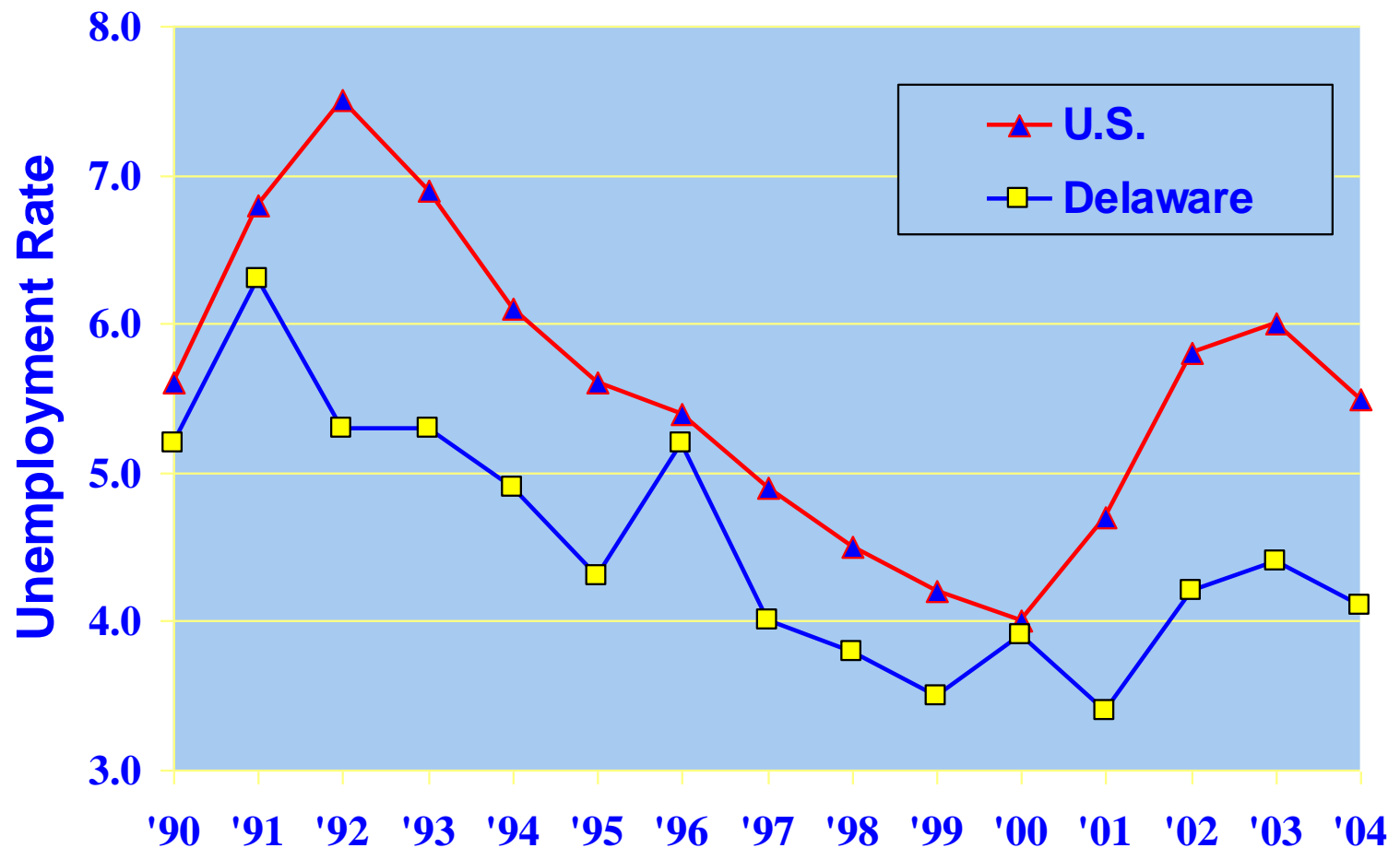


Delaware Labor Market Trends - Past, Present, and Future

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Delaware & U.S. Unemployment



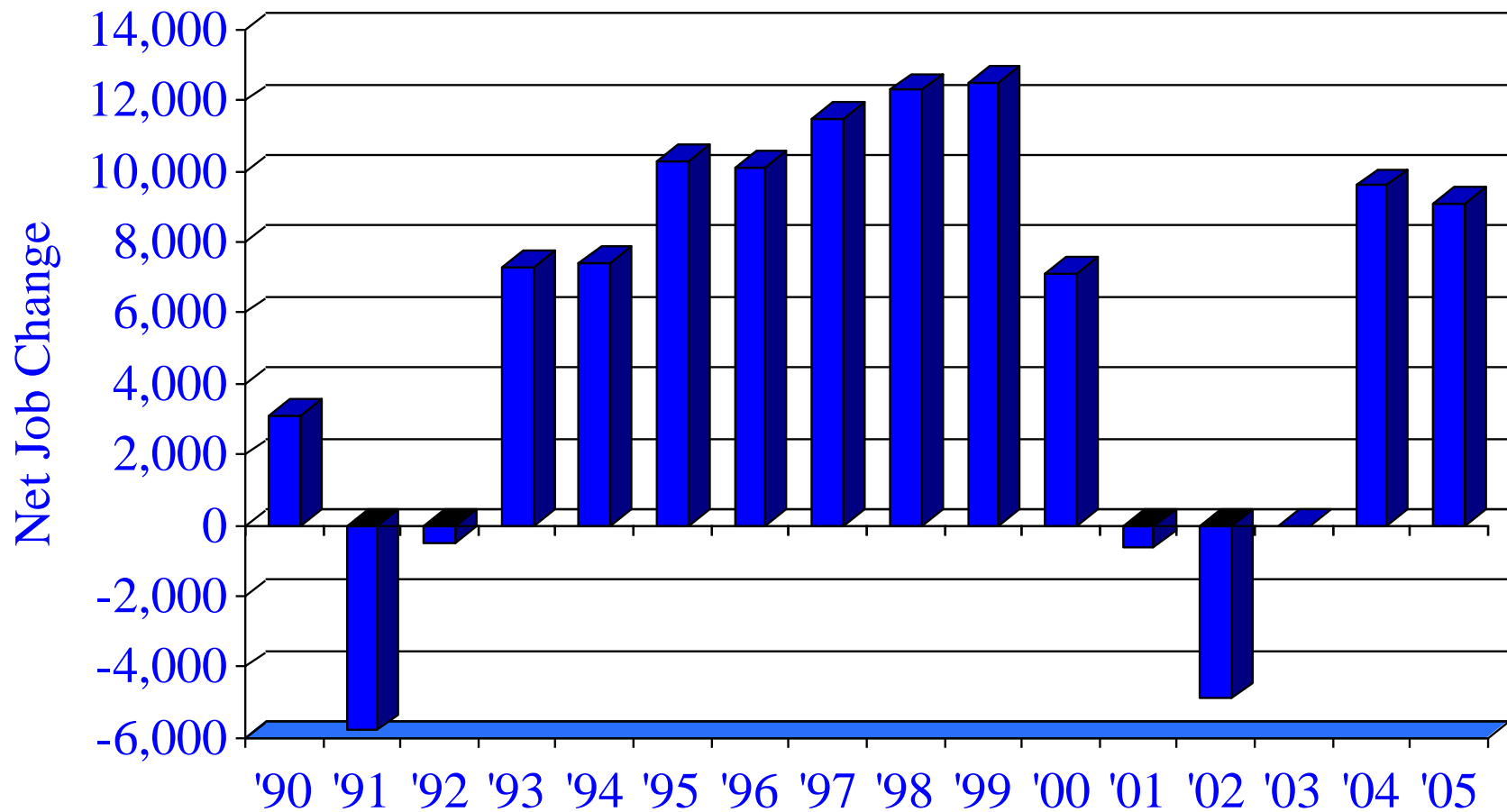
Labor Force Stats.

	July 2005	June 2005	July 2004
Civilian Labor Force	433,900	431,500	423,100
Employment	415,800	413,800	405,800
Unemployment	18,100	17,700	17,300
Unemployment Rate (%)	4.2	4.1	4.1
U.S. Unemployment Rate	5.0	5.0	5.5

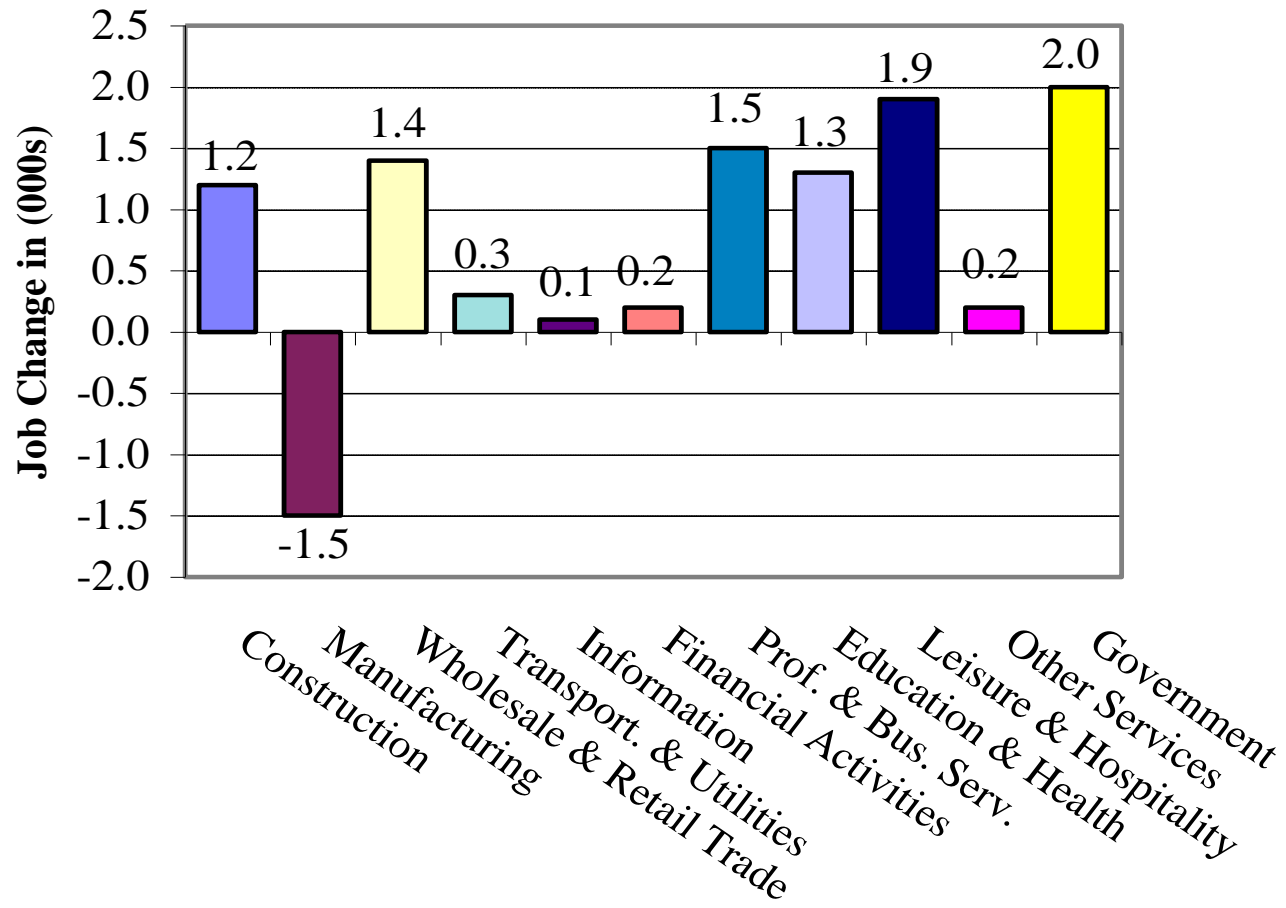
Note: Data are seasonally adjusted.

In July '05, Delaware had the 13th lowest unemployment rate in the nation.

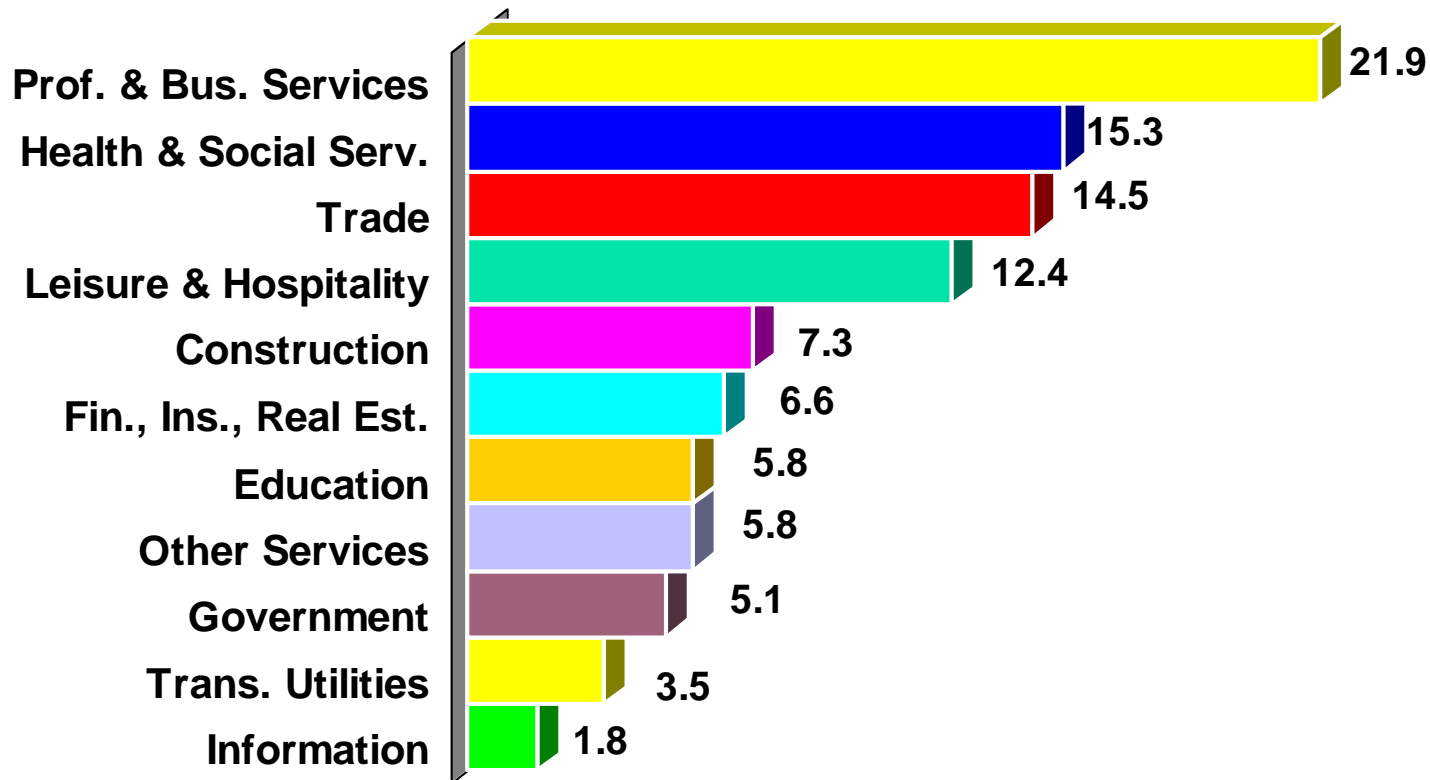
Annual Job Change, Delaware



Delaware Net job Change Jul. 2004 to Jul. 2005



Percent of Total Job Growth by Industry, Delaware - 2002 to 2012



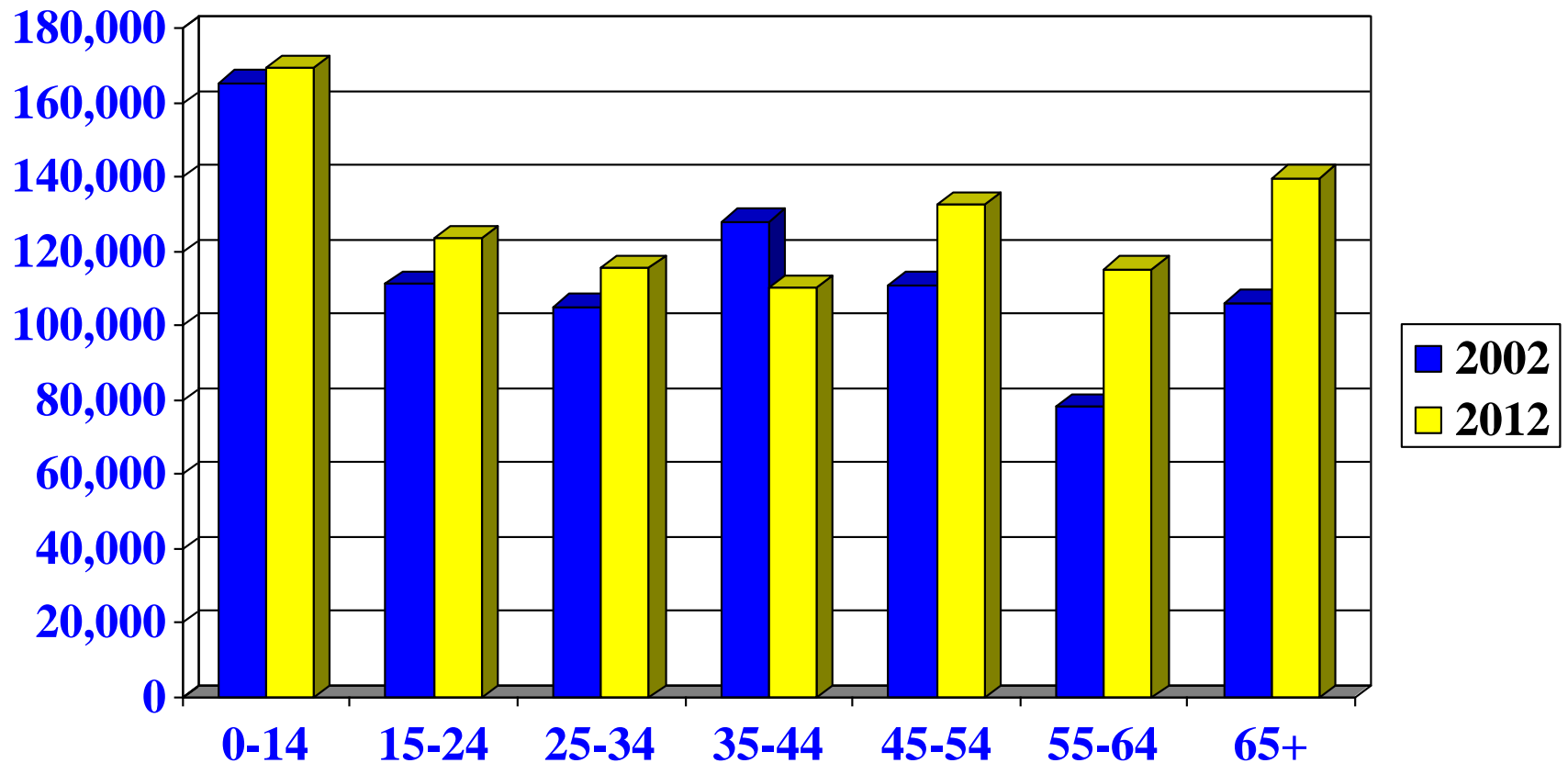
Barriers to Employment

- Lack of education
- Lack of training
 - Training programs usually for short duration
- Child care issues and cost
- Transportation
- Legal and behavioral issues
 - Substance abuse
 - Prison record
- Available jobs may lack benefits
 - Seasonal and part-time jobs

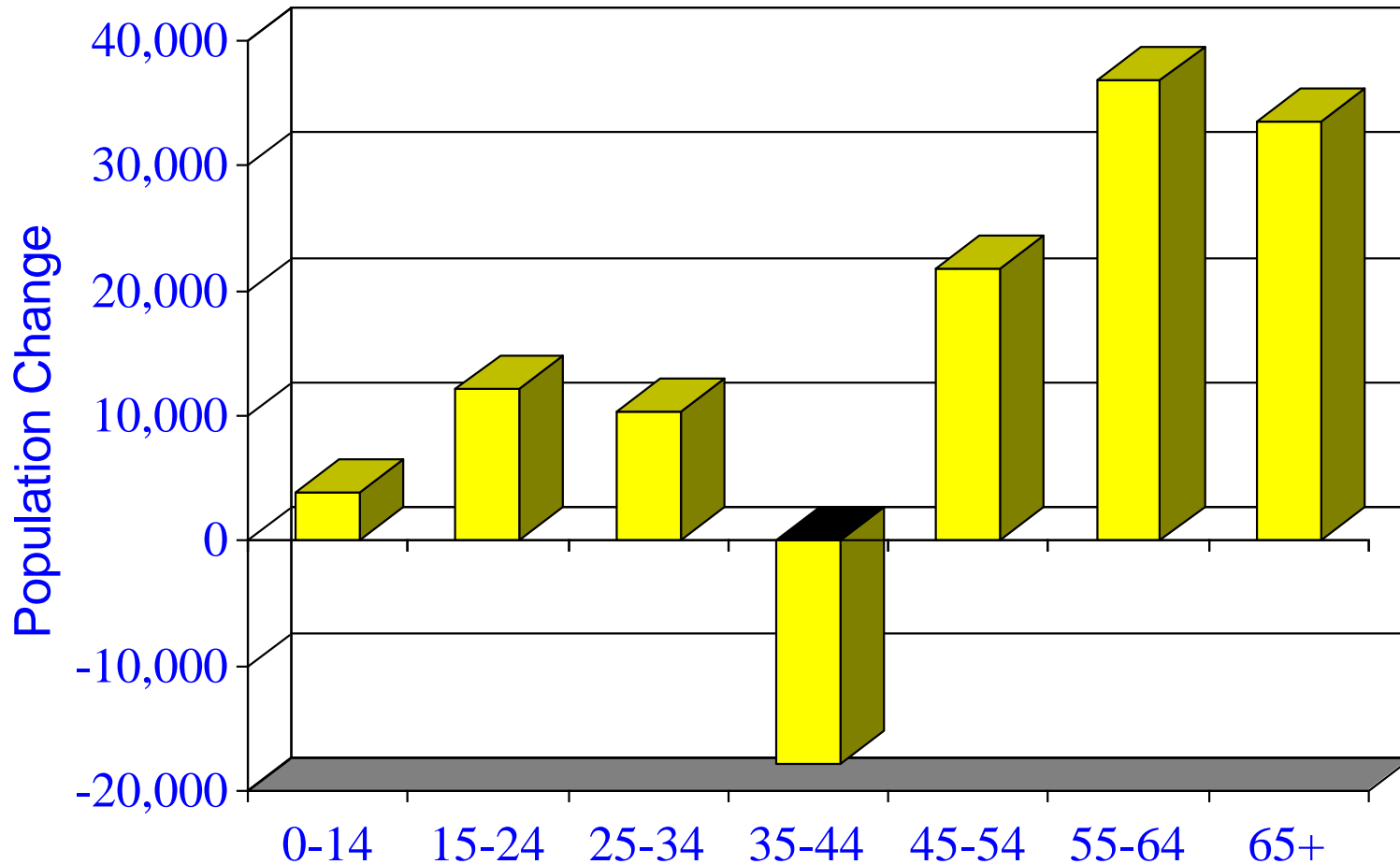
What skills are employers looking for?

- Written and verbal communication skills
- Leadership skills
- Problem solving and analytical skills
- Computer literacy
- Strong interpersonal skills
- Teamwork
- Presentation skills

Population by Age Group Delaware 2002 and 2012



Delaware Population, Net Change by Age Group, 2002 to 2012



Implications

Age Group	Pop. Change 2002 to 2012
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0-14	3,891
15-24	12,183
25-34	10,301
35-44	-17,819
45-54	21,719
55-64	36,878
65+	33,563

- Over age 45; +92,200
- Under age 45; +8,600
- Possible labor shortage
- Older experienced workers -Higher wages/productivity
- Very small increase in youngest age group
- Increased high school & college age population
- Starter homes for young adults
- Housing for the elderly
- Aging population
 - Health care
 - Eldercare
 - Leisure time/tourism
 - Social services
 - Lifelong learning/retraining

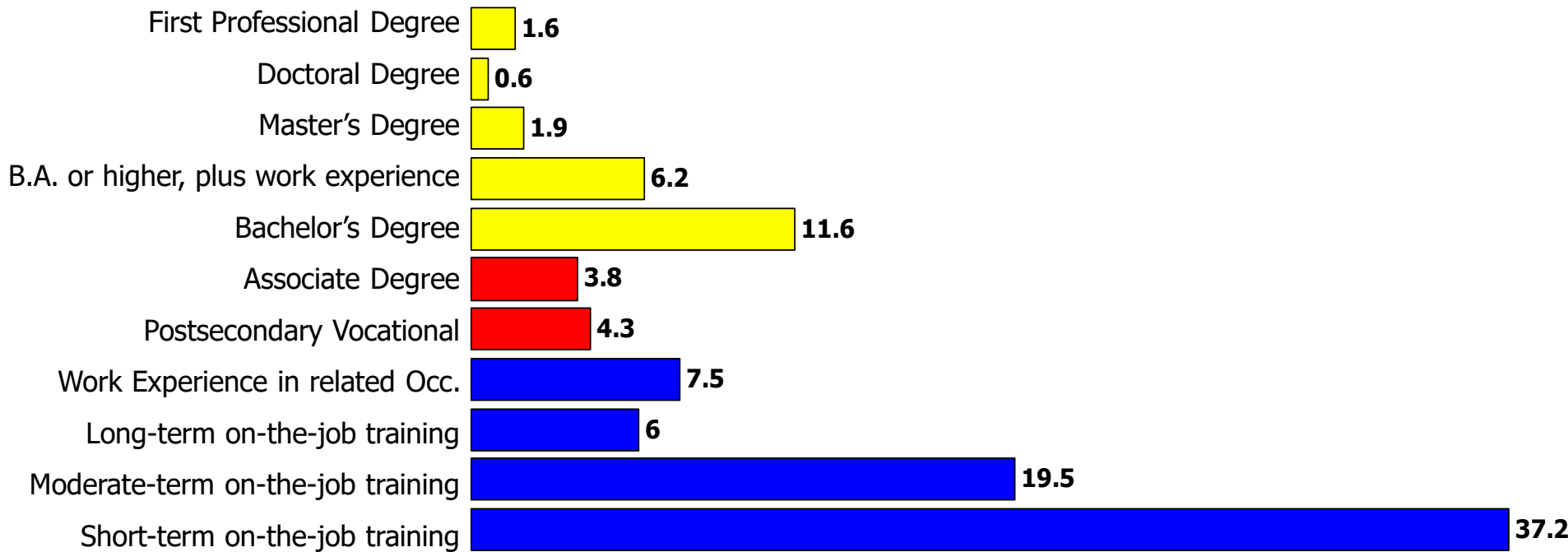
Education and Training Categories

- **1. First professional degree.** Completion of a first professional degree program usually requires at least 2 years of full-time academic study beyond a bachelor's degree.
- **2. Doctoral degree.** Completion of a doctoral degree program usually requires at least 3 years of full-time academic work beyond a bachelor's degree.
- **3. Masters degree.** Completion of a master's degree program usually requires 1 or 2 years of full-time study beyond a bachelor's degree.
- **4. Bachelor's or higher degree, plus work experience.** Most occupations in this category are managerial occupations that require experience in a related nonmanagerial position.
- **5. Bachelor's degree.** Completion of a bachelor's degree program usually requires 4 to 5 years of full-time academic work.
- **6. Associate degree.** Completion of an associate degree program usually requires at least 2 years of full-time academic study.

Education and Training Categories (Cont.)

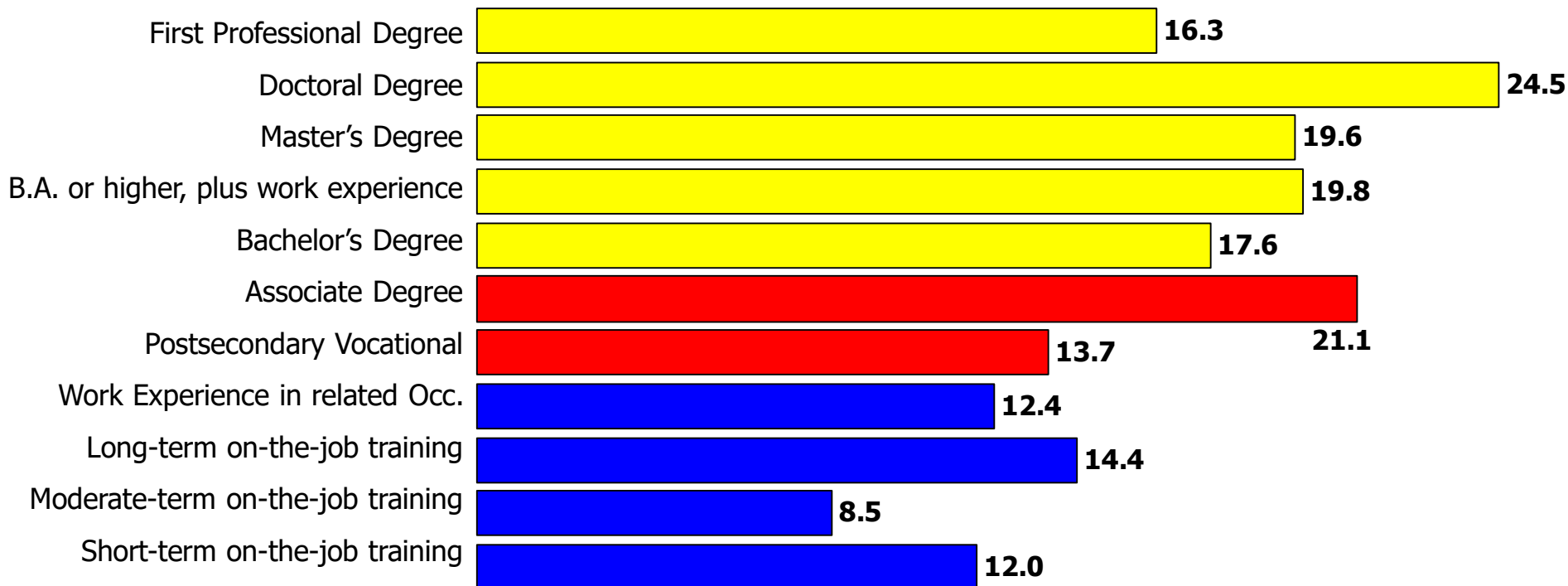
- **7. Postsecondary vocational training.** Some postsecondary vocational training programs last only a few weeks, while others may last a year or more. Some occupations require passing a licensing examination after completing training.
- **8. Work experience.** Occupations in this category require skills and experience gained in other jobs or developed from hobbies, non-work activities, or service in the Armed Forces.
- **9. Long-term on-the-job training.** This category includes occupations usually requiring more than 1 year of on-the-job training of combined work experience and formal classroom instruction, such as apprenticeships and employer-sponsored training. Generally, individuals training for an occupation are considered to be employing in it.
- **10. Moderate-term on-the-job training.** Workers in these occupations develop the skills they need after 1 to 12 months of combined on-the-job experience and informal training.
- **11. Short-term on-the-job training.** Workers in these occupations develop the skills they need after a short demonstration of job duties or after 1 month or less of on-the-job experience or instruction.

Most jobs do not require a college degree



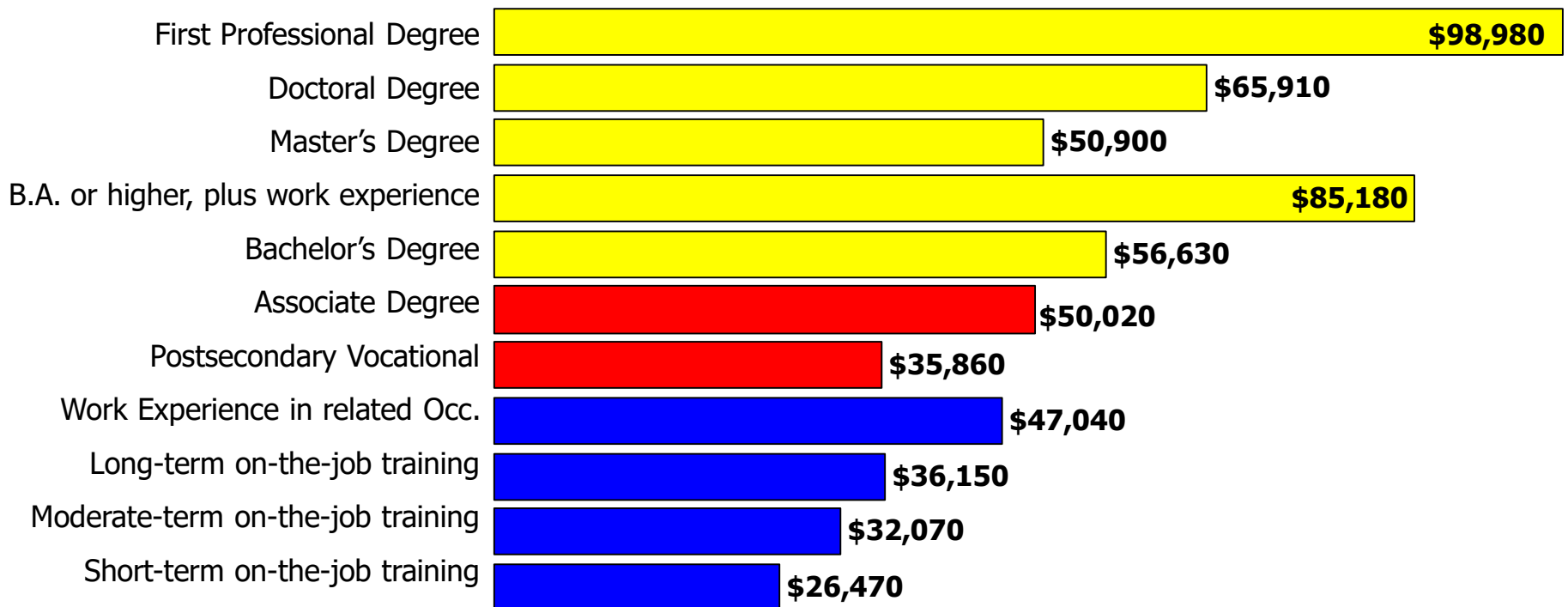
Percent distribution of employment, Delaware, 2002

Jobs requiring more training will generally grow faster.



Percent growth of employment, Delaware, 2002 to 2012

Wages by educational attainment, Delaware



Delaware, 2003

Fastest Growing Occupations

Delaware '02 to '12

Medical Assistants	49.3%
Physician Assistants	47.8%
Network System Analysts	45.9%
Physical Therapy Assistants	42.9%
Pharmacy Technicians	42.7%
Database Administrators	42.5%
Computer Software Engineers	41.6%
Hazardous Materials Removal Workers	41.1%
Massage Therapists	41.0%
Social and Human Service Assistants	40.5%
Personal and Home Care Aides	38.9%
Computer System Analysts	37.5%

Most Annual Openings, Delaware, 2002 - 2012

■ <i>Retail Salespersons</i>	752	■ Elementary School Teachers	159
■ <i>Cashiers</i>	623	■ <i>Security Guards</i>	150
■ <i>Waiters/Waitresses</i>	482	■ Bookeep., Accounting Clerks	148
■ <i>Food Prep. & Service Wrkrs (Comb.)</i>	413	■ Office Support Supervisors	143
■ Customer Service Reps.	408	■ Secretaries, Exc. Legal & Med.	128
■ General & Operations Mgrs.	355	■ <i>Farm workers & Laborers</i>	126
■ <i>Office Clerks, General</i>	351	■ Accountants & Auditors	124
■ Registered Nurses	288	■ <i>Nursing Aides/Orderlies</i>	124
■ <i>Janitors & Cleaners</i>	244	■ Cooks, Restaurants	122
■ <i>Laborers & Stock Movers, Hand</i>	232	■ Truck Drivers, Heavy	118
■ <i>Stock Clerks & Order Fillers</i>	209	■ <i>Child Care Workers</i>	117
■ Receptionists & Info. Clerks	181	■ Electricians	116
■ <i>Counter Attendants, Food</i>	179	■ Food Preparation Workers	115
■ Executive Sec. & Admin. Assts.	178	■ Chief Executives	108
■ Sales Representatives	170	■ <i>Landscaping/Ground. Workers</i>	105
■ Sales Supervisors	168	■ Computer Support Specialists	102

(continued)

Annual Openings, (Continued)

■ Maintenance Repair Workers	101	■ <i>Counter and Rental Clerks</i>	78
■ Carpenters	99	■ Hairdressers, Hairstylists	78
■ <i>Maids & Housekeep, Cleaners</i>	99	■ <i>Dishwashers</i>	77
■ <i>Meat, Poultry, Fish Cutters</i>	95	■ Fitness Trainers and Instructors	77
■ <i>Tellers</i>	92	■ Sales Managers	75
■ <i>Teacher Assistants</i>	92	■ <i>Dining Room Attendants</i>	71
■ <i>Construction Laborers</i>	89	■ Supervisors/Mgr. Const.	70
■ Plumbers, Pipefitters	87	■ Computer Programmers	70
■ <i>Bartenders</i>	87	■ <i>Personal and Home Care Aides</i>	70
■ <i>Truck Drivers, Light/Delivery</i>	87	■ Licensed Practical Nurses	69
■ <i>Shipping and Receiving Clerks</i>	86	■ Industrial Truck Operators	66
■ Secondary School Teachers	85	■ Management Analysts	63
■ Supervisors/ Mgr. Food Prep.	83	■ HVAC Mechanics	62
■ Financial Managers	81	■ Computer System Analysts	61
■ <i>Bill and Account Collectors</i>	78		

*Italics indicate occupations
which generally require
short-term training (30 days or less).*

Wages For Selected Delaware Occupations

Occupational Title

Avg. Annual Wage

Short-term On-the-job Training

Salespersons, Retail	23,900
Cashiers	18,000
Waiters and Waitresses	16,800
Food Prep & Serving Workers	16,800
General Office Clerks	24,500

Moderate-term On-the-job Training

Customer Service Reps.	30,500
Exec. Secretaries & Admin. Assistants	36,333
Sales Reps., Wholesale and Mfg.	48,711
Bookkeeping, Accounting, Auditing Clerks	29,800
Secretaries, Exc. Legal and Medical	29,100

Long-term On-the-job Training

Cooks, Restaurant	21,300
Electricians	43,300
Carpenters	35,411
Plumbers, Pipe fitters	44,000
HVAC Mechanics	34,800

Wages For Selected Delaware Occupations (Cont.)

Occupational Title

Avg. Annual Wage

Work Experience in a Related Occupation

Retail Sales Supervisors & Mgrs.	44,500
Clerical Supervisors & Mgrs.	43,000
Food Preparation Supervisors & Mgrs.	28,400
Construction Trades Supervisors & Mgrs.	55,000
Mechanics, Installers, Supervisors & Mgrs	53,100

Postsecondary Vocational Training

Automotive Service Technicians/Mechanics	44,000
Cosmetologists, Hairstylists	26,800
Licensed Practical Nurses	42,300
Fitness Trainers and Aerobic Instructors	29,200
Preschool Teachers	22,100

Associate Degree

Registered Nurses	57,900
Computer Support Specialists	51,800
Paralegals and Legal Assistants	38,700
Dental Hygienists	49,800
Radiologic Technologists & Technicians	42,800

Wages For Selected Delaware Occupations (Cont.)

Occupational Title

Avg. Annual Wage

Bachelor's Degree

Elementary School Teacher	49,500
Accountants and Auditors	49,200
Secondary School Teachers	53,000
Computer Programmers	73,700
Construction Managers	69,700

B. A. or Higher, Plus Work Experience

General & Operations Mgrs.	84,500
Chief Executives	114,900
Financial Mgrs.	82,400
Sales Managers	96,700
Management Analysts	82,700

Master's Degree

Mental Health & Substance Abuse Social Workers	34,000
Education, Vocational, and School Counselors	47,900
Market Research Analysts	61,400
Rehabilitation Counselors	29,500
Instructional Coordinators	50,600

Wages For Selected Delaware Occupations (Cont.)

Occupational Title

Avg. Annual Wage

Doctoral Degree

Clinical, Counseling, and School Psychologists	51,500
Nursing Instructors, Postsecondary	64,500
Engineering Teachers, Postsecondary	102,800
Agriculture Science Teachers, Postsecondary	75,300
History Teachers, Postsecondary	73,900

First Professional Degree

Clergy	44,400
Lawyers	115,700
Pharmacists	81,800
Family and General Practitioners	111,700
Optometrists	90,800

Change = Major Implications
Delaware Projections 2002 to 2012

New job growth, 56,800 + replacements, 105,600
= +162,400 demand

Net population gain, age 15-64
= +63,300 supply

How will we fill this obvious gap?

Quality jobs and a quality workforce will be a must.

The Web

America's Career Infonet

<http://www.acinet.org/acinet/>

Office of Labor Market Information

www.oolmi.net

Virtual Career Network

www.vcnet.net

Occupational Wage Estimates

<http://www.bls.gov/oes/current/oessrcst.htm>