



Office of Occupational & Labor Market Information
19 West Lea Boulevard
Wilmington, DE 19802

30 September 2024

Jennifer Friedman
Regional Administrator
United States Department of Labor
Employment & Training Administration
1835 Market Street
Mailstop ETA/20
Philadelphia, PA 19103-2968

Dear Administrator Friedman,

Enclosed please find Delaware's Program Year 2023 Workforce Information Grant Annual Report. The report highlights Delaware's Labor Market and Economic Analysis Office achievements in meeting performance outcomes stated in the Training and Employment Guidance Letter (TEGL) 20-22.

If you have any questions or need additional information, please contact Thomas Dougherty, OOLMI Chief at (302) 761-8062.

Sincerely,

A handwritten signature in blue ink that reads "Thomas Dougherty". The signature is written in a cursive style with a horizontal line underneath the name.

Thomas Dougherty
Chief, OOLMI

**Annual Performance Report
PY 2023 Workforce Information Grant
Delaware Department of Labor
Office of Occupational and Labor Market Information**

Accomplishments – Required Core Deliverables

a. Continue to populate the Workforce Information Database with State and Local Data.

Delaware has entered a contract with the state of Montana to host Delaware's Workforce Information Database (WID) and ensure that it is maintained to current standards. Data are updated on a regular monthly, quarterly, or annual schedule, depending on the type of data. All updates have been made in a timely fashion, and we are currently on the WID 2.8 structure. The WID has been populated with the occupational licensing information and has been submitted according to the manner specified in the ARC.

We contract with the state of Montana to revise and maintain our website, providing our customers with greater flexibility than ever before. Data users can easily download, graph, embed, email, tweet, or send via social media the data we produce (most of it in cooperation with the US Bureau of Labor Statistics).

<https://lmi.delaware.gov/>

b. Produce and disseminate industry and occupational employment projections.

Short-term industry and occupation projections for the period 2023 to 2025 were produced and made publicly available in February 2024. Long-term projections for the period 2022-2032 at the state level were published in June 2024. In addition, long-term projection at the sub-state level for the period 2020-2030 were published in July of 2023. The long-term projections are the core projections, which are used to develop lists of the occupations with the greatest number of expected openings by required education and training in order to assist the Delaware Workforce Development Board in focusing its training funds on occupations and industries where jobs are expected to be most available. They are also incorporated into our student career guide, the *Delaware Career Compass*, which was updated August 2024. These projections continue to be used by the Delaware Department of Labor's Divisions of Employment and Training and Vocational Rehabilitation to assist jobseekers. They are also used by school districts to develop and focus career pathways. The projections data have been incorporated into a tool developed in partnership with the state Department of Education Career and Technical Education unit that ties together labor market information and secondary education pathways and programs of study.

<http://www.edeps.org/>

The industry and occupation projections are found at the following link on the Office of Occupational & Labor Market Information website:

<https://lmi.delaware.gov/Publications/>

In addition, our industry and occupation projections published report can be found here:

https://lmi.delaware.gov/Publications/Delaware_2032.pdf

c. Publish an annual economic analysis report for the governor and the Workforce Investment Board.

The 2023 Delaware Annual Economic Report was published and posted on the OOLMI website for public use in September 2024. This 50-page report contains an analysis of industry employment and wages in the state, a graphical exposition of labor force data for various demographic groups, a review of Delaware's Labor Force Participation rate, a look at Delaware and its counties commuting patterns, a review of Delaware job opening compared to unemployment, a breakdown of industry employment in the Cities of Wilmington, Dover, and Newark, among a variety of other topics.

[https://lmi.delaware.gov/Publications/Annual Economic Report 2023.pdf](https://lmi.delaware.gov/Publications/Annual_Economic_Report_2023.pdf)

d. Customer consultations

We work closely with several key customers to provide data and analysis that best meets their needs. For example, we have a close working relationship with the state Workforce Development Board. We provide them with updated lists of in-demand occupations, and contributed greatly to the state WIOA Combined Plan, which they spearheaded. We also work very closely with our state Department of Education, particularly their Career and Technical Education (CTE) division. We have an advisory council for the Career Compass and Delaware Career Resource Network to get feedback from teachers, counselors, and other concerned individuals. We also provide for user feedback on our website and through Facebook.

Annual meetings are held to collaborate with the Delaware Career Compass Advisory Committee (volunteers such as school counselors, teachers, and state agency representatives) to discuss how we can continuously be updating and evolving the publication to meet the needs of our students in Delaware. Separate meetings are held with Delaware Department of Education staff and the New Castle County Vocational Technical School District so that we are able to provide the most up-to-date information for students regarding career programs offered in the comprehensive, charter and VoTech schools in Delaware.

e. Activities undertaken to meet customer needs, including any training provided

All of our activities meet customer needs, from publishing monthly labor market statistics and analysis to annual occupational wage publications and ongoing individualized assistance to employers, jobseekers, and other agencies. We also provide

periodic training for new employees in the Division of Vocational Rehabilitation and seminars for Employment and Training Division personnel.

f. New tools and resources

In 2020, in the midst of the pandemic, it was realized that there was a need for online tools that would be useful to teachers and students alike, as the in-person learning had pretty much come to a halt and hard copy publications were almost impossible to distribute. Since there was already an online PDF of the Delaware Career Compass, we took it one step further and made this PDF interactive. This way students would not need to print out pages in order to complete the assessments and activities. This went over very well and will be done annually as the publication is updated. The 2024-2025 interactive Career Compass can be found on the Publications page of our website.

2024-2025 Career Compass:

Now in its 32nd year, the *Career Compass* is provided to 40,000 students each year, assisting them in assessing their interests and abilities, providing information on careers which fit those interests and abilities, and explaining the steps necessary to qualify for those careers.

[https://lmi.delaware.gov/Publications/Career Compass 2024-2025.pdf](https://lmi.delaware.gov/Publications/Career%20Compass%202024-2025.pdf)

2024-2025 Interactive Career Compass:

[https://lmi.delaware.gov/Publications/Career Compass 2024-2025_editable.pdf](https://lmi.delaware.gov/Publications/Career%20Compass%202024-2025_editable.pdf)

In years past, there was an Adult Career Guide that was similar in some ways to the Delaware Career Compass but was geared more towards adults rather than students. In this guide, adults are able to learn more about themselves, organize their job-search resources, and develop skills they will need to navigate the job market. Over the years, the publication was used more often in the Division of Employment & Training and was not made publicly available. We are in the process of updating the content of this publication, adding information about re-entry into the workplace, and will be making this publication available to the public again online and in print.

Our website is updated on a regular basis and provides great flexibility for data users. Users can download, embed, share via social media, email, or text the contents of any of our data tables. The Delaware Career Resource Network (DCRN) is also continuously updated. It presents new information to teachers, counselors, parents, and students to assist them in career exploration and planning. We are currently in discussion of expanding the website to include some user-friendly paths students can choose from to easily find the information they are looking for.

<https://dcrn.delawareworks.com/>

The *Delaware Career Compass* was updated, published, and distributed to the state's public and private middle and high schools in September 2024. It is also made available to our divisions of Employment and Training and Vocational Rehabilitation. Now in its 32nd edition, this guide to personal and career exploration and labor market information has become a staple in the education community. It has been continually revised and improved by working with an advisory council of educators and counselors. The Delaware Higher Education Office, the Delaware Department of Health and Social Services, the Delaware Economic Development Office, the Delaware Department of Education, and the Delaware Department of Labor's Divisions of Vocational Rehabilitation and Employment and Training all contribute content or advice. The Delaware Advisory Council on Career and Technical Education is consulted regularly as the new edition of the *Career Compass* is developed. Additional copies are provided at workshops and by request throughout the year.

<https://lmi.delaware.gov/Publications/>

g. Efforts to create and support partnerships and collaborations.

In addition to working with the Workforce Development Board and the Department of Education as outlined above, OOLMI works with the University of Delaware, the Delaware Department of Finance, the Delaware Department of Natural Resources and Environmental Control, the City of Wilmington, and several state and county economic development offices.

h. Activities to leverage LMI-WI funding.

OOLMI receives funding from the Delaware Advisory Council on Career and Technical Training (DACCTE) to assist with publishing and distributing the *Delaware Career Compass*. The office also provides them with periodic in-person updates on the state of the economy. The Division of Unemployment Insurance also provides funding for OOLMI's work in assigning industry codes to new businesses. We also receive funding from state general funds for the Economist position in the office.

i. LMI office contribution to the help state and local economy.

There are no good substitutes for the statistics created by Delaware's Labor Market Information office and the resulting publications created by the LMI office. Labor Market Information produced by this office is used by employers, job-seekers, career-changers, researchers, students, policy makers, and career counselors. The majority of output from private firms and consultants merely repackage the data we create. Given the public goods nature of basic economic statistics, the private sector would be unable to reproduce what we do if LMI office ceased to exist.

j. Recommendations for Improvement or Changes to the Deliverables.

No comment.

Further details on OOLMI Customer Consultations, Presentations, and Trainings:

- 1) OOLMI staff volunteered on the board for MACCA: Career Development Professionals (meets 8 times a year)
- 2) 10/16 – OOLMI staff attended CIP graduation ceremony in Dover.
- 3) 10/23 – OOLMI held a meeting with various individuals from DOL and DOC to discuss the creation of a career guide for those who are incarcerated or looking to re-enter the workforce.
- 4) 10/24 – OOLMI staff attended the Delaware School Counselor Association (DSCA) Fall College & Career Fair 2023 at the Bob Carpenter Center.
- 5) 10/25 - DOL Town Hall: OOLMI staff presented information about recently published OOLMI data and touched on Hispanic Heritage month-related data.
- 6) 11/9 – OOLMI met with staff from the DOL Division of Employment & Training to discuss edits and republication of the Delaware Career Guide, a job-search workbook for adults.
- 7) 12/7 and 12/8 – OOLMI staff attended MACCA Annual Conference in Fairfield, PA.
- 8) 12/14 – OOLMI meeting attended the LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 9) 1/3 – OOLMI staff attended the DACCTE Poster Contest Judging in Dover. The winning poster inspired the cover of the Delaware Career Compass.
- 10) 3/14 – LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 11) 3/27 - DOL Town Hall: OOLMI staff presented about recently published OOLMI data and publications.
- 12) 4/2 – OOLMI staff gave a LMI presentation to DVR staff.
- 13) 4/16 – Government Support Services (GSS) meeting in Dover to discuss the scope development for the Marketing & Advertising Services contract.
- 14) 4/17 - Held Career Compass Advisory Committee meeting.
- 15) 4/25 – Vendor table at the Delaware School Counselor Association (DSCA) spring conference.
- 16) 4/30 – OOLMI attended a Government Support Services (GSS) meeting in Dover to review print material samples for Print Services contract.
- 17) 5/23 – Canva Create: Keynote presentation and the new Canva launches that put creativity to work, and details on what's to come with Canva.
- 18) 6/26 - DOL Town Hall: OOLMI staff presented about recently published OOLMI data.
- 19) 7/8 thru 7/12 – Staff attended CreativePro Week Conference (virtual): an essential HOW-TO conference for creative professionals who design, create, or edit in Adobe InDesign, Photoshop, Illustrator and/or Acrobat.
- 20) 7/18 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 21) 7/31 - DOL Town Hall: OOLMI staff presented about recently published OOLMI data and publications.
- 22) 9/5/24 – Discussion with Appoquinimink School District representative about using the Career Compass at the middle school level.
- 23) 9/20/24 – One-Stop Partner Meeting presentation on using labor market information to make informed career decisions, and the Delaware Career Compass.
- 24) 9/24/24 - Cascade CMS End User Training Webinar
- 25) 9/25/24 - DOL Town Hall: OOLMI staff presented about recently published OOLMI data and publications.
- 26) 10/1/24 – OOLMI staff will attend the DOL Educational Retreat: Customer First Focus