



A Proud Member of America's Workforce Network

The Newsletter of the Delaware Workforce Investment Board
Issue 7, July 2, 2009

Hon. Jack Markell, Governor

Hon., John J. McMahon Jr. Secretary of Labor

Jeffrey M. Bross, Acting DWIB Chairman



As Acting Chair of the Delaware Workforce Investment Board (DWIB), I wanted to share some brief reflections and observations on the DWIB and its crucial role in these challenging economic times. First, I want to thank our past Chair, John McMahon, for his many, many years of service to the DWIB. His leadership and dedication benefited the

Board and the Citizens of Delaware, whom we serve. For this reason, I am confident that John will make an outstanding Secretary of the Department of Labor. We, at the DWIB, look forward to working with John and his entire DOL team.

We are blessed to have a very capable DWIB staff to support our Board. The DWIB and DOL staffs have been exceptionally collaborative in developing and implementing our programs with limited resources. Our collective goal is to deploy the funding streams we have responsibility for to benefit as many Delawareans looking for work, in as timely, efficient and effective manner as possible.

Delaware has received stimulus money for enhanced training and job creation and we are working diligently to get this funding "on the street" quickly. Our singular focus is to put Delawareans back to work.

In the coming months, with the support of Governor Markell and Secretary McMahon, I expect that our Board of Directors will have currently open positions filled and will be re-energized with new member appointments from both the private and public sectors. Many thanks to all of our team. With your continued support, we will assure that "Delaware Works!"

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SPECIAL ECONOMIC SHOCK/RECOVERY SECTION

DWIB/DET Work Together For Stimulus \$7 Million Coming – Oversight Critical

The Delaware Workforce Investment Board (DWIB) and the Delaware Department of Labor, Division of Employment and Training (DOL-DET) are working closely to ensure money from the American Recovery and Reinvestment Act (ARRA) is effectively and efficiently spent.

With slightly more than \$7 million coming to the state for workforce development program,

close coordination is more critical than ever said DWIB Executive Director Gwen Jones.

“We and (DOL) DET are dedicated to ensuring these stimulus funds are used to prepare our citizens for jobs.”

Jones is quick to note using ARRA funds are prescriptive and must be used within the context of current rules established by the Workforce Investment Act and the specific guidance issued

by the federal government through its Employment and Training Administration (ETA).

The money will be used primarily to train workers who've lost their jobs due to severe economic conditions and to prepare Delaware youth for future jobs. The DWIB and DOL-DET are moving fast. The two have already released three Requests For Proposal (RFP) to leverage the funds. One is for dislocated worker intensive

services, another is for a mandated summer youth employment program, and another is for year round youth

training.

All RFPs can be reviewed the DWIBs website at <http://www.delawareworks.com/wib/index.shtml>.

A detailed plan was recently submitted to ETA to show how the state plans to use its stimulus funds.

The plan was jointly developed between DWIB and DOLDET.



DWIB Executive Director Gwen Jones and new DET Director Tom Smith discuss workforce issues.

LEADERS ACT QUICKLY, PRUDENTLY TO USE STIMULUS MONEY *DWIB, DOL, DET Team Serve Job Seekers/Employers*



When Gen. George S. Patton Jr. advised, “Don't fall victim to what I call the ‘ready-aim-aim-aim-aim’ syndrome. You must be willing to fire,”

he could have been talking to the Delaware Workforce Investment Board (DWIB) and the Delaware Department of Labor’s Division of Employment and Training (DOLDET).

The two organizations have worked hard and fast to ensure Delawareans can take full advantage of the stimulus funds provided by the American Recovery and Reinvestment Act (ARRA).

The two organizations have jointly held three special Request For Proposal (RFP) sessions in recent months to stand up new programs and augment already existing one (see Award stories below).

“Anyone who wants to see an exercise in leadership need look no further than Tom Smith, Jeff Bross, John McMahon, and Gwen Jones,” said DWIB Deputy Director Bill Potter

The leadership team has vast workforce experience and the drive to react quickly to take advantage of windows of opportunity, Potter said.

YOUTH TO GET EMPLOYMENT FUNDS

State Workforce Board Awards \$1.9 Million For Summer Programs

Delaware disadvantaged youth will have more opportunities for summer employment this year because the Delaware Workforce Investment Board (DWIB) recently awarded more than \$1.9 Million to organizations throughout the state to develop programs and put youth to work.

The awards, part of the American Recovery and Reinvestment Act (ARRA), are meant to provide youth with a chance to earn money and develop life skills, said DWIB Youth Council Chair Dana Shreve.

- To find out more:
- **City of Wilmington**
 - Call the City of Wilmington Parks and Recreation at 576-3810
 - **New Castle County**
 - Call New Castle County Government at 395-5633
 - Call Del Tech, Wilmington/Stanton Campus at 571-5334 or 571-5327
 - **Kent County**
 - Call Del Tech, Terry Campus at 857-1456
 - Call Jobs for Delaware Graduates at 734-9341
 - **Sussex County**
 - Call Delmarva Clergy United in Social Action at 422-2350

"Grantees have been asked to make every effort to match worksites with the interests and goals of the youth they serve, as well as structuring the work experience to impart communication, interpersonal, decision-making and learning skills in the workplace," Shreve said.

A list of awardees is available at <http://www.delawareworks.com/wib/trainingRFP/SummerYouthRFPAwards.pdf>. A complete RFP is located at <http://www.delawareworks.com/wib/wib.newsroom.shtml> under the Request For Proposal section.

JOB SEEKERS TO GET ADDITIONAL HELP

WORKFORCE BOARD AWARDS \$500,000 TO AUGMENT SERVICES

Local job seekers working with Delaware's Division of Employment and Training will find more services available in the near future because the Delaware Workforce Investment Board (DWIB) recently awarded \$1 million to private businesses to augment already existing services at the state's employment offices.

The awards, part of the American Recovery and Reinvestment Act (ARRA), are meant to augment needed services due to the explosion of job seekers needing help, said DET Director Thomas M. Smith.

"These resources will allow us to improve the services Delawareans get from their local One

Stop Centers," Smith said. "As we move through this turbulent period, it was important to provide more capacity to our system staffed by dedicated workforce professionals."

The division's One Stop Centers are in Georgetown, Dover, Newark, and Wilmington. Exact address and phone numbers are available at

http://www.delawareworks.com/wib/one_stop.shtml.

A list of awardees is available at <http://www.delawareworks.com/wib/trainingRFP/AdultRFPAwards.pdf>.

A complete Adult and Dislocated Worker RFP is available at <http://www.delawareworks.com/wib/wib.newsroom.shtml> under the Request For Proposal section.

Awardees and One Stop	Award
Career Team - Fox Valley	\$250,000
Sussex Tech Adult Division -- Georgetown	\$250,000
Advanced Staffing - Pencader	\$250,000
Advanced Staffing - Dover	\$250,000
	\$1,000,000

YOUTH TRAINING PROVIDERS AWARDED \$1 MILLION

State Workforce Board Awards \$1 Million for In-School and Out-School Programs

When Delaware's at-risk youth sometimes unprepared. The Board (DWIB) recently awarded providers throughout the state intended to address this

The money, part of the Reinvestment Act (ARRA), already existing initiatives Investment Act (WIA).

The programs prepare youth employment for participation in training and other services that employment and earnings, occupational skills credentials, dependency, thereby improving enhancing its productivity and

YEAR ROUND YOUTH STIMULUS AWARDEES	
Proposer	Award
Jobs for Delaware Graduates	\$90,831
DelTech - Wilmington	\$90,872
West End Neighborhood House	\$98,628
DelTech - Terry	\$85,366
The Challenge Program	\$230,500
Paxen Group	\$90,236
Delaware Skills	\$23,567
Total	\$710,000
DelTech - Terry	\$35,503
Jobs For Delaware Graduates	\$272,522
	\$308,025

enter the workforce they are Delaware Workforce Investment about \$1 million to training to beef up training programs challenge.

American Recovery and came to the state to augment funded by the federal Workforce

facing serious barriers to the labor force by providing will result in increased increased educational and and decreased welfare the quality of the workforce and competitiveness.

STATE WORKFORCE BOARD AWARDS \$5 MILLION FOR TRAINING PROVIDERS COMPETE FOR SCARCE DOLLARS



Staff, and board members pore over numbers while evaluating proposals at a recent RFP session.

The Delaware Workforce Investment Board (DWIB) recently awarded more than \$5 million dollars to employment training organizations throughout the state to assist unemployed Delawareans in preparing for jobs.

The award process known as the Request For Proposal (RFP), is an annual competition where training providers submit proposals based on criteria established by the DWIB. The RFP process is an important part of training Delaware's workforce said interim DWIB Interim Chairman Jeffrey Bross.

"In these challenging times for job seekers we are fortunate to be able to provide this level of funding to help train Delawareans and help

them to find good jobs," Bross said."

The training dollars awarded are a combination of state blue collar funds and federal dollars under the Workforce Investment. A list of awardees is available on the DWIB website at <http://www.delawareworks.com/wib/> under the heading Final Posting of Awards.

WILMINGTON ONE STOP STAGE FOR STIMULUS ANNOUNCEMENT MONEY JUST A BEGINNING LEADERS WARN

Wilmington's One Stop Service Center was front and center when Delaware Governor. Jack Markell and the state's U.S. Senators Tom Carper and Ted Kaufman met at the Delaware Department of Labor's complex in mid-February to discuss the benefits of the American Recovery and Reinvestment Act (ARRA).

Though Mr. Markell was hopeful money coming to the state would help get people back to work, he was cautious about the impact of federal dollars on Delaware's budget as he addressed a jam-packed DOL lobby of job seekers, interested



Delaware Sec. Labor John J. McMahon Jr. talks with U.S. Sen. Ted Kaufman D-Del. before the press conference.

citizens, and reporters. "Our state is facing historic unemployment rates and historic revenue shortfalls, and the only way we are going to solve these challenges in the long term is to get Delawareans back to work. The stimulus bill provides help that may create thousands of jobs," Markell said. "While the money will be put to good use to help us fund one-

time projects that will create jobs, it will only address a fraction of the huge shortfall we face in the fiscal 2010 operating budget."



Reporters, citizens and staff pack the Fox Valley One Stop to listen to Del. Gov Jack Markell and Delaware's two senators

Sen. Carper said the economic recovery package addresses the root cause of the economic downturn -- the housing crisis -- and gives Americans facing the prospect of losing their homes more options to refinance and avoid foreclosure.

"This bill is expected to create an estimated 3.5 million jobs by putting Americans to work to begin rebuilding our nation's crumbling infrastructure, mass transit and water and sewer systems, and rebuilding roads, bridges, ports, railways, waterways. Delaware stands to create or retain thousands of jobs from this legislation."

Sen. Kaufman added, "Make no mistake; this is neither a silver bullet nor the final step. We have difficult choices, and a difficult road, ahead. But this plan, and stopping the hemorrhaging of our jobs, is an enormous first step."



From L: Gov. Jack Markell discusses the American Recovery and Reinvestment Act at a News conference in the Wilmington One Stop. Gov. Jack Markell and U.S. Senator Thomas Carper (D-Del) discuss a fine point while Delaware Department of Labor Secretary Hon. John McMahon Jr. stands ready with additional advice. Senator Carper addresses the press conference.

DWIB Dynamic Duo Wows Career Team Jones and Hayward Mentor Women



Gwen Jones and Julia Hayward speak to a group of women imparting important success advice

The women at Career Team got a double dose of excellence recently when Delaware Workforce Investment Board (DWIB) Executive Director Gwen Jones and Executive Assistant Julia Hayward visited the Wilmington site to give the students some tips about getting ahead as a woman in today's business world.

About 15 women listed intently as Ms. Jones and Ms. Hayward told the students that the journey to self-sufficiency starts from looking inward and assessing one's skills and weaknesses.

"We all have weaknesses," Ms. Jones said. "It's knowing yourself that helps you prepare for the workplace."

Ms. Jones told the group that journaling was one of the tools she uses to keep on track and measure her progress.

"When I look back and see how I thought at different points in my life, I realize how much I've grown," she said.

Ms. Hayward's Hayward presentation was equally riveting as she told the group about her mother's rise from austere beginnings to becoming a college educated woman.

Career Team asked the two role models to share their experiences and encourage the women enrolled in the firm's training programs.

Delaware Labor Market Snap Shot (Source: Delaware Department of Labor Monthly Labor Review, May 2009)

Location	May 2009	April 2009	May 2008
New Castle County	7.9	7.4	4.1
Wilmington	11.4	10.6	6.4
Newark	5.8	4.7	3.3
Kent County	7.8	7.4	3.9
Dover	8.8	8	4.5
Sussex County	7.3	7.5	3.9

- Delaware's seasonally-adjusted unemployment rate in May 2009 was 8.1%, up from a revised 7.4% in April 2009. There were 35,600 unemployed Delawareans in May 2009 compared to 19,500 in May 2008.

- The U.S. unemployment rate was 9.4% in May 2009, up from 8.9% in April 2009. In May 2008, the U.S. unemployment rate was 5.5%. Since

May 2008, Delaware's total nonfarm jobs have decreased by a net loss of -18,900, a fall of -4.4%. Nationally, the loss in jobs over the past twelve months was -3.9%.

- Over the past twelve months, the largest job gains in Delaware were in Education and Health, +1,700; and Government, +300. The largest over-the-year job losses were in Professional and Business Services, -6,000; Construction, -4,000; Manufacturing -3,800; and Wholesale and Retail Trade, -3,700.
- Unemployment by County, Wilmington, Newark, and Dover

Castle Sets Hook For Training Providers *Delawareans Land Opportunities After Training*

It's still early morning gray and there are few signs of life at the small pond in Newark, Del.; just one man untying a small electric motorboat from its trailer; just beginning to ease the skiff into the water.

John Castle is hoping for a big day of bass fishing.

When he isn't matching fishing lures to get the big strike, he is matching training programs with employer needs to train Delaware job seekers so they can reel in the big job.

While each of the Delaware Workforce Investment Board's (DWIB) five committees has its own important and unique functions, Mr. Castle chairs, what is arguably the group with the most direct impact on Delaware job seekers.

His is the vaunted Proposal Review and Certification Committee.

This committee is responsible for ensuring the training programs offered by the Delaware Department of Labor Division of Employment and Training (DOL-DET), fit job seekers and employers.

"We have such a tremendous opportunity to help individuals improve their lives," Mr. Castle said. "I enjoy working with some very talented and knowledgeable persons who serve on the board and work for the DWIB."

Mr Castle has been involved with workforce issues so long that his tenure precedes the creation of the DWIB.

"I was originally appointed to the Private Industry Council (PIC) through my employment at Wilmington Trust," he said.



Mr. Castle is a semi-retired banker who spent most of his career at Wilmington Trust working his way up through the ranks.

He graduated from Temple University with bachelor's degree in Business Administration and later attended University of Virginia's Graduate School for Retail Banking.

Even though the recently completed Request For Proposal (RFP) process is the biggest single event for his committee, it is the day-to-day grind of reviewing training programs where his committee may have the greatest impact.

Mr. Castle's committee reviews training programs and training providers, ultimately determining the future make up of Delaware's workforce.

While it all sounds like heady strategic stuff, it is the impact of those decisions on individual Delawareans affects him.

"Several years ago there was an awards luncheon sponsored by the many training providers we support, Mr Castle said. "The luncheon recognized individuals who had excelled in their course work and subsequent employment. When you heard about the many obstacles in their lives that they had to overcome and how they still were able to succeed in their training, it was a humbling and gratifying experience."

As the sun slowly rises and gray gives way to dawn, Mr. Castle heads toward the center of the pond ready to test his luck. And in Wilmington, Dover, Georgetown, and Newark, Delawareans looking for skill training will test their luck at the state's four One Stop Centers.

With any luck neither will hit a snag.

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\$ENTREPRENEURS GET HELP FROM DEDO, DWIB AND THEMSELVES\$ *Gov. Conference Draws Hundreds*

Homerun – Touchdown – Knockout – Last Minute Goal!

Whatever sports metaphor you choose, the Delaware Workforce Investment Board (DWIB) dealt economic pessimism a crushing blow June 5, 2009 when more than 500 entrepreneurs and government officials teamed up at the YourBusiness 2009: The Governor's Entrepreneurial Business Conference.

The event, a joint effort between the Delaware Economic Development Office and the DWIB, had been in the works since early January. The goal was to make it easier for entrepreneurs to find the help they need.

"For the first time, private business owners locked shields with the Economic Development Office and the Workforce Investment Board," said Sher Valenzuela, vice president of Milford-based First State Manufacturing Inc. "For the first time, a conference agenda was created by the business participants that attend; not non-business entities that 'think' they know what business owners need in order to succeed."

Businesses were asked to help design the conference by submitting workshop ideas when they registered.



From L: Sher Valenzuela, Gwen Jones, and Pat Creedon receive a round of applause from more than 500 people at the recent Entrepreneurial and Business Conference

More than 25 roundtable discussions and several panel presentations were created based on the input received from entrepreneurs.

To make it all happen, the Chase Center on the Riverfront's massive Governor's Hall was transformed from staid reception area, to dynamic classroom for the event.

One of the highlights of the day was Gov. Jack Markell's address to the 500-plus packed lunch crowd.

Gov. Markell said his administration was dedicated to ensuring the best possible climate for business and entrepreneurial development.

The daylong event was divided into five tracks: marketing, workforce development, legislative issues, operations, and government contracting. People were able to move between tracks

selecting the programming that best fit their needs.

The event also marked a milestone for the DWIB's Public Relations and Community Outreach Committee, chaired by Pat Creedon. The committee launched an aggressive outreach campaign including billboards, buttons, press releases, press interviews and public appearances.

The event was funded in part by a transformational grant the DWIB received from US DOL's Employment and Training Administration.

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DWIB Teams With Multiple Partners To Help Displaced Workers *Seminars Help Focus Job Searches*



When carpet fiber maker Invista announced it was closing its Seaford Delaware plant the southern Delaware town of about 7,000 took a body blow sending it reeling.

But like Rocky Balboa had Mickey Goldmill, the Invista worker's also had somebody in their corner – actually it was a group of somebodies – The Retired Senior Volunteer Program (RSVP).

RSVP reached out to several agencies including the Delaware Workforce Investment Board (DWIB) with an idea – if it could hold workshops for displaced workers to augment Delaware Department of Labor services maybe Invista workers might pick up some tips which could help.

DWIB Deputy Director Bill Potter was especially intrigued by the idea, because he has been working closely faith-based and community organizations throughout the state.

The DWIB joined the group which included the Society of Human Resource Management (SHRM), the Social Security Administration (SSA), and the Delaware Economic Development Office (DEDO).

The DWIB provided several publications to the effort including the Delaware Department of Labor's Personal Data Book, The Ultimate Job Search Booklet and DOL's Career Compass.

The RSVP volunteers, with Bill Potter in tow, provided several workshops to the laid off workers including such topics as electronic job searching, resume preparation, and mock interviewing.

"This is a very successful program with powerful outreach!" said RSVP volunteer coordinator April Willey. The RSVP Volunteers participating are experts in the field of Human Resource Management and bring a high standard of excellence to this program."

The Delaware Workforce Investment Board

Interim Chairman of the Delaware Workforce Investment Board - Jeff Bross

Chair, Public Relations and Community Outreach Committee - Patricia Creedon

Chair, Proposal Review and Certification Committee – John Castle

Chair, Financial Oversight – Robert Lau

Chair, Youth Council - Dana Shreve

Chair, Performance Measures & Customer Satisfaction - Jeff Bross

Fulltime DWIB Staff

Executive Director, Gwen Jones (302) 761-8161 or gwendolyn.jones@state.de.us

Deputy Director, Bill Potter 302-761-8163 or william.potter@state.de.us

Executive Assistant, Julia Hayward 302-761-8160 or julia.hayward@state.de.us

If you have any ideas for this newsletter please contact Bill Potter via email or phone.