

<b>Priority Name</b>	2. Scale and sustain meaningful work-based learning experiences for students in grades 7-14.		
<b>Priority Lead</b>	<b>Delaware Technical Community College</b>		
<b>Priority Description</b>	Establish a statewide workforce intermediary to link educators and employers and scale work-based learning experiences for secondary and postsecondary students. These efforts must leverage industry sectors and employer associations to build the professional capacity of employers to recruit and onboard student talent and design work-based learning activities that enrich and advance school-based instruction.		
<b>Scale</b>	<ul style="list-style-type: none"> <li>By the 2016-17 school year, this work will impact 12 high schools, 27 DTCC departments, 3,000 students, and 235 employers</li> <li>By the 2017-18 school year, this work will impact 22 high schools, 36 DTCC departments, 5,600 students, and 282 employers</li> <li>By the 2018-19 school year, this work will impact 35 high schools, 45 DTCC departments, 8,220 students, and 338 employers</li> </ul>		
<b>Major Work Strategies</b>	<ol style="list-style-type: none"> <li>Scale work-based learning experiences for secondary and postsecondary students;</li> <li>Ensure secondary and postsecondary students are successful in work experiences; and</li> <li>Engage employers and local education agencies to build institutional capacity and facilitate work-based learning experiences.</li> </ol>		
<b>Success by 2018-19</b>	<b>*Key Metric(s)</b>	<b>Baseline &amp; Date</b>	<b>Target &amp; Date</b>
	Percent of secondary and postsecondary students participating in a work-based learning course	In the 2015-16 school year, 2% of grade 12 students (187 students) and 12% of grade 13-14 (2,349 students) participated in a WBL course (August 2016)	By December 2019: 25% of projected grade 12 student enrollment (~2,500 students) and 30% of projected grade 13-14 student enrollment (~5,720 students) will participate in a WBL course
	Percent of secondary and postsecondary students successfully completing a work-based learning (WBL) course	In the 2015-16 school year, completion data for secondary students enrolled in a WBL course was not captured and 93% of grade 13-14 students who were enrolled in a WBL course (2,190 students) successfully completed a WBL course (August 2016)	By December 2019: 90% of projected grade 12 students enrolled in a WBL course (~2,250 students) and 95% of projected grade 13-14 students enrolled in a WBL course (~5,148 students) will successfully complete a WBL course
	Percent of schools and employers indicating satisfaction with workforce intermediary activities (*survey to be developed – 2017 baseline and target)	In the 2016-17 school year, X% of schools (# schools) and employers (# employers) indicated satisfaction with workforce intermediary activities (*baseline to be establish in August 2017)	By December 2019: X% of schools (# schools) and employers (# employers) will indicate satisfaction with workforce intermediary activities (*target to be established in August 2017)
<b>Milestones</b>	<b>Activity</b>	<b>Milestones</b>	
	Engage employers and local education agencies to build institutional capacity and facilitate	Establish the workforce intermediary at DTCC	September 2016
		Hire workforce intermediary director	January 2017
		Hire workforce intermediary school district liaison	February 2017
		Hire workforce intermediary outreach coordinators	April 2017
		Operations budget and contractual services for technology development and data administration	February 2017
		Work with State Legislature to promote workforce intermediary and scale work-based learning	January (annually)
		Work with Governor's Office to establish line item	January (annually)

	work-based learning experiences	funding for the workforce intermediary	
		Identity schools to scale SPARC in partnership with Dept. of Edu. and United Way	August (annually)
		Hold training for SPARC school teams in partnership with United Way	December (annually)
		Engage schools and employers through SPARC networking events in partnership with United Way	Ongoing
		Conduct secondary and postsecondary needs analysis for work-based learning in partnership with Dept. of Edu.	October 2016
		Develop framework to scale work-based learning in grades 7-14	November 2016
		Release draft work-based learning policy and procedures for public comment to scale career awareness, exploration, and immersion experiences	February 2017
		Finalize work-based learning intermediary MOU with pilot school systems	April 2017
		Publish DE work-based learning policy and procedures for grades 7-14 in partnership with Dept. of Edu.	July 2017
		Conduct professional learning model for work-based learning coordinators in partnership with Dept. of Edu.	Summer 2017 & (annually thereafter)
		Partner with Dept. of Edu. to revise DE Admin. Code 525 to apply state 509 funds to scale work-based learning	September & December 2017
		Develop work-based learning toolkit for schools and postsecondary department chairs	August 2017
		Develop work-based learning toolkit for employers	August 2018
		Engage employers in professional learning through annual DE Pathways conference or regional activities	Ongoing
		Ensure secondary and postsecondary students are successful in work experiences	Conduct student learning outcomes assessment on all postsecondary work-based learning experiences in partnership with department chairs
	Develop framework for postsecondary course development and evaluation		July 2017
	Develop common course materials for postsecondary work-based learning courses		August 2017
	Pilot postsecondary work-based learning course materials		September 2017
	Analyze and revise common course materials		December 2017
	Research exemplary high school work-based learning course curriculum models		April 2017
	Develop framework for secondary course development and evaluation in partnership with school district staff		July 2017
	Develop common course materials for secondary work-based learning courses		August 2017
	Pilot secondary work-based learning course materials		September 2017
	Analyze and revise common course materials		July 2018
	Release work-based learning course materials for school system adoption in partnership with Dept. of	September 2018	

		Edu.		
		Analyze use of student success plan, SPARC, and career counseling services to inform work-based learning experiences and placement	September 2017	
		Develop report to coordinate work-based learning activities/services and tools to scale work	November 2017	
		Create career awareness, exploration, and employability skills training at the middle school level	November 2018	
		Evaluate middle school career awareness and exploration activities	April 2019	
		Provide professional learning to middle school teachers on career awareness and exploration activities in partnership with Dept. of Edu.	July 2019	
		Develop survey tool to assess school system and employer satisfaction with workforce intermediary	January 2017	
		Pilot school system and employer satisfaction survey/tool	May 2017	
		Analyze school system and employer satisfaction data (2017 baseline)	August 2017	
		Release annual school system and employer satisfaction survey/tool	March 2018 (annually thereafter)	
		Collect and analyze school system and employer feedback and develop annual report	June 2018 (annually thereafter)	
	Scale work-based learning experiences for secondary and postsecondary students		Implement Del Tech Customer Relationship Manager (CRM) software	December 2016
			Integrate CRM, SPARC, and DE Job Link data to identify and track employer partners and student employees	September 2017
			Pilot statewide industry councils aligned with in-demand occupations for career pathways at secondary and postsecondary levels	August 2017
			Identify industry council members and leadership	November 2017
			Determine meetings routines, relationship with secondary and postsecondary institutions, common needs across the system, methods to support students	December 2017
			Develop engagement strategy to expand industry council membership	February 2018
			Develop evaluation model for industry council effectiveness	March 2018
			Develop report and analysis to develop new industry councils and scale work	April 2018
			Scale industry council model to additional career pathways	June 2018 (annually thereafter)
			Work with the State Legislature to connect DE Pathways with existing employer groups, i.e. state/county chambers and rotary clubs	November 2017
			Engage chambers and rotary clubs to support DE	July 2018

	Pathways	
	Develop evaluation model and common performance goals between education and workforce chambers	October 2018
	Develop report and analysis to expand relationship with workforce chambers and scale work	December 2018
	Scale workforce chamber model to additional counties	January 2019 (annually thereafter)
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	Survey school system advisory committees to establish best practices	January 2018
	Develop outline of successful school system advisory committee activities	April 2018
	Build “toolkit” for school systems to build capacity of local advisory committees	June 2018
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