

Annual Performance Report
PY 2015 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 contracted with a new vendor, dataZoa, to implement the new Workforce Information Database 2.6 structure. That work was completed in the first half of 2016, with all core tables covered. 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 have also contracted 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 all of the data we produce (most of it in cooperation with the US Bureau of Labor Statistics).

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

b. Produce and disseminate industry and occupational employment projections.

Short-term industry and occupation projections for the period 2015 to 2017 were produced and made publicly available in April 2016. While we produce the short-term projections as required, we encourage all data users to utilize the long-term projections instead. Producing projections just two years ahead amounts to forecasting the business cycle, something no one has demonstrated any ability to reliably do. Statewide long-term projections for the period 2014-2014 were published in August 2016. These projections 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*. The 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 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/>

<https://lmi.delawareworks.com/Content/Information/Projections-OES-LT.php>

<https://lmi.delawareworks.com/Content/Information/Projections-OES-ST.php>

<https://lmi.delawareworks.com/Content/Information/Projections-QCEW-LT.php>

<https://lmi.delawareworks.com/Content/Information/Projections-QCEW-ST.php>

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

The 2015 Delaware Annual Economic Report was published and posted on the OOLMI website for public use. This 64-page report contains a detailed analysis of all major industry sectors and sub-sectors in the state, a graphical exposition of labor force data for various demographic groups, an analysis of real-time job postings from Help Wanted On Line (HWOL), personal income, and a breakdown of industry employment in the Cities of Wilmington, Dover, and Newark, among a variety of other topics.

<https://lmi.delawareworks.com/Content/Publications/Documents/Delaware%20Annual%20Economic%20Report%202015.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. Working with the CTE Director, the OOLMI Chief created a categorization of jobs as low-, middle-, or high-skill based on a combination of education, experience, training, and certification. This was incorporated into our new long-term projections. We have an advisory council for the Career Compass and Delaware Career Resources Network to get feedback from teachers, counselors, and other concerned individuals. We also provide for user feedback on our website and through Facebook.

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

We have a new, improved website that provides more flexibility for data users. In a continuing effort to improve electronic delivery, we incorporate Facebook as a way to communicate with our users. The Delaware Career Resource Network is being continually updated and expanded. It presents new information monthly to teachers, counselors, parents and students to assist them in career exploration and planning. E-mail blasts go out monthly to inform users of new topics on the site.

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

The *Delaware Career Compass* was once again published and distributed to the state's public and private middle and high schools. Now in its 24th 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, Tech Prep, 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.delawareworks.com/Content/Publications/Documents/Delaware%20Career%20Compass%202016%20-%202017.pdf>

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, the OOLMI Chief participates in a variety of projects with the New Castle County Vocational Education School District. This summer he participated in a series of meetings advising them on new IT pathways for their schools. OOLMI has continued its collaboration with the Wilmington Job Corps. We are engaged in ongoing support of their work by providing analysis of the labor market and attending their Macro Industry Council meetings. The Jobs Corps has come to rely on OOLMI's guidance to direct their job training resources.

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*. We also utilized funding from an Unemployment Insurance grant to update the profiling model they use to predict which claimants are most likely to exhaust their UI benefits. The division of Unemployment Insurance also provides funding for OOLMI's work in assigning industry codes to new businesses. We also get funding from state general funds for the Economist position in the office.

i. Recommendations for Improvement or Changes to the Deliverables.

We recommend that the two-year occupation and industry projections deliverable be eliminated. The time period is too short to be useful for training purposes. The exercise itself is also econometrically invalid. Unlike the long term projections, forecasting job change two years in advance amounts to predicting the business cycle, something no one can do reliably.

We also would ask that the funding formula for the WIG grant be re-evaluated. Making the majority of the grant dependent on state size may have made sense in the distant past when dissemination of information was done face-to-face and through printed media, but it makes little sense when publication is mostly electronic. As a small

state, Delaware has exactly the same deliverables under this grant as every other state, and incurs largely the same costs in meeting them, yet we receive a small fraction of what larger states receive.

https://wdr.doleta.gov/directives/attach/TEGL/TEGL_39-14_Attachment_I.pdf