

Annual Performance Report
PY 2022 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 continues to work with the vendor DataZoa to ensure that the Workforce Information Database (WID) 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 also continue to contract with DataZoa 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://labor.delaware.gov/divisions/oolmi/>

We have been in consultation with State of Montana to host Delaware's WID. Montana's hosting of Delaware's WID should begin after this year's issuance of this Annual Performance Report in October of 2023.

b. Produce and disseminate industry and occupational employment projections.

Short-term industry and occupation projections for the period 2022 to 2024 were produced and made publicly available in February 2023. Long-term projections for the period 2020-2030 at the state level were published in June 2022. 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*. 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://labor.delaware.gov/divisions/oolmi/Projections/>

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

https://laborfiles.delaware.gov/main/lmi/publications/Delaware_2030_Occupation_and_Industry_Projections.pdf

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

The 2022 Delaware Annual Economic Report was published and posted on the OOLMI website for public use in September 2023. This 52-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 changes in Delaware's personal income, an examination of the state's employment dynamics, a breakdown of industry employment in the Cities of Wilmington, Dover, and Newark, among a variety of other topics.

https://laborfiles.delaware.gov/main/lmi/publications/Delaware_Annual_Economic_Report_2022.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 2023-2024 interactive Career Compass can be found on the Publications page of our website.

2023-2024 Career Compass:

https://laborfiles.delaware.gov/main/lmi/publications/Delaware_Career_Compass_2023-2024.pdf

2023-2024 Interactive Career Compass:

https://laborfiles.delaware.gov/main/lmi/publications/Delaware_Career_Compass_2023-2024_Interactive.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 2023. It is also made available to our divisions of Employment and Training and Vocational Rehabilitation. Now in its 31st 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://labor.delaware.gov/divisions/oolmi/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 volunteer on the board for Middle Atlantic Career Counseling Association (MACCA): Career Development Professionals (meets 8 times a year)
- 2) 9/14 – OOLMI staff attended online Canva design training.
- 3) 9/15 – Meeting with Montana to discuss possible WID partnership.
- 4) 10/25 – Staff spoke on Town Hall zoom meeting about what’s new in OOLMI. 200 attendees.
- 5) 11/9 and 11/10 – staff attended MACCA Annual Conference in Baltimore, MD.
- 6) 12/8 – WID partnership meeting with Montana
- 7) 1/10 – Success for Our Seniors Meeting: discussing the next steps – committees for the paths students have self-selected, student voice/advisory group by path, and the action steps we can take this spring to augment the work already underway by the dedicated teachers, counselors, and other adults in the Senior’s lives.
- 8) 1/10 – Delaware Workforce Development Board full board meeting.
- 9) 1/11 – Delaware Workforce Development Board strategic planning committee meeting.
- 10) 1/12 – OOLMI staff meet with Bryan Horsey from Office of Work-Based learning to see how we can work together to provide current LMI info to students.
- 11) 1/25 – DOL Town Hall: Staff presented about what OOLMI is currently working on and data that was recently published. About 200 attendees.
- 12) 1/26 – AdobeStock Webinar: 2023 Creative Trend Forecast training
- 13) 2/9 – Continuous Improvement Program Training starts and goes until second week of June. Meets on average twice per week (sometimes 4 days per week). Project Management / Lean for Government / Change Management (Prosci).
- 14) 2/22 – DOL Town Hall: OOLMI staff presented about recently published OOLMI data and also what will be coming soon.
- 15) 3/22 – DOL Town Hall: OOLMI staff presented about OOLMI data and career development info.
- 16) 3/23 – OOLMI staff attended *Canva Create* graphic design webinar.
- 17) 3/29 – Staff held Career Compass Advisory Committee meeting.
- 18) 3/30 – Staff called with Mike Trego to discuss the Career Compass (he couldn’t attend the Advisory Committee meeting).
- 19) 3/31 – Staff had a phone call with Cathy Kemp to discuss the Career Compass (she couldn’t attend the Advisory Committee meeting).
- 20) 4/20 – Staff had a phone call with Paula Annesi to discuss the Career Compass (she couldn’t attend the Advisory Committee meeting).
- 21) 4/25 – Staff presented to Delaware Department of Labor’s Division of Employment and Training at Buena Vista about LMI and Career Compass. About 25 in attendance including the Delaware’s Secretary of Labor.
- 22) 4/26 – DOL Town Hall: Staff presented about recently published OOLMI data and green jobs. About 200 in attendance.
- 23) 4/26 – OOLMI staff presentation to the Wilmington Job Corp. on occupations covered under their vocational training programs. About 15 in attendance.
- 24) 4/27 – Staff meeting to discuss updates to career Compass.

- 25) 5/5 – Career Day presentations at St. Mark’s High School (40 minute graphic design/making educated career decisions presentations) 4 total presentations.
- 26) 5/12 OOLMI staff gave a presentation to Governor Carney and the Delaware Legislative Cabinet on Delaware’s labor force participation rate. About 40 in attendance.
- 27) 5/18 – Digital Accessibility 101 Webinar training
- 28) 5/24 - DOL Town Hall: staff presented about what OOLMI is currently working on and data that was recently published. About 200 in attendance.
- 29) 6-5 thru 6/9 – 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.
- 30) 6/6 – Workforce Information Grant meeting with Monterry Lucky.
- 31) 6/8 – Staff attended the LMI Consortium Quarterly Meeting (virtual).
- 32) 6/12 – OOLMI staff gave presentation to Governor Carney on Delaware’s labor force participation rate.
- 33) 6/27 – Staff phone call with Chris Stahl from DACCTE to discuss the details of a poster contest for students to design the next Career Compass cover.
- 34) 6/28 - DOL Town Hall: Michelle presented about what OOLMI is currently working on and data that was recently published.
- 35) 7/24 – meeting with DOE’s Higher Education Office to discuss how to spread the word to Delaware schools about the Career Compass.
- 36) 7/24 Teams call with Dr. Denise Purnell-Cuff regarding collaboration on the creation of a middle school career publication similar to the Career Compass.
- 37) 8/9 – Teams call with Dr. Denise Purnell-Cuff regarding collaboration on the creation of a middle school career publication similar to the Career Compass.
- 38) 8/23 – Discuss with University of Delaware’s Troy Mix about Delaware’s labor force participation rate.
- 39) 9/21 - Walkthrough of workforce data for State Plan with Monterry Lucky.
- 40) 9/26 - OOLMI staff gave a presentation at Department of Labor retreat on the activities and publications of the LMI office. About 400 in attendance.