

Companion Document to the:   
**Labor Market Information (LMI) Instructions & Guidance**

Delaware Department of Education

**Appendix: Labor Market Information (LMI) Review**

Delaware CTE Program of Study Application

**Table 1: LEA Information***(see instructions on page 2, LMI Instructions & Guidance Document)*

|  |  |
| --- | --- |
| Career Cluster: | Education & Training |
| Career Pathway: | Teaching/Training Pathway |
| CTE Program of Study: | Early Childhood Teacher Academy |
| High School and LEA Name: |  |
| County: |  |

**Table 2: Labor Market Information (LMI) Benchmarks by Geographic Region***(see instructions on page 2, LMI Instructions & Guidance Document)*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Region** | **Employment 2015** | **Employment Change 2014-24** | **Employment Growth 2014-24** | **Avg. Wage 2015** |
| United States | 137,896,660 | 9,788,900 | 6.5% | $48,320 |
| Delaware | 433,840 | 37,150 | 8.1% | $50,300 |
| District of Columbia | 676,060 | 46,040 | 6.0% | $80,150 |
| Maryland | 2,596,630 | 504,540 | 18.2% | $54,630 |
| New Jersey | 3,906,800 | 275,310 | 6.5% | $54,950 |
| Pennsylvania | 5,709,480 | 345,920 | 5.7% | $46,550 |
| Virginia | 3,682,450 | 368,050 | 9.3% | $51,670 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Table 3: LMI by Career Cluster & Pathway** *(see instructions on page 4, LMI Instructions & Guidance Document)* | | | | | | | **2014-2024** | | | |
| **Cluster Code** | | **Cluster/Pathway Title** | | **Middle**  **Skill** | **High Skill** | **High Wage** | **High Demand** | **Employment 2015** | **Employment Change 2014-2024** | **Employment Growth 2014-2024** | **Average Wage 2015** |
| **5** | | **Education & Training** | |  | **●** | **●** | **●** | **25,810** | **2,730** | **10.2%** | **$57,020** |
|  | |  | Rank Select Career Cluster by the Following Categories -> | | | | | *(7 of 16)* | *(11 of 16)* | *(9 of 16)* | *(7 of 16)* |
|  | | **Teaching/Training** | |  | **●** | **●** | **●** | **21,660** | **2,366** | **10.4%** | **$53,115** |
|  | |  | Rank Select Career Pathway by the Following Categories -> | | | | | *1 of 3* | *1 of 3* | *2 of 3* | *2 of 3* |
|  | | Teaching/Training – Mid-Atlantic States | |  | **●** | **●** | **●** | 947,350 | 143,886 | 11.7% | $57,702 |
|  | | (Teaching/Training– United States | |  | **●** | **●** | **●** | 7,463,690 | 690,500 | 7.6% | $54,696 |
|  | | Administration and Administrative Support | |  | **●** | **●** |  | 1,430 | 138 | 9.8% | $108,177 |
|  | | Professional Services | |  | **●** | **●** | **●** | 2,720 | 226 | 8.4% | $61,031 |
| 10 | | **Human Services** | |  | **●** |  | **●** | 16,370 | 2,272 | 13.1% | $35,359 |
|  | |  | Rank Select Career Cluster by the Following Categories-> | | | | | *(10 of 16)* | *(9 of 16)* | *(3 of 16)* | *(15 of 16)* |
|  | | Early Childhood Development & Services | |  |  |  | **●** | 1,410 | 303 | 13.7% | $21,653 |
|  | |  | Rank Select Career Cluster by the Following Categories-> | | | | | *(4 of 5)* | *(4 of 5)* | *(3 of 5)* | *5 of 5)* |
|  | | Early Childhood Development & Services – Mid-Atlantic States | |  |  |  | **●** | 66,820 | 10,763 | 8.9% | $22,913 |
|  | | Early Childhood Development & Services- United States | |  |  |  | **●** | 573,440 | 69,300 | 5.5% | $22,310 |
|  | | Childcare Worker | |  |  |  | **●** | 1,410 | 303 | 13.7% | $21,653 |

**Table 3: LMI by Career Cluster & Pathway (Questions/Analysis)**

*(see instructions on page 5, LMI Instructions & Guidance Document)*

1. How does the employment, the employment change, the employment growth rate, and the average wage for the identified career cluster compare to LMI for other clusters in the State of Delaware? Is the career cluster rated as high wage and high demand?

**Employment opportunities in the Teaching & Training Career Cluster are ranked better than average. This cluster is high wage, high skill, and high demand with above average salaries. Early Childhood opportunities are in high demand and show above average growth potential.**

**Employment within the Human Services Career Cluster are high skill and high demand with excellent growth opportunities; however, the wage for this career cluster is low.**

1. How does the employment, the employment change, the employment growth rate, and the average wage for the identified career pathway compare to LMI at the cluster level? How does the identified pathway level LMI in Delaware compare to the pathway level LMI in the Mid-Atlantic and/or the United States? How does the identified pathway level LMI in Delaware compare to the other pathway level LMI in Delaware?

**In the Education & Training Career Cluster the Teaching/Training pathway ranks #1 in employment and employment change. Administrative positions outpace Teaching/Training positions in wage; however, these are often 12-month positions while Teaching/Training positions are usually 10-month positions. Positions in early childhood are in high demand with excellent growth projections.**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table 4: LMI by Standard Occupation Code (SOC)**  *(see instructions on page 6, LMI Instructions & Guidance Document)* | | | | | **2014-2024** | | | |
| **SOC Code** | **Occupation Title** | **High Skill** | **High Wage** | **High Demand** | **Employment 2015** | **Employment Change 2014-2024** | **Employment Growth 2014-2024** | **Average Wage 2015** |
| 25-2021 | Elementary School Teacher | **●** | **●** | **●** | 21,660 | 2,366 | 10.4% | $53,115 |
| 25-2054 | Special Education Teacher – Secondary | **●** | **●** |  | 290 | 21 | 7.3% | $62,198 |
| 25-2031 | Secondary Teacher | **●** | **●** | **●** | 2590 | 284 | 8.6% | $58,868 |
| 11-9032 | Education Administration | **●** | **●** |  | 820 | 59 | 7.7% | $107,883 |
| 21-1012 | Educational Guidance | **●** | **●** | **●** | 1040 | 110 | 10.9% | $61,318 |
| 39-9011 | Childcare Worker |  |  | **●** | 2220 | 300 | 13.7% | $21,740 |

**Table 4: LMI by Standard Occupation Code (SOC) (Questions/Analysis)**

*(see instructions on page 7, LMI Instructions & Guidance Document)*

1. How closely related to the program of study are the identified occupations (SOCs)?

**Careers within the Teaching and Training pathway are directly linked to the program of study. While the Administration and Curriculum occupations are related, both may require teaching experience and additional educational degrees before employment.**

1. Are there adequate state-level projected job openings or employment growth projections at the occupation level to justify starting a new program of study? Do the occupations related to the program of study rank as high skill, high wage and/or high demand?

**The number of job openings projected for the cluster and pathway will support an Early Childhood Teacher Academy program of study. The cluster and pathway are rated as high demand jobs.**

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| --- | --- | --- | --- | --- | --- | --- |
| **Table 5: LMI Supply Indicators by Secondary & Post-Secondary Levels**  *(see instructions on page 8, LMI Instructions & Guidance Document)* | | | **Program Completion/Enrollment** | | | |
| **Program Code (CIP)** | **Program (CIP) Title** | **School** | **2011-12** | **2012-13** | **2013-14** | **2014-15** |
| **Total Secondary Programs of Study** | | |  |  |  |  |
| 5.03604 | Early Childhood Education | Appoquinimink High School, Middletown High School, Brandywine High School, Concord High School, Mt. Pleasant High School, Caesar Rodney High School, Cape Henlopen High School, Dover High School, Glasgow High School, Lake Forest High School, AI duPont High School, McKean High School, Smyrna High School, Woodbridge High School | 2,405 | 2,503 | 2,533 | 2,220 |
| 5.03602 | Teacher Academy | Appoquinimink High School, Middletown High School Caesar Rodney High School, Cape Henlopen, Dover High School, William Penn High School, Indian River High School, Sussex Central high School, Laurel High School, Lake Forest High School, Milford High School , Polytech High School, McKean High School, Seaford High School, Smyrna High School, Woodbridge High School | Program to begin in 2017-18 school year. | | | |
| **Total Post-Secondary Programs of Study** | | |  |  |  |  |
| 13.1202 | Elementary Education | Delaware State University | 7 | 13 | 6 | 5 |
| 13.1202 | Elementary Education | University of Delaware | 136 | 140 | 138 | 140 |
| 13.1202 | Elementary Education | Wesley College | 8 | 5 | 6 | 1 |
| 13.1202 | Elementary Education | Wilmington University | 71 | 82 | 99 | 76 |
| 13.1101 | Counselor Education | Wilmington University | 187 | 162 | 124 | 117 |
| 13.0401 | Educational Leadership | Delaware State University | 6 | 3 | 1 | 1 |
| 13.0401 | Educational Leadership | University of Delaware | 12 | 5 | 1 | 0 |
| 13.0401 | Educational Leadership | Wilmington University | 12 | 11 | 9 | 9 |

**Table 5: LMI Supply Indicators by Secondary & Post-Secondary Levels (Questions/Analysis)***(see instructions on page 9, LMI Instructions & Guidance Document)*

1. How is the secondary program of study articulated to or in any way related to the identified post-secondary program(s)?

**DOE is negotiating agreements with Delaware State University and Delaware Technical Community College for dual enrollment courses.**

1. How does the annual completion data at the secondary and post-secondary level compare to the projected career pathway-related projected job openings in Table 4?

**There is a strong need for childcare workers with over 2,000 annual openings.**

**Table 6: Other LMI Data Including Real-Time LMI (Questions/Analysis)**

*(see instructions on page 10, LMI Instructions & Guidance Document)*

1. Are there additional LMI data (demand & supply) at the local, county, state, or Mid-Atlantic region that support starting a new program of study in this pathway? This includes additional occupations for which there is not an SOC, any other analysis of LMI data, and any additional information on demand & supply factors that influence employment which can include real-time labor market information.

**There are approximately 9,064 teachers in Delaware. Of those teachers, 21% currently have 25 or more years of experience or are at least 55 years of age. Therefore, 21% of the teaching workforce is eligible to retire which could result in approximately 1,868 vacant teaching positions. Proposed increased educational requirements in early childhood, which will lead to higher salaries in the field, will attract more to this profession.**