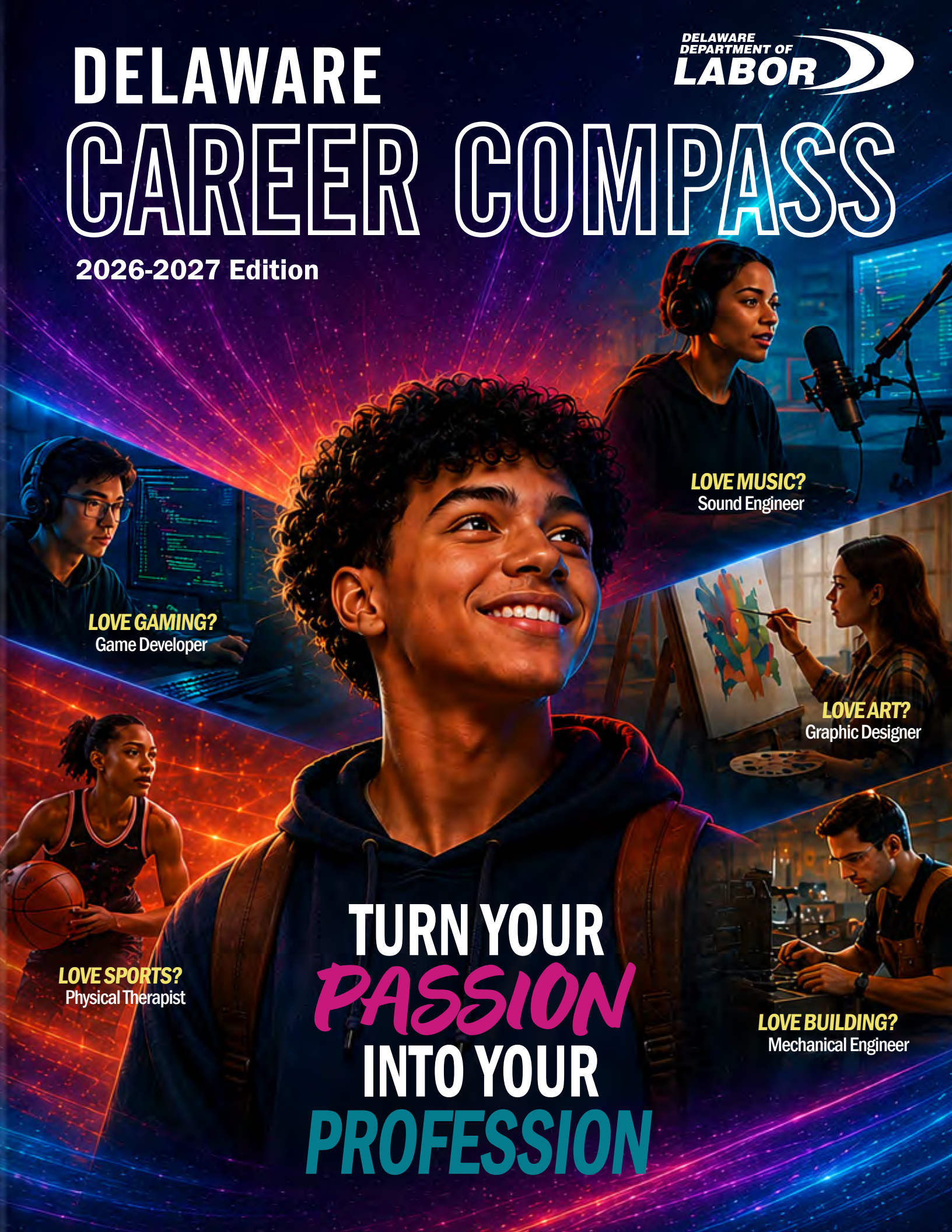
DELAWARE DEPARTMENT OF LABOR

DELAWARE CAREER COMPASS

2026-2027 Edition



TURN YOUR PASSION INTO YOUR PROFESSION

STATE OF DELAWARE
OFFICE OF THE GOVERNOR
TATNALL BUILDING, SECOND FLOOR
150 MARTIN LUTHER KING, JR. BOULEVARD SOUTH
DOVER, DELAWARE 19901



The Honorable Matt Meyer
Governor, State of Delaware

Dear Students,

Welcome to this year's edition of the ***Delaware Career Compass***. As you begin thinking about your future, taking time to explore your interests and goals can help you make informed decisions about the opportunities ahead. This guide is designed to help you discover and navigate a wide range of career possibilities.

It's normal to feel unsure about the path you want to pursue. One of the best ways to gain clarity is by getting involved in internships, clubs, volunteer work, and other community activities. I know firsthand that career journeys are rarely straight lines. Throughout my own career, I have been a public-school teacher, a lawyer, and a small business owner before entering public service and eventually serving as Governor of Delaware. Your own journey may take unexpected turns, and that's okay. Stay open-minded, be willing to explore, and embrace new opportunities as your interests and goals evolve.

No matter where your path leads, the State of Delaware is committed to supporting your growth and success. Use this resource to explore your options, set ambitious goals, and pursue them with confidence. Dream big, stay curious, and make the most of the opportunities ahead.

Sincerely,

Matt Meyer
Governor

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OFFICE OF THE SECRETARY
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LaKresha Moultrie
Secretary , Department of Labor

Dear Students,

As you begin thinking about your future, I want you to know something I wish someone had told me earlier: the path to a meaningful career doesn't look the same for everyone — and that's not just okay, it's a strength.

I was a first-generation college student, the first attorney in my family. There was no roadmap handed to me. But I had curiosity, determination, and people who believed in possibilities I hadn't yet imagined for myself. That's what I want for every Delaware student holding this booklet.

The careers defining the next decade — in healthcare, technology, skilled trades, and public service — are looking for people who are prepared and committed. Whether your path leads through a four-year degree, a registered apprenticeship, or a short-term credential, Delaware has invested in making those pathways more accessible than ever. This year, the Workforce Pell Grant extends federal financial aid to short-term training programs for the first time, opening doors that were previously closed to many Delawareans.

Let this booklet be your compass. Work through it honestly — explore who you are, learn what's out there, make a plan, and take that first step. Delaware believes in you...I believe in you! Read on, dream big, and go far.

Sincerely,

LaKresha Moultrie
Secretary of Labor



The cover theme for this edition of the Delaware Career Compass was inspired by the 1st Place winning poster from the Career and Technical Education (CTE) Month Poster Contest that was held by the Delaware Advisory Council on Career and Technical Education (DACCTE) in November 2025. The winning poster was created by **Maya Zhao** from MOT Charter High School. Maya's poster is a great way to show how CTE can help you ***Turn Your Passion Into a Profession***! Congratulations to Maya on her concept and creativity!

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You can view/download this publication online at: *https://de.gov/CareerCompass*

There is also an editable PDF file here: https://de.gov/CareerCompassEditable

Special Thanks

Christopher Stahl / Caitlin Rozell
Delaware Advisory Council on Career & Technical Education

Ethel Belfon / Dyron Green / Vicki Mays
Heather Burleigh / Lester Carlisle
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How to Use This Guide

Career planning is too important to be left to chance. After all, the decisions you make now will affect the rest of your life. Self-reliance and a positive attitude are your keys to finding opportunities and making career choices that will be right for you and will provide you with rewarding experiences in the world of work. If you want the career of your choice, you must prepare. Career development is a series of steps that will help you get to know yourself and the labor market. But remember that planning for your future is not usually a steady progression up the steps. You will undoubtedly move up and down the steps as your life changes. You can't go wrong if you:

- ☑ Think about life as a journey filled with exciting unknowns.
- ☑ Look for the positive in every situation.
- ☑ Know what you want in life and avoid the quick fix. Stay true to your values and beliefs.
- ☑ Know your strengths and think about them every day.
- ☑ Identify your weaknesses and know that they are limitations, not flaws.
- ☑ Build on your strengths and find ways to reduce your limitations.
- ☑ Learn from your mistakes. Think about what you will do differently the next time.
- ☑ Learn to speak up for yourself and verbalize what you want.



The *Delaware Career Compass* is a step-by-step guide to career planning and is used to help students make informed career decisions. This workbook will help you learn about yourself, the world of work, and how to achieve your career goals. Be sure to follow the steps in order:

STEP 1

Through the activities in this step, you will learn more about yourself; your learning style, your likes, your interests, and your skills. You will also discover your Holland Code and which career clusters you like. This information will help guide you through the labor market information section of the *Compass*.

STEP 2

In this step, you will learn about a variety of occupations. The information is broken down by career cluster and includes information such as where projected job openings will be, how much money you can expect to make in different occupations, and what education or training is needed to get there.

STEP 3

This step combine steps 1 and 2 to help you develop personal and career objectives. It will give you a "reality check" on building a budget and how much money you will need to make to support your desired lifestyle.

STEP 4

This step provides valuable information about making the most of high school and preparing for college or a career. You will investigate options for education and training, and also the necessary steps to seek and keep a new job.

Attention Teachers...

The *Delaware Career Compass Teacher's Guide* serves as a companion to the *Career Compass*. It includes lesson plans and activities to help you incorporate the *Career Compass* into your everyday curriculum. Request your copy today!



To order, please contact:

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Step 1

Who Am I?



What if you're not sure what kind of job or career you want? What if you have no idea what to do with your life? Rest assured - you're not alone! It takes a lot to develop a career plan and the research begins with YOU.

What makes you unique? A self-assessment is the important first step toward making a good career match. When you have finished the activities in **Step 1**, you will have a better understanding of yourself, and a good idea of what kind of work you might enjoy.

Begin With Your Dream

1. Imagine you are doing your dream job right now. Close your eyes and visualize yourself working. What are the specifics of this job? Answer the questions below to help you determine your dream job.

- Where are you? _____
- What are you doing? _____
- What are you wearing? _____
- Do you own your own business or are you working for someone else? _____
- Are you inside or outside? Office with a view? _____
- Are you using tools or equipment? A computer? A phone? _____
- Are people or animals depending on you? _____
- Do you feel important in your work? _____
- Are you traveling? _____
- What talents are you using? _____
- Do you look satisfied? Why? _____

2. Draw a detailed picture of yourself doing your dream job. Write the name of your dream occupation on the line below.



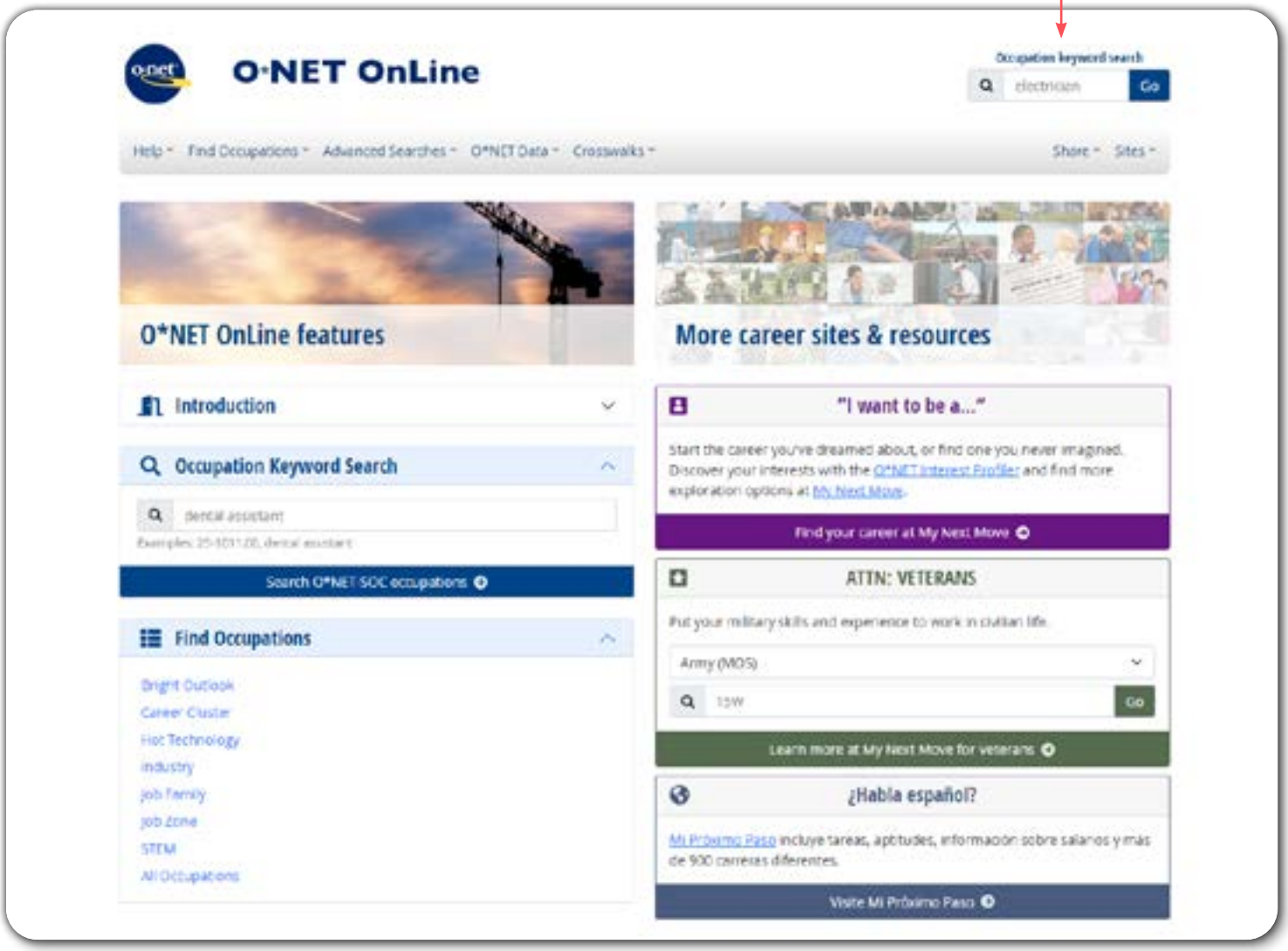
My dream occupation is: _____

Learn to use O*NET OnLine

Take some time to explore this website. O*NET OnLine has detailed descriptions for 900+ different occupations. Every occupation requires a different mix of knowledge, skills, and abilities, and is performed using a variety of activities and tasks. As you learn more about yourself, use O*Net to find careers that are a good match for you.

O*NET OnLine Home Page: *www.onetonline.org*

Type an occupation title or its SOC* code in the Keyword Search box to research wages, education & training, technology, skills, etc.



Find occupations by:
- Bright Outlook
- Career Cluster
- Hot Technology
- Industry
- Job Family
- Job Zone
- STEM
- All Occupations

Browse by O*Net Data:
- Abilities
- Interests (Holland Code)
- Knowledge
- Skills
- Work Activities
- Work Context
- Work Styles

Browse Crosswalks:
- Military
- Education
- Occupation Handbook
- SOC
- DOT
- RAPIDS
- ESCO

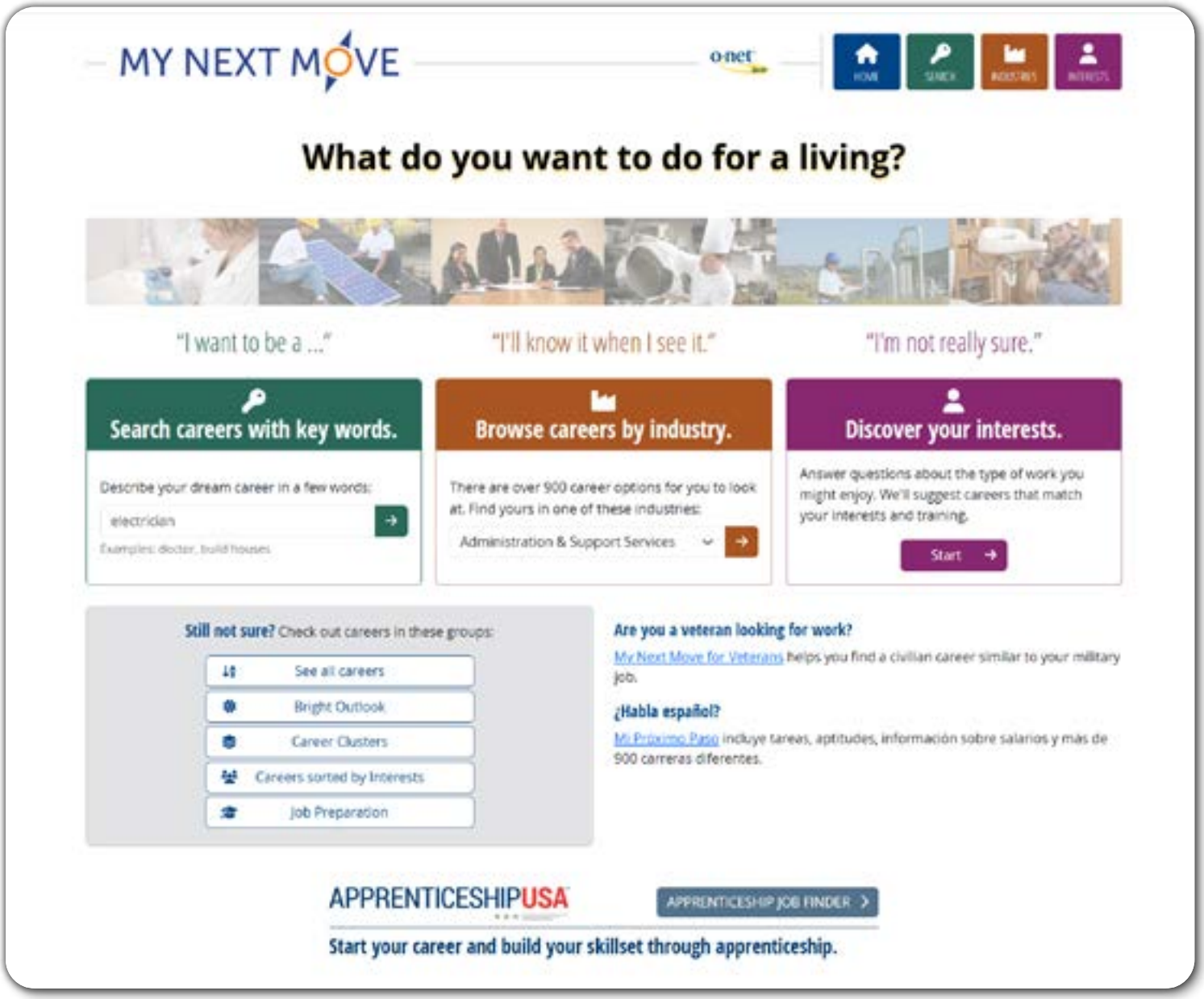
* The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories with a total of 867 detailed occupations.

O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.

Learn to use My Next Move

My Next Move is an interactive tool for job seekers and students to learn more about their career options. My Next Move has tasks, skills, salary information, and more for over 900 different careers. Users can find careers through keyword search, by browsing industries that employ different types of workers, or through the *O*NET Interest Profiler* which is a tool that offers personalized career suggestions based on a person's interests and level of work experience.

My Next Move Home Page: *www.mynextmove.org*



About the O*NET® Interest Profiler™

The **O*NET Interest Profiler** (IP) is a family of self-assessment career exploration tools that can help clients discover the type of work activities and occupations that they would like and find exciting. Clients identify and learn about broad interest areas most relevant to themselves. They can use their interest results to explore the world of work. To take the web-based Interest Profiler, learn more about the development of this tool, or to download the paper-and-pencil version, visit the O*NET Interest Profiler Short Form page at *https://www.onetcenter.org/IP.html*

Is Self-Employment for Me?

It's a great feeling to be your own boss. If you're motivated, confident, and innovative, starting your own business might be right for you. Being self-employed has its advantages but is also potentially risky. Read more about the advantages and risks of self-employment below. On page 3, *Begin With Your Dream*, you were asked if you saw yourself owning your own business or working for someone else. If you answered that you saw yourself owning your own business, complete the entrepreneurial assessment below and see if you still feel the same way about self-employment.

Advantages of being your own boss:

- Greater income potential
- Flexibility in your work schedule
- Freedom to choose what products and services you provide
- Working for your own interests rather than someone else's leads to more fulfilling and rewarding work

Risks of self-employment:

- Not guaranteed a steady income
- May not have sick/vacation pay or a retirement fund
- Hours may be long, especially when you first get started
- According to the Small Business Association, half of all new businesses fail within the first five years

Questions to ask yourself:

- Is there a market for my product or service?
- What expenses will I have? (be sure to include licensing, taxes, equipment, inventory, rent, advertising, utilities, and insurance)
- How will I find customers?
- What is the best way to advertise and what will it cost?
- Who is my competition? Can I afford to charge less to win customers?
- Do I have money for the start-up costs, or must I rely on bank loans or outside investments?

Entrepreneurial Assessment

Circle the number that best describes your work values. Then add up the total and match it to the key at the bottom.

3 = Strongly Agree 2 = Somewhat Agree 1 = Somewhat Disagree 0 = Strongly Disagree

1. I am willing to work 50 hours or more per week regularly. 3 2 1 0
2. My family will support me going into business. 3 2 1 0
3. I am willing to accept both financial and career risks when necessary. 3 2 1 0
4. I don't need all the fringe benefits provided by a conventional job. 3 2 1 0
5. I would like to take full responsibility for the successes and failures of my business. 3 2 1 0
6. I would have more financial success by running my own business. 3 2 1 0
7. I feel a great deal of pride when I complete a project successfully. 3 2 1 0
8. I have a high energy level that can be maintained over a long time. 3 2 1 0
9. I enjoy controlling my own work assignments and making all decisions that affect my work. 3 2 1 0
10. I believe that I am responsible for my own successes and failures. 3 2 1 0
11. I have a strong desire to achieve positive results even when it requires a great deal of effort. 3 2 1 0
12. I have a good understanding of how to manage a business. 3 2 1 0
13. I can function in uncertain situations. 3 2 1 0
14. One or both of my parents were entrepreneurs. 3 2 1 0
15. I believe that my abilities and skills are greater than those of most of my coworkers. 3 2 1 0
16. People trust me and consider me honest and reliable. 3 2 1 0
17. I always try to complete every project I start, regarding of obstacles and difficulties. 3 2 1 0
18. I am willing to do something even when other people laugh or belittle me for doing it. 3 2 1 0
19. I make decisions quickly. 3 2 1 0
20. I have a good network of friends, professionals, and business acquaintances. 3 2 1 0

Now add up your total and refer to this key. My total points are _____.

60-41 You are likely suited to be an entrepreneur.

40-31 You may be suited to be an entrepreneur.

30-0 Self-Employment may not be your best career option.

SOURCE: Adapted from the *Is Self-Employment for You?* assessment in the Montana Career Guide.

What is my Learning Style?

Complete this activity to find out how you learn best.

1. Assign 1, 2, or 3 points to each statement below. (1 pt. = seldom or never) (2 pts. = sometimes) (3 pts. = often)

Column 1

___ I remember better if I write it down.
___ Looking at a person helps keep me focused.
___ I need a quiet place to get my work done.
___ When I take a test, I can see the textbook in my head.
___ Music or background noise distracts my attention.
___ I doodle in the margins of my notebook.
___ I have trouble following lectures.
___ I react very strongly to colors.
___ I like to build things.

_____ TOTAL

Column 2

___ My papers and notebooks always seem messy.
___ I do not follow written directions well.
___ If I hear something, I will remember it.
___ Writing has always been difficult for me.
___ I often misread words from the text.
___ I would rather listen and learn than read and learn.
___ Pages with small print are difficult for me to read.
___ It's hard for me to interpret others' body language.
___ My eyes tire quickly, though my vision check-up is okay.

_____ TOTAL

Column 3

___ I start a project before reading the directions.
___ I hate to sit at a desk for long periods of time.
___ I prefer to see something done and then do it myself.
___ I use the trial and error approach to problem solving.
___ I like to read my textbook while riding an exercise bike.
___ I take frequent study breaks.
___ I have a difficult time giving step-by-step directions.
___ I enjoy sports and do well at several types of sports.
___ I am constantly fidgeting.

_____ TOTAL

2. Total each column. A score of 20 or more indicates a strength in that area.
The learning style with the highest score indicates the most efficient method of information intake for you.



I am a **VISUAL LEARNER**
because **Column 1** is my highest score.

I learn best by:
- creating vivid mental images
- working with pictures and colors
- using graphics like films, slides, illustrations, diagrams, and doodles to reinforce learning
- asking for written directions
- visualizing the spelling of words

I might like these jobs:

Graphic Designer	Architect
Navigator	Mechanic
Surgeon	Webmaster



I am an **AUDITORY LEARNER**
because **Column 2** is my highest score.

I learn best by:
- listening
- using tapes for reading and class lecture notes
- participating in discussions
- having test questions read aloud
- hearing directions

I might like these jobs:

Translator	Teacher
Counselor	Salesperson
Musician	Psychologist



I am a **KINESTHETIC LEARNER**
because **Column 3** is my highest score.

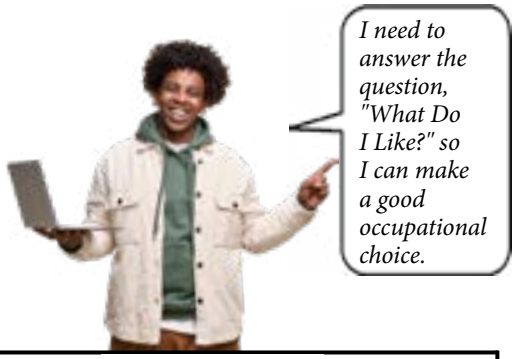
I learn best by:
- hands-on activities
- using physical activity
- performing a variety of tasks like making models, doing lab work, or role-playing
- using computers to reinforce touch

I might like these jobs:

Athlete	Firefighter
Dancer	Actor
Sculptor	Construction

My preferred learning style is _____

What Do I Like?





Not everyone thinks and acts the same. We all have different communication styles and behavioral tendencies. The Personality Diversity Indicator (PDI) App by Equilibria enables you to find out your E-Colors personality style. Become familiar with your Strengths and Potential Limiters as you start your journey towards realizing your potential. The E-Colors process has been used to improve areas such as communication, self-development, teamwork, leadership and risk management. Get more information and download the free App at: https://www.equilibria.com/

Complete this activity to find out what you like most.

1. Circle the number for each phrase that describes you.

1. I'd rather make something than read a book.
2. I enjoy problem-solving games and working at puzzles.
3. I like helping other people when they need it.
4. I enjoy learning about new topics by reading about them.
5. I like working with my hands.
6. I like being the leader in a group of people.
7. I prefer to know all the facts before I tackle a problem.
8. I like to take care of other people.
9. I enjoy designing, inventing, and creating things.
10. I enjoy expressing myself through art, music, or writing.
11. I would like a job where I could deal with people all day.
12. I like working with materials and equipment.
13. I enjoy learning new facts and ideas.
14. I find cooperating with others comes naturally to me.
15. I like finding out how things work by taking them apart.
16. I would choose to work with things rather than with people.
17. I can usually persuade people to do things my way.
18. I enjoy building and repairing things.
19. I enjoy the research part of my projects.
20. I like interacting with people.
21. I enjoy thinking up different ideas and ways to do things.
22. I like hearing other people's opinions.
23. I enjoy learning how to use different tools.
24. I find it easy to follow written instructions.

2. Which numbers did you circle in #1?
Circle those same numbers in the three groups below.

A.	**1**	**5**	**9**	**12**	**15**	**16**	**18**	**23**
B.	**3**	**6**	**8**	**11**	**14**	**17**	**20**	**22**
C.	**2**	**4**	**7**	**10**	**13**	**19**	**21**	**24**

3. What does it mean?
The group (A, B or C) with the most circled numbers indicates your area of strongest interest. The group with the second most circled numbers is an area that you find interesting also, but not as much as the first group. Read the description below that corresponds to your area of strongest interest.

A. I LIKE TO WORK WITH MY HANDS
You enjoy using tools and machines, making objects with your hands, maintaining and fixing equipment, and finding out how things work.

B. I LIKE TO WORK WITH PEOPLE
You enjoy caring for and helping others, persuading people, working as part of a team, and leading and supervising others.

C. I LIKE TO WORK WITH INFORMATION
You enjoy expressing yourself through writing, music or art, doing experiments or researching, solving puzzles and problems, and studying and reading.

I like to work with _____

4. Look on the next page to find two occupations that match what you like. Use O*NET OnLine to research them.

Occupation 1 _____ Occupation 2 _____

I like to work with my hands

There are many occupations for those who have a knack for using tools and machines, are curious about how things work, and like to build, operate, and maintain equipment. The occupations below require hands-on skill with things.

SOC	Occupation Title
39-2011	Animal Trainers
27-1011	Art Directors
49-3023	Auto Service Techs. & Mechanics
49-3021	Automotive Body Repairers
35-3011	Bartenders
53-5021	Captains of Water Vessels
35-1011	Chefs & Head Cooks
29-1011	Chiropractors
17-3022	Civil Engineering Technicians
47-2061	Construction Laborers
29-1292	Dental Hygienists
29-1021	Dentists
27-1024	Graphic Designers
53-3032	Heavy Truck Drivers
49-9021	HVACR Mechanics
27-1025	Interior Designers
37-3011	Landscaping Workers
17-3027	Mechanical Engineering Techs.
49-9062	Medical Equipment Repairers
25-4013	Museum Technicians
29-2091	Orthotists & Prosthetists
27-4021	Photographers
29-1123	Physical Therapists
47-2181	Roofers
47-2211	Sheet Metal Workers
17-1022	Surveyors
27-3042	Technical Writers
29-1131	Veterinarians
29-2056	Veterinary Technicians
51-4121	Welders

I like to work with people

There are many occupations in the world of work for people like you who enjoy exercising your people skills such as caring, helping, advising, persuading, and cooperating. The occupations below require people skills.

SOC	Occupation Title
29-9091	Athletic Trainers
39-9011	Childcare Workers
19-3033	Clinical/School Psychologists
33-3012	Correctional Officers & Jailers
43-4051	Customer Service Reps.
29-2042	Emergency Medical Technicians
39-9031	Exercise Trainers/Fitness Inst.
29-1215	Family Medicine Physicians
33-1012	First-Line Supvrs. of Police
11-9171	Funeral Home Managers
11-9111	Health Services Managers
31-1120	Home Health Care Aides
11-3121	Human Resources Managers
21-1018	Mental Health Counselors
21-1023	Mental Health Social Workers
29-1122	Occupational Therapists
43-4151	Order Clerks
29-1071	Physician Assistants
41-9021	Real Estate Brokers
41-9022	Real Estate Sales Agents
39-9032	Recreation Workers
29-1125	Recreational Therapists
29-1141	Registered Nurses
21-1015	Rehabilitation Counselors
41-9031	Sales Engineers
25-2031	Secondary School Teachers
25-3021	Self-Enrichment Teachers
11-3131	Training/Development Managers
41-3041	Travel Agents
35-3031	Waiters/Waitresses

I like to work with information

Work today requires people who have the ability to find, classify, organize, and explain information in ways that help others understand it. The occupations below require skill with data and information.

SOC	Occupation Title
13-2011	Accountants and Auditors
43-3031	Bookkeeping Clerks
17-2041	Chemical Engineers
19-2031	Chemists
11-1011	Chief Executives
13-1031	Claims Adjusters/Examiners
15-1251	Computer Programmers
15-1232	Computer Support Specialists
19-1031	Conservation Scientists
13-1051	Cost Estimators
27-3092	Court Reporters
15-2051	Data Scientists
33-3021	Detectives
27-3041	Editors
43-4071	File Clerks
33-2021	Fire Inspectors
19-2043	Hydrologists
23-1023	Judges and Magistrates
23-1011	Lawyers
25-4022	Librarians
11-2021	Marketing Managers
29-2072	Medical Records Specialists
31-9094	Medical Transcriptionists
23-2011	Paralegals & Legal Assistants
29-1051	Pharmacists
43-9081	Proofreaders & Copy Markers
13-2020	Property Appraisers
41-9021	Real Estate Brokers
19-4061	Social Science Research Assts.
15-1254	Web Developers

Visit O*NET for job descriptions: *www.onetonline.org*

What Is My Holland Code?

Dr. John Holland reasoned that people work best in environments that match their preferences. He theorized that both people and occupations can be loosely classified into six different groups. Most people are some combination of two or three of these groups. If you choose an occupation that matches your Holland Code, you will be more likely to achieve job satisfaction and success.

ACTIVITY: Discover Your Holland Code

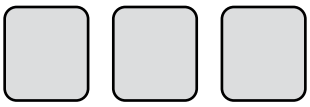
Step 1: To complete the Holland Code activity on this page, check each box that applies to you.

I am...					
☐ Practical	☐ Scientific	☐ Creative	☐ Friendly	☐ Self-confident	☐ Well organized
☐ Athletic	☐ Precise	☐ Imaginative	☐ Generous	☐ Persuasive	☐ Efficient
☐ Mechanically inclined	☐ Self-motivated	☐ Innovative	☐ Helpful	☐ Sociable	☐ Systematic
☐ A nature lover	☐ Analytical	☐ Sensitive or emotional	☐ Patient	☐ Ambitious	☐ Conscientious
☐ Shy or modest	☐ Observant	☐ Independent	☐ Cooperative	☐ Impulsive	☐ Accurate
☐ Persistent	☐ Curious	☐ Intuitive	☐ Idealistic	☐ Optimistic	☐ Polite

I can...					
☐ Fix electronic equipment	☐ Think abstractly	☐ Sketch, draw, paint	☐ Teach others	☐ Convince others to do things my way	☐ Work well within a system
☐ Play a sport	☐ Solve math problems	☐ Play a musical instrument	☐ Express myself clearly	☐ Sell things or promote ideas	☐ Keep accurate records
☐ Work on cars	☐ Analyze data	☐ Write stories or poems	☐ Lead a group discussion	☐ Give talks or speeches	☐ Use a computer
☐ Read a blueprint	☐ Use a microscope or computer	☐ Sing, act or dance	☐ Mediate disputes	☐ Lead a group	☐ Write effective business letters
☐ Operate tools and machinery	☐ Do complex calculations	☐ Design fashions or interiors	☐ Plan or supervise an activity	☐ Initiate projects	☐ Operate office machines
☐ Pitch a tent	☐ Conduct research	☐ Work independently	☐ Offer others guidance	☐ Manage people or products	☐ Create charts and graphs

I like to...					
☐ Work with my hands	☐ Use computers	☐ Attend concerts or plays	☐ Work and socialize with others	☐ Make decisions affecting others	☐ Work with numbers
☐ Be physically active	☐ Perform lab experiments	☐ Paint, sculpt or do ceramics	☐ Help people solve problems	☐ Run a political campaign	☐ Be responsible for details
☐ Tend to or train animals	☐ Solve math or science questions	☐ Read fiction and poetry	☐ Do volunteer work	☐ Start my own business	☐ Collect or organize things
☐ Work outdoors	☐ Analyze situations and find solutions	☐ Take photographs	☐ Work with children or the elderly	☐ Be with leaders	☐ Follow a budget
☐ Hunt or fish	☐ Do puzzles	☐ Decorate	☐ Play team sports	☐ Work on a sales campaign	☐ Keep things neat and organized
☐ Build or repair things	☐ Work independently	☐ Work on crafts	☐ Organize parties	☐ Win awards	☐ Play board games
☐ R	☐ I	☐ A	☐ S	☐ E	☐ C

Step 2: Count the number of checks in each column above and write that total in the blank space at the bottom of each column. Fill in the gray boxes with the letters from the columns with the three largest totals, starting with the highest.



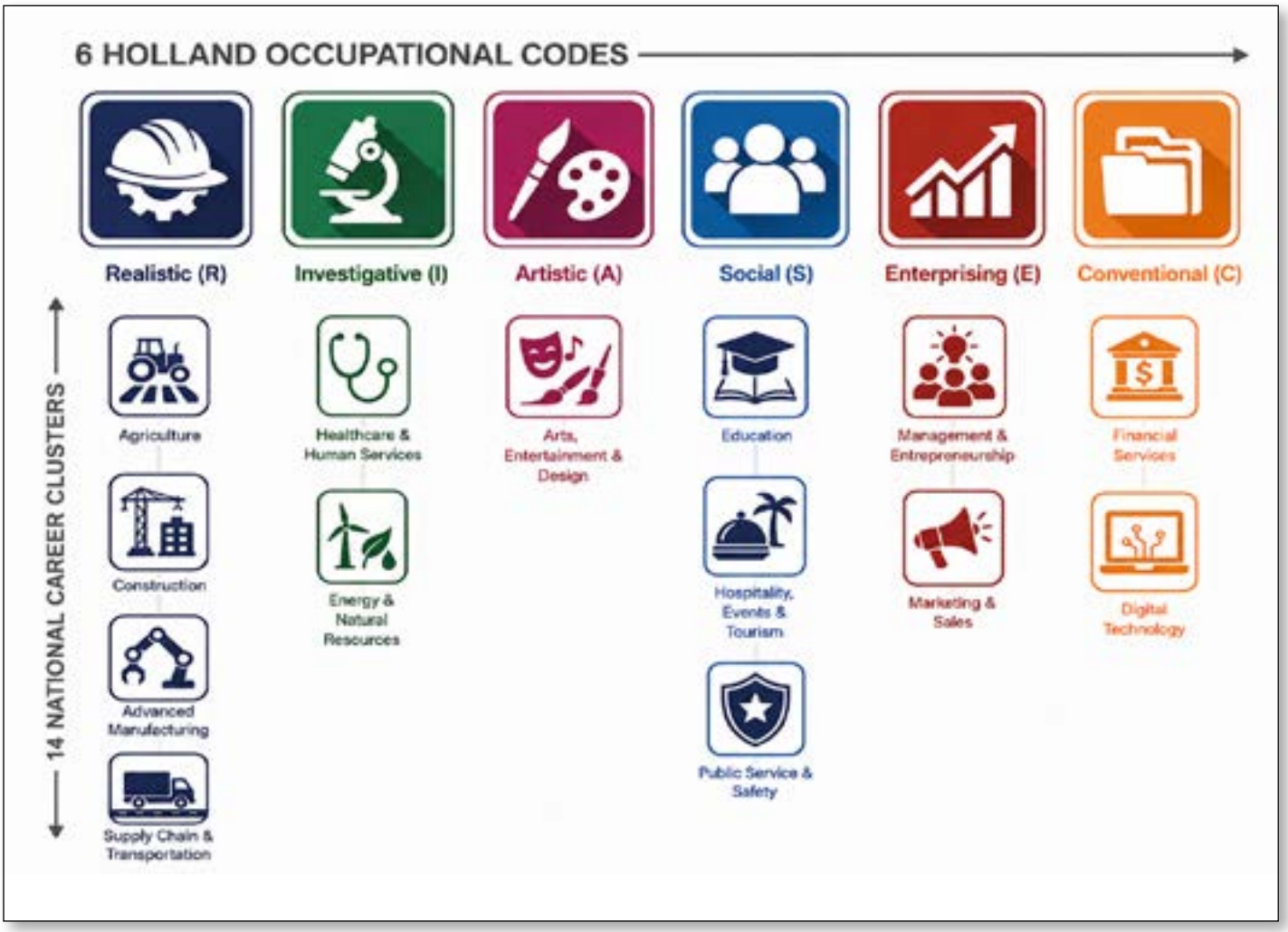
Column 1: R – Realistic
Column 2: I – Investigative
Column 3: A – Artistic
Column 4: S – Social
Column 5: E – Enterprising
Column 6: C – Conventional

Step 3: Visit O*Net Online (*https://www.onetonline.org/find/descriptor/browse/1.B.1*) for a description of your Holland Code interests. Click on one of the interest categories to enter your Holland Code. Browse the occupations listed and choose two that you would like to research.

Occupation 1 _____ **Occupation 2** _____

Match Your Interests to Career Clusters

Career Clusters are groups of similar occupations and industries designed to help you better organize your career planning. In 2024, the National Career Cluster Framework was modernized, moving from 16 to 14 Career Clusters. Based on the letters of your Holland Code from page 10, review the chart below to find out which career clusters may be your best match. Keep in mind that your first letter usually carries the most weight. Find occupations within these Clusters at O*NET OnLine *https://www.onetonline.org/find/career*



Why is it important to match your Holland (interest) Code to the occupation's code?

Your personality type (Holland Code) matched with **a compatible work environment (Holland Code)** will likely lead to **job satisfaction and success!**

Which Career Clusters Do I Like?

This survey lets you rate activities you enjoy, your personal qualities, and school subjects you like. Your answers will help you identify which career clusters are a match for your interests.

1. Put a ☑ in the box next to the items that describe you best.
You may check as many or as few boxes as you want. Add the total number of ☑'s in each row and write that number in the corresponding box on the right.

Row	Things I like to do:	Statements that describe me:	Problems I want to solve in the world:	Total number ☑ checked
1	☐ Build or fix things ☐ Use machines or tools ☐ Follow step-by-step directions ☐ Create new inventions or products ☐ Make processes work faster and smoother	☐ I pay attention to small details ☐ I'm careful and focused ☐ I enjoy solving technical problems ☐ I like figuring out how things work ☐ I'm good at using tools	☐ How to make things faster and better ☐ How we can use less waste in workplaces ☐ How to make things people need closer to home ☐ How to make safer tools and products ☐ How to fix broken machines quickly	Total
2	☐ Gardening or growing plants ☐ Take care of animals ☐ Learn how water could be used to grow food ☐ Use tools or machines ☐ Try new foods and wonder where they're from	☐ I like working with my hands ☐ I enjoy solving real-world problems ☐ I'm patient ☐ I like being outside	☐ How to grow healthy food for everyone ☐ How to take care of the land and living things ☐ How we can save more clean water ☐ How to get food to people who need it ☐ How to limit damaging the land when we use it	Total
3	☐ Write stories, poems, or scripts ☐ Perform in music, dance, or theater ☐ Create videos, take photos, or make animations ☐ Work on costumes, sets, or props ☐ Draw, paint, or make designs	☐ I like creating and sharing my ideas ☐ I like performing or entertaining ☐ I enjoy making things look good ☐ I like sharing my ideas in ways that influence people ☐ I like using my imagination	☐ How art can tell powerful stories ☐ How we use creativity to connect people ☐ How technology and art can work together ☐ How we can share news in a way that is both honest and easy to understand ☐ How creativity can help people understand big ideas	Total
4	☐ Build or design outdoor spaces or houses ☐ Help plan how something should be built ☐ Use tools and machines ☐ Measure and cut materials ☐ Solve problems about space and size	☐ I like building things ☐ I follow directions carefully ☐ I like hands-on work ☐ I enjoy solving problems ☐ I'm dependable and responsible	☐ How to build safe, strong places to live ☐ How we can make buildings that use less energy ☐ How we can fix and upgrade old buildings ☐ How to build things that last a long time ☐ How to make construction work safer	Total
5	☐ Solve puzzles or coding challenges ☐ Work with computers or apps ☐ Play or make video games ☐ Fix things when they break ☐ Use AI or digital tools	☐ I like figuring out problems ☐ I enjoy learning new technology ☐ I pay attention to details ☐ I'm patient and a good problem solver ☐ I like using technology to be creative	☐ How to tell stories with data ☐ How to use technology to make life easier ☐ How to build new apps or websites that meet an unmet need ☐ How to stop hackers and protect privacy ☐ How to help people learn and connect online	Total
6	☐ Help people learn new things ☐ Explain things in simple ways ☐ Tutor or mentor others ☐ Lead group projects or activities ☐ Come up with fun ways to teach something	☐ I like helping others ☐ I'm a good listener ☐ I'm patient and kind ☐ I'm curious and love to learn ☐ I enjoy speaking or presenting	☐ How to make learning be fun for everyone ☐ How to connect learning to culture and family ☐ How we can support different ways of learning ☐ How education can help people have a better life ☐ How to make places for learning feel safe and welcoming	Total

Survey continues on the next page ➡

Row	Things I like to do:	Statements that describe me:	Problems I want to solve in the world:	Total number ☑ checked
7	☐ Work with new and emerging technologies ☐ Study science or nature ☐ Learn how solar panels or electric cars work ☐ Work on outdoor projects ☐ Helping keep parks, rivers, or forests clean	☐ I care about the environment ☐ I'm curious about how the Earth works ☐ I enjoy learning how systems work ☐ I like working outside ☐ I want to protect natural places	☐ How we can use energy without harming the planet ☐ How we protect animals and wild spaces ☐ How to make energy cleaner and safer ☐ How we can stop pollution and waste ☐ How we balance human needs with nature	Total
8	☐ Manage money or save for goals ☐ Play games with strategy or math ☐ Keep track of spending ☐ Learn about investing or business ☐ Help friends understand money	☐ I'm organized and careful ☐ I like working with numbers ☐ I'm honest and responsible ☐ I'm curious about the economy ☐ I'm a good explainer	☐ How to help people make smart money choices ☐ How to plan for big life expenses ☐ How to protect people from scams ☐ How to help people grow their savings ☐ How to use money to build wealth for the future	Total
9	☐ Help people feel better ☐ Learn about the body or medicine ☐ Have caring conversations with people ☐ Give first aid or do wellness activities ☐ Volunteer or care for others	☐ I'm caring and patient ☐ I like science and health ☐ I'm a good listener ☐ I stay calm in tough situations ☐ I like making a difference	☐ How we can take care of people who are sick ☐ How we can help people live healthier lives ☐ How to support mental health ☐ How to respond in emergencies ☐ How to make sure everyone gets care in communities	Total
10	☐ Cook or prepare food ☐ Plan trips or events ☐ Help visitors feel welcome ☐ Decorate or prepare for a big party ☐ Learn about different places or cultures	☐ I'm creative ☐ I'm organized and enthusiastic ☐ I'm friendly and helpful ☐ I like busy, active places ☐ I'm curious about the world	☐ How to make healthy meals that taste good ☐ How we help people enjoy their time off ☐ How we create great experiences for visitors ☐ How we make travel easier and more fun ☐ How we make tourism good for local communities	Total
11	☐ Start new projects or businesses ☐ Lead a team ☐ Help people grow ☐ Solve complex problems ☐ Find ways to earn money	☐ I'm a self-starter ☐ I'm confident and organized ☐ I'm good at talking to people ☐ I like setting goals ☐ I'm creative and motivated	☐ How to grow good ideas into real businesses ☐ How to help businesses run better ☐ How to create products people love ☐ How businesses can make a positive difference ☐ How people can be motivated to do their best work	Total
12	☐ Use social media to engage people ☐ Create eye-catching designs ☐ Persuade people or give presentations ☐ Come up with ways to sell things ☐ Find out what people like and don't like	☐ I'm outgoing and persuasive ☐ I like making things look great ☐ I'm confident and clear ☐ I'm good at explaining things ☐ I'm observant and analytical	☐ How to get the right message to the right people ☐ How we help people find products they love ☐ How we build trust with customers ☐ How we understand what people want ☐ How we protect people from scams or unsafe products	Total
13	☐ Help during a crisis ☐ Learn how to keep people safe ☐ Learn about laws and government ☐ Help the community meet a need ☐ Support justice or public safety	☐ I'm fair and honest ☐ I'm dependable and quick-thinking ☐ I'm calm in stressful situations ☐ I like solving big problems ☐ I care about fairness and service	☐ How to keep communities safe ☐ How to respond to disasters or danger ☐ How to protect people's rights ☐ How to prepare for future challenges ☐ How to make sure government programs reach all people	Total
14	☐ Make sure things get where they belong ☐ Plan routes or schedules ☐ Being around vehicles, ships, or planes ☐ Pack, ship, or track orders ☐ Fix things when they break	☐ I'm focused and reliable ☐ I'm organized and detail-oriented ☐ I like machines and engines ☐ I like systems and logistics ☐ I like to keep things working well	☐ How to get products where they need to go ☐ How to make deliveries faster and safer ☐ How to move things in smart ways ☐ How to stop things from breaking down ☐ How to keep shelves stocked and stores running	Total

SOURCE: Advance CTE Career Interest Survey: Cluster-by-Cluster Edition

2. The two rows with the highest scores are:

Row # _____ and Row # _____

3. Using the *Career Cluster Titles* list below, find the titles of the two career clusters that correspond to your highest scores.

My two favorite career clusters are:

1. _____

2. _____

Career Cluster Titles

Row 1 - Advanced Manufacturing 28
Row 2 - Agriculture 29
Row 3 - Arts, Entertainment & Design 30
Row 4 - Construction 31
Row 5 - Digital Technology 32
Row 6 - Education 33
Row 7 - Energy & Natural Resources 34
Row 8 - Financial Services 35
Row 9 - Healthcare & Human Services 36
Row 10 - Hospitality, Events & Tourism 37
Row 11 - Management & Entrepreneurship 38
Row 12 - Marketing & Sales 39
Row 13 - Public Service & Safety 40
Row 14 - Supply Chain & Transportation 41

4. Next to each cluster listed above is a page number.

Use the tables on the pages specified to find occupations associated with your two highest scoring clusters.

Two occupations I will research are:

1. _____

2. _____

What Basic Skills Do I Have?

The skills below can be used in almost every workplace situation. They are often called transferable skills because they are not limited to any one academic discipline or knowledge area but are applicable to many occupations.

Improving your basic skills that need work can make you a valuable employee.



1. Check your skill level (Can Do or Needs Work) for each phrase below. Then make a plan to improve the areas that need work.

Can Do	Needs Work	
Communication Skills		
___	___	I know how to explain my ideas to others.
___	___	I ask appropriate questions.
___	___	I'm a good listener.
___	___	I'm able to interpret written instructions well.
Thinking Skills		
___	___	I evaluate situations logically.
___	___	I reason well and make objective judgments.
___	___	I know how to make informed decisions.
___	___	I know how to use technology effectively.
Adaptability Skills		
___	___	I have a positive attitude toward change.
___	___	I recognize and respect other people's differences.
___	___	I think of new ways to get the job done.
___	___	I handle transitions easily.
Learning Skills		
___	___	I'm interested in learning more about my areas of career interest.
___	___	I know how to find and read information when I need it.
___	___	I want to continue learning throughout my life.

Can Do	Needs Work	
Organizational Skills		
___	___	I have the ability to set goals in my work life as well as my personal life.
___	___	I work neatly and accurately.
___	___	I handle interruptions and changes and still meet goals.
___	___	I plan and manage my time.
Personal Skills		
___	___	I'm honest.
___	___	I'm motivated/enthusiastic about what I do.
___	___	I'm reliable and dependable.
___	___	I'm courteous and respectful.
Interpersonal Skills		
___	___	I get along with people.
___	___	I respect the ideas of others.
___	___	I support other people's decisions.
___	___	I help others with their problems.
___	___	I accept authority.
___	___	I know how to work on a team.

Two skills I have that I'm very proud of are:

1. _____

2. _____

Two skills I will work on are:

1. _____

2. _____

What Are My Work Values?



What is important to you in a job? Do you prefer to work with little supervision? Do you get bored if you have to do the same thing everyday or are you comfortable with a routine? How about the need to have a sense of accomplishment? Do you like to have people recognize your accomplishments? What about fairness in the workplace? The activity below will help you clarify the aspects of work that are most important to you. You should use your results for career exploration purposes only. Talk to your school counselor or a teacher for more help on how to use this tool.

1. Read each statement in the table below to complete the following sentence. Keep in mind as you read them that the next step is to sort them in order of importance.

"For my ideal job it is important that ..."

☐ **I** ...I could try out my own ideas.	☐ **A** ...I make use of my abilities.	☐ **B** ...I would be treated fairly by the company.	☐ **N** ...the job would provide for steady employment.
☐ **R** ...I could do something different every day.	☐ **J** ...I could work alone.	☐ **G** ...my pay would compare well with that of other workers.	☐ **O** ...I could do things for other people.
☐ **C** ...I could be busy all the time.	☐ **K** ...I would never be pressured to do things that go against my sense of right and wrong.	☐ **H** ...my co-workers would be easy to get along with.	☐ **P** ...I have supervisors who would back up their workers with management.
☐ **D** ...the job would provide an opportunity for advancement.	☐ **L** ...I could receive recognition for the work I do.	☐ **Q** ...I have supervisors who train their workers well.	☐ **S** ...the job would have good working conditions.
☐ **E** ...I could give directions and instructions to others.	☐ **M** ...I could make decisions on my own.	☐ **F** ...the work could give me a feeling of accomplishment.	☐ **T** ...I could plan my work with little supervision.

2. Write one letter from the above table in each box of the table at the top of the next page. Place each letter in the column that best matches how important it is for you to have a job like the one that is described. Put exactly 4 letters in each column. It may be helpful to check the box within each lettered box above so you know that you have already used it.

FOR EXAMPLE:

- If "A" (...I make use of my abilities) describes something that is more important to you than the statements in the other lettered boxes, write an "A" anywhere in Column 5.
- On the other hand, if "A" is less important to you when compared with the other statements, write "A" anywhere in Column 1.
- If statement "A" is neither the most important nor the least important, write it in one of the other columns (4, 3, or 2) that best matches how you feel.

Helpful Tip:

After you place letter in the grid to the right, put a check in the corresponding box on the previous page so that you remember you have placed that letter.

Sort the statements

Most Important				Least Important
Column 5	Column 4	Column 3	Column 2	Column 1

3. Calculate your scores

a. Your score for each statement is the same as the number of the column you put it in. The letters in Column 5 each get a score of 5, the letters in Column 4 each get a score of 4, and so on.

b. Assign a score to every letter.

FOR EXAMPLE:

If you put letter "A" in column 3, then put a 3 next to "A" in the Achievement box at right.

4. Add the numbers in each Column and write the TOTAL in the space provided.

5. Multiply each TOTAL (except for WORKING CONDITIONS) by the number provided and write your result next to the "=" sign.

ACHIEVEMENT	
Statement	Column Number
A	
F	+
TOTAL	=
Multiply TOTAL by 3	x 3
Achievement Score	=

INDEPENDENCE	
Statement	Column Number
I	
M	+
T	+
TOTAL	=
Multiply TOTAL by 2	x 2
Independence Score	=

RECOGNITION	
Statement	Column Number
D	
E	+
L	+
TOTAL	=
Multiply TOTAL by 2	x 2
Recognition Score	=

RELATIONSHIPS	
Statement	Column Number
H	
K	+
O	+
TOTAL	=
Multiply TOTAL by 2	x 2
Relationships Score	=

SUPPORT	
Statement	Column Number
B	
P	+
Q	+
TOTAL	=
Multiply TOTAL by 2	x 2
Support Score	=

WORKING CONDITIONS	
Statement	Column Number
C	
G	+
J	+
N	+
R	+
S	+
Working Conditions Score	=

6. Write your scores from the previous page next to the matching work value below.

7. Your top two scores indicate the values that are the most important to your job happiness. Read their descriptions and then write down your top two values below.

	ACHIEVEMENT	If Achievement is your highest work value, look for jobs that let you use your best abilities. Look for work where you can see the results of your efforts. Explore jobs where you can get the feeling of accomplishment.
	INDEPENDENCE	If Independence is your highest work value, look for jobs where they let you do things on your own initiative. Explore work where you can make decisions on your own.
	RECOGNITION	If Recognition is your highest work value, explore jobs with good possibilities for advancement. Look for work with prestige or with the potential for leadership.
	RELATIONSHIPS	If Relationships is your highest work value, look for jobs where your co-workers are friendly. Look for work that lets you be of service to others. Explore jobs that do not make you do anything that goes against your sense of right and wrong.
	SUPPORT	If Support is your highest work value, look for jobs where the company stands behind its workers and where the workers are comfortable with management's style of supervision. Explore work in companies with a reputation for competent, considerate, and fair management.
	WORKING CONDITIONS	If Working Conditions is your highest work value, consider pay, job security, and good working conditions when looking at jobs. Look for work that suits your work style. Some people like to be busy all the time, or work alone, or have many different things to do. Explore jobs where you can take best advantage of your particular work style.

My top two work values are:

1. _____ **2.** _____

8. Now that you know your most important work values and have read their descriptions, you are ready to find the occupations that are linked with them. To take this assessment online, visit the Work Values Matcher page on the CareerOneStop website here: *https://www.careeronestop.org/Toolkit/Careers/work-values-matcher.aspx*. Once you see your results, you can click on each of the work values for more information.



SMART Goal Setting

Goal setting is a helpful way to build the career you want. By setting objectives and creating a clear road map for how you'll reach your intended target, you can decide how to apply your time and resources to make progress. Without goals, it can be difficult to determine how to get a certain job, promotion or other milestones you want to achieve. Choose a goal for yourself and answer the questions in each section below. Be sure to double check your answers against the *SMART Goal Checker*. Use this for both short-term goals and long-term goals (3 months, 6 months, 1 year, 5 years, etc.). Try and also think about who could be a good mentor for you at each phase. Having a team of support people with you along the way increases your changes of success!

My goal:

_____

_____

Why my goal is really important to me?

_____

_____

_____

What resources are needed to complete this goal?

_____

_____

_____

_____

SMART Goal Checker

Is my goal...

- ❑ ***S**pecific - is it clear what action I have to take?*
- ❑ ***M**easurable - will I know exactly when I have completed my goal? Will I be able to track my progress?*
- ❑ ***A**ttainable - is it possible if I make the required effort?*
- ❑ ***R**elevant - is it in line with my larger life vision?*
- ❑ ***T**imed - have I set a precise attainment date and time?*

What action steps are needed to complete this goal?

ACTION	**DUE DATE**

What I Have Learned About Myself

Fill in the table below with your answers from the informal assessments you completed on pages 3-18. The page numbers where your answers can be found are referenced in the first column.



Page #	Activity Summary			
3	My dream occupation is:			
7	My preferred learning style is:			
8	I like to work with:			
8	Two occupations I researched that match *What I Like* are:			
10	My three Holland Code letters are:			
10	These 3 letters stand for:			
10	Two occupations I researched that match my *Holland Code* are:			
14	My two favorite career clusters are:			
14	Two occupations I researched that are in my favorite career clusters are:			
15	My two strongest basic skills are:			
15	Two basic skills I will work on are:			
18	My top two work values are:			

What I Have Learned About Myself

Occupation Summary

Are you still considering your dream occupation?

YES!

You are probably someone who has a clear picture of who you are, so you weren't at all surprised by the results of the activities in Step 1. If you have found that your dream occupation is still a good match, then prepare for it as you move forward with your career adventure. However, it never hurts to keep an open mind about other occupations. You may find an exciting occupation that you didn't even know existed!

NO!

You may have learned something from the activities in Step 1 that helped you to realize your dream occupation wasn't as good a match as you thought it was. By researching lots of occupations, you are not abandoning your dream but broadening the possibilities. Perhaps your research will reroute you to something even better - a new, more fitting dream.

STILL NOT SURE?

No worries. You're just getting started on the process. Choosing an occupation is difficult for many of us, but if you continue to learn about yourself and the jobs that are out there, you will find a good match.



After completing Step 1, I am considering the following occupations:

My original dream occupation: _____

A new dream occupation: _____

Occupation: _____

Occupation: _____

Now go on to Step 2

NEXT

Step 2

What's Out There?



In **Step 1**, you learned about yourself and the kind of work you want to pursue. This section explores Delaware's labor market, including entry wages and education and/or training required. One of the most basic uses of labor market information is to help people who are unsure of what they want to do pick out potential career fields. It is important to learn as much as you can about the occupations that interest you. When you are finished with this step, you will have a wealth of occupational information to use in your career decision-making process.

Exploring the World of Work

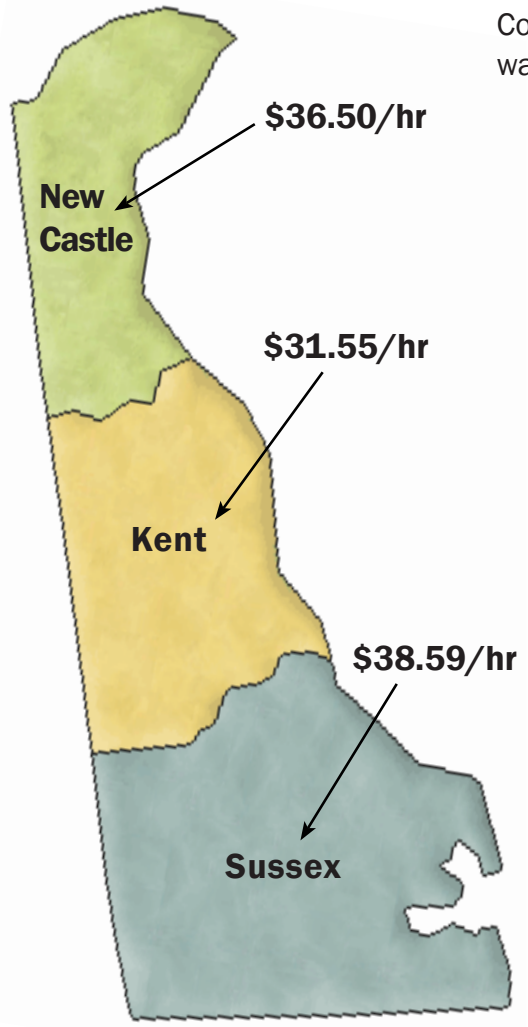
The world of work is changing faster than ever. It's unlikely that you will stay with one employer for your entire career. In fact, by the age of thirty, you may have already had work experience with a number of different companies.

In these changing times, YOU must be the manager of your own career. It is important to understand the labor market and to know where you can find the latest information in order to make informed decisions throughout your life.

Here are just a few questions that labor market information can answer for you:

- Which occupations are growing?
- What wages can I expect for the jobs that interest me?
- What education or training is needed to be fully qualified for the jobs that interest me?
- What basic skills are needed for the occupations that interest me?
- Does it matter in which industry I choose to work?
- Does it matter where I choose to live?

This step will reveal some current facts about Delaware's labor market, and it will also provide resources and websites that you can use to explore your future employment needs.



Did you know...

Dieticians and Nutritionists (SOC Code 29-1031) average hourly wages vary from county to county?

DO THE MATH:

New Castle County:
$36.50 x 2,080 = **$75,920/yr**

Kent County:
$31.55 x 2,080 = **$65,624/yr**

Sussex County:
$38.59 x 2,080 = **$80,267/yr**

**average hourly wage x 2,080 hours = average annual wage*
(2,080 = 40 hours/week x 52 weeks)



This information may or may not be important to you, but having it gives you the power to make an educated decision.

Labor Market Information (LMI)

Career Clusters

The U.S. Department of Education developed 16 groups, or clusters, as a way to link school and work, helping you to choose a curriculum which is best suited to your career plans. In 2024, the National Career Cluster Framework was updated to 14 Career Clusters. The graph below shows how many annual job openings each cluster is projected to have from 2024–2034.

Through 2034, the ***Hospitality, Events & Tourism*** cluster is expected to generate the most job openings, 12,900 annually, while the ***Energy & Natural Resources*** cluster is expected to generate the fewest, at just 231 job openings annually.

Digital Technology is the highest-paying cluster; its occupations paid an average wage of $108,493 in 2024. ***Hospitality, Events & Tourism*** had the lowest average wage; this cluster's occupations paid an average wage of $37,476 in 2024.

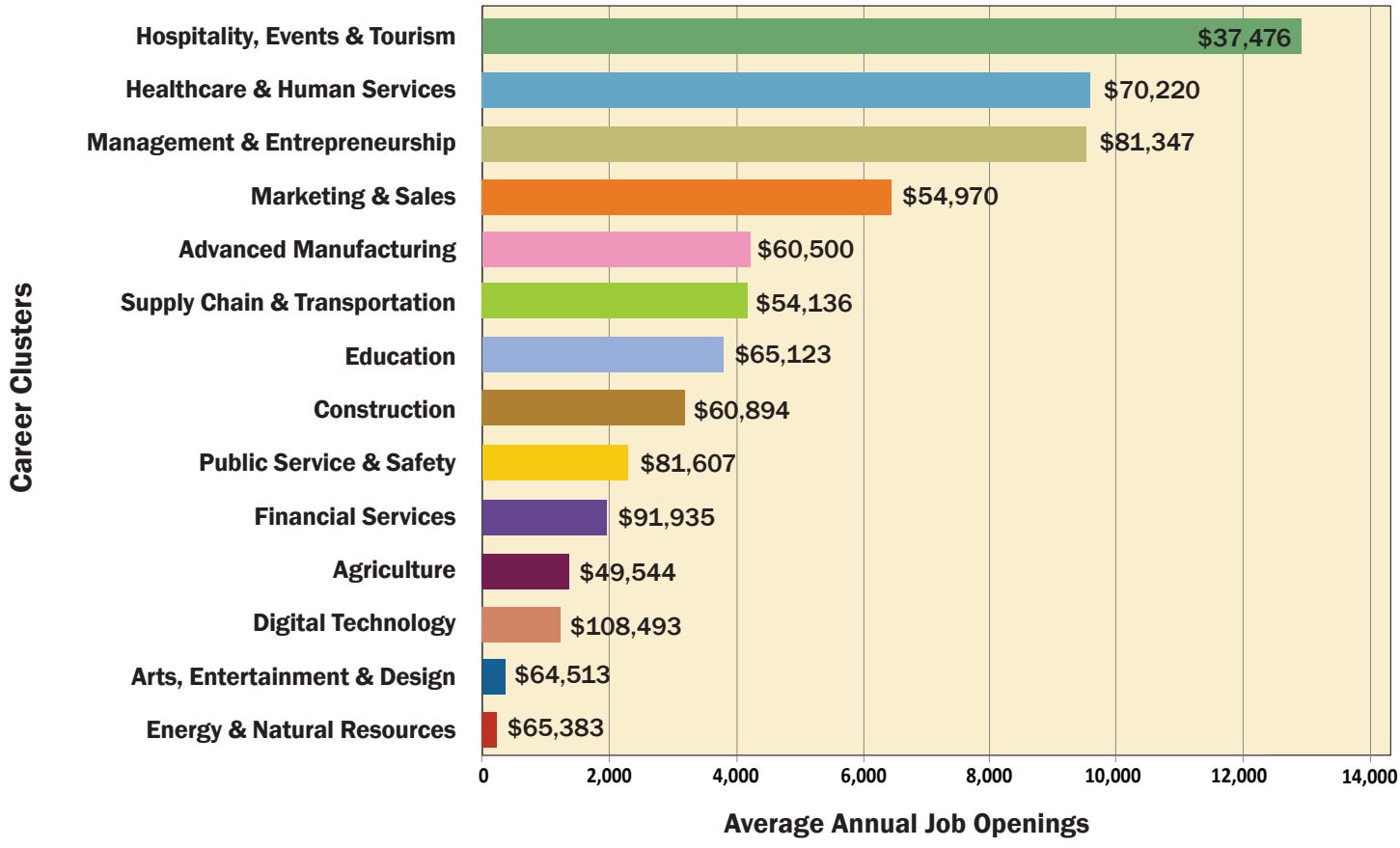
LMI Resources

- *https://lmi.delaware.gov*
- *www.bls.gov*
- *www.dol.gov*
- *www.careeronestop.org*

If you have trouble finding the information you need, please give the **Office of Occupational and Labor Market Information** a call:
(302) 761-8055

If you would like to order hard-copy LMI publications, please contact Kristie Manley: (302) 761-8064

Delaware Average Annual Job Openings by Career Cluster, 2024 – 2034
Average Annual Wages by Career Cluster, 2024



SOURCE: Delaware Department of Labor in cooperation with the U.S. Department of Labor, BLS

Understanding the Delaware Career Matrix

The information within the Delaware Career Matrix, found on pages 28-41, is organized by the National Career Clusters® Framework. If the occupations you want to explore are not listed in the matrix, use O*NET OnLine (*www.onetonline.org*) or the Bureau of Labor Statistics (*www.bls.gov*) to find them. Use the reference key below to help you understand the information that is being provided in the tables on the following pages.



1 Holland Code	2 SOC Code	3 2024 Mean Wage	4 Occupation Title	5 2024 Est. Empl.	6 2034 Proj. Empl.	7 Education	8 Years work experience in a related occupation	9 On-the-job training

1 **Holland Code** (interest code) **-** The Holland Code represents personality characteristics that can be matched to occupational characteristics. To remind yourself of your Holland Code, see page 10.

NOTE: Although it is typical to describe an occupation with a three-letter Holland Code, some occupations have 1, 2, 3, or even 4 letters to describe the work environment. This is because some occupations are heavily weighted toward one characteristic and others are more inclined toward an equal distribution of several types. Do you have one characteristic that is much stronger than the others?

R - Realistic (Doers) **I -** Investigative (Thinkers) **A -** Artistic (Creators) **S -** Social (Helpers) **E -** Enterprising (Persuaders) **C -** Conventional (Organizers)

2 **SOC Code -** 2018 Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, and/or disseminating data. All workers are classified into one of over 860 occupations according to their occupational definitions. Use the SOC code when looking for occupations at *www.bls.gov* or *www.onetonline.org*.

3 **2024 Mean Wage ($) -** The mean (average) wage per occupation is based on the data collected by the Occupational Employment Statistics program. Additional wage information ***(including entry level wages)*** can be found in the ***Delaware Wages 2024***, published by the Delaware Department of Labor, Office of Occupational & Labor Market Information. *https://de.gov/Wages2024*

4 **Occupation Title -** Job titles are from the Occupational Employment & Wage Statistics (OEWS) Program or the O*NET Classification System.

5 **2024 Est. Empl. -** 2024 estimated employment from the Delaware Department of Labor. These data are updated and published every two years by the Office of Occupational & Labor Market Information.

6 **2034 Est. Empl. -** 2034 projected employment from the Delaware Department of Labor. These data are updated and published every two years by the Office of Occupational & Labor Market Information.

1 Holland Code	2 SOC Code	3 2024 Mean Wage	4 Occupation Title	5 2024 Est. Empl.	6 2034 Proj. Empl.	7 Education	8 Years work experience in a related occupation	9 On-the-job training

7 **Education -** The abbreviations in this column represent the typical level of education most workers need to enter the occupation.

PhD/Prof: Doctoral or professional degree: a doctorate usually requires at least 3 years of full-time academic work beyond a bachelor's degree. A professional degree also usually requires at least 3 years of full-time academic study beyond a bachelor's.

Mast: Master's degree: usually requires 1 or 2 years of full-time academic study beyond a bachelor's.

Bach: Bachelor's degree: generally requires at least 4 years, but not more than 5 years, of full-time academic study beyond high school.

Assoc: Associate's degree: usually requires at least 2 years but not more than 4 years of full-time academic study beyond high school.

VocEd: Postsecondary vocational training: programs lead to a certificate or other award, but not a degree. The certificate is awarded by the educational institution and is the result of completing formal postsecondary vocational training.

HS: High school diploma or equivalent.

NFE: No formal education credential is needed.

NOTE: Complete definitions for these classifications can be found at: ***https://www.bls.gov/emp/documentation/education/tech.htm***

8 **Work experience in a related occupation -** For some occupations, work experience in a related occupation may be a typical method of entry. The majority of occupations in this category are first-line supervisors or managers of service, sales, and production occupations. This metric is meant to capture work experience that is commonly considered necessary by employers, or is a commonly accepted substitute for other, more formal types of training or education. Occupations are assigned one of the following three categories that deal with length of time spent gaining related work experience:

5+ (more than 5 years) **<5 (less than 5 years)** **None**

9 **Typical on-the-job training needed to attain competency -** This category encompasses any additional training or preparation that is typically needed, once employed in an occupation, to attain competency in the skills needed in that occupation.

Int: Internship/Residency: training that involves preparation in a field such as medicine or teaching, generally under supervision in a professional setting, such as a hospital or classroom.

App: Apprenticeship: a formal relationship between a worker and sponsor that consists of a combination of on-the-job training and related occupation-specific technical instruction in which the worker learns the practical and theoretical aspects of an occupation.

LOJT: Long-term on-the-job training: more than 12 months of on-the-job training or, alternatively, combined work experience and formal classroom instruction.

MOJT: Moderate-term on-the-job training: skills needed for a worker to attain competency in an occupation that can be acquired during 1 to 12 months of combined on-the-job experience and informal training.

SOJT: Short-term on-the-job training: 1 month or less.

None

Delaware Occupations: Most Total Annual Openings

SOC Code	Occupation Title (Find occupation definitions at: www.onetonline.org)	Estimated Empl. 2024	Projected Empl. 2034	Total Annual Job Openings	Avg. Hourly Entry Wage 2024	Education	Years Work Exp. in a Related Occ.	On-the-job training
35-3023	Fast Food and Counter Workers	14,183	15,518	3,478	$13.54	NFE	None	SOJT
41-2011	Cashiers	11,686	11,200	2,140	$13.50	NFE	None	SOJT
41-2031	Retail Salespersons	13,551	13,769	1,962	$13.77	NFE	None	SOJT
31-1120	Home Health and Personal Care Aides	10,428	12,657	1,916	$13.50	HS	None	SOJT
35-3031	Waiters and Waitresses	8,350	8,441	1,667	$13.25	NFE	None	SOJT
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,841	10,605	1,510	$13.74	NFE	None	SOJT
53-7065	Stockers and Order Fillers	8,104	9,357	1,485	$15.01	NFE	None	SOJT
35-2014	Cooks, Restaurant	5,648	6,658	999	$14.73	NFE	<5	MOJT
29-1141	Registered Nurses	13,639	15,661	929	$36.15	Bach	None	None
31-1131	Nursing Assistants	5,756	6,560	929	$16.46	VocEd	None	None
43-4051	Customer Service Representatives	7,546	7,110	912	$16.66	HS	None	SOJT
53-7051	Industrial Truck and Tractor Operators	6,651	8,167	854	$23.33	NFE	None	SOJT
43-9061	Office Clerks, General	7,188	6,932	803	$15.50	HS	None	SOJT
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7,258	7,417	799	$17.26	HS	None	SOJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	6,290	7,299	782	$21.79	VocEd	None	SOJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,439	5,806	746	$15.78	NFE	None	SOJT
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	5,739	5,842	684	$15.98	NFE	None	SOJT
37-3011	Landscaping and Groundskeeping Workers	5,022	5,291	682	$15.92	NFE	None	SOJT
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	4,337	4,736	680	$18.39	HS	<5	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,727	5,477	616	$18.72	HS	None	MOJT

Delaware's Fastest Growing Occupations

SOC Code	Occupation Title (Find occupation definitions at: www.onetonline.org)	Estimated Empl. 2024	Projected Empl. 2034	Average Annual Job Growth Rate	Avg. Hourly Entry Wage 2024	Education	Years Work Exp. in a Related Occ.	On-the-job training
29-1171	Nurse Practitioners	1,237	1,794	3.8%	$50.71	Mast	None	None
13-2061	Financial Examiners	521	703	3.0%	$32.74	Bach	None	LOJT
13-2052	Personal Financial Advisors	672	867	2.6%	$30.59	Bach	None	LOJT
29-1071	Physician Assistants	717	921	2.5%	$52.14	Mast	None	None
19-5012	Occupational Health and Safety Technicians	217	278	2.5%	$24.36	HS	None	MOJT
29-1126	Respiratory Therapists	420	537	2.5%	$37.22	Assoc	None	None
29-2032	Diagnostic Medical Sonographers	224	283	2.4%	$37.54	Assoc	None	None
31-2021	Physical Therapist Assistants	366	458	2.3%	$23.45	Assoc	None	None
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	112	140	2.3%	$17.39	HS	None	MOJT
29-2053	Psychiatric Technicians	219	271	2.2%	$17.23	VocEd	<5	SOJT
53-7051	Industrial Truck and Tractor Operators	6,651	8,167	2.1%	$23.33	NFE	None	SOJT
31-9093	Medical Equipment Preparers	255	312	2.0%	$21.95	HS	None	MOJT
31-1120	Home Health and Personal Care Aides	10,428	12,657	2.0%	$13.50	HS	None	SOJT
51-9162	Computer Numerically Controlled Tool Programmers	19	23	1.9%	$24.90	VocEd	None	MOJT
29-1151	Nurse Anesthetists	77	93	1.9%	$67.30	Mast	None	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,338	1,613	1.9%	$19.03	Mast	None	Int
49-9043	Maintenance Workers, Machinery	39	47	1.9%	$22.64	HS	None	LOJT
13-2099	Financial Specialists, All Other	2,119	2,543	1.8%	$31.00	Bach	None	None
27-1027	Set and Exhibit Designers	25	30	1.8%	$17.24	Bach	None	None
17-2031	Bioengineers and Biomedical Engineers	21	25	1.8%	$43.10	Bach	None	None



CAREER CLUSTER 1

Advanced Manufacturing

Innovative technologies and practices to enhance design and production. It covers areas such as engineering, research and development, automation and artificial intelligence, equipment maintenance, safety protocols, and quality control.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
EIC	11-9041	$174,415	Architectural and Engineering Managers	422	439	Bach	5+	None
IRC	19-2012	$145,141	Physicists	47	55	PhD/ prof	None	None
IRC	19-2031	$124,924	Chemists	1,127	1,171	Bach	None	None
RIC	17-2071	$117,402	Electrical Engineers	593	630	Bach	None	None
RCI	49-2095	$96,757	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	33	36	VocEd	<5	MOJT
ECR	49-1011	$86,805	First-Line Supervisors of Mechanics, Installers, and Repairers	1,995	2,116	HS	<5	None
RCI	49-2094	$81,657	Electrical and Electronics Repairers, Commercial and Industrial Equipment	110	106	VocEd	None	LOJT
RCI	49-9062	$71,261	Medical Equipment Repairers	244	281	Assoc	None	MOJT
RCI	49-9041	$69,584	Industrial Machinery Mechanics	1,071	1,274	HS	None	LOJT
IRC	19-2041	$65,778	Environmental Scientists and Specialists, Including Health	366	374	Bach	None	None
RC	51-4121	$61,309	Welders, Cutters, Solderers, and Brazers	559	610	HS	None	MOJT
RC	49-9094	$58,296	Locksmiths and Safe Repairers	132	128	HS	None	LOJT
RC	51-7011	$51,620	Cabinetmakers and Bench Carpenters	105	111	HS	None	MOJT
RC	49-9031	$51,257	Home Appliance Repairers	118	112	HS	None	MOJT
RC	51-3021	$46,483	Butchers and Meat Cutters	241	255	NFE	None	LOJT
RAC	51-9071	$44,254	Jewelers and Precious Stone and Metal Workers	26	27	HS	None	LOJT
RC	51-3099	$39,151	Food Processing Workers, All Other	497	503	NFE	None	MOJT
RC	51-3023	$31,650	Slaughterers and Meat Packers	150	146	NFE	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
This table displays only selected occupations. For a complete listing, view the Delaware 2034 publication at ***https://lmi.delaware.gov/Publications/***



CAREER CLUSTER 2

Agriculture

Scientific advancement of agriscience, cultivation, processing, and distribution of agricultural products, employing advanced technologies and sustainable practices to optimize global food systems.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
RIC	17-2051	$105,083	Civil Engineers	1,025	1,088	Bach	None	None
RIC	17-3025	$76,662	Environmental Engineering Technologists and Technicians	37	36	Assoc	None	None
IR	19-1013	$71,958	Soil and Plant Scientists	102	119	Bach	None	None
RC	37-3013	$70,522	Tree Trimmers and Pruners	31	31	HS	None	SOJT
ERC	45-1011	$67,978	First-Line Supervisors of Farming, Fishing, and Forestry Workers	241	250	HS	<5	None
RCI	49-3041	$57,596	Farm Equipment Mechanics and Service Technicians	148	169	HS	None	LOJT
CRI	19-4021	$57,332	Biological Technicians	171	190	Bach	None	None
RC	45-2091	$50,272	Agricultural Equipment Operators	285	323	NFE	None	MOJT
RCI	19-4071	$43,530	Forest and Conservation Technicians	20	19	Assoc	None	None
R	45-2093	$37,812	Farmworkers, Farm, Ranch, and Aquacultural Animals	876	918	NFE	None	SOJT
RC	45-2092	$33,501	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,844	1,822	NFE	None	SOJT
RSC	39-2021	$33,417	Animal Caretakers	1,668	1,978	HS	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 3

Arts, Entertainment & Design

Creative roles in visual and performing arts, film, journalism, fashion, interior design, and creative technologies. Creating, producing, and sharing artistic and design work across multiple platforms, aiming to entertain, inform, beautify, and inspire.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
AE	27-2012	$109,390	Producers and Directors	96	96	Bach	<5	None
AE	27-1011	$97,826	Art Directors	77	84	Bach	5+	None
ACE	27-3041	$84,181	Editors	207	220	Bach	<5	None
RC	27-4099	$84,006	Media and Communication Equipment Workers, All Other	15	14	HS	None	SOJT
RC	49-9052	$76,134	Telecommunications Line Installers and Repairers	534	505	HS	None	LOJT
AIE	27-3023	$69,404	News Analysts, Reporters, and Journalists	47	43	Bach	None	None
RC	27-4011	$67,118	Audio and Video Technicians	98	104	VocEd	None	SOJT
RC	49-2022	$66,704	Telecommunications Equipment Installers and Repairers, Except Line Installers	444	397	VocEd	None	MOJT
ARC	27-4031	$65,964	Camera Operators, Television, Video, and Film	22	23	Bach	None	None
AE	27-3043	$65,026	Writers and Authors	85	82	Bach	None	LOJT
AC	27-1024	$58,545	Graphic Designers	502	535	Bach	None	None
A	27-1027	$57,096	Set and Exhibit Designers	25	30	Bach	None	None
CR	51-5111	$53,931	Prepress Technicians and Workers	31	30	VocEd	None	None
CR	51-5113	$53,109	Print Binding and Finishing Workers	57	51	HS	None	MOJT
RA	27-4021	$50,543	Photographers	568	608	HS	None	MOJT
CR	51-5112	$48,230	Printing Press Operators	215	220	HS	None	MOJT
RAC	27-1023	$35,629	Floral Designers	117	120	HS	None	MOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 4

Construction

Professions involved in designing, planning, managing, and executing projects in the built environment. Sustainable building practices to ensure that structures are both environmentally responsible and resilient.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
ECR	11-9021	$142,479	Construction Managers	931	1,103	Bach	None	MOJT
RCA	17-1011	$95,512	Architects, Except Landscape and Naval	139	148	Bach	None	Int
RC	49-9051	$89,560	Electrical Power-Line Installers and Repairers	232	249	HS	None	LOJT
CRI	17-1022	$88,024	Surveyors	73	77	Bach	None	Int
CE	13-1051	$75,117	Cost Estimators	1,004	1,020	Bach	None	MOJT
RC	47-2111	$67,898	Electricians	2,418	2,866	HS	None	App
RC	47-2152	$65,225	Plumbers, Pipefitters, and Steamfitters	1,681	1,897	HS	None	App
RC	47-2021	$65,114	Brickmasons and Blockmasons	294	326	HS	None	App
RC	49-9021	$64,533	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,876	2,170	VocEd	None	LOJT
RCA	17-3011	$64,013	Architectural and Civil Drafters	385	415	Assoc	None	None
RC	53-7021	$63,910	Crane and Tower Operators	75	82	HS	<5	MOJT
RC	47-2031	$63,056	Carpenters	2,072	2,381	HS	None	App
RC	47-2211	$62,492	Sheet Metal Workers	293	340	HS	None	App
RC	47-2132	$61,315	Insulation Workers, Mechanical	247	282	HS	None	App
AR	27-1025	$59,911	Interior Designers	212	226	Bach	None	None
RC	47-2221	$57,667	Structural Iron and Steel Workers	107	121	HS	None	App
RC	47-2051	$55,186	Cement Masons and Concrete Finishers	474	521	NFE	None	MOJT
RC	47-2141	$54,928	Painters, Construction and Maintenance	722	798	NFE	None	MOJT
RC	47-2181	$54,493	Roofers	263	301	NFE	None	MOJT
RC	47-2081	$54,084	Drywall and Ceiling Tile Installers	442	498	NFE	None	MOJT
RC	47-2061	$47,515	Construction Laborers	3,491	3,904	NFE	None	SOJT
RC	51-2041	$46,294	Structural Metal Fabricators and Fitters	144	149	HS	None	MOJT
RC	47-2044	$45,285	Tile and Stone Setters	43	50	NFE	None	LOJT
RC	37-3011	$39,169	Landscaping and Groundskeeping Workers	5,022	5,291	NFE	None	SOJT

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This table displays only selected occupations. For a complete listing, view the Delaware 2034 publication at ***https://lmi.delaware.gov/Publications/***



CAREER CLUSTER 5

Digital Technology

Developing digital systems for communication and data storage using critical technologies such as artificial intelligence (AI), data analytics, and cybersecurity.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
IC	15-1252	$136,167	Software Developers	3,918	4,289	Bach	None	None
CI	15-1212	$130,858	Information Security Analysts	635	755	Bach	<5	None
ICR	15-1241	$126,965	Computer Network Architects	912	1,031	Bach	5+	None
IC	15-2051	$113,755	Data Scientists	498	573	Bach	None	None
ICR	15-1253	$113,057	Software Quality Assurance Analysts and Testers	699	754	Bach	None	None
IC	15-1211	$110,643	Computer Systems Analysts	2,994	3,275	Bach	None	None
CI	15-1251	$106,796	Computer Programmers	400	366	Bach	None	None
CI	15-1242	$105,846	Database Administrators	740	736	Bach	None	None
ECI	13-1161	$101,291	Market Research Analysts and Marketing Specialists	3,346	3,673	Bach	None	None
CRI	15-1244	$97,209	Network and Computer Systems Administrators	978	936	Bach	None	None
IAC	15-1255	$73,141	Web and Digital Interface Designers	220	231	Bach	None	None
CIR	15-1231	$66,940	Computer Network Support Specialists	221	212	Assoc	None	MOJT
CRI	15-1232	$66,006	Computer User Support Specialists	2,258	2,233	HS	None	MOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
This table displays only selected occupations. For a complete listing, view the Delaware 2034 publication at ***https://lmi.delaware.gov/Publications/***



CAREER CLUSTER 6

Education

Careers aimed at fostering learning from early childhood to adulthood, including teaching, instructional design, counseling services, community engagement, learner support, and educator training.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
SEC	11-9032	$127,119	Education Administrators, Kindergarten through Secondary	1,248	1,357	Mast	5+	None
SI	25-1071	$106,106	Health Specialties Teachers, Postsecondary	318	418	PhD/ prof	<5	None
SI	25-1011	$98,386	Business Teachers, Postsecondary	349	413	PhD/ prof	None	None
SI	25-1021	$89,729	Computer Science Teachers, Postsecondary	160	189	PhD/ prof	None	None
SI	25-1066	$83,937	Psychology Teachers, Postsecondary	89	103	PhD/ prof	None	None
SI	25-1111	$80,076	Criminal Justice and Law Enforcement Teachers, Postsecondary	35	40	PhD/ prof	None	None
CSI	25-4022	$77,849	Librarians and Media Collections Specialists	372	413	Mast	None	None
S	25-2032	$77,589	Career/Technical Education Teachers, Secondary School	638	702	Bach	<5	None
SCR	25-2059	$74,115	Special Education Teachers, All Other	62	64	Bach	None	None
SCE	21-1012	$71,141	Educational, Guidance, and Career Counselors and Advisors	2,005	2,311	Mast	None	None
SA	25-2022	$68,701	Middle School Teachers, Except Special and Career/Technical Education	3,073	3,382	Bach	None	None
S	25-2021	$68,677	Elementary School Teachers, Except Special Education	2,931	3,224	Bach	None	None
SEC	11-9031	$64,627	Education and Childcare Administrators, Preschool and Daycare	430	431	Bach	<5	None
SA	25-2012	$61,138	Kindergarten Teachers, Except Special Education	119	131	Bach	None	None
SER	27-2022	$55,082	Coaches and Scouts	840	962	Bach	None	None
CAS	27-3091	$53,005	Interpreters and Translators	119	125	Bach	None	None
CS	25-4031	$46,095	Library Technicians	216	214	VocEd	None	None
SC	25-9045	$37,494	Teaching Assistants, Except Postsecondary	5,144	5,541	HS	None	None
S	25-3041	$35,465	Tutors	670	745	HS	None	None
SA	25-2011	$33,592	Preschool Teachers, Except Special Education	2,309	2,498	Assoc	None	None

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
This table displays only selected occupations. For a complete listing, view the Delaware 2034 publication at ***https://lmi.delaware.gov/Publications/***



CAREER CLUSTER 7

Energy & Natural Resources

Careers in traditional and renewable fuel production, power generation and energy conversion, utilities, environmental preservation, ecological research, and resource extraction.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
RIC	17-2072	$131,495	Electronics Engineers, Except Computer	23	24	Bach	None	None
IRC	17-2081	$113,536	Environmental Engineers	133	132	Bach	None	None
RC	51-8013	$104,454	Power Plant Operators	84	72	HS	None	LOJT
IRC	19-2042	$86,061	Geoscientists, Except Hydrologists and Geographers	69	77	Bach	None	None
ICR	19-1029	$84,881	Biological Scientists, All Other	32	32	Bach	None	None
IRC	19-1022	$83,582	Microbiologists	188	204	Bach	None	None
RCI	51-8099	$67,440	Plant and System Operators, All Other	14	14	HS	None	MOJT
IRC	19-1031	$64,104	Conservation Scientists	83	84	Bach	None	None
RC	51-8031	$59,863	Water and Wastewater Treatment Plant and System Operators	290	271	HS	None	LOJT
RCI	17-3031	$53,932	Surveying and Mapping Technicians	201	215	HS	None	MOJT
RCI	19-4043	$52,258	Geological Technicians, Except Hydrologic Technicians	17	19	Assoc	None	MOJT
RC	53-7081	$48,222	Refuse and Recyclable Material Collectors	377	440	NFE	None	SOJT
RIC	19-4042	$43,866	Environmental Science and Protection Technicians, Including Health	164	181	Assoc	None	None

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 8

Financial Services

Careers in managing and advising financial transactions, including banking, lending, corporate finance, debt management, accounting, insurance, and real estate.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
ECS	13-2052	$133,619	Personal Financial Advisors	672	867	Bach	None	LOJT
CIE	13-2054	$127,530	Financial Risk Specialists	1,316	1,325	Bach	None	None
CEI	13-2051	$114,204	Financial and Investment Analysts	3,317	3,488	Bach	None	None
CEI	13-2041	$111,299	Credit Analysts	627	543	Bach	None	None
EC	41-3031	$104,223	Securities, Commodities, and Financial Services Sales Agents	2,829	2,701	Bach	None	MOJT
IC	13-2099	$97,181	Financial Specialists, All Other	2,119	2,543	Bach	None	None
CEI	13-2011	$95,146	Accountants and Auditors	6,445	6,684	Bach	None	None
CES	13-2072	$90,624	Loan Officers	1,542	1,383	Bach	<5	MOJT
CEI	13-2031	$86,577	Budget Analysts	248	248	Bach	None	None
CEI	13-1031	$82,379	Claims Adjusters, Examiners, and Investigators	773	723	HS	None	LOJT
CE	43-4011	$70,216	Brokerage Clerks	454	423	HS	None	MOJT
CE	13-2020	$68,521	Property Appraisers and Assessors	201	201	Bach	None	LOJT
ECS	41-3021	$66,105	Insurance Sales Agents	1,234	1,259	HS	None	MOJT
CE	43-3099	$62,694	Financial Clerks, All Other	472	429	HS	None	SOJT
CES	43-4131	$59,374	Loan Interviewers and Clerks	839	709	HS	None	SOJT
CE	43-9041	$53,737	Insurance Claims and Policy Processing Clerks	706	688	HS	None	MOJT
CES	43-3011	$49,345	Bill and Account Collectors	549	487	HS	None	MOJT
CE	13-2082	$46,117	Tax Preparers	275	294	HS	None	MOJT
CE	43-3071	$44,037	Tellers	1,327	1,008	HS	None	SOJT

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CAREER CLUSTER 9

Healthcare & Human Services

Whole health in individuals and communities through a diverse array of services. Includes technical, mental, and therapeutic services and personal care, supported by medical and social sciences.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
IRS	29-1213	$352,683	Dermatologists	61	64	PhD/prof	None	Int
ISR	29-1218	$319,489	Obstetricians and Gynecologists	188	202	PhD/prof	None	Int
IS	29-1223	$238,657	Psychiatrists	90	102	PhD/prof	None	Int
IRS	29-1021	$228,743	Dentists, General	398	409	PhD/prof	None	None
IRS	29-1081	$170,239	Podiatrists	66	70	PhD/prof	None	Int
SIC	29-1071	$140,451	Physician Assistants	717	921	Mast	None	None
ISC	29-1051	$138,857	Pharmacists	790	882	PhD/prof	None	None
ISR	29-1041	$134,833	Optometrists	195	207	PhD/prof	None	None
SIR	29-1123	$106,447	Physical Therapists	965	1,127	PhD/prof	None	None
SRI	29-1292	$102,534	Dental Hygienists	609	639	Assoc	None	None
SCI	29-1141	$95,451	Registered Nurses	13,639	15,661	Bach	None	None
SIC	19-3034	$85,217	School Psychologists	375	420	Mast	None	Int
SI	29-1031	$75,058	Dietitians and Nutritionists	396	432	Bach	None	Int
SRC	31-2021	$64,579	Physical Therapist Assistants	366	458	Assoc	None	None
SRI	29-9091	$64,084	Athletic Trainers	71	85	Mast	None	None
SR	39-9031	$50,754	Exercise Trainers and Group Fitness Instructors	1,361	1,550	HS	None	SOJT
CRS	31-9091	$47,108	Dental Assistants	1,156	1,209	VocEd	None	None
RIC	29-2056	$46,479	Veterinary Technologists and Technicians	595	661	Assoc	None	None
RCS	39-5012	$43,976	Hairdressers, Hairstylists, and Cosmetologists	2,188	2,423	VocEd	None	None
CR	29-2052	$43,780	Pharmacy Technicians	1,284	1,389	HS	None	MOJT
CSR	31-9092	$42,498	Medical Assistants	3,045	3,533	VocEd	None	None
RIC	31-9096	$37,714	Veterinary Assistants and Laboratory Animal Caretakers	179	200	HS	None	SOJT
SA	39-9011	$31,587	Childcare Workers	2,352	2,348	HS	None	SOJT
RC	39-5092	$30,333	Manicurists and Pedicurists	850	968	VocEd	None	None

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CAREER CLUSTER 10

Hospitality, Events & Tourism

A broad range of services and experiences related to food and beverage, lodging, travel, events, and conferences. Delivering quality customer service, memorable experiences, and seamless logistics to cater to the needs and preferences of guests, tourists, and event participants.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
EC	11-9071	$110,094	Gambling Managers	23	21	HS	<5	None
ECR	11-9051	$81,585	Food Service Managers	754	806	HS	<5	SOJT
ECS	11-9081	$80,434	Lodging Managers	185	208	HS	<5	None
ERC	35-1011	$67,325	Chefs and Head Cooks	522	576	HS	5+	None
ECR	35-1012	$50,580	First-Line Supervisors of Food Preparation and Serving Workers	4,337	4,736	HS	<5	None
CER	39-3011	$43,973	Gambling Dealers	340	322	HS	None	SOJT
CE	43-3041	$39,895	Gambling Cage Workers	60	56	HS	None	SOJT
CSR	35-3031	$39,816	Waiters and Waitresses	8,350	8,441	NFE	None	SOJT
RCE	35-3011	$39,533	Bartenders	2,829	3,162	NFE	None	SOJT
RC	51-3011	$39,297	Bakers	229	244	NFE	None	MOJT
RS	39-2011	$39,121	Animal Trainers	186	218	HS	None	MOJT
RCE	35-2014	$37,451	Cooks, Restaurant	5,648	6,658	NFE	<5	MOJT
SEC	39-7010	$36,011	Tour and Travel Guides	268	303	HS	None	MOJT
RC	37-2011	$35,780	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,841	10,605	NFE	None	SOJT
CSE	43-4081	$34,765	Hotel, Motel, and Resort Desk Clerks	655	734	HS	None	SOJT
RC	35-2021	$34,029	Food Preparation Workers	2,551	2,627	NFE	None	SOJT
SER	39-9032	$33,835	Recreation Workers	1,239	1,340	HS	None	SOJT
RSC	35-3041	$33,247	Food Servers, Nonrestaurant	847	965	NFE	None	SOJT
RC	35-9021	$32,313	Dishwashers	1,620	1,663	NFE	None	SOJT
RC	37-2012	$32,152	Maids and Housekeeping Cleaners	1,922	2,093	NFE	None	SOJT
CRS	35-3023	$31,797	Fast Food and Counter Workers	14,183	15,518	NFE	None	SOJT
CSE	39-3031	$31,728	Ushers, Lobby Attendants, and Ticket Takers	244	235	NFE	None	SOJT
RCE	35-2011	$30,243	Cooks, Fast Food	814	719	NFE	None	SOJT
SEC	35-9031	$29,986	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,775	1,783	NFE	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 11

Management & Entrepreneurship

Skills and occupations that are essential across all industries, focusing on business administration, operations optimization, strategic planning, workforce management, and entrepreneurship.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
EC	11-1011	$233,681	Chief Executives	589	576	Bach	5+	None
EC	11-3031	$196,988	Financial Managers	2,865	3,204	Bach	5+	None
ECS	11-3121	$154,057	Human Resources Managers	634	656	Bach	5+	None
ECR	11-3013	$135,228	Facilities Managers	251	264	Bach	<5	None
EC	13-1082	$118,430	Project Management Specialists	2,239	2,407	Bach	None	None
CIE	13-1111	$107,723	Management Analysts	4,645	4,859	Bach	<5	None
CE	13-1041	$91,029	Compliance Officers	2,443	2,541	Bach	None	MOJT
SI	13-1151	$87,943	Training and Development Specialists	1,336	1,525	Bach	<5	None
ECS	13-1071	$79,534	Human Resources Specialists	3,185	3,385	Bach	None	None
RCI	47-4011	$68,102	Construction and Building Inspectors	689	699	HS	5+	MOJT
CR	43-5052	$60,197	Postal Service Mail Carriers	1,093	1,128	NFE	None	SOJT
CE	43-3051	$57,755	Payroll and Timekeeping Clerks	365	312	HS	None	MOJT
ECS	13-1121	$54,992	Meeting, Convention, and Event Planners	444	480	Bach	None	None
CE	43-3031	$53,487	Bookkeeping, Accounting, and Auditing Clerks	5,727	5,477	HS	None	MOJT
CES	43-4161	$51,939	Human Resources Assistants, Except Payroll and Timekeeping	296	283	Assoc	None	None
CES	43-4051	$48,601	Customer Service Representatives	7,546	7,110	HS	None	SOJT
CES	43-6014	$47,402	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7,258	7,417	HS	None	SOJT
CR	43-9021	$39,052	Data Entry Keyers	547	396	HS	None	SOJT
CES	43-4171	$36,519	Receptionists and Information Clerks	2,577	2,675	HS	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 12

Marketing & Sales

Promoting products, understanding consumer needs, engaging with communities, and driving sales. Integrates digital marketing, data analysis, brand promotion, customer relationship management, strategic communications, human-centered design, and retail strategies.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
EC	11-2022	$199,559	Sales Managers	1,090	1,145	Bach	<5	None
EC	41-9031	$168,828	Sales Engineers	93	97	Bach	None	MOJT
ECS	11-2032	$160,060	Public Relations Managers	201	210	Bach	5+	None
EC	41-4011	$109,506	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	982	977	Bach	None	MOJT
ECS	41-1012	$103,326	First-Line Supervisors of Non-Retail Sales Workers	1,184	1,145	HS	<5	None
CER	13-1020	$87,769	Buyers and Purchasing Agents	1,360	1,470	Bach	None	MOJT
EAS	27-3031	$81,646	Public Relations Specialists	1,188	1,259	Bach	None	None
EC	41-4012	$79,133	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,190	3,337	HS	None	MOJT
ECS	41-3091	$76,709	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3,091	3,214	HS	None	MOJT
EC	11-9141	$71,538	Property, Real Estate, and Community Association Managers	1,221	1,227	HS	<5	SOJT
ECA	41-3011	$63,963	Advertising Sales Agents	99	95	HS	None	MOJT
ECS	41-9022	$62,190	Real Estate Sales Agents	1,326	1,386	HS	None	MOJT
ECR	41-9099	$57,704	Sales and Related Workers, All Other	131	135	HS	None	None
ECS	41-1011	$55,834	First-Line Supervisors of Retail Sales Workers	4,761	4,663	HS	<5	None
ECS	41-9041	$42,228	Telemarketers	53	45	NFE	None	SOJT
CES	41-2021	$40,729	Counter and Rental Clerks	1,005	1,080	NFE	None	SOJT
ARE	27-1026	$37,905	Merchandise Displayers and Window Trimmers	812	884	HS	None	SOJT
EC	41-2031	$36,419	Retail Salespersons	13,551	13,769	NFE	None	SOJT
CE	41-2011	$32,062	Cashiers	11,686	11,200	NFE	None	SOJT

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CAREER CLUSTER 13

Public Service & Safety

Roles in local, state, and federal government; legal and justice systems; security; and military operations, all aimed at promoting civic responsibility and ensuring the well-being, security, functionality, and resilience of communities, states, and countries.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
ECI	23-1011	$196,885	Lawyers	3,231	3,412	PhD/prof	None	None
ECS	23-1023	$149,759	Judges, Magistrate Judges, and Magistrates	133	128	PhD/prof	5+	SOJT
EC	33-1012	$122,559	First-Line Supervisors of Police and Detectives	429	432	HS	<5	MOJT
ECS	11-9131	$96,292	Postmasters and Mail Superintendents	40	42	HS	<5	MOJT
RCE	33-3051	$85,353	Police and Sheriff's Patrol Officers	1,946	1,962	HS	None	MOJT
CE	13-2081	$74,351	Tax Examiners and Collectors, and Revenue Agents	111	107	Bach	None	MOJT
SCE	21-1092	$74,289	Probation Officers and Correctional Treatment Specialists	419	403	Bach	None	MOJT
SRI	29-2043	$69,737	Paramedics	340	361	VocEd	<5	None
ESC	11-1031	$67,620	Legislators	100	98	Bach	<5	None
CIE	23-2011	$66,463	Paralegals and Legal Assistants	2,240	2,239	Assoc	None	None
RCI	33-2021	$64,550	Fire Inspectors and Investigators	76	74	VocEd	5+	MOJT
CE	43-6012	$62,690	Legal Secretaries and Administrative Assistants	972	926	HS	None	MOJT
C	27-3092	$60,679	Court Reporters and Simultaneous Captioners	52	49	VocEd	None	SOJT
RCS	33-3012	$59,341	Correctional Officers and Jailers	1,786	1,548	HS	None	MOJT
CEI	33-9021	$55,501	Private Detectives and Investigators	136	132	HS	<5	MOJT
R	33-2011	$54,764	Firefighters	476	496	VocEd	None	LOJT
SRI	29-2042	$47,862	Emergency Medical Technicians	1,018	1,105	VocEd	None	None
RC	33-9032	$44,936	Security Guards	3,356	3,503	HS	None	SOJT
RC	33-3041	$43,100	Parking Enforcement Workers	102	101	HS	None	SOJT
CES	43-4031	$41,217	Court, Municipal, and License Clerks	1,067	1,039	HS	None	LOJT
RC	33-9091	$38,362	Crossing Guards and Flaggers	519	553	NFE	None	SOJT
RC	33-9094	$37,048	School Bus Monitors	242	267	HS	None	SOJT
RSC	33-9092	$30,813	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	380	408	NFE	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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CAREER CLUSTER 14

Supply Chain & Transportation

Transfer, coordination, and management of goods from production to consumption, ensuring efficient movement across various modes of transportation including air, ground, and water, as well as maintenance of the respective transport modes.

Holland Code	SOC Code	2024 Mean Wage	Occupation Title	2024 Est. Empl.	2034 Proj. Empl.	Education	Years work experience in a related occupation	On-the-job training
CRE	53-2012	$164,410	Commercial Pilots	99	116	VocEd	None	MOJT
CEI	13-1081	$97,484	Logisticians	507	602	Bach	None	None
RCI	49-3011	$87,219	Aircraft Mechanics and Service Technicians	294	306	VocEd	None	None
RCE	53-5021	$86,247	Captains, Mates, and Pilots of Water Vessels	57	64	VocEd	<5	None
RCI	49-3031	$63,735	Bus and Truck Mechanics and Diesel Engine Specialists	704	740	HS	None	LOJT
RC	53-3032	$57,657	Heavy and Tractor-Trailer Truck Drivers	6,290	7,299	VocEd	None	SOJT
RC	53-7051	$56,288	Industrial Truck and Tractor Operators	6,651	8,167	NFE	None	SOJT
RCI	49-3023	$54,744	Automotive Service Technicians and Mechanics	2,043	2,040	VocEd	None	SOJT
RC	49-3051	$52,672	Motorboat Mechanics and Service Technicians	115	121	HS	None	LOJT
C	43-3021	$52,186	Billing and Posting Clerks	1,012	1,044	HS	None	MOJT
RCS	53-3052	$52,089	Bus Drivers, Transit and Intercity	454	460	HS	None	MOJT
CR	43-5032	$51,595	Dispatchers, Except Police, Fire, and Ambulance	542	582	HS	None	MOJT
RC	49-3021	$51,316	Automotive Body and Related Repairers	501	473	HS	None	LOJT
RC	53-3033	$45,890	Light Truck Drivers	3,876	4,343	HS	None	SOJT
RCS	53-3051	$44,677	Bus Drivers, School	1,218	1,351	HS	None	SOJT
RC	49-3093	$42,901	Tire Repairers and Changers	298	307	HS	None	SOJT
RC	53-6032	$41,303	Aircraft Service Attendants	43	49	HS	None	SOJT
RCS	53-3053	$40,946	Shuttle Drivers and Chauffeurs	853	902	NFE	None	SOJT
CR	43-5021	$37,360	Couriers and Messengers	855	897	HS	None	SOJT
RSC	53-3011	$35,282	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	78	77	HS	None	MOJT
RC	53-6021	$32,898	Parking Attendants	253	265	NFE	None	SOJT

NOTE: For more information about occupations, visit: O*NET OnLine at ***www.onetonline.org*** or the Bureau of Labor Statistics at ***www.bls.gov***
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Step 3

How Do I Decide?



In **Step 1**, you looked at your interests, skills, and work values.
In **Step 2**, you looked at Delaware's overall labor market.
Now it's time to ask yourself some more questions. How much education or training do you need or want? What wages do you hope to make? Where do you want to live? Combine all that you have learned in Steps 1 and 2 with what you will learn in Step 3 to refine your occupational choices.

How Much Education Do I Need or Want?

How much education would you like to attain now, or eventually? Ask yourself:

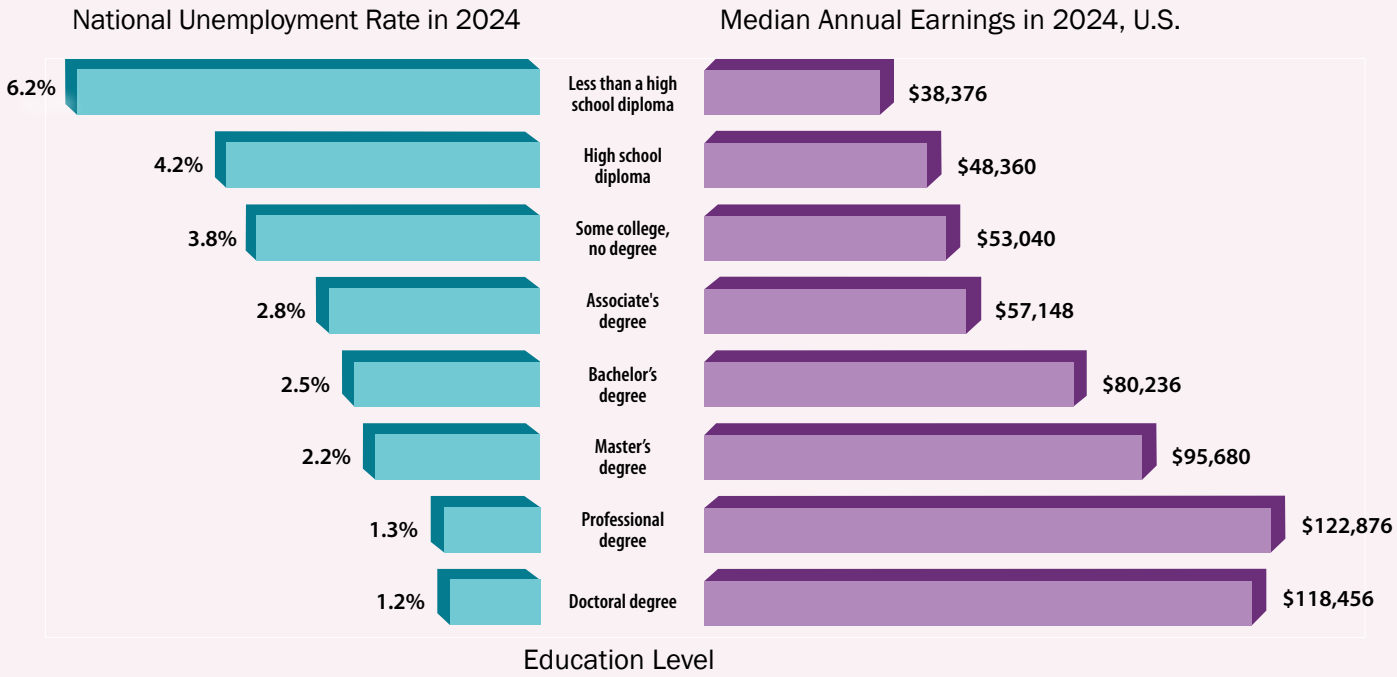
- Will more education help me meet my occupational goals?
- Will it be worth it to me financially?
- What kind of education suits my personality and learning style?



Add your desired level of education or training to the *Occupation Comparison Chart* on page 48 – Column 1 (My Profile), Row 7 (Education).

Education Pays in Higher Earnings and Lower Unemployment Rates

Something else to consider is that the unemployment rate is inversely related to the amount of education you have attained. The more education you have, the less likely you are to be unemployed.



NOTE: Data are for persons 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey

Education Pays!

One major benefit of a college degree is having more higher-paying jobs to choose from. As you browse occupations throughout the planning process, take note that some occupations require additional training or preparation (once employed in the occupation) to attain competency in the skills needed in that occupation. For some occupations, work experience in a related occupation may be a typical method of entry.

Are You a Student Athlete?

Many young people dream of the fame in the sports world. However, the number of people aspiring to these glamorous jobs far outnumbers the actual openings. According to the NCAA, more than 480,000 students compete as NCAA athletes, and only a select few within each sport move on to compete at the professional or Olympic level. Even if you do get drafted, there is no guarantee that you will become rich and famous. And what if you have a career-ending injury?

NCAA Eligibility Requirements

To play Division I or II sports, you have to qualify academically. To meet the minimum requirements for student athletes enrolling in college, you must do the following:

- Graduate from high school
- Earn a minimum Grade-Point Average (GPA) in core courses to compete in your first year of college (2.3 GPA is required for Division I and 2.2 GPA is required for Division II. Division III schools set their own requirements)
- Complete 16 Core Courses (For Division I, 10 of your 16 NCAA-approved credits must be completed before the start of your seventh semester (senior year). A list of Core Courses can be found at *NCAA.org*)
- Receive your Academic and Athletics Certification via the NCAA Eligibility Center (not required for Division III)
- As of January 2023, standardized test scores are not required for all student-athletes who initially enroll full time on or after August 1, 2023. Divisions I and II adopted legislation to remove standardized test scores for these students. Check with the NCAA school you plan to attend regarding whether standardized test scores are necessary for admission or scholarship requirements.

Recruiting

Recruiting looks different at every division and in every sport. Before you get recruited, you should understand that coaches initiate most recruiting conversations, exposure matters (campus, film, club participation), academics are part of the recruiting decision, and communication rules vary by division and grade level. Learn more at *NCAA.org*.

Have a Back-Up Plan

If you are passionate about a sport, do not give up on your dream! But be realistic and have a backup plan. There are several occupations that will allow you to work in professional sports and stay close to the game. Below are just a few examples of sports-related careers you may want to check out. Find more details on these occupations at *www.onetonline.org*.

- Coaches and Scouts
- Physical Therapists
- Sports Reporters
- Public Relations Specialists
- Athletic Trainers
- Sports Psychologists
- Broadcaster/Journalists
- Photographers



Your Money

What happens when you leave home, get your own place, and have to start paying all of the bills on your own...such as rent, groceries, phone and electric bills? Reality will set in! If you're not careful, you'll find it tough to pay all of your bills and still afford a social life and leisure activities. However, developing a budget can help. Try working through the budget activity on the next two pages.

Reality Check

This activity was designed to help you understand your personal financial needs based on your desired lifestyle. In general, after deducting your monthly expenses, taxes and savings, your take home pay should be greater than your expenses. Keep your personal needs in mind as you complete this activity.

Directions:

Step 1 - Write down the annual entry wages of your desired occupation.*

$ _____

Step 2 - Under each category below, choose the option that best applies to your desired lifestyle and write the amount on the line in the totals column.

*To find wage information, go to: www.onetonline.org. Enter your occupation into the ***Occupation keyword search*** box at the top right of the screen. Choose your occupation from the generated list. Scroll to the bottom of the ***Summary*** tab and under the header, ***Wages and Employment Trends***, choose the state in which you are interested. Your first job will most likely fall into the Annual Low category. You will earn more with experience.

Housing

Assuming you won't be living with your parents, you'll need a place to stay. You can reduce costs by living with roommates.

3-Bedroom Apartment	2-Bedroom Apartment	1-Bedroom Apartment	Totals
			
$650 (per person)	$800 (per person)	$1,200 (per person)	$ _____

Utilities

Monthly bills are sometimes included with rent, but homeowners must pay for utilities.

All Utilities (Electric/Gas/Energy/Water/Garbage)

$320 (could be split with roommates)

$ _____

Communication

You can save money by skipping a landline or cable, or by finding a good deal on bundled services. Add all that apply.

Phone	Internet/TV	
	 + 	
$110	$80	$ _____

Food

Some people like to cook and others like to dine out. Most do a little of each. Choose one or enter your own estimate.

Eat at Home	Home/ Dine Out	Mostly Dine Out	Enter Your Own	
				
$275	$425	$575	$ _____	$ _____

Transportation

You need to get to and from work and play. Car payments vary depending on the vehicle, and the length of the loan.

Bike/Walk	Public Transportation	Used Car	New Car	
				
$15	$60	$475	$765	$ _____

Clothes

Many occupations require a professional wardrobe. Others require specialized items such as steel-toe work boots.

Minimal New Clothes	A Few Basics	I like Clothes	I love Clothes!	
				
$30	$50	$75	$125	$ _____

Health Care

You buy health insurance to cover your medical, dental, and vision expenses so you don't have to pay out-of-pocket.

Buy Insurance through Work	Buy your own Insurance	
		
$120	$450	$ _____

Entertainment

Do your hobbies mainly involve a library card, or a season ski pass? Entertainment usually comes with a price tag.

Make Your Own Fun	Mainly Hang Out	Hang Out/ Go Out	Mainly Go Out	Totals
				
$110	$160	$230	$340	$ _____

Personal Care

Personal care items include things such as haircuts, makeup, grooming supplies, and gym memberships.

Low	Medium	High	Pamper Yourself	
				
$40	$75	$125	$200	$ _____

Miscellaneous

Do you have pets? How often do you buy a new computer? Do you like to travel? What about unexpected expenses?

Low	Medium	High	Higher	
				
$115	$170	$285	$ _____	$ _____

Student Loans

Student debt is a fact of life for most graduates. Typical monthly payments are listed by degree type.

No Debt	Associate's Degree	Bachelor's Degree	Graduate Degree	
				
$0	$155	$340	$730	$ _____

Source: Format adapted from the Montana Career Guide.

Step 3 - Total your monthly expenses.

Step 4 - Divide your annual salary (on page 44) by 12 to convert it to gross monthly wages.

Step 5 - Add Federal & State Taxes and Social Security.

For Federal and State tax amounts, see the bracket below to determine your tax percentage rate based on the annual salary you selected for Step 1 on page 48. Social Security is 6.2% of your monthly wages.

Step 6 - Add in Savings (5% of monthly wages) *Although this is not a mandatory monthly deduction, try to get into the habit of putting aside savings every month.*

Step 7 - Add together your Total Personal Expenses, Total Taxes, and Savings to determine your Total Monthly Expenses.

Step 8 - Subtract your Total Monthly Expenses from your Gross Monthly Wages to determine your Net Take Home Pay.

Total Personal Expenses $ _____

Gross Monthly Wages $ _____

Federal Tax $ _____

State Tax $ _____

Social Security $ _____

Total Taxes $ _____

Savings $ _____

Total Monthly Expenses $ _____

Net Take Home Pay $ _____

2026 Delaware Tax Bracket (Single) Marginal Tax Rate ($)	2026 Federal Tax Bracket (Single) Marginal Tax Rate ($)
$2,000 – $4,999 .....2.2%	$0 – $12,400 ..... 10% of the taxable income
$5,000 – $9,999 .....3.9%	$12,401 – $50,400 ..... $1,240 plus 12% of the amount over $12,400
$10,000 – $19,999 .....4.8%	$50,401 – $105,700 ..... $5,800 plus 22% of the amount over $50,400
$20,000 – $24,999 .....5.2%	$105,701 – $201,775 ..... $17,966 plus 24% of the amount over $105,700
$25,000 – $59,999 .....5.55%	$201,776 – $256,225 ..... $41,024 plus 32% of the amount over $201,775
$60,000 + ...6.6%	$256,226 + ... $58,448 plus 35% of the amount over $256,225

Reality Check Review

How does your budget look? Do you have any money leftover or will you need to cut your expenses? Based on what you have learned, write your desired wage under **Column 1 (My Profile)** on **Row 8 (Entry Wage)** of the **Occupation Comparison Chart** on page 48.

Based on this exercise, I would like to earn an entry wage of:

$_____

Where Do I Want to Live?



Once you figure out your budget, you will need to think about where you want to live. Ask yourself some basic questions to help you decide:

- Do I want to live near my family?
- Do I want to live somewhere where it is cold and snowy in the winter?
- Do I want to live near the beach?
- Is getting the job I want more important than where I live?

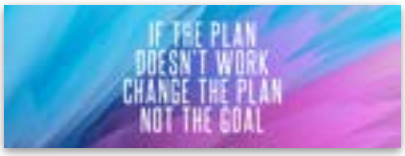
If where you live is important to you, write your two favorite locations under Column 1 (My Profile) on Row 9 - Job Location(s) - of the Occupation Comparison Chart on page 48.

Consider the cost of living in your decision-making. Look at the table below to see how the cost of goods and services varies in different locations across the United States.

City and State	2 BR Apt Rent /month	Home Energy /month	Gas regular /gallon	Doctor Office Visit	Men's Haircut, No Styling	Dry Cleaning, 2 pc. Suit	Whole Milk half gal.	White Bread 24 oz.	Eggs dozen	Corn Flakes 18 oz.	Bananas /per lb.	Cheese Pizza 12"
Delaware												
New Castle County	1,846	246.51	2.86	210.00	39.00	14.93	4.91	4.05	4.43	5.89	0.78	10.99
Kent County	1,695	220.04	2.87	168.00	28.60	17.03	4.75	3.48	3.67	5.32	0.75	11.99
Sussex County	1,775	216.61	2.86	168.00	36.25	15.37	4.84	3.55	4.30	5.41	0.79	11.99
Northeast												
Boston, MA	4,317	398.51	2.93	271.00	51.67	22.00	5.00	4.30	3.08	6.05	0.72	13.99
Washington, DC	3,177	261.66	2.77	199.00	36.82	18.25	4.91	4.26	4.39	6.33	0.78	12.49
Manhattan, NY	5,669	248.63	3.08	252.00	33.00	24.90	5.23	4.33	4.87	6.53	0.87	15.12
Philadelphia, PA	2,048	261.63	2.86	179.00	36.67	17.63	5.01	4.02	4.26	5.62	0.79	12.49
Baltimore, MD	1,748	296.42	2.89	207.00	32.86	9.23	4.82	4.07	4.21	5.87	0.77	17.84
Southeast												
Lynchburg, VA	1,507	269.86	2.70	177.00	29.67	17.02	4.87	3.78	3.73	5.49	0.72	13.19
Louisville, KY	1,429	188.38	2.62	185.00	25.00	21.14	5.02	3.73	4.29	5.56	0.75	12.33
Atlanta, GA	1,447	234.79	2.66	241.00	31.50	15.53	4.87	3.98	4.08	5.72	0.73	12.17
Orlando, FL	1,356	215.34	2.81	198.00	25.00	19.00	4.78	4.25	3.46	6.17	0.81	11.99
North Central												
Waterloo, IA	1,192	160.58	2.44	179.00	28.75	12.15	4.80	3.66	3.96	5.33	0.76	12.09
Chicago, IL	3,690	213.75	2.77	204.00	45.00	15.98	4.93	4.04	4.04	6.26	0.78	14.49
Wichita, KS	1,083	215.08	2.53	146.00	34.40	23.70	4.70	3.62	3.79	5.23	0.71	13.11
South Central												
Denver, CO	1,775	183.17	2.33	186.00	33.00	21.24	4.89	4.58	2.98	5.86	0.77	14.75
Dallas, TX	1,480	266.93	2.34	206.00	35.90	19.42	4.76	3.96	3.43	5.51	0.72	12.01
Phoenix, AZ	1,792	264.56	3.01	189.00	30.00	23.34	4.89	4.39	2.99	5.71	0.74	13.84
West												
Anchorage, AK	1,816	273.47	3.82	273.00	32.83	19.83	6.11	6.01	4.39	7.10	1.16	14.35
San Francisco, CA	4,016	375.86	4.25	227.00	34.00	17.75	5.22	5.45	2.94	7.65	0.86	18.66
Portland, OR	2,207	237.35	3.61	274.00	44.00	15.00	5.15	4.58	2.96	7.05	0.79	13.94
Honolulu, HI	4,744	547.54	4.34	216.00	20.80	26.69	5.56	6.97	7.49	5.75	1.52	16.49

NOTE: Data are taken from the C2ER Cost of Living Index, 2026 First Quarter Data, published May 2026.

You Need a Plan...a Career Plan!



Whether you think you will continue your education after high school or maybe pursue other career training options, you are going to need a plan. Remember, for as much of your life as you will likely spend at your future job, it is really important that you enjoy the work as much as possible. Even if your career choice requires several more years of education after high school, that's a small investment of time to be able to do something you want the rest of your life. Fill out the ***Career Plan*** below to help get you moving in the right direction.

1. MY OCCUPATIONAL GOAL:

2. MY POST-SECONDARY GOALS: (What will I do after I graduate high school to prepare for my occupational goal?)

** Check all the boxes below for goals that apply to you and then list the tasks you must accomplish in order to meet your occupational goal.*

☐ **GOAL: I will need more formal education.**

TASKS

What degree(s) or certificate(s) will I need to pursue? How many years will this take? Which schools offer this degree? How will I pay for it?

☐ **GOAL: I will need vocational or on-the-job training.**

TASKS

What training do I actually need? How long will it take? Where can I get this training? Can I apprentice? Is there financial aid available?

☐ **GOAL: I will go straight to work.**

TASKS

Where do I want to work? Be specific. What's the application process? Who do I know that could help me?

☐ **GOAL: I will build more skills & experience.**

TASKS

I could volunteer, job shadow, hold occupational interviews, work part-time, take an internship, etc. How exactly will you build your skills and experience?

☐ **GOAL: I will build character and maintain my health.**

TASKS

I could join professionals or student organizations, take leadership roles, define my values, play sports, exercise regularly and eat healthy foods. What exactly do I plan to do?

☐ **GOAL: I will build my personal & professional network.**

TASKS

I can add people who work in my chosen field and those who are supportive in my personal life. Where will I store this information and how will I maintain it?

How Do I Match Up?

Complete this chart to evaluate all that you have learned about yourself and the world of work.



Column 1
Complete this column with information you have discovered about yourself. Use the page numbers and resources provided.

Columns 2 & 3
Complete these columns for the two occupations you want to compare. Fill in each cell using the information you have found through your research. If you are missing any information, you know where to find it! ***www.onetonline.org***

Occupation Comparison Chart

		Column 1	Column 2	Column 3
	Job Attribute	**My Profile**	**Occupation 1**	**Occupation 2**
1	**Occupation Title**	my name date		
2	**Holland Code (RIASEC) (Interest code)**	p. 10		
3	**Career Clusters**	p. 14		
4	**Basic Skills** (***www.onetonline.org***)	p. 15		
5	**Work Values**	p. 18		
6	**Job Openings/Growth** (from pp. 26 & 27 or ***www.onetonline.org***)	*Are you looking for an occupation that is growing? How important is it to you? Keep this in mind.*		
7	**Education**	p. 42		
8	**Entry Wage**	p. 45		
9	**Job Location(s)**	p. 46		

O*NET does not classify occupations by likes (hands, people, information) or learning styles (visual, auditory, kinesthetic/tactile), but you can probably guess where most occupations fall. Keep those preferences in mind, as well.

What Is My Best Match?

Analysis

Occupation Comparison Chart
1. On the previous page in Columns 2 & 3, circle each item that matches or is pretty close to matching your personal profile in Column 1.

NOTE: If your Holland Code is AIR and the Code for one of your occupations is AIS, that's still a very close match. It might also be a close match if the A and I are switched (IAR), unless your Artistic personality is extremely dominant. Use your judgment.

2. Now determine which of the two occupations from the chart matches your personal profile better. Complete the sentence at the bottom of this page "*This occupation is my best match so far:*" with the name of that occupation.

3. Complete the second sentence "*I am also considering this occupation:*" with another occupation if you believe it could also be a good match.

4. If you are not satisfied with your results, fill out the *Occupation Comparison Chart* again. This time, use two different occupations that you identified in Steps 1 – 3 to see how well they match your profile. Or you may want to research different occupations from O*Net. It's possible that the best match for you is an occupation that, at this time, you don't even know exists.

Reality Check

Do you still want to consider your dream occupation from Step 1?
If your dream occupation didn't make it to this page as a good match, but you're not ready to let it go, then it's worth researching in the real world. See if you can interview someone, or volunteer, or intern in your dream job to gain a better understanding of what the occupation really entails. It will be worth it to you in the long run.

What to do if your dream job is not a good match after all:

1. Enjoy your dream as a hobby.
You may enjoy writing but you don't have the self-discipline required to make a living as a novelist. Find a more suitable occupation for your day job, but don't give up your writing.

2. Find a different occupation in the same field of interest.
What if you don't have the talent to make it as a professional athlete? You might find career satisfaction as a coach, trainer, team marketing specialist, sports reporter, etc. There are many occupations in which you can indulge your love of sports and still earn a good living.

3. Consider the same occupation in a different environment.
If you have dreamt of becoming a teacher, but realize you're not cut out to teach in a classroom, consider other teaching environments. You could tutor students privately or teach online classes. Determine which kind of environment you do enjoy and research teaching jobs that fulfill that need.

Don't be afraid of failing!
Overcoming the fear of failure means understanding that failure is normal, learning from your mistakes, and trying again without shame. Mistakes show you what to fix. Every setback teaches you a useful lesson.



What Next?

Everything you've done thus far in the *Delaware Career Compass* has been on paper or on the computer. The activities have provided you with information to get you started on your career adventure, but nothing can take the place of going into the real world to try out jobs firsthand.

This occupation is my best match so far: _____

I am also considering this occupation: _____

Go on to Step 4

NEXT

Step 4

How Do I Do It?



In **Step 1**, you looked at your interests, skills, and work values.
In **Step 2**, you looked at Delaware's overall labor market.
In **Step 3**, you chose the occupation most suited to your self-assessment. ***Now comes the fun part!*** It's time to take your goals and turn them into reality. Whether you're looking for additional training or education, looking into the military, or thinking about employment, this step will provide you valuable assistance.

SECTION 1: High School and Career & Technical Education

Make the Most of High School

1. Take a variety of classes to discover what you're good at and what interests you. Take a chance – try something new.
2. Consider Career & Technical Education (CTE). Join a CTE student organization.
3. Appreciate the diversity of your classmates. Learn to work with all types of people. Move out of your comfort zone.
4. Choose a career pathway that matches your interests and skills.
5. Take advantage of extracurricular activities that interest you. Try sports, clubs, music, community theater, scouts, babysitting, lawn care, photography, etc., to learn new skills, build character, and practice responsibility.
6. Get really, really good at something – anything.
7. Volunteer to work in a job that you think might be a good career match. What you perceive about an occupation is very often different from the reality of it.
8. Find a summer job that will provide you with more insight into the world of work and how you fit in.
9. Make mindful decisions. Think about the person you want to become and the place you want to fill in this world because you are shaping that person right now.



What is Career & Technical Education?

Technical jobs are very much in demand today. Career & Technical Education (CTE) is dedicated to providing secondary students with the education and skills they need to be successfully employed after graduation or to advance to postsecondary education.

CTE includes a wide variety of programs that are designed to equip you with career and life skills. As a CTE student, you can explore career options, gain close insight into a number of fields, prepare for a wide range of occupations, earn college credit while you're still in high school, and experience on-the-job work-based learning. Students who successfully complete these programs can continue their education and enter high-skill, high-wage, high-demand careers.

Career & Technical Education in Delaware High Schools



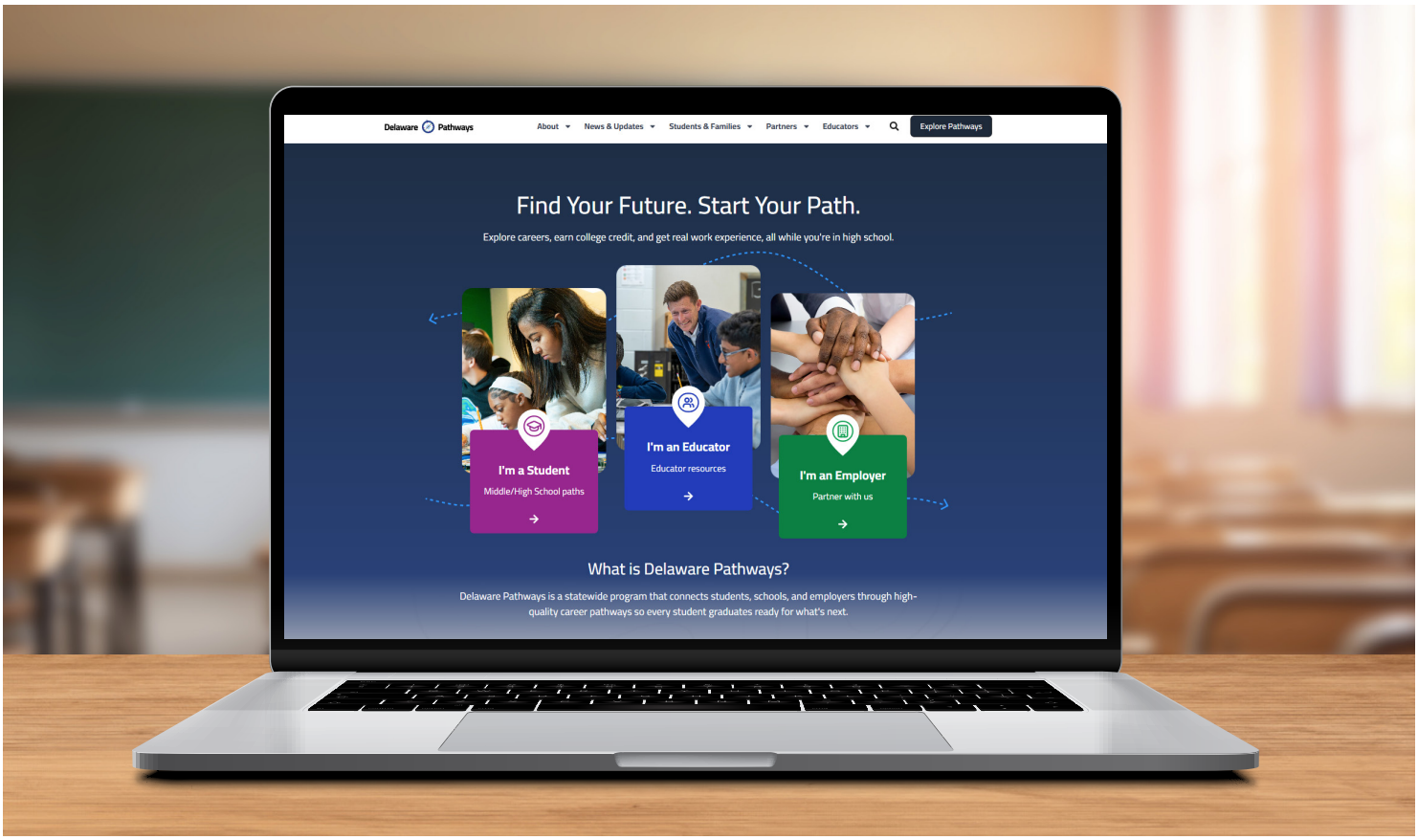
Delaware's goal is for every high school graduate to be college or career ready, and there are multiple avenues available for each student to achieve that. The old separate paths where some students went to public or private high schools to prepare for college while others went to a vocational school to prepare directly for work are no longer as distinct. Now, all public and most charter schools offer a variety of career and technical education (CTE) pathways where students can get real work experience and earn certificates employers look for when hiring, as well as prepare for college. Vocational-technical (Vo-Tech) schools focus primarily on career readiness, but also prepare students for further post-secondary education.

DELAWARE PATHWAYS

Delaware Pathways is a statewide program that connects students, schools, and employers through high-quality career pathways so every student graduates ready for what's next. Delaware Pathway Programs help students develop the academic, technical, and employability skills to gain the real-world experience needed for successful in-demand jobs. You can use the tools provided on their website to kickstart your education and career goals. You can explore pathways, explore career interests, and create your educational plan. View the site here: *https://delawarepathways.org*.

The **Delaware Pathways** website also allows you to view available pathways at the different school districts in Delaware. The website also provides sports programs, CTE student organizations, languages, and work-based learning & apprenticeship opportunities available in the schools. Links to the school's individual course catalogs are provided here as well. This information can be found at: *https://delawarepathways.org/schools/*.

You can find more detailed information about the pathway programs and the offerings in each school/district by visiting *https://delawarepathways.org/pathways-programs/*.





*** Sample of offerings listed on the website for each school, options will vary per school. ***

Should I join a CTE Student Organization?

If you're looking for ways to enhance your career and technical education experience, participate in a student organization. Currently, there are eight active organizations available to students enrolled in career and technical education programs. These student organizations can have a very positive impact on career development because they offer "real-life" experiences, insight into careers, and the chance to make valuable contacts with business professionals. Contact a counselor or career and technical education teacher to join.

Delaware website:
https://www.delaware-educatorsrising.org/

Educators Rising is an organization where our 51% diverse students are provided a place for support and networking. The curriculum delivers a structured way for students to prepare for their future profession, while competitions give students a chance to prove themselves as professionals. Conferences provide a national stage in which to network and be recognized for their achievements to the profession and develop the collegiality that comes from being part of a network, a family of professionals, and a movement.

Delaware website:
https://delawarebpa.org/

Business Professionals of America is the nation's leading CTE Student Organization for students pursuing careers in business management, finance, accounting, information technology, cybersecurity, digital communication and design, office administration, and other business-related career fields. BPA is a co-curricular organization that supports business and information technology educators by providing leadership development, workplace readiness, and competitive experiences aligned to national standards.

Delaware website:
https://delawaredeca.org/

DECA, an association of Marketing students, prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality, and management. DECA conferences are targeted, highly-focused learning experiences for students. These conferences bring members into the larger DECA community while providing unique opportunities to extend classroom learning. Each of DECA's conferences connects with corporate professionals to engage students in learning industry-related trends and content.

Delaware website:
https://delawarehosa.org/

HOSA Future Health Professionals is an international organization for students enrolled in health science programs and who are planning a career in healthcare. The activities of *HOSA* provide opportunities to develop, practice, and refine clinical, leadership, and teamwork skills to achieve a seamless transition from education to a career. Its competitive events program, aligned with the National Health Science Standards, helps students graduate and be career and college ready.

Delaware website:
https://delawareffa.org/

The *National FFA Organization* envisions a future in which all agriscience education students will discover their passion in life and build on that insight to chart the course for their education, career, and personal future. Delaware FFA members are preparing for careers in agricultural structures and engineering, agricultural power and engineering, animal science and management, food science and technology, natural resource management, plant science, forestry, biotechnology, agribusiness, and other diverse agricultural fields.

Delaware website:
https://delawareskillsusa.org/

SkillsUSA's mission is to help its members become world-class workers, leaders, and responsible American citizens. It builds and reinforces self-confidence, work attitudes, and communications skills. It emphasizes total quality at work, including high ethical standards, superior work skills, life-long education, and pride in the dignity of work. SkillsUSA also promotes understanding of the free-enterprise system and involvement in community service.

Delaware website:
https://detsa.org/

The *Technology Student Association* fosters personal growth, leadership, and opportunities in technology, innovation, design, and engineering. Members apply and integrate science, technology, engineering, and mathematics (STEM) concepts through co-curricular activities, state and national competitions, community service projects, and group organizational activities. The TSA motto is *Learning to Lead in a Technical World.*



FEATURED JOBS

BENEFITS. STABILITY. WORK-LIFE BALANCE.

FIND YOUR FUTURE IN THE FIRST STATE.

The State of Delaware provides vital services that support communities and improve lives. When you work for the State, you're making a difference every day. With over 1,500 job types - full-time, part-time, seasonal, and more there's a role for every background and skill set.

As one of the state's largest employers, we offer competitive benefits, including health insurance, paid leave, a pension and professional development opportunities.

Need help getting started? Career Counseling Workshops can guide your job search. Call (302) 739-5458 or visit statejobs.delaware.gov to learn more.

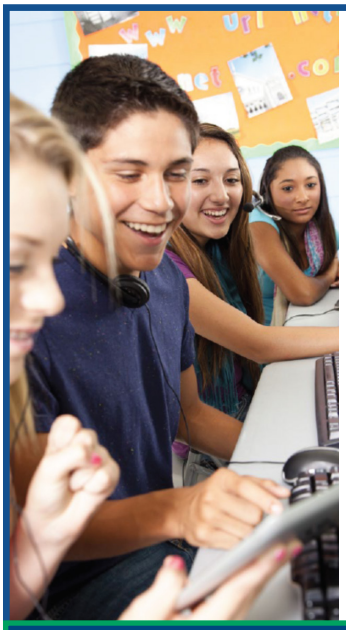
How to Apply

Explore State of Delaware jobs at statejobs.delaware.gov

Browse openings, get application tips, and sign up for alerts to stay updated.

Scan the QR code!

CONNECT WITH US ON OUR SOCIAL NETWORKS!



Preparing Students for High-Demand Careers

We believe the best way to ensure Delaware students are the best candidates for high-demand careers in our state is to offer them work-based learning experiences. At the Delaware Office of Work-Based Learning, we coordinate with schools, employers, and community-based organizations to provide students with the hard and soft skills essential for workplace success.

With work-based learning, students experience:

- **Awareness** - Learn about fields of interest through guest speakers, workplace tours and career fairs.
- **Exploration** - Make personal connections and "test drive" careers through job shadows, industry-led projects, and informational and mock interviews.
- **Immersion** - Gain hands-on work experience through internships, clinicals, and apprenticeships.

At the Delaware Office of Work-Based Learning, we are building a strong, work-based learning infrastructure across the state so our schools are supported, our students are prepared, and our industries are thriving with a talented homegrown workforce.

Students & Parents: Ask your school's Career & Technical Education (CTE) coordinator how to get involved with our work-based learning programs!

DELAWARE TECH

Contact us at dowbl.org to join our growing network!

Delaware Office of Work-Based Learning
A Del Tech Innovation

Am I Eligible to Work?

Delaware developed laws many years ago to protect anyone under 18 from harmful employment practices by an employer. These laws are designed to prevent you from using dangerous equipment and to limit the number of hours you can work. You should know your eligibility requirements and be aware of what you can and cannot do on the job.

How old do I have to be to work in Delaware?
You must be at least 14 years old.

Do I need a permit?
Yes. Most public middle schools, high schools, and school district offices have Child Labor Work Permit forms. They are also available for download on our website at *https://industrialaffairs.delaware.gov/child-labor-law*. After you have filled out the center part of the form and the employer has filled out the upper part, a designated issuing officer will validate the permit at one of our office locations. You also have the option to submit the form via email to: *workpermits@delaware.gov*. Be sure to attach to the email (or bring with you if in person) valid proof of age in the form of government issued identification: Birth Certificate, Passport, Baptism Certificate or a State issued driver's license. Once the completed work permit is reviewed by the Wage and Hour staff, a determination will be emailed back to the minor. If you are getting your permit at your school, the issuing officer can use your school records to verify your birth date.

You may also pick up a work permit from our DE Department of Labor offices:

- 4425 N. Market Street, 3rd floor, Wilmington
- 252 Chapman Road, Christiana Bldg., Suite 210, Newark
- 650 South Bay Road, Suite 19A, Dover
- 8B Georgetown Plaza, Suite 2, Georgetown

NOTE: A new permit must be obtained and submitted every time you change employers.

Do I need my parents' permission to get a work permit?
If you are 14 or 15 years old, your parent or legal guardian must sign your work permit. This is not required for 16- and 17-year-olds.

Must I carry my permit with me when I'm at work?
No. You will give one permit copy to your employer to keep on file. Another copy will be kept on file at the Department of Labor in Wilmington until you reach age 18. A third copy should be kept for your own records. You must obtain a work permit each time you change jobs until age 18.

What hours can a 14- or 15-year-old work?
You may work between the hours of 7:00 a.m. and 7:00 p.m. from the day after Labor Day until May 31st. From June 1st through Labor Day, you may work between the hours of 7:00 a.m. and 9:00 p.m.

Call (302) 761-8200
for more information on work eligibility
(Select option 3 for Labor Law Enforcement)

You are also limited to the following:

- On school days: 4 hours
- On a non-school day: 8 hours
- Any 5-day school week: 18 hours
- During vacation weeks: 40 hours
- No more than 6 days in any week

What hours can a 16- or 17-year-old work?
You are limited to 12 hours a day in a combination of your school and work hours. And, you must have 8 consecutive hours of non-work, non-school time in each 24-hour period.

What kind of work is NOT allowed for teenagers under the age of 18 years?
Some examples are using deep fat fryers, baking, construction work, any job using ladders or scaffolds, loading and unloading trucks, and jobs in warehouses (except office and clerical work). Any outside shrub/lawn/tree cutting machinery (for example, chain saw, lawn mower, string trimmer and/or hedge trimmer) that is powered by either electric, battery and/or motor fuel (gasoline) is prohibited. Using or cleaning slicing machines, dough-mixing machines, and many metal-forming, punching, or shearing machines is prohibited. The erection and/or repair of electrical wires is also prohibited. **NOTE:** Contact the DE Department of Labor for a complete list of prohibited occupations, and any vocational school exemptions. This information is also available on *our website.*

Is there any kind of work I can do without getting a work permit or while I'm younger than 14 years old?
Babysitting, domestic work, or chores in private homes, a golf caddy, and delivering newspapers (if you buy the papers and offer them for resale). Also, if your parent or legal guardian owns a business, you are allowed to perform any non-hazardous work assignment.

What is the minimum amount of money I can be paid?
The minimum wage in Delaware for youth ages 14-17 is $15.00/hour before any deductions are made for taxes or benefits.

However, if you have a job where customers regularly give tips, your employer may pay you as little as $2.23/hour. Tips may not be taken or retained by an employer except as required by law. Tip pooling is permitted (under certain circumstances) in an amount not to exceed 15% of the actual tips received by the employee.

Do I get a break at work?
You are not permitted to work more than 5 hours continuously without a nonworking period (break) of at least one half hour. The employer is required by law to give you this "uninterrupted" break.

Is Registered Apprenticeship Right For Me?





Registered Apprenticeship is an employer-driven, **"earn while you learn"** model that combines on-the-job training with a related classroom or technical instruction. Registered Apprentices are sponsored by their employer and therefore typically work during the day and attend school at night. Registered Apprenticeship is a proven approach for preparing workers from age 16+ for jobs while meeting the needs of business for a highly-skilled workforce.

If you are not currently employed or working and looking at another career opportunity, consider looking into a **Registered Pre-Apprenticeship Program**.

POPULAR DELAWARE APPRENTICESHIP OCCUPATIONAL WAGES

Electricians
Average Entry: $41,526
Average Experience: $75,746

Construction Laborers
Average Entry: $34,413
Average Experience: $53,208

Carpenters
Average Entry: $45,542
Average Experience: $68,644

Plumbers and Pipefitters
Average Entry: $40,840
Average Experience: $75,767

HVACR
Average Entry: $37,840
Average Experience: $53,240

Welders
Average Entry: $35,280
Average Experience: $50,750

Actions Steps



- **Determine occupation:** Search for occupations listed by trade or county at **de.gov/apprenticeship**
- **Ask your employer to sponsor you or find employment:** Search for Registered Sponsors listed by trade or county at **de.gov/apprenticeship**
- **Create a Delaware JobLink account: joblink.delaware.gov**
- **Take classes:** Your employer will direct you where to go for classes, whether it's at a vocational school or at another location internally. Contact your local vocational school about apprenticeship programs at any of the Adult Education locations in New Castle County, Kent County, or Sussex County. You must be sponsored to be a Registered Apprentice.

Career & Technical Students/Graduates

Are you a student or graduate from a vocational technical school? You may be eligible for an advanced placement in the Registered Apprenticeship program. If you graduated from one of the six vocational technical high schools in Delaware, you are eligible to apply for an exemption of the first year in the education component of the program.

Resources

Delaware Apprenticeship
Programs, Occupations, Sponsors, Policies & Procedures
de.gov/apprenticeship

Delaware JobLink
Jobseekers, Employers, Education & Training, Resources
joblink.delaware.gov

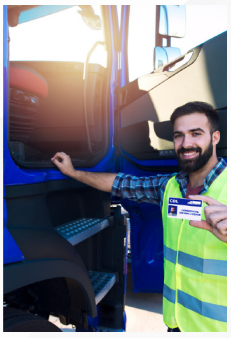
Delaware Department of Labor
Employment & Training, Unemployment Insurance, Industrial Affairs, Vocational Rehabilitation, and Labor Market Information
labor.delaware.gov

U.S. DOL: Apprenticeship
Policies, National Apprenticeship Week, Resources and more!
apprenticeship.gov

New Castle County Vo-Tech
(302) 683-3652

Polytech
(302) 697-4545

Sussex Tech
(302) 856-9035



Stay Connected

302-761-8328
apprenticeship@delaware.gov
de.gov/apprenticeship
@DelawareDET
@DelawareDET
@delaware_departmentoflabor

Newsletters

Sign-up to receive quarterly newsletters from Delaware Registered Apprenticeship at **de.gov/deapprenticeshipnewsletter** for news and updates, events, sponsor highlights, and more!

Go to labor.delaware.gov/divisions/employment-training/funding-statements/ to read the Federal Grant Funding Disclosure Statements.

Is the Military for Me?



The United States Armed Forces is a career alternative you may want to consider. In the military, you can learn marketable job skills, make good friends, and develop a positive, winning attitude. The pay scale is competitive with many starting salaries in the private sector, and many allowances paid out by the military are tax-exempt. If a college education is one of your priorities, tuition support programs are one of the ways that the military can help you with the rising cost of postsecondary education.

About the Military
The U.S. Military consists of five active-duty Services and their respective Guard and Reserve units. All branches are equal parts of the United States Uniformed Services, headed by the president as Commander in Chief. Reserve and National Guard units perform as active-duty servicemembers on a part-time basis. These troops train close to home, deploying when needed to aid in international conflict or domestic disaster relief. Each one differs in specific programs, terms of duty and enlistment options.

Reasons to Join:
• Compensation • World Travel • Education Support • Personal Improvement
• Professional Training • Insurance & Retirement Benefits

Entering the Military
In order to join the service, you must be 18 years of age (or 17 with permission from your parent or guardian) and a U.S. citizen or legal immigrant holding permanent resident status. Before serving in the Military, there are a few things a young adult can do to prepare. The ASVAB Career Exploration Program (*https://www.military.com/join-armed-forces/asvab*) can help young adults discover suitable jobs. Likewise, they must meet certain requirements to serve, including age, educational, and physical prerequisites. Once committed to service, training begins in the form of boot camp.

Joining the military is a big decision. Do your homework so there won't be any surprises and be sure to discuss your desire to serve with your family. To learn more about military life and careers, explore websites like *https://www.military.com/* and *www.careersinthemilitary.com*. You can also visit the specific service websites listed on this page.

U.S. ARMY
www.army.mil

NAVY
www.navy.mil

Air Force
www.airforce.com

www.marines.mil

www.uscg.mil

www.spaceforce.mil

Private Business and Trade Schools

Attending a private business or trade school offers a fast, focused path to employment, lower overall costs, and practical training. Most programs take anywhere from several months to two years to complete, allowing you to join the workforce much faster than a traditional four-year university. Total program costs are generally significantly lower than those at four-year colleges, meaning less student loan debt upon graduation. Curriculums cut out generalized non-major requirements and focus intensely on practical, job-ready skills for fields like the trades, healthcare, or business technology.

The Delaware Department of Education (DDOE) approves all private business schools and trade schools operating in Delaware. Private business and trade schools are privately owned educational institutions – both for profit and nonprofit – run by an owner, partnership, or corporation. These schools are usually associated with business, trade and specialized skills training.

DDOE requires private business schools and trade schools to apply for and receive an initial certificate of approval as well as an annual renewal of such certificates. To view businesses and trade schools that have been approved by DDOE, you can search the table on their website by program, business or school name:
https://education.delaware.gov/families/college-career-life/private-business-and-trade-schools/



How Do I Find the Right Job?

Finding the right job takes planning and preparation. Keep in mind that you're promoting a productive worker – you! Market all of the skills and abilities you have to help an employer succeed.

Maintaining a positive outlook throughout your job search can be difficult. But if you follow proven guidelines to help you organize your job search, you will improve your chances of success, even in a difficult job market.

TEST THE WATERS

Why not try out some jobs before you make a long-term commitment?

- **Volunteer** - volunteering will provide you with valuable personal and work experience which can be an important resume builder. It will also provide you with unique experiences that can help you solidify your career goals, develop teamwork and leadership abilities, learn new skills, and in some cases earn high school credit. Visit: *https://volunteer.delaware.gov/*
- **Internship** - see if you can find an internship. To learn more, visit: *https://sos.delaware.gov/internships/*.
- **Job Shadow** - you might job shadow someone. Each job shadowing experience can be different. However, you typically will follow an employee and observe them partaking in their day-to-day work. They might ask you to help with certain tasks, as well. Job shadowing can be done as part of a formal program organized by a high school, or it can be scheduled informally. You can usually find a formal job shadowing program through your high school guidance counselor.
- **Part-Time Job** - you might also try a temporary or part-time job in an area that interests you. Any of these choices will provide you with valuable information about the real world of work.

BUILD A NETWORK

What is networking?

Networking is the cultivation of productive relationships for employment and business. It is most certainly a two-way street, and it is a skill worth perfecting because it will benefit you throughout your life.

Who should be in your network?

Start with family, friends, teachers, and neighbors. After you feel comfortable with those closest to you, broaden your network to those in your community who have similar career interests and who are currently doing jobs in which you are interested.

How do you network?

Involve yourself with groups that interest you and that pertain to your future career. Learn from the members of this group. Invite them to be your friends and your mentors. Approach someone and simply ask about his/her job. It's a great way to learn about an occupation. You never know, you may have just begun a relationship with the person who's going to connect you with your first job.

Introduce yourself

Always look the person in the eye, shake hands, and simply introduce yourself. If they ask you about yourself, do you know what you would say?

Document your contacts

As you build your network, document each contact. Keep a record of each person and include names, phone numbers, addresses, emails, how you know them, and what they do. Jot down any notes that will help you remember how you met them, who connected you, what skills they have, and how you might be valuable to them. Communicate with your network regularly.

SOCIAL MEDIA

While LinkedIn, Facebook and Twitter are considered the top 3 social media sites that can help you find a job, there are hundreds of others out there too. Having a presence on social media allows job seekers to:

- Learn about openings faster than going to a company website.
- Expand your network of professionals in your career.
- Manage your professional image and attract recruiters.
- Research companies through their online presence.

These social media tools can be powerful if used correctly. **If a potential employer looked at your social media accounts, would they find information that doesn't represent you in a positive or professional way?** What you post to the world on social media about yourself, and about others, can influence what employers think about you professionally. So be careful what you post!

Use these tips to help protect your online reputation:

- THINK before you share!
- Keep your accounts private so that only people whom you have granted permission can view what you post.
- Delete inactive accounts.
- Talk with your family and friends about what you do or don't want shared.
- Consider untagging yourself from photos.
- Sign up for personal alerts tied to mentions of your name.

Use Your Resources

Join a job club
Job clubs for graduating students often provide opportunities to participate in mock interviews and resume workshops.

Use your school career center
Explore your high school career facility and see how you can benefit from the services it offers.

Use your public library
Explore the resources in your local library's career center. Ask for assistance from the librarian.

Use the Internet, but not exclusively
Online postings are an effective way to conduct a job search, but in today's market, don't forget that face-to-face networking and "pounding the pavement" are still critical.

Use social media
Social media is opening more doors for jobseekers by increasing visibility with potential employers and providing an easy way for getting more information on a particular interviewer or company.

Go to job fairs
Job fairs can be a place to find a job, but they're also a place to network for future jobs. Even if you're not yet looking for work, you will learn a lot about the world of work by attending a job fair. Bring your questions!

Internet Resources

Research Occupations
www.onetonline.org
www.careeronestop.org
www.bls.gov/ooh
www.bls.gov/k12



Find Job Openings
https://joblink.delaware.gov
https://statejobs.delaware.gov/
www.careerbuilder.com
www.indeed.com
https://www.monster.com/

Company Research

The actual company website
Call the company's human resources office
Internet:
www.bizjournals.com
www.Bloomberg.com
https://gb.linkedin.com/directory/companies
Watch the news
Contact your personal network

Informational Interviews

What is an informational interview?
An informational interview is similar to a face-to-face job interview except you are gathering information about occupations by asking the questions instead of answering them. This is a more formal way to network and learn about the world of work at the same time. Call someone in a field that interests you and make an appointment to interview him/her about their work. You will not only learn about the occupation, but you will broaden your network and develop a relationship with someone who might hire you someday.

How can they benefit me?
1. You will learn firsthand about occupations from the people who are actually doing the work.
2. You will build your network with people who are in your field.
3. You will improve your interviewing skills.
4. You might learn about hidden (unadvertised) jobs.

What guidelines should I follow?
- Interview people from your occupations of interest.
- When you call, say how you got the person's name.
- Explain that you're seeking information and guidance.
- Ask to meet for 20 minutes. Wear a watch and stick to it.
- Bring paper and pen with you and take notes.
- Thoroughly research the occupation and organization prior to the interview.
- Dress and act as you would at a job interview.
- **DON'T** ask the person for a job.

What questions might I ask?
- How did you get into this type of work? this particular job?
- What type of preparation/education/training do you have? What is required?
- What do you enjoy the most? the least?
- What three skills do you use most often in your job?
- Describe a typical day or week.
- What motivates you at work?
- Describe difficulties you regularly face on the job.
- What are the advancement opportunities and limits?
- How does a person usually progress in this field?
- How does a person stay competitive in this field?
- How do you suggest I learn more about this occupation?

How should I follow up?
- Thank the person.
- Ask for referrals to other people doing the same occupation who might be available to speak with you.
- Ask for his or her business card.
- Immediately send a thank you note.
- Evaluate how well you conducted the interview. How will you improve your interviewing skills next time?
- Review your notes and decide on your next steps. Did you like what you heard about the occupation? Did you like the environment of this particular workplace? Could you see yourself working there or someplace similar? If not, why not?

Resume Writing



A resume is a marketing piece designed for one specific purpose: to win the interview. A good resume will focus on the employer's needs, not yours. It will say to the employer – if you hire me, you will get these direct benefits.

TIPS & SUGGESTIONS

Gather the Facts

Gather and document your personal information. Think about the things that make you unique. Update your file as you gain new experience, learn new skills or win awards.

Contact Information
Place your name at the top of your resume and your contact information beneath it. Be sure the outgoing message on your answering machine or cell phone is professional. Include an email address and check it regularly. If you are a member of LinkedIn, you may add that to your contact information if the content will support your job search.

Profile
Customize each resume with a profile statement that matches the job listing. Keep it concise. Try not to go over four brief sentences.

Education
If you have not yet completed one of your degrees, use the word *expected* before your graduation date. If you do not know when you will graduate, add *in progress* after the name of the unfinished degree.

Experience
Emphasize results, not responsibilities, and performance, not just qualities. Results might include the actual amount of time and/or money you saved or the percentage increase in a club's membership because of your leadership. Performance might include the number of phone lines answered, the number of forms processed, or the number of people supervised. Any team successes should be noted as such. Build your list using strong action verbs; see the list on page 60 for examples.

Activities/Associations
If you don't have much solid work experience, list your involvement in school or extracurricular activities. Employers look for people who demonstrate initiative, hard work, and leadership.

Special Skills
Highlight your impressive skills even if they don't relate directly to the occupation. These skills reflect the interesting and accomplished person you are.

Awards/Honors
Note formal recognition you have received including work or academic awards. These are often listed in the experience or education section but may be listed separately.

Other Personal Information
You should include information that is important to the job for which you are applying. This might include a portfolio or a willingness to travel. Do not include a link on your resume to any site that isn't appropriate for a business audience. Do not disclose information on health, disability, marital status, age, or ethnicity. This information is illegal for most employers to request.

References
Create your own reference sheet to mail or fax to an employer and to take it with you to interviews. Include three to five people who know your abilities and will speak highly of you. At the top of the sheet, type your name and contact information, repeating the format you used in your resume.

Choose a Format

Now that you've gathered your information, determine how to best present it to a specific employer for a specific job. Two traditional resume formats are chronological and functional. See samples of these on page 61. You should choose the format that will highlight your qualifications while best meeting the needs of the employer. Regardless of the style you choose, remember to use strong action verbs to begin each statement. Use the *Resume Action Verbs* list on page 60 to help you. If you have a work history with gaps, use the cover letter to explain them. Or you could fill the gaps with your volunteer work, community activities, or family responsibilities during those times.

Add Style

Create a good impression with an attractive and easy-to-read resume. An inviting style draws attention to your qualifications.
~ Print it on white or lightly-colored paper.
~ Use a laser printer and keep the font size at 10 point or higher.
~ Bullets or italics can draw attention to key accomplishments.
~ One-inch margins around the page and blank lines between sections will make all of the information easier to see.

~ Maintain the same style throughout. If your first heading is bold and centered, then every heading should be bold and centered. Use no more than two typefaces.
~ It is preferable to limit your resume to one page. If you are over this, remove anything that does not help prove that you are the perfect candidate for the job.

Proofread

Make sure your resume has no errors. Proof for typos, grammatical errors, spelling errors, punctuation errors, and content errors. Use your spell check but also have several people proofread your resume. Put your best foot forward!

Resume Action Verbs

Accomplished	Led
Achieved	Maintained
Adapted	Managed
Administered	Mastered
Analyzed	Motivated
Assisted	Negotiated
Completed	Operated
Conceived	Organized
Conducted	Participated
Coordinated	Performed
Created	Planned
Delegated	Prepared
Demonstrated	Programmed
Designed	Proposed
Developed	Provided
Directed	Recommended
Established	Reduced
Evaluated	Revised
Expanded	Scheduled
Expedited	Simplified
Facilitated	Solved
Generated	Streamlined
Implemented	Structured
Improved	Supervised
Increased	Taught
Influenced	Trained
Initiated	Translated
Instructed	Utilized
Launched	Won
Lectured	Wrote

Delaware JobLink Resume Building Wizard

Delaware JobLink is a web portal that allows job seekers to easily build unlimited resumes relevant to employers' needs. It encompasses thousands of vocations in its database and breaks each down into a detailed mix of the skills, required knowledge, abilities and duties of various occupations. It also outlines the variety of talents, tools and technologies generally necessary to perform each occupation's work activities. Job seekers are able to select these descriptors to construct high quality individualized resumes that match their work experiences. These same descriptors are "intelligently" auto-matched to the qualifications of job openings posted into Job Link by hiring employers.

Benefits of using the resume builder are many and include:

- Higher quality, more descriptive resumes
- A user friendly, self-service online resource available 24/7
- Easy to follow instructional videos with step-by-step guidance
- An easy to read, professionally formatted resume
- Accurate candidate/job matches

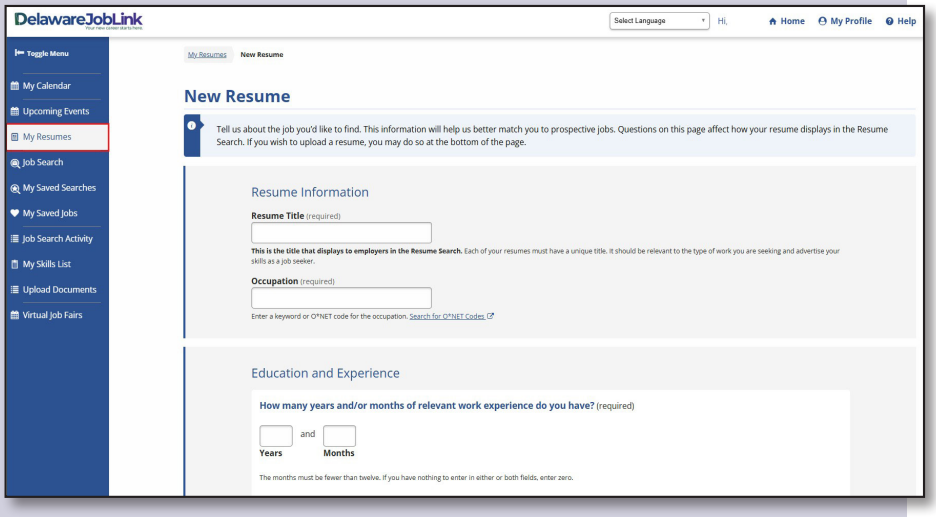
You can access and create a job seeker account via the Resume Building Wizard by visiting the Delaware Job Link website at ***https://joblink.delaware.gov***

By creating or updating/reactivating a previously created job seeker account you can:

- Perform advanced job searches
- Create and post resumes
- Save job searches for later viewing
- Receive job alerts by email or text

Additional benefits associated with creating a job seeker account include:

- Orientation video explaining DET's services and programs
- Access to DOL's One-Stop Partner Agencies services
- Career planning services
- Training and educational opportunities
- Job search resources
- Labor market information



Sample Resume Formats

Functional Resume

- **Skills-based**
- **Not a lot of job experience**
- **Best for high school students**

This format organizes your information around your job skills rather than job titles and dates. It is recommended for those with little job history or a history of positions that do not directly relate to the job being sought.

Identify three or four skills required for your target job. For each skill, identify three to five concrete examples that clearly demonstrate your ability to perform that skill. Arrange the skill headings in order of importance. The closer the match between your skill headings and the reviewer's expectations for the job vacancy, the more qualified you will seem.

Finally, include a brief work history. Include the company name, its location, your job title, and years worked.

Chronological Resume

- **Job experience-based**
- **Best for someone looking to advance in their career**

This format organizes your experience around the dates of the jobs you have held. Three to five results or performance items for each job are usually sufficient. This format is an excellent choice for people with steady work histories or previous jobs that relate closely to their career objective.



Janet Hightower
2006 Main Street Downtown, Delaware 19802
Home: 302-555-1212 • Cell: 302-123-4567 • JHightower@comcast.net • JHightower@LinkedIn.com

Profile
An honor roll-student athlete with work experience in the fast food industry and youth summer camp. Demonstrates outstanding leadership, public speaking, and technical skills. Major strengths include basketball analysis, youth development, and time management. Expertise in desktop publishing, digital photography, and customer service.

Skills

Customer Service	Demonstrated strong communication skills by filling customer orders quickly and accurately Exceeded sales targets by using an enthusiastic and cheerful demeanor Instructed new employees in methods of greeting customers
Leadership	Coached summer camp youth basketball team Used strong counseling skills to guide campers to a successful summer Directed all desktop publishing activities which resulted in weekly newsletters to parents Prepared and delivered speeches as a representative of the Student Government
Computer	Proficient in Microsoft® Office Suite Proficient in Adobe® Creative Suite Knowledge of XML

Extracurricular Activities

Captain	Downtown High School Varsity Basketball Team 2014	
Yearbook Photographer	Downtown High School	2023 and 2024
Student Government	Downtown High School	2022 – 2024

Awards and Honors

Employee-of-the-Month Award	Outstanding customer service at Fast Food, Downtown	July, 2024
All-State Basketball Point Guard	Outstanding varsity player at Downtown High School	March, 2025

Education

Downtown High School	Expected Graduation	June, 2025

Work Experience

Cashier	Fast Food, Downtown, DE *www.fastfood.com*	2021 - present
Youth Counselor	Beach Sports and Technology Camp, Beachtown, DE *www.BSTC.org*	2022, 2023, 2024

Janet Hightower
2006 Main Street Downtown, Delaware 19802
Home: 302-555-1212 • Cell: 302-123-4567 • JHightower@comcast.net • JHightower@LinkedIn.com

Profile: An honor roll-student athlete with work experience in the fast food industry and youth summer camp. Demonstrates outstanding leadership, public speaking, and technical skills. Major strengths include basketball analysis, youth development, and time management. Expertise in desktop publishing, digital photography, and customer service.

Work Experience

Cashier — 2021 - present
Fast Food, Downtown, DE
www.fastfood.com
Demonstrated strong communication skills by filling customer orders quickly and accurately. Exceeded sales targets by using an enthusiastic and cheerful demeanor. Instructed new employees in methods of greeting customers.

Youth Counselor — 2022, 2023, 2024
Beach Sports and Technology Camp, Beachtown, DE
www.BSTC.org
Coached summer camp youth sports teams. Used strong counseling skills to guide campers to a successful summer. Directed all desktop publishing activities which resulted in weekly newsletters to parents. Prepared and delivered speeches as a representative of the Student Government.

Volunteer Experience

Yearbook Photographer — 2022 and 2023
Downtown High School

Student Government — 2022 - 2025
Downtown High School

Education and Training

Hospitality & Tourism Major — Fall 2025 - present
Downtown College, Downtown, DE

High School Diploma — 2025
Downtown High School, Downtown, DE
GPA 3.5 • High Honors

Tools and Technology

Tools:
Bar code reader equipment — Handheld bar code scanners; Stationary bar code scanners.
Cash registers — Electronic cash registers.
Commercial use scales — Food scales.
Packaging compactors — Cardboard balers; Trash compactors.

Technology:
Proficient in Microsoft Office, including Microsoft Publiser for desktop publishing..
Proficient with iPad and comparable devices. Knowledge of audio equipment for public speaking use.

Professional Associations

Travel USA — Member since 2022
National Organization

Cover Letters



Every resume you mail, fax, or email needs its own cover letter. Sending a resume without a cover letter is like starting an interview without shaking hands. The best cover letters spark an employer's interest and create an impression of competence. Write your cover letter in standard business format. Put your address and the reviewer's name and address at the top and your signature above your typed name at the bottom. All letters should be single-spaced, flush left, with each paragraph followed by a blank line. Most are two or three paragraphs long. Every cover letter should fit on one page and contain the following four parts:

Salutation

Whenever possible, send your letter to a specific person rather than to an office. Check that the name you use is spelled correctly and the title is accurate. Pay close attention to the Mr. or Ms. before gender-neutral names. Finally, use a colon after the name, not a comma.

2006 Main Street
Downtown, DE 19802
April 27, 2025

Mr. Thomas Jeffers
Human Resources Manager
Downtown Green Hornets
1000 South Main Street
Downtown, DE 19801

Dear Mr. Jeffers:

I was referred to you by Mr. James Smith, Assistant Coach for the Green Hornets, who informed me that you are actively seeking to hire an Administrative Intern for the summer. This position appeals to me because of my strong interest in basketball and my desire to use and improve the computer and organizational skills I have developed through my classes and extracurricular activities at Downtown High.

My strengths include strong communication and time management skills, as well as great energy and dependability. I am proficient in both Microsoft Office Suite and Adobe Creative Suite. I enjoy taking digital pictures, many of which have been used in the Downtown High Yearbook. I am confident that the combination of my practical skills, my interest in basketball, and my ability to apply my knowledge to whatever tasks are given to me will make me a valuable asset to the Green Hornets organization.

I am enclosing a current copy of my resume. If you have any questions, please call me at (302) 555-1212. I may also be reached by email at JHightower@comcast.net. Thank you for considering me for this position. I look forward to hearing from you soon.

Sincerely,

Janet Hightower

Janet Hightower

enclosures

Sample Cover Letter

Opening

The first few sentences of your cover letter should tell the reviewer which job you are applying for and the connection you have to the company. If someone the reviewer knows suggested you apply, mention that recommendation. If you are responding to an advertisement, refer to it and the source that published it. Your knowledge of the company will give you another opportunity to connect yourself to the job. Briefly describe your experience with its products, refer to a recent company success, or refer to an article written about the company. But don't go overboard; save specifics for the interview.

Body

This portion will contain a brief explanation of your qualifications. Don't repeat your resume. Summarize your most relevant qualifications or provide additional details about a noteworthy accomplishment. Address the employer's requirements directly and don't be afraid to use special formatting to your advantage. You can also use the body of the cover letter to address gaps in your work history. Always maintain a positive, confident tone.

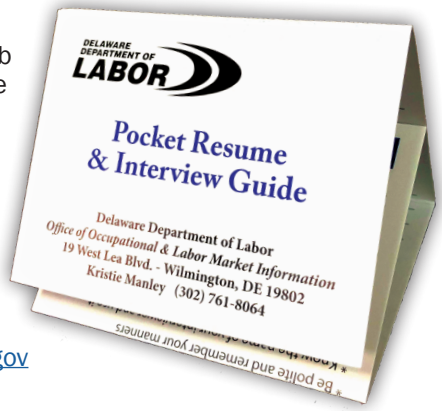
Closing

In your final paragraph, thank the reviewer, request an interview, and repeat your home phone number. The closing is your chance to show commitment to the job.

Job Applications

Sometimes employers will ask you to fill out a job application on the spot. You will make a good impression by being prepared. Take the time to find out what type of information you will be required to provide. For a sample application that you can practice filling out online, visit: ***https://laborfiles.delaware.gov/dcrn/docs/Sample-Employment-Application.pdf***. You can also print out a hard copy to practice filling it out by hand. Be sure to follow the tips below whether completing an application online or in person.

The Department of Labor's Office of Occupational & Labor Market Information has created the *Pocket Resume & Interview Guide* which allows you to fill out a card that folds up small enough to fit in your pocket so that you can take it with you to have on hand when filling out applications so that you have the information you need handy. The back side of the card is full of job interview tips. You can take a look at it on our website at: ***https://lmi.delaware.gov/Publications/***. To request a hard copy, contact:



Kristie Manley
(302) 761-8064 or
Kristie.Manley@delaware.gov

Job Application Tips:

- **Request two copies of the form.** If only one is provided, copy it before you write on it. Most applications are now online.
- **Read the whole application before you start to complete it.** Follow all directions carefully.
- **Be neat.**
- **Spell correctly and use good grammar.** Take the time to double check all of your information!
- **Don't leave any blanks.** Put "not applicable" or "NA" when the information requested does not apply to you.
- **Give reliable references.** Be sure to request permission of each reference source in advance.
- **Sign and date the application.**
- **Be sure to have a reference sheet with you when you apply.**
- **Never lie on a job application.**

Education

School: _____

Address: _____

_____

Phone: _____

Diploma/Degree: _____

Pathway/Major: _____

Activities /Skills: _____

Honors/Awards: _____

Other: _____

Work/Volunteer Experience

Employer: _____

Address: _____

_____

Job Title: _____

From: _____to: _____ Phone: _____

Duties: _____

_____

_____

Employer: _____

Address: _____

_____

Job Title: _____

From: _____to: _____ Phone: _____

Duties: _____

_____

_____

Emergency Contact

Name: _____

Phone: _____ Relationship: _____

References

Name: _____

Contact: _____

Name: _____

Contact: _____

Name: _____

Contact: _____

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Sample Pocket Resume & Interview Guide

Job Interviews

Although an interview can be a stressful experience, consider it a form of recognition and an opportunity to gain something valuable without risking anything but your time. Prepare thoroughly, it will give you an advantage!

BEFORE THE INTERVIEW

Make a Job Search File

Collect anything you may need to be prepared for your job search and upcoming interviews. This is where your personal portfolio will come in very handy. Include the following:

- Birth certificate
- Several copies of your resume
- Social security card
- Work permit (if applicable)
- Copy of driver's license
- Diploma/Certificate
- Personal data sheet with previous employment information
- A copy of your references
- Letter of introduction
- A neat and complete copy of your job application
- Letters of recommendation
- A black pen to complete any forms or tests
- Paper to take notes
- Samples of your work, if needed

Prepare Yourself *(checklist)*

- ☑ Thinking positively and like a winner
- ☑ Dress appropriately
- ☑ Be sure your is hair clean and combed
- ☑ Be sure you have fresh breath
- ☑ Bring a comb/brush/cosmetics for touch-ups
- ☑ Use appropriate language
- ☑ Have a clean, fresh scent; use an appropriate amount of deodorant and/or perfume

Know Yourself

- How do your education, training, knowledge, and skills relate to the job for which you are interviewing?
- What makes you different and more qualified than other people?
- What are your goals and objectives, including what you're looking for in a job and/or career?
- What are the reasons you gave up or lost your previous positions?

Know the Company

- What are the products and services the company offers?
- What is the company's philosophy?
- What are their hiring practices and procedures?
- What are the duties/responsibilities/promotion potential for the job they are filling?



Prepare to Answer Questions

- Tell me about yourself.
- What are your long-range career objectives?
- What do you consider your greatest strengths and weaknesses?
- Why should I hire you?
- What interests you about this job?
- How do you handle pressure?
- What do you feel was your greatest accomplishment on your last job?

Prepare to Ask Questions

- What three words would you use to describe this company?
- Please describe the managerial style in this office.
- Is there anything else you need to know about me in order for me to be fully considered for the job?
- When will a decision be made?

DURING THE INTERVIEW

Things to keep in mind during the interview include:

- Go alone
- Arrive at least five minutes early
- Do not smoke or chew gum
- Know the name of the person interviewing you
- Smile and shake hands firmly
- Act naturally and maintain eye contact with the interviewer
- Answer clearly and honestly
- Be positive and enthusiastic; show your interest
- Do not criticize former employers
- Thank your interviewer before leaving



After the Interview

Write a Thank-You Note

It is essential to write a thank-you note within 24 hours of your interview. Whether you want the job or not, write the note; you never know when another job that's more suited to you will become available and it would be a shame to have burned your bridges.

The letter may be typed or neatly handwritten on personal stationery. It may be emailed if the decision is going to be made immediately or if you have been told that this is the employer's preferred means of communication.

You also have the opportunity to restate why you want the job and how you could make significant contributions to the company. And if there was anything of importance that your interviewer neglected to ask or that you neglected to answer as thoroughly, or as well as you would have liked, this would be a good opportunity to mention it. But keep it short; do not restate everything that was already covered.

Reflect on the Interview

How did you do? What did you learn about yourself? What did you learn about the company? Do you think the job would be a good match? What can you improve upon for your next interview? Jot down some notes and use them to make each interview stronger.

If you don't hear from the interviewer within two weeks, it is appropriate to call or write to politely remind him/her that you are still interested in the job. Ask when a hiring decision will be made.

Your Street Address
Your City, State, Zip Code
Your Phone Number
Your Email Address
Date

Mr./Ms. Full Name
Title
Organization
Street Address
City, State, Zip Code

Dear Mr./Ms. Last Name:

Thank the interviewer for his time and the opportunity to speak with him. Thank him for telling you about the company and the position. Mention your enthusiasm for the job and why you believe you are a good fit for it.

Include any impressions of the organization or position that you found especially interesting. Add any information you didn't share during the interview that you believe would increase your chance of getting the position.

Conclude by showing that you have a strong and sincere interest in the job and you look forward to hearing from him.

Sincerely,

Your Signature

Your printed name

Sample Thank You Note



Select the Right Job

If you are offered the job, you may realize that you have further questions. Do not hesitate to ask for any information you need to make an informed decision.

Organization:

- Are the goals of the business or agency compatible with your work values?
- Are the immediate future prospects of the business relatively secure and stable?
- Does the business fluctuate with the growth and decline in the economy?

Work:

- What are the hours? Where is the job located?
- Does it fully utilize your abilities and interests?
- Is travel involved? If so, how much?
- How much turnover of personnel is there in the organization?

Opportunities:

- What are the training opportunities?
- What are the opportunities for challenge & expansion of job duties?

Salary and Benefits:

- What is the starting salary?
- How often and under what circumstances can a raise be expected?
- What is the complete benefit package?
- How financially secure is the retirement system?

Some Reasons You Weren't Chosen:

- Lack of clear career goals, or your goal doesn't match your skills or the job market
- Inability to express information clearly
- Lack of interest or enthusiasm—merely shopping around
- Failure to look interviewer in the eye; no confidence or poise
- Poor personal appearance
- Interested only in the best dollar offer
- Asking uninformed questions about the job or the company
- Arriving late for the interview
- Another candidate was a better fit

Email Correspondence



Email is one of the most commonly used means of communication in the job-search because of its many advantages. Email delivery is prompt and assured to be received (as long as you have the recipient's correct email address). Email is also less intrusive than a phone call since the recipient can read the message at his/her leisure.

If you use email wisely you will stand out among others, but if you use it improperly, you will look unprofessional to employers. When sending a professional email, try to briefly get your point across and end the email, don't ramble on as this can be irritating to some people.

There are some guidelines that should be followed when sending such correspondence as cover letters, thank you notes and replies to emails. Take these guidelines into consideration for every email you write:

- Use a clear subject header for your email, one that is relevant to the topic of the message.
- Address the recipient as Mr., Ms. or Mrs. and always double check the spelling of the recipient's name.
- Do not use emojis or symbols in your email, they are not professional.
- Stick with a basic font like Times New Roman, 12-point and keep the email clean (no wallpaper or colored backgrounds).
- Proofread and spell-check every message before you press send.

When corresponding with employers, your professionalism in an email says more about you than you realize. Keep in mind that the greeting and closing of your message will covey your tone. If your message is unclear and has typos, it can result in you being overlooked for the position.

Keep Your New Job



Congratulations, you got the job! When you start your new job, you will undoubtedly be excited that you are working, but don't let that slow you down as you settle into the new position. The following tips can help ensure that you will keep your job in the years to come:

DO...

- ✓ **Always keep learning** - Read books and study material to keep you up to date in your field.
- ✓ **Maintain a positive attitude** - Negativity spreads easily and can lead to trouble around the office.
- ✓ **Show up on time** - Being punctual isn't hard. Also, try to limit the number of days you miss.
- ✓ **Be proactive** - Ask your boss or other co-workers if there is anything they need help with.
- ✓ **Meet deadlines** - Deadlines are there for a reason. Manage your time right and meet them.
- ✓ **Be easy to communicate with** - Answer emails in a timely manner and communicate effectively.

DON'T...

- ✗ **Show up late or leave early** - These things show your boss and colleagues that you don't care.
- ✗ **Avoid work** - After your work is done, see if others need help, don't just sit around.
- ✗ **Avoid emails** - Respond to correspondence in a timely manner to co-workers and clients.
- ✗ **Dress down** - Don't become too relaxed in your work environment that your attire looks lazy.
- ✗ **Complain** - Word gets around, and this includes posting negatively about work on social media.
- ✗ **Cause drama** - There's nothing worse than being in an office filled with drama and tension.

Getting ready to work? You should know this! Drug and alcohol use has negative effects in the workplace. Many times, the use of alcohol or substances is an attempt to self-medicate an underlying mental health problem. If you have concerns about yourself or a loved one's mental health, call the **Mental Health Hotline** at: **800-969-4357** or visit ***www.HelpisHereDE.com***.

SECTION 3: College



Preparing for College

College planning is a chance to learn more about yourself, explore your options, and take steps toward your future. Start by thinking about your interests, strengths, goals, and the type of college experience that may be a good fit for you. The best college choice is not always the most well-known school; it is the one that fits your academic goals, budget, support needs, and plans for the future.

This section will help you prepare for college during high school, understand financial aid, and compare college options so you can make an informed decision.

FRESHMEN & SOPHOMORES: Build Your Foundation

Develop strong habits, explore interests, and start learning about your options.

Action Steps:

1. **Create your four-year academic plan.** Meet with your school counselor to map out courses, graduation requirements, and future options.
2. **Build strong school habits.** Attend school regularly, use a planner or calendar, check grades weekly, and ask for help early. Build a homework routine (Same place. Same time. Phone away)
3. **Explore your interests, strengths, and career options.** Take interest surveys, learn about careers, and choose courses that keep future options open.
4. **Get involved and start building your story.** Join 1–2 clubs, activities, service opportunities, or teams, and keep a "brag list" of activities, leadership, awards, and accomplishments.
5. **Explore colleges, careers, and programs.** Learn about different pathways, attend college fairs or school events, and start noticing what interests you.

JUNIORS: Focus & Prepare

Challenge yourself, explore your options, and get ready for senior year.

FALL: Get Organized and Explore

1. **Meet with your school counselor.** Review graduation requirements, GPA, courses, career interests, and goals.
2. **Take a challenging but balanced schedule.** Choose courses that prepare you for your future without overwhelming you.
3. **Take the PSAT/NMSQT if offered.** Use your results to prepare for the SAT or ACT.
4. **Explore colleges, programs, and majors.** Visit colleges in person or virtually, attend college fairs, and meet with college representatives who visit your school
5. **Think about fit.** Consider location, cost, size, support services, programs, and career outcomes.

SPRING: Build Your Plan

1. **Meet with your counselor again.** Talk about senior-year courses, testing, financial aid, and next steps.
2. **Take the SAT or ACT if needed.** Use Delaware's free SAT School Day and decide if you want to test again.
3. **Build your college List.** Visit colleges, attend college fairs, and talk with college representatives at your school. Use the DSS College List Builder at *bit.ly/DSSCollegeList* to create a list of options that may be a good fit.
4. **Build your activity résumé.** List activities, jobs, service, leadership, awards, family responsibilities, and accomplishments.
5. **Think about recommendation letters.** Identify adults who know your effort, growth, strengths, and character.
6. **Start researching scholarships.** Look for scholarships connected to your interests, goals, school, or community.

SUMMER BEFORE SENIOR YEAR: Get Ahead

1. **Narrow your list of options.** Finalize a working list of colleges and majors
2. **Create application accounts.** Use a professional email address for applications and scholarships.
3. **Brainstorm essay ideas.** Keep notes about meaningful experiences, challenges, responsibilities, and accomplishments.
4. **Update your résumé or brag list.** Add new activities, jobs, service hours, awards, and leadership roles.
5. **Learn about financial aid.** Review FAFSA, scholarships, grants, loans, and college costs.
6. **Make a senior-year calendar.** Track application, testing, scholarship, and financial aid deadlines.
7. **Rest and reset.** Prepare for senior year, but protect your time, health, and sleep.

SENIORS: Launch & Decide

Apply, complete financial aid, and make your plan.

FALL: Get Ready and Apply

1. **Meet with your school counselor.** Confirm graduation requirements, deadlines, and your college application plan.
2. **Finalize your college list.** Make sure your list includes colleges that fit your academic, personal, and financial goals.
3. **Prepare application materials.** Update your résumé or brag list and ask for recommendation letters early.
4. **Submit college applications.** Track deadlines and submit applications before they are due.
5. **Complete financial aid steps.** Submit the FAFSA and apply for scholarships.
6. **Check email and portals regularly.** Watch for missing items, updates, and next steps from colleges.

WINTER: Spring: Decide

1. **Review admission and financial aid offers.** Compare costs, scholarships, grants, loans, programs, and overall fit.
2. **Visit or connect with colleges before deciding.** Attend admitted student events, campus visits, or virtual sessions.
3. **Make your final college decision.** Choose the best fit and submit required forms or deposits by the deadline.

BEFORE SUMMER: Complete Final Steps

1. **Finish enrollment tasks.** Complete housing, orientation, placement testing, health forms, and other college requirements
2. **Send your final transcript.** Make sure your final high school transcript is sent to your college.
3. **Prepare for the transition.** Check your college email, review your bill, and get ready for your first semester.



TOOLS TO HELP YOU PLAN

College Search and Selection

- Types of Colleges - *bit.ly/TypesofColleges_CC*
- Make Your College List - *bit.ly/CollegeList_CC*
- College Fairs and Visits - *bit.ly/VisitCollege_CC*
- Playing Sports in College - *bit.ly/Sports_CC*
- How to Apply to College - *bit.ly/AppyNow_CC*
- DSS Launch into Your Future Month - *delawarestudentsuccess.org/launch*

Scholarships and FAFSA

- Delaware Scholarship Compendium - *bit.ly/Scholarships_CC*
- Free FAFSA Help - *https://uwde.org/fafsa/*

College Application Platforms

- Common App - *commonapp.org*
- Coalition App - *coalitionforcollegeaccess.org*
- Common Black College App - *commonblackcollegeapp.com*

Standardized Tests

- Test-Optional Policies - *bit.ly/TestsCollege_CC*

What About Financial Aid?

What Is Financial Aid?

Financial aid is money that helps pay for education or training after high school. The money for financial aid comes from federal and state governments, the colleges themselves, scholarships, and as a last resort, private loans from banks.

You must apply for financial aid to get it. You apply for aid separately from admission to the school. Maximize your opportunity to receive aid by applying early. The amount and kind of aid you get is based on your financial need, your academic record, and on the kinds of aid available at the school you attend. Most students who receive aid get a combination of grants, loans, scholarships, and/or work-study funds that are put together in a **"financial aid package"** by the financial aid office at the school you have chosen.

What Types Are There?

If you see the FAFSA symbol below, it means that a FAFSA application is required in order to be eligible for that type of aid.

Grants:
Usually awarded based on financial need and do not have to be repaid (e.g., Federal Pell Grant*). FAFSA

Scholarships:
Money received based on financial need, grades, talent, career goals, service, or other criteria awarded by colleges, private organizations, states, and individuals. This money does not need to be paid back. *bit.ly/Scholarships_CC*

Work Study:
Money you earn. Jobs are usually on campus and are sometimes related to career goals or fields of study (e.g., Federal Work Study*). FAFSA

Federal Loans:
Money borrowed from the federal government. Typically repaid after you leave school at much lower interest rates than regular bank loans (e.g., Stafford Loan*). FAFSA

Aid for Military Personnel:
Financial aid opportunities that come with joining the military (e.g., Montgomery G.I. Bill). See how you can qualify at: *https://www.benefits.va.gov/gibill/montgomery_bill.asp*

What is the FAFSA?

The FAFSA, or Free Application for Federal Student Aid, is the form students complete to apply for grants, work-study, federal loans, and some state, college, or scholarship aid. Students should complete it during senior year and each year they plan to attend college or training after high school.

Financial Aid Resources

- FAFSA/Federal Financial Aid - *studentaid.gov/h/apply-for-aid/fafsa*
- FAFSA Completion Help: Set-up a free one-on-one appointment for help completing the FAFSA through StandByMe, funded by the Delaware Higher Education Office: *https://uwde.org/fafsa/*
- Compare Financial Aid Packages - *https://bit.ly/DSS-AwardLetters*
- Delaware Scholarship Compendium - *bit.ly/Scholarships_CC*
- State Scholarships and Financial Aid - *https://bit.ly/DHEO-DE-FinancialAid* or contact the Delaware Higher Education Office at *Dheo@doe.k12.de.us*

Hidden Costs of College

When budgeting for college, don't forget to include these expenses that students/families tend to overlook:

- Dorm Room Amenities (if applicable)
  - Supplemental furniture, room decor, tv/computer
- Text Books
- School Supplies
- Basic Toiletries
- Transportation
- Food and Meal Plans
- Laundry Services
- Social Activities

These expenses won't all come at once, so you've got time to prepare! And don't forget...you still have a full summer ahead to get a job and start saving for these types of expenses.

Financial Aid Checklist:

- ☐ **Create your *StudentAid.gov* account.** You and your parent/guardian should each create your own account before starting the FAFSA.
- ☐ **Complete the FAFSA.** Submit the FAFSA as early as possible, beginning October 1st, to be considered for the most financial aid.
- ☐ **Check your college or program deadlines.** Some schools and scholarship programs have earlier financial aid deadlines.
- ☐ **Apply for scholarships.** Search for scholarships through your school, college, community organizations.
- ☐ **Review your financial aid offers.** Compare grants, scholarships, work-study, loans, and out-of-pocket costs before making a final decision.
- ☐ **Ask questions before accepting loans.** Make sure you understand how much you are borrowing, when repayment begins, and what your monthly payment may be.
- ☐ **Check your email and student portals often.** Colleges and financial aid offices may ask for additional information before your aid is finalized.

Financial Aid Opportunities

Delaware SEED (Student Excellence Equals Degree)

Maintain a 2.5 grade-point average and have no felony convictions and you will earn a SEED Scholarship. SEED provides tuition for eligible full-time students who are Delaware residents and will enroll in an associate's degree program at:

Delaware Technical & Community College
https://www.dtcc.edu/admissions-financial-aid/financial-aid-scholarships/types-aid/seed

University of Delaware, Associate in Arts Program
www.aap.udel.edu/seed/overview

STAR Scholarship

Available to students who graduate from the SEED program to attend Wilmington University with half tuition. The intent of this scholarship program is to offset the cost of tuition, thereby increasing the number of Delawareans who attend college and complete baccalaureate degree programs. For details, visit:

Wilmington University, WilmU STAR Scholarship
https://www.wilmu.edu/scholarships/STAR_scholarship.aspx

Inspire Scholarship

Students with a 2.75 grade-point average who enroll at Delaware State University immediately following graduation from a Delaware high school can be considered for the Inspire Scholarship. Applicants must be a Delaware resident and submit the FAFSA by March 15. For complete eligibility requirements, see:

Delaware State University, Inspire Scholarship
https://www.desu.edu/admissions/financial-aid/scholarships/inspire-scholarship

The Academic Common Market

A tuition-savings program for Delaware students. If your major is not offered at the University of Delaware or Delaware State University, you may be eligible to pay in-state tuition at a public college in one of the 15 participating states for an approved program. To search for eligible programs and participating colleges, visit:
https://delawarestudentsuccess.org/acm/
or email the Delaware Higher Education Office at:
Dheo@doe.k12.de.us

Delaware Scholarship Compendium

Students can search from over 300 local and national scholarships for college, trade school, and certificate programs. *bit.ly/Scholarships_CC*

AmeriCorps

AmeriCorps is a network of national programs throughout the U.S. and is made up of three programs: AmeriCorps State and National, AmeriCorps/Vista, and AmeriCorps/National Civilian Community Corps. AmeriCorps volunteers receive education awards for specified terms of service, which can be used to pay for college or pay back student loans. To learn more, visit: *https://www.americorps.gov/*

Pell Grant

A federal grant that helps eligible students with financial need pay for college or training after high school. It does not need to be repaid. Beginning July 1, 2026, some short-term workforce training programs may also qualify through Workforce Pell. Students must complete the FAFSA each year to be considered. For more information on the Pell grant visit:
https://studentaid.gov/sa/types/grants-scholarships/pell

Delaware Higher Education Office Scholarships

The Delaware Higher Education Office (DHEO) offers many scholarships based on academic merit, financial need or a combination of both. There are **memorial scholarships** for high school seniors that offer full tuition, fees, room and board at the University of Delaware or Delaware State University and there is a **merit-based award** for high school seniors that can be used nationally. The **Scholarship Incentive Program** is a need-based award for eligible students who file a FAFSA by the state deadline and complete the application process. There are scholarships available for **high need career fields, high need teaching fields and education support professionals**. Students can apply online for all of the programs administered through the Delaware Higher Education Office. For more information visit: *https://bit.ly/Scholarships-DE-Residents*

Focus on Alternative Skills Training Program (FAST)

FAST offers up to $10,000 tuition assistance to Delaware residents who have obtained a high school diploma, Diploma of Alternate Achievement Standards, or a Delaware secondary credential (which includes earning a GED) and have enrolled in an approved non-degree credit certificate program within 24 months of graduation from high school. Tuition payments are allowed for up to 12 months. For more information, visit:
https://tinyurl.com/FASTPS



Other Ways to Reduce College Costs

Early College Credit (ECC) - Students have various opportunities to earn early college credit in high school. Below are the most common ECC opportunities; you can learn more at ***bit.ly/DEarlyCollegeCredit_CC***

- **Advanced Placement Courses** - Courses taught at the high school by a qualified high school teacher, followed by a test that may count for college placement or credit.
- **Dual Enrollment Courses** - College courses are taught at a high school by a qualified high school teacher for dual credit (both high school and college credit).
- **International Baccalaureate** - Choice curriculum with exams that can lead to the IB Diploma and college credit.

In-State Schools - In-state schools can save state residents thousands each year. Starting your career without a 5-figure student loan debt gives you a significant advantage.



Community College - You may be eligible to earn your two-year degree tuition-free through the SEED scholarship. Many degrees are connected to baccalaureate programs that allow students to transfer to another college and complete their bachelor's degree.

Employer Tuition Assistance - Employer tuition assistance is an employee benefit that some companies offer as a benefit and pays part (or in some cases all) of the cost of attending college or university classes. Some companies also offer scholarships, grants, and discounts with partnering institutions. When considering employment, ask if this is a benefit the company offers its employees.

Things to Consider When Choosing a College

Size of the Student Body
Large schools may offer more resources, facilities, and specialized majors. Smaller schools may offer more personal attention and connection.

Quality of the Program
How closely does the program align with your career goals? What is the program's reputation among professionals in your field?

Campus Life
What clubs, sports and extracurricular activities does the school offer? What housing options are available? What about off-campus activities?

Retention and Graduation Rates
Poor retention rates means students are likely switching schools. Low graduation rates can signal big problems in a school or program.

Range of Majors Offered
More opportunities to connect with students and faculty in overlapping disciplines. Changing your major doesn't necessarily mean switching schools.

Location
Colleges in large cities provide better access to businesses related to your field of study. Smaller communities may afford more opportunities for outdoor recreation.

Cost and Financial Aid Availability
In-state tuition may be cheaper, but enrolling in the right program can maximize your earning potential. Find out what aid is available for each school.

Diversity
Students and faculty from diverse backgrounds can expose you to new points of view. Becoming comfortable with different ways of thinking is essential in the globalized workforce.

Adjusting to Life on Campus

Going to college, especially if you are living on campus, is a big change. Some key things to know are how to manage your time, take care of your health, and ask for help when you need it. Talk with your advisor about your classes if you are struggling, visit teachers during office hours if you need help, use the free campus mental health center if needed, and talk to your RA if you are having trouble with a roommate. You will learn a lot about yourself that first year, just be sure to use the resources that are available to you!

DELAWARE

COLLEGES & UNIVERSITIES



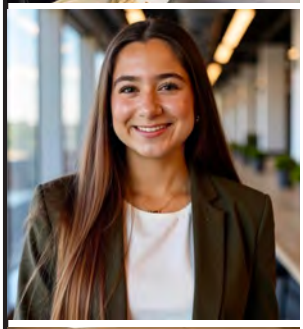
COLLEGE OR UNIVERSITY	WEBSITE	ADMISSIONS OFFICE	FINANCIAL AID OFFICE	DEGREES OFFERED	CAMPUS LOCATIONS (MAIN CAMPUS*)
PUBLIC COLLEGES AND UNIVERSITIES					
Delaware State University	*www.desu.edu*	302-857-6351	302-857-6351	C,A,B,M,D	Dover*, Georgetown, Wilmington
Delaware Technical Community College	*www.dtcc.edu*	302-571-5343	302-434-5566	Dip,C,A,B	Wilmington
		302-454-3954	302-453-3736	Dip,C,A,B	Stanton/Newark
		302-857-1020	302-857-1040	Dip,C,A,B	Dover
		302-259-6053	302-259-6080	Dip,C,A,B	Georgetown
University of Delaware	*www.udel.edu*	302-831-8123	302-831-2126	C,A,B,M,D	Newark*, Dover, Georgetown, Lewes, Wilmington
PRIVATE COLLEGES AND UNIVERSITIES					
Goldey-Beacom	*www.gbc.edu*	302-998-8814	302-225-6264	C,A,B,M	Pike Creek
Wilmington University	*www.wilmu.edu*	877-967-5464	877-967-5464	C,A,B,M,D	New Castle*, North Wilmington, Dover, Dover Air Force Base, Georgetown
OUT-OF-STATE INSTITUTIONS OPERATING IN DELAWARE					
Strayer University	*https://www.strayer.edu/campus-locations/delaware/wilmington*	877-445-7180	877-445-7180	C,A,B,M	Wilmington
Widener University Delaware Law School	*delawarelaw.widener.edu*	302-477-2703	302-477-2272	C,MJ, LLM, JD,SJD	Wilmington



Degree Abbreviations

Dip.....Diploma
C.....Certificate
A.....Associates
B.....Bachelors
M.....Masters
D.....Doctorate
MJ.....Master of Jurisprudence
LLM.....Master of Laws
JD.....Juris Doctor
SJD.....Doctor of Juridical Science






JOBS *for* DELAWARE GRADUATES

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The Division of Vocational Rehabilitation has the resources to help you succeed!

Services are individualized and may include:

- Meeting with a Vocational Rehabilitation Counselor at your Delaware High School.
- Access to job exploration, work-based learning experiences, workplace readiness training and transition supports while you're in High School.
- Discover your skills through career assessments and explore options that match your interests and goals.
- Building confidence with résumé help, and interview preparation.
- Receiving support for job training, apprenticeships and navigating higher education options.
- Partnering with your Vocational Rehabilitation Counselor to create a plan to achieve your education and employment goals.

Vocational Rehabilitation is an eligibility-based program that helps people with disabilities obtain or retain employment.
Funding for this program is provided by the U.S. Department of Education Rehabilitation Services Administration grant.

DELAWARE DEPARTMENT OF LABOR
Division of Vocational Rehabilitation

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"I love DVR services and would like to thank them for giving me the opportunity to build my confidence, self-esteem, and relationships while continuing to learn what will benefit me in life."
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Wilmington, DE 19802
302-761-8275

Kent County:

650 South Bay Road, Suite 19A
Dover, DE 19901
302-739-5478

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Georgetown, DE 19947
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Delaware's expert resource that links businesses to skilled workers with disabilities.

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Published by The Delaware Department of Labor's Office of Occupational and Labor Market Information with sponsorship of the Delaware Advisory Council on Career and Technical Education
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