

STATE OF DELAWARE



EXECUTIVE DEPARTMENT DOVER

EXECUTIVE ORDER NUMBER ONE

TO: HEADS OF ALL STATE DEPARTMENTS AND AGENCIES

RE: COMMITTING TO INCREASING YOUTH APPRENTICESHIPS AND EARN-AND-LEARN OPPORTUNITIES.

WHEREAS, youth apprenticeships, registered apprenticeships, and other work-based learning opportunities are a key way to provide educational opportunities, real-world skills, and pathways to success; and

WHEREAS, the State of Delaware recognizes that high-quality registered apprenticeships and earn-and-learn opportunities are critical to preparing young people for meaningful careers, fostering economic mobility, and addressing workforce needs in a competitive global economy; and

WHEREAS, youth apprenticeships and work-based learning models provide students with the opportunity to gain real-world work experience, develop in-demand skills, and earn wages while continuing their education; and

WHEREAS, the expansion of registered apprenticeships and other innovative training pathways aligns with the State's commitment to supporting its residents with equitable access to career pathway programs that reduce skills gaps and prepare a diverse workforce; and

WHEREAS, it has been shown that apprentices had significantly higher earnings than those who did not participate in a registered apprenticeship program; and

WHEREAS, it has been reported that nationally, millions of job openings could be filled by apprentices and that there are nearly fifty (50) additional fields where an apprenticeship could be used; and

WHEREAS, collaboration among state agencies, schools, postsecondary institutions, and employers is essential to scale and sustain successful earn-and-learn opportunities; and

WHEREAS, the State of Delaware has an opportunity to lead the nation in committing its own agencies to hire youth apprentices, expand registered apprenticeships, and promote workforce development initiatives that strengthen our communities, our schools, and our economy; and

WHEREAS, state agencies should be encouraged to hire youth apprentices and actively participate in registered apprenticeship programs as part of their workforce development efforts.

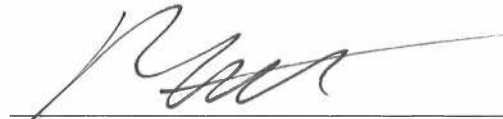
NOW, THEREFORE, I, MATTHEW S. MEYER, by virtue of the authority vested in me as Governor of the State of Delaware, do hereby **DECLARE and ORDER** the following:

1. A Working Group is hereby established to encourage and promote the expansion of youth apprenticeship opportunities in the State of Delaware, particularly as it applies to youth apprenticeship prospects within state government.
2. The Working Group shall consist of no fewer than 15 members to include:
 - a. A representative from the Office of the Governor;
 - b. The Secretary of the Department of Education;
 - c. The Secretary of the Department of Labor;
 - d. The Secretary of the Department of Human Resources;
 - e. The Executive Director of the Delaware Workforce Development Board;
 - f. The Secretary of the Department of Transportation;
 - g. The Secretary of the Department of Natural Resources and Environmental Control;
 - h. The Chief Information Officer of the Department of Technology and Information;
 - i. A representative from Delaware Pathways;
 - j. A representative from the Rodell Foundation;
 - k. A representative from Delaware State University;
 - l. A representative from University of Delaware;
 - m. A representative from Delaware Technical Community College;
 - n. A representative from a vocational-technical school district, to be appointed by the Governor; and
 - o. A representative from a comprehensive K-12 school district, to be appointed by the Governor.
3. Members serving by virtue of their position may appoint a designee to serve in their stead and at their pleasure.
4. Members shall serve at the pleasure of the Governor. The Governor may increase the size of the Working Group and appoint additional members at his pleasure.

5. The Governor may appoint a chair and vice-chair.
6. The Department of Education will be the lead agency in staffing the Working Group.
7. The Working Group shall convene in February and shall consider at least the following matters:
 - a. The expansion of summer youth employment programs and other summer internship programs that operate in state agencies;
 - b. The expansion of work-based learning programs that operate in partnership between state agencies and local education agencies and postsecondary institutions;
 - c. The creation and expansion of registered apprenticeship programs that operate in state agencies and in key industries that are vital to the state, such as but not limited to, healthcare, construction, advanced manufacturing, information technology, finance, and clean and renewable energy;
 - d. The development of recruitment strategies and supports that assist Delaware's youth to pursue employment in state service;
 - e. The identification of apprenticeship liaison officers and other supports within departments that are necessary to coordinate with state agencies, educational institutions, and employers; and
 - f. The identification of possible incentives to encourage private sector employers and state agencies to participate in youth apprenticeship and registered apprenticeship programs.
8. No later than thirty (30) days after the Working Group's first meeting, the Group shall submit a report to the Governor that includes at least the following:
 - a. Recommendations on how school systems can improve and facilitate youth employment within state government;
 - b. Recommendations on how state government can increase registered apprenticeships and pathways to state service;
 - c. Identify specific state agencies that should develop youth and registered apprenticeship opportunities, and identify what those occupations would be;
 - d. Identify rules, regulations, and laws that impact the development and expansion of youth and registered apprenticeships;
 - e. Develop a proposed process and clear timeline with milestones and metrics for implementing additional youth apprenticeships in state government and to track outcomes;

- f. Draft any suggested policies or regulations that support the expansion of youth apprenticeship or youth employment in state government; and
 - g. Draft any legislation, if needed.
9. The Working Group shall dissolve the day after the report is submitted, unless reconstituted by further Executive Order.
 10. Nothing in this Executive Order shall be construed to contravene any law or regulation. Nothing in this Executive Order shall affect or alter the existing statutory powers of any state agency.
 11. This Executive Order supersedes any contrary provision of any other prior Executive Order.
 12. The Working Group will be subject to the Open Meeting Laws and all meetings will be open to the public.

APPROVED this 21st day of January, 2025.



Matthew Meyer
Governor

ATTEST:


Secretary of State