

Delaware’s workers are very productive and highly educated and wage rates are competitive. Rapidly growing employment sectors in the Delaware economy include Government (includes public education), Leisure & Hospitality, Health Care & Private Education, Wholesale and Retail Trade, Construction, and Professional and Business Services.

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**DELAWARE ECONOMIC DEVELOPMENT OFFICE PROVIDES RECRUITMENT ASSISTANCE:**

The [Delaware Economic Development Office](#) will help recruit a quality workforce by counseling you in effective methods and contacts for local recruitment. We will link with the professional staff of the [Department of Labor's Employment and Training Division](#) to recruit potential candidates who meet the staffing needs and skill requirements of your business. Only qualified applicants will be referred to your company for job interviews. You maintain total control of the hiring decisions. We can also provide you with a list of licensed, private employment agencies and a list of organizations with potential employees ready to work - all at no cost to your business.

Additionally, the Delaware Economic Development Office can connect you with contacts or information on issues which impact employment, including:

- Wages
- Labor laws
- Demographics
- Transportation
- Child care
- Employee assistance programs
- Social agencies
- Unions
- Local school districts
- Work Opportunity and Welfare to Work Tax Credits

To access services, contact:

Delaware Economic Development Office  
Workforce Development Section  
99 Kings Highway  
Dover, DE 19901  
(302) 739-4271  
For more information: [www.delawareworkforce.com](http://www.delawareworkforce.com)

## **DELAWARE ECONOMIC DEVELOPMENT OFFICE PROVIDES WORKFORCE DEVELOPMENT SERVICES:**

### **Training Resources in Delaware**

The Delaware Economic Development Office has a database of recognized educational resources and training providers that can provide skills training customized to a company's specifications. See our [list of trainers](#) to find colleges, vocational schools, specialized training centers and independent organizations that provide business, industrial, and service-related instruction.

### **Custom Training Grants**

For new and existing Delaware businesses, the Delaware Economic Development Office can subsidize employer-provided training programs with special state training funds. The size of the business, its potential impact on Delaware's economy, the type of training requested and the availability of other training resources, determine the amount of subsidy. Businesses select the trainer and maintain total control of the training program.

Over the years, the Delaware Economic Development Office has assisted a variety of businesses in meeting labor force needs. Employers interested in these services are invited to discuss their effectiveness with peers within the same or similar industries.

### **General Characteristics of Delaware's Custom Training Grants Program:**

- Customized to the specific need of the business
- Short-term
- Cost-effective
- On-site or off-site; electronic or classroom
- Entry-level; necessary for entry/re-entry into workforce
- Transferable skills
- Job retention/retraining
- Increases individual productivity
- Permits upgrade in salary, position, or related benefits

### **Delaware Economic Development Office's Contributions**

The Delaware Economic Development Office can support short-term classroom or on-site training and some expenses related to the training. Costs for training must be specifically identified and must be essential to successful implementation of the program.

### **Employer's Contributions**

Matching funds equal to the requested contract amount are contributed by the employer. This requirement may be waived if the business contributes "in-kind" items or services such as personnel, facilities, equipment, supplies, wages, or other items of value to the program.

### **How to Apply for Training Funds**

A business may apply for funds by submitting a [qualifying grant application](#) and, upon approval, a supplemental application. Once these are received and approved, the Delaware Economic Development Office will contract with the employer to meet program specifications. The business selects the trainer -  
- either a trainer(s) within the company or an outside trainer.

**DELAWARE ECONOMIC DEVELOPMENT OFFICE PROVIDES WORKFORCE DEVELOPMENT SERVICES (continued):**

**Tuition Assistance**

The Governor's Workforce Development Grant program provides tuition assistance for employees of Delaware businesses. Part-time students employed by eligible employers may qualify to receive up to \$2,000 per academic year. Eligibility requirements include the following:

- Must be employed by a company in Delaware that contributes to the Blue Collar Training Fund (through Delaware's unemployment Insurance Tax). Employees of government agencies, hospitals, and nonprofit agencies are not eligible.
- Part-time or temporary employment at any eligible company qualifies.
- If employed full-time, employer must be an eligible small business with 100 or fewer employees.
- Must attend a participating Delaware school in Delaware on a part-time basis.

For more information, including a list of participating colleges and additional requirements and restrictions, go to [Governor's Workforce Development Grant](#).

**SPECIAL PROGRAMS:**

**Working Families in Delaware Program**

Delaware's TANF ([Temporary Assistance for Needy Families](#)) Program assists employers by referring and supporting Delawareans who are looking for employment and are receiving public assistance. Delaware's TANF Program provides a variety of support mechanisms as a benefit to employers and workers alike. These job supports include child care and medical benefits for families transitioning from welfare to work; retention specialists to help overcome barriers to getting and keeping jobs for people who need and want to work. Custom training is also available, pre- or post- hire, based on specific company or industry needs, and funded by the Delaware Economic Development Office.

Employers may consult a workforce development representative for information about available training and placement programs. For more information, contact Cora Bonniwell, [Cora.Bonniwell@state.de](mailto:Cora.Bonniwell@state.de).

**Career Soft Skills Essentials**

This Delaware job retention initiative between the Department of Education and the Delaware Economic Development Office offers free curriculum materials to Delaware employers to improve their employee's "Soft Skills" - those skills that increase productivity, retention and personal responsibility.

**SPECIAL PROGRAMS (continued):**

**Destination Delaware**

Destination Delaware is a unique, customized Delaware-specific customer relations training course. With training about Delaware and its many attractions and amenities, tourism and hospitality professionals in Delaware will be able to answer visitor questions about the area and point guests in the right direction. Please visit [www.visitdelaware.com](http://www.visitdelaware.com) for more information.

**Workplace Basic Skills Training**

The Delaware Economic Development Office makes use of special state funds to help existing companies upgrade employees' basic reading, math, communication and computer skills. Programs may be developed to integrate work-related materials into basic skills training to help employees improve basic skills up to the 12th grade level.

**Pre-employment Training**

If a company is having difficulty locating potential employees, custom pre-employment training can be designed to recruit applicants and provide them with the job skills required for entry-level positions in the company.

**LABORSHED AREA AND COMMUTE PATTERNS:**

Commuting by Delaware Workers				
	In Car Pools	Use Public Transportation	Work Outside County of Residence	Mean Travel Time to Work
	(percent)			(minutes)
Kent County	12.9	0.8	20.7	22.7
New Castle County	10.9	3.9	14.4	24.3
Sussex County	12.4	0.7	23.6	24.0
Delaware	11.5	2.8	17.1	24.0

Source: U.S. Census Bureau, Census 2000 Summary File 3

## AREA LABOR SUPPLY:

### Employment, Labor Market & Economic Research (ELMER)

This application provides a convenient, flexible means of displaying summary, detailed and comparative data. ELMER gives geographic based access to a variety of census, economic, labor market, and local information.

Delaware's labor force increased from 423,400 in 2004 to 432,200 in 2005, an increase of 8.8 percent. In the past 10 years, the state labor force has grown by 7.5 percent.

Delaware had its best quarter for job growth in nearly ten years during the first quarter of 2005, as 5,000 net new jobs were added. This is the most jobs gained in any quarter since the second quarter of 1996, when 9,100 jobs were added. We expect job growth to continue through the rest of 2005 and into next year and there are currently more jobs in Delaware than at any time in the past.

## DELAWARE HIGHER EDUCATION STATISTICS:

### Delaware Department of Education

The Higher Education Commission is an agency of the Delaware Department of Education and is responsible for ensuring that higher education is accessible and affordable to all Delaware students who qualify for admission by providing financial assistance and guidance services.

- ensuring that higher education curricula, secondary education curricula, and student achievement standards are aligned.
- enhancing capacity for quality data collection and reporting.
- identifying and implementing methods to ensure a seamless transition from secondary education to college.
- promoting student academic preparation for higher education and facilitating families' saving for college.
- expanding and promoting educational opportunities through interstate agreements.
- administering state and federal student financial aid programs.
- promoting private sector giving for student financial aid assistance (see Checklist for Establishing a New Scholarship and Delaware Scholarship Compendium).

**HIGH VALUE PER WORKER:**

The value added by each worker has also consistently been above the U.S. average and that of Delaware’s neighbors. This calculation is the value added by manufacturers divided by the number of production workers.

**Value Added Per Worker**

<b>DELAWARE</b>	<b>\$298,433</b>
Maryland	223,314
New Jersey	243,907
New York	224,311
North Carolina	219,494
Pennsylvania	210,785
U. S. Average	216,922

Source: United States Census Bureau, Annual Survey of Manufactures, 2004

**SHORTER DURATION OF UNEMPLOYMENT CLAIMS:**

On average, during the past 15 years, the duration of unemployment claims in Delaware is almost two weeks less than the U.S. average and has been, with three exceptions, significantly lower than the national average since 1980, indicating the State’s stable work environment and the desire of work force participants to obtain employment.

**Duration of Unemployment Benefits**

	<b>Delaware</b>	<b>United States</b>
	<u>(weeks)</u>	<u>(weeks)</u>
1980	13.7	14.9
1981	14.2	14.5
1982	14.4	15.9
1983	12.9	17.5
1984	13.3	14.4
1985	11.0	14.2
1986	15.5	14.6
1987	11.1	14.6
1988	12.7	13.9
1989	10.4	13.4
1990	11.7	13.4
1991	14.2	15.4
1992	14.5	16.2
1993	13.9	15.9
1994	14.4	15.5
1995	13.7	14.7
1996 <sup>2</sup>	16.9	14.9
1997	15.6	14.6
1998	12.9	13.9
1999	12.6	14.5
2000	11.9	13.7
2001	13.4	13.5
2002	14.3	15.7
2003	15.4	16.3
2004	16.3	16.5
2005	16.2	15.9 (1st qtr.)

Source: Delaware Department of Labor

*Updated 8/06*