Annual Performance Report
PY 2025 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 into 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 2024-2034 at the state level were published in June 2026. 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 2026. 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_2034.pdf

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

The 2025 Delaware Annual Economic Report was published and posted on the OOLMI website for public use in September 2025. This 46-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 the projected fastest growing industries and occupations by county, among a variety of other topics.

https://lmi.delaware.gov/_Publications/Annual_Economic_Report_2025.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 request 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 update and evolve 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 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

2026-2027 Career Compass:
Now in its 34th 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_2026-2027.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 about 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 have undergone a rebrand. The website has been moved from 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://labor.delaware.gov/dcrn/

The *Delaware Career Compass* was updated, published, and distributed to the State's public and private middle and high schools in September 2026. It is also made available to our divisions of Employment and Training and Vocational Rehabilitation. Now in its 34th 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. The Delaware Advisory Council on Career and Technical Training (DACCTE) help sponsor the Career Compass every year and holds an annual Career and Technical Education poster contest in which OOLMI participates on the judging panel. The Delaware Department of Education collaborates on the release of the new Career Cluster Framework. We also work with school teachers, career counselors and state agencies that collaborate on updates to the Career Compass publication. This is done through an annual meeting and additional touchpoints throughout the year. We meet quarterly with the LMI Consortium hosted by the State of Montana regarding the Workforce Information Database and updating our website with LMI data.

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, jobseekers, 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:

- OOLMI staff Volunteer on the board for MACCA: Career Development Professionals (meets 8 times a year)
- 9/25/25 – OOLMI gave an overview presentation of Delaware Career Compass publication on Delaware Youth Workforce Connect call hosted by the Delaware Division of Industrial Affairs.
- 10/29/25 – Attended Virtual Accessibility Training: Accessible Microsoft Documents
- 10/30/25 – Attended Delaware Technical Community College (DTCC) Social Media Conference
- 10/31/25 – Attended Virtual Accessibility Training: Accessible PDF Documents
- 11/4/25 – Attended Virtual Accessibility Training: Accessible Advanced PDF Documents
- 11/7/25 – Attended Virtual Accessibility Training: PDF Testing and Remediation Workshop
- 11/12/25 – Met with Industrial Affairs about presenting at the Delaware Youth Workforce Connect Conference in January
- 11/12/25 – Had a meeting and created a partnership with the Delaware Department of Education on their Delaware Pathways website to link to our Delaware Career Resource Network website.
- 11/13/25 – Had a call with Industrial Affairs to review the Delaware Career Resource Network (DCRN) website so they are better equipped to share the resource when necessary.
- 12/8/25-12/9/25 – Attended the MACCA Career Development Conference in Lancaster, PA.
- 1/13/26 - DACCTE Poster Contest Judging
- 1/14/26 – Meeting with Kelsey at Rodel to talk about a middle school publication collaboration. Supposed to be scheduling a call with DOE.
- 1/15/26 – Attended MACCA 2026 Kickoff Meeting
- 1/21/26 – LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 1/22/26 – Gave presentation at the Delaware Youth Workforce Connect Conference hosted by the Division of Industrial Affairs
- 2/5/26 – Volunteered to judge the Business Professionals of America (BPA) Delaware Association State Leadership Conference in Dover. Delaware BPA empowers 1,000+ middle and high school students to demonstrate their skills across 60+ business, finance, technology, and leadership events, with top competitors advancing to BPA Nationals in Nashville, TN.
- 2/13/26 - Siteimprove (accessibility program) training with Steve from Montana.
- 2/24/26 - Communications Team Retreat with Project Solved.
- 2/25/26 – Overview and demo training on LISTSERV, program that will replace Lyris for email blasts.
- 2/27/26 – Attended State Comms Meeting.
- 3/23/26 - Held Career Compass Advisory Committee meeting.

- 3/27/26 - Held an additional Career Compass Advisory Committee meeting to accommodate the growing committee.
- 4/15/26 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 4/16/26 – Attended Canva Create Keynote session to learn about what's new with the program.
- 4/22-4/23/26 – Attended the Delaware School Counselor Association (DSCA) spring conference in Rehoboth beach DE as a vendor.
- 5/14/26 – OOLMI staff met to review notes from Compass Advisory Committee meetings.
- 5/28/26 – Attended DTI Accessibility Office Hours session with questions about document remediation.
- 6/1/26 - Virtual Accessibility Training: Accessible Virtual Design
- 6/3/26 – ETA meeting in OOLMI conference room
- 6/10/26 - Virtual Accessibility Training: Accessible InDesign Documents
- 6/16/26 - ETA follow-up meeting via Teams
- 6/24/26 – Communications meeting about Accessibility requirements for DOL and process for completion
- 7/15/26 - LMI Consortium Quarterly Meeting with Montana and other states (virtual).
- 8/4/26 – Live training: CoPilot Chat Overview
- 8/13/26 - Live Training: Advanced Prompt Writing for M365 Copilot Chat
- 8/18/26 - Live Training Copilot: A Day in the Life
- 8/26/26 - Accessibility Training: Visual Analysis
- 8/26/26 – Accessibility Training: Accessible PDF Documents
- 8/27/26 – Live Training: Copilot Tips, Tricks, and Questions!
- 8/28/26 - Hands-on Accessibility Testing Workshop