



DELAWARE BUSINESS INSIGHT SUMMIT

Empower, Collaborate, Succeed: Bridging
Compliance and Workforce Resources

DELAWARE
DEPARTMENT OF
LABOR



AGENDA



8:00 am	Registration Open
9:00 am	Emcee Welcome
9:15 am	Sec. Hubbard Welcome
9:30 am	Panel: Future of Delaware's Innovation Economy
10:30 am	Break / Transition to Workshop
11:00 am	Workshop Session 1 (45 mins/15 min Break)
12:00 pm	Break / Lunch / Exhibitor Area Open
1:15 pm	Workshop Session 2 (45 mins / 15 min Break)
2:15 pm	Workshop Session 3 (45 mins / 15 min Break)
3:15 pm	Workshop Session 4 (45 mins / 15 min Break)
4:15 pm	Break
4:30 pm	Event Ends



Register Here: <https://labor.delaware.gov/delaware-business-insights-summit/>

WORKSHOPS



Session 1: 11:00-11:45 am (Choose One)

Child Labor 101: Dos and Don'ts When Hiring Minors

Speaker: Patrice Jackson, Labor Law Enforcement Officer and Child Labor Specialist, Wage and Hour Unit, Division of Industrial Affairs, Delaware Department of Labor

This workshop is designed to help employers understand the ins and outs of hiring minors. Whether you are new to employing young workers or just need a refresher on the latest regulations, this session will guide you through the legal requirements and best practices to keep your business compliant and your young employees safe. Key topics include:

Delaware child labor laws: What you need to know before hiring minors.

- *Age-specific guidelines for work hours, tasks, and environments.*
- *Do's and don'ts for work hours, job assignments, and work environments.*
- *Restrictions on hazardous tasks and how to ensure safe working conditions.*
- *Required work permits, age verification, and documentation.*
- *How to manage and protect young workers while fostering a positive work experience.*
- *Common compliance pitfalls and how to avoid costly violations.*
- *Resources and support available from the Department of Labor.*

By the end of this workshop, you'll be fully equipped to navigate the complexities of child labor laws, ensuring your business remains compliant while providing a safe, supportive workplace for minors.

Employment & Training: Exploring Traditional and Nontraditional Apprenticeship Programs

Speaker: Gina Aurora, Deputy Director, Division of Employment and Training, Delaware Department of Labor

Registered Apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of businesses for a highly skilled workforce. It is an employer-driven, "earn while you learn" model that combines on-the-job training with job-related classroom/lab instruction. Registered Apprentices are sponsored by their employer and therefore typically work during the day and attend school at night. Traditional and Non-Traditional Registered Apprenticeship programs require on-the-job training and related instruction. When the registered apprentice completes their education, they are eligible for Journeyman papers. A journeyman is nationally recognized as having a well-rounded ability in all aspects of their trade. In this workshop, we will discuss Registered Apprenticeship Facts, Registered Apprenticeship Interest and Funding, and the future of Traditional and Nontraditional Registered Apprenticeship in Delaware.

Unemployment Insurance: What You Need to Know

Speakers: Archie Johnson, Local Office Manager, Division of Unemployment Insurance, Delaware Department of Labor

Constance Turner, Local Office Manager, Division of Unemployment Insurance, Delaware Department of Labor

Learn how to utilize the State Information Data Exchange System (SIDES) to interact with the Division, and best practices for navigating the claims adjudication process.

Getting to Know Delaware JobLink: Connecting to Your Next Employee

Speaker: Lester Carlisle, Employment and Training Administrator, Division of Employment and Training, Delaware Department of Labor

Delaware JobLink is a free resource connecting employers with job seekers. The Delaware Department of Labor, Division of Employment and Training (DET) has dedicated staff that can assist employers in making that connection. Employers have the ability to post their positions, search job seeker resumes for good fits, receive resume referral alert notifications, and participate in job fairs hosted by DOL staff. In this workshop, you will learn how to:

- *Create a FREE Delaware JobLink (DJL) account to post positions and find your next team member.*
- *Receive resume match alerts and referral notifications.*
- *Connect with American Job Center (AJC) team for support.*
- *Attend job fairs hosted by AJC staff.*

Session 2: 1:15-2:00 pm (Choose One)

Wage Payment and Collection: What's New and What to Expect During an Inspection

Speaker: Dan Nelson, Labor Law Enforcement Officer, Office of Wage and Hour, Division of Industrial Affairs, Delaware Department of Labor

This essential workshop is designed to help employers navigate the complexities of wage payment laws and ensure full compliance. Learn what to expect when your business is subject to a wage compliance inspection and how to safeguard your operations from costly violations. Topics covered include:

- *Delaware's wage payment and collection laws—what every employer needs to know.*
- *The inspection process: How the Delaware Department of Labor conducts compliance reviews.*
- *Common wage-related mistakes and how to avoid them.*
- *Documentation and record-keeping best practices to stay compliant.*
- *Employer rights and responsibilities during and after an inspection.*
- *Steps to correct violations and prevent future issues.*

By the end of this workshop, you'll walk away with a clear understanding of the wage laws and the inspection process, ensuring your business is fully prepared and protected. Don't wait until it's too late—equip yourself with the knowledge to pass inspections with confidence.

Unemployment Insurance: Navigating Critical Tax Rate Changes

Speaker: Darryl Scott, Director, Division of Unemployment Insurance, Delaware Department of Labor

Join this in-depth workshop on upcoming Unemployment Insurance tax rate updates for 2025 and 2026, and get a comprehensive overview of the new methodology launching in 2027. Gain expert insights to strategically manage your business's contributions and stay compliant with the latest regulations.

Employer Toolbox: Elevate Delaware, On the Job Training and Work Opportunity Tax Credit

Speaker: Gina Aurora, Deputy Director, Division of Employment and Training, Delaware Department of Labor

There are several programs to help employers connect with jobseekers, train, and retain good talent.

Elevate Delaware provides tuition and supportive services, up to \$10,000, for employees of businesses under 51 staff in Delaware, who have obtained a high school diploma or GED and enroll in an approved non-degree credit certificate program.

Fidelity Bonding Program provides fidelity bonding insurance coverage to ex-offenders who may be denied coverage due to issues that may include but not be limited to work experience, poor credit history or a criminal background. At no cost to the employer or employee, the bonds are issued by a national insurance firm ranging in the amounts of \$5,000 to \$24,000 per person for a period of up to one year.

On the Job training (OJT) offsets the cost of training for employers and gives them the opportunity to take a chance on hiring a worker they may typically not have in the past. (e.g. newly skilled, long term unemployed, less qualifications than normally required). Employers are eligible for up to 50% reimbursement of the employee's wages during the on-the-job training period to help cover the cost of training. The employers must offer full time jobs paying a minimum of \$16.00/hour, but with reimbursement capped at \$12.50/hour (pay to employee at \$25.00/hour). Training can be a minimum of 4 weeks up to 26 weeks.

Today's Reinvestment Around Industry Needs (TRAIN) is designed to ensure Delaware business has the workforce they need, advance the skills of Delaware workers, grow the state's economy and increase sustainable employment for working families. It is a two-step grant process that first supports multiple employers and other stakeholders developing workforce training plans to address their workforce training needs (Phase I) and then invests in implementing some or all of the developed workforce training plans to train individuals (Phase II).

Work Opportunity Tax Credit (WOTC) helps to improve employment opportunities for hard-to-place job seekers by providing a tax credit to the employer who hires and maintains that employee. Employers make the hiring decision and there is no limit to the number of new hires who can qualify an employer for the tax savings.

Paid Family Leave: What You Need to Know

Speaker: Chris Counihan, Director, Division of Paid Leave, Delaware Department of Labor

Employers with 10 or more employees will soon be required to provide Paid Family Medical Leave coverage to help your employees during a health or family event. On Jan. 1, 2025, payroll deductions will begin for employees who are required to contribute to the cost. And on April 30, 2025, employers must begin to submit quarterly wage and hour reports, as well as their PFML contributions. This workshop will explain the guidelines and expectations of Delaware Paid Leave, so you can be ready for these key milestones — as well as the full rollout on Jan. 1, 2026. Learn how Delaware Paid Leave works, how it helps, and how you as an employer can benefit — so you and your employees can both continue to learn together.

Session 3: 2:15-3:00 pm (Choose One)

Contractor Registration: What an Employer Needs to Know

Speaker: Salina Crossland, Labor Law Enforcement Supervisor, Office of Construction Industry Enforcement, Division of Industrial Affairs, Delaware Department of Labor

This critical workshop is tailored for construction industry employers seeking to stay compliant with the Delaware Contractor Registration Act. Whether you're a seasoned contractor or just starting out, this session will equip you with the essential knowledge to avoid penalties and run your business smoothly.

In this workshop, we will cover:

- *Key provisions of the Delaware Contractor Registration Act.*
- *Step-by-step guidance on how to register as a contractor in Delaware.*
- *Compliance requirements: What you need to know about wages, insurance, and safety standards.*
- *Penalties for non-compliance and how to avoid common pitfalls.*
- *Real-life examples of enforcement cases and how to ensure your business is inspection-ready.*
- *Resources and support available from the Delaware Department of Labor.*

Don't leave your business vulnerable to enforcement actions—learn how to navigate the Delaware Contractor Registration Act and maintain compliance. This workshop is a must for anyone in the construction industry looking to operate legally and responsibly.

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OAD: Unfair or Unlawful? What Constitutes Discrimination in the Workplace

Speakers: Carolyn Crenshaw, Labor Law Enforcement Officer III, Division of Industrial Affairs, Delaware Department of Labor

Camille Nieves, Labor Law Enforcement Officer III, Office of Anti-Discrimination, Division of Industrial Affairs, Delaware Department of Labor

This essential workshop is designed for employers committed to fostering a workplace that is fair, inclusive, and free from discrimination. By understanding and complying with anti-discrimination laws, you not only protect your business from legal risks but also create a positive, respectful work environment that attracts and retains top talent.

In this workshop, we will cover:

- *A review of the protected classes and categories of adverse employment action.*
- *Best practices for promoting diversity, equity, and inclusion in the workplace.*
- *How to handle complaints and conduct effective internal investigations.*
- *The importance of equal opportunity policies and training programs.*
- *Employer responsibilities and resources to stay compliant.*
- *Resources and support available from the Delaware Department of Labor.*

By providing a fair and equitable workplace, you enhance your company's reputation, reduce turnover, and strengthen your team. Join us to learn how anti-discrimination practices can lead to long-term success for your business and your employees.

Session 4: 3:15-4:00 pm (Choose One)

What Every Employer Needs to Know About Workers Compensation Insurance in Delaware

Speakers: Scott Masche, Labor Law Enforcement Officer, Office of Workers' Compensation, Division of Industrial Affairs, Delaware Department of Labor

Dave Walton, Labor Law Enforcement Officer, Office of Wage and Hour, Division of Industrial Affairs, Delaware Department of Labor

This workshop is a must for employers looking to understand their responsibilities and stay compliant with workers' compensation regulations. Protect your business and employees by learning the ins and outs of the workers' compensation system, ensuring you're fully prepared in case of workplace injuries. In this workshop, we will cover:

- Key provisions of Delaware's Workers' Compensation Law.
- Employer obligations: What you need to do to remain compliant.
- How to properly manage and report workplace injuries.
- Navigating workers' compensation claims and understanding benefits.
- Best practices for maintaining required coverage and avoiding penalties.
- How to create a safer workplace to reduce incidents and claims.
- Resources and support from the Department of Labor.

Whether you're a small business or a large employer, this workshop will provide the tools and knowledge you need to manage workers' compensation effectively and stay on the right side of the law.

OSHA - Workplace Health and Safety: How to Become Exempt from OSHA Inspections

Speakers: Joseph Arvay, Supervisor for SafeDE, Division of Industrial Affairs, Delaware Department of Labor

Gina Martinez, Safety Consultant, Division of Industrial Affairs, Delaware Department of Labor

This OSHA-focused workshop is essential for employers who want to create a safer, more productive work environment while staying compliant with Occupational Safety and Health Administration (OSHA) standards. A safe workplace not only protects your employees but also improves your bottom line by reducing accidents, lowering costs, and boosting morale.

In this workshop, we will cover:

- Key OSHA regulations every employer needs to know.
- The benefits of proactive safety measures: reducing accidents, fines, and liability.
- How a safe workplace can increase productivity and employee satisfaction.
- Effective safety programs: How to implement and maintain them.
- Strategies for hazard identification and risk prevention.
- How to handle OSHA inspections and avoid costly violations.
- Resources and support available from the Department of Labor.

Investing in workplace safety is a win-win for your business and your employees. Join us to learn how fostering a culture of safety can lead to long-term success and compliance with OSHA standards.

Getting to Know Delaware JobLink: Connecting to Your Next Employee

Speakers: Lester Carlisle, Employment and Training Administrator, Division of Employment and Training, Delaware Department of Labor

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Vocational Rehabilitation: Recruitment and Retention Services

Speakers: Elisha Jenkins, Director, Division of Vocational Rehabilitation (DVR),
Delaware Department of Labor

Denise Burke, Senior Administrator of Business Relations, Division of Vocational Rehabilitation (DVR), Delaware Department of Labor

The Division of Vocational Rehabilitation: Driven by a Commitment to People with Disabilities and Businesses at the Intersection of Ability and the Demand for Talent. In this session you will learn how the Division of Vocational Rehabilitation's (DVR) dual customer focus is designed to support Delaware employers with resources to recruit, train, and promote disability inclusion while providing disabled Delawareans with employment services. DVR provides free state-wide, customized services, expertise, and specialized strategies to meet the business' workforce goals. As a business customer, DVR is your resource to recruit, train, and retain talent of the largest untapped talent pool in today's workforce: people with disabilities. DVR matches the business job requirements with skilled job seekers. DVR is a partner with the NET (National Employment Team) and promotes its vision to create a coordinated approach to serving business customers through a national VR team that specializes in employer development, business consulting, and corporate relations. During the workshop, you will learn how the Division's Business Relations Specialists provide the following services to businesses throughout Delaware:

- *Direct access to a pool of qualified applicants and the support services provided by the VR system.*
- *Retention programs to support employees who develop or acquire a disability.*
- *Connecting Business to future employees through internships, apprenticeships, mentoring opportunities, and training that is customized to the business need or delivered via on-the-job training.*
- *Training on disability awareness and the Americans with Disabilities Act, as well as topics related to disabilities in the workplace.*
- *Diversity and Inclusion program strategies that support the inclusion of people with disabilities as customers and employees.*
- *Guidance and support to access tax credits and/or deductions available for hiring or accommodating people with disabilities.*