

Annual Performance Report
PY 2024 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. Delaware uses grant funds to create, store and upload LMI data to the WID. 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. We are currently operating on the WID 3.0 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.

Long-term projections for the period 2022-2032 at the county level were published in June 2025. In addition, long-term projection at the state level for the period 2022-2032 were published in June of 2024. 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. The long-term projections are also incorporated into our student career guide, the *Delaware Career Compass*, which was updated August 2025. These projections continue to be used by the Delaware Department of Labor's Divisions of Employment and Training and Vocational Rehabilitation to assist jobseekers. Our office also provides training to Delaware's Division of Employment and Training and the Division Vocational Rehabilitation on using Labor Market Information to help their clients. They are also used by school districts to develop and focus career pathways.

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

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

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 2024 Delaware Annual Economic Report was published and posted on the OOLMI website for public use in September 2025. This 48-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, among a variety of other topics.

<https://lmi.delaware.gov/Publications/Annual-Economic-Report-2024.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.

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, as well as the Division of Industrial Affairs employees.

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 2025-2026 interactive Career Compass can be found on the Publications page of our website.

The Office of Occupational & Labor Market Information (OOLMI) has added a new Economic Articles page to our website. The page consists of two categories of economic articles; articles written by OOLMI, and articles found online that relate to economic events that impact Delawareans. We will continue to add articles as they become available.

The economic articles page can be found here:

<https://lmi.delaware.gov/Economic-Articles>

2025-2026 Career Compass:

Now in its 33rd 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_2025-2026.pdf

2025-2026 Interactive Career Compass:

https://lmi.delaware.gov/Publications/Career_Compass_2025-2026_editable.pdf

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. The Delaware Career Resource Network (DCRN) logo and website are undergoing a rebrand. Once this is complete, the website is being moved from its current location as a standalone site, to being housed inside of the OOLMI website. The purpose of the website is to provide career development information and resources for students, teachers, counselors, and parents. Moving the website will allow for all of our resources to be kept under one roof, making it easier for those searching for the material to find what they need.

<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 2025. It is also made available to our divisions of Employment and Training and Vocational Rehabilitation. Now in its 33rd 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 (which meets 8 times a year)
- 2) 10/11/24 – OOLMI staff attended a virtual meeting with DET and Boys & Girls Club to see if we can partner with them to do some events for kids; career day/publications/etc.
- 3) 10/30/24 - DOL Town Hall: Kristie presented about recently published OOLMI data and new Student page that was added to DOL website.
- 4) 10/30/24 – Advance CTE webinar about the new Career Cluster Framework to be implemented late this year.
- 5) 11/12/24 – Teams call with Delaware Department of Education about timeline for implementing new Career Cluster framework.
- 6) 11/14/24 – Employer Summit (Dover). Art moderated the employer panel and was at the OOLMI table in the morning, Kristie was at the table in the afternoon.
- 7) 12/12/24 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 8) 1/15/25 - DACCTE Poster Contest Judging (Newport).
- 9) 1/16/25 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 10) 1/23/25 – Workforce Data Shifts meeting with DOE and WDB.
- 11) 2/18 thru 2/20 – 2025 Cascade Conference (virtual)
- 12) 4/3/25 – Delaware School Counselor Association spring conference at the University of Delaware, Clayton Hall.
- 13) 4/7/25 - Held two separate Career Compass Advisory Committee meetings to accommodate the growing committee.
- 14) 4/10/25 - Held an additional Career Compass Advisory Committee meeting
- 15) 4/10/25 – Canva Create 2025 conference (virtual)
- 16) 4/16/25 – Meeting with Government Information Center (GIC) to talk about migrating DCRN website into the DOL site.
- 17) 4/16/25 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 18) 4/17/25 - Workforce Data Shifts meeting with DOE, WDB and TechImpact.
- 19) 4/22/25 - Gave a presentation regarding OOLMI data to the Delaware Department of Labor’s Division of Employment and Training.
- 20) 5/6/25 – Career Compass CTE discussion with DOE
- 21) 6/2 thru 6/6 - 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.
- 22) 6/11/25 - LMI Consortium meeting regarding WID 3.0 with Montana and other states (virtual).
- 23) 7/9/25 – Delaware Wages publication & thank you letter mailing to the top 50 largest employers that responded to the survey.
- 24) 7/16/25 - LMI Consortium meeting regarding WID 3.0 with Montana and other states (virtual).
- 25) 7/31/25 – State Communications Retreat in Wilmington at the Carvel building.
- 26) 9/3/25 – Virtual call with DOL and DOC to discuss possible updates to the Reentry Guide publication
- 27) 9/16 thru 9/19 – Attended CreativePro Design & Accessibility Summit (virtual)
- 28) 9/18 – Gave a presentation regarding OOLMI data to the Delaware Department of Labor’s Division of Industrial Affairs.