



MEETING THE NEEDS OF **STUDENTS** AND **EMPLOYERS** TO DEVELOP **DELAWARE'S WORKFORCE**

OUR GOAL: CAREER OPTIONS + MIDDLE AND HIGH WAGE JOBS + ECONOMIC GROWTH



OUR CHALLENGE: Delaware will hire or replace 30% of its workforce by 2024

DELAWARE'S SOLUTION: Education and business partnering to help students gain the work experience and skills needed for in-demand occupations



Coursework and
skill development



Work-based
learning experiences



Alignment with
high-growth industry



Alignment across
state agencies

CAREER AREAS: PROJECTED EMPLOYMENT CHANGE (BY 2024) AND CURRENT WAGES



Health Science

Avg. Wage: \$65,960
Projected Growth: 15%



Information Technology

Avg. Wage: \$89,824
Projected Growth: 13%



Finance

Avg. Wage: \$57,379
Projected Growth: 10%



Science Technology & Math

Avg. Wage: \$105,402
Projected Growth: 6%



Architecture & Construction

Avg. Wage: \$50,240
Projected Growth: 13%



Education & Training

Avg. Wage: \$57,379
Projected Growth: 10%



Hospitality & Tourism

Avg. Wage: \$25,185
Projected Growth: 9%



Manufacturing

Avg. Wage: \$43,007
Projected Growth: 3%

A PATHWAY IS:

Preparing middle and high school students for options after high school – work, continuing education, or both.

- 3-6 high school courses in a career area, built in conjunction with industry leaders, higher education and K-12 schools
- Opportunity to earn an industry-recognized credential and early college credit
- Relevant work-based learning experiences



HEALTH SCIENCES

15% Growth

Registered Nurse (BSN):

Requires a Bachelor's Degree.
Average Wage: \$71,410

Registered Nurse (ASN):

Requires an Associate Degree.
Average Wage: \$56,160

Medical Assistant:

Requires Certification, No Degree.
Average Wage: \$30,950

INFORMATION TECHNOLOGY



13% Growth

Computer Network Administrator:

Requires a Bachelor's Degree.
Average Wage: \$76,480

Computer Network Support Specialist:

Requires an Associate Degree.
Average Wage: \$69,640

Computer User Support Specialist:

Requires Training, No Degree.
Average Wage: \$55,160



LEARN MORE ABOUT CAREER PATHWAYS AND HOW TO GET INVOLVED AT DELAWAREPATHWAYS.ORG

DELAWARE'S CAREER PATHWAYS

Are focused on developing a talent pipeline to support future job growth. Traditional high schools, public charter schools, and vocational schools throughout the state are participating.



CAREER PATHWAYS PROGRAM EXAMPLES

- Allied Health
- Nurse Assisting
- Public and Community Health
- Engineering Technology
- Agricultural Power and Engineering
- Agricultural Structures and Engineering
- Cisco Networking
- Computer Science
- K-12 Teacher Preparation
- Early Childhood Education
- Academy of Finance
- Business Information Management
- Culinary & Hospitality
- Environmental Sciences
- Biomedical Sciences
- Engineering
- Energy
- Manufacturing Logistics
- Manufacturing Production
- Manufacturing Engineering Technology

WHAT'S NEXT

OUR PRIORITIES MOVING FORWARD:

1. Build a comprehensive system of career preparation that aligns with the state and regional economies
2. Scale and sustain meaningful work-based learning experiences for students in grades 7-14
3. Integrate our education and workforce development efforts and data systems
4. Coordinate financial support for Delaware Pathways
5. Engage employers, educators, and community organizations to support Delaware Pathways



BY 2020, OUR COLLECTIVE INVESTMENT IN DELAWARE PATHWAYS WILL LEAD TO:

- 20,000 students enrolled in a career pathway that prepares them for in-demand occupations
- Youth employment service organizations across the state partnering and aligning resources
- 2,500 high school students and 5,720 postsecondary students participating in early career experiences with Delaware employers

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