Delaware Workforce Development Board

Delaware WORKS
DELAWARE WORKFORCE DEVELOPMENT BOARD

labor.delaware.gov/wib

The Delaware Workforce Development Board (DWDB) provides leadership and resources to develop a skilled workforce that is responsive to the evolving needs of business and communities. By doing so, employers, job seekers, and youth are aware of, see value in, and actively use DWDB's services. Our goals are to move Delaware residents toward self-sufficiency, support the workforce needs and competitiveness of industries that fuel Delaware's economy, and build a responsive and agile workforce system, statewide and locally.

DWDB:

- Focuses on Delaware's business growth verticals
- Works with businesses to develop and design curriculum to fill jobs
- Tracks results to show how we're doing as a state
- Makes data driven investments in training opportunities
- Have our partners look to DWDB as a clearinghouse for all things workforce related and reduce the duplication of efforts

Connect with the Delaware Workforce Development board.

The Delaware Workforce Development Board (DWDB) commissioned a study with Zogby Analytics in the spring of 2022 to conduct a hybrid (online and live operator telephone) survey of business decision makers in the state. Zogby Analytics is respected nationally and internationally for its opinion research capabilities.

The final sample consisted of owners or partners (26%), directors (14%), HR (10%), CXOs (8%), presidents (8%) and other company officers with decision-making responsibilities (31%), working for organizations with over $1 million in revenue in a 59% of the cases and more than 50 employees in 43% of the cases. The respondents most commonly worked in health care and social assistance (28), professional, scientific and technical services (27), retail trade (23), construction (20), educational services (20) and manufacturing (19). Sixty-four percent of surveyed businesses had a single Delaware location.

Based on a confidence interval of 95%, the margin of error for 251 is ±6.1 percentage points. This means that all other things being equal, if the identical survey were repeated, its confidence intervals would contain the true value of parameters 95 times out of 100.

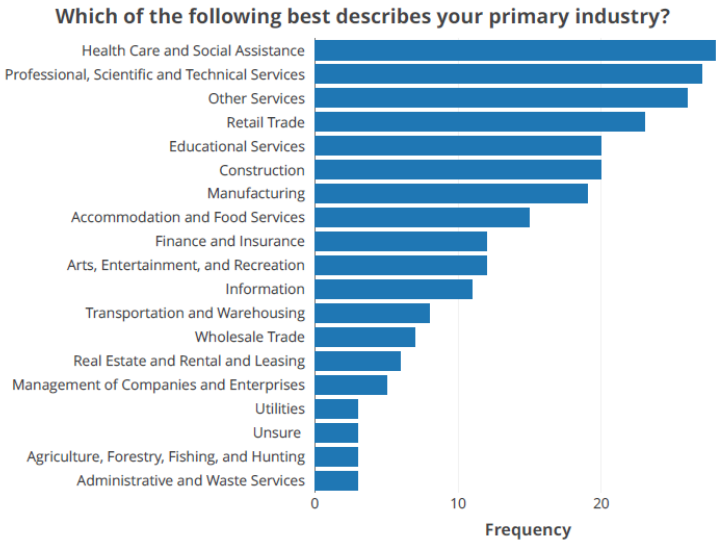
Subsets of the data have a larger margin of error than the whole data set. As a rule, we do not rely on the validity of very small subsets of the data especially sets smaller than 50-75 respondents. At that subset we can make estimations based on the data, but in these cases the data is more qualitative than quantitative.

Additional factors can create error, such as question wording and question order.

The survey was to help enhance DWDB's focus on programs and initiatives that most effectively provide the job skills that employers need. DWDB worked with Delaware Data Innovation Lab (DDIL) to analyze the data received from Zogby Analytics. Below are key findings from their review.

Survey of 251 Business Decision Makers

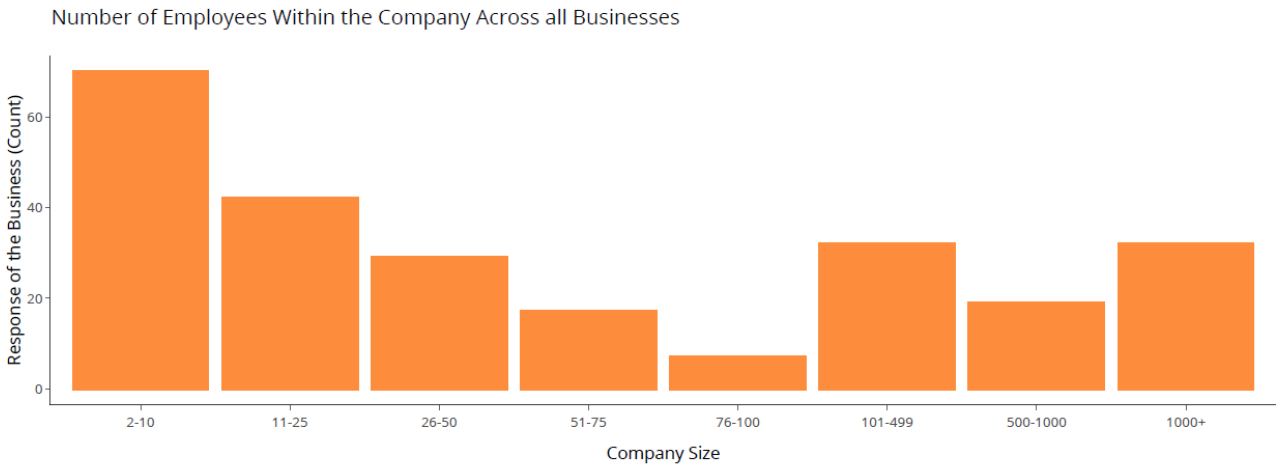
- Zogby Analytics was commissioned by the Delaware Workforce Development Board to conduct a survey (online and live operator telephone) of 251 business decision- makers in Delaware.
- Zogby Analytics made telephone calls from known business lists by random. They made up to four calls to reach a sampled phone number.
- There are 19 industries represented in this survey.
- Based on a confidence interval of 95%, the margin of error for 251 is ±6.1 percentage points [Zogby].



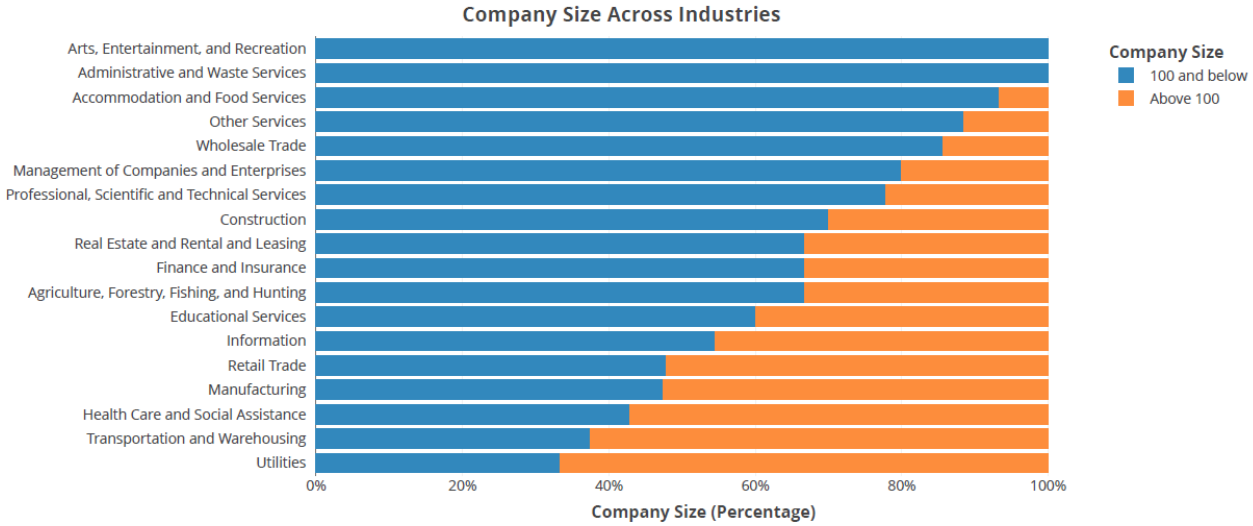
Executive Summary

- Two-thirds (67%) of the participating Delaware businesses are small businesses.
- Respondents expect the number of their open positions to grow over the next three years.
- Nearly half (47%) of the surveyed decision-makers expect to lose two or more such positions over the next five years.
- Lack of experience, self-motivation, and initiative are the most common barriers preventing decision-makers from hiring job candidates or them taking the jobs.
- Four out of five respondents report having positions that do not require a college degree.
- Nearly half (45%) say that they accept individuals who are coming out of the criminal justice system.
- Software proficiency in Excel and Data analysis and Self-motivation are the top skills lacking among job applicants.
- Word of mouth/networking, Indeed, and the Company website are the most commonly used recruitment tools.
- Approximately half of the respondents believe that Delaware JobLink could help their business through Job postings.

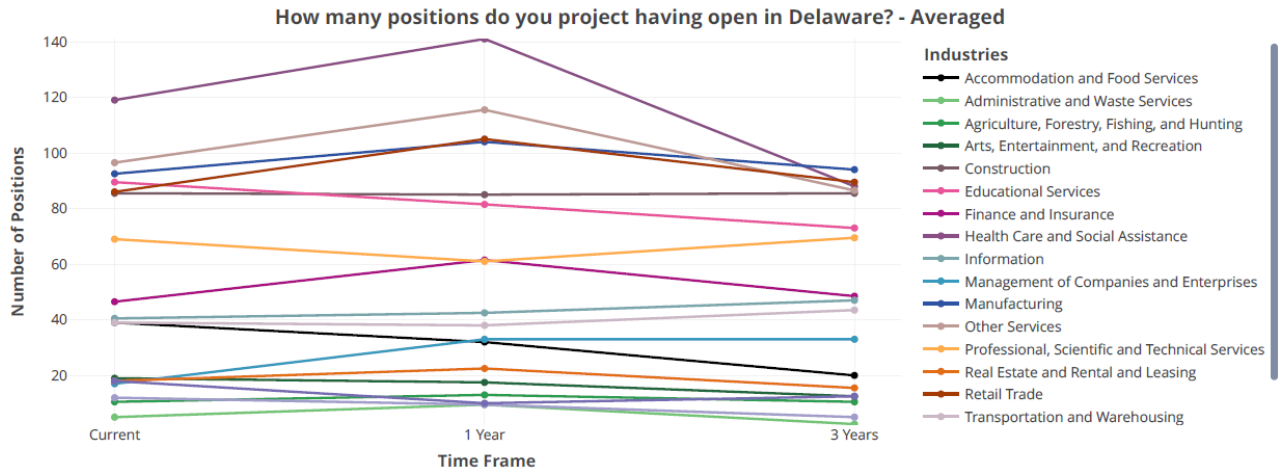
67% of the Businesses Staff 100 or Less Persons



Company Size Distributions across Industries

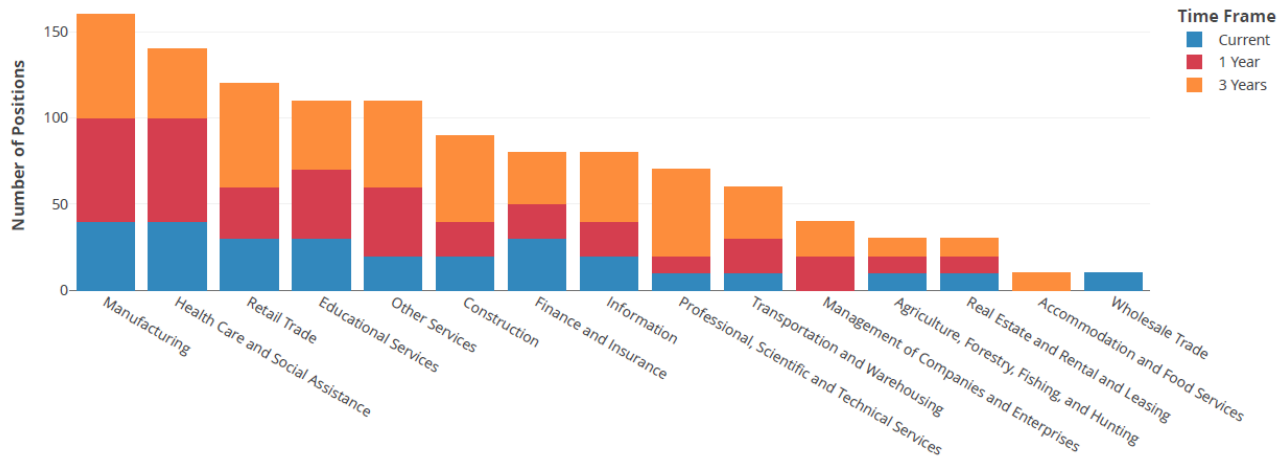


Number of Expected Positions to Fill

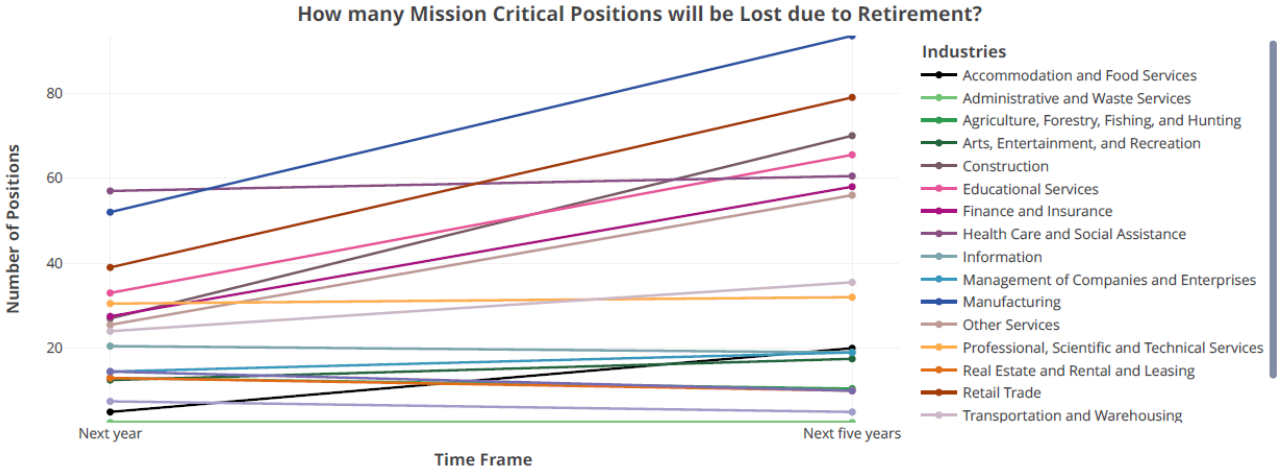


Minimum Number of Expected Positions to Fill

Distribution of the 10+ expected positions to fill by industries.

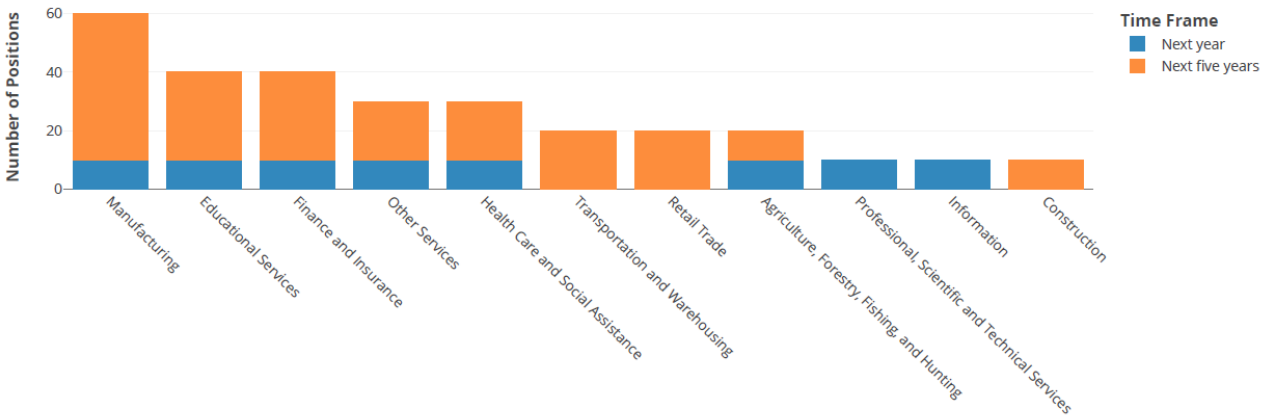


Number of Expected Positions to be Lost due to Retirement



Minimum Number of Expected Positions to be Lost due to Retirement

Distribution of the 10+ expected positions to be lost due to retirement by industries.

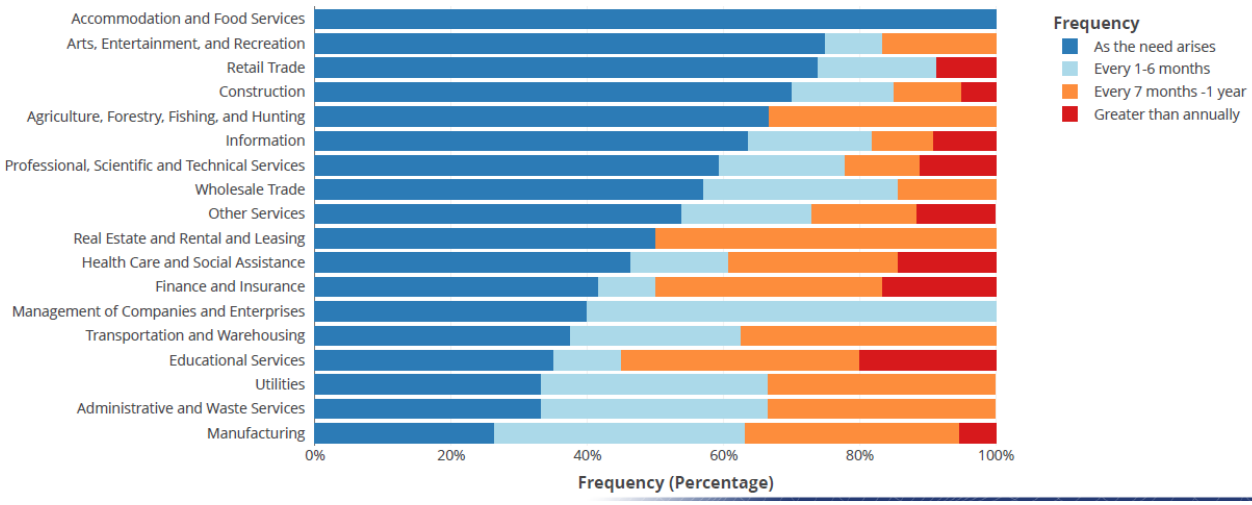


Respondents expect the number of their open positions to grow over the next three years

- The number of open positions in *Manufacturing* and *Health Care and Social Assistance* are expected to be the highest.
- *Manufacturing*; *Educational Services*, and *Finance and Insurance* are expected to have the most open positions in the next five years due to retirement.
- *Transportation and Warehousing* and *Retail Trade* are among the industries where the ratio of positions that will be lost for the next five years and next year is the highest.
- Nearly a third of surveyed decision-makers expect to lose two or more mission-critical positions to retirement in the next year, and half expect to lose two or more such positions over the next five years.

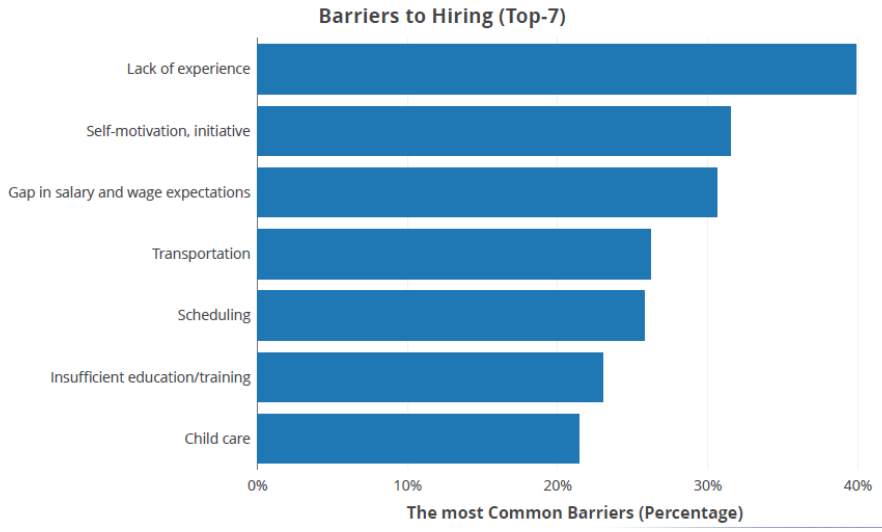
Frequency of Assessing Job Description

A majority of surveyed decision-makers assess job descriptions and minimum hiring requirements as the need arises.



Barriers to Hiring

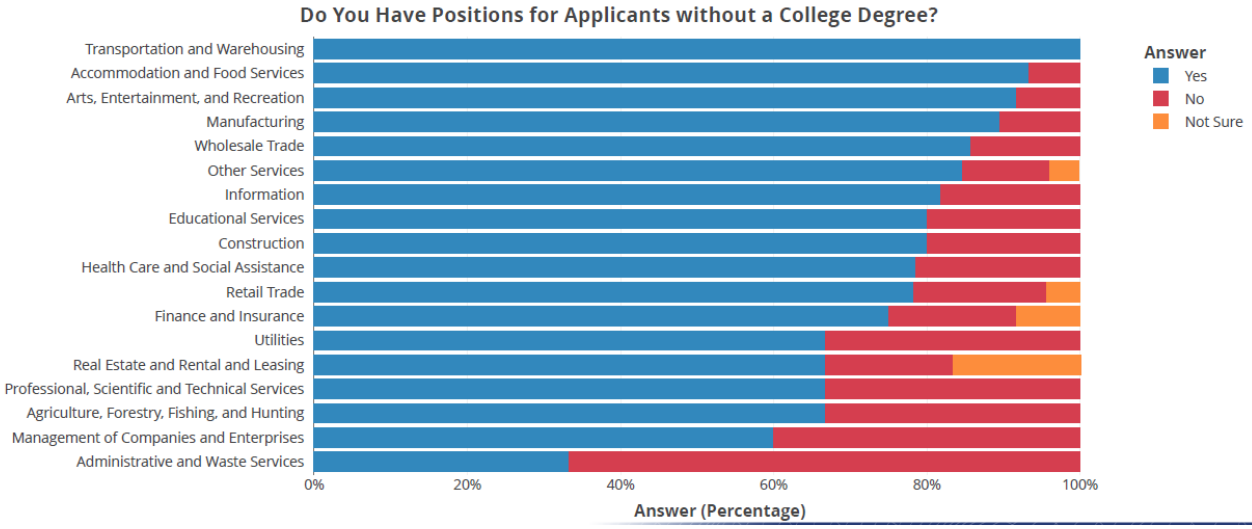
Lack of experience and self-motivation and initiative are most common barriers.



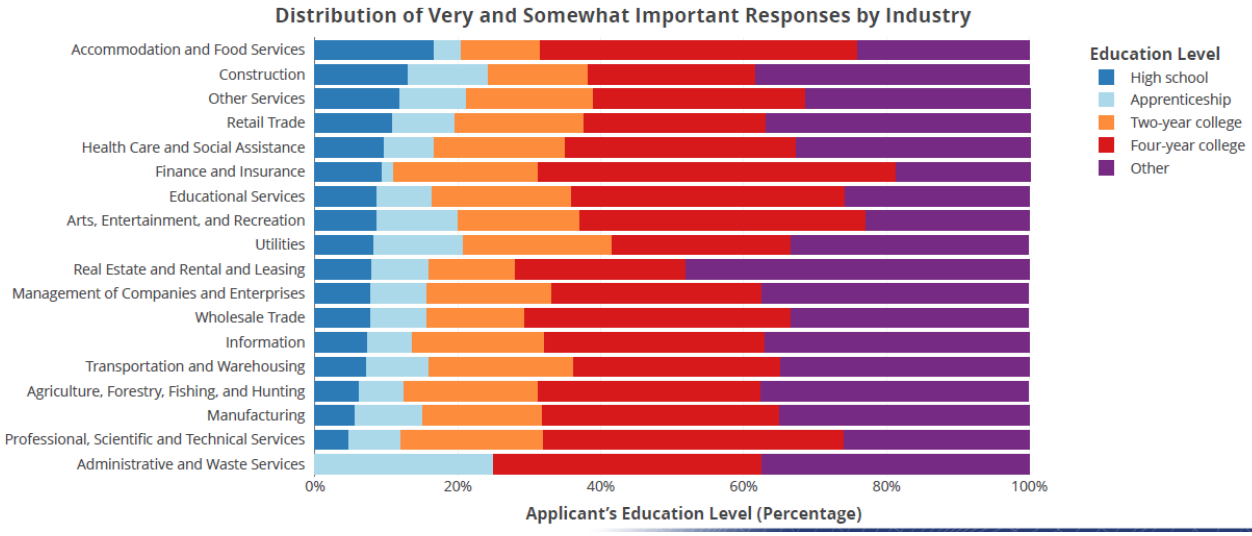
Barriers to Providing Training

Lack of time among staff and management, lack of funding, and high costs are the common barriers to additional training.

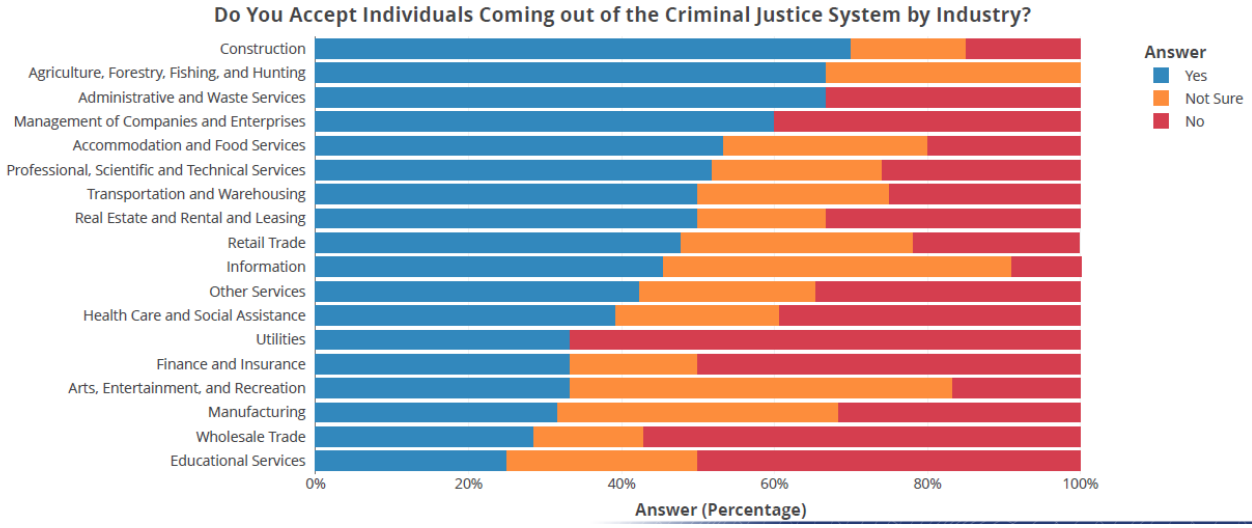
Four out of Five Respondents Report Having Positions that do not Require a College Degree



49% of respondents do not believe that having a 2 or 4 year college is as important for hiring.



Nearly Half Say that They Accept Individuals Coming out of the Criminal Justice System

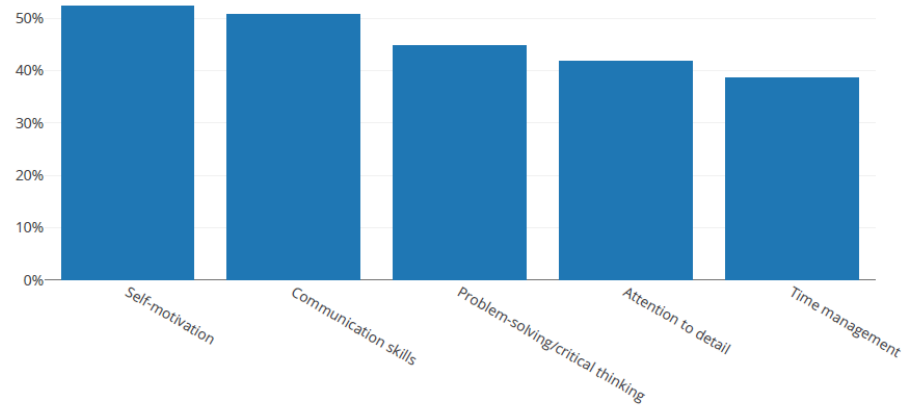


Assessing Hiring Requirements

- Nearly 60% of surveyed decision-makers assess job descriptions and minimum hiring requirements as the need arises, while approximately a quarter combined does it every 3-6 months or annually.
- Lack of experience, self-motivation, and initiative, the gap in salary and wage expectations, scheduling, and transportation are the most common barriers to preventing decision-makers from hiring job candidates or them taking the jobs.
- Lack of time among staff members and management, lack of funding, and high costs are the biggest barriers to additional training
- 80% of the respondents report having positions that do not require a college degree.
- Approximately 50% of businesses accept individuals who are coming out of the criminal justice system.

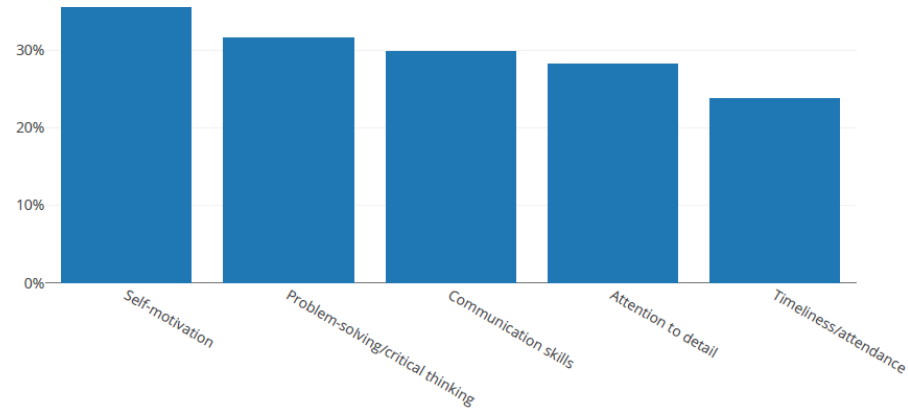
Non-Technical Skills Lacking among Applicants

Self-motivation, communication skills, problem-solving and critical thinking are non-technical skills most commonly lacking among job applicants.



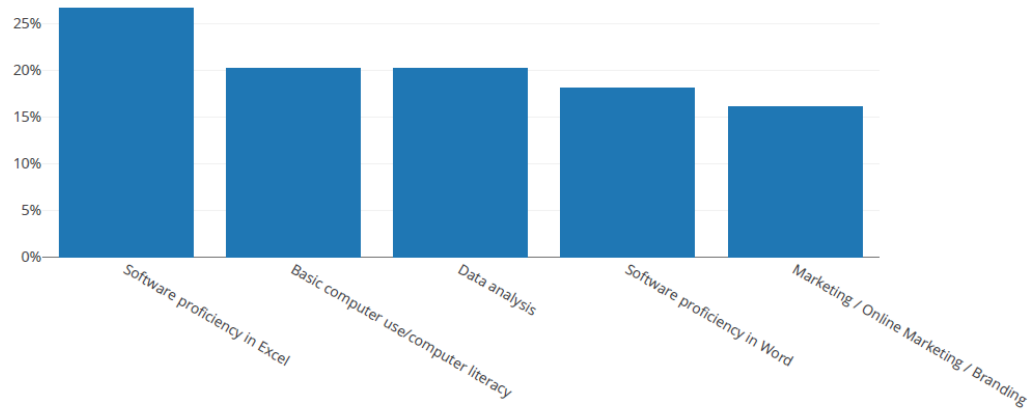
Non-Technical Skills more Difficult to Recruit for

Similar non-technical skills are also the ones most difficult to recruit for.



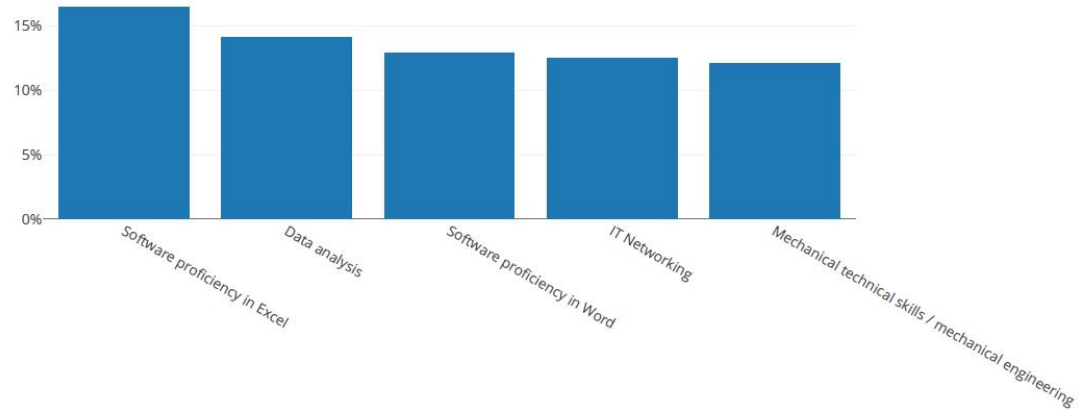
Technical Skills Lacking among Applicants

Software proficiency in Excel and basic computer use/computer literacy and data analysis are technical skills most commonly lacking among job applicants.



Technical Skills more Difficult to Recruit for

Similar technical skills are also the ones most difficult to recruit for.



Applicant Qualification (Training)

- Overall, most of the respondents think that the candidates are somewhat ready for the job.
- Utilities, Finance and Insurance, Manufacturing, and Retail Trade are among industries that they think the new candidates are not ready for the job they are applying for.
- Self-motivation, communication skills, problem-solving and critical thinking, attention to detail, time management, and timeliness/attendance are non-technical skills.
- Software proficiency in Excel and basic computer use/computer literacy and data analysis are technical skills most commonly lacking among job applicants.
- The technical and non-technical skills that are lacking among applicants are also similar skills that the employees think hard to find.

Wrap up

- Most of the surveyed businesses staff 100 or less people.
- Businesses expect to grow over the next three years.
- Manufacturing, Educational Services,and Finance & Insurance are expected to have the most open positions in next five years due to retirement.
- Lack of experience, self-motivation and initiative are most common barriers preventing decision-makers from hiring job candidates or them taking the jobs.
- Businesses report that they offer jobs to individuals without a college degree and half of those businesses accept individuals coming out of the criminal justice system.
- Software proficiency in Excel and Data analysis and Self-motivation, Communication skills are the top skills lacking among job applicants.
- Word of mouth/networking/referrals and Indeed are the most commonly used recruitment tools.

Delaware Overview

Lightcast/EMSI

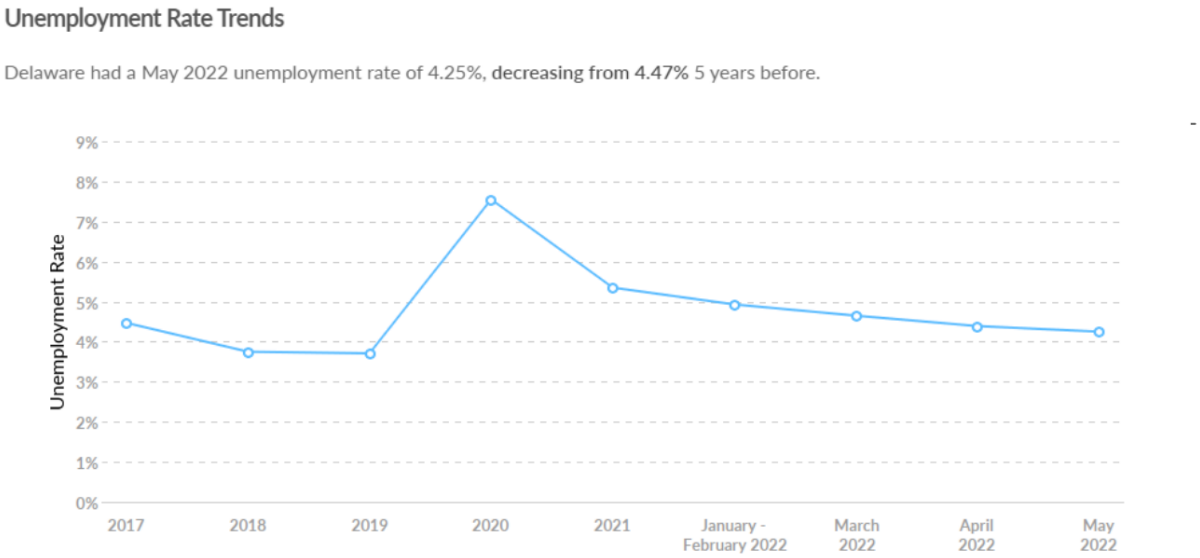
Delaware WORKS

DELAWARE WORKFORCE DEVELOPMENT BOARD

Delaware Overview

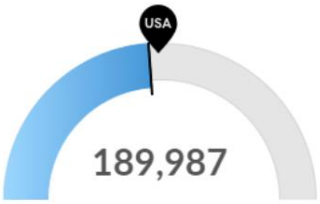
Population- 998,085

Workforce Participation- 493,467



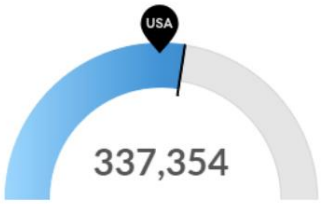
- As of 2021 the region's population increased by 5.1% since 2016, growing by 48,096. Population is expected to increase by 4.5% between 2021 and 2026, adding 44,775.
- From 2016 to 2021, jobs increased by 1.4% in Delaware from 486,477 to 493,467. This fell short of the national growth rate of 1.8% by 0.4%. As the number of jobs increased, the labor force participation rate increased from 61.9% to 62.3% between 2016 and 2021.
- Concerning educational attainment, 19.1% of Delaware residents possess a bachelor's degree (1.2% below the national average), and 8.0% hold an associate's degree (0.7% below the national average).
- The top three industries in 2021 are Restaurants and Other Eating Places, General Medical and Surgical Hospitals, and Education and Hospitals (Local Government).

Delaware's Population Characteristics



Millennials

Delaware has 189,987 millennials (ages 25-39). The national average for an area this size is 203,355.

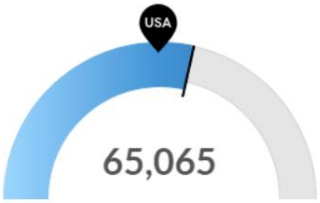


Retiring Soon

Retirement risk is high in Delaware. The national average for an area this size is 293,700 people 55 or older, while there are 337,354 here.

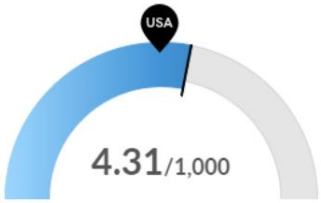
Racial Diversity

Racial diversity is about average in Delaware. The national average for an area this size is 397,470 racially diverse people, while there are 384,280 here.



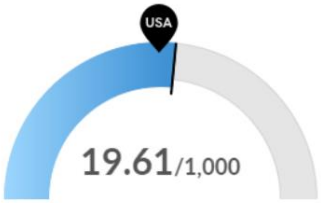
Veterans

Delaware has 65,065 veterans. The national average for an area this size is 53,417.



Violent Crime

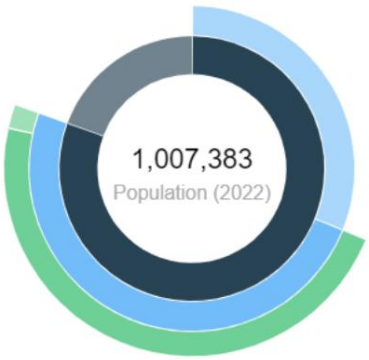
Delaware has 4.31 violent crimes per 1,000 people. The national rate is 3.62 per 1,000 people.



Property Crime

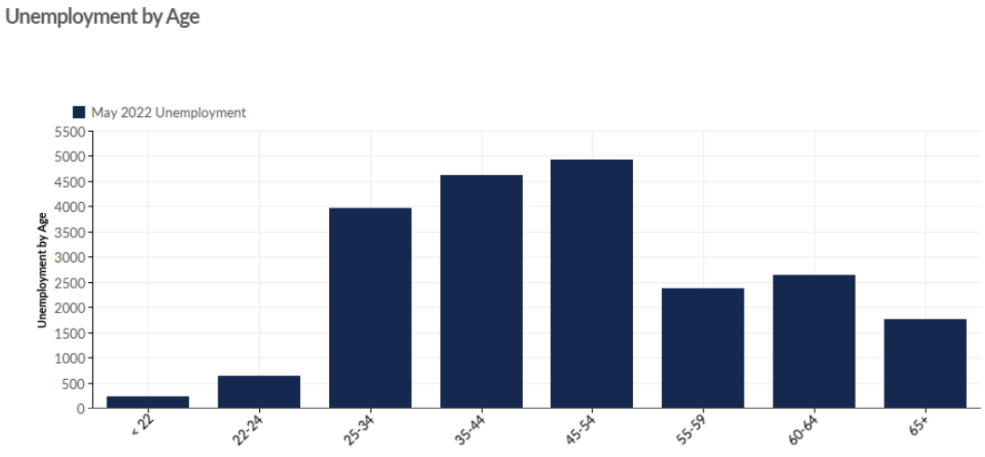
Delaware has 19.61 property crimes per 1,000 people. The national rate is 17.91 per 1,000 people.

May 2022 Labor Force Breakdown



	Population
16+ Civilian Non-Institutionalized Population	810,854
Not in Labor Force (16+)	313,147
Labor Force	497,707
Employed	476,555
Unemployed	21,152
Under 16, Military, and institutionalized Population	196,529

Unemployment by Age



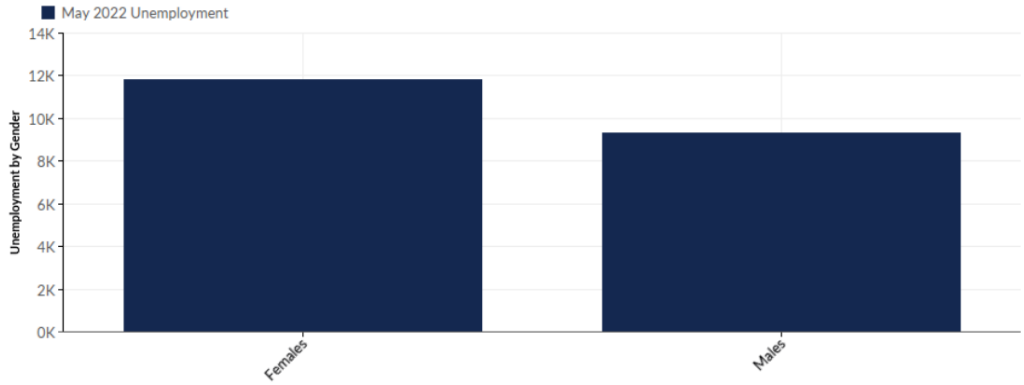
Age	Unemployment (May 2022)	% of Unemployed
< 22	216	1.02%
22-24	642	3.04%
25-34	3,959	18.72%
35-44	4,627	21.88%
45-54	4,933	23.32%
55-59	2,365	11.18%
60-64	2,641	12.49%
65+	1,768	8.36%
Total	21,152	100.00%

Delaware's program year 2021 started with unemployment at 5.6 (July 2021), labor participation at 489,100. US unemployment at 5.4%. Dover was the highest at 9.2% with Wilmington close behind at 7.8%. And overall, Kent County has the highest unemployment at 6.8%, followed by NCC at 5.6% and Sussex at 4.3%.

May 2022, Delaware unemployment 4.5% (national 3.6%), labor force 500,100- labor force participation rate 61.2%. Dover continues to have the highest unemployment at 6.8%, followed by Wilmington at 6.3%. Counties remain the same, Kent County with the highest at 5.0%, NCC 4.2% and Sussex at 3.8%

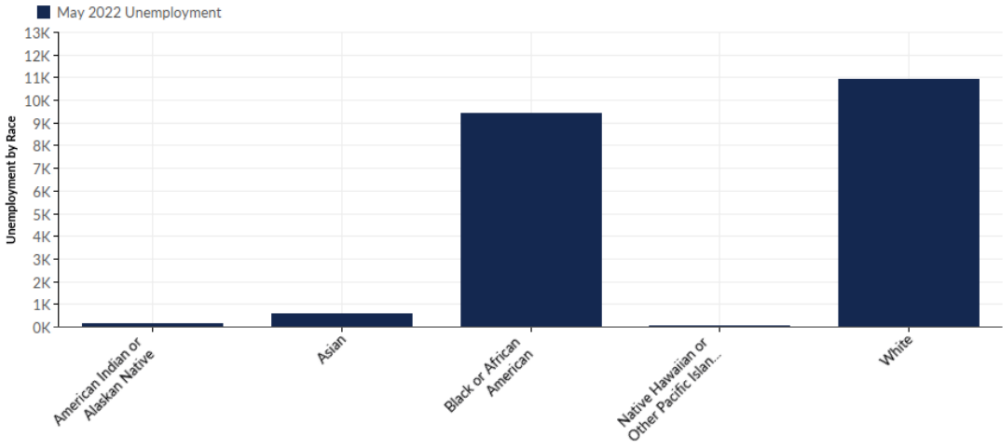
Delaware

Unemployment by Gender



Gender		Unemployment (May 2022)	% of Unemployed
Females		11,834	55.95%
Males		9,318	44.05%
	Total	21,152	100.00%

Unemployment by Race



Race		Unemployment (May 2022)	% of Unemployed
American Indian or Alaskan Native		155	0.73%
Asian		602	2.85%
Black or African American		9,428	44.57%
Native Hawaiian or Other Pacific Islander		32	0.15%
White		10,935	51.70%
	Total	21,152	100.00%

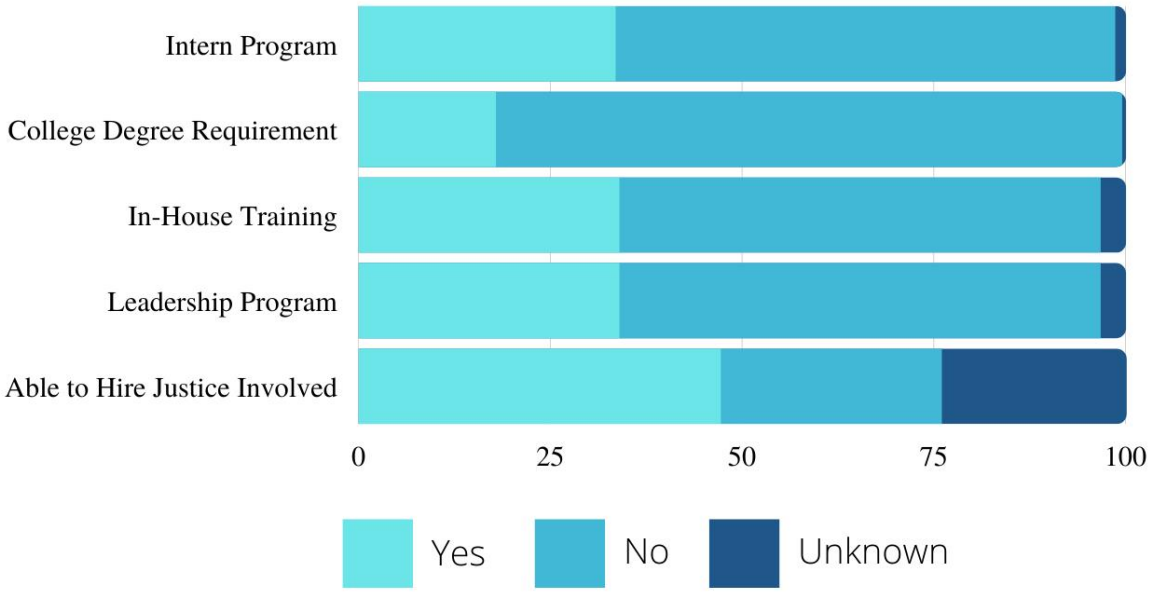
Educational Attainment

Educational Attainment

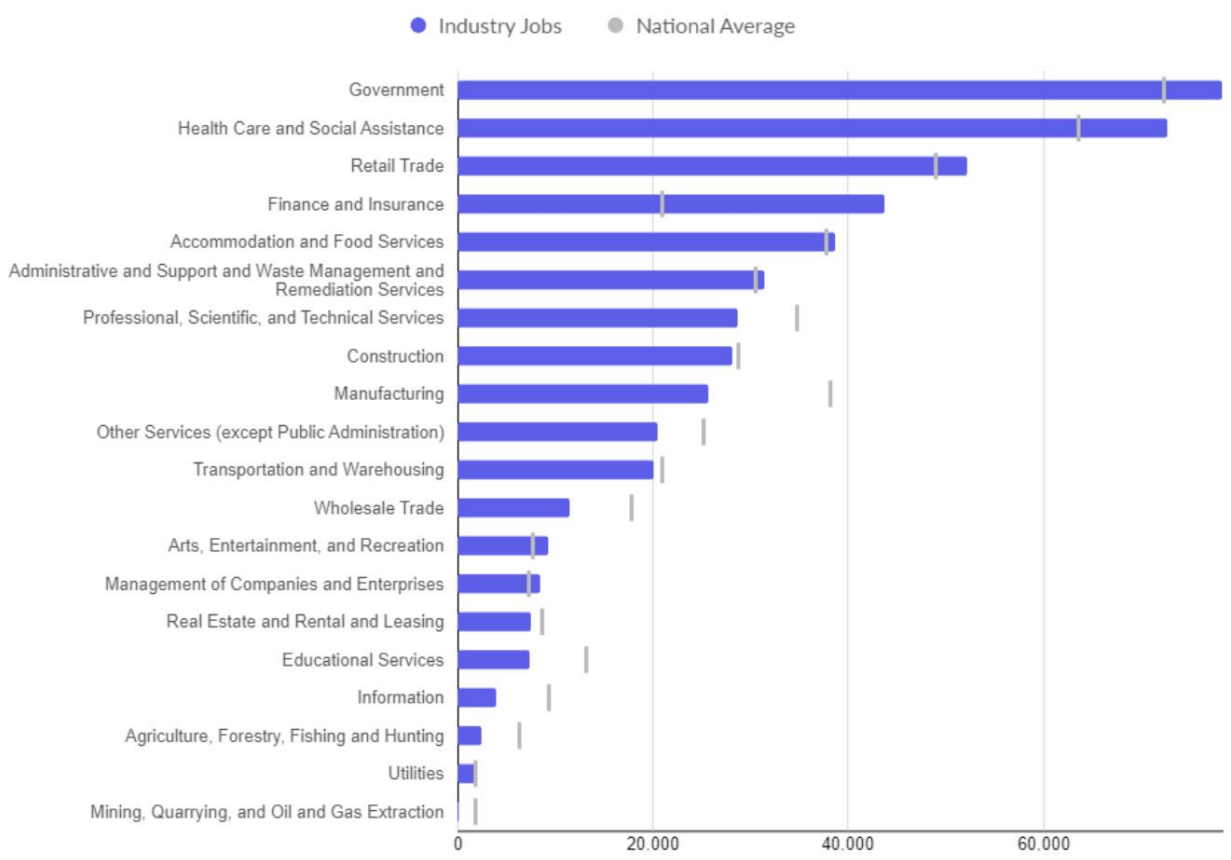
Concerning educational attainment, **19.1% of Delaware residents possess a Bachelor's Degree** (1.2% below the national average), and **8.0% hold an Associate's Degree** (0.7% below the national average).

	% of Population	Population
Less Than 9th Grade	3.4%	24,349
9th Grade to 12th Grade	6.0%	42,374
High School Diploma	31.3%	221,578
Some College	18.4%	130,633
Associate's Degree	8.0%	56,649
Bachelor's Degree	19.1%	135,130
Graduate Degree and Higher	13.9%	98,319

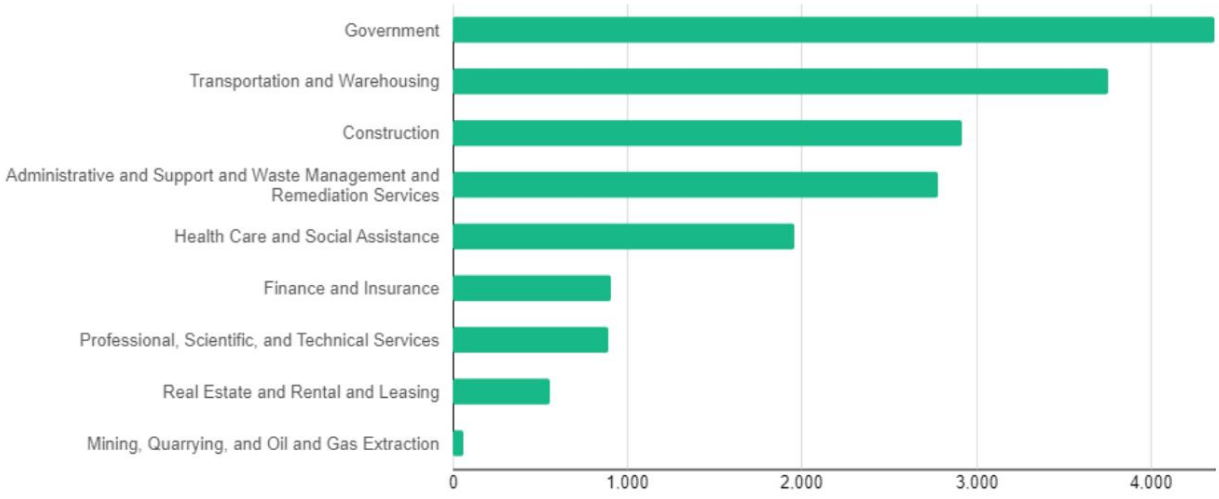
Zogby Survey Results



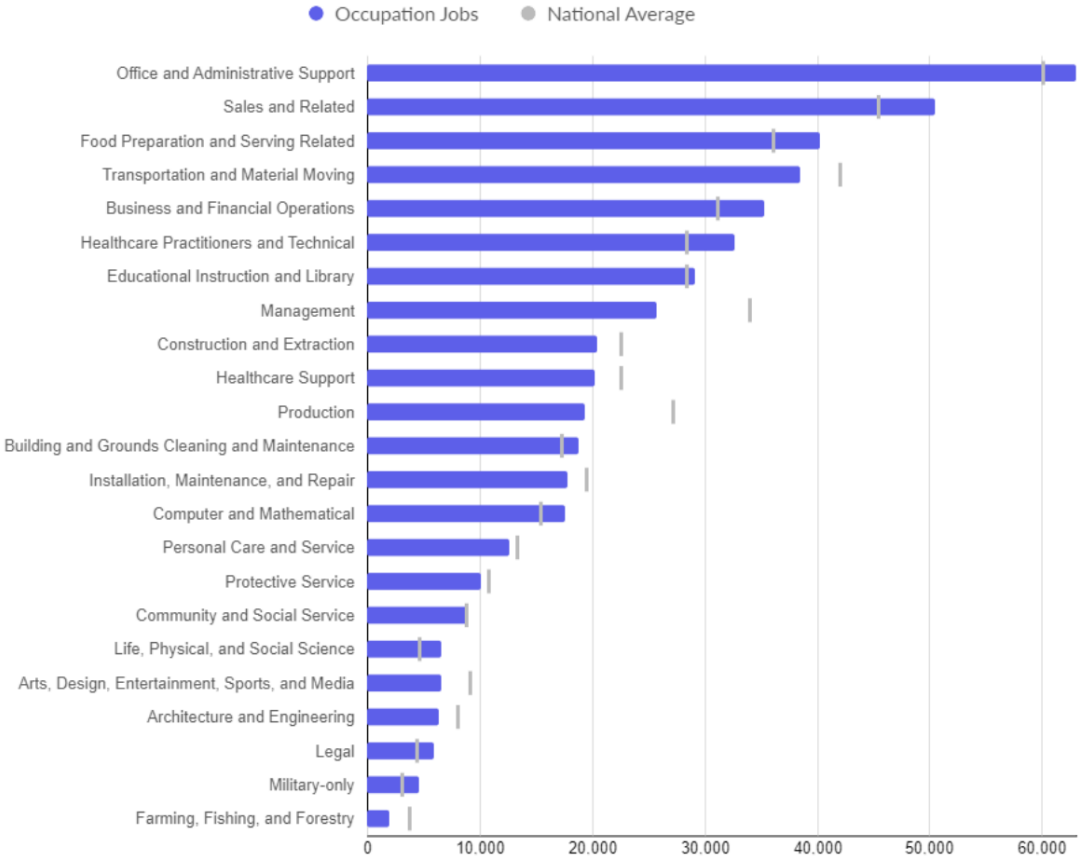
Largest Industries



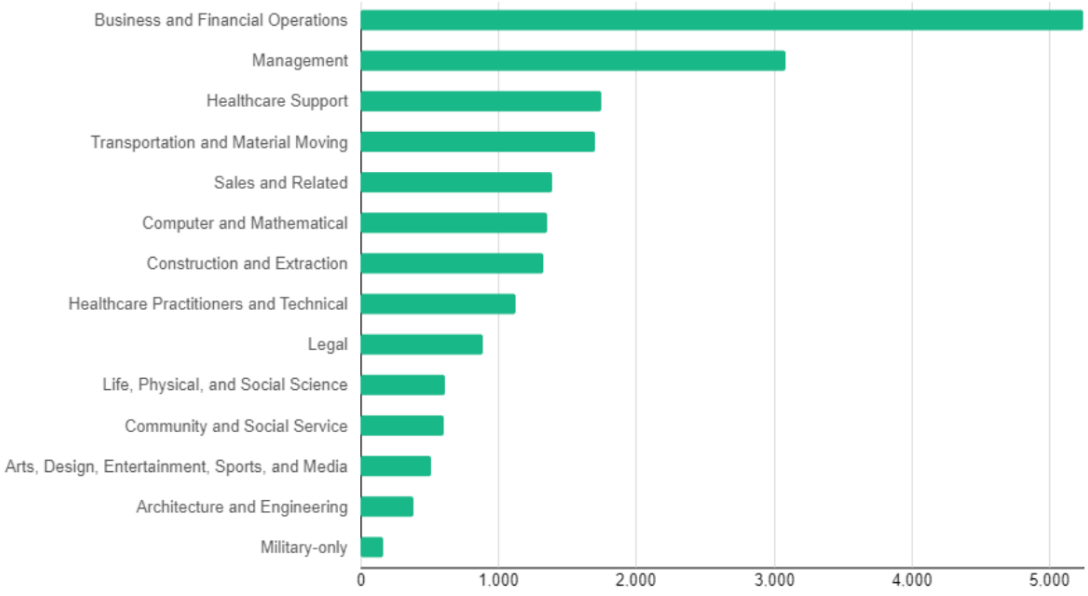
Top Growing Industries



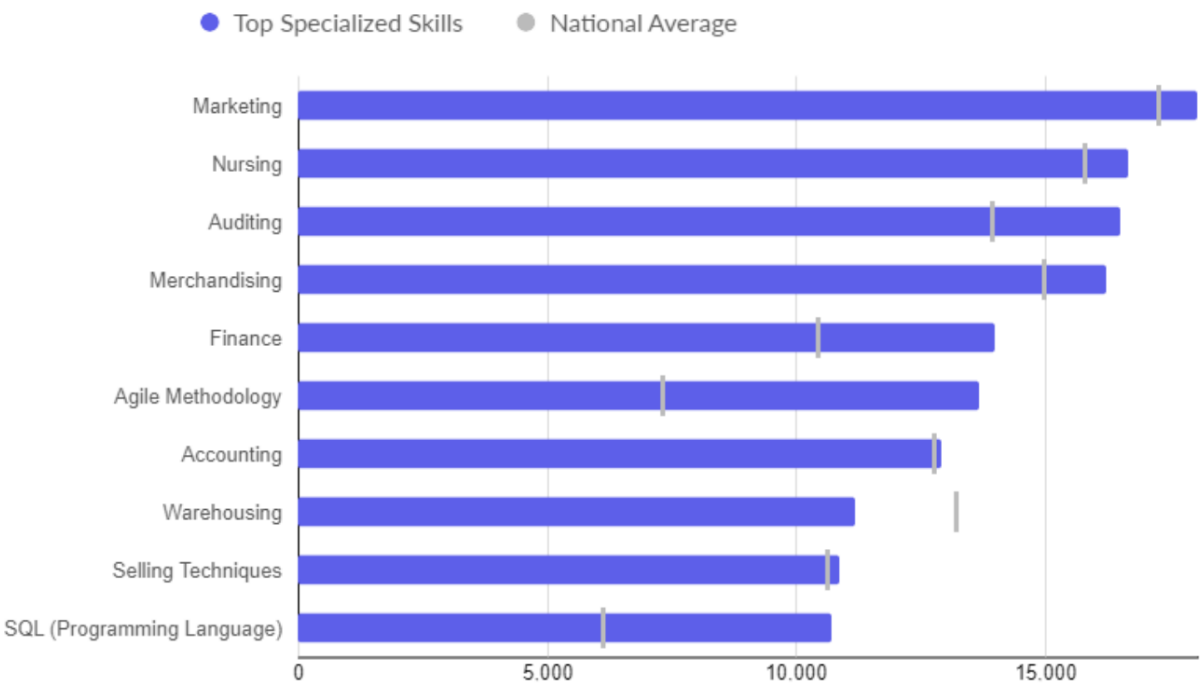
Largest Occupations



Top Growing Occupations



In-Demand Skills



Zogby Analytics Survey Results

Apprenticeships

Very Important ----- 21.2 %
Somewhat important ----- 26.4 %
Not too Important ----- 11.3 %
Not at all important ----- 33.0 %
Not sure ----- 8 %

Skills Commonly Lacking

- Self-motivation
- Communication skills
- Problem solving/critical thinking
- Attention to detail
- Time Management
- Ability to take criticism

Non-Tech Skills Most Difficult to Recruit

- Self-motivation
- Communication skills
- Problem solving/critical thinking
- Attention to detail

377,701 Profiles reviewed for Delaware

Top Common Skills

Skill	Frequency in Profiles	Profiles with Skill / Total Profiles (2000 - 2022)
Customer Service	16%	58,554 / 377,701
Management	14%	51,574 / 377,701
Sales	12%	45,662 / 377,701
Microsoft Office	10%	38,710 / 377,701
Leadership	10%	37,911 / 377,701
Research	8%	30,693 / 377,701
Microsoft Excel	8%	29,841 / 377,701
Public Speaking	7%	25,452 / 377,701
Operations	7%	25,034 / 377,701
Microsoft Word	6%	23,842 / 377,701

Top Qualifications

Qualification	Profiles with Qualification
Basic Life Support (BLS) Certification	2,374
Security Clearance	2,079
Certified Nursing Assistant	1,831
Advanced Cardiovascular Life Support (ACLS) Certification	1,380
Project Management Professional Certification	1,254
Licensed Practical Nurse	938
Six Sigma Green Belt Certification	811
Series 7 General Securities Representative License (Stockbroker)	619
CompTIA Certification	583
ServSafe Certification	527

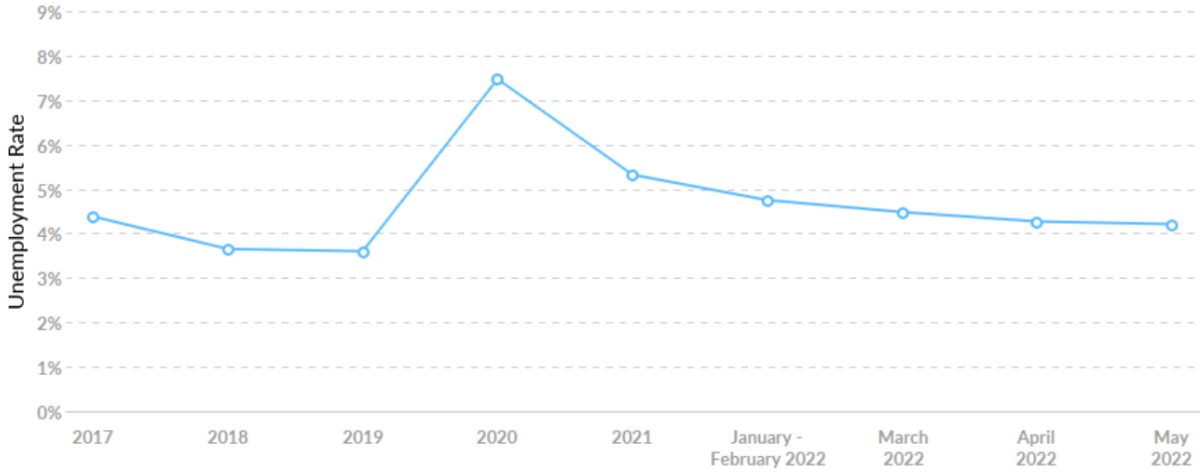
New Castle County Overview

Population- 566,177

Workforce Participation- 313,520

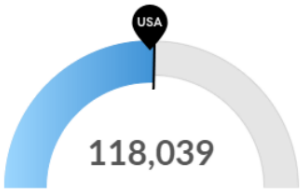
Unemployment Rate Trends

New Castle County, DE had a May 2022 unemployment rate of 4.21%, **decreasing from 4.38%** 5 years before.



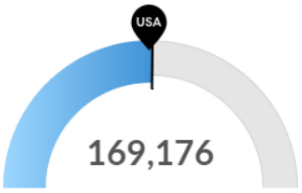
- As of 2021 the region's population increased by 1.6% since 2016, growing by 8,784. Population is expected to increase by 1.5% between 2021 and 2026, adding 8,441.
- From 2016 to 2021, jobs declined by 0.2% in New Castle County, from 314,166 to 313,520. This change fell short of the national growth rate of 1.8% by 2.0%. As the number of jobs declined, the labor force participation rate increased from 66.7% to 68.1% between 2016 and 2021.
- Concerning educational attainment, 21.2% of New Castle County, residents possess a Bachelor's Degree (0.8% above the national average), and 7.0% hold an Associate's Degree (1.7% below the national average).
- The top three industries in 2021 are Restaurants and Other Eating Places, Nondepository Credit Intermediation, and General Medical and Surgical Hospitals.

Population Characteristics



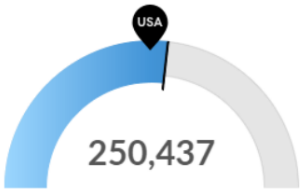
Millennials

New Castle County, DE has 118,039 millennials (ages 25-39). The national average for an area this size is 115,717.



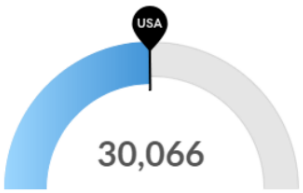
Retiring Soon

Retirement risk is about average in New Castle County, DE. The national average for an area this size is 167,126 people 55 or older, while there are 169,176 here.



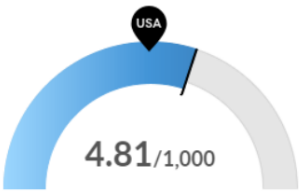
Racial Diversity

Racial diversity is high in New Castle County, DE. The national average for an area this size is 226,175 racially diverse people, while there are 250,437 here.



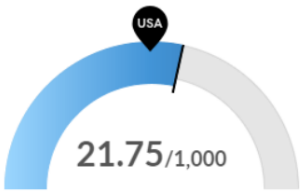
Veterans

New Castle County, DE has 30,066 veterans. The national average for an area this size is 30,396.



Violent Crime

New Castle County, DE has 4.81 violent crimes per 1,000 people. The national rate is 3.62 per 1,000 people.

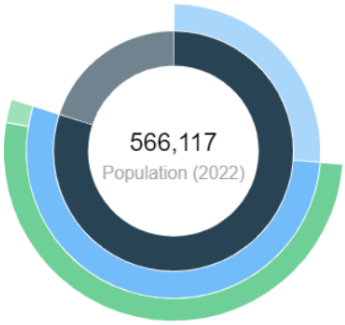


Property Crime

New Castle County, DE has 21.75 property crimes per 1,000 people. The national rate is 17.91 per 1,000 people.

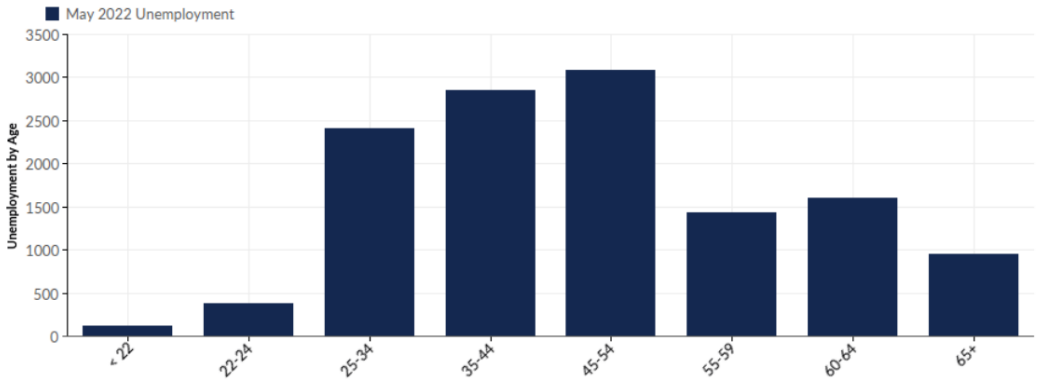
May 2022 Labor Force Breakdown

May 2022 Labor Force Breakdown



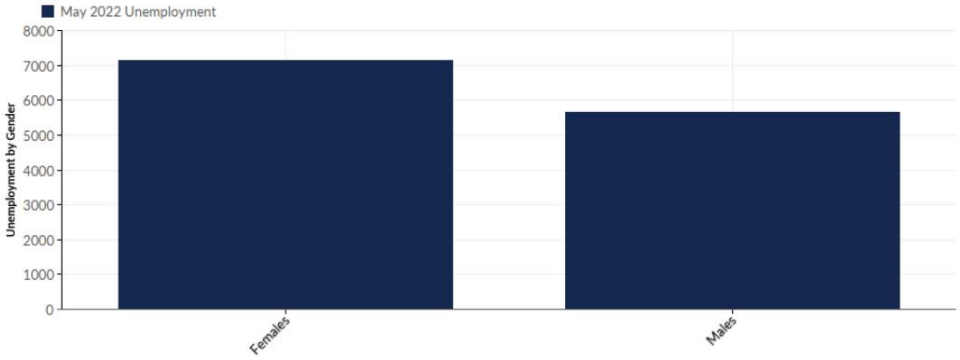
	Population
16+ Civilian Non-Institutionalized Population	452,216
Not in Labor Force (16+)	148,004
Labor Force	304,212
Employed	291,408
Unemployed	12,804
Under 16, Military, and institutionalized Population	113,901

Unemployment by Age



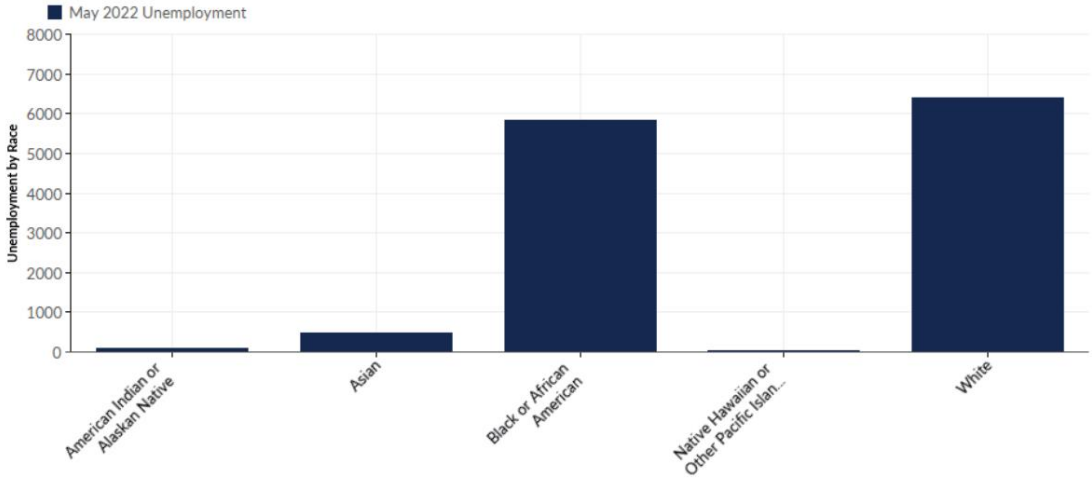
Age		Unemployment (May 2022)	% of Unemployed
< 22		118	0.92%
22-24		379	2.96%
25-34		2,401	18.75%
35-44		2,856	22.31%
45-54		3,080	24.05%
55-59		1,427	11.14%
60-64		1,595	12.46%
65+		948	7.40%
	Total	12,804	100.00%

Unemployment by Gender



Gender		Unemployment (May 2022)	% of Unemployed
Females		7,148	55.83%
Males		5,656	44.17%
	Total	12,804	100.00%

Unemployment by Race



Race		Unemployment (May 2022)	% of Unemployed
American Indian or Alaskan Native		78	0.61%
Asian		475	3.71%
Black or African American		5,830	45.53%
Native Hawaiian or Other Pacific Islander		19	0.15%
White		6,402	50.00%
	Total	12,804	100.00%

Educational Attainment

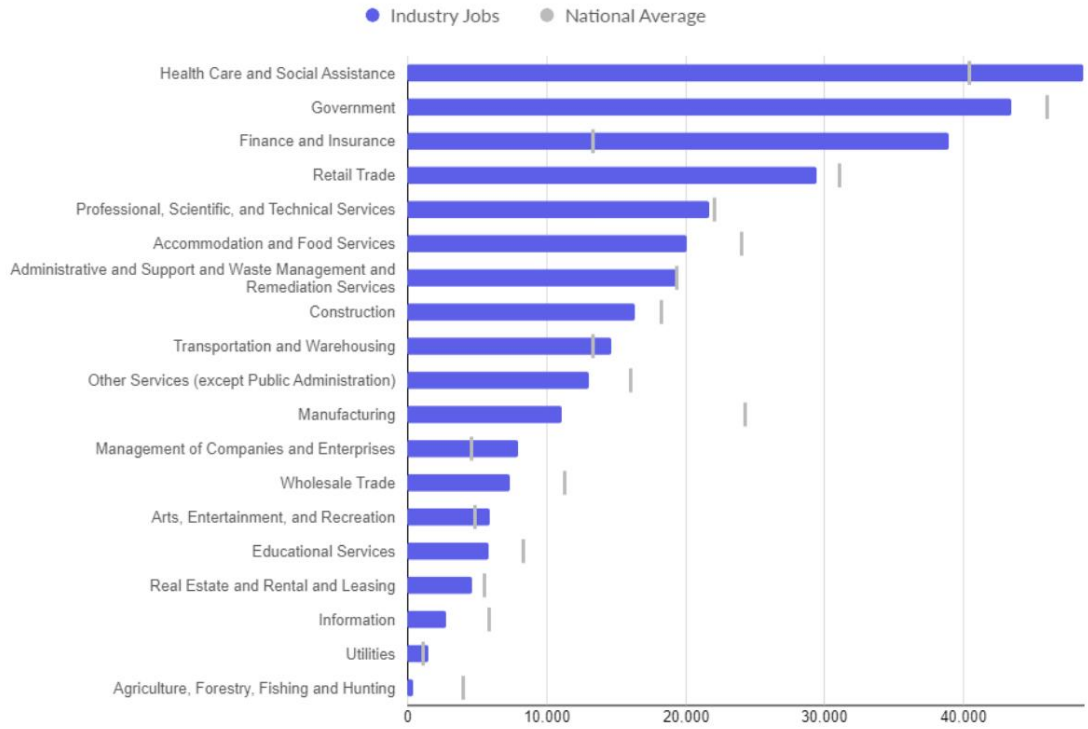
Concerning educational attainment, **21.2% of New Castle County, DE residents possess a Bachelor's Degree** (0.8% above the national average), and **7.0% hold an Associate's Degree** (1.7% below the national average).

	% of Population	Population
Less Than 9th Grade	2.9%	11,455
9th Grade to 12th Grade	4.9%	19,421
High School Diploma	31.7%	125,152
Some College	16.7%	65,702
Associate's Degree	7.0%	27,753
Bachelor's Degree	21.2%	83,470
Graduate Degree and Higher	15.6%	61,654

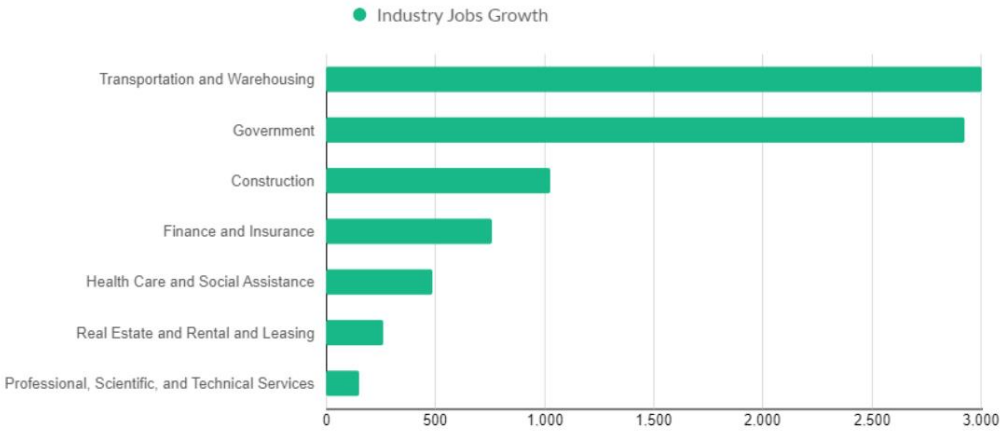
21.2% of New Castle County, residents possess a Bachelor's Degree (0.8% above the national average), and 7.0% hold an Associate's Degree (1.7% below the national average).

In 2020, there were 10,905 graduates in New Castle County. This pipeline has shrunk by 9% over the last 5 years. The highest share of these graduates come from Registered Nursing/Registered Nurse, "Business Administration and Management, General", and "Finance, General".

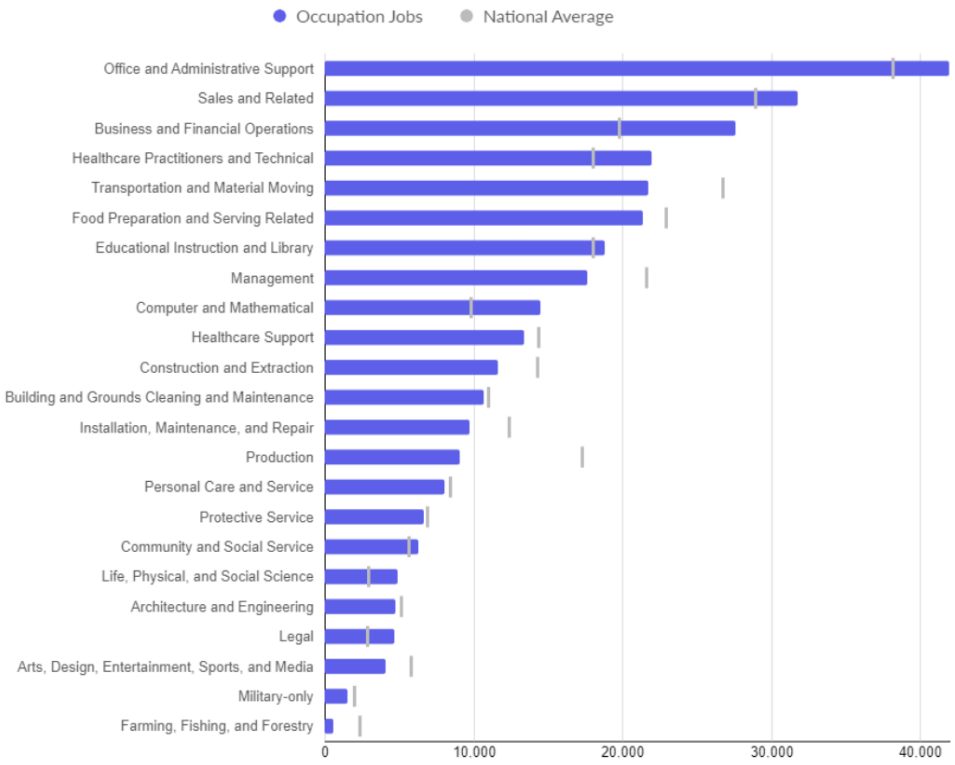
Largest Industries



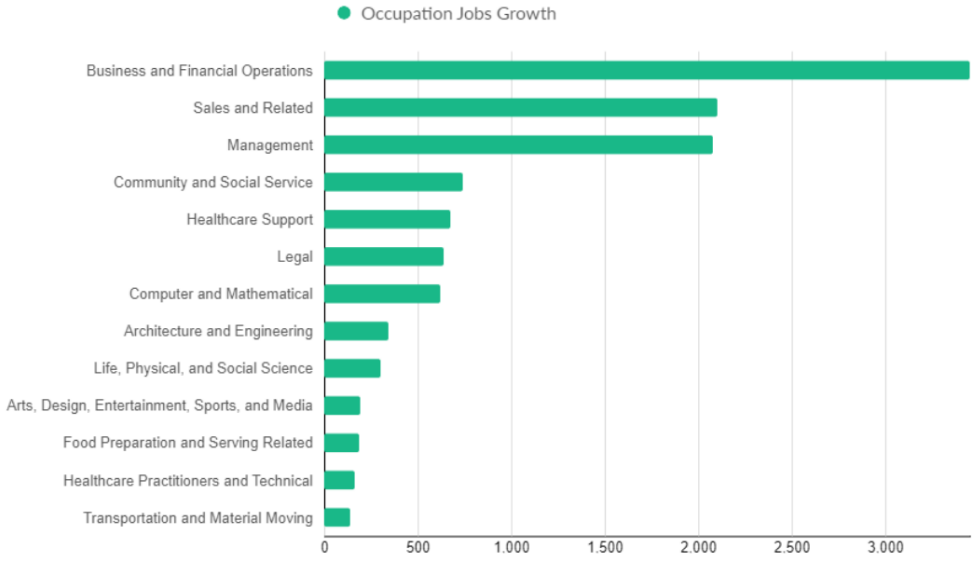
Top Growing Industries



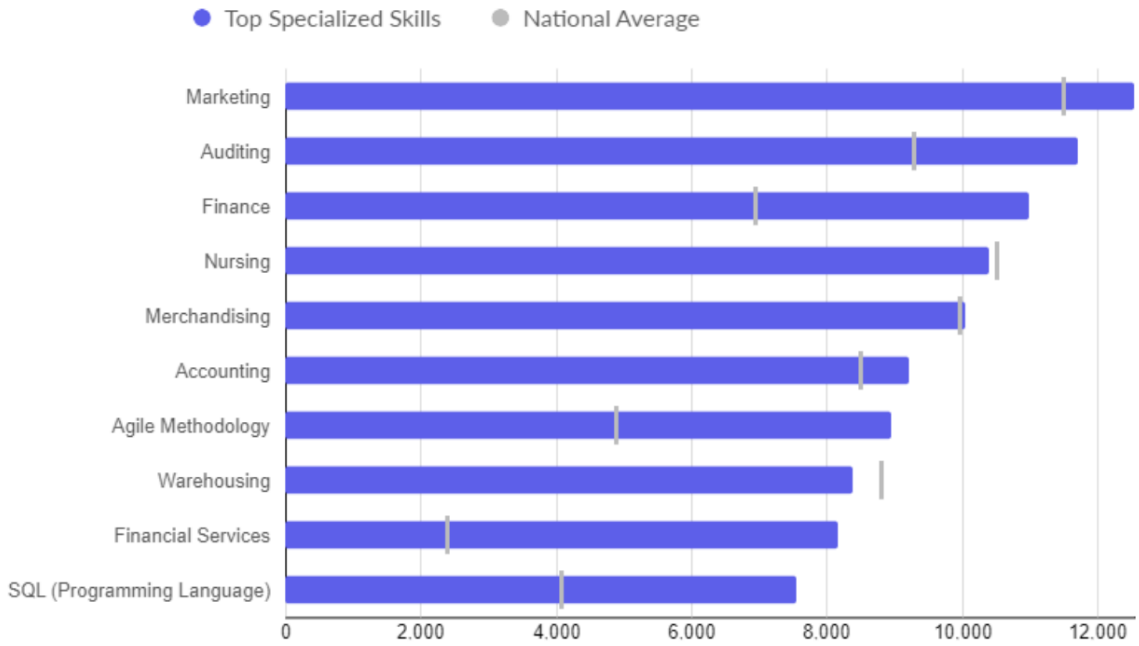
Largest Occupations



Top Growing Occupations



In Demand Skills by Companies



256,059 Individual Profiles Reviewed

Top Common Skills

Skill	Frequency in Profiles	Profiles with Skill / Total Profiles (2000 - 2022)
Customer Service	16%	40,113 / 256,059
Management	14%	36,869 / 256,059
Sales	12%	30,601 / 256,059
Microsoft Office	11%	27,459 / 256,059
Leadership	10%	26,809 / 256,059
Research	9%	23,302 / 256,059
Microsoft Excel	8%	21,562 / 256,059
Operations	7%	17,998 / 256,059
Public Speaking	7%	17,296 / 256,059
Microsoft Word	7%	16,847 / 256,059

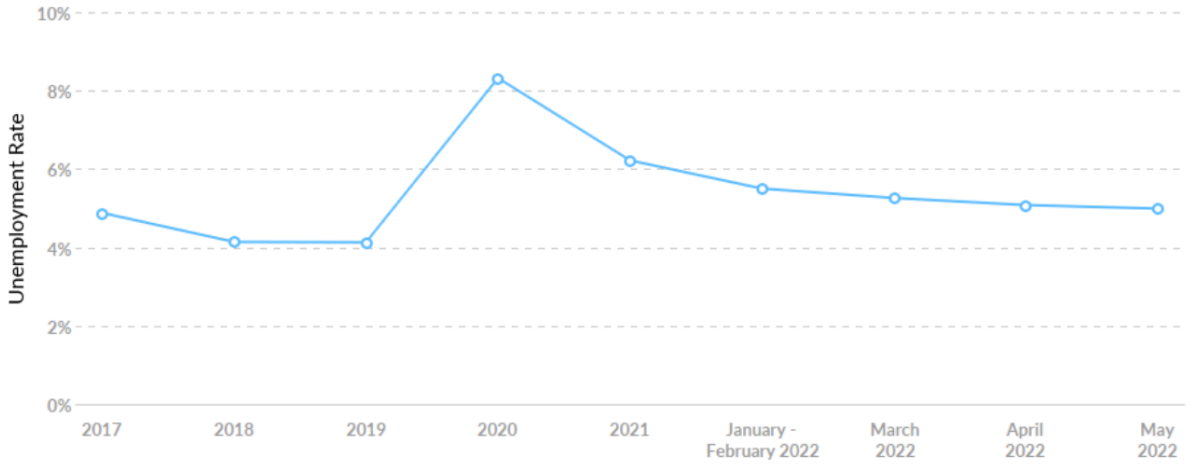
Kent County Overview

Population- 186,543

Workforce Participation- 81,220

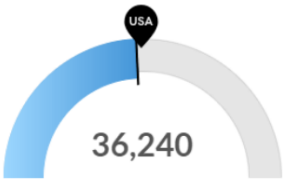
Unemployment Rate Trends

Kent County, DE had a May 2022 unemployment rate of 4.99%, increasing from 4.88% 5 years before.



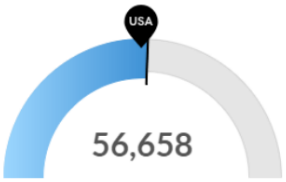
- As of 2021 the region's population increased by 6.7% since 2016, growing by 11,767. Population is expected to increase by 6.9% between 2021 and 2026, adding 12,921.
- From 2016 to 2021, jobs increased by 1.7% in Kent County, from 76,597 to 77,861. This change fell short of the national growth rate of 1.8% by 0.1%. As the number of jobs increased, the labor force participation rate decreased from 57.0% to 56.4% between 2016 and 2021.
- Concerning educational attainment, 15.1% of Kent County, residents possess a Bachelor's Degree (5.2% below the national average), and 8.1% hold an Associate's Degree (0.6% below the national average).
- The top three industries in 2021 are State Government, Excluding Education and Hospitals, Federal Government, Military, and Education and Hospitals (Local Government).

Population Characteristics



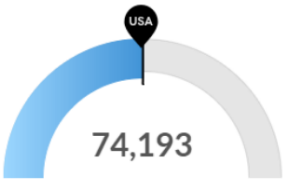
Millennials

Kent County, DE has 36,240 millennials (ages 25-39). The national average for an area this size is 37,844.



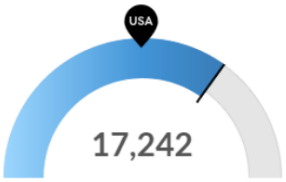
Retiring Soon

Retirement risk is about average in Kent County, DE. The national average for an area this size is 54,657 people 55 or older, while there are 56,658 here.



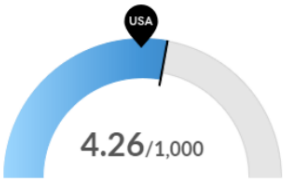
Racial Diversity

Racial diversity is about average in Kent County, DE. The national average for an area this size is 73,968 racially diverse people, while there are 74,193 here.



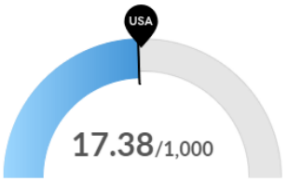
Veterans

Kent County, DE has 17,242 veterans. The national average for an area this size is 9,941.



Violent Crime

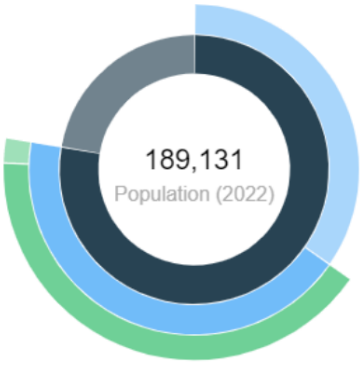
Kent County, DE has 4.26 violent crimes per 1,000 people. The national rate is 3.62 per 1,000 people.



Property Crime

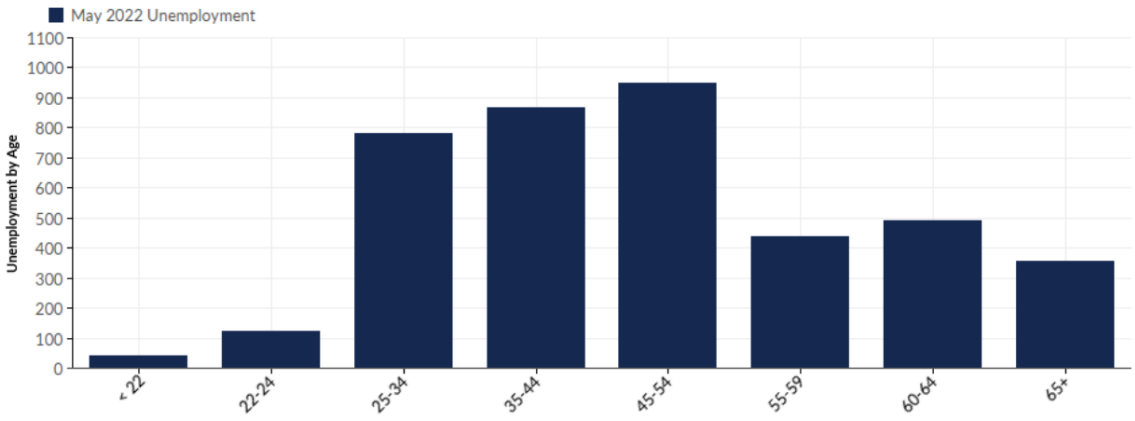
Kent County, DE has 17.38 property crimes per 1,000 people. The national rate is 17.91 per 1,000 people.

May 2022 Labor Force Breakdown



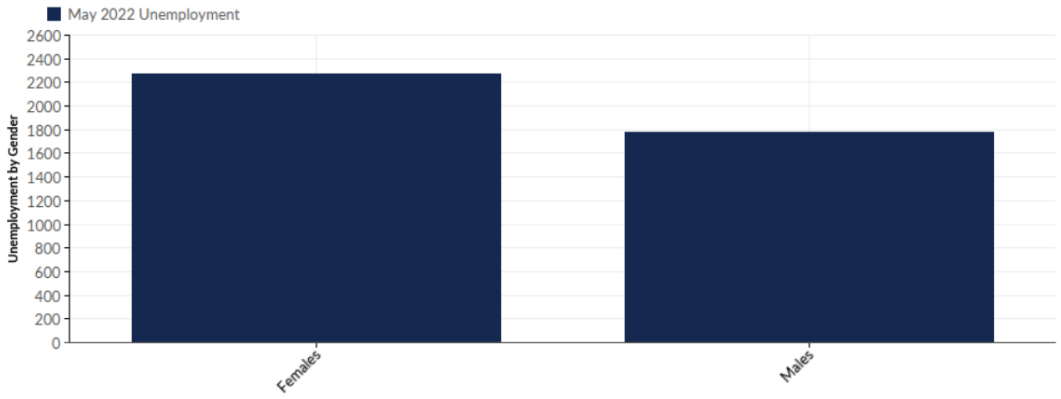
	Population
16+ Civilian Non-Institutionalized Population	146,768
Not in Labor Force (16+)	65,548
Labor Force	81,220
Employed	77,170
Unemployed	4,050
Under 16, Military, and institutionalized Population	42,363

Unemployment by Age



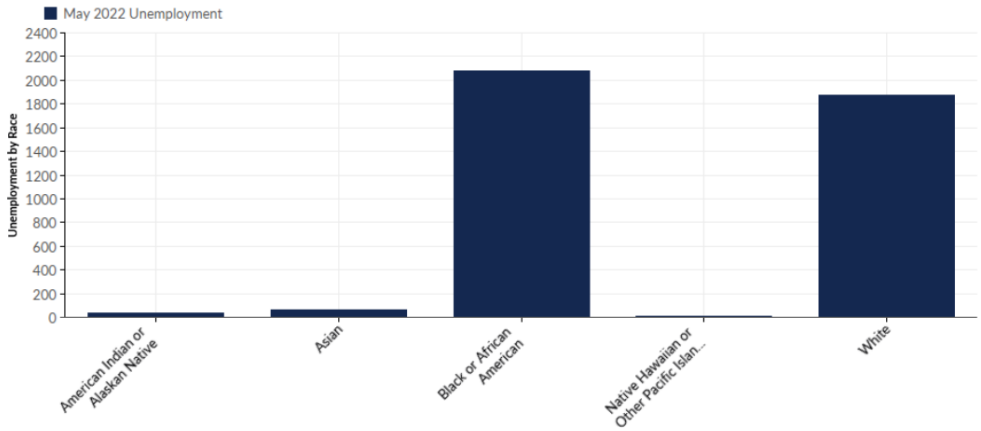
Age		Unemployment (May 2022)	% of Unemployed
< 22		43	1.06%
22-24		124	3.06%
25-34		782	19.31%
35-44		868	21.43%
45-54		949	23.43%
55-59		439	10.84%
60-64		490	12.10%
65+		354	8.74%
	Total	4,050	100.00%

Unemployment by Gender



Gender		Unemployment (May 2022)	% of Unemployed
Females		2,272	56.10%
Males		1,778	43.90%
	Total	4,050	100.00%

Unemployment by Race



Race	Unemployment (May 2022)	% of Unemployed
American Indian or Alaskan Native	32	0.79%
Asian	65	1.60%
Black or African American	2,076	51.26%
Native Hawaiian or Other Pacific Islander	5	0.12%
White	1,873	46.25%

Educational Attainment

Educational Attainment

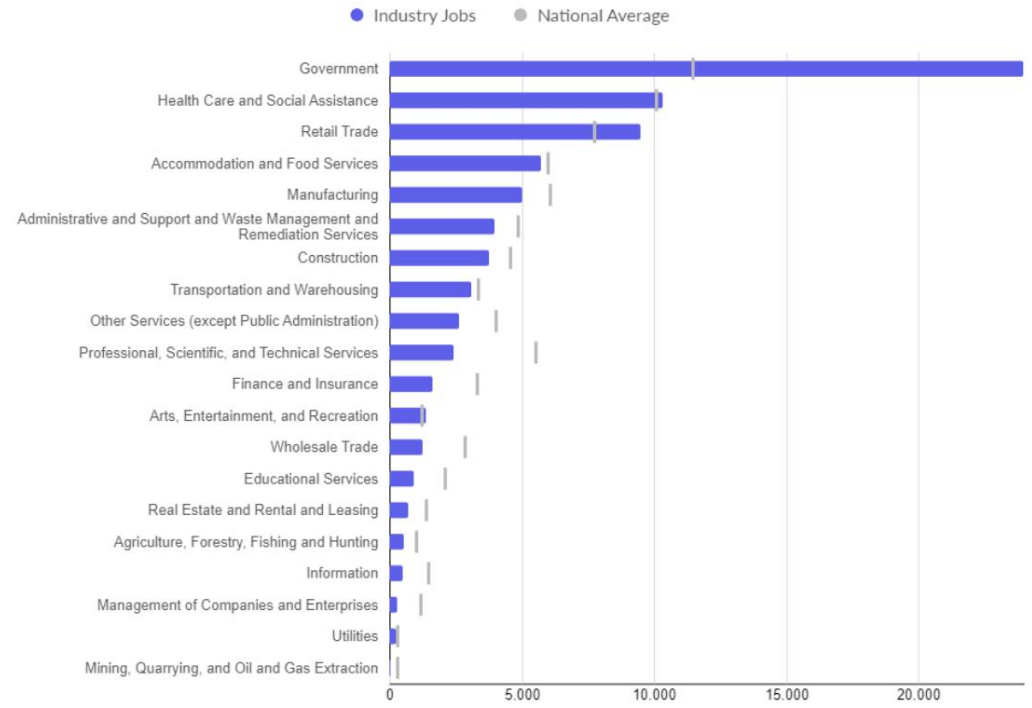
Concerning educational attainment, **15.1% of Kent County, DE residents possess a Bachelor's Degree** (5.2% below the national average), and **8.1% hold an Associate's Degree** (0.6% below the national average).

	% of Population	Population
Less Than 9th Grade	4.6%	5,781
9th Grade to 12th Grade	7.6%	9,615
High School Diploma	32.7%	41,164
Some College	22.8%	28,702
Associate's Degree	8.1%	10,171
Bachelor's Degree	15.1%	19,044
Graduate Degree and Higher	9.2%	11,565

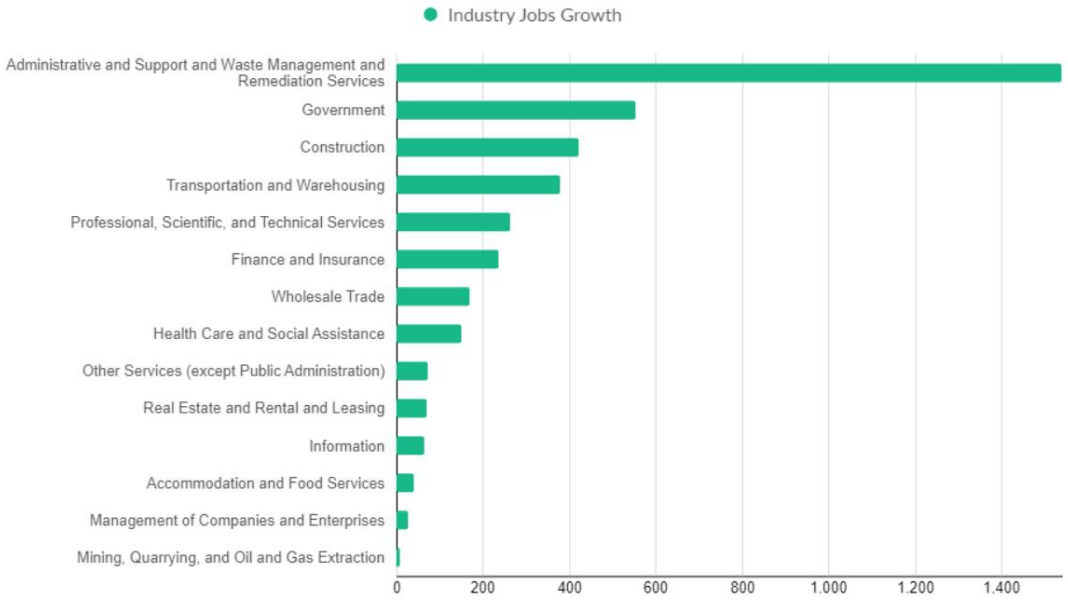
15.1% of Kent County, residents possess a bachelor's degree (5.2% below the national average), and 8.1% hold an associate degree (0.6% below the national average).

In 2020, there were 2,922 graduates in Kent County. This pipeline has shrunk by 5% over the last 5 years. The highest share of these graduates come from Registered Nursing/Registered Nurse, "Human Services, General", and Criminal Justice/Police Science.

Largest Industries

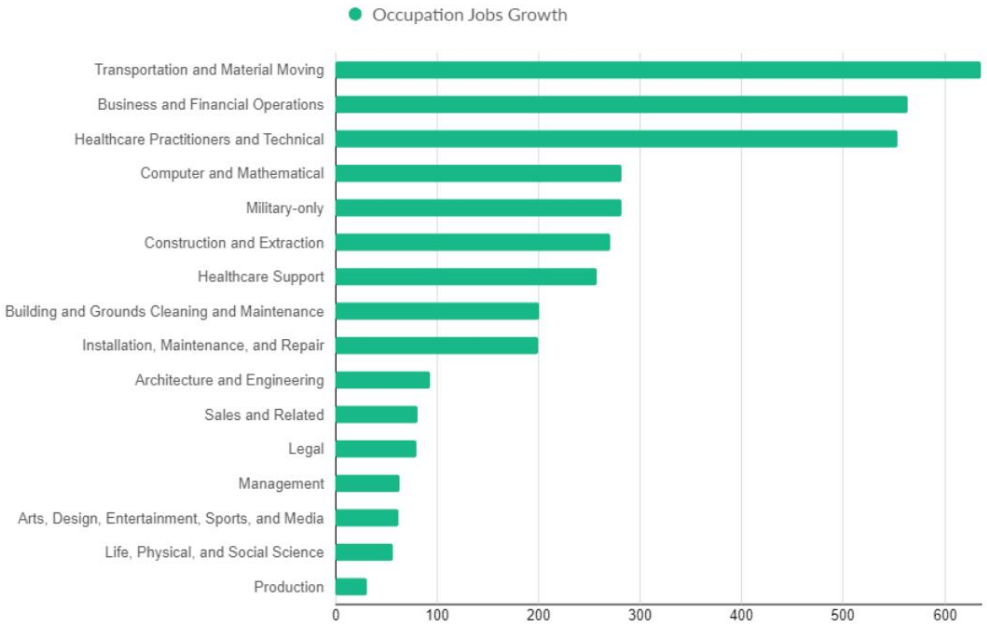


Top Growing Industries

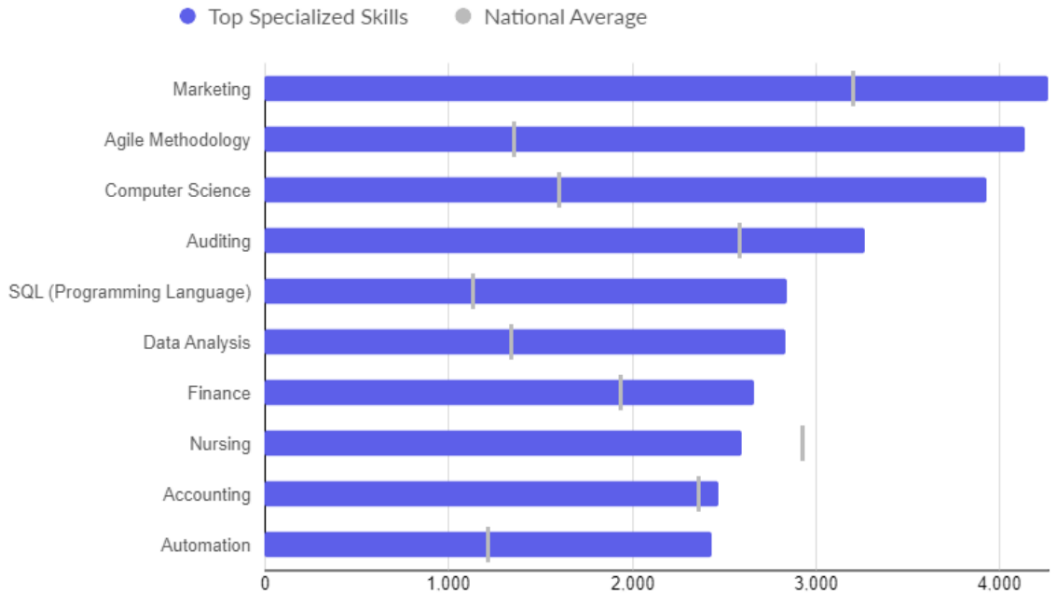


Largest Occupations

Top Growing Occupations



In Demand Skills by Companies



56,615 Individual Profiles Reviewed

Top Common Skills

Skill	Frequency in Profiles	Profiles with Skill / Total Profiles (2000 - 2022)
Customer Service	15%	8,496 / 56,615
Management	11%	6,356 / 56,615
Sales	10%	5,757 / 56,615
Microsoft Office	10%	5,534 / 56,615
Leadership	9%	5,036 / 56,615
Microsoft Excel	7%	4,123 / 56,615
Public Speaking	7%	3,919 / 56,615
Research	6%	3,675 / 56,615
Microsoft Word	6%	3,579 / 56,615
Operations	6%	3,309 / 56,615

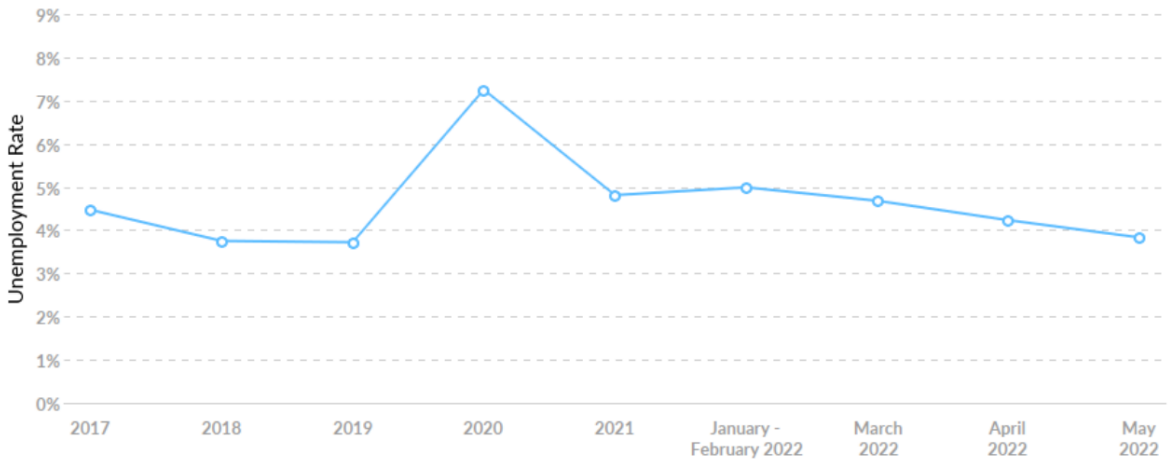
Sussex County Overview

Population- 247,175

Workforce Participation- 112,275

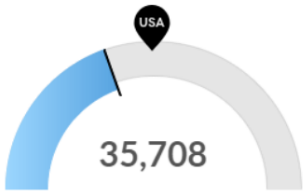
Unemployment Rate Trends

Sussex County, DE had a May 2022 unemployment rate of 3.83%, **decreasing from 4.47%** 5 years before.



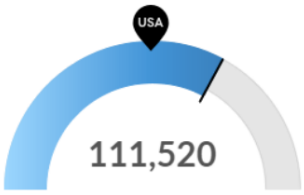
- As of 2021 the region's population increased by 12.5% since 2016, growing by 27,544. Population is expected to increase by 9.5% between 2021 and 2026, adding 23,413.
- From 2016 to 2021, jobs increased by 9.2% in Sussex County, from 86,816 to 94,766. This change outpaced the national growth rate of 1.8% by 7.4%. As the number of jobs increased, the labor force participation rate increased from 53.7% to 53.9% between 2016 and 2021.
- Concerning educational attainment, 17.3% of Sussex County, residents possess a Bachelor's Degree (3.0% below the national average), and 9.9% hold an Associate's Degree (1.2% above the national average).
- The top three industries in 2021 are Restaurants and Other Eating Places, Animal Slaughtering and Processing, and Education and Hospitals (Local Government).

Population Characteristics



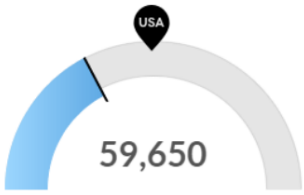
Millennials

Sussex County, DE has 35,708 millennials (ages 25-39). The national average for an area this size is 49,795.



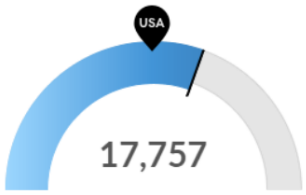
Retiring Soon

Retirement risk is high in Sussex County, DE. The national average for an area this size is 71,917 people 55 or older, while there are 111,520 here.



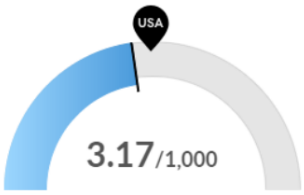
Racial Diversity

Racial diversity is low in Sussex County, DE. The national average for an area this size is 97,327 racially diverse people, while there are 59,650 here.



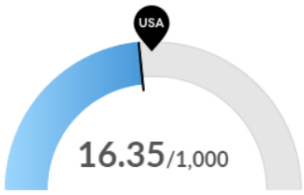
Veterans

Sussex County, DE has 17,757 veterans. The national average for an area this size is 13,080.



Violent Crime

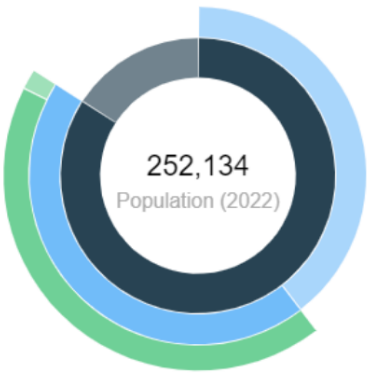
Sussex County, DE has 3.17 violent crimes per 1,000 people. The national rate is 3.62 per 1,000 people.



Property Crime

Sussex County, DE has 16.35 property crimes per 1,000 people. The national rate is 17.91 per 1,000 people.

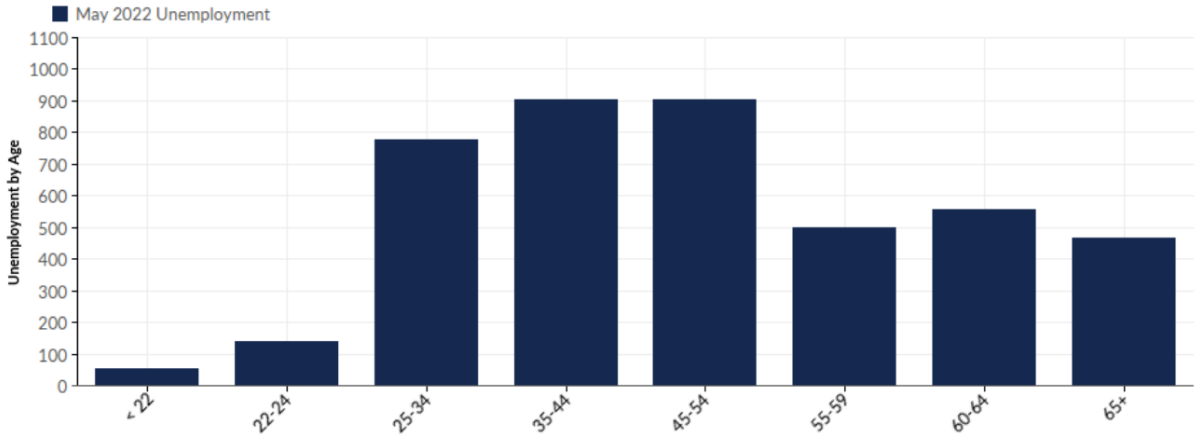
May 2022 Labor Force Breakdown



	Population
16+ Civilian Non-Institutionalized Population	211,870
Not in Labor Force (16+)	99,595
Labor Force	112,275
Employed	107,977
Unemployed	4,298
Under 16, Military, and institutionalized Population	40,265

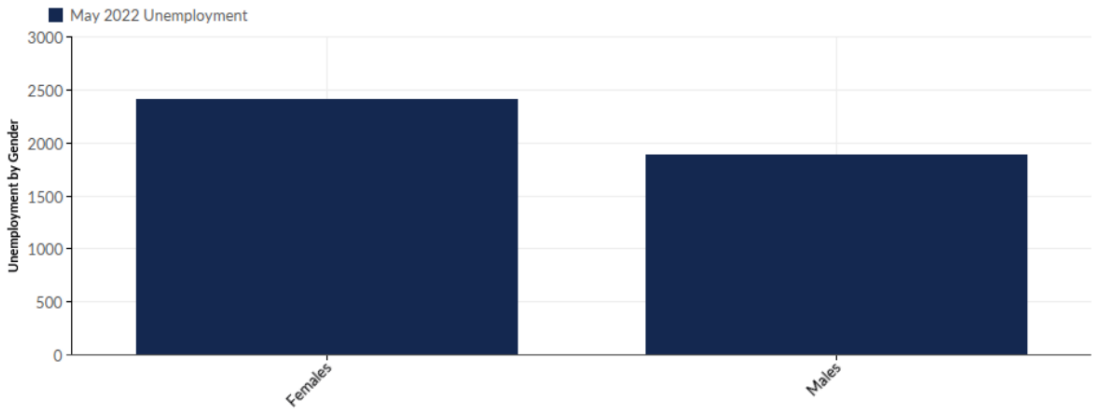
Unemployment by Age

Unemployment by Age



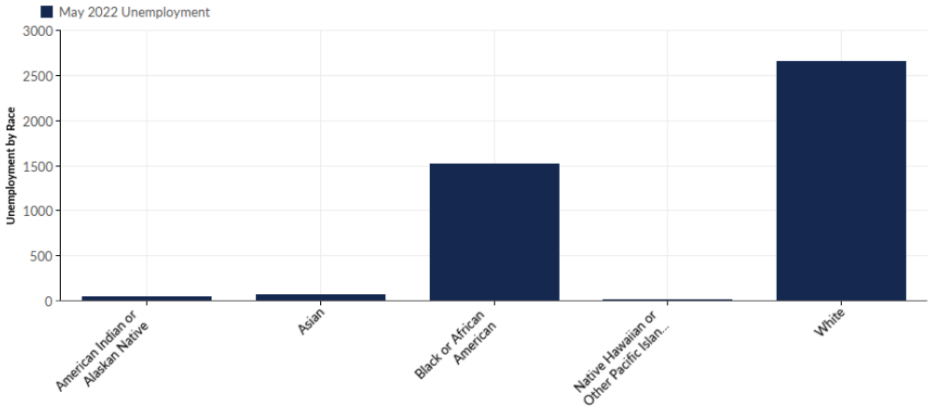
Age		Unemployment (May 2022)	% of Unemployed
< 22		55	1.28%
22-24		139	3.23%
25-34		776	18.05%
35-44		903	21.01%
45-54		904	21.03%
55-59		498	11.59%
60-64		557	12.96%
65+		466	10.84%
	Total	4,298	100.00%

Unemployment by Gender



Gender		Unemployment (May 2022)	% of Unemployed
Females		2,413	56.14%
Males		1,885	43.86%
	Total	4,298	100.00%

Unemployment by Race



Race		Unemployment (May 2022)	% of Unemployed
American Indian or Alaskan Native		45	1.05%
Asian		62	1.44%
Black or African American		1,522	35.41%
Native Hawaiian or Other Pacific Islander		8	0.19%
White		2,660	61.89%
	Total	4,298	100.00%

Educational Attainment

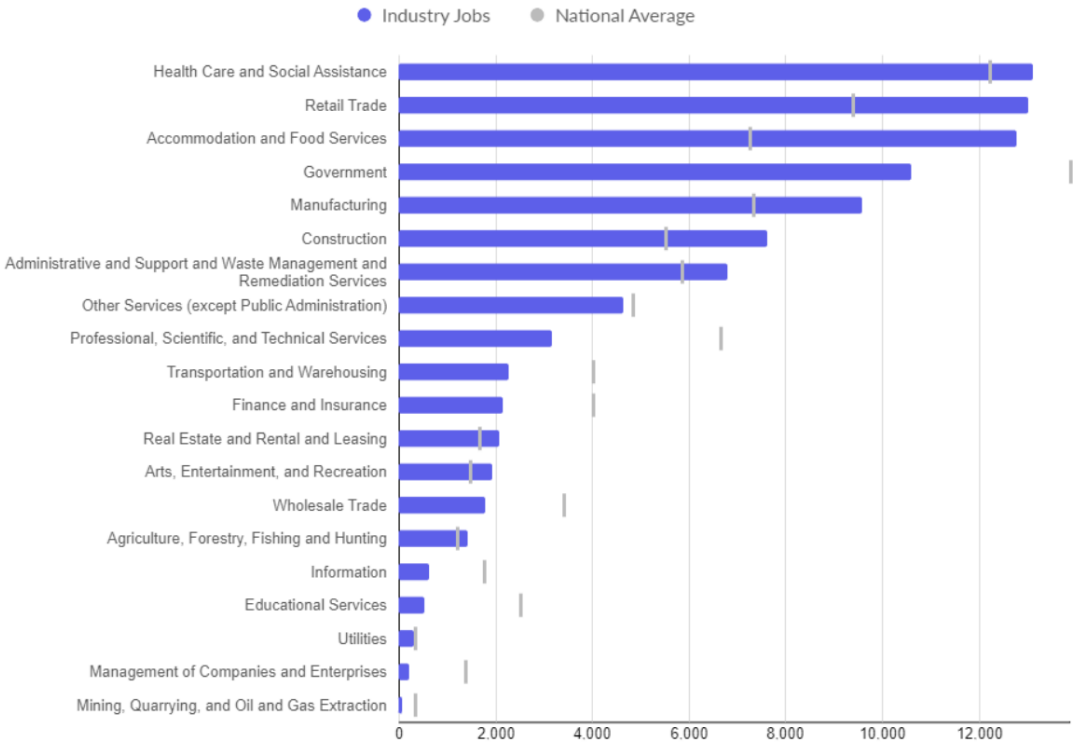
Concerning educational attainment, **17.3% of Sussex County, DE residents possess a Bachelor's Degree** (3.0% below the national average), and **9.9% hold an Associate's Degree** (1.2% above the national average).

	% of Population	Population
Less Than 9th Grade	3.8%	7,113
9th Grade to 12th Grade	7.1%	13,338
High School Diploma	29.3%	55,263
Some College	19.2%	36,229
Associate's Degree	9.9%	18,724
Bachelor's Degree	17.3%	32,617
Graduate Degree and Higher	13.3%	25,100

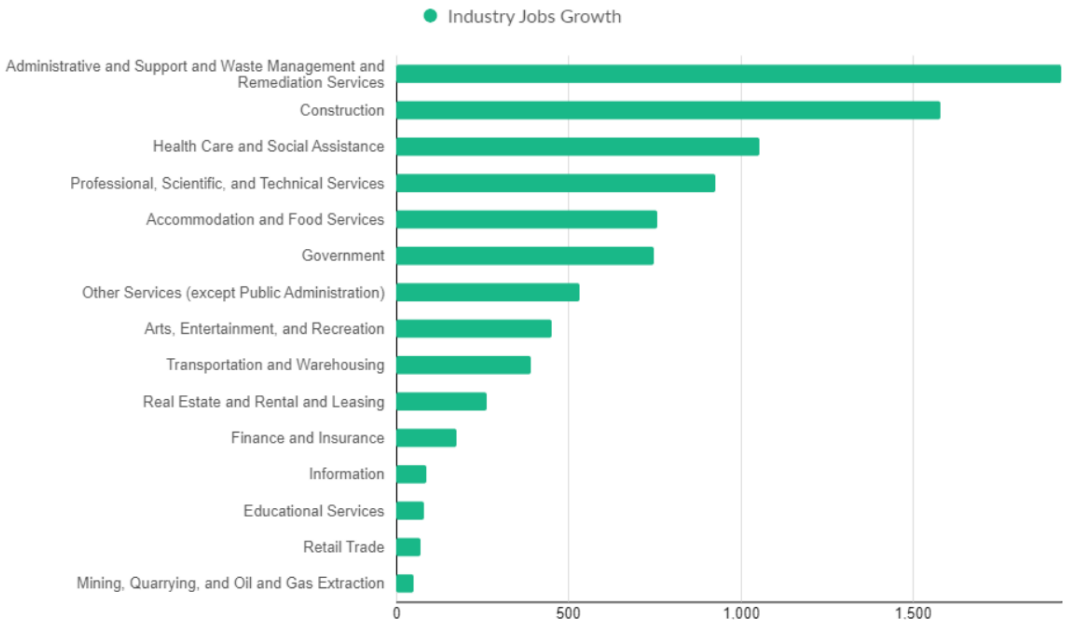
17.3% of Sussex County, residents possess a Bachelor's Degree (3.0% below the national average), and 9.9% hold an Associate's Degree (1.2% above the national average).

In 2020, there were 80 graduates in Sussex County. This pipeline has grown by 11% over the last 5 years. The highest share of these graduates come from "Cosmetology/Cosmetologist, General", Registered Nursing/Registered Nurse, and Aesthetician/Esthetician and Skin Care Specialist.

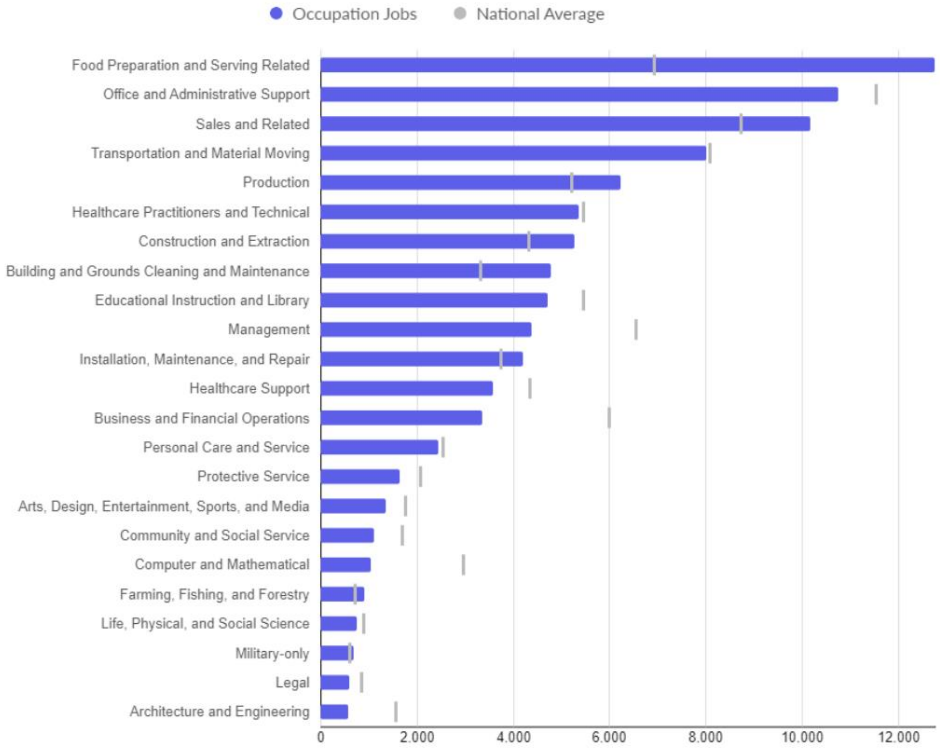
Largest Industries



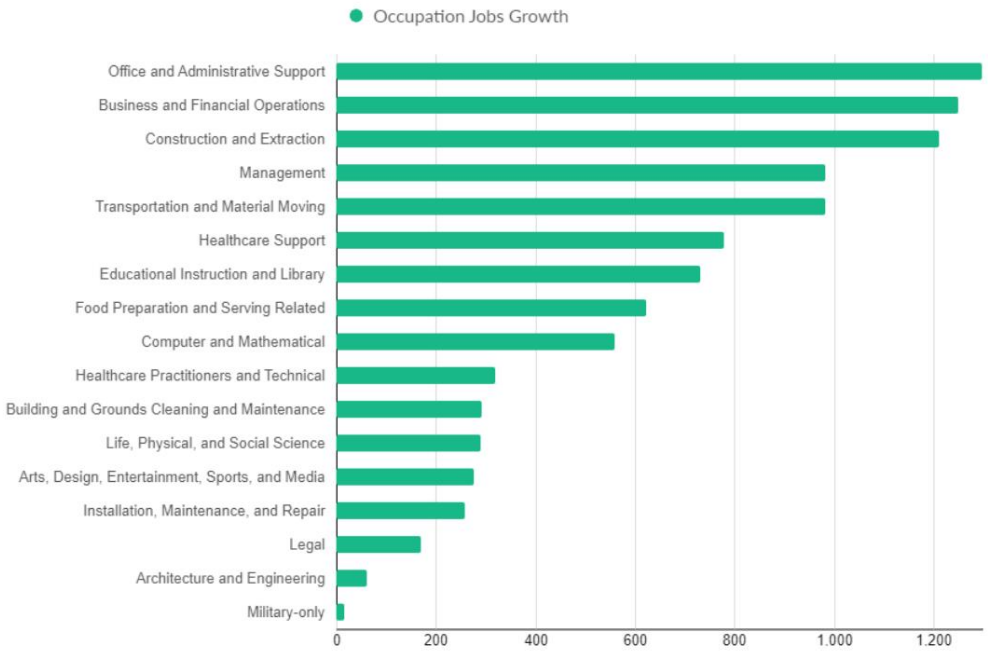
Top Growing Industries



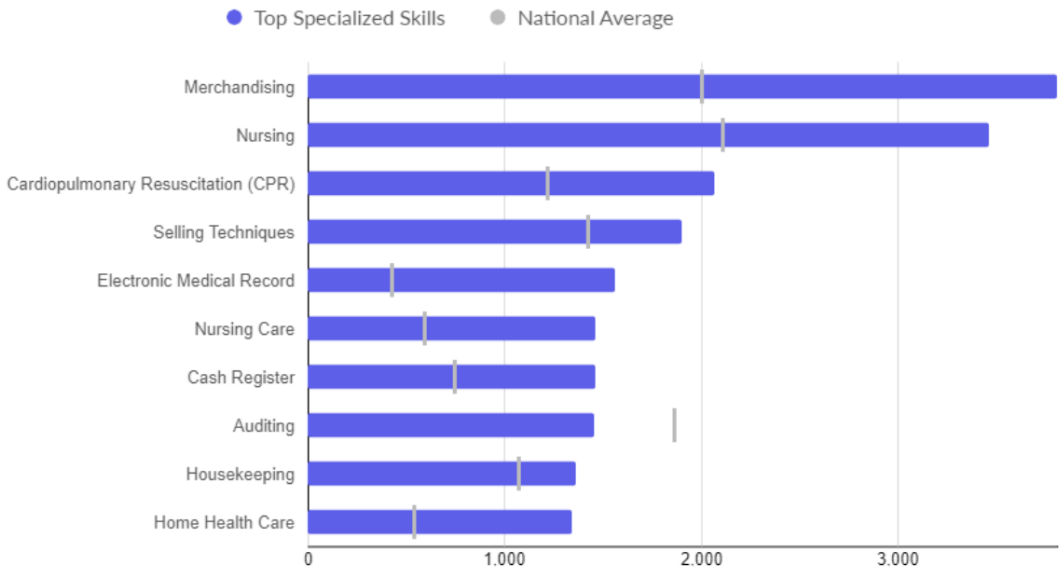
Largest Occupations



Top Growing Occupations



In Demand Skills by Companies



65,027 Individual Profiles Reviewed

Top Common Skills

Skill	Frequency in Profiles	Profiles with Skill / Total Profiles (2000 - 2022)
Customer Service	15%	9,945 / 65,027
Sales	14%	9,304 / 65,027
Management	13%	8,349 / 65,027
Leadership	9%	6,066 / 65,027
Microsoft Office	9%	5,717 / 65,027
Public Speaking	7%	4,237 / 65,027
Microsoft Excel	6%	4,156 / 65,027
Team Building	6%	3,805 / 65,027
Operations	6%	3,727 / 65,027
Research	6%	3,716 / 65,027