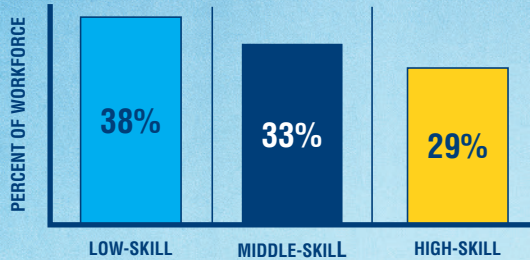


# DELAWARE PATHWAYS BRIEFING PAPER

EMPLOYMENT BY SKILL LEVEL,  
DELAWARE, 2014



IN 2014, 62% OF ALL DELAWARE JOBS REQUIRED SOME TYPE OF CONTINUING EDUCATION

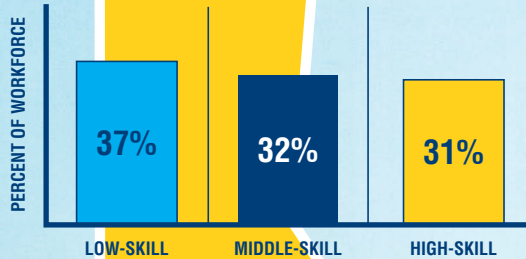
Source: Delaware Department of Labor, Employer Projections, 2014

## 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.

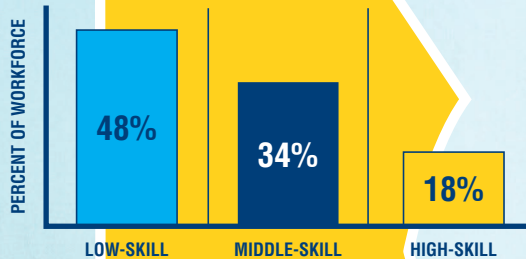
Middle- and high-skill employment accounts for 62% of all Delaware jobs and will represent 69% of all projected growth openings through 2024. Further, employment in middle-skill jobs is consistent across the state and can be accessed through cost-effective education and training programs which are desirable 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.

EMPLOYMENT BY SKILL LEVEL,  
NEW CASTLE COUNTY, 2014



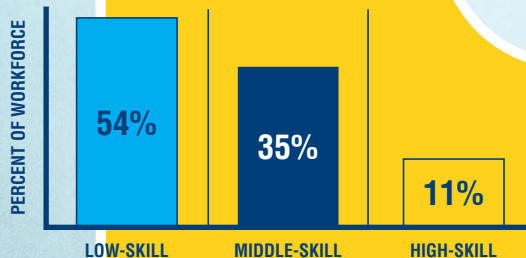
IN 2014, 66% OF ALL JOBS WERE IN NEW CASTLE COUNTY

EMPLOYMENT BY SKILL LEVEL,  
KENT COUNTY, 2014



IN 2014, 15% OF ALL JOBS WERE IN KENT COUNTY

EMPLOYMENT BY SKILL LEVEL,  
SUSSEX COUNTY, 2014



IN 2014, 17% OF ALL JOBS WERE IN SUSSEX COUNTY

Source: Delaware Department of Labor, Wage Records, 2014

## 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*.

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

## DELAWARE'S TALENT PIPELINE

In Delaware, career pathways begin in the public education system (K-12) through Career and Technical Education (CTE) pathways offered in charter, comprehensive, and technical school districts. These pathways continue through adult education, occupational training programs, and postsecondary programs that are administered by partnering state agencies, institutions of higher education, and other service providers. As a result, Delaware's career pathways system aligns secondary and postsecondary education and concurrently pairs rigorous academics and workforce education within the context of a specific occupation or occupational cluster. Participants who complete a career pathway attain a secondary school diploma or its equivalent, earn an industry-recognized credential, certificate, or license that holds value in the labor market, and have the opportunity to complete an Associate or Bachelor's degree program at a Delaware college or university.

This design provides multiple entry and exit points to connect students, educators, and employers. Further, by defining points of transition, educators and community partners are able to integrate social supports for youth and adults who have a barrier to employment to ensure that Delawareans can enter and progress through various levels of education as their career interests evolve. This effort builds upon the [Student Success 2025](#) report developed by the Vision Coalition of Delaware and the [Delaware Growth Agenda](#) report developed by the Delaware Business Roundtable.

## COLLECTIVE SUCCESS

By 2020, our collective investment in Delaware Pathways will lead to the following achievements:

### **PATHWAY TO CAREER SUCCESS**

Every Delaware education institution will partner to scale Delaware Pathways, impacting more than 20,000 students (approximately 50% of all students in grades 9-12) as they enroll in career pathways that prepare them for in-demand occupations and provide opportunities to obtain early college credit and industry credentials.

### **LINK TO DELAWARE EMPLOYERS**

Youth will participate in early career experiences, impacting more than 2,500 high school students (approximately 25% of all students in grade 12) and 5,720 postsecondary students (approximately 30% of all students at the community college level) in partnership with a Delaware employer.

### **BRIDGE EDUCATION AND WORKFORCE EFFORTS**

Organizations that provide youth employment services at the state, county, and local level will partner, impacting how federal and state programs that serve in-school and out-of-school youth as well as youth with disabilities or other barriers to employment are administered to ensure that all youth reach their full potential.

## NEXT STEPS

To ensure that all Delaware youth have the opportunity to further their education and pursue competitive employment, the following actions are required:

### **ALIGN YOUTH EMPLOYMENT ACTIVITIES**

Delaware's approach to scaling youth employment must be a shared effort between educators, employers, and community-based organizations. This includes defining a common approach to engage employers through the establishment of a statewide Workforce Intermediary at Delaware Technical Community College, in addition to aligning youth employment programs across state agencies, county and city economic development offices, community-based organizations, and local school districts and charters.

### **ENSURE STUDENT SUCCESS**

All youth must have the opportunity to complete education and training programs that lead to employment in middle- and high-skill occupations. This includes expanding college and career counseling services to all youth, coordinating postsecondary scholarship and training funds across the public and private communities, and aligning federal and state programs that support youth with disabilities or other barriers to employment.

### **FOCUS ON ALIGNMENT AND EFFICIENCY**

Longitudinal data systems allow states to apply data they already collect to administer education and workforce programs and eliminate redundancy. This includes targeting federal grant solicitations to develop a statewide longitudinal data system, developing data agreements to coordinate education, community, and workforce programs, and creating workforce dashboards to present outcomes to the general public and state policymakers.

