

## New Skills for Youth

**DELAWARE**

## IMPACT SNAPSHOT

Delaware was one of 10 states selected to participate in New Skills for Youth (NSFY), an initiative enhancing state efforts to increase the number of learners across the country who are prepared for success in both college and career. Between 2016 and 2019, Delaware strengthened its career readiness system through NSFY by:

### Growing the Delaware Pathways program

Delaware expanded the Delaware Pathways program, the statewide system of career pathways for youth, as well as training opportunities for educators and community-based partners to ensure the success of career pathway implementation. To date, Delaware has launched 25 career pathway programs in high-demand occupations, 19 of which were developed exclusively during the NSFY timeframe. Each career pathway includes opportunities for students to earn college credit and industry-recognized credentials and participate in meaningful work experiences. Career pathways are developed in collaboration with industry representatives, secondary and postsecondary educators and community stakeholders and extend beyond high school to encourage students to earn postsecondary credentials. To promote the longevity and success of the career pathways, Delaware set up shared accountability and ownership of the Delaware Pathways work across multiple sectors.

### Scaling and operationalizing work-based learning across the state

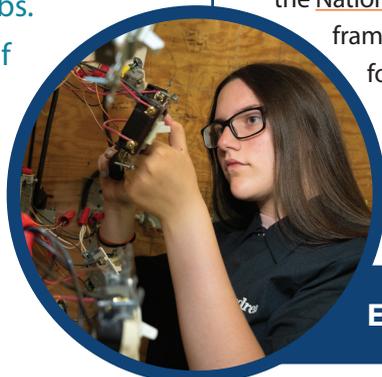
To provide more options for career readiness, Delaware prioritized the expansion of work-based learning and pre-apprenticeship opportunities for K-12 students. In 2017, the NSFY project team met with more than 1,000 employers and community partners, as well as more than 500 educators, to identify strategies to build institutional capacity to facilitate work-based learning. Delaware designated Delaware Technical Community College (DelTech) as a statewide intermediary for both secondary and postsecondary work-based learning to operationalize work-based learning across the state. The state also established a work-based learning course for 12th grade students to help onboard students into placements and created a work-based learning manual for employers. As a result of these efforts, more than 1,100 secondary and postsecondary students (representing 12 percent of all youth in grade 12 and 13 percent of all community college students in the state) are connected to work-based learning placements annually.

“NSFY has transformed Delaware’s career preparation system from being simply interconnected into a **dynamic system that’s both comprehensive and intuitive**. Our partnership-based system now clearly aligns talent signaling needs with student educational opportunities. With this new clarity, Delaware has sharpened its focus and can better ensure that our students in greatest need reach their full potential.”

— Michelle A. Taylor, President and CEO, United Way of Delaware

“ As one of Delaware’s largest employers, JPMorgan Chase is committed to ensuring local students have the necessary skills to secure well-paying, good jobs. This is only possible if business, education and community leaders are working together, and fortunately Delaware is a model for this type of collaboration. That is why Delaware Pathways, with our support, continues to help align education and training programs to jobs of the future here in Delaware. ”

— Tom Horne, Delaware Market President, JPMorgan Chase & Co.



### Supporting students with disabilities to increase enrollment and success in career pathways

Delaware developed a new framework to strengthen supports for learners with disabilities, who make up 14 percent of the high school population in the state, to ensure that they can access and succeed in career pathways. Drawing on the [National Alliance for Partnerships in Equity’s PIPEline to Career Success](#) framework for gender equity, the state developed a two-year framework for districts to address challenges for students with disabilities. The framework includes integrated supports from the Delaware Department of Education, Delaware Department of Labor, and Delaware Health and Social Services. During NSFY, Delaware launched PIPEline as a local pilot in three districts.

### Establishing statewide industry councils

To deepen the connections already formed between education and industry, Delaware began convening statewide industry councils in 2018. The councils serve as convening agents for secondary and postsecondary education, employers and the community. The councils foster a better understanding of employer needs among the public and local educational institutions and provide clear information on industry expectations and talent needs. During NSFY, Delaware launched three industry councils in the health care; information technology; and energy, engineering and manufacturing sectors.



## MAJOR STATE POLICY WINS

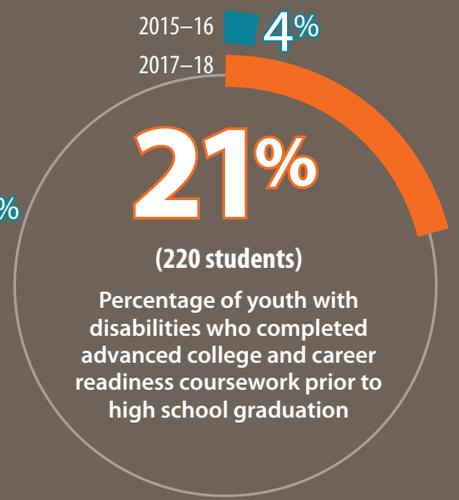
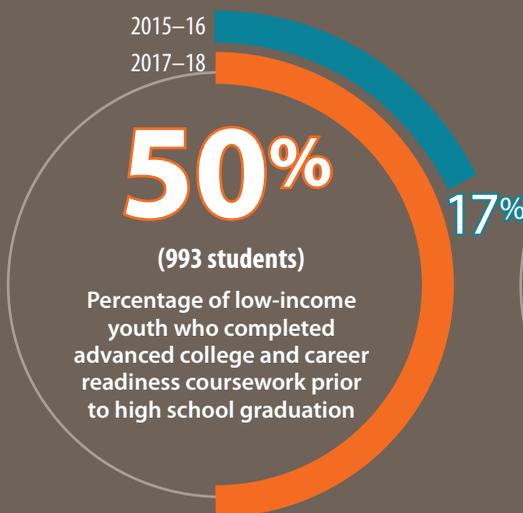
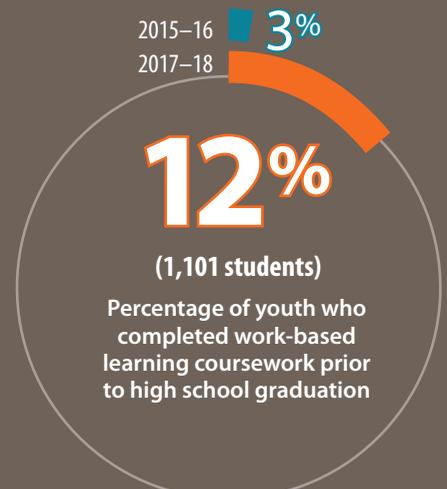
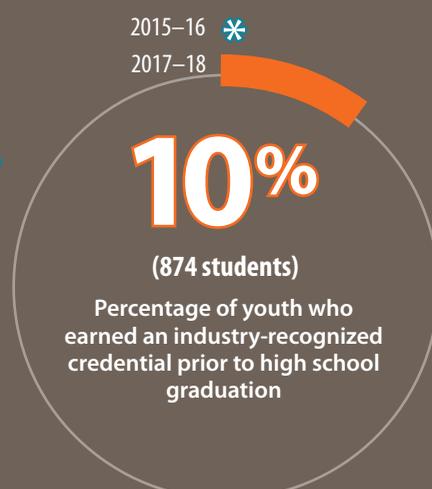
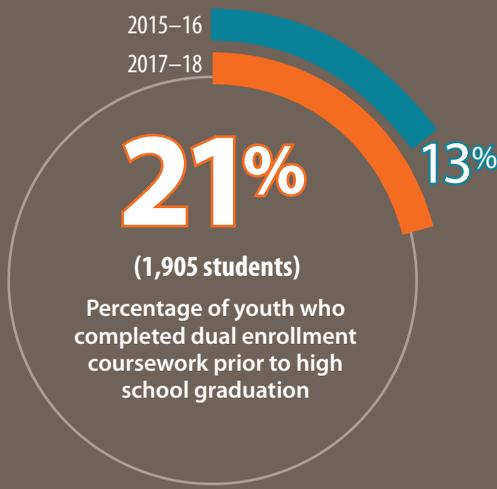
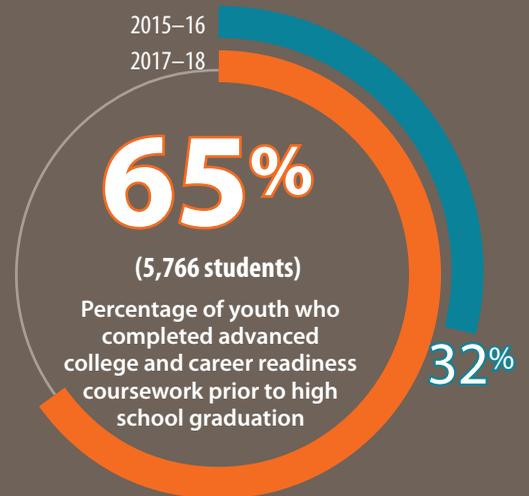
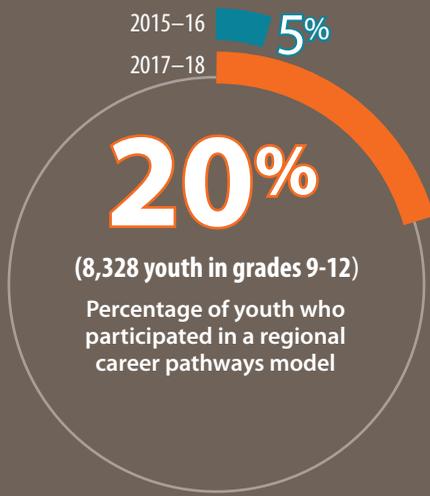
### Executive Order Number 61 (2016) [↗](#)

By executive order, then-Gov. Jack Markell created the Delaware Pathways Steering Committee. The committee provided recommendations on the work related to Delaware Pathways to Prosperity, which was announced in the previous year, and to ensure that program offerings are aligned with workforce demand. Members of the committee came from education, industry and related agencies, such as health and social services.

### Delaware Every Student Succeeds Act (ESSA) Plan (2017) [↗](#)

The Delaware ESSA plan includes career readiness indicators. These indicators include a measure of college and career preparedness for youth in grades 9-12 as part of the school quality or student success indicator. College and career preparedness can be demonstrated by engaging in early postsecondary opportunities, earning a state-approved credential, and completing an approved co-operative education and/or work-based learning extension.

# Delaware NSFY Impact *by the Numbers*



\*DATA NOT COLLECTED PRIOR TO 2017-18



# Sustainability Strategy



Throughout NSFY, Delaware was strategic about establishing the relationships, developing the infrastructure and securing the funds to sustain the efforts made under NSFY. Delaware braided funding from NSFY, Bloomberg Philanthropies, the Carl D. Perkins Career and Technical Education Act of 2006 and local sources to support and ensure that the work completed under the initiative could continue once the initiative ended. Additionally, Delaware leveraged cross-sector partnerships among the Delaware Department of Education, DelTech, the Delaware Department of Labor, the Rodell Foundation of Delaware, the United Way of Delaware, and the Delaware Workforce Development Board to garner statewide commitment of public and private-sector partners to support much of the work completed under NSFY. Moving forward, Delaware intends to continue to scale Delaware Pathways, support early career experiences for learners, and bridge education and workforce efforts.

## Delaware NSFY Local Impact: Middletown High School

Almost all of Middletown's career pathways with a Career Technical Education foundation are aligned to Delaware Pathways, and the school has prioritized work-based learning for its students. In collaboration with Delaware's work-based learning intermediary, DelTech, Middletown High School will offer a construction career pathway that requires students to participate in more than 600 hours of instruction at the high school and a remote campus operated by DelTech.



## ABOUT NSFY

NSFY is a \$75 million national initiative developed by JPMorgan Chase & Co. As part of this initiative, the Council of Chief State School Officers, Advance CTE and Education Strategy Group worked with states to improve their career readiness systems. NSFY consisted of two phases. During Phase One (March-October 2016), states conducted a comprehensive needs assessment and developed action plans to examine and transform their career readiness systems and expand the opportunities available to learners. During Phase Two (January 2017-December 2019), states executed their three-year plans to transform their career readiness systems.