



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

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.

2. 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.

Table 4: LMI by Standard Occupation Code (SOC)

(see instructions on page 6, LMI Instructions & Guidance Document)

SOC Code	Occupation Title	High Skill	High Wage	High Demand	2014-2024			
					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)

3. 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.

4. 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.

Table 5: LMI Supply Indicators by Secondary & Post-Secondary Levels

(see instructions on page 8, LMI Instructions & Guidance Document)

Program Code (CIP)	Program (CIP) Title	School	Program Completion/Enrollment			
			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, Al 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	Program to begin in 2017-18 school year.			

		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				
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)

5. 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.

6. 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)

7. 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.