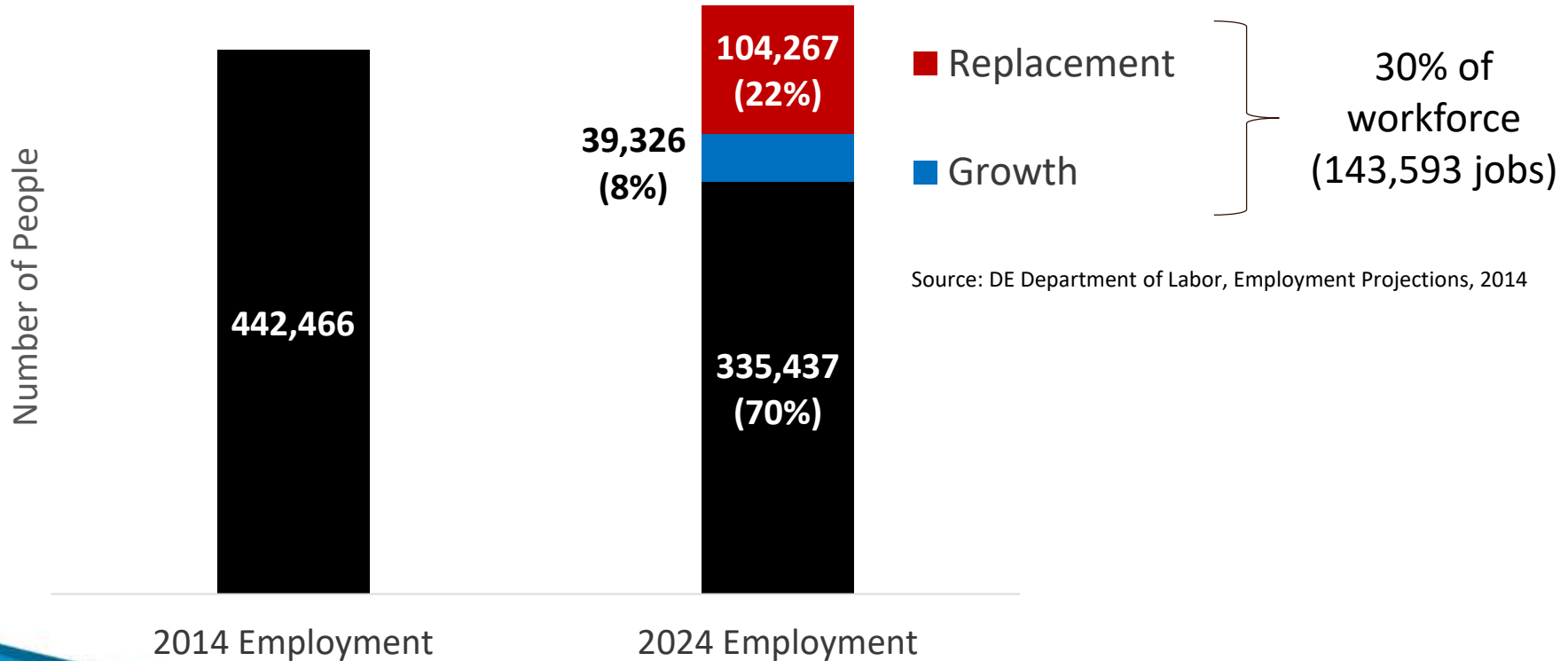
# Delaware Pathways

**A MEMBER OF THE  
PATHWAYS TO PROSPERITY NETWORK**

# Job Growth & Replacement

**By 2024, Delaware will hire or replace 30% of its workforce**








Delaware Employment Projections, 2014-2024



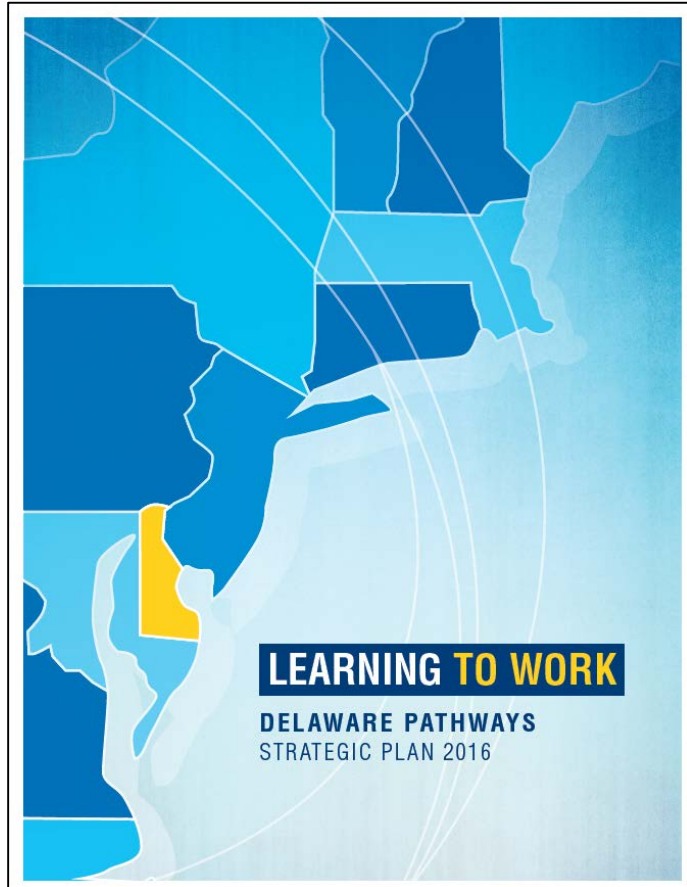
# Labor Market

Cluster	% of Middle Skill Jobs	% of High Skill Jobs	Growth Rate	Avg. Wage
<b>All Delaware</b>	<b>33%</b>	<b>29%</b>	<b>8.1%</b>	<b>\$49,520</b>
Health Science	37%	49%	15.4%	\$63,320
Information Technology	25%	75%	13.2%	\$86,953
Human Services	24%	42%	13.1%	\$34,850
Architecture & Construction	52%	10%	12.7%	\$48,452
Education & Training	7%	93%	10.2%	\$55,372
Finance	36%	50%	9.2%	\$72,418
Hospitality & Tourism	35%	<5%	8.9%	\$23,957

Delaware Pathways  
(14 total)

-  Allied Health
-  Computer Science
-  Nurse Assistant
-  Energy Technology
-  Teacher Academy
-  Finance
-  Culinary & Hospitality

# Priority Areas



Delaware  
Department of  
Education

Build a career preparation system that aligns to the state and regional economies

Delaware Technical  
Community College

Scale and sustain meaningful work-based learning experiences

Delaware  
Department of  
Labor

Integrate our education and workforce development efforts

United Way of  
Delaware & Rodel  
Foundation

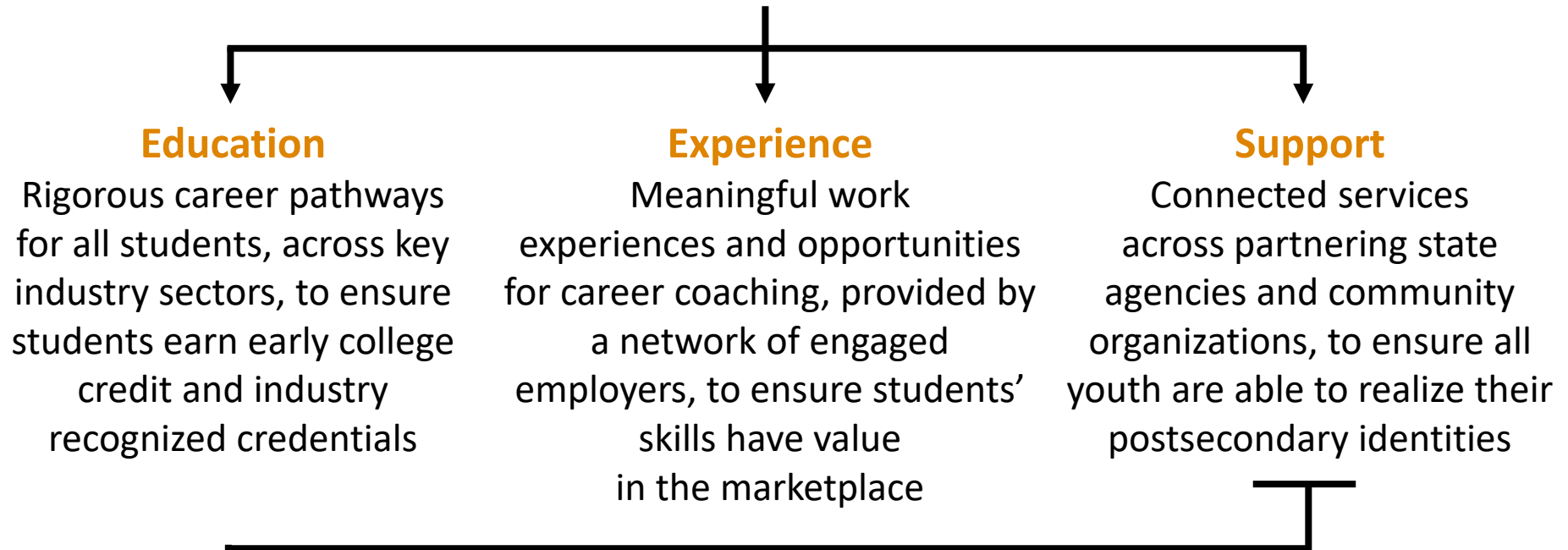
Coordinate financial support across various sectors

Delaware Workforce  
Development Board

Engage employers, educators, and service providers

# Systems Model

## Delaware's Career Pathways System



### Opportunities for all Students

Acquiring both academic and technical skills in combination with meaningful work experience gives students the freedom to choose their life's path



Stocktake Memo,  
January & July Annually

Annual Report,  
February Annually

Outcomes Report,  
February Annually



### Progress Update Memo – July 2017

Submitted by Luke Rhine, Delaware Department of Education

#### ABOUT DELAWARE PATHWAYS

Delaware Pathways is an initiative to realize the "Delaware Promise" – a commitment that by 2025, 65% of Delaware's workforce will earn a 2- or 4-year degree or professional certificate, matching the percentage of Delaware jobs requiring one.

Delaware Pathways analyzes labor market information and works hand-in-hand with business partners to identify key industries with a growing shortage of skilled workers, and then creates career pathways that span secondary and postsecondary education to meet those future needs.

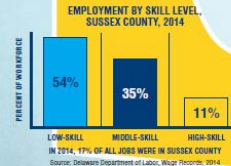
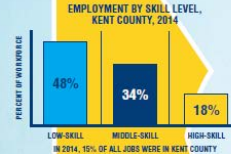
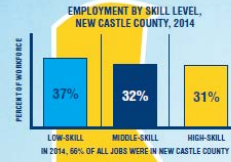
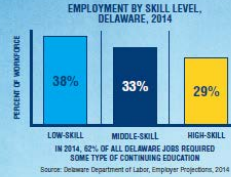
Twice a year, Delaware Pathways provides an update to partners on the progress of implementation. In July, the update takes the form of an internal progress memo. Each December, Delaware Pathways will release a public report that includes the latest data toward reaching overall goals.

#### PROGRESS TO DATE

The Delaware Pathways leadership team holds performance management routines three times a year to reflect on progress, celebrate what's working, and problem solve items that are off-track. These strategic conversations, anchored in data, are the mechanism to drive coordination and implementation across the state.

To reach a shared view of implementation progress, the leads for each Delaware Pathways priority rate progress on the quality of the plan, capacity throughout the state to implement, and evidence of implementation progress. The overall likelihood of success is a summative rating for each priority area. The ratings serve as formative assessment—meaning a comparative reflection—on what's working and what needs attention. The team is encouraged to flag and raise issues for joint problem solving to collectively achieve goals on behalf of Delaware youth.

## DELAWARE PATHWAYS BRIEFING PAPER



\*In 2014, 2% of all jobs were multi-county

### DELAWARE'S LABOR MARKET

Delaware's labor market can be organized into three categories of employment: low-, middle-, and high-skill jobs. Low-skill jobs require a high school diploma or less and provide an average wage of \$26,350 per year. Middle-skill jobs require some type of postsecondary education, such as an apprenticeship, certification, or an Associate degree and provide an average wage of \$44,960 per year. High-skill jobs require a Bachelor's degree or higher and provide an average wage of \$88,510 per year. Middle- and high-skill employment accounts for 62% of all Delaware jobs and will represent 60% of all projected growth openings through 2024. Further, employment in middle-skill jobs is consistent across the state and can be accessed through cost-effective education and training programs which are desirable for youth entering the workforce and adults seeking to upskill. By defining a statewide strategy to increase the number of youth and adults prepared to enter middle- and high-skill employment, we will provide new opportunities for Delawareans and help drive our state's economic growth.

### OPTIONS FOR EVERY STUDENT

The path to continuing education and a career is not the same for every young person. Students have different needs, different aspirations, and will ultimately make different career decisions. For students to have rewarding careers beyond high school, they must be aware of their options and prepared to take the next step. Most Delaware jobs that provide a living wage are categorized as middle- or high-skill and require education or training beyond a high school diploma.

To ensure youth and adults enter the labor market with credentials that support their education and career goals, the Delaware Promise was established. The Delaware Promise is a commitment among educators, employers, and community partners to ensure that sixty-five percent of Delaware's workforce will have a college degree or professional certificate by 2025.

Delaware Pathways is an education and workforce partnership that creates a career pathways system for all youth. This effort is guided by the Delaware Pathways Steering Committee, which represents a cross-sector group of policy makers, educators, employers, and community leaders who developed the Delaware Pathways Strategic Plan. Further, a lead agency or organization is assigned to key aspects of the strategic plan to accelerate work, engage additional partners, and ensure that we keep the Delaware Promise.

## DELAWARE PATHWAYS 2016 OUTCOMES REPORT

Metric	Progress Towards Goal	Actual (2016)*	Target (2016)*	Status	
COMPLETE HIGH SCHOOL CREDENTIAL SYSTEM	Percent of secondary students (grades 9-12) enrolled in Delaware Pathways	0%	1,850 STUDENTS	●	
	Percent of secondary students demonstrating career and college readiness benchmarks	0%	5,430 STUDENTS	●	
	Percent of secondary students that successfully transition into postsecondary education and/or the workforce (see citation) <sup>1</sup>	0%	5,875 STUDENTS	●	
WORK-BASED LEARNING EXPERIENCES	Percent of secondary and postsecondary students participating in a work-based learning course	0%	2,250 STUDENTS	●	
	Percent of secondary and postsecondary students successfully completing a work-based learning course	0%	2,100 STUDENTS	●	
INDIVIDUAL EDUCATION AND WORKFORCE SUPPORT	Percent of schools and employers indicating satisfaction with workforce intermediary activities (survey to be developed – 2017 baseline and target)	0%	BASED ON 2017 BASELINE		
	Percent of in-school youth who are at-risk of not graduating high school (defined under WIDA) that exit high school and successfully transition into postsecondary education (see citation) <sup>2</sup>	0%	97 STUDENTS	100 STUDENTS	●
ECONOMIC FINANCE SUPPORT	Percent of youth with an individualized education program (IEP) that exit high school and successfully transition into postsecondary education and/or the workforce (see citation) <sup>3</sup>	0%	370 STUDENTS	410 STUDENTS	●
	Percent progress on Workforce Data Quality Campaign "Mastering the Blueprint" annual survey	0%	4 OF 13 INDICATORS	12 OF 13 INDICATORS	●
	Percent alignment of private/interstate funding goal	0%	\$385,000	\$4,000,000	●
ENGAGE EMPLOYERS, LEADERS, AND OTHER PROVIDERS	Percent alignment of public funding goal	0%	\$941,000	\$8,000,000	●
	Percent of money received through private and public funding	0%	27% PRIVATE 73% PUBLIC	40% PRIVATE 60% PUBLIC	●
	Percent increase of unique visitors to the Delaware Pathways website and social media accounts	0%	308 UNIQUE VISITORS	3,000 TOTAL UNIQUE VISITORS	●
	Percent increase in participation of Delaware Pathways events	0%	300 PARTICIPANTS	2,100 TOTAL PARTICIPANTS	●
	Percent of target population (parents and employers) that support Delaware Pathways as a core part of the state education system (survey to be developed – 2017 baseline and target)	0%	BASED ON 2017 BASELINE		

\* VALUES OF THE MEASURES FOCUS ON TRANSITION FROM SECONDARY TO POSTSECONDARY EDUCATION OR EMPLOYMENT. SOURCE IS A ONE-YEAR DELAY IN DATA REPORTING FOR THE DESIGNATED YEAR.  
PROGRAMS MET 2016 BASELINE - 2017 TARGET - 2018 TARGET    STRONG MET - IMPROVED ON TRACK - ON TRACK OR ON TRACK - OFF TRACK

# Contact Information

Luke Rhine

Delaware Department of Education

[luke.rhine@doe.k12.de.us](mailto:luke.rhine@doe.k12.de.us)

