



Delaware Focuses on Creating a Diverse Tech Talent Pipeline with JPMorgan Chase Foundation Grant

» Delaware Prosperity Partnership has completed the first step in developing an intentional strategy to support a more diverse tech talent pipeline across an array of industry sectors for IT jobs at all levels in Delaware.

Delaware Prosperity Partnership was awarded a workforce readiness grant during the State Chamber's Developing Delaware conference in October 2019 by JPMorgan Chase Foundation. The goal of the grant is to help improve the state's tech talent pipeline by offering recommendations to support a more diverse pool of highly qualified tech candidates. Although launched pre-COVID-19, the findings of the analysis are particularly relevant as

Delaware businesses are facing an unprecedented demand for well-prepared IT talent throughout the pandemic and beyond.

Here's what the tech talent profile revealed about Delaware's tech talent pipeline:

- IT needs remain a key concern for Delaware employers, with IT jobs needed at all levels (entry to highly specialized) across IT domains (software, networks, cyber security, data management and tech support).
- Bottlenecks in IT hiring are exacerbated by changing skills and the accelerated digitization of our economy in the COVID-19 pandemic.
- Addressing IT talent needs will

require significantly more focus on upskilling those already in the workforce, as well as continuing to expand educational pathways.

In 2019, Delaware employed 17,429 IT workers. About 10% of those positions are filled by workers commuting to Delaware. Two-thirds of IT jobs are found outside the traditional "tech" sector in areas of finance, healthcare, manufacturing, education and more.

Delaware Prosperity Partnership commissioned the Austin-based firm TIP Strategies to conduct the tech talent profile — assessing the current and anticipated tech job market in Delaware, the state's supply of qualified applicants and

the current educational and non-profit capacity to meet the demand. The analysis included roundtables, interviews, and work sessions, with more than 50 participants from Delaware businesses, nonprofits, education and workforce development in all three counties.

From December 2019 to February 2020 alone, approximately 5,300 IT job openings were posted by Delaware companies. Since then, in addition to sustaining tech needs in Delaware's robust business and financial sectors, the pandemic has accelerated the deployment of IT strategies in sectors like healthcare and education and even redefined digital needs in industries such as manufacturing and agriculture.

"The demand for tech talent in Delaware has never been stronger," said Kurt Foreman, President and CEO of Delaware Prosperity Partnership, the public-private resource that leads the state of Delaware's economic development efforts to attract, grow and retain businesses.

"With this program, Delaware distinguishes itself as one of the first states in the nation to bring stakeholders together to strategically envision how a diverse tech talent pipeline will advance our economy," said Foreman, who noted that Delaware stakeholders are grateful for JPMorgan Chase's leadership in investing in Delaware's workforce and excited by the potential the analysis reveals.

DPP and TIP are working collaboratively with stakeholders statewide and aim to present a plan in early fall. The plan will provide the foundation for a diverse IT talent strategy that enhances the competitiveness of Delaware industries while creating career opportunities for people of all backgrounds. The plan also is expected to build upon several successful, innovative community-based working models

already helping to feed Delaware's tech talent pipeline, including those at Delaware Technical Community College, TechHire Delaware, Zip Code Wilmington, Code Differently and Year Up Wilmington, as well as the Delaware Pathways IT career programs currently offered through Delaware public schools and the new FinTech Center at the University of Delaware.

"Delaware is distinguished by the depth

and breadth of its businesses, and we're ideally positioned to be thought leaders in developing an intentional strategy to bring more diversity into the tech talent pipeline," says Tom Horne, Delaware Market Director at JPMorgan Chase. "JPMorgan Chase is proud to partner with Delaware Prosperity Partnership to advance career pathways in tech and promote inclusive economic growth."

The Port of Wilmington Strengthens Operational Efficiency with the Addition of New, Eco-friendly Equipment

GT USA Wilmington, partnering with KoneCranes, has taken delivery of five new Rubber Tired Gantry (RTG) cranes at the Port of Wilmington in Delaware, which will significantly strengthen the terminal's operational efficiency and increase overall productivity.

As part of an initial investment of US\$100 million, the Kone RTG cranes are all electric, making them eco-friendly to benefit the environment. Spanning 7 containers wide

and 5 high, these cranes will transform the yard space from a previously wheeled operation into an efficient stacking system to benefit gate and vessel operations.

Eric Casey, CEO of GT USA Wilmington, said: "The addition of these advanced crane systems at the Port of Wilmington underlines our commitment to further strengthen our operations at the terminal. Since taking over operations at the port it has been our key goal to significantly improve performance for the benefit of our partners and customers. We continuously review our operational procedures to enhance the investment we are making in our facility and to strengthen the efficiency of operations and maximize productivity. The new RTG cranes will provide greater flexibility in their operations. This will help speed up the terminal operations and create even better value for our customers."

This equipment is the first part of a phased delivery to develop an identified container yard. The cranes will be delivered on site fully assembled by KoneCranes ready to be commissioned to enter operations once the yard densification project is complete. This project, scheduled to be completed in late Fall 2020, will effectively double the current yard capacity.

