



Education and Continuing Education Post High School



Objectives

By the end of this session you will:

- Understand resources to support students transitioning into, through and out of high school
- Understand key programs to support students in building work-based learning experiences
- Gain a high level overview of key policy changes in the Pathways program to increase equity statewide



Pathways Overview

Delaware's Career Pathways System Provides

Education

Rigorous career pathways for all students, across key industry sectors, to ensure students earn early college credit and industry recognized credentials

Experience

Meaningful work experiences and opportunities for career coaching, provided by a network of engaged employers, to ensure students' skills have value in the marketplace

Support

Connected services across partnering state agencies and community organizations, to ensure all youth are able to realize their postsecondary identities

Delaware's Career Pathways System Results In

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



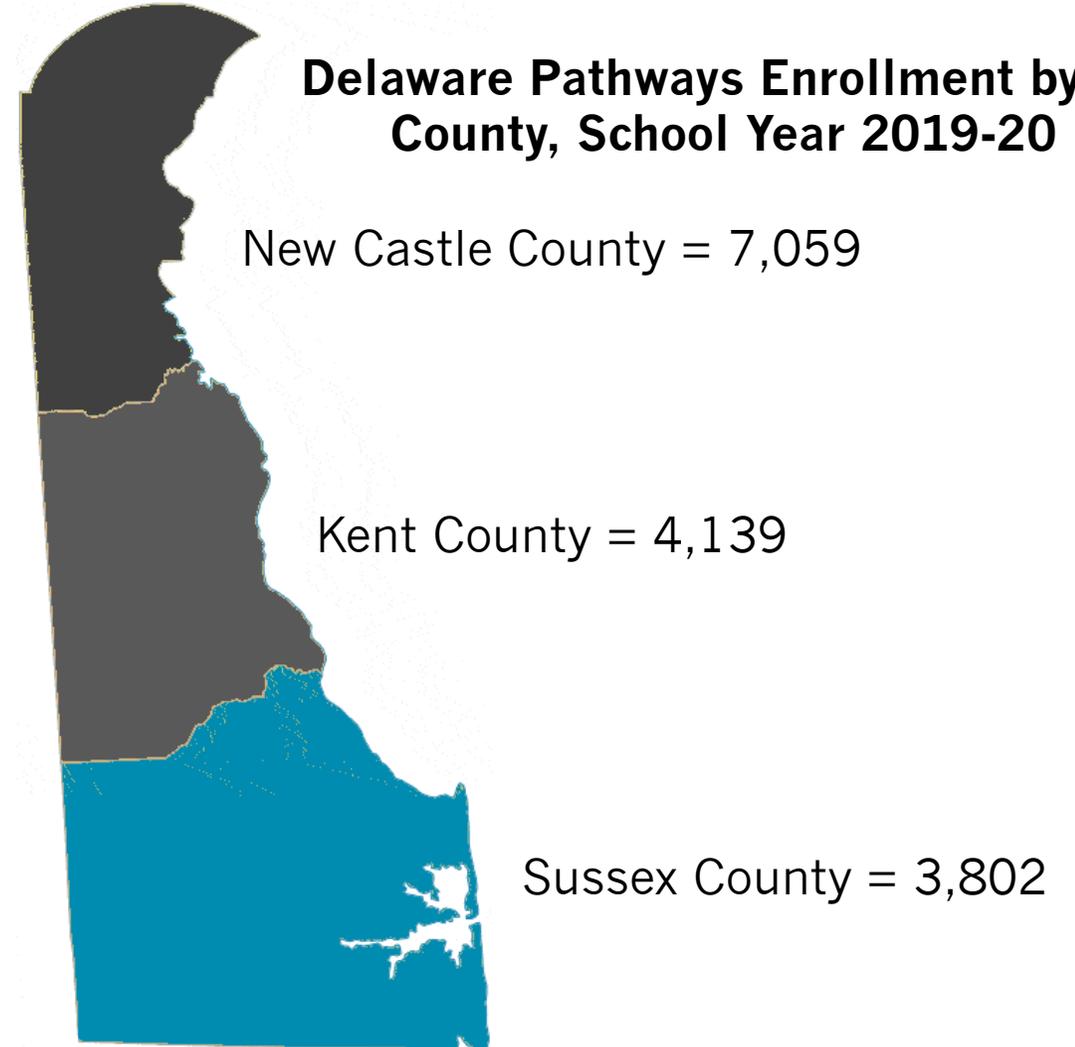
Pathways Overview

Delaware Pathways Enrollment by Career Cluster, School Year 2019-20

- Agriculture and Natural Resources
- Architecture and Construction
- Arts & Communication
- Business & Finance
- Education & Training
- Health Sciences
- Hospitality & Tourism
- Information Technology
- Manufacturing
- Marketing
- STEM

Total = ~15,000 students

Delaware Pathways Enrollment by County, School Year 2019-20





Work Based Learning

- **Career Awareness**
 - Elementary and Middle Grades
 - Career Fairs
- **Career Exploration**
 - Middle and High School
 - Job Shadows
- **Career Immersion**
 - High School and Postsecondary
 - Internship and Apprenticeship
- 2024 Goals:
 - 3,000 students participate in a career immersion experience during 12th grade year
 - 4,000 postsecondary students participate in a career immersion experience



Student Success Planning

Our vision:

Every student enters 12th grade with **informed** career and educational goals and the skills to successfully transition to the next step in their goals after high school

Districts must develop plans to provide the following opportunities to help fulfill this vision for every students:

- A. Opportunities to learn about career and industry trends and earning potential
- B. Opportunities that allow students to identify their strengths and interests connected to careers
- C. Opportunities that allow students to identify educational and financial requirements related to potential career interests
- D. Opportunities that allow students to define post-secondary goals based on identified career interests and to review and refine those goals on a regular basis



How Do Districts Fulfill this Vision?

Examples of how district plans come to life:

- Student and family involvement in scheduling
- Middle preparation for high school transition (gpa, course selection, class expectations, etc)
- Equitable access to CTE programs
- Work-Based Learning Coordinators to help with internships, job shadow, developing soft skills
- Equitable access to college level courses (dual enrollment and AP/IB)
- Student advisement periods
- Career research
- Student interest surveys
- College fairs/tours
- Speaker series
- Mentoring programs
- Integration of relevant career themes into classroom discussions/projects



PIPEline to Career Success Partnerships and Objectives

Increase the number of students with disabilities who:

1. Enroll in CTE career pathways;
2. Participate in related work-based learning experiences in authentic employment settings;
3. Earn college and career credentials in CTE career pathways;
4. Graduate from high school as a CTE career pathway completer;
5. Continue their education and training beyond high school; and
6. Enter in-demand employment.





PIPEline to Career Success Partner Strategy Examples

Issue: CTE awareness.

Solution: Make CTE/STEM awareness part of the IEP Process.

Results: Collaborative discussions are non-negotiable.

Issue: Lack of course and individual goal alignment.

Solution: Create and implement CTE alignment document and template.

Results: Closed the gap on offering CTE courses related to student goals.

Issue: Systemic barriers for work-based learning.

Solution: Engage employers and expand WBL staff in partnership with DVR.

Results: Increased WBL participation, despite the challenges of the past year!



PIPEline to Career Success What's Next?

New Districts and Charters with Students!

Student Cohorts!

Student Voice!



Postsecondary Pathways

Programs Include:

- Short-term credential programs (under 144 clock hours)
- Long-term credential programs (over 144 clock hours)
- 2-year degree programs
- Registered Apprenticeship

Institutional Partners:

- Delaware Technical Community College
- Adult Education Divisions
 - New Castle County Vocational Technical School District
 - Polytech School District
 - Sussex Technical School District
- Adult and Prison Education



Postsecondary Pathways

We Believe:

Equity is foundational to Delaware's postsecondary educational system. Delaware's demographic composition must be reflected in student recruitment, access, enrollment, persistence, and desirable post-program opportunities. The outcome for every learner will be an education that is timely, incurs minimal debt, results in a recession-resistant, wealth-generating career, and a community-centered life in which the student thrives.

We Will:

- Amplify Student and Community Voice By:
 - Creating space to listen to and build collective ownership among partners (e.g., students, educators, institutions, community members and community-based organizations, legislators, and other key stakeholders); and
 - Fostering intentional and authentic equity-centered engagement among policymakers and partners at the regional, state, and institution levels.
- Use Data to Make Decisions By:
 - Publicly committing to state and institution level population-specific targets (e.g., race/ethnicity, gender, economically disadvantaged, English Language Learners, individuals with disabilities) within the broader statewide attainment goal; and
 - Relying on evidence and data to make the case for equity in access, attainment, decision making, progress monitoring, and course correction.
- Make a Commitment to Continuous Improvement By:
 - Annually reviewing, analyzing, questioning, and updating policies, programs, and practices at the state and institution levels to ensure equitable student access, support, persistence, and outcomes.



Postsecondary Pathways

System Evolution

- Equitable in recruitment, access, persistence, and outcomes
- Adaptable by providing rapid responsive solutions for employers and students
- Permeable through institutional alignment, stackable credentials and connected degree programs, and shared credit for prior learning framework
- Results-based by using transparent reporting of shared metrics across system

Program Evolution

- Adult Career Pathways (within and across institutions)
- Merge workforce and degree programs
- Enhance student support systems within and across institutions and agencies



12th Grade Resources

- [Delaware Student Success website](http://www.delawarestudentsuccess.org) includes resources for students, families and educators to prepare for transition to college and work
(website address: www.delawarestudentsuccess.org)
- College Application Month
- FAFSA completion
- Free applications for Delaware colleges (public and private)



Scholarships

- On the Delaware Student Success website you can find the [Scholarship Compendium](#) with scholarships specifically for Delaware students
(website address: www.scholarships.delawarestudentsuccess.org)
- SEED+ expansion
- Inspire changes



Contact Us!

Shana Payne, Director
Delaware Higher Education Office
shana.payne@doe.k12.de.us

Lisa Stoner-Torbert, Policy Advisor
Career and Technical Education
lisa.stoner-Torbert@doe.k12.de.us

Jon Wickert, Postsecondary Programs
Career and Technical Education
jonathan.wickert@doe.k12.de.us