

The Great Seal of the State of Delaware is a circular emblem. It features a central shield with a ship on the left, a lion on the right, and a dog at the bottom. Above the shield is a banner with the motto "LIBERTY AND INDEPENDENCE". The shield is flanked by two figures: a man on the left holding a staff and a woman on the right holding a staff. The outer ring of the seal contains the text "GREAT SEAL OF THE STATE OF DELAWARE" and the dates "1704 • 1776 • 1787".

# Department of Labor

## **FY 2027 Budget and Strategic Priorities**

November 17, 2025

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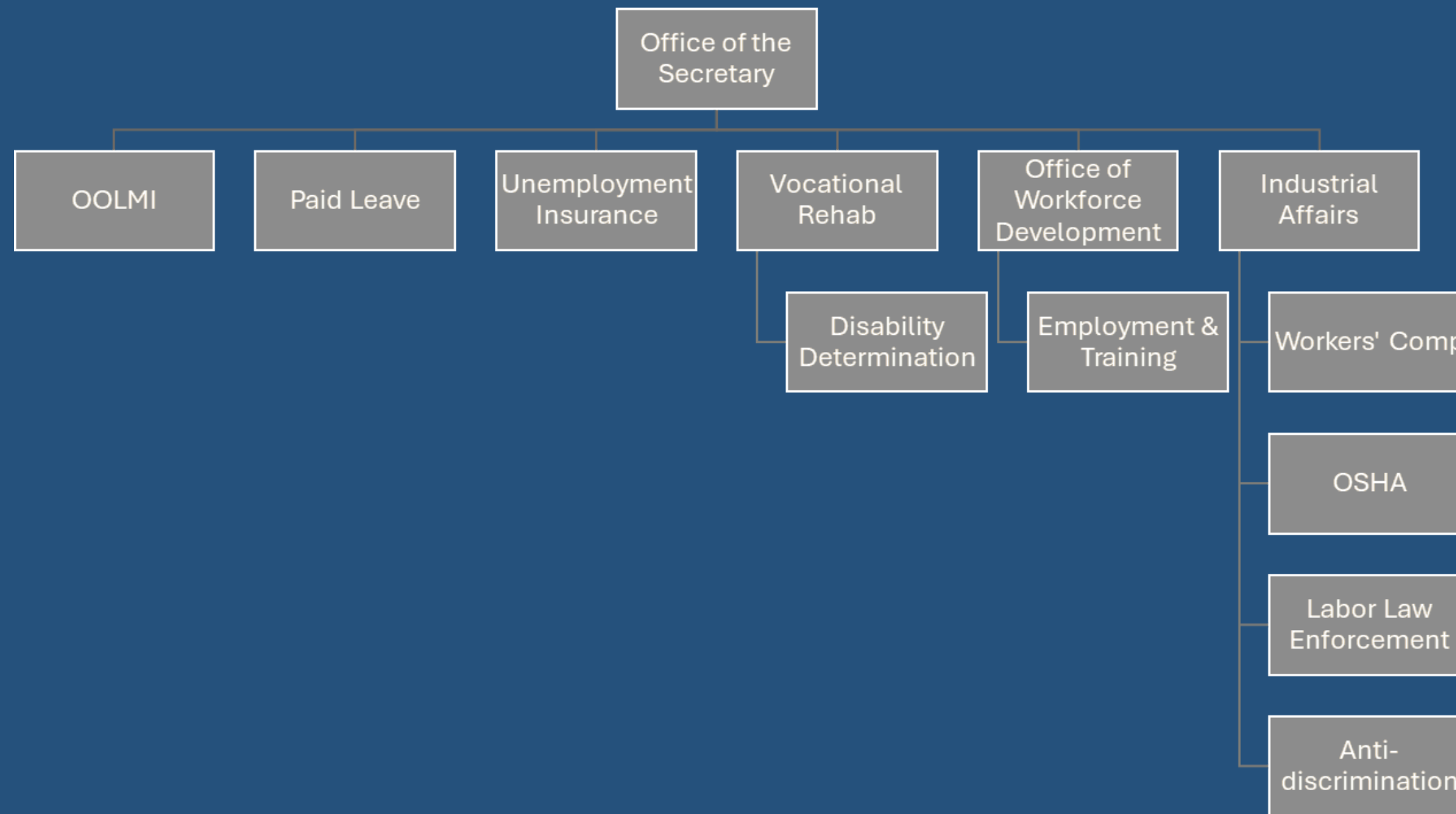


# The Mission

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The Delaware Department of Labor promotes a strong economy by empowering workers, job seekers, and employers – ensuring safety and justice in the workplace; partnering with employers to cultivate a skilled workforce; and connecting people to benefits, employment, training and labor market information.





# DOL Organization

- Office of Workforce Development
- Director of Finance

# Labor Market Information

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Seasonally adjusted unemployment rate  
(remained below US unemployment rate)

4.0% (up 0.2%)

Labor Force Participation Rate

58.9% (down 0.8%)

Unemployment by County (Kent, New Castle,  
Sussex)

4.9%, 4.6%, 4.0%

Job Increase

4,200

Industry with most growth

Private education and health  
services

Industry with least growth

Leisure and hospitality

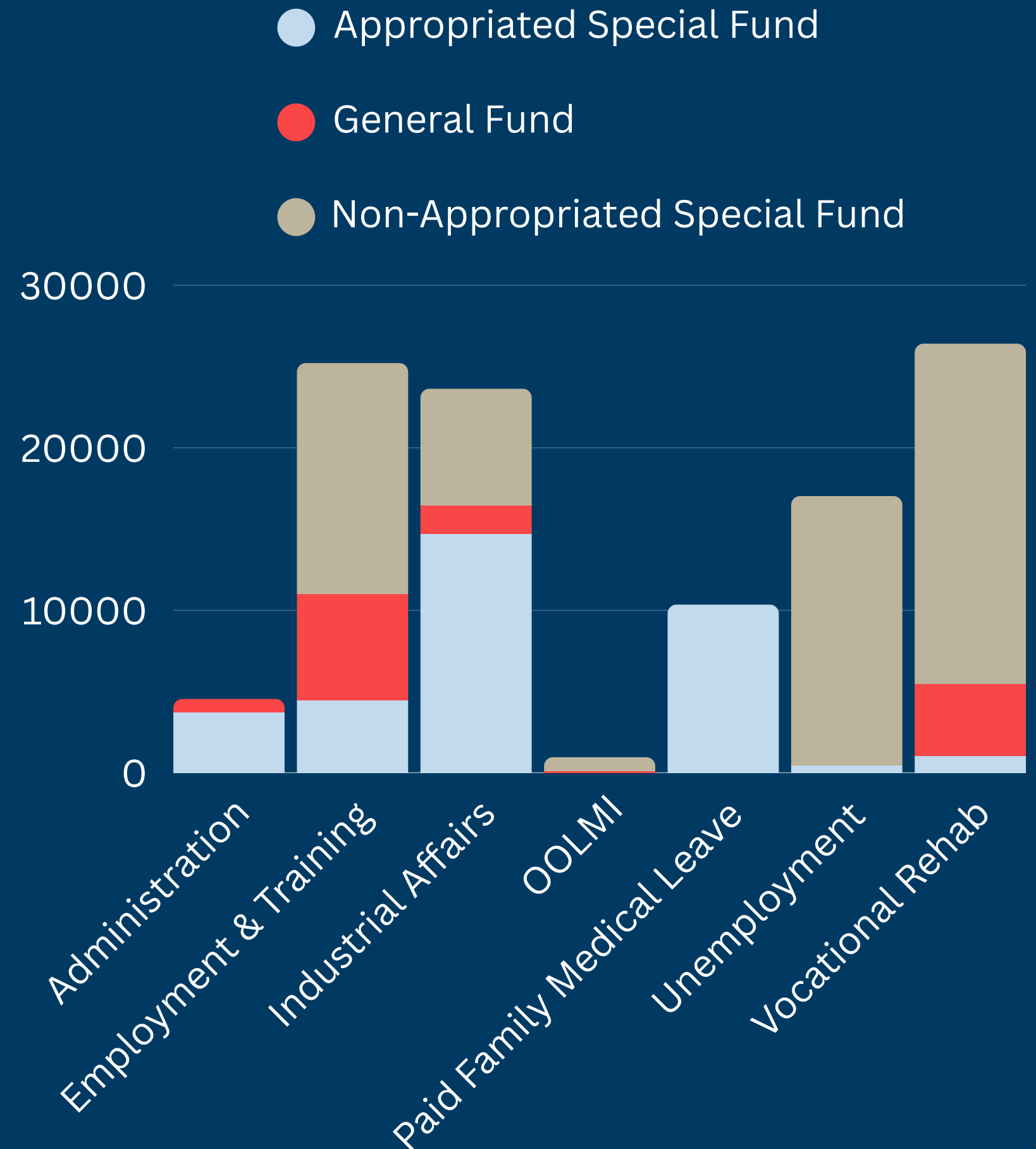
# FY 2027 Outlook

## Budget Request

- \$108.12 Million DOL Operating Budget
- 7.22% YoY Increase
- \$143,000 Increase in General Funding
- \$13.77 M (GF); \$34.70 M (ASF); \$59.65 M (NSF)
- 4.20% Overhead/Indirect Cost

## Strategic Priorities

- UI Modernization 2.0 & 3.0
- Paid Family Leave
- Workforce Development



## Mission

To provide accurate, timely and professional support to assist Labor's service divisions in achieving their goals.

## FY 2027 Budget Request

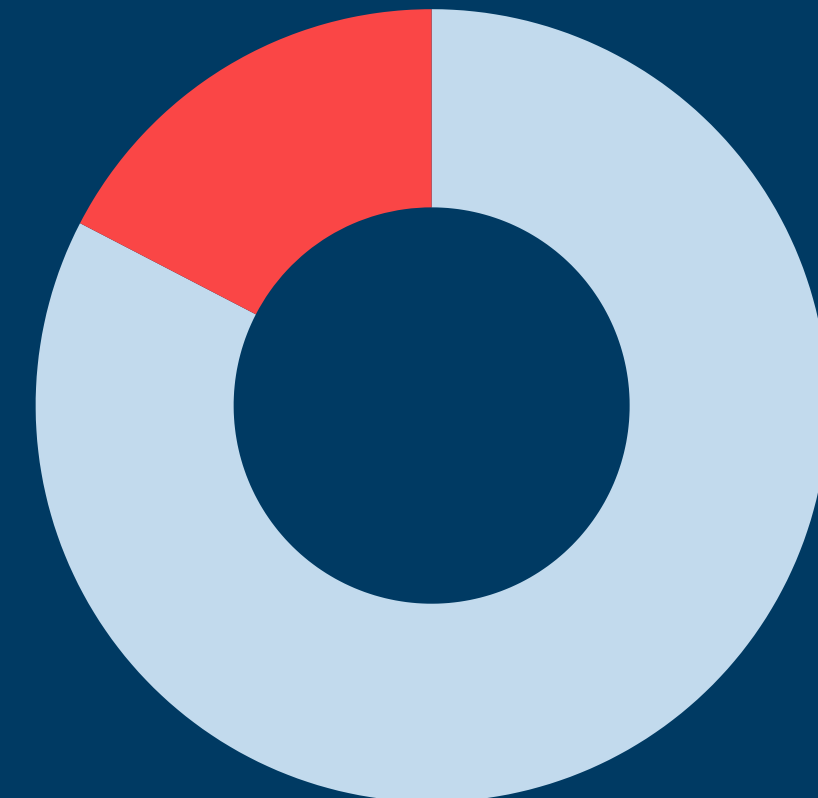
- \$4.54 Million
- \$20 Thousand increase from FY 2026
- Office relocations
- No new requests

## Staffing

- 38 FTEs
- 3 IT vacancies currently being recruited

# Administration

General Fund  
17.4%



Appropriated Special Fund  
82.6%

# Unemployment Insurance

## Mission

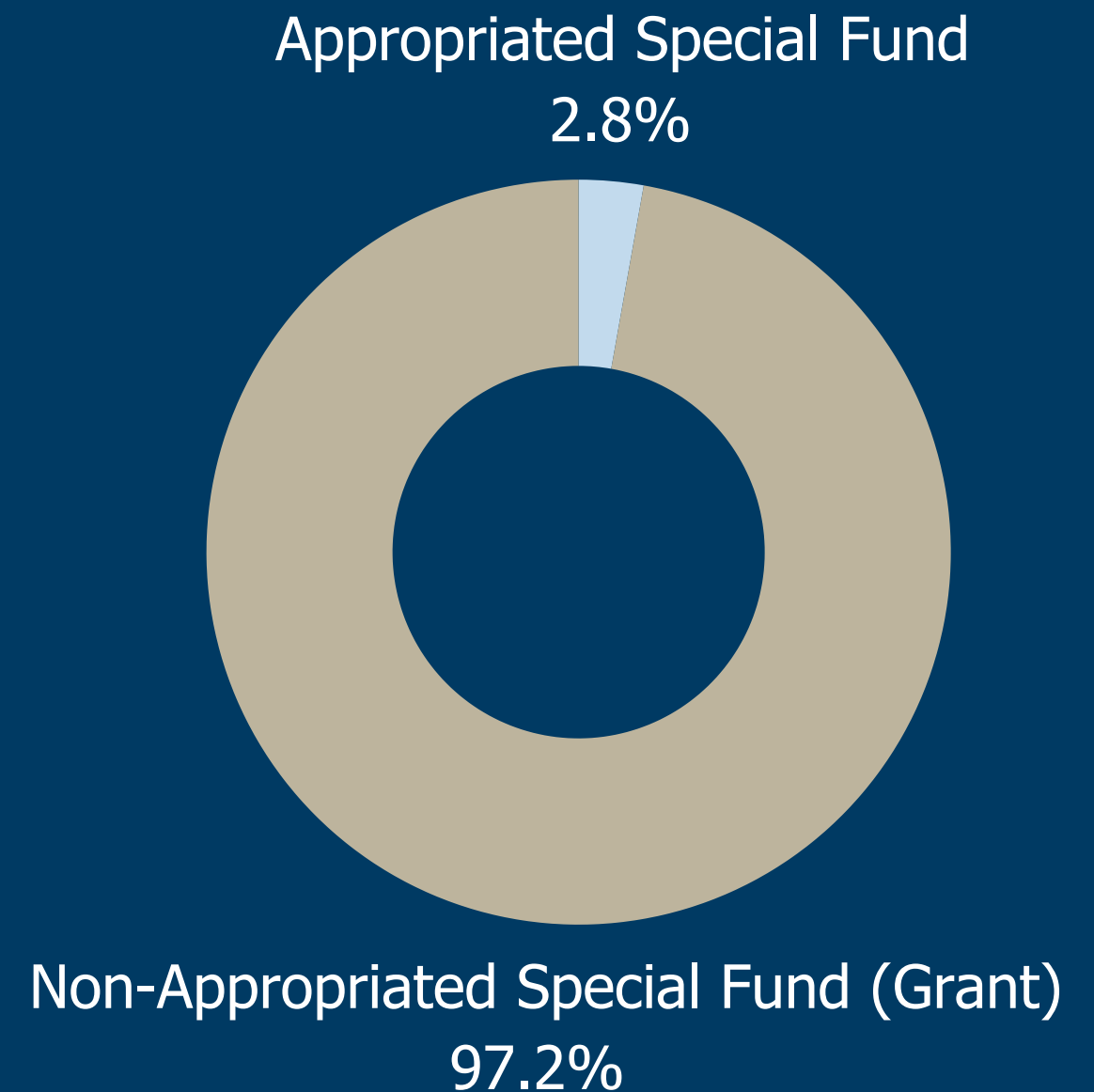
To minimize the impact that unemployment has on the individual, their family, and community through temporary financial assistance and connection to reemployment resources.

## FY 2027 Budget Request

- \$17.03 Million
- No change from FY 2026
- No new request

## Staffing

- 11 vacancies currently being recruited
- 10 reclasses underway





## Performance Metrics

Measure	FY 2025 Actual	FY 2027 Goal
% of Timely First Payment (21 days)	53.9%	87.0%
% of New Employer Tax Account Established Timely	72.8%	80.0%

## Highlights

- “Mission Backlog”

## Legislation & Initiatives

- Modernization 2.0 & 3.0

# Unemployment Insurance

Balance Sheet (Unaudited)  
(as of June 30, 2025)

Cash and Cash Equivalents	\$36,919,676
Investment - UI Trust Fund	276,864,697
Accounts Receivable	48,847,619
Current Liabilities	106,368,995
<b>Net Fund Balance</b>	<b>\$256,262,998</b>

Trust Fund is solvent with AHCM of .91 for 2025

## Mission

To provide access to paid parental leave, medical, and family caregiving leave benefits for eligible Delaware workers.

## FY 2027 Budget Request

- \$10.35 Million
- \$6.54 Million increase over FY 2026
- 10 Additional Positions

## Staffing

- Paid Leave is actively recruiting all newly approved positions

# Paid Leave



Appropriated Special Fund  
100%

## Performance Metrics

- Combined loss ratio
- Timely claims adjudication
- Affirmance rate

## Highlights

- Registered employers: 9,854 (as of 11/08)
- Employer and employee webinars & outreach

## Legislation & Initiatives

- Actuarial Study (SB 200)
- Benefits processing begins Jan. 1, 2026
- PFML Advisory Board

# Paid Leave

Balance Sheet (Unaudited)  
(as of June 30, 2025)

Cash and Cash Equivalents	\$912,427
Accounts Receivable	12,982,496
Current Liabilities	286,607
<b>Net Fund Balance</b>	<b>\$13,608,317</b>

# Industrial Affairs

## Mission

To foster, promote, and develop the welfare of the wage earners of the state of Delaware, to improve their working conditions, and to advance their opportunities for profitable employment.

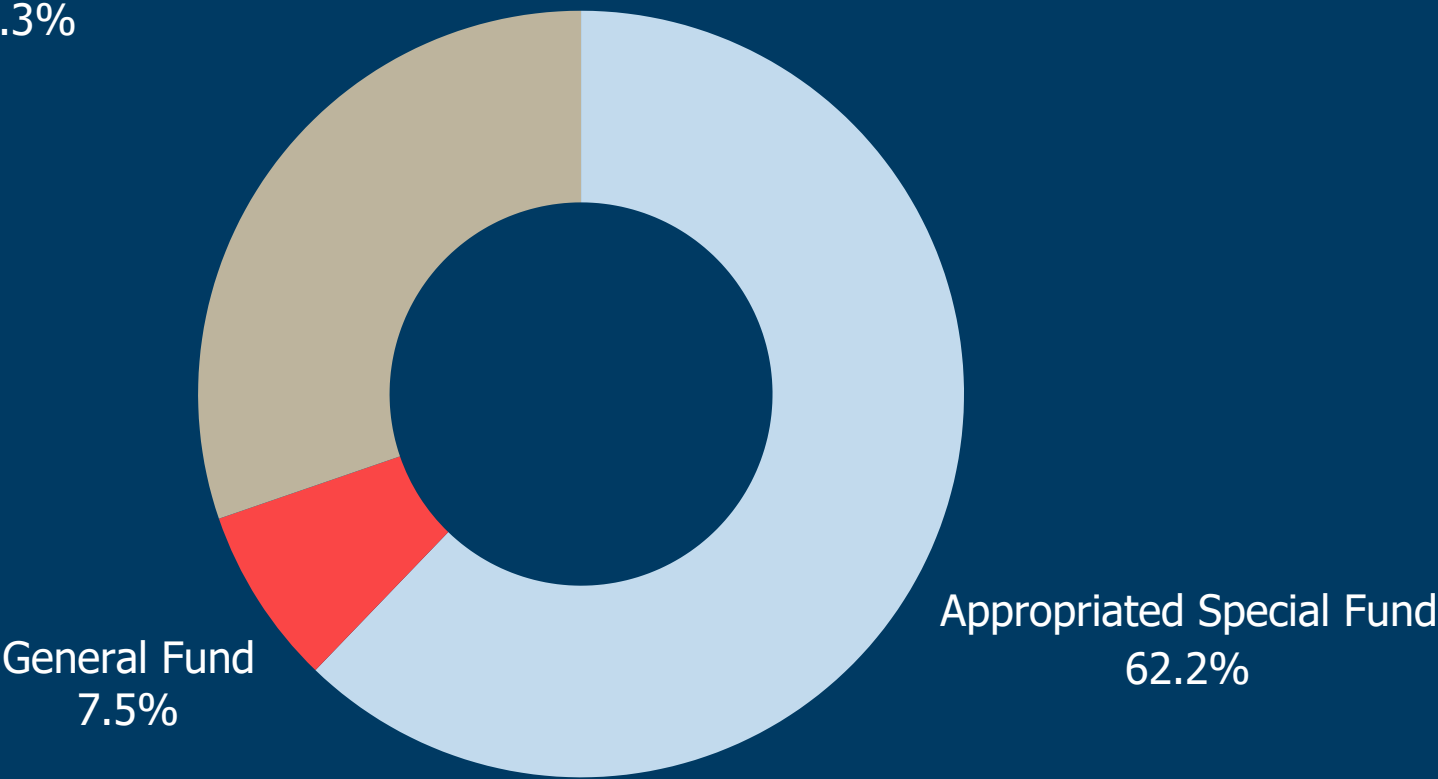
## FY 2027 Budget Request

- \$23.63 Million
- \$632.70 Thousand increase from FY 2026
- \$520k in personnel; \$75k MS&E
- \$18 Million Capital Budget request

## Staffing

- 7 vacancies under active recruitment

Non-Appropriated Special Fund (Grant)  
30.3%



# Performance Metrics

Measure	FY 2025 Actual	FY 2027 Goal
# Days Petition Filed to Hearing Date (Worker's Comp)	135.29	120
# Days Hearing to Decision (Worker's Comp)	41.92	14
# Days Resolve Wage & Hour Claim	30.43	30
# Days Resolve Prevailing Wage Claim	59	90
# Safety & Health Consultations	115	200
# Injury & Illness Surveys	2496	2700
# Days Resolve Discrimination Claims	193	180

# Industrial Affairs

## Highlights

- 50% decrease contractor penalties
- Increase of more than 200 medical providers
- \$465k collected on behalf of employees

## Legislation & Initiatives

- Enforcement of wage theft
- Strengthen child labor enforcement
- Worker's Comp overhaul (1997)
- Contractor registration
- ERP Modernization





# Employment & Training

## Mission

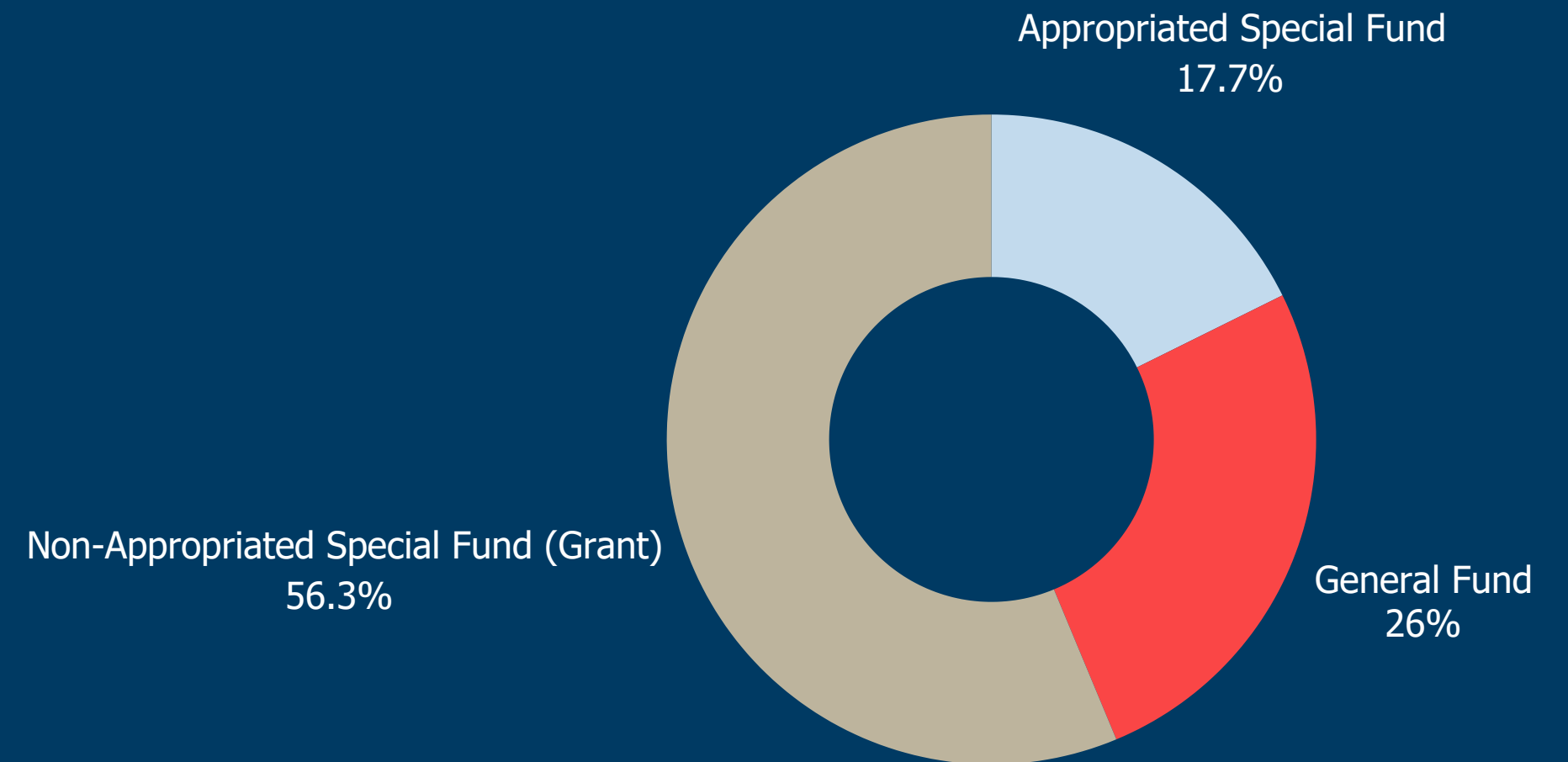
To provide services which enable employers and job seekers to make informed employment and training choices leading to employment.

## FY 2027 Budget Request

- \$25.21 Million
- \$79.4 Thousand increase from FY 2026
- No new requests

## Staffing

- 9 vacancies under active recruitment
- SSA Hiring Freeze impacts DDS



Measure	FY 2025 Actual	FY 2027 Goal
Employment rate second quarter after exit	73.7%	70.1%
Employment rate fourth quarter after exit	71.8%	72.0%
Median Earnings	\$8,590	\$6,925
% Credential Attainment	68.7%	68.5%

# Employment & Training

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## Performance Metrics

# Vocational Rehab

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## Mission

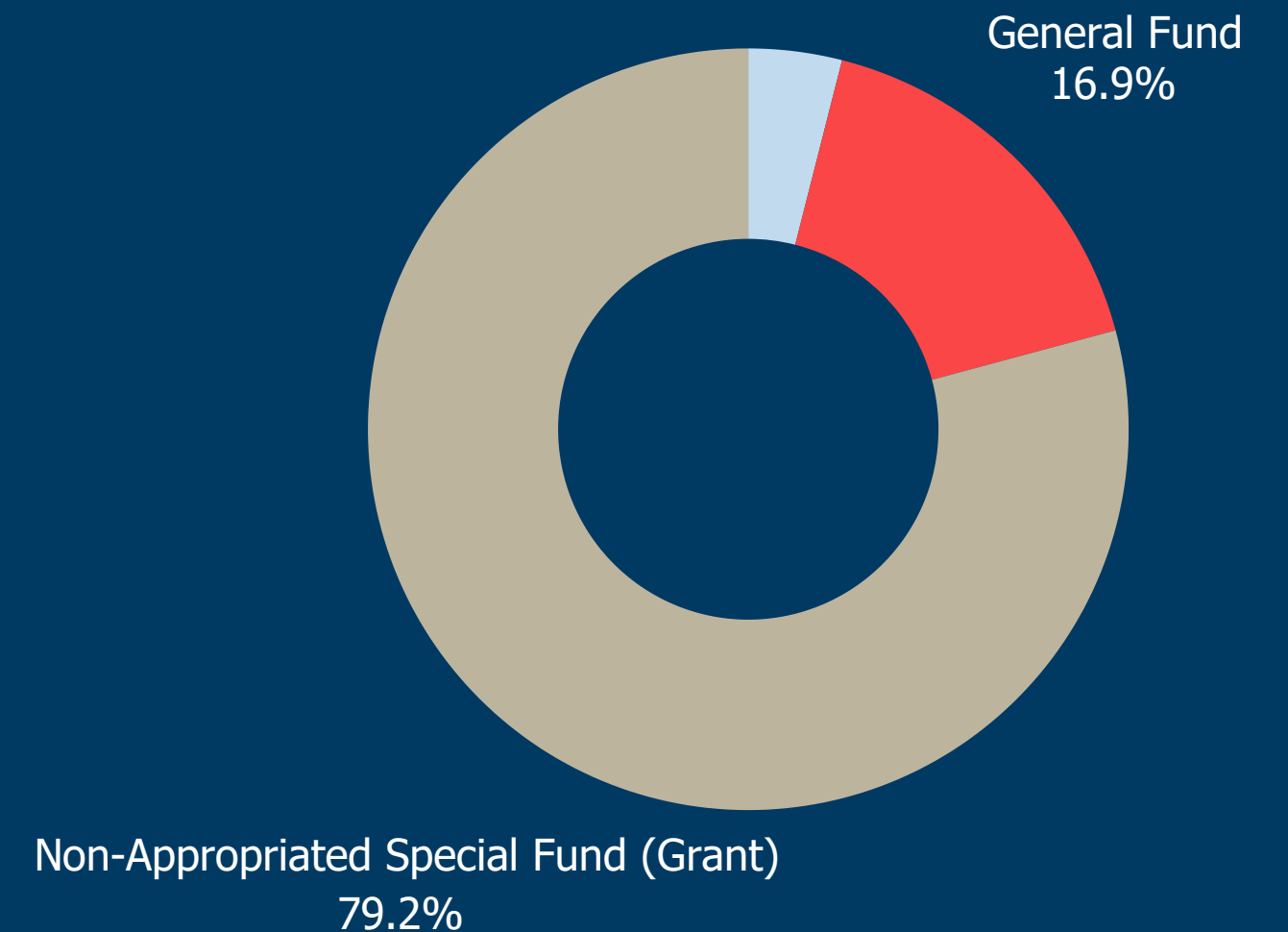
To foster, promote, and develop the welfare of the wage earners of the state of Delaware, to improve their working conditions, and to advance their opportunities for profitable employment.

## FY 2027 Budget Request

- \$26.41 Million
- \$5 Thousand increase from FY 2026
- No new requests

## Staffing

- 9 vacancies under active recruitment
- SSA Hiring Freeze impacts DDS



## Performance Metrics

Measure	FY 2025 Actual	FY 2027 Goal
Employer rate second quarter after exit	51.0%	51.0%
Employment rate fourth quarter after exit	47.6%	48.0%
Median Earnings	\$5,280	\$5,480
% Credential Attainment	54.0%	55.0%
# DDS cases processed	7,250	7,375
% Accuracy rate from federal	96.0%	96.0%

# Vocational Rehab

## Highlights

- Ranked 16<sup>th</sup> nationally for credential attainment

## Legislation & Initiatives

- Office of Deaf and Hard of Hearing

# Budget Contingency

General Fund Allocation	Amount	1% Increase	%1 Decrease
Administrative Support	\$19.50k	Contingency for payroll and contractual services	Contractual services; offset by Indirect Costs revenue
Vocational Rehab	\$44.40k	18 Additional Clients	Slight impact to supported employment program
Employment & Training	\$64.80k	Addition to contractual line in support of Executive Order #01	Slight impact to 1-2 client training certifications