

IS YOUR TRAINING PROGRAM SUPER?

This application form is a self-evaluation that can help you assess your training program and compete for the Superstars in Education and Training Award!

ELIGIBILITY:

- Programs must be in place for at least two years and show measurable results
- Programs show demonstrated growth
- Programs must support documented training and professional practices that systemically improve student skill development and work towards strengthening career readiness
- Previous applicants are encouraged to apply
- Previous winners are eligible to apply again with new programs

STEP 1: SELF EVALUATION

Please complete the self-evaluation section. You will be scored based on the category you submit.

High School Category

- Eligible Applicants: Traditional public, private, or charter high schools
- Program Focus: Programs that are primarily part of the high school curriculum, after school programs, and or/electives, and serve high school students (grades 9-12)
- Examples: STEM programs, career and technical education (CTE) courses integrated into the high school schedule

Independent Training and Certificate Providers

- Eligible Applicants: Independent training organizations, nonprofits, and private entities offering career, vocational or technical training
- Program Focus: Standalone training programs that may serve various age groups
- Examples: Certification courses, trade schools, bootcamps, and workforce development programs

Higher Education

- Eligible Applicants: Colleges and Universities
- Program Focus: Programs that are part of a higher education institution's curriculum, targeting post-secondary students, but can also include dual enrollment or stackable credential programs
- Examples: Associate degree programs, bachelor's degree programs, dual enrollment courses, and university-led certification programs

Corporate Training Programs

- Eligible Applicants: Businesses, government entities and corporations that provide internal training programs for their employees
- Program Focus: Training programs aimed at skill or talent development, professional growth, and workforce enhancement within the corporate setting

Not sure which category to apply? Consider these overlap suggestions:

Primary Audience: Determine the primary audience of the program. If most participants are high school students, they should apply under the High School category. If the majority are adults or mixed-age groups, they should apply under the Independent Training category.

Program Integration: Consider whether the program is integrated into a high school's curriculum or is a standalone program. Integrated programs should apply under High School, while standalone programs should apply under Independent Training.

Certification vs. Curriculum: Programs that result in a professional certification might fit better under Independent Training, even if high school students are participants. Programs that are part of a high school's formal curriculum should apply under High School.

Institutional Affiliation: If a program is run by a post-secondary institution but targets high school students, it should be considered under Higher Education.

Corporate Scope: If a training program is exclusively for employees within a corporation and focuses on professional development within that corporate structure, it should apply under Corporate Training Programs.

STEP 2: SUBMISSION

All applications must be submitted online no later than Thursday, January 16, 2025, at 8:00 p.m. No late entries will be accepted.

STEP 3: APPLICATION REVIEW

All completed applications will be reviewed and evaluated by the Superstars in Education and Training selection committee. Late February, site visit teams will conduct on-site evaluations with the selected finalists. Winners will be identified and notified by the end of February.

STEP 4: THE AWARD CELEBRATION

Honorees will be presented with a special award recognizing their superior achievement during a luncheon at the Navigating Delaware Pathways: An Education and Workforce Development Summit on Tuesday, April 29. The conference will be held at Bally's Casino and Conference Center in Dover.

Each winner will also receive:

- The Superstars in Education and Training crystal award (one award per winning program)
- A video spot highlighting your winning program
- Feature article in the May/June 2025 issue of the State Chamber's magazine, *Delaware Business*
- Inclusion in press releases to promote winning programs

Form A for HIGH SCHOOLS

All Delaware high schools are eligible (District, Charter, Private, Parochial)

- 1. High school name, address and phone number; primary contact and/or principal's name and email.**
- 2. PROGRAM SUMMARY (250 words):** Write a short summary describing your program. *This summary may be included in promotional material for the Superstars program.*
- 3. NEEDS ASSESSMENT (450 words):** Why does your program exist? Describe the specific workforce development needs your program addresses. What data or evidence supports the necessity and importance of this program?
- 4. COLLABORATION (450 words):** Highlight your key partnerships and collaborators. How do you engage with these stakeholders to ensure the sustainability and effectiveness of your program?
- 5. IMPACT AND RESULTS: (550 words)** How do you measure the success of your program? Provide specific metrics and outcomes that demonstrate your program's impact. How do these results align to your initial goals?
 - **Pro Tip:** *This could include specific evidence and examples of results such as test scores, completion rates, job placements, measurable skills gains, fulfillment of jobs, and increased career success. Additionally, consider incorporating qualitative data such as participant testimonials and feedback, and highlight how your program fosters inclusivity and contributes to equitable opportunities and outcomes.*
 - **(YES OR NO):** Do you assess outcomes in accordance with Delaware's federally negotiated performance metrics under the Workforce Innovation and Opportunity Act (WIOA) or the Perkins Act?
- 6. SUPPORTING DOCUMENTS (up to 2 pages):** Additional supporting documentation may be attached (but it is not required).

Superstars in Education and Training | Apply online at www.dscc.com/superstarsineducation

**SUBMISSION DEADLINE:
JANUARY 23, 2025 at 8:00PM**

Form B for HIGHER EDUCATION PROGRAMS

1. **School name, address and phone number; primary contact's name and email.**
2. **PROGRAM SUMMARY (250 words):** Write a short summary describing your program. *This summary may be included in promotional material for the Superstars program.*
3. **NEEDS ASSESSMENT (450 words):** Why does your program exist? Describe the specific workforce development needs your program addresses. What data or evidence supports the necessity and importance of this program?
4. **COLLABORATION (450 words):** Highlight your key partnerships and collaborators. How do you engage with these stakeholders to ensure the sustainability and effectiveness of your program?
5. **IMPACT AND RESULTS: (550 words):** How do you measure the success of your program? Provide specific metrics and outcomes that demonstrate your program's impact. How do these results align to your initial goals?
 - **Pro Tip:** *This could include specific evidence and examples of results such as graduation rates, upskilling, job placements, fulfillment of jobs, and increased career success. Additionally, consider incorporating qualitative data such as participant testimonials and feedback, and highlight how your program fosters inclusivity and contributes to equitable opportunities and outcomes.*
 - **(YES OR NO):** Do you assess outcomes in accordance with Delaware's federally negotiated performance metrics under the Workforce Innovation and Opportunity Act (WIOA) or the Perkins Act?
6. **SUPPORTING DOCUMENTS (up to 2 pages):** Additional supporting documentation may be attached (but it is not required).

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Form C for INDEPENDENT TRAINING AND CERTIFICATE PROGRAMS

**For programs that operate independently from schools*

- 1. Program name, address and phone number; primary contact's name and email.**
- 2. PROGRAM SUMMARY (250 words):** Write a short summary describing your program. *This summary may be included in promotional material for the Superstars program.*
- 3. NEEDS ASSESSMENT (450 words):** Why does your program exist? Describe the specific workforce development needs your program addresses for independent trainees or certificate seekers. What industry gaps or workforce demands are you targeting? Include data or evidence that supports the necessity of this program.
- 4. COLLABORATION AND SUSTAINABILITY (450 words):** Identify your key stakeholders and collaborators, such as industry partners, certification bodies, or community organizations. How do you engage these stakeholders to ensure the program's sustainability and relevance? Provide examples of effective partnerships and collaborative efforts.
- 5. IMPACT AND RESULTS: (550 words):** How do you measure the success of your program? Provide specific metrics and outcomes that demonstrate your program's impact. How do these results align to your initial goals?
 - **Pro Tip:** *This could include specific evidence and examples of results such as certificate completion rates, upskilling, job placement rates, skill improvement assessments, fulfillment of jobs, and increased career success (e.g., pay increases, transition from part-time to full-time status, healthcare access). Additionally, consider incorporating qualitative data such as participant testimonials and feedback, and highlight how your program fosters inclusivity and contributes to equitable opportunities and outcomes.*
 - **(YES OR NO):** Do you assess outcomes in accordance with Delaware's federally negotiated performance metrics under the Workforce Innovation and Opportunity Act (WIOA) or the Perkins Act?
- 6. SUPPORTING DOCUMENTS (up to 2 pages):** Additional supporting documentation may be attached (but it is not required).

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Form D for CORPORATE TRAINING PROGRAMS

**For businesses and corporations that provide internal training programs for their employees*

- 1. Program name, organization name, address and phone number; primary contact's name and email.**
- 2. PROGRAM SUMMARY (250 words):** Write a short summary describing your program. *This summary may be included in promotional material for the Superstars program.*
- 3. NEEDS ASSESSMENT (450 words):** Why does your program exist? Describe the specific workforce development needs your program addresses. What organizational challenges or skills gaps are you targeting? Include data or evidence that supports the necessity of this program within your industry or company.
- 4. COLLABORATION AND SUSTAINABILITY (450 words):** Identify your key stakeholders and collaborators, such as internal departments, external training providers, and industry partners. How do you engage these stakeholders to ensure the program's sustainability and effectiveness? Provide examples of successful collaborations and their impact on the program.
- 5. IMPACT AND RESULTS: (550 words):** How do you measure the success of your corporate training program? Detail specific metrics and outcomes. How do these results align with your initial goals and organizational objectives?
 - **Pro Tip:** *This could include evidence of employee skill enhancements (both technical and non-technical), how the program addresses skills and job gaps, productivity improvements, retention rates, and increased employee/professional development, education and career growth (promotions, pay increases, transitions from part-time to full-time status, healthcare access, etc.). Additionally, consider incorporating qualitative data such as participant testimonials and feedback, and highlight how your program fosters inclusivity and contributes to equitable opportunities and outcomes.*
 - **(YES OR NO):** Do you assess outcomes in accordance with Delaware's federally negotiated performance metrics under the Workforce Innovation and Opportunity Act (WIOA) or the Perkins Act?
- 6. SUPPORTING DOCUMENTS (up to 2 pages):** Additional supporting documentation may be attached (but it is not required).

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