

## 9-21-2022 WIOA Leadership Team Meeting Notes

### **New Team Member –**

- ✓ From Joanna: “I am pleased to announce that Monterry (Terry) Luckey will be joining us at the Delaware Workforce Development Board as our new Deputy Director. Monterry will officially start on September 26, 2022 however, she will be attending a few key meetings over the next few weeks. Terry has a Bachelor of Science in Business Administration, a Master of Science in Human Resource Management, and is a member of SHRM. Terry previously worked at Independence Blue Cross as a team leader where she was instrumental in the transition through the Affordable Care Act, is an adjunct Instructor at Wilmington University’s College of Business, and most recently took her talent to Concord High School where she was a teacher for Jobs for Delaware Grads. We are thrilled to have Terry join us on staff.

### **Finalizing 2023 Meeting Dates -**

- ✓ Hope reviewed the proposed 2023 WIOA Leadership Team (and county One-Stop Teams) meeting dates. Unless someone identified a conflict, all of the 2023 meeting dates will fall on the 3<sup>rd</sup> Wednesday of each month. At the end of September, Hope will send out meeting invites. She is reviewing the dates in all of the meetings this month before finalizing.
- ✓ [APPENDIX A has the 2023 meeting dates](#). Please let Hope know if you identify any conflicts. Meeting invites will be sent out in October.

### **Updating the One-Stop Partner Referral Process – Quick Update**

- ✓ Last month, we spent time reviewing the history and current status of our Partner Referral Process. (See August meeting notes.) This month, Hope Ellsworth and Lester Carlisle (DET) gave a quick update. DET is waiting for AJLA (who is updating Delaware Joblink) to respond about the changes in DJL that we requested. Hope, Maureen Whelan (Adult Ed) and Joanna Staib (DWDB) are involved in the update to DJL and will share AJLA proposals once they are received. Hope will also get feedback from the One-Stop Teams.

### **2022 WIOA State Plan - Joanna Staib**

- ✓ The Feds are still in the process of formally approving the plan. Joanna checked, recently, and it is still listed as conditional as of our September meeting. Once Joanna gets written confirmation, she will get the entire plan out to WIOA Leaders.

### **WIOA Project Planning for 2024-2027 WIOA State Plan Update – Joanna**

- ✓ [See APPENDIX B for WIOA State Project Planning document \(FYI\)](#)
- ✓ Joanna has been setting up a contract with UD to investigate Partner policies that conflict with other partner policies. UD will provide a graduate student to assist with this review.
- ✓ Updating One-Stop Vision and Mission – The One-Stop System’s mission has yet to be updated so Leaders will begin working on this update. To start, Hope asked for partner mission and/or vision statements. ([See APPENDIX C for a list of partner program mission and vision statements.](#)) The DWDB is also in the process of doing a similar update and we need to make sure that they are consistent and reflect an integrated approach. We are hoping to secure technical assistance in the update of the One-Stop System’s vision.
- ✓ Roles & Resources – Hope also sent out a document, developed by Joanna, that the Feds will be looking at, particularly in terms of identifying the extent that our One-Stop System is integrated (and not staying in individual program silos). If you have not sent suggested updates to this “Roles and Resources” document, please forward to Joanna. See [APPENDIX D for updated version of this document](#).

- ✓ Maureen Whelan commented that the WIOA State Plan lists “Common Elements” and each agency has individual goals listed in the plan. This information would help to update the roles and resources document. Once our current plan has been approved, Joanna will pull out this information for an upcoming WIOA Leaders’ discussion. At some point, we made need to meet in person to work on some of these elements.


### **Delaware Workforce Development Board**

- ✓ 9-14-22 Executive Committee Meeting
  - DWDB ARPA Funding – Scott Malfitano (DWDB Chair) reported that they are holding back some of the ARPA funding for other initiatives that may come up.
  - Zogby Analytics – Joanna is working with the DE Innovation Lab on detailed results from this recent employers’ survey and they will be shared with the WIOA Leaders once the analysis is done.
  - Forward Delaware funding will continue at this point.
  - Data – The DE Equity Employment Project will be analyzing data around the Promise Communities. Joanna is working with United Way to assist with their workforce development study. An RFP will be coming out to address wraparound services. DWDB has contracted with UD/Institute for Public Admin to review key partner policies for consistency.
- ✓ 10-11-22 Annual Planning Meeting
  - October’s DWDB meeting is the annual planning meeting. *Please connect with Hope if you did not get an invite and want to attend.*

### **Partner Resource Sharing**

- ✓ Focus on Alternative Skills Training (FAST) –
  - Ashley Nichols (DWDB) provided an explanation of this program – “It provides tuition assistance up to \$10,000 to an individual for an approved non-degree certificate program that provides industry accepted skill training and certification. The funding received was from ARPA and the training must fall under the (3) three ARPA approved industries - Healthcare, Transportation & Logistics, or Restaurant & Hospitality. To be eligible for FAST, an individual must provide proof that they are a resident of Delaware and have obtained either a diploma from a Delaware school; a diploma of Alternate Achievement Standards; or a Delaware secondary credential, which includes earning a GED, and enrolled in an approved non-degree certificate program no later than 24 months after completion. The Delaware Workforce Development Board (DWDB) is responsible to maintain a list of approved FAST programs. The applications were reviewed, and recommendations were provided to the committee. DWDB staff recommended several programs be denied by the Executive Committee because they do not fall under the ARPA requirements. The applications we received from providers that are already approved – by the board for our Eligible Training Provider List (ETPL) were approved for FAST. Any new programs not on the ETPL or under consideration after further review were reviewed at the PRCC meeting this week. The FAST list will be amended at the October board meeting to include any new programs the PRCC recommends.”
- ✓ Credit for Prior Learning and Experience (DOE/CTE) – tabled until October meeting
- ✓ Delaware’s Evaluation Cohort – Continuing Efforts: During Delaware’s involvement with this evaluation effort, DOE/Adult Ed, DVR and DET decided to merge similar data (among partner programs) to see if we can gain any insight by doing that. After some discussion, Leaders’ decided to ask Partner Programs for similar information on assistance with barriers. [Note: Hope sent out a request for this information right after the meeting. **APPENDIX E shows the type of data we want to compare. To that end, please send Hope similar data on barriers for the period 7/1/21 – 6/30/22.**

- ✓ SEED Scholarship Program Expanded to Include Certification Training -
  - Hope provided an update. In 2021, the state legislature passed a SEED+ expansion bill that now makes it possible to receive this scholarship money for certificate training programs and not just college credit courses. The scholarship funding is also available for any age and not just students leaving high school. Someone, though, must have graduated from a Delaware High School or GED Program. Here is the link that provides more information about qualifications and applying: <https://www.dtcc.edu/admissions-financial-aid/financial-aid-scholarships/types-aid/seed/steps-apply>. Each county One-Stop Team has received a presentation on this topic.
  - Delaware Goes Purple – The Sussex County Health Coalition is working with the Lt. Governor on this statewide initiative. The goal is to empower the community to take a stand against addiction.
  - **ASK:** Sign the Pledge by going onto their website or by scanning this QR Code:
 


  - The focus is on: awareness & prevention; education and events; removing the stigma; recovery & support; as well as advocacy and policy change.
  - There are 2 fact sheets in APPENDIX F.

### **One-Stop Partner Virtual Convening**

- ✓ Hope thanked Dept. of Ed/Adult Ed for allowing us to use their webinar platform for our fall virtual convening. Joanne Chandler will be assisting Hope for the convening, along with additional behind-the-scenes staff. This platform can accommodate 500 attendees, will handle registration, can conduct polls and has breakout room capabilities.
- ✓ **APPENDIX G** lists the results from the survey that was conducted in August to select topics for the fall virtual convening.
- ✓ The 3 most popular topics are:
  1. Helping people to get actively back in the workforce
  2. Helping people who are actively looking, but can't seem to find a job
  3. Barrier Busting
- ✓ ***Hope is asking for ideas for presenters in these 3 areas. If there is an agency in Delaware that is doing a good job or if someone saw a presenter on one of these topics, please let Hope know.***
- ✓ Leaders shared the following ideas:
  - Have a roundtable discussion about why people aren't re-engaging to get training and/or job search assistance. (-or- how to help people persevere in order to get a good job or to upgrade to a better paying job. The jobs are there, but how to get people involved.) The suggestion to also discuss the "benefits cliff" so that staff have a better understanding of the salary needs of people they support.
  - Having Coach D come back was also suggested.
  - Include a presenter from the Office of Occupational and Labor Market Information – They have key data related to the workforce and this should be reviewed with staff.
  - Alta will send Hope a link to a webinar that discusses creative ways to help people. Perhaps, the webinar could be viewed and then a DE facilitator could lead a discussion (or set up polls for feedback).

### **Diversity, Equity & Inclusion – Developing/Discussion a Shared Understanding of Terms**

- ✓ Last month, Hope asked Leaders for information from their DE Program and/or their Federal counterparts. She asked for definitions, mission or statements about diversity, equity & inclusion.
- ✓ In July, the Leadership Team decided to work on this clarification effort.
- ✓ **To date, Hope has only received this information from 2 or 3 of our Partner Programs. Please send this information to Hope.**

### **September One-Stop Team Meetings – Hope**

- ✓ Presentations from DTCC Workforce Development & Delaware Goes Purple
- ✓ Fall Virtual Convening topic – survey results and ideas
- ✓ Discussion about possibility of 2023 One-Stop Partner Expos
- ✓ Updated List for Housing Resources/County

### **Tentative Items for October WIOA Leadership Team Meeting**

- ✓ Update: Referral Tracking Process within the One-Stop Partner System (tentative)
- ✓ Barriers to Higher Paying Jobs Among Low-Income Workers (Report Shared by Sec. Karryl Hubbard)
- ✓ WIOA State Plan and Project Planning – Mission/Vision updates (continued input); Roles & Resources document; One-Stop System Vision/Mission update.
- ✓ Diversity, Equity & Inclusion: Sharing document with WIOA Partner definitions. Trying to get to the root of the meaning of this phrase to better address as an integrated system.
- ✓ Statewide Longitudinal Data System – Peg Enslin, DOE/CTE
- ✓ DE Employment Equity Project (DWDB RFP) – Joanna Staib, DWDB [And discussion of offer from Deloitte to assist]
- ✓ Credit for Prior Learning & Experience – Peg (tabled from September)
- ✓ Fall Virtual Convening Update
- ✓ Marketing our Integrated Partner Services system: Possible App (via ARPA funds) – tentative; funding not yet approved.
- ✓ Update: Evaluation Cohort Project

**Next Meeting:** Wednesday, October 19<sup>th</sup>, 9-11am

**APPENDIX A**  
**Delaware WIOA Leadership Team & One-Stop Team Meeting Dates**  
**January - December 2023**

<b>Dates</b>	<b>WIOA Leadership</b> (3 <sup>rd</sup> Wednesday; 9:00 – 11:00am)	<b>New Castle</b> (4 <sup>th</sup> Tuesday; 9:30 – 11:30am)	<b>Kent</b> (3 <sup>rd</sup> Friday; 9:30 – 11:30am)	<b>Sussex</b> (4 <sup>th</sup> Wednesday; 9:30 – 11:30am)
January 2023	1/18	1/24	1/20	1/25
February	2/15	2/28	2/17	2/22
March	3/15	3/28	3/17	3/22
April	4/19	4/25	4/21	4/26
May	5/17	<i>No One-Stop Mtgs.</i>	<i>Convening is this</i>	<i>month.</i>
June	6/21	6/27	6/16	6/28
July	7/19	7/25	7/21	7/26
August	8/16	8/22	8/18	8/23
September	9/20	9/26	9/15	9/27
October	10/18	10/24	10/20	10/25
November	11/15	11/28	11/17	11/29 (5 <sup>th</sup> Wed)
December	12/20	12/12 (2 <sup>nd</sup> Tu) 12/19 (3 <sup>rd</sup> Tu)	12/15	12/13 (2 <sup>nd</sup> Wed)

## APPENDIX B: WIOA State Plan Update – Project Plan for 2024-2027

### Responsibilities:

- Meeting logistics and complying with open meetings law – DWDB
- Updating state plan document with edits from each partner – DWDB
- Uploading state plan document content that is specific to individual partners – each partner
- Uploading state plan document content that is common to all partners – DWDB
- Assurance that all information uploaded by partners is accurate and complete – each partner
- Final submittal in online portal – DWDB

### Meeting Dates (Monthly):

Section	Owner	Notes	Date
<b>II. Strategic Elements</b>			
(a)(1) – Economic & Workforce Analysis	DWDB	Provide at Oct. planning meeting to board and partners	August/September (If needed) October planning Ongoing
(a)(2)(A) – The State’s Workforce Development Activities	Partners	Each entity updates leadership	November
(a)(2)(B) – Strengths and Weaknesses of Workforce Development Activities	Partners	Discussion topic	December
(a)(2)(C) – State Workforce Development Capacity	Partners	Provide data in table	December
(b)(1) – Vision/Mission <ul style="list-style-type: none"> <li>• Finalize recommendation for new vision and mission</li> <li>• Board input</li> </ul>	Partners	Discussion topic	August September October Planning meeting
(b)(2) - Goals	Partners	Discussion topic	September
(b)(3) – Performance Goals	Partners	Each entity updates its numbers in Appendix 1.	September
(b)(4) – Assessment	Partners	Discussion topic	Early 2023
(c) – State Strategy		If vision, goals and/or focus areas are changed, update accordingly.	Early 2023
(c)(1) – Sector Strategies and Career Pathways			Early 2023
(c)(2) – Program Alignment & Addressing Gaps	Partners	Discussion topic	Early 2023

<b>III. Operational Planning</b>			
(a)(1) – State Board Functions	DWDB	Bylaws updated in 2022	DONE
(a)(2)(A) – Core Program Activities to Implement the State Strategy	Partners	Each entity to update its section. If Focus Areas are updated, will need to adapt the table.	Early 2023
(a)(2)(B) – Alignment with Activities Outside the Plan	Partners	Each entity to update its section. If Focus Areas are updated, will need to adapt the table.	Early 2023
(a)(2)(C) and (a)(2)(D) – Coordination, Alignment, and Provision of Services to Individuals & Employers	Partners	Each entity to update its section. If Focus Areas are updated, will need to adapt the table.	Early 2023
(a)(2)(E) – Partner Engagement with Educational Institutions			Early 2023
(a)(2)(F) – Engagement with Other Education & Training Providers	Partners	Discussion topic – review & update as needed.	Early 2023
(a)(2)(G) – Leveraging Resources to Increase Educational Access			Early 2023
(a)(2)(H) – Improving Access to Post Secondary Credentials	Partners	Discussion topic – review & update as needed.	Early 2023
(a)(2)(I) – Coordinating with Economic Development Strategies	DWDB		November/December
(b)(1)(A)- State Operating Systems that support coordinated implementation of State Strategies	Partners		
(b)(1)(B)- Data-Collection and reporting Processes used for all programs and activities, including those present in one-stop centers			
(b)(3)(A)(B) – State Agency Organization & State Board	DWDB		
(b)(4)(A) and (b)(4)(B) – Assessment of Core Programs and One-Stop Partners	Partners	Discussion topic	
(b)(4)(C) – Previous Assessment Results	Partners	Each entity to update its section.	
(b)(4)(D) – Evaluation of Core Programs	Partners	Discussion topic – review updates to (b)(4)(C) and then adapt.	
(b)(5)(A)(B)(C) – Distribution of Funds for Title I, II, and DVR	Partners		
(b)(6)(A) – (b)(6)(D) – Program Data Data Alignment and Integration, Assessment of Participants’ Post-Secondary Success, Use of UI Wage Record Data, Privacy Safeguards	Partners		
(b)(7) –Priority of Services for Veterans			
(b)(8) – Accessibility of One-Stop Delivery for Individuals with Disabilities			
(b)(9) – Accessibility for ELL			

<b>IV. Coordination with State Plan Programs</b>			
<b>V. Assurances</b>	Partners	Each entity reviews.	
<b>VI. Program Specific Requirements for Core Programs</b>	Partners	Partners to upload in portal.	
<b>VII. Program Specific Requirements for Combined Plan Partners</b>	Partners	Each entity updates its section in portal.	
<b>Adult, Dislocated Worker, and Youth Activities</b>	DWDB, DET		Jan
<b>Wagner-Peyser Act</b>	DWDB, DET		Feb
<b>Adult Education and Family Literacy Act Programs</b>	DOE		March
<b>Vocational Rehabilitation Program (Combined or General)</b>	DVR		April
<b>Vocational Rehabilitation Program (Blind)</b>	DVI		May
<b>Perkins Career and Technical Education Program</b>	DOE		June
<b>Trade Adjustment Assistance for Workers Program</b>	DET		July
<b>Jobs for Veterans State Grant Program</b>	DET		August
<b>Combined Plan</b>	ALL		Sept-Due Date



## Appendix C - WIOA Partner Agency Mission & Vision Statements – 8-2022

### One-Stop System Vision

Work in alignment and coordination to provide Delaware's workers with the skills, credentials, and support necessary to secure and advance in employment with family-sustaining wages and to provide local employers with the skilled workers the employers need to succeed in a global economy.

### The Delaware Department of Labor

connects people to jobs, resources, monetary benefits, workplace protections and labor market information to promote financial independence, workplace justice and a strong economy.

### The Division of Employment and Training Mission Statement

provides services enabling employers and job seekers to make informed employment and training choices leading to employment. The division administers various federal and state workforce programs that assist individuals in obtaining their next job or career change. One does not need to be unemployed to utilize our services.

### The Division of Vocational Rehabilitation Mission Statement

The Division of Vocational Rehabilitation provides individualized services to employers and people with disabilities, developing career pathways that link qualified employees to jobs, resulting in greater independence and a more inclusive workplace.

*The Division of Vocational Rehabilitation's vision is: to become Delaware's expert resource that links businesses to skilled and talented individuals with disabilities.*

### Delaware Workforce Development Board

This is the mission and vision in the annual report: Delaware Governor John Carney and the Delaware Workforce Development Board (DWDB) envision an integrated workforce system. This system brings together diverse partners ensuring all Delawareans have access to a publicly funded workforce system that promotes, prepares, and connects workers with jobs, training, education, and other resources. These resources provide Delaware employers with the workers needed to ensure financial independence. Governor Carney sees the process spanning the entire life of a workforce participant. Developmental years focus on four specific skillsets: Science, Technology, Engineering, and Math (STEM) skills; Thinking Skills; Workplace Skills; and Citizenship Skills. Students, benefiting from anticipated improvement in graduation rates, move to post-secondary education and/or training via several tracks including, but not limited to, Delaware's University system, Delaware's Technical and Community College System, and other professional or trades training programs. Adults will continue to hone their skills throughout a lifetime of learning.

The operational vision is to provide a comprehensive integrated system of employment & training services and develop a cohesive, unified workforce system brand for all Delawareans (individuals and businesses).

This is on our website: The Delaware Workforce Development Board ensures the citizens of Delaware are provided with occupational training and employment service opportunities to help them achieve employment sustaining them and their families. We also seek to communicate with our business industry partners to provide them with qualified workers to meet their employment needs. The DWIB also has a very active Youth Council that has oversight for programs designed specifically to help Delaware's at-risk and neediest youth prepare for the workforce.

### Delaware Criminal Justice Council's Mission Statement

The Delaware Criminal Justice Council is an independent body committed to leading the criminal justice system through a collaborative approach that calls upon the experience and creativity of the **Council**, all components of the criminal justice system and the community. We continually strive for an effective system which is fair, efficient and accountable.

### DE Health & Social Services (DHSS)

Mission: To improve the quality of life for Delaware's citizens by promoting health and well-being, fostering self-sufficiency, and protecting vulnerable populations.

Vision: Together we provide quality services as we create a better future for the people of Delaware.

### DHSS/Division for the Visually Impaired Mission Statement

The Mission of DVI is to provide educational, vocational, and technical support to empower and foster independence for Delawareans with visual impairments.

### DHSS/Division of Social Services

Mission: To provide prompt, respectful, and accurate services that promote the potential for self-sufficiency for all Delawareans.

Vision: A Delaware where there is hope that anyone can overcome poverty and prosper.

### Telamon TRC's Mission

Telamon's mission is to provide educational services that lead to better jobs, better lives, and better communities.

### DOE/Adult Education

Adult Basic Education provides the skills needed by adult learners to function as a worker, parent/family member and citizen/community member. Learners enhance their reading, math and writing skills in addition to critical thinking, digital literacy, citizenship/civics, and workforce preparation skills. English Language Learners also increase their oral and written proficiency.

### Delaware Division of Libraries

Vision: The dream of Delaware Libraries is to help our state become an even more vibrant and prosperous place where all dreams are realized.

Mission: The mission of the Delaware Division of Libraries is library development -- we help libraries evolve.

## APPENDIX D – One-Stop System Roles & Resources (WIOA State Planning)

Delaware Agency	Program Role	Resources
DOL	WIOA Title I Adult	Career and training services include, but are not limited to, career counseling and planning, job search and placement assistance, job readiness training, on-the-job training, skill upgrading and retraining, transitional employment, adult education and literacy activities, and secondary and postsecondary education and training programs.
	WIOA Title I Dislocated Worker	Career and training services include, but are not limited to, career counseling and planning, job search and placement assistance, job readiness training, on-the-job training, skill upgrading and retraining, transitional employment, adult education and literacy activities, and secondary and post-secondary education and training programs.
	WIOA Title I Youth	Employment services, awareness of career opportunities, assessments, post-secondary and employment support, skills training, work based learning opportunities
	WIOA Title III Wagner-Peyser Act Employment Services	Employment Services focusing on providing basic services including skill assessment, labor market information, reports on training programs, job search and placement assistance and individualized career services, including career and vocational counseling.
	Trade Adjustment Assistance (TAA)	Skill attainment, credentials, resources, support, individualized training
	Jobs for Veterans State Grants (JVSG)	Career readiness and employment services
	Reemployment Services and Eligibility Assessment (RESEA)	Provides intensive career center services to unemployment insurance claimants receiving
	DVR Title IV	Vocational Rehabilitation is driven by a commitment to people with disabilities and businesses at the intersection of ability and the demand for talent. Services are designed to provide innovative solutions, build careers, and retain talent, customize service and expertise for people with disabilities and businesses. Vocational Assessment, Employment Planning, Counseling & Guidance and Job Placement are examples of vocational rehabilitation services provided by the Division of Vocational Rehabilitation

DOE	Title II Adult Education and Literacy	Reading, Math and Writing skills, English language proficiency, prepare for the GED®, vocational training
	Career and Technical Education Program	Educational and training programs that provide opportunities to help students prepare for work
DHSS	DVI	Educational, vocational, transition services, and technical support
	TANF	Provides temporary financial assistance and employment and training services to improve economic self-sufficiency
	SNAP	Financial assistance for food to help individual meet basic dietary needs while they regain financial independence
	CSBG	Emergency Assistance, Seniors, Family Resources, Housing, Training & Employment and, Youth Services.
	Division of Aging Adults with Physical Disabilities	Work experience, supportive services, training workshops, employment services
	Office of Financial Empowerment	Financial coaching, interactive financial literacy, college funding, home ownership, debt consolidation, and banking services
	Criminal Justice Council Authority	
Department of HUD	Delaware State Housing Authority	Employment and training, help residents find employment and become self-sufficient, and increase housing choices for low-income families
Delaware Department of State	Division of Small Business	Ensure gainful employment opportunities
	Wilmington Job Corps	Career training and planning, on the job training, job placement, other services, and support
Delaware Department of State	Division of Libraries	Employment services, occupational and academic classes
Telemon	NFJP	Educational services, employment, training services, youth services, financial coaching

## APPENDIX E – DET, DVR, DOE/Adult Ed Data on Barriers

	Core Partners								
	DVR		DET		DET/Youth		DOE		Total Statewide
	Served 7/1/20 - 6/30/21	% of Total Served	Served 7/1/20 - 6/30/21	% of Total Served	Served 7/1/20 - 6/30/21	% of Total Served	Served 7/1/20 - 6/30/21	% of Total Served	Served 7/1/20 - 6/30/21
<b>Employment Barriers</b>									
Displaced Homemakers	10	27.0%	5	13.5%	0	0.0%	22	59.5%	37
English Language Learners, Low Levels of Literacy, Cultural Barriers	2,599	56.0%	84	1.8%	210	4.5%	1,744	37.6%	4,637
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	46	59.7%	15	19.5%	15	19.5%	1	1.3%	77
Ex-offenders	1,331	88.4%	84	5.6%	50	3.3%	41	2.7%	1,506
Homeless Individuals / runaway youth	71	55.5%	23	18.0%	16	12.5%	18	14.1%	128
Long-term Unemployed (27 or more consecutive weeks)	1,088	69.3%	235	15.0%	203	12.9%	45	2.9%	1,571
Low-Income Individuals	1,353	40.6%	879	26.4%	298	8.9%	805	24.1%	3,335
Migrant and Seasonal Farmworkers	28	63.6%	3	6.8%	0	0.0%	13	29.5%	44
Individuals with Disabilities (incl. youth)	2,883	94.8%	67	2.2%	56	1.8%	36	1.2%	3,042
Single Parents (Incl. single pregnant women)	912	58.1%	467	29.7%	20	1.3%	171	10.9%	1,570
Youth in foster care or aged out of system	61	68.5%	0	0.0%	16	18.0%	12	13.5%	89
<b>Total</b>	10,382		1,862		884		2,908		16,036
<b>Percent of Statewide Total</b>	64.7%		11.6%		5.5%		18.1%		

**ASK – Each agency will send Hope similar data regarding barriers that people being supported by our system experience (7/1/21 – 6/30/22).**

## Appendix F: Delaware Goes Purple



Sign the pledge and learn more:  
[delawaregoespurple.org](http://delawaregoespurple.org)



### Substance use is growing.

Nationally, overdose deaths increased by almost 50% from 2019 to 2021, during the heart of the pandemic. The death toll in 2021 exceeded 108,000.

Drug overdoses kill more people than cars, guns, and falls combined.

#### Take action and help save lives:

- Sign the online pledge: [delawaregoespurple.org](http://delawaregoespurple.org)
- Attend NARCAN training. When used during a drug overdose, it can save a life.
- Talk to your legislators about increasing funding for substance use and addiction prevention, education, and treatment programs in Delaware.

1 of 10

Delawareans is dependent on opioids.

4 of 5

new heroin users started out misusing prescription painkillers.

7 of 10

overdose deaths involved opioids.

3rd

highest per capita

health care costs in Delaware for opioid abuse, averaging \$117 per person.

21%

of Delaware teens are more likely to have used drugs in the past month, compared with the national average.

31%

annual

rise in opioid overdose deaths among teens.

33%

more likely

teens who legitimately use prescription opioids are prone to misuse opioids after high school.



Marijuana and hallucinogen use reported by young adults ages 19 to 30 increased significantly in 2021, reaching historic levels since 1988.

Youth who use have poorer outcomes in school and future employment.

Studies have also found they have poorer cognitive outcomes, higher risk of being involved in a vehicle crash, and increased risk of becoming addicted.

Nicotine vaping increased significantly among young adults in 2021 despite leveling off in 2020. Marijuana vaping prevalence has doubled – from 6% in 2017 to 12% in 2021.

About 8.74% of Delaware youths aged 12-17 reported using marijuana in the past month, according to a study in 2013-14.

Source: National Institute on Drug Abuse



In Delaware, 88% of the 401 reported drug overdose deaths involved opioids in 2018, a total of 355 fatalities.

In 2018, Delaware providers wrote 60.6 opioid prescriptions for every 100 people, compared with the average U.S. rate of 51.4 prescriptions.

Among youth and young adults ages 15 to 24, the average annual overdose death rate is 12.6 of every 100,000.

**! Look for signs of addiction.**

Check for these signs to notice substance use and addiction in a loved one.

**Physical signs include:**

- + Altered sleep habits
- + Small or pinpoint pupils
- + Dramatic weight changes
- + Frequent nosebleeds
- + Frequent colds or illnesses
- + Itchy skin or unexplained cuts or scabs
- + Leg cramps
- + Poor hygiene

**Emotional signs include:**

- + A sense of desperation
- + Changes in personality or friends
- + Problems at school or work
- + Asking for money
- + Nodding off or often sleepy
- + Paranoia
- + Keeping more secrets than usual

Delaware has seen the largest three-year increase of overdose deaths at an annual growth rate of 16%.

Neonatal abstinence syndrome (NAS), or neonatal opioid withdrawal syndrome (NOWS), is a condition that starts at birth after a baby was exposed to drugs.

The rate of NAS and NOWS was 24.3 cases per 1,000 hospital births in Delaware in 2017, the most recent data available.

In 2016, hospital costs for NAS/ NOWS births totaled \$572.7 million, after adjusting for inflation.

Source: National Institute on Drug Abuse

**! Kids are using prescription opioids because they think they aren't harmful.**

- + Make sure your kids understand these are potent and dangerous drugs, and could be life-threatening.
- + Any unused medications should be disposed of at state prescription drug dropbox locations.
- + If your care provider is suggesting an opioid to manage your pain, discuss the risks and consider safer therapies.
- + Lock up all medications.



Every day, 385 Americans die as a result of excessive alcohol use.

18.2% of Americans older than 12 had Alcohol Use Disorder in 2020.

Alcohol causes 10% of deaths among 15- to 49-year-olds.

38.8% of young adults ages 18 to 25 report binge drinking.

The average national cost of residential treatment is \$57,193. Delaware's average cost is \$53,690.

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Survey on Drug Use and Health, 2019 and quarters 1 and 4, 2020.

Sign the pledge and learn more:  
[delawaregoespurple.org](http://delawaregoespurple.org)





## APPENDIX G

### **Results for 8-2022 Survey to Finalize Fall Convening Topic(s)**

The 3 most popular topics are highlighted in yellow.

1. Identifying and Getting Rid of Thought Viruses – powerful ways to change your thought patterns; negative thoughts can latch on and change your outlook on life; we'll explore techniques to identify and keep negative thought viruses at bay. (1<sup>st</sup> – 7; 2<sup>nd</sup> – 8 = 15 total)
2. Developing and Maintaining a Work-Life Balance – benefits of balancing your time and energy between work and private life; requires periodically examining your priorities and individual preferences; quietly quitting concept would also be explored. (1<sup>st</sup> – 6; 2<sup>nd</sup> – 3 = 9 total)
3. Staff as “Cheerleaders” – job seekers and learners are re-engaging but many need additional contact, connection and support; how to help people “not sink down again”. (1<sup>st</sup> – 3; 2<sup>nd</sup> – 9 = 12 total)
4. How to help people get actively back into the workforce - jobs and training opportunities are abundant but it has been challenging to get people to take advantage of them; the concept of the ‘great resignation’ that occurred during COVID and beyond. (1<sup>st</sup> – 18; 2<sup>nd</sup> – 10 = 28 total)
5. Best Practices for Helping People who are actively looking but can't seem to find a good job – skilled matching of job seekers & job openings; sharing successful efforts to hire and maintain employees (successful onboarding, OJT & support); tips for applying for State of DE positions. (1<sup>st</sup> – 8; 2<sup>nd</sup> – 18 = 26 total)
6. On-the-job Training – turnover is rampant so what is involved in a comprehensive orientation and on-the-job training program. (1<sup>st</sup> – 2; 2<sup>nd</sup> – 1 = 3 total)
7. Enhancing Case Management - delivering effective services that will facilitate the positive growth and advancement for job seekers and learners; motivating participants; coordinating services/information; good case notes. (1<sup>st</sup> – 14; 2<sup>nd</sup> – 9 = 23 total)
8. Barrier Busting: to enhance and inform wraparound services needed to fully serve participants; continuously improving wrap around services that will benefit job seekers and learners. (1<sup>st</sup> – 13; 2<sup>nd</sup> – 13 = 26 total)