

Purpose: The Delaware Workforce Development Board establishes these funding guidelines to supplement and complement its strategic vision. These guidelines not only establish a baseline of the service delivery for Delaware’s publicly funded workforce system, but also serve as an annual policy document.

General: The DWDB will fund multiple types of programs throughout the year. These will include but are not limited to youth programs, occupational skills programs, and post-secondary education programs.

All programming must ultimately lead to employment and/or increase the likelihood of a person being employed. The DWDB will not fund enrichment programs or education programs that do not directly lead to employment.

Priorities: DWDB established the following priorities for the 2024-2027 State Plan (P1-P4):

1. Prioritize investments in sectors that will enable Delawareans to get back to work and increase growth in high-skill, high-wage jobs. DWDB will address the immediate needs of our economy to ensure jobs are filled that enable Delaware families to enter or re-enter the workforce. These are designated in the DWDB Strategic Plan as the “enabling sector” such as individual and family services, education, home health industries. The second area of focus is on growth sectors (healthcare, advanced manufacturing, technology including biotech, fintech, IT, and construction).
2. Raise the bar on educational attainment to reflect the needs of our future economy. Most jobs require education or training beyond high school. Our goal is to increase credential and degree attainment in Delaware from approximately 50.9% to 60% by 2030. DWDB will fund programs that lead to an industry recognized certification or degree.
3. Increase alignment between learning and work and improve how we build talent pipelines. DWDB looks to programs that break down barriers between learning and work through work-based learning experiences, internships, mentoring, apprenticeships, etc. Programs that have a work experience component are essential as they increase alignment of what an employer’s need will be prioritized. This includes prioritizing programs that include digital literacy and durable skills training.
4. Expand opportunity to increase economic prosperity for all Delawareans. Educational and economic equity are foundational to the health of our state. DWDB’s goal is to dramatically reduce the gaps that exist today based on race, ethnicity, disability, and income. DWDB will fund programs that target marginalized populations.

Funding:

1. **Workforce Innovation and Opportunity Act (WIOA):** Federal funding
2. **Learning for Careers:** State funding- Increase partnerships with local LEAs to increase opportunities for advanced certification and WBL placement prior to graduation. (Indian River School District model). (P3)
3. **Blue Collar:** State funding- Keep funding levels same. 50% to Adult, 50% Youth (of the

youth dollars 80% ISY, 20% OSY).

- a. Blue Collar Adult training contracts will be a hybrid contract. The normal standard for the hybrid is to fund as a 60% Cost Reimbursement and a 40% Performance based contract. Performance payments will be based on Day 1 Outcomes and Day 30 Outcomes.

Funding Mechanisms:

1. **Eligible Training Provider List (ETPL):** Programs added to this list must be on the High Demand Occupation List (HDOL) (P1)
2. **Contracts:**
 - a. The proposal rating criteria will favor those proposals that demonstrate the ability to operate quality, cost effective training programs that result in high job placement rates, increased wages, long term job retention, and credential attainment.

General Guidance:

1. Partner Alignment
 - a. Work with partners to locate and apply for grants.
 - b. Work with WIOA leadership to map GED classes across the state.
 - c. Build a stronger relationship between DOC and workforce development.
 - i. Map industries and identify companies that are proactive in hiring justice involved individuals.
2. Credit for Prior Learning (P2 and P3): Continue to allocate additional points on proposals that demonstrate their program allows students to earn credits for college-level learning.
3. Work with all new grant recipients (BEADS, Hydrogen Hub, DNREC) on new workforce dollars to include wrap around services such as transportation and childcare. (P1)
 - a. Create a partnership with DOT/DART to pilot a transportation program under their Reimaging DART program. DET/DWDB would directly pay DART for the services.
 - b. Work with DHSS on a pilot program funded by any new grant recipients on childcare.
4. Create marketing materials for distribution to other agencies on high demand industries/emerging industries. (P1)
5. Add a question on the RFP around "How does your organization engage with multi language learners?" (P2)

Adult Priorities:

1. GED program at Fox Valley: increase from \$10,000 to \$17,000. This would add a Tuesday and Thursday class for 12 students. (P2)
2. Continue to support program such as GED in conjunction with occupational skills training such as Sussex and Polytech programs. (P2)
3. Enhance Financial Literacy (P2 & P3):
 - a. Offer Stand by Me Classes at AJCs.
 - b. Add additional points in the RFPs around offering financial literacy classes

4. Digital Literacy skills training (P2 & P3):
 - a. Continue to add additional points for digital literacy skills training in RFPs.
 - b. Work with the libraries to continue to offer North Star to any program in the state
5. Re-establishing Job Clubs at all the AJCs. One club meeting per week at each AJCs. May need one contractual FTE to oversee. (P3)

Youth Priorities:

1. Re-engage JobCorps and establish a pipeline to their program. Especially those students that are disconnected from school or that graduate at 17 and need a bridge program until they qualify for adult funding. Provide space in the AJCs for JobCorps to promote their program. (P4)
2. Pipeline to Registered Apprenticeship program. Set aside dollars to create programs that provide a pipeline to RAs. (P1, P2, P3, & P4)
3. Provide a list of youth resources to be displayed on DET and DWDB websites. A quick reference for youth opportunities. (P2)
4. Reach out to foster kids' programs to engage with their needs (Murphy's School in Dover). (P4)

Governor's Reserve:

Set aside \$500,000 for statewide activities. This may include the following:

- Set aside \$300,000 for specialized training for companies in high demand or emerging occupations. This includes:
 - OJT contracts- This would be a short term (no longer than 6 months) for programs.
 - Set aside \$100,000 Adult and Dislocated worker dollars for emerging occupations. If dollars have not been utilized within one year, balance would revert back to regular programming. Work with our economic development entities to engage with new companies and their training needs. Work with other agencies across the state to match these dollars (Potentially Division of Small Business and their workforce training dollars). (P1 & P2)
- Set aside \$200,000 for Pipeline to Registered Apprenticeship programs.

Policy Review Date: October 2024

Board Adoption Date: October 15, 2024

WIOA Performance Measures	Delaware Final Negotiated Goals	
	PY 24	PY 25
WIOA Adult		
Employment (Second Quarter after Exit)	78.00%	79.0%
Employment (Fourth Quarter after Exit)	75.0%	76.0%
Median Earnings	\$7800	\$8,000
Credential Attainment Rate	64.0%	64.5%
Measurable Skill Gains	37.0%	39.0%
WIOA Dislocated Worker		
Employment (Second Quarter after Exit)	72.0%	72.5%
Employment (Fourth Quarter after Exit)	75.0%	76.0%
Median Earnings	\$9,800	\$10,000
Credential Attainment Rate	65.5%	66.0%
Measurable Skill Gains	31.0%	33.0%
WIOA Youth		
Employment (Second Quarter after Exit)	66.0%	67.5%
Employment (Fourth Quarter after Exit)	72.5%	74.0%
Median Earnings	\$2,500	\$2,600
Credential Attainment Rate	74.5%	75.0%
Measurable Skill Gains	60.5%	62.0%
Labor Exchange (Employment Service)		
Employment (Second Quarter after Exit)	60.5%	61.50%
Employment (Fourth Quarter after Exit)	61.0%	62.00%
Median Earnings	\$6,800	\$7,100