

Guide to Careers & Internships



Training Today's Workforce for Tomorrow's Jobs

Delaware Tech's Workforce Development and Community Education Division builds a pipeline of skilled workers for the future

BY ALLISON HAYES | PHOTOS BY CHARLES UNIATOWSKI

MANY IN DELAWARE know Delaware Technical Community College (Delaware Tech), Delaware's only community college, as an educational institution that produces graduates from associate degree programs. They may not know that Delaware is also the State's largest provider of workforce training, lifelong learning, youth services and continuing education programs. These programs and services, offered through the college's Workforce Development and Community Education Division, are relevant to all Delawareans regardless of age, education, skill level, or life plan.

The mission of the division is to support Delaware's workforce needs by creating pipelines of trained and educated individuals with the right skills-based competencies and professional skills to support Delaware businesses and industries. Constantly evolving programs respond to the immediate needs of the State, while also planning for future needs.

According to Paul Morris, assistant vice president for workforce development and community education, "Our division is nimble and responsive. We are continually talking to industry leaders to find out what type of workers are needed now and in the future. We can customize a program for a specific need or work with partners locally and nationally to build a pipeline of workers for

upcoming openings." Paul is also a co-chair of the Delaware State Chamber of Commerce's affiliate, the Delaware Manufacturing Association.

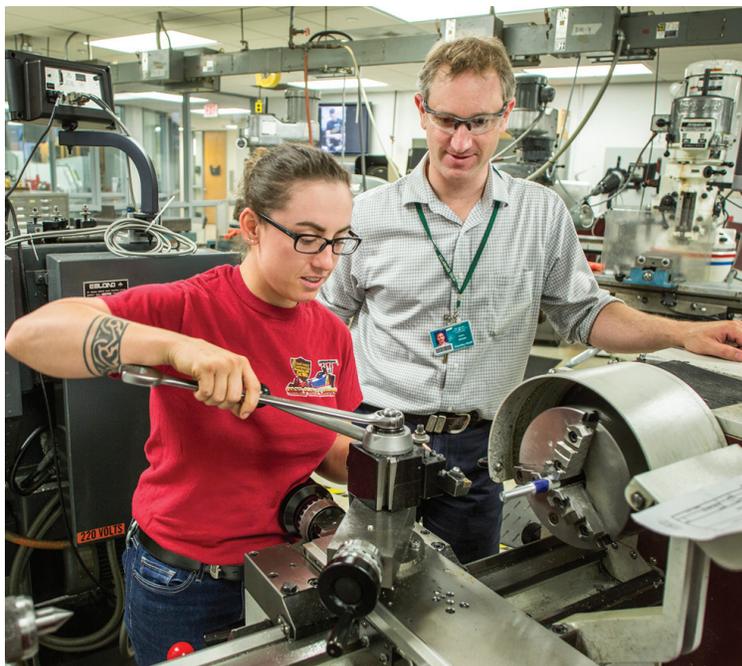
One such opportunity came recently when Delaware Tech announced

a \$3.5 million America's Promise Grant was awarded to the college and its partners (including the Delaware Department of Labor and Jobs for the Future). America's Promise aims to train approximately 600 unemployed or underemployed individuals for jobs in the IT and manufacturing fields.

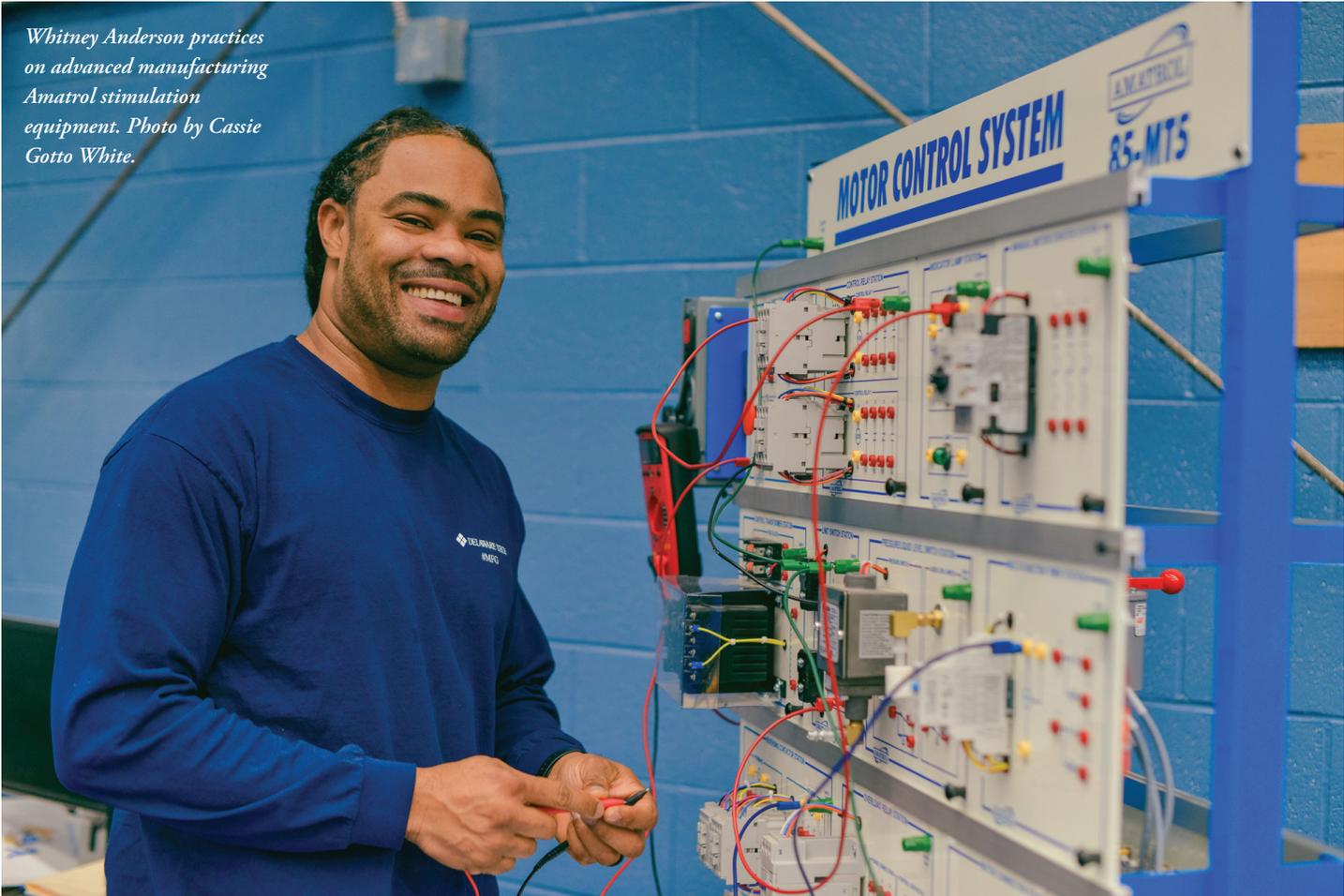
The America's Promise Grant program was designed to create or expand regional partnerships between employers, economic development, workforce development, community colleges, training programs, K12 education systems and community-based organizations that make a commitment – or a "promise" – to provide a pipeline of workers to fill existing job openings, meet

existing employer needs for expansion, fuel the talent needs of entrepreneurs, and attract more jobs from overseas.

The grant is underway providing training to unemployed and under-employed Delawareans state-wide. The training will provide job-ready skills in as little as 14 weeks in IT and Advanced Manufacturing. Training is matched with job needs in Delaware, with job placement a vital part of the training. Employers and potential students who are interested in learning more about these training opportunities



Delaware Tech students practice hands-on learning for IT certifications.



Whitney Anderson practices on advanced manufacturing Amatrol stimulation equipment. Photo by Cassie Gotto White.

should contact the program's principal investigator, Rosanna Brown-Simmons at rosanna@dtcc.edu.

One Delawarean who took advantage of this training is Whitney Anderson. Anderson was working part-time, engaged and the father of three children when he enrolled in the program. "I saw this program as an opportunity to change my life," said Anderson. "I knew there would be challenges with my personal life, but I also knew I could overcome them." Anderson paid especially close attention to the company information sessions that occurred. After one such information session with Allen Harim, a poultry processing company, Anderson applied and gained full-time employment as a maintenance technician. He began working nights while completing his coursework during the day. Now Anderson shares his success story with anyone who will listen.

Delaware Tech has a history of embarking on such partnerships to train Delaware's workforce. One major undertaking for the college has been its involvement with the Delaware Pathways Program – an initiative to engage and train students to be both college and career ready.

Delaware Tech's manufacturing program was the first one to be adopted into the overall Pathways program, and allows high school students to take classes at the college. Now the program has expanded state-wide in both number of students and programs offered. Delaware

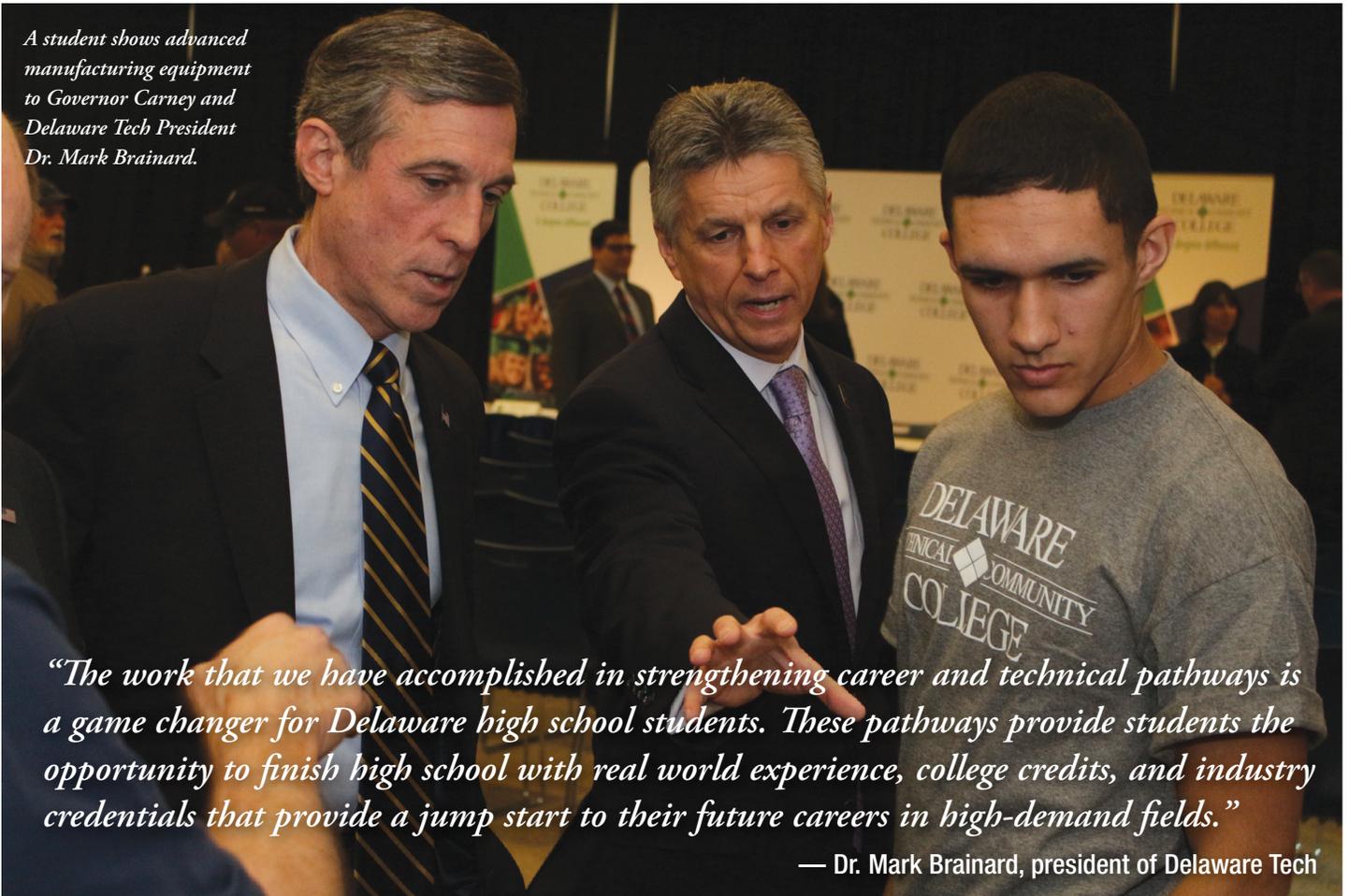


Delaware Tech offers free IT training through the America's Promise Grant.

Tech partners with local high schools to offer career pathways in manufacturing, culinary arts, hospitality management, computer science, engineering, allied health, education, environmental science, energy, and finance. Delaware Tech is also serving in the role as intermediary for the work-based learning portion of the program. In this role, the college will engage employers to facilitate structured activities to provide learning experiences for students.

"Delaware Tech is proud to be a partner in the Delaware Pathways Program," said Dr. Mark Brainard, president of Delaware Tech. "The work

A student shows advanced manufacturing equipment to Governor Carney and Delaware Tech President Dr. Mark Brainard.



“The work that we have accomplished in strengthening career and technical pathways is a game changer for Delaware high school students. These pathways provide students the opportunity to finish high school with real world experience, college credits, and industry credentials that provide a jump start to their future careers in high-demand fields.”

— Dr. Mark Brainard, president of Delaware Tech



Alan Rogers of Kuehne Company and Delaware Tech Pathways student and intern Andrew Flynn.

Pathway, Andrew Flynn, completed an internship with Kuehne Company, a chemical manufacturer in Delaware City. During his time there, he was able to engage in different areas of the company including operations, transportation and maintenance.

Alan Rogers, plant manager for Kuehne Company, said he was impressed with Flynn’s work and the entire experience. “Delaware Tech brought manufacturers like us in early in the process. They toured our facilities and developed programs and curriculum based on the real needs of the community.” This curriculum is exactly why students like Flynn are then able to hit the ground running at their craftmanships. “We have an aging workforce in manufacturing,” Rogers noted. “By bringing students into the workforce early, we are allowing them to see that

that we have accomplished in strengthening career and technical pathways is a game changer for Delaware high school students. These pathways provide students the opportunity to finish high school with real world experience, college credits, and industry credentials that provide a jump start to their future careers in high-demand fields.”

A major component of the Pathways program is work-based learning, where students complete craftmanships in their chosen field. Not only does this build skills, but it also increases networking opportunities. One William Penn High School graduate from the Advanced Manufacturing

there are a lot of good jobs out there. It starts a pipeline of young adults coming into the workforce.”

As Delaware Tech continues to explore new ways to train the skilled workers that Delaware needs, it builds upon the lessons learned through current initiatives and the strengths of the college as a whole – small class sizes, work-based learning, personalized education, and a commitment to fostering student success as a means to economic and personal advancement.

To learn more about the workforce development programs at Delaware Tech, visit www.dtcc.edu/continuing-education/workforce-training. ■