



DELAWARE WORKFORCE DEVELOPMENT BOARD



DEEP Project Workstreams

1	Business Decision Maker Survey - Zogby/Tech Impact (complete) Comprehensive survey of Delaware business decision makers to understand the employment marketplace and the current needs of businesses.
2	Equity-Centered Workforce Development Study - United Way (complete) Assess the current state of workforce development in Delaware through a comprehensive and equity-focused lens in partnership with UWDE and others.
3	Policy Review and Analysis - University of Delaware (drafted) Analyze current workforce policies to ensure there are no inconsistencies, conflicts, duplication, or ambiguity that promote inequity or increase barriers for individuals and programs in Promise Communities.
4	Gap Analysis of Entrepreneurial Resources - Social Contract (in progress) Assess the landscape of innovation and entrepreneurship assets and identify gaps in access to capital and other resources.
5	Gap Analysis of Wraparound Services - EDSi (drafted) Assess the landscape of wraparound services to identify opportunities to address employment barriers and connect employers and training programs with wraparound service providers.
6	Labor Force & Skills Assessment - Social Contract (in progress) Assess the skill sets and employment interests of individuals within Delaware Promise Communities.

Cross-cutting findings that impact the equitable access to employment across the state

Finding 1: Challenges accessing resources and supports related to geography and poverty are persistent across the state.

Finding 2: Gaps detected between priority skill areas required for modern jobs in Delaware and individual skill sets of people living in marginalized communities.

Finding 3: Allocation of resources across the ecosystem has resulted in redundancy and duplication of workforce-related wraparound services.

Finding 4: Silos between and within agencies create bottlenecks and inefficiencies.

Finding 5: Resource disparities create further barriers to access training and employment across the State.

Finding 6: Historic inequities in marginalized communities lead to barriers to access and entry into the workforce ecosystem.

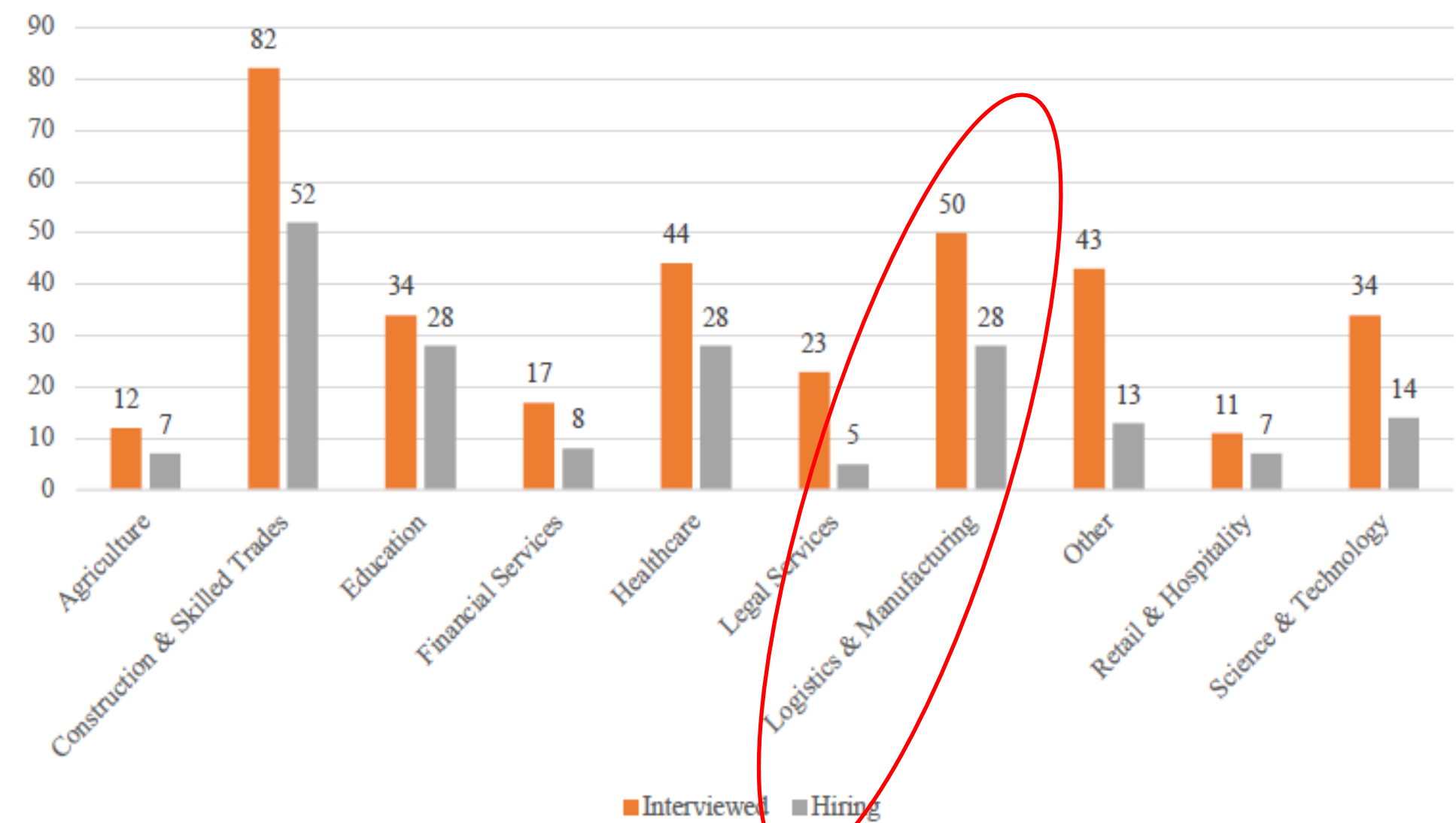
Final Recommendations for the DWDB

1. **Build a Knowledge Management infrastructure across the Workforce Ecosystem**, that considers equitable access to key knowledge and information for employers, workforce development staff, wraparound service providers, and members of the workforce
2. **Expand and enhance connections between the workforce, community organizations, employers, and workforce development agencies** to support building new, non-traditional, networks of support, mentorship, and references
3. **Support innovative, on-site workforce training programs** that center on eliminating barriers to opportunities and promoting career growth and wealth generation in historically marginalized communities
4. **Continue to provide leadership in the revision and re-definition of priority communities**
5. **Leverage the data collected through this project** to build directories and databases
6. **Support the design of a state-wide workforce research strategy** that includes the implementation of a business decision-makers survey and labor force engagement and assessments, on a regular basis.

Overview of Outreach

- 2,216 outreaches made to Delaware businesses
- 352 interviews
- 76% of businesses interviewed were completely unfamiliar with the state resources available to them
- 55% of businesses were hiring

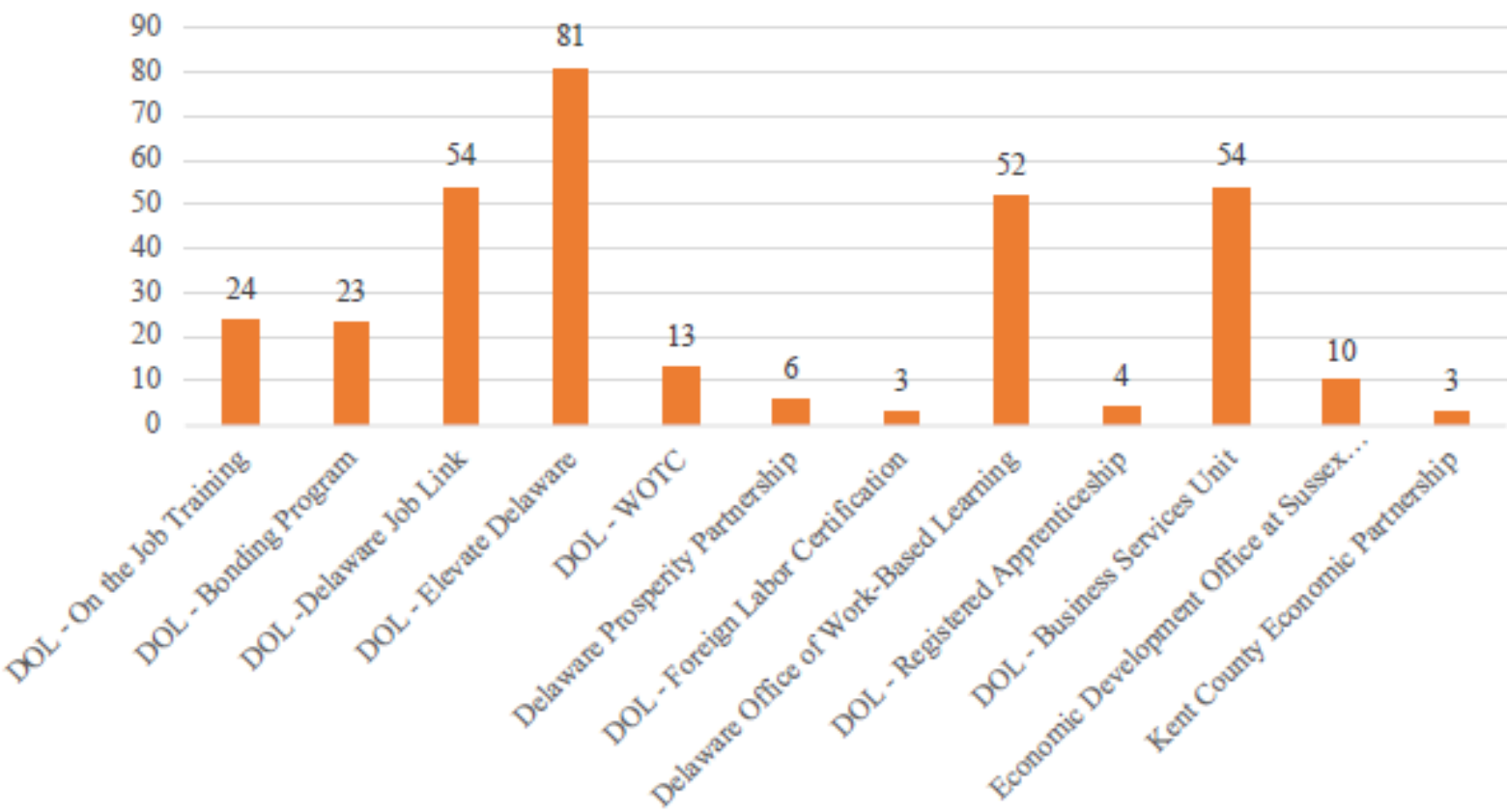
Interview and Hiring Numbers by Industry



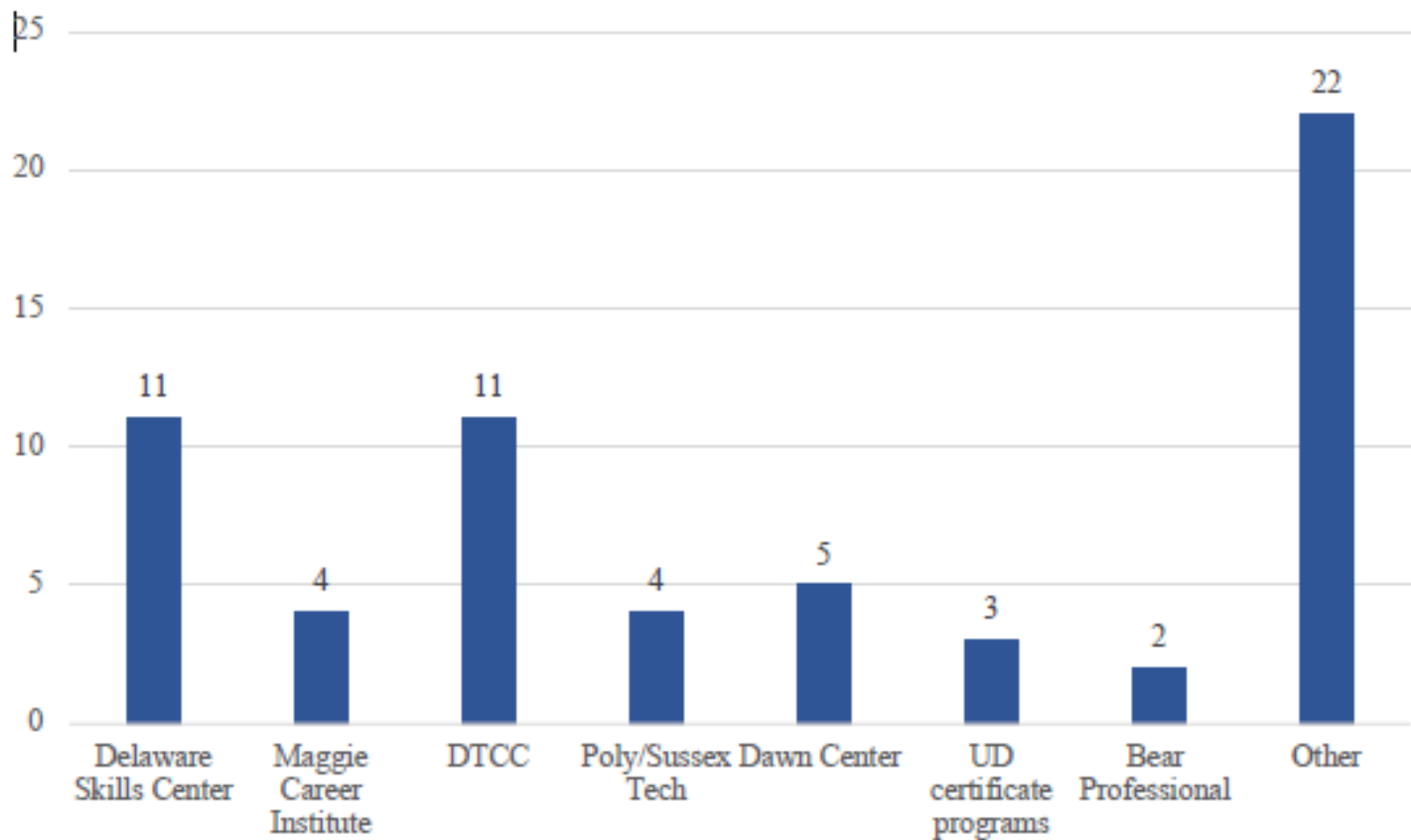
Among the industries with the greatest rates of hiring were Education (82%), Healthcare (64%), and Construction & Skilled Trades (63%).

Handoff and Referral Data

Handoffs to State Orgs and Programs (Total = 327)

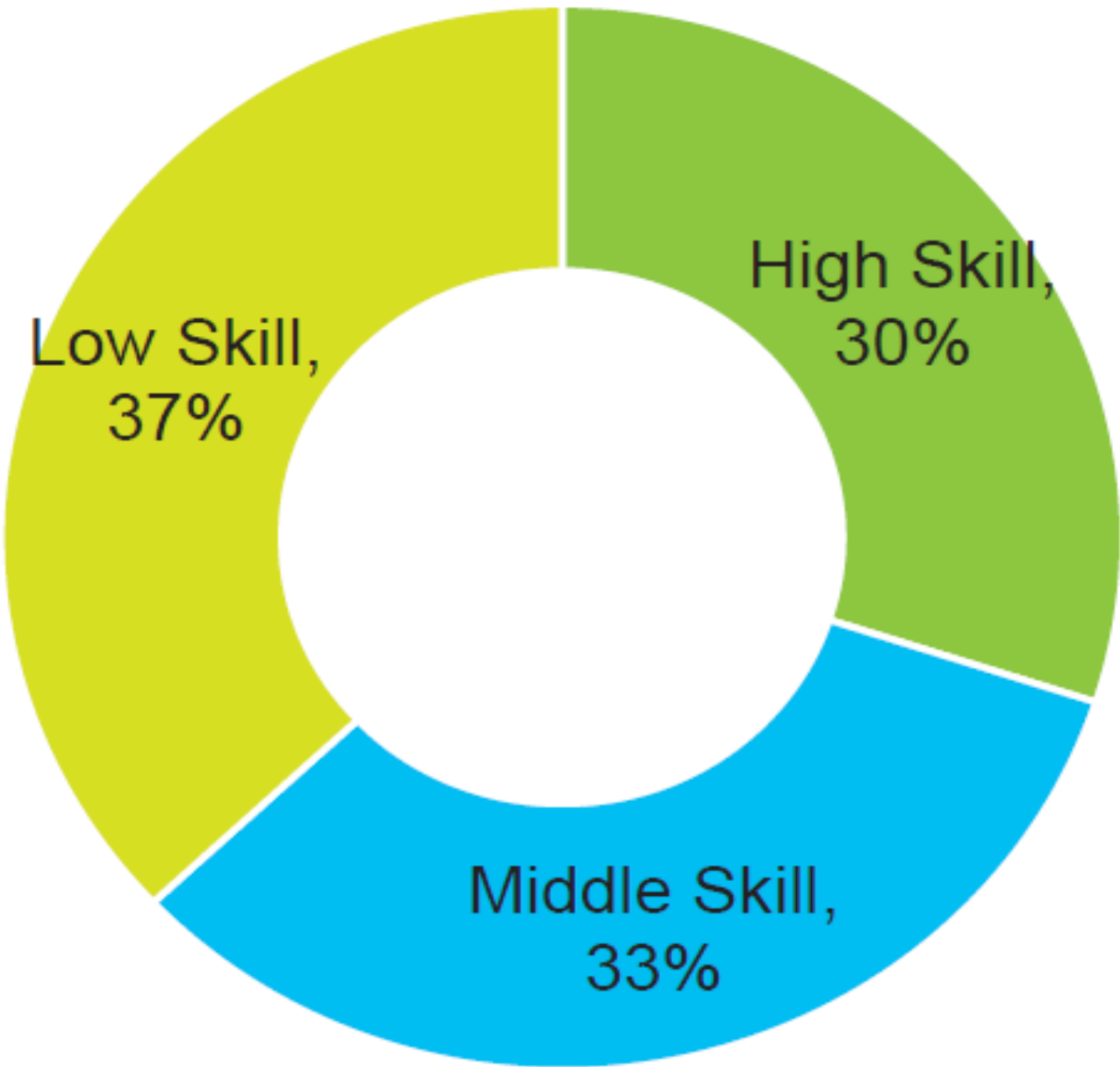


Referrals to Eligible Training Providers (Total = 62)



Raise the Bar: Jobs Will Require More Preparation

Forecasted Delaware Jobs in 2032
Percent by Skill Level



High Skill - Generally require a Bachelor’s degree, **journeyperson paper**, or more.

Middle Skill - Require more than a high school diploma, but less than a Bachelor’s degree. Include certificates, certifications, licenses, Associate’s degrees, and some college classwork.

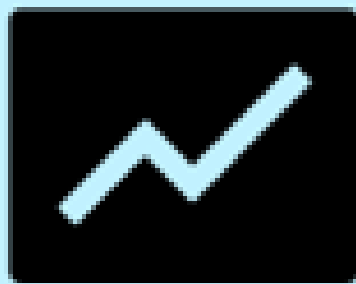
Low Skill - Require a high school diploma or less.

Employment projections indicate that 63% of good jobs in Delaware will require more than a high school education in 2032.

Source: Delaware Department of Labor, Office of Occupation and Labor Market Information, 2024
* Good Jobs: Good jobs generally require attainment of at least middle skills and lead to a family-sustaining wage of \$22 an hour or more.

Available Tools

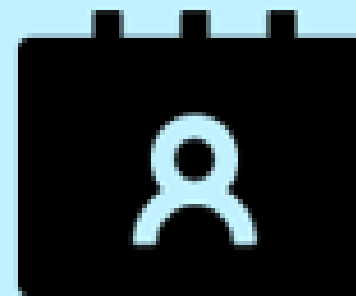
A dashboard expanding off the functionality of the Policy Rules Database (PRD) and CLIFF Dashboard produced by the Atlanta Federal reserve bank.



Compare Jobs

Visualizations

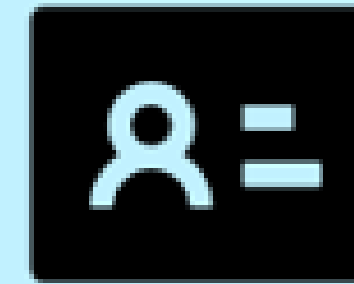
Select and compare up to three jobs for a beneficiary profile.



Career Planning

Career Change Plan

Take a Skills Assessment from CareerOneStop to compare recommended career paths and plan out your financial future.



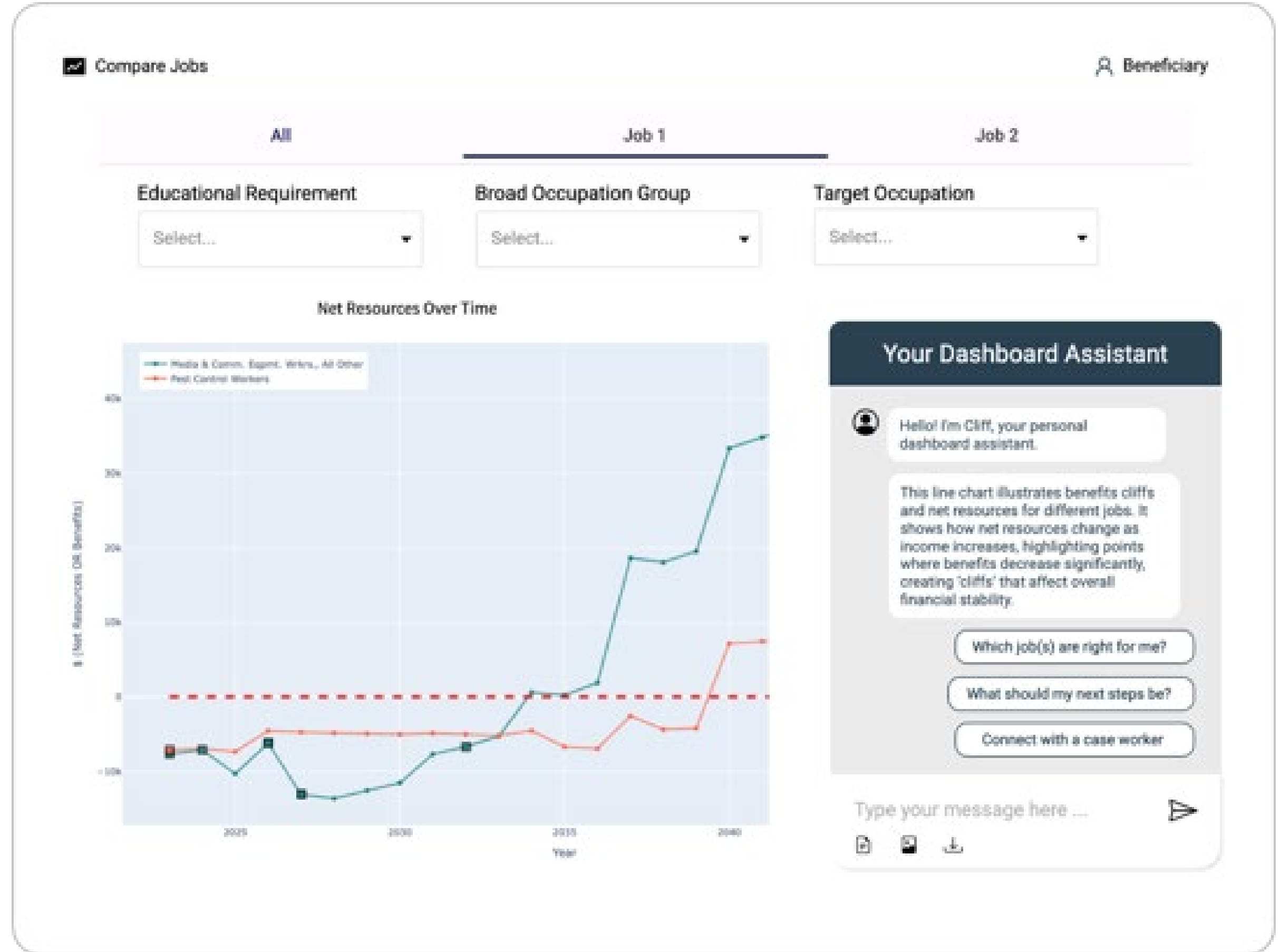
Scenario Planning

Visualizations

Compare net resources per income bracket for a chosen beneficiary profile.

Comparing Two Jobs

Allows Delawareans and/or case managers to compare different jobs and the result on an individual's income and benefits. This allows individuals to make informed decisions on cliffs they may experience at certain wages increases.



Career Planning

Individuals can evaluate their skills to identify the occupations that suit them best.

Skills Assessment Form

1. Administration and Management:

How much do you know about business planning and leadership?

☒ Beginner
Complete a timesheet

☐ Basic

☐ Skilled
Monitor project progress to complete it on time

☐ Advanced

☐ Expert
Manage a \$10m company

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Career Planning

Based on the skills assessment, individuals can compare various jobs, educational requirements, and the impact these would have on their net resources.

Recommended Jobs				
	Typical Education	Annual Wage	Outlook	Display
relations	Bachelor's degree	\$57,090	Average	
tion and	No formal educational credential	\$47,700	Average	
teachers, Except tion	Bachelor's degree	\$42,690	Below Average	
of Teachers, Except Career/Technical	Bachelor's degree	\$65,220	Below Average	



Your Dashboard Assistant

Hello! I'm Cliff, your personal dashboard assistant.

This line chart illustrates benefit and net resources for different job categories. It shows how net resources change as income increases, highlighting points where benefits decrease significantly, creating 'cliffs' that affect overall financial stability.

There are two key trends for the job categories:

- Gradual Decline:** Some jobs have a longer, less impactful drop in net resources short-term, resulting in lower overall net resources long-term.
- Steep Decline:** Other jobs have a shorter, more impactful drop in net resources short-term but lead to higher overall net resources long-term.

Which job(s) are right for me?

What should my next step be?

Why is there a drop in net resources?

Connect with a case worker

Type your message here ...

Scenario Planning

View Current Status

Current Income

Select...

Weekly Working Hours

Select...

More than one source of income?

Select...

Bonuses

Select...

Other Income

Select...



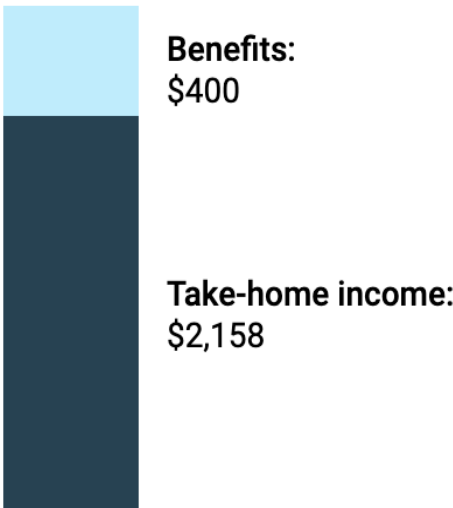
Summary

Detailed

The bar on the left shows your current estimated net resources and the bar on the right shows an important checkpoint where your net resources has a significant increase or decrease based on change of benefits

\$15 per hour

Monthly Net Resources:
\$2,558

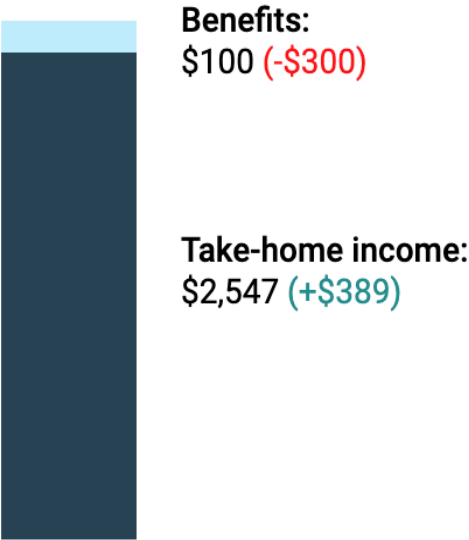


Current:

At \$15 per hour, the monthly net resources you have from income and benefits are \$2,600. For more information on what benefits you are eligible for and how to get them, click on the Detailed tab.

\$18 per hour

Monthly Net Resources:
\$2,647 (+\$89)



Closest Benefits Breakthrough:

The monthly net resources you have from income and benefits increase to \$2,647. For more information on what benefits you have lost, click on the Detailed Tab

Benefits Cliff  Benefits Breakthrough

Scenario Planning

This scenario helps individuals plan for how obtaining higher wages might impact their benefits. It outlines the monthly net change in resources and specifies which benefits are affected by this change.

Scenario Planning

Beneficiary

View Current Status

Current Income

Select...

Weekly Working Hours

Select...

More than one source of income?

Select...

Bonuses

Select...

Other Income

Select...

Summary

Detailed

The bar on the left shows your current estimated net resources and the bar on the right shows an important checkpoint where your net resources has a significant increase or decrease based on change of benefits

\$15 per hour

Monthly Net Resources: \$2,558

Benefits: \$400

Take-home income: \$2,158

Current:

At \$15 per hour, the monthly net resources you have from income and benefits are \$2,600. For more information on what benefits you are eligible for and how to get them, click on the Detailed tab.

\$16 per hour

Monthly Net Resources: \$2,388 (-\$170)

Benefits: \$100 (-\$300)

Take-home income: \$2,288 (+\$130)

Closest Benefits Cliff:

The monthly net resources you have from income and benefits drop to \$2,388. For more information on what benefits you have lost, click on the Detailed Tab

Benefits Cliff

Benefits Breakthrough

Scenario Planning

Beneficiary

View Current Status

Current Income

Select...

Weekly Working Hours

Select...

More than one source of income?

Select...

Bonuses

Select...

Other Income

Select...

Summary

Detailed

\$15 per hour

Benefits \$400

Pre-tax income: \$2,600

SNAP: \$300

Medicaid: \$100

Take-home income: \$2,158

Federal Tax: \$155

State Tax: \$88

FICA Tax: \$199

Benefits:

Click on the ⓘ to learn more about each benefit from the chatbot

SNAP ⓘ Medicaid ⓘ

\$16 per hour

Benefits \$100

Pre-tax income: \$2,773

SNAP: \$300

Medicaid: \$100

Take-home income: \$2,288

Federal Tax: \$176

State Tax: \$98

FICA Tax: \$212