



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:	Hospitality & Tourism
Career Pathway:	Travel & Tourism/Lodging Management
CTE Program of Study:	Hospitality & Tourism Management
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 2016	Employment Change 2014-24	Employment Growth 2014-24	Avg. Wage 2016
United States	140,400,040	9,788,900	6.5%	\$49,630
Delaware	440,760	37,150	8.1%	\$50,930
District of Columbia	702380	46,040	6.0%	\$82,950
Maryland	2,640,900	504,540	18.2%	\$54,630
New Jersey	3,955,350	275,310	6.5%	\$56,030
Pennsylvania	5,747,020	345,920	5.7%	\$47,540
Virginia	3,760,550	368,050	9.3%	\$53,090

Table 3: LMI by Career Cluster & Pathway <i>(see instructions on page 4, LMI Instructions & Guidance Document)</i>						2012-2022			
Cluster Code	Cluster/Pathway Title	Middle Skill	High Skill	High Wage	High Demand	Employment 2016	Employment Change 2014-2024	Employment Growth 2014-2024	Average Wage 2016
Cluster 9	Hospitality & Tourism	●			●	57,893	5,112	8.9%	\$25,185
	Rank Select Career Cluster by the Following Categories ->					2/16	2/16	7/16	16/16
Pathway 9.03	Lodging	●			●	12,393	1,175	9.0%	\$27,328
	Rank Select Career Pathway by the Following Categories ->					2/4	2/4	2/4	2/4
	Lodging – Mid Atlantic States					2,056,610	187,830	9.6%	\$25,481
	Lodging – United States	●				18,241,750	1,204,500	6.4%	\$25,167
Pathway 9.03	Restaurant and Food/Beverage Service				●	42,206	3,689	8.9%	\$24,374
Pathway 9.03	Travel & Tourism	●				455	-21	-5.1%	\$34,550
Pathway 9.03	Recreation, Amusements & Attractions	●			●	2,839	269	9.8%	\$26,382

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?
The Hospitality & Tourism Career Cluster has excellent employment and growth opportunities. It ranks 2nd out of 16 clusters and is expected to see a 8.9% growth rate. However, the average wage is low. This could be in part to a large percentage of entry-level positions in the industry which offset the better paying jobs this industry offers. The career cluster is rated as high demand.
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?

Lodging shows great potential for growth when compared to Travel and Tourism. Recreation, Amusements & Attractions is the only pathway that shows greater growth. Since the Lodging, Restaurant and Food/Beverage Service, and Recreation, Amusements & Attractions pathways are so intertwined it is difficult to separate them. Each of these pathways is dependent upon the other for success.

Table 4: LMI by Standard Occupation Code (SOC)

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

						2012-2022			
SOC Code	Occupation Title	Middle Skill	High Skill	High Wage	High Demand	Employment 2015	Employment Change 2014-2024	Employment Growth 2014-2024	Average Wage 2015
11-9081	Lodging Managers	●		●		90	100	10	\$67,500
41-3041	Hotel, Motel, and Resort Desk Clerks				●	650	730	80	\$25,870

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)?
 The Lodging Managers and Hotel, Motel, and Resort Desk Clerks are very strongly aligned with the Hospitality & Tourism program of study. The POS is directly tied to industry standards.

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?
 There are adequate jobs openings in Delaware to support this program of study. According to EDEPS this field is increasing faster than average.

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	2012-13	2013-14	2014-2015	2015-16
Total Secondary Programs of Study						
(CIP #)	Hospitality & Tourism (<i>new program</i>)	Sussex Technical High School/Sussex Technical School District (first graduates in spring, 2019)	--	--	--	--
Total Post-Secondary Programs of Study						
52.0901	Hotel/Motel Administration	Delaware State University/Dover	6	7	11	13
52.0901	Hotel/Motel Administration	Delaware Technical Community College	3	1	8	11
52.0904	Hotel/Motel Administration	University of Delaware	90	106	82	62

Table 5: LMI Supply Indicators by Secondary & Post-Secondary Levels (Questions/Analysis)

(see instructions on page 9, LMI Instructions & Guidance Document)

- How is the secondary program of study articulated to or in any way related to the identified post-secondary program(s)?
The Hospitality & Tourism program of study will be articulated with Delaware State University, Delaware Technical Community College, University of Delaware and Widener University.
- 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?
Projected employment change is 830 jobs. However, our higher education institutions are producing fewer than 100 students per year. There will be a definite need for trained employees in this field.

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

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

- 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.

Compared to other industries, the hospitality industry employ a greater proportion of low-skill and part-time employees. Those workers generally earn less pay than do skilled or full-time workers. Thus, the hospitality industry's low pay may actually reflect the low-skill nature of much of the work and mask the more highly paid positions.