

Skilled and Technical Sciences'

Labor Data

Considerations

All Skilled and Technical Sciences (STS) Pathways require a at least six high school credits; some STS Pathways require a minimum of nine credits. These extra credits (above the 3-credit minimum for most career pathways) represent additional educational effort and expense that provides the opportunity for STS Pathways to focus upon specific employment opportunities for graduates entering the labor market. To take advantage of this opportunity, districts and charters seeking approval for adding an STS Pathway must be prepared to provide the minimum number of specified credits and to offer two consecutive classes for a minimum of two years

(<http://regulations.delaware.gov/AdminCode/title14/500/525.shtml#TopOfPage>).

STS Pathways are by design closely linked to business and industry. In fact, STS teachers must have a minimum of six years of current business/industry work experience in the exact STS Pathway that they will be certified to teach

(<http://regulations.delaware.gov/AdminCode/title14/1500/1559.shtml#TopOfPage>). Every STS teacher certification is specific to a career pathway. Each STS Standard outlines the precise additional requirements for teacher certification in that specific area of STS.

STS Pathway programs must offer high-skill and high-wage employment opportunities that are in high-demand in their geographical area. STS Pathways must also follow a Delaware Department of Education-approved and published standard with specified end-of-pathway assessments.

Labor market data is an especially important component of applying for STS Pathway courses and continuing to operate these same courses. Cooperative Education should also play a key role in a training process designed to connect students to the labor market. Advisory Committee minutes, that note discussion of the number of cooperative placements available, should be included with an STS Program Application.

Although graduates of STS Pathways are linked through Tech Prep Delaware to post-secondary education opportunities that include apprenticeships, technical training, and college, these graduates should have options that include, but are not limited to:

1. Entering the workforce directly into a high-skill, high-wage, high-demand career area
2. Working part-time (including summer employment) in a high-skill, high-wage job while participating in full-time post-secondary education

3. Working full-time in a high-skill, high-wage job while engaging in part-time post-secondary education
4. Re-entering the workforce directly into a high-skill, high-wage, and high-demand career area after completing (or not completing) post-secondary education

If a district or charter is considering applying for an STS Pathway, the first step in the process is to review the published STS standard for that pathway. Pathway standards are available at <http://www.doe.k12.de.us/infosuites/staff/ci/default.shtml>. These standards provide additional requirements for STS teacher certification in the pathway, curriculum standards, minimum number of credits required, and the end-of-pathway assessments for pathway completers. It is a good idea to contact potential advisory committee members to inquire as to the availability of possible qualified teachers who would accept a current teacher salary. In many cases, the teacher salary represents a cut in pay for prospective teachers; however, teaching represents an exciting new challenge, and the teacher schedule can provide a positive attribute.

The next step in the process should be to contact the Delaware Department of Education (DE DOE) to request information about other Delaware STS Pathways of the same type in your geographical area. DE DOE can provide data regarding the number and size of current programs and the amount of anticipated graduates per year. This information is important, because program approval is dependent upon sufficient employment opportunities for all graduating students in finite labor market classifications.

Once DE DOE information on the current programs and anticipated graduates per year has been obtained, it is necessary to compare this data to labor market information for your geographical area. Representing the taxpayers of the State Of Delaware, DE DOE will be most interested in potential student career placements that will benefit Delaware employers and become part of the Delaware tax base. If out of state placement opportunities within commuting distance are to be considered, competing out of state education/training providers must be thoroughly researched and the research data presented.

As labor market data is examined, keep in mind that STS Pathway Standards were developed to fund training for employment that requires more than short-term on-the-job training. Labor market information cannot be general; it must reflect the specific high skill, high wage employment categories targeted by pathway education and assessment.

Labor market information needs to demonstrate a high demand; applicants should bear in mind that a percentage of the job openings will always be filled by experienced workers who are changing employers. Delaware Department of Labor Data is available from the Office of Occupational and Labor Market Information (OOLMI). OOLMI offers Occupational and Industry Projections both Statewide and per County at <http://www.delawareworks.com/oolmi/Information/LMIData/Projections.aspx>.

Some STS Pathway Standards include clinical requirements for student placement as part of their training and assessment. An application for a Pathway that includes clinical requirements will need to also document research that demonstrates sufficient additional clinical placement opportunities as part

of the application. This will require surveys of potential clinical sites and pledges of future acceptance of a sufficient number of clinical placements to enable the pathway program to successfully complete the students' educational experience. A sample form that could help with this documentation begins on the next page.

Career Pathway Survey

Name

Title

Representing – Organization Name

Organization Address

Organization City/State/Zip

Phone Number

e-mail

Signature

Important Notice: Please try to be as accurate as possible with your answers.

Please do not answer if you feel that you do not have the necessary information and/or knowledge to answer any or all questions.

Survey Questions

Please mail completed surveys in the stamped, self-addressed envelope provided.

1. Would you generally support the _____ District's/Charter's proposal to offer a
_____ Career Pathway at _____ High School?
(Please circle one answer.)

YES

NO

2. How many projected employment openings for entry-level high school graduates do you foresee at your business or institution over the next:

2 years _____

5 years _____

(We ask for your estimate only; we are not requesting a formal commitment.)

3. Do you feel that you (or your employer) might be willing to consider employment of cooperative education high school students from this career pathway?

(Cooperative education involves high school seniors working/learning in a highly related employment area.)

(Please circle one answer.)

YES

NO

4. If the answer to Question #4 (cooperative employment) was YES, how many cooperative education students do you estimate that you (or your employer) would be willing to employ every year starting in the next three to four years?

Number of Cooperative Placements per Year _____

USE THE CLINICAL PLACEMENT QUESTIONS ONLY IF CLINICAL S ARE REQUIRED FOR THIS PATHWAY.

5. Do you feel that you (or your employer) might be willing to consider clinical training placements for high school students from this career pathway?

(Please circle one answer.)

YES

NO

6. If the answer to Question #4 (above) was YES, how many clinical training students do you estimate that you (or your employer) would be willing to take every year in a clinical placement starting in the next three to four years?

Number of Clinical Placement Students _____

7. Would you be willing to serve or continue to serve on the Career Advisory Committee for this Career Pathway?

(Advisory Committees must meet at least one time per year.

They may meet more often, especially for special situations like starting up an new program.)

(Please circle one answer.)

YES

NO

THANK-YOU FOR YOUR TIME AND EXPERTISE!