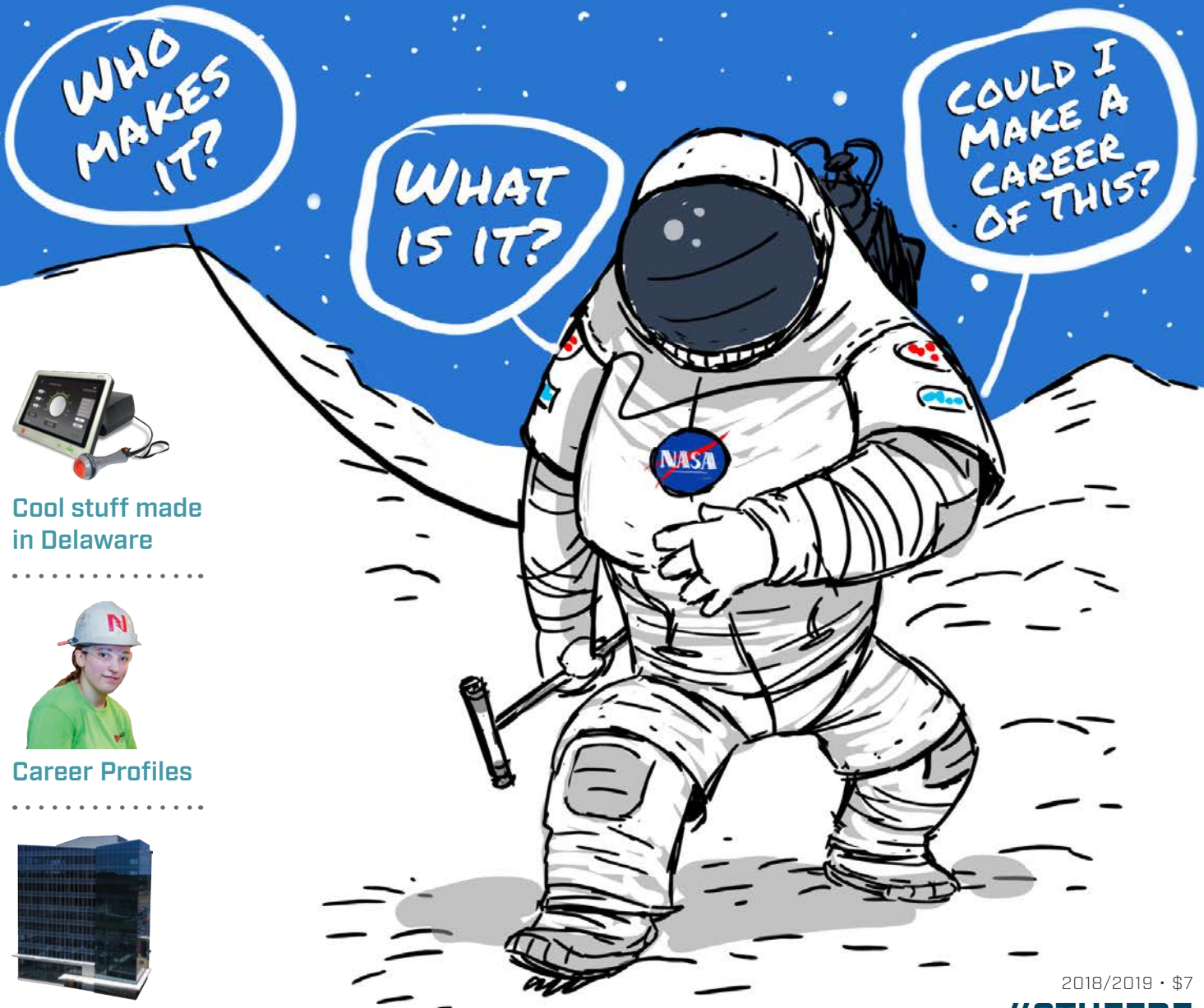


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The art pictured here was created by Charlie Harrigan for a Foundation Year course. The medium is gouache and cut paper.

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WELCOME



Welcome to Delaware Business Times' first annual edition of STUFF—Made and Built in Delaware. We envision STUFF as a cool, interactive magazine and website that will help students, parents, teachers and business leaders learn more about the world of workforce development in the First State.

It's widely recognized that it is difficult for some business sectors to find and hire quality, hardworking, trained employees to fill the growing number of positions opening up within the trades, manufacturing and other industries. That's despite the fact that many of these jobs pay solid wages and offer career advancement opportunities.

There are more than 750 manufacturing companies in the state, according to the National Association of Manufacturers. These businesses employ 12,000 people who earn an average of more than \$70,000 annually. These 12,000 employees account for 6 percent of Delaware's overall employment in the private, non-farm sector.

The construction industry is one of the state's fastest growing employment sectors, with more than 3,500 job openings expected through 2024.

In the pages of STUFF the Delaware Business Times showcases what Delaware businesses make and build, who uses it and what kinds of jobs/careers are available in each company. Young people are finding great career paths in these industries.

STUFF shines a light on the issue of workforce development while examining the resources revolutionizing academic career planning and hiring.

For example, see page 8 for "Your Options for Career and Technical Education," and page 10 for "Help Wanted," which describes the skills that companies are looking for. There is a comprehensive Resource listing starting on page 37.

You've certainly heard about W.L. Gore and its Gore-Tex high-performance sports fabrics and apparel, but did you know that the Delaware-based company also manufactures cable assemblies that keep you connected to Wi-Fi while you travel around the world? (See page 19.)

LiteCure in Newark produces therapy lasers that have become standard equipment in medical facilities for the treatment of pain and inflammation in muscles. There are many more success stories here in the First State.

Delaware Business Times talked to some of the people working on the issue: hiring managers at businesses, school administrators, the Delaware Workforce Development Board, Associated Builders and Contractors, Delaware Contractors Association and more. They told us that to get these in-demand jobs, a four-year degree is great, but a two-year technical diploma will launch you into the workforce as well. And you can do both. Thank you to all of our partners, sponsors and advertisers. We could not have done this without their help.

We are confident that STUFF will help connect members of our future workforce with manufacturing, construction and other industries careers. Whether you're a student, parent, teacher or business leader, we hope you find it useful. And, you can download a digital edition of STUFF with links to all of the companies profiled at DelawareBusinessTimes.com/Stuff. Let me know what you think by emailing me at rmartinelli@todaymediainc.com.

Sincerely,

A handwritten signature in black ink that reads "Robert L. Martinelli". The script is fluid and cursive.

Robert. L. Martinelli
*Publisher,
Delaware Business Times*

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GETTING STARTED

YOUR OPTIONS FOR CAREER AND TECHNICAL EDUCATION

BY MICHAEL BRADLEY



When Luke Rhine talks about opportunities for students who want to get training in the construction or manufacturing fields, he goes right to the numbers.

“I think it’s important that we talk a little about the data,” says Rhine, director for career and technical education and STEM initiatives for the Delaware Department of Education.

And that data is promising. Rhine says architecture and construction are the third-fastest-growing professions in the state of Delaware — behind health sciences and hospitality/tourism — and both “offer opportunities for people of different skill levels to gain employment and a solid income.”

So what does Rhine mean by “solid income”? He reports that the average salary for someone in architecture or construction is \$50,000, among 24,000 Delawareans. The 25,600 state residents who work in manufacturing earn an average of \$43,000, says Rhine.

If that sounds like a good start, there are many opportunities throughout Delaware to get degrees, certifications and apprenticeships across different technical-educational options. And thanks to a collection of state programs, including the popular Delaware Pathways, you can access a lot of those options at a reasonable cost, or in some cases, for free.

What may surprise some Delawareans is that while there is a need for people to fill jobs in the manufacturing and construction fields, there aren’t enough candidates.

WHAT IS CAREER AND TECHNICAL EDUCATION (CTE)?

Broadly speaking, CTE refers to schools, institutions and educational programs that specialize in the skilled trades, applied sciences, modern technologies and preparation for other various careers. This umbrella encompasses far more than the traditional construction and manufacturing trades. In Delaware schools, it also includes pathways that lead to careers in agriculture, health care, computer science, finance and education, among others.



PHOTOGRAPHY BY CHARLES UNIATOWSKI | DELAWARE TECHNICAL COMMUNITY COLLEGE

“It’s a dilemma,” says Dr. Vicki Gehrt, superintendent for the New Castle County Vo-Tech School District. “There aren’t enough young people interested in construction and manufacturing. They seek out other career interests.”

HIGH SCHOOL PROGRAMS

There are six different technical high schools – four in New Castle County and one each in Kent and Sussex Counties. They offer several different construction programs for students, including sheet metal, welding and electrical trades to name a few. Students combine traditional academic work with three years of technical instruction to gain a significant advantage when they head directly into the workforce, to technical college or on to other two- or four-year postsecondary programs or apprenticeships.

Gehrt says students in the construction and manufacturing programs at the technical schools take part in co-op opportunities and that after graduation, a large percent of students are offered employment by the companies with which they have been working. Many others

go on to either two- or four-year colleges. In addition to providing the classes necessary for a traditional high school diploma, tech-ed schools offer students programs that require 10 credits in a career pathway. That includes an exploratory class in ninth grade and then three credits each for sophomore through senior years. They also will have earned college credits that allow for advanced placement in their career field courses.

When students graduate, they will have qualified as a first year apprentice in their chosen discipline that applies to an apprenticeship.

“Our administrators and teachers do great work,” Gehrt says. “Our schools are extremely popular, and parents have a strong desire to have their child attend one of our vo-tech high schools.”

But you don’t have to attend a technical high school to get a head start on a career in manufacturing or the building trades. Former Governor Jack Markell started the Delaware Pathways program, a partnership between schools and businesses that allows high school students to “try on” careers by spending time with employers to learn about different professions, gain skills and chart

courses that could help them discover what they will be doing with their futures.

Manufacturing-centric Pathways include Engineering Technology, Logistics Technician and Production Technician. There is also a separate Engineering pathway that is not tied to manufacturing. The Pathways are offered at schools throughout Delaware. For example, the Engineering pathway is available at 11 high schools in all three counties. (For more information, see www.delawarepathways.org and the sidebar on p. 11.)

COLLEGE PROGRAMS

High school juniors and seniors can take advantage of a Delaware Technical Community College (DTCC) program, says Paul Morris, who is associate vice president for workforce development and community education programs at DTCC. He explains that it requires 600 hours of training and provides students with a national certification for manufacturing standards, seven to 13 college credits that will transfer to DTCC, and crucial skills for employment. The college also helps

DELAWARE PATHWAYS

What are they, and where are they offered?

The Delaware Pathways are designed to get students ready to join in-demand careers. They begin in public K-12 schools as CTE programs of study and continue through adult education and occupational training programs.

The Pathways offer an opportunity to get college credits while you're still in high school, while also providing job skills and meaningful work experiences that qualify you for in-demand, well-paid jobs in Delaware.

There are three manufacturing-centric Pathways:



**MANUFACTURING
ENGINEERING
TECHNOLOGY**



**MANUFACTURING
LOGISTICS
TECHNICIAN**



**MANUFACTURING
PRODUCTION
TECHNICIAN**

Other Pathways with skills that may touch on manufacturing or the building trades include Biomedical Sciences, Energy and Engineering.

There are 22 schools throughout the state that offer Pathways programs. Concord, Brandywine and Mt. Pleasant High Schools allow students to sample manufacturing engineering technology, while those interested in learning about the duties of a manufacturing logistics technician can do so at Woodbridge High School and Seaford High School. Those three also offer opportunities to learn about becoming a manufacturing production technician.

Aspiring engineers can explore the Engineering Pathway at schools including Hodgson Vo-Tech High School, Newark Charter, Middletown High School, Appoquinimink High School, Polytech High School and Indian River High School.

If your school doesn't offer an option that interests you, you can contact Delaware Pathways through its website to request an opportunity.

set up paid internship sfor students in the program between their junior and senior seasons. Those internships give them 200 hours with local manufacturers.

"It's what students need," Morris says. "We're helping them get a basic set of skills that are functional in a manufacturing setting. They learn to troubleshoot the equipment they are using so that they can either identify the problem or fix it themselves. If they become technicians on an assembly line, that's a good skill set to have. When they start working for a company, they can learn about the product and the process, but they will already have the foundational skills to learn quickly."

DTCC offers a two-year construction management degree that allows its graduates to go right into the field. And the college is creating a heavy equipment operator program — think backhoes, bulldozers, etc. — that will start in the winter and will require 400 hours. It is also developing a diesel mechanics program. At each DTCC campus, students can enroll in certificate and licensure programs in a variety of fields. These kinds of programs are shorter than regular two-

or four-year courses of study, and they focus on specific skills that can help you get job-ready.

If DTCC isn't a good fit for some reason, there are other ways to get crucial skills for manufacturing or the building trades. For example, Wilmington University offers a "Maker" certificate program that teaches students how to create, prototype, design and manufacture products. The University of Delaware and Delaware State University also have several degree programs that pertain to manufacturing or the building trades. (For more details, see the Resources section on p. 37.)

APPRENTICESHIPS AND SCHOLARSHIP PROGRAMS

There are also apprenticeship opportunities available, and employer programs are approved by the state Department of Labor. Those taking part in them earn wages while completing their apprenticeships. Technical schools also offer apprenticeships through their adult education divisions. (Learn more about New Castle County Vo-Tech School District's apprenticeship programs at www.nccvtadulthoodeducation.com/

apprenticeships.) They are financed through state funds and don't cost apprentices anything.

DTCC is also interested in working with high school students and older Delawareans looking to develop skills to help them find jobs. Thanks to a \$3.5 million grant from the U.S. Department of Labor's "America's Promise" initiative, DTCC offers five-to six-month programs for adults in automation and production line skills. High school students can enroll in the Construction Craftsman program to learn the skills needed to join the workforce and move up quickly.

Another government program that is especially helpful is SEED, which stands for Student Excellence Equals Degree. This is a scholarship program that is open to people who graduate from high school with a 2.5 GPA and who apply to DTCC to take part in a four-semester training program. "We promote the SEED program to our students," Gehrt says.

SEED can cover the remainder of DTCC tuition after other financial aid is deducted. For priority consideration, apply by April 1.



HELP WANTED

These are the skills employers are looking for

BY MICHAEL BRADLEY

In his job as executive director of the Delaware Workforce Development Board, Bill Potter travels around the country to learn about different industries and how they are attracting talented people. In early August, he was in Denver at a custom steel plant. He was amazed to see the versatility of its employees.

“One minute the workers were welding, and the next they were using a computer,” says Potter. “It was very sophisticated.”

As Potter thinks about the employment climate in Delaware for the construction and manufacturing industries, he sees job descriptions that include both complex skill sets and some of the more traditional duties performed by workers in those fields. To him, it’s important for those interested in getting jobs to understand that they must be flexible in their training, so that they can take the basics and move

up into more advanced positions.

“Manufacturing is more than guys just smashing things and drilling things,” Potter says. “There’s a computerization and sophistication that you have to see to appreciate. They’re not just building birdhouses.”

That’s true of the construction field, too. More advanced design techniques require workers to adapt their training to more innovative uses of materials. As both construction and manufacturing go through transition stages, companies within the industries are looking for workers who can adjust.

MANUFACTURING: BE ADAPTABLE, BRING ‘SOFT SKILLS’

Bryan Horsey, the co-chair of the Delaware Manufacturing Association, talks about the changes

in manufacturing throughout the state, where the demise of the Chrysler and GM plants in the last several years has focused Delaware more on specialized manufacturing.

“There is a transition from traditional methods to more advanced, highly skilled, high-tech manufacturing,” he says. “We’ve gone from having workers put one piece on a car every 10 seconds, and that’s the job, to needing individuals whose training and skills allow them to put 30 pieces on one complex machine.”

It’s important for students and workers to develop “hard” skills that will allow them to handle the job, but “soft” skills are also becoming more important for those looking for work, says Horsey. How you present yourself when applying for a job is vital. Being able to communicate and problem-solve is also important. Aptitude is necessary, but there is more to the



WHAT ARE ‘SOFT SKILLS’?

While you need specific, “hard” skills to perform your job — say, a plumber needs to know how to unclog a pipe and a nurse needs to know how to take someone’s blood pressure — many employers look for job candidates with “soft skills” as well. Those are interpersonal skills that are important for just about any job, such as being able to listen, communicate well, solve problems and get along with others on your team.

equation now.

“Employers expect individuals to take a level of initiative that people didn’t have to take in the past,” Horsey says. “Companies have fewer people on staff, and they are doing more things. They expect the individuals they hire to meet challenges. When they encounter a problem on a line, are they going to shut the line down, or are they going to go a step further and ask, ‘Why did this happen, and what can I do to fix it?’”

Rustyn Stoops, director of the

Delaware Manufacturing Extension Partnership (DEMEP), echoes Horsey’s ideas about “soft skills”. For him, that means work ethic and a general mechanical aptitude. People may want to work in a specific manufacturing sector, but if they don’t want to put in the time or effort, they won’t be able to hold a position.

“The skill sets are workers’ value pieces, but connecting the skill sets with the manufacturer is the key,” Stoops says.

CONSTRUCTION: SKILLED CRAFTSMEN ARE IN DEMAND

Construction jobs will grow at the third-highest rate (behind healthcare and financial services) between now and 2022, says Ed Capodanno, president of the Associated Builders and Contractors, Delaware. After the recession in 2007-08, unemployment in the industry reached 28 percent. That number is dropping now, as more large projects are announced, and a steady growth in construction work has prevailed since 2012.

Capodanno reports that skilled craftsmen, like electricians, plumbers, HVAC professionals, welders and ironworkers are in demand. But that doesn’t mean those are the only areas in the construction field with available jobs.

“We need to backfill people into all of the different trades,” Capodanno says. “There is a universal need. It has been difficult to find people.



PHOTO COURTESY OF DELMARVA POWER

We're not at a crisis, but if numbers don't increase, we could get to that point in the next year. There are a lot of construction projects on the books."

Capodanno also says "construction is not cyclical anymore," a message to those who say construction jobs don't provide year-round work. He says those who complete apprentice programs and gain certification in trades can enter the industry "debt free and able to provide for their families." Those who get their "journeyman's papers" after completing a full apprenticeship program can work anywhere in the country. "It's like a college degree," he says. "It allows you to progress in the industry."

And although it's tough to work outside when the weather turns cold, Capodanno says that once a building's walls are up, construction workers and tradespeople are inside, away from the elements.

When John McMahon, interim president of the Delaware Contractors Association, looks at what opportunities are available for those interested in entering the construction industry, he cites a need "across the board" but does emphasize that the most jobs are in the electrician,

mechanical and bricklaying fields.

McMahon also believes that newcomers can be taught specific skills but that first-time applicants must be able to take direction and act on it, show up every day and be ready to work.

"The industry starts at 7-7:30 in the morning, and people work for eight hours," McMahon says. "Sometimes you're hot. Sometimes you're cold. Sometimes you're wet. Sometimes you're dry."

"But it's a great industry to be in. There is more upward mobility available than ever before. You can become a supervisor, a superintendent, a project manager, and if you have some ingenuity and entrepreneurship, you can become an owner."

SCHOOLS, EMPLOYERS PARTNER ON ADVANCED MANUFACTURING SKILLS

There are "hundreds of small manufacturing plants throughout the state," says Horsey, so it's impossible for prospective workers to know how to work all of their specialized equipment. Delaware's technology incubators are producing companies that have created some extremely innovative,

cutting-edge products. That means some new technologies are emerging through the production process. And as large and small companies look for workers, they need people with good skills foundations but also the flexibility to learn. Even older companies, like ILC Dover, which manufactures space suits and other products for the aerospace and pharmaceutical industries, are looking for non-traditional manufacturing workers.

"The biggest theme in the state is the switch to 'advanced manufacturing,'" Horsey says. "We've seen a commitment from companies to inform educational institutions about what they want, and the schools are increasingly responsive. It's a very good partnership."

And it's continuing to grow. As it does, Potter puts a challenge to the industry to recruit workers more creatively and to show them that there are plenty of good careers available in manufacturing.

"We need to impress upon parents, students and guidance counselors that all of these jobs have dignity," Potter says. "Being a person who works on a computer in a factory is just as important as being someone who works on a computer in a lab."

WAGES & SALARIES

HOW DO MANUFACTURING AND CONSTRUCTION COMPARE WITH OTHER CAREERS?

“Construction workers make good livings,” says Ed Capodanno, president of the American Builders and Contractors, Delaware.

One look at the numbers backs him up. And if you’re more interested in manufacturing, you can look forward to solid wages, too.

The average annual salary for Delawareans in the architecture and construction industries is \$50,000, says Luke Rhine, director of career and technical education and STEM initiatives for the Delaware Department of Education. The average in manufacturing is \$43,000. But in both instances, those who gain more certification and education make more.

In fact, you can get close to or even above six figures in some areas of both manufacturing and construction. For example, workers in the chemical manufacturing industry earn \$95,000 a year on average, according to the Delaware Department of Labor.

A look at the State of Delaware Prevailing Wage Rates for construction workers shows how lucrative some of the sectors can be. For instance, elevator engineers working on state projects in New Castle County make \$93.23 an hour. Work 40 hours a week doing that, and you’ll gross \$3,729.20. Those numbers can add up to six figures a year pretty quickly.

Not all wages are as high, of course. For instance, roofers in Sussex who lay shingles and tiles make \$17.56 an hour. But electricians in Sussex earn \$68.70/hour. The totals vary across the state and in different trades, but there is money to be made in construction.

The Delaware Department of Labor’s Career Compass (<https://lmi.delawareworks.com/Content/Publications/Documents/Delaware%20Career%20Compass%202017%20-%202018.pdf>) provides a range of annual salaries for jobs in manufacturing and the building trades.

In manufacturing, average wages include \$69,139 for purchasing agents, and \$76,159 for electrical and electronical persons. In architecture and construction, you could make an average of \$76,910 a year as an electrical power-line installer and repairer, or \$111,167 as a construction manager.

How do those numbers compare to entry-level pay in some of Delaware’s other fast-growing and in-demand occupations? Here are a few examples from the Delaware Department of Labor’s Career Compass:

- Food Workers: \$8.87/hour [\$354.80/week]
- Cashiers: \$8.88/hour [\$355.20/week]
- Retail salespersons: \$8.90/hour [\$356.00/week]
- Home health aides: \$10.75/hour [\$430.00/week]
- Customer service reps: \$11.36/hour [\$454.40/week]
- Elementary school teachers: \$20.67/hour [\$826.80/week]
- Web developers: \$21.79/hour [\$871.60/week]
- Registered nurses: \$26.91/hour [\$1,076.40/week]
- Accountants and auditors: \$24.59/hour [\$983.60/week]
- Physical therapists: \$33.20/hour [\$1,328.00/week]



\$50,000

Average annual salary for Delawareans in the architecture and construction industries



\$43,000

Average annual salary for Delawareans in the manufacturing industry



\$95,000

Average annual salary for Delawareans in the chemical manufacturing industry



\$93.23/hour

New Castle County elevator engineers



\$17.56/hour

Roofers in Sussex County



\$68.70/hour

Electricians in Sussex County

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DELAWARE

MAKES COOL STUFF

BY ROGER MORRIS

Delaware companies make products that improve race car performance, keep us and our pets healthy, help Navy divers breathe underwater and let humans function in space. Stuff made in Delaware ranges from things that go right to the end user, like animal vaccines or space suits, to components that end up in other products (for example, enzymes that make food taste better). Here are a few examples.

TASTIER CHEESE

DowDuPont

Wilmington-headquartered DowDuPont helps make the world's food products healthier and tastier for consumers. For example, DowDuPont's Danisco unit produces protease, peptidase and lipase enzymes that give a cheese's natural flavors an effective boost. In the feta cheese seen here, Danisco's Lipase 600 helps reduce bitterness, aids ripening time and intensifies flavors.



WI-FI IN FLIGHT

W.L. Gore

Known for its high-performance sports fabrics and apparel, such as Gore-Tex, W.L. Gore also makes many other products that have great consumer applications. For example, Gore cable assemblies keep you connected with Wi-Fi and entertained when you fly, wherever in the world you are traveling. These innovative cables are smaller and lighter in weight, plus they fit into existing spaces within planes that are being retrofitted. This reduces aircraft weight and, as a result, improves fuel efficiency.



PERFORMANCE AUTO PARTS

Mishimoto

New Castle-based Mishimoto is the world leader in performance cooling products for everyday driving, for the racing circuit and for bikes and trucks. That includes under-the-hood items such as this 100% aluminum expansion tank that is direct-fitted for a Ford Focus and can withstand repeated temperature transitions. The sight tube allows for proper hot and cold coolant levels, while an internal baffle keeps coolant near the overflow port during aggressive driving, preventing air from getting into the coolant system. The tank comes in designer colors — wrinkle nitrous blue, wrinkle red or a black powder-coated finish.



ANIMAL VACCINES

Merck Animal Health

Merck Animal Health does research on animal well-being and makes medicines for both commercial and domestic animals. These include many vaccines, infection-fighting and anti-parasitic medicines, and products that can improve fertility. Merck's Innovax-ND-IBD vaccine, already in use in Europe and with approval in the U.S. expected soon, will protect against three highly transmittable diseases in poultry — infectious bursal disease, Newcastle disease and Marek's disease. Another high-profile project is Merck's program to try to eliminate rabies worldwide. Each year, about 60,000 people die from rabies, the company says, and 40 percent of those are children under the age of 15.





SPACE SUITS AND HABITATS

ILC Dover

ILC Dover's flexible performance materials for space suits were used by astronauts who first explored the moon back in the 1960s. Other famous products include landing bags for the Mars Rover and blimp-like platforms that have military uses. And when humans are ready to go to Mars, Federica-based ILC Dover will be ready with inflatable structures and space habitats, air-locks and shelters for use in earth orbit and for planetary exploration.

OPIOID DISPOSAL BAGS

DEact Medical Solutions

Trevor Brown, founder of the two-year-old DEact Medical Solutions, is getting ready to take his company's first product — opioid disposal bags — from market testing to product launch. The disposal bags use DEact's patent-pending technology to make drugs safe to throw away in normal trash containers. Customers can simply put the medicines into the bag and add tap water, creating a solid, gel-like substance that won't harm the environment and can't be abused by opioid addicts. The DEact pouches are four inches wide and eight inches long and are designed to fit inside pharmacy bags.



PARTICLE SEPARATORS

Advanced Materials Technology

Wilmington-based Advanced Materials Technology is a leader in high-performance liquid chromatography (HPLC), a chemistry technique that can separate, identify and quantify each component in a mixture. AMT's HALO HPLC and UHPLC columns help researchers quickly collect data related to the manufacture of pharmaceutical and biological products, drug testing for job applicants or professional athletes, or medical testing of blood and other body fluids.

MILITARY GLOVES

Masley Enterprises

As a three-time Olympian in the luge competition, Frank Masley knows about extreme conditions. His company, Masley Enterprises, manufactures tough-wearing gloves used primarily by the military and by police forces. Perhaps the toughest of them all is the barbed-wire-handler glove, designed for use with the wire and other sharp objects encountered by the military. The glove is made of thick, cow-split leather and steel staples.



MALTED GRAINS

Proximity Malt

There are now more than 20 craft breweries in Delaware, plus thousands of individual home breweries. Proximity Malt's malt house in Laurel sources local and regional grain to provide those brewers with locally grown, sustainable and consistently malted grains. Proximity works with its contract farmers to develop the optimal barley varieties that work with this region's environments, and to integrate these grains into its malting systems.

UNDERWATER BREATHING

Micropore

Micropore experimented for several years to come up with what has now become its signature product, the ExtendAir CO2 absorbent cartridge. The U.S. Navy uses ExtendAir to help its divers' oxygen last longer in critical underwater situations. With the help of computer-aided flow analysis and in-house lab equipment, Micropore meets the Navy's design goals.



BIOTECH INTERMEDIATES

Adesis

Early on, Adesis developed chemicals that led its owner, University Display Technology, to become world leader in OLED (organic light emitting diode) technology that powers smart phone and TV displays. Today, when companies that make new drugs — or other chemical or biotech products — need specialized ingredients, they call Adesis. Adesis produces custom compounds that are not otherwise commercially available — anything from a couple of milligrams to several kilos' worth.



LASER THERAPY

LiteCure

Star athletes often sustain serious muscle injuries that need quick treatment, including deep-muscle tissue therapy, and LiteCure's LightForce therapy lasers are designed to help them. But you might injure a muscle just getting off the couch, so the Newark-based company's lasers have quickly become standard equipment in medical facilities. LiteCure's products use light sources such as lasers, light-emitting diodes and broadband light to alleviate pain and inflammation, while promoting wound healing and tissue regeneration. It even works on pets: LiteCure also has a veterinary line of therapy lasers to treat animal injuries.



AIRPLANE PARTS AND INTERIORS

ALOFT AeroArchitects

The Georgetown-based company outfits airplanes for both civilian air traffic and the U.S. Air Force. It installs important operational parts, like auxiliary fuel systems, but can also turn a plane into a luxurious living space complete with in-flight entertainment systems, bedrooms, bars and workspaces with in-flight wi-fi. The interior fixtures Aloft uses are designed, made and installed in Delaware, but the company's clients stretch far beyond the First State, into Europe and Asia.



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Overview of an apprenticeship:

- An apprenticeship is when an individual is skilled in a trade taught by an experience trainer to prepare them for the workforce.
- There are currently over 1,000 apprentices registered.
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LANDING THE JOB

Hiring managers explain what it takes

BY PAM GEORGE

Employers in Delaware's construction and manufacturing industries look for many of the same characteristics most companies want in a job candidate — a positive attitude, a willingness to learn and a team mentality.

Depending on the job, you also may need specific skill sets to stand out from the rest.

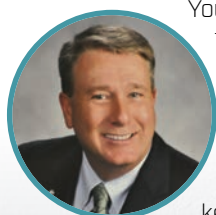
TRAINING & EDUCATION

Education requirements differ. Based in Rehoboth Beach, Schell Brothers is a homebuilder whose entry-level jobs include assistant construction managers. "A construction degree is certainly helpful, but not necessary," says Kelly Borys, director of human resources. A background in construction is also a plus, she adds.

At ShureLine Construction in Kenton and ShureLine Electrical

in Smyrna, a degree from a technical trade school is an advantage for candidates applying for craft trades, such as electrician, ironworker, pipefitter and welder, says James E. Berg, chief financial officer.

It helps to have the proper licenses and certifications for specific tasks, such as welding.



You might be tested to gauge your experience and prior training. But don't let the lack of a license or certificate

keep you from

applying for a job, says John Gooden, president of M. Davis and Sons Inc., a Wilmington-based industrial contractor with three fabrication shops in Delaware and a manufacturing facility in Newark.

"All our trade employees who do

not already have their journeyman's papers will enroll in an apprenticeship program," he says. During the four-year program, employees work during the day and attend school two evenings a week.

TOOLS OF THE TRADE

Trade skills are also necessary for specific jobs at Dogfish Head Craft Brewery in Milton. There is a wide range of needs, from mechanics who keep equipment in good shape to brewers to workers who bottle the spirits line and package bottles, cans and kegs.



The brewery's equally diverse equipment includes forklifts and high-speed packaging machinery, says Cindy Dunson, vice president of



human resources. Experience is an advantage, but you might learn to use the machinery as you move up the ranks.

Construction has many basic tools, Gooden notes. “For instance, a wrench is a wrench.” But you need specialized training to use equipment such as a new plasma cutting table. “It would be rare to have that know-how upon hiring,” he noted. As a result, the company offers a variety of classes, including sessions on blueprint reading to welding. Class participants can practice on site to prepare for tests.

While you might not need to know construction software as an entry-level employee, you do need a working familiarity with basic software and hardware.

For instance, Schell Brothers uses a smartphone app to manage the construction process. Excel, a spreadsheet program, is a go-to application at Dogfish Head Craft Brewery, as is Outlook, an email platform.

TALK THE TALK

In your interview, companies want evidence that you’ve done your homework about them. “I believe a student should come prepared to see if the position and the organization is a good fit,” says Eva Gannett, senior HR business consultant, North America at

Siemens Healthineers. “They could do research on the organization before coming to the interview. They should be attentive to what they see in any tour of the facility provided to them.”

Similarly, a company might want to know that you understand its “culture.”

Social media will help you learn about that culture, which includes the company mission and the united face that the company presents to its customers and clients. Take Dogfish Head, for instance, which frequently uses the word “off-centered” to describe its products and services.

The company has a highly collaborative spirit. “Individual contributions are a less important attribute to have,” Dunson says. “We all work as teammates.” As a result, expect to demonstrate how you’ve been a team player in the past.

That’s also true at Shure Line. “The members of the crew need to be working on the same page — as a team — to complete the required tasks safely, on time and within the budget,” Berg says.

Teamwork requires communication skills. “We need to know that a technical person, such as an engineer, can still effectively communicate with someone operating equipment,” Dunson says.

“Our interviews are focused on understanding how the individual handled prior experiences, why they

handled situations a certain way, and what learning they gained from that experience,” says Gannett. “Interviews are an important step for both parties to make sure there is a good fit before we begin the employment relationship.”

Communication skills are particularly critical if you interact with people outside the company as part of your job. “There is constant interaction with trade partners and homeowners,” Borys says.

Show up to the interview on time and dressed appropriately. In short, Borys concluded, “always be prepared.”

Other tips for landing a job in construction and manufacturing:

- Ask your school counselor to help you do some practice interviews.
- Research the company so you can talk about it during the interview. Most have websites, so use them to familiarize yourself with products, mission and the names of key employees.
- Share your willingness to follow safety guidelines and rules. Safety comes first.
- Tell your interviewer that you understand that construction is hard work with long hours and potential overtime, and that you are willing to take this on.
- Have a valid driver’s license and be willing to travel to jobs, if needed.





What's a Pathway?

Note that the word "pathway" is used here as an umbrella term for a CTE course of study that can prepare you for a career. This includes, but isn't limited to, the "Delaware Pathways" program (more about which you'll find on p. 9).

FREQUENTLY ASKED QUESTIONS

[and answers]

About career and
technical education

BY LARRY NAGENGAST

.....

We asked Delaware educators to give us their responses to the most common questions they get about career and technical education (CTE). Here's what they told us.

.....

Does CTE prepare students for jobs straight out of high school?

**Mike Trego, CTE coordinator,
Appoquinimink School District:**

It's a misnomer to say CTE is just about going straight to work. It's not college or career, it's college and career. Career pathways give students the opportunity to earn some college credits while in high school, so they can go directly to work, or enter a two-year or four-year college program.

**Jeff Menzer, assistant superintendent,
Colonial School District:**

CTE is an opportunity to give students four years of engaging experience, classes they enjoy taking every day, and when they get out, they have the experience to move

on to the next level. ... I've never had a parent ask, "what's my kid going to make?" after high school. They want to be sure their child is happy and is going to be productive. Most parents want their children to be better off than they are.

**Jack King, CTE specialist,
New Castle County Vo-Tech School District:**

We make [parents] aware that businesses want employees with experience, something they can get through our co-op programs. Because our programs are more intensive, when our graduates enter [union] apprenticeship programs, they often start in the second year. That means higher pay and getting into the trade faster.

.....

What can a student expect in a CTE pathway program?

Menzer:

They get strong preparation in a specific career area. They earn certifications that help them get jobs or enhance their college applications. They learn how to read manuals, how to interpret reports, how to do things that make them valuable to employers and to the military, or more attractive to college admissions officers.

**Kathy Demarest, community relations officer,
New Castle County Vo-Tech School District:**

They'll leave here with experience they can't get anywhere else. Besides learning a skill, they will get a co-op work experience, so they will face real-world situations in addition to getting a well-rounded education.

.....

Both comprehensive high schools and technical schools offer CTE pathways. How can a student choose?

Menzer:

Vo-tech schools are very much about workforce readiness. Comprehensive high schools open more doors if a student is still uncertain about which way he wants to go.

Demarest:

Our pathways are 10 credits, not 3 to 6. At vo-tech schools, students take a deep dive. Our programming is deeper, more robust.

King:

Our biggest asset is the time we spend with students. We offer practical experience and industry-relevant certifications.

.....

If I choose a CTE pathway program and find out that I don't like it, can I switch into a different one?

Trego:

The way the state has arranged pathways, some of the introductory courses for similar fields are the same. You could, for example, take two levels in allied health and then switch into public and community health. Pick a pathway in freshman year. If you don't like it, you can change in your sophomore year.

Demarest:

Our first-year curriculum is exploratory, so students can use that year to learn more about their options. However,

by the time you get to 11th grade, we can't accommodate a move. Because we have a 10-credit graduation requirement, you wouldn't be able to take all the courses you need and graduate on time.

Menzer:

A three-year pathway is a graduation requirement. If students want to try something different after 10th grade, they can finish the pathway they started in and take two years of classes in a second pathway.

CAREER PROFILES

BY CHRISTI MILLIGAN | PHOTOGRAPHY BY RON DUBICK



SAMANTHA PEARLMAN, 18

Electrical Apprentice
Nickle Electrical Companies

Job responsibilities:

- Install and run wire
- Read electrical prints
- Install, run and bend conduit
- Follow all safety procedures
- Troubleshoot any electrical issues
- Install and test all lighting fixtures, receptacles, and switches

Career steps: I am enrolled in the electrical program at Delcastle Technical High School to further my knowledge and electrical career. I will continue to work for Nickle Electrical and be sponsored by them for the next three years while I'm enrolled.

What does this job and working at this company mean to you?

I love being able to make something from nothing. I love being able to see the process of something emerge from

just a piece of land. I also get to meet and work with some great electricians that have been doing it for years. The best thing about working for Nickle Electrical is their support for hardworking people through their electrical schooling. They also make safety a priority and do a very good job at keeping their employees safe every day.

Advice for students considering trades:

Don't get discouraged because most of your friends might be going to college. A career in trades is just as good a choice and even gives you a headstart in life. I recommend trying to find a good company like Nickle Electrical to sponsor you while you're going through your apprenticeship program.

JOSEPH ZECCA, 20

Packaging Operator
AstraZeneca

How did you enter this industry?

While attending William Penn High School, my vice principal chose me to participate in the manufacturing program offered at Delaware Tech.

School/certification background:

- High school diploma/Manufacturing
- Technician Certification

Job responsibilities:

- Make sure that production equipment operates and is in compliance with FDA requirements
- Troubleshoot equipment problems
- Operate packaging equipment in a safe and efficient manner
- Perform and document work in compliance with safety, health and environmental standards.

What skills do you need for this type of job?

- Troubleshooting skills
- Basic mechanical ability
- Soft skills

Career steps: My plans are to attend a trade school so that I can become a mechanical technician.

Advice for students considering

trades: My suggestion is to always pay attention to the small details. They matter the most.

What does this job and working at this company mean to you?

This job means the world to me. It has given me a career path and a future that I never knew was possible.





LUIS F. TORRES-VELÁZQUEZ, 18

Power electronics technician
Bloom Energy

How did you enter this industry?

I was able to enter this industry through Delaware Technical Community College's manufacturing program. I was able to acquire the skills needed for this job through the training I received at Delaware Technical Community College.

Job responsibilities:

- Unit disassembly
- Testing and trouble shooting
- Unit assembly
- Unit transportation

What skills do you need for this type of job? You need to have hand and power tool training, and knowledge of lean manufacturing. You also need to know how to troubleshoot and how to read schematics, as well as how to work in a team.

Advice for students considering trades:

This is a field where you get out of it as much as you put into it. You can go as high as you want, if you are willing to put forth the time and effort. You are able to decide your own future in this career.

What does this job and working at this company mean to you?

This job has taught me responsibility and leadership. It has given me the opportunity to take the next step in building my educational career. It has also provided me the opportunity to learn real skills as I earn money for college. Working here at Bloom Energy means a lot, because while I am learning these valuable skills, I am also adding to my personal portfolio. I am able to help the world become a cleaner place and help bring energy to the people.

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JOSH ROBBINS, 41

Crane Operator/Heavy Equipment Operator/Truck Driver
First State Crane

Schooling/degree/certifications:

NCCCO (National Certified Crane Operator), CDL Class A, Certified Rigger and Flagger

Job responsibilities:

- Keep equipment maintained and safe on a daily basis
- Inspect crane cables and hooks for wear
- Crane set-up and dismantling
- Responsible for personal safety and safety of co-workers
- Determine load weights and check them against lifting capacities
- Operate crane equipment to hoist materials and equipment in a safe and efficient manner
- Work within precise limits and standards of accuracy
- Remain in continual communication with rigger
- Complete job tickets and all other necessary paperwork

Career path: To continue to be the most efficient operator, while also continuing to expand my knowledge of heavy equipment.

What does this job mean to you? As a crane operator, you never know what the day will entail. One day may consist of setting trusses on a house, while the next will be setting beams for an overpass on an Interstate. Every day is a new adventure that allows me to further enhance my knowledge, skills and competencies as a crane operator.

Advice for others considering trades:

Never stop learning. Use each and every job to extend your expertise, while also maintaining a strong work ethic that ensures adequate performance and personal safety. It is also imperative to have effective communication skills demonstrated through positive interactions with site managers and outside contractors.



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MEGHAN LESTER, 43

Vice President and Co-owner
Geo-Technology Associates, Inc. (GTA)

How did you enter this industry?

I spent a lot of time with my grandfather who was a union carpenter. He would bring home concrete cores, rock cores and samples of construction materials from the heavy highway projects he worked on in PA. I entered engineering school and was lucky enough to get summer internships with a utility contractor, a construction manager, and a surveying and engineering company. The surveyor I worked with my senior year, Duane Bishop of Milnes Engineering, was a true source of wisdom. He encouraged me to find a career in geotechnical engineering and construction. I did find my career at GTA.

Work: Our work as it relates to the trades consists of construction observation and testing, and special inspections. Special inspections are necessary during the construction process to verify that work is being performed in accordance with approved plans and specifications.

What skills did you need? We are engineers and scientists at our core. But if you want to make this your career, you need enthusiasm, a strong desire to learn a sound work ethic. We have mentoring and training programs, so a degree helps but is not necessary. We also have a tuition reimbursement program.

Job duties: I'm a problem solver. At the end, I help our clients (developers, engineers and contractors) craft practical solutions. Not every solution is creative; the key is being flexible in the approach.

What are your next career steps? Constant and consistent improvement of my staff, keeping the quality of our services at the heart of what we do, and helping to grow my company.

Advice for students considering trades: It's glamorous to play in the "dirt." You don't need to sit behind a desk to be respected or have a fruitful career.



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MATTHEW DEGLI OBIZZI, 52

Owner (with five brothers), Outside Superintendent
Ralph G. Degli Obizzi and Sons, Inc.

How did you enter this business?

I graduated from Salesianum High School and tried the college route for a semester, but I had worked for my father's business all through middle and high school.

I knew that plumbing was where I was going and a mechanical contractor was who I'd be. Delaware has an apprenticeship program and the company sponsors it. I went to Delcastle Technical High School for two nights a week for five-and-a-half months and learned the basic parts of plumbing.

If I didn't put in the time when I was 18 years old and work my way up through my 20s and 30s, I would have never achieved what I achieved. I started small, working on people's houses and working on jobs. I wasn't a foreman — I did the same thing as everybody else. I showed up, had a serious attitude, and I avoided distractions.

Eventually, I ran a crew of about 35 guys. That kind of mentality set the foundation and guys respected you and followed your lead.

Job responsibilities: Open the business and make sure it's operational-ready. We get the entire day worked out and scheduled for everybody's role.

As outside superintendent, I'm on the road all day. We have 20 jobs going on throughout the state, so I meet with the foreman, and talk with the general contractor to make sure we stay on schedule.

Advice for students considering trades:

Don't look at starting a trade as if you'll be successful in two years. The problem with kids today is that they want to start at the top — they don't want to take the broom and sweep the floor. Nine times out of 10, they'll quit and then come back 10 years later and wish they'd stayed with it. So stay with it.



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NELLO PAOLI, 50

Business development, Preferred Electric Inc.;
Adjunct professor, Wilmington University



How did you get into this business?

Coming from a large family heavily involved in the construction industry provided me the insight about different opportunities and career paths that the construction field had to offer. I always had an interest in the electrical field, and that, coupled with my high school career area, helped me choose the electrical industry as a career. I use

the term “career” because the electrical industry is so diverse that it affords you the opportunity to pursue other aspects of the business, including foreman, estimator, project manager, engineer and even business owner.

Job responsibilities: Outside of managerial and operational oversight, my primary focus is on economic development (project development), dealing with both the private and public sectors.

Best thing about this job: The best thing about my job is the opportunity to interact with so many different people each and every day from a broad spectrum of the community. This includes everyone from project developers and construction managers, architects and engineers, to even school superintendents and elected officials. More importantly, having the opportunity to be a part of a team that built our

business from the ground up has been the most rewarding experience of all.

What do you know now about this career that you wish you'd known when you started? I didn't realize all the opportunities the electrical field had to offer. Opportunities within the construction industry are endless if you obtain the right education (apprenticeships) and work experience (on-the-job training) from a qualified training program. Apprenticeships are the cornerstone of our industry.

Career trajectory: After graduating from a vocational-technical high school, I was accepted into the IBEW Apprenticeship Program. After completing my four-year apprenticeship, I continued my education at Delaware Technical Community College, where I earned my associates' degree, then continued on to obtain my bachelors and masters' degrees at Wilmington University. I was not your traditional college student; I had a full-time job as an electrician while obtaining all of my education at night and on weekends.

Advice for students considering trades: The construction field is a very viable career path with unlimited opportunities. Unfortunately, the public message over the last few years has been that college is the only path to success. This is not the case. We in the industry must continue to tell our story of the numerous quality opportunities available.

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MYTHBUSTERS

*What people get wrong about
manufacturing and building trades*

BY CHRISTI MILLIGAN

Dead-end and dangerous. There was a time when trade and manufacturing jobs were characterized by negative stereotypes — back when jobs in welding and construction meant backbreaking work with little room for advancement. But this isn't your grandfather's workforce, and antiquated practices have given way to career paths, safety measures, and the growth of technology-based skills in sectors like health care and renewable energy.

Still, myths like the ones below still dog blue-collar work, even as more than 45,000 Delawareans make their living via a trade in growing sectors that offer more opportunities than ever before.



“Manufacturing is a dying industry and jobs are disappearing.”

In fact, several kinds of trade and manufacturing jobs are on the rise in Delaware. The construction industry is projected to be third-highest hiring industry in the next five years by the Delaware Department of Labor, faster than the average for all occupations. The growth has Ed Capodanno, president of Delaware’s Associated Builders and Contractors (ABC) looking to add numbers to the construction workforce. “We are seeing some individuals coming into our industry. We need more to keep up with the pace of what’s happening,” he says.

And small and medium-size companies that specialize in high-tech manufacturing are in growth or sustain mode, says Paul Morris, associate vice president of workforce development and community education at Delaware Technical Community College.

“People who struggle academically go into the trades.”

Not true, say placement and apprentice specialists for New Castle County Vo-Tech School District. From high-level math skills to the ability to read and interpret technical manuals, the trades require many of the same skills as traditional colleges.

To meet the new demands, the school district offers career programs like Science, Energy & Drafting Technologies, Construction Technologies & Business, and Communication & Computers — a lineup that reflects technology’s expanding role in today’s trade and manufacturing jobs.

“Many academically strong students pursue the trades instead of higher education because they have a sense that an office job is not for them, or they want the flexibility that the trades offer,” says Kathy Demarest, the district’s community relations

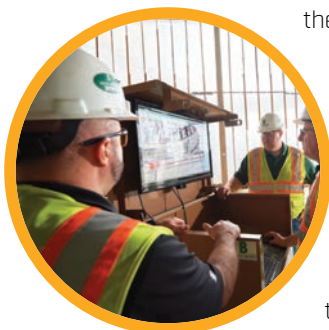
and public information officer.

Morris says that’s where Delaware does right by students to make sure they’re both college and career ready. “We tried to push every student to go to college. Not every student is going to go to college or has to go to college to make a family-sustaining wage. But that doesn’t mean you don’t pursue credentials or certifications, depending on where you’re headed,” he says. “Delaware Tech’s mission is to meet the workforce needs in Delaware so our enrollment seems to keep pace with the hiring needs of Delaware’s companies.”

“You can’t make as much money as you would with a four-year degree.”

Electric and electronics repairers averaged more than \$83,000 last year, according to the Delaware Department of Labor; HVAC technicians earned \$50,000. And the chemical manufacturing industry? Workers here earned \$95,000 a year, on average.

Morris says a friend of his is a vice president of a notable construction company. He started out at 18 learning the ropes. Now in his mid-40s, he’s



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CAREER OPPORTUNITIES INCLUDE BEGINNER TO MASTERY LEVELS OF THE FOLLOWING:

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- MASONRY
- CONCRETE FINISHING
- EQUIPMENT OPERATING
- HELICAL PILE INSTALLATION

FOR ADDITIONAL INFORMATION GO TO **WWW.BRESLINCORP.COM**

vice president of a multi-million-dollar company.

"As you get in a career and build your skill set, other opportunities are offered in that career," he says.

And if four years of education is the benchmark, then consider this: The majority of apprenticeships are four years in length or 8,000 hours of on-the-job training before an apprentice is eligible for journey papers, according to the Delaware Department of Labor.

"There are no opportunities for growth... and it's beneath me."

"The trades offer room for advancement like few other careers," says Demarest. "Most entry-level workers can move quickly through the ranks with promotions and supervision; higher skills are rewarded with higher wages."

The trades offer many continuing education options such as journeyman

courses, certificate courses at community colleges, and four-year pathways in construction management, technical drafting, or electrical/mechanical/construction engineering. Many colleges count apprenticeship years toward such college coursework.

"Construction is a great example," says Morris. "People see others holding signs and digging a hole and think that's all they'll ever do. But there's a continuum of training, and that's just the first step — experience and skill come with higher-paying roles."

Opportunities for training allow workers to progress to superintendent, foreman, supervisor, project manager or estimator, says Capodanno.

As for job satisfaction, Morris urges a look at some of Delaware's well-traveled projects.

"That overpass near the mall [at I-95] is pretty amazing," says Morris. "There are tradesmen that built that with their own hands. That's not menial — that's rewarding."



"Work in the trades is dangerous."

The trades are safer now than ever before, says Demarest. With standards and safety requirements imposed by the federal Occupational Safety and Health Administration (OSHA), all companies have safety officers and all employees must participate in safety training.

"Safety has come a long way in our industry," says Capodanno. "There's a full-time safety manager on staff at most construction companies and weekly 'toolbox talks' with workers who are constantly being drilled about safety. ... Our goal in construction is to make sure every construction worker goes home the same way they came to work that morning."



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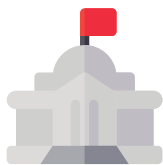
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RESOURCES

For your career

Are you ready to get started on a career in manufacturing or engineering? There are lots of resources available in Delaware to help you out with polishing your resume, getting the right skills, connecting with employers, and even paying for a degree or certificate. Also, even if you're not interested in a four-year degree, take a look at Delaware's universities and colleges to see what other options they have to offer for your first steps.



FEDERAL GOVERNMENT

AMERICAN JOB CENTERS

[Careeronestop.org/american-job-centers.aspx](https://careeronestop.org/american-job-centers.aspx)

Delaware's American Job Centers are located in Dover, Georgetown, Wilmington and Newark. Funded by the U.S. Department of Labor's Employment & Training Administration, these centers provide resource rooms with free internet, phones and resume writing tools; job training services; job search assistance; help with employment plan development; career counseling; practice interviewing; employment workshops and much more.

BUREAU OF LABOR STATISTICS: CAREER OUTLOOK

[Bls.gov/careeroutlook](https://bls.gov/careeroutlook)

This U.S. Department of Labor page has employment and wage data for many different occupations and industries, as well as first-hand accounts from people working those jobs.



STATE GOVERNMENT

DELAWARE CAREER COMPASS

<https://lmi.delawareworks.com/content/publications/documents/delaware%20career%20compass%202017%20-%202018.pdf>

The Delaware Career Compass, a Delaware Department of Labor publication, helps you learn more about what kinds of jobs are in demand and how much they pay. It also includes useful information to help you evaluate your options for the next step, including career and technical education, apprenticeships and college degrees. Finally, the Career Compass includes short guides to web-based tools that can help with career planning, such as O*NET OnLine (www.onetonline.org) and My Next Move (www.mynextmove.org).

DELAWARE DEPARTMENT OF LABOR, DIVISION OF EMPLOYMENT & TRAINING

[Det.delawareworks.com](https://det.delawareworks.com)

The Division of Employment & Training's website provides helpful links to services for job seekers, as well as more information about specific careers. The division can help cover the cost of a degree, license or certificate. For more information, go to <https://det.delawareworks.com/job-seeker-services.php>. The division also provides a lot of information on apprenticeships — including video testimonials from apprentices — at <https://det.delawareworks.com/apprenticeship-and-training.php>.

DELAWARE DEPARTMENT OF LABOR, OFFICE OF OCCUPATIONAL AND LABOR MARKET INFORMATION

[Lmi.delawareworks.com](https://lmi.delawareworks.com)

This page lists employment statistics and wages for some 500 different occupations, and also includes projections for approximately 100 industries. You can also look up data on employers by industry. The Career Compass (see above) and other useful publications related to choosing a career can be found at <https://lmi.delawareworks.com/content/publications>.

DELAWARE JOBLINK

[Joblink.delaware.gov/ada/r](https://joblink.delaware.gov/ada/r)

This job database run by the Delaware Department of Labor can connect qualified workers and recent graduates to more than 11,000 available job openings. A separate search function on the site also lets you look for training and education providers.

DELAWARE WORKFORCE DEVELOPMENT BOARD

[Wib.delawareworks.com](https://wib.delawareworks.com)
william.potter@state.de.us
302-761-8163

The Delaware Workforce Development Board offers occupational training to workers and connects them with employers. The board's Youth Council runs programs to help Delaware's neediest and most at-risk youth prepare for the workforce.



BUILD COOL STUFF

ABC MEMBERS BUILD COOL STUFF. From stadiums and bridges to airports, monuments, museums and skyscrapers, our members turn visions into reality and build the communities where we work and live. The construction industry is open for business. Join us!



BUILD YOUR OWN PATH

ABC offers more than 800 programs across 70 chapters nationwide to train the next generation of construction workers. Build your own path at workforce.abc.org.

302.328.1111 www.abcdelaware.com



EDUCATIONAL INSTITUTIONS

DELAWARE COLLEGE OF ART AND DESIGN

Dcad.edu

info@dcad.edu

302-622-8000

At DCAD, students can learn or polish skills in graphic design, animation, illustration and other fields that might be relevant for future makers.

DELAWARE SKILLS CENTER

Deskillscenter.org

302-654-5392

The Delaware Skills Center in New Castle has provided skills training and job placement since 1962. Taught through hands-on training and classroom instruction, courses include practical nursing, welding, electrical trades, computer support and more. Day and evening classes.

DELAWARE STATE UNIVERSITY

Desu.edu

Majors include Electrical and Electronics Engineering Technology, Optics, and Textile and Apparel Studies. DSU also offers non-credit entrepreneurship classes. For a full list, go to www.desu.edu/academics/majors-programs.

DELAWARE TECHNICAL COMMUNITY COLLEGE

Dtcc.edu

302-857-1000 (Dover),

302-259-6000 (Georgetown),

302-454-3900 (Stanton),

302-571-5300 (Wilmington)

DTCC is an open-admission institution whose degree programs prepare students to go directly into the workforce. The college also offers training for adults already in the workplace. Areas of study include Architectural Engineering Technology, Aviation Maintenance Technology, Computer-Aided Drafting Design Technology, Construction Management, Machinist Training and many others. For a full list, go to www.dtcc.edu/academics/programs-study.

GOLDEY-BEACOM COLLEGE

Gbc.edu

302-998-8814

Majors and certificate programs at Goldey-Beacom are focused on business skills, making it a great destination if you're considering setting up your own company. For example, you can learn the basics of accounting or brush up on Microsoft Office.

NEW CASTLE COUNTY VO-TECH SCHOOL DISTRICT: ADULT EDUCATION DIVISION

Nccvtadulthoodeducation.com/apprenticeships

Interested in an apprenticeship? NCC Vo-Tech offers four-year building-trades programs that consist of both on-the-job training and instruction in trade theory. Students in the program are sponsored by their employer, and tuition is covered by the State of Delaware (for Delaware residents only).

UNIVERSITY OF DELAWARE

Udel.edu

302-831-2792

In addition to traditional undergraduate and graduate studies, UD students have options for online enrollment or professional and continuing studies programs. Majors offered at UD include Apparel Design, Biomedical Engineering, Electrical Engineering, Entrepreneurship and Technology Innovation, Landscape Architecture, Medical Laboratory Science and many more. A list of professional and continuing-studies programs is at www.pcs.udel.edu.

WESLEY COLLEGE

Wesley.edu

302-736-2300

Majors at Wesley are focused on the liberal arts, but also include Biology, Biological Chemistry and Medical Technology.

WILMINGTON UNIVERSITY

Wilmu.edu

877-967-5464

Wilmington University offers more than 150 degree and certificate programs. Many of them are available online or include work experiences for credit. The College of Technology's "Maker" certificate is designed to help you learn how to create, prototype, design and manufacture products.



MAKERSPACES

BARREL OF MAKERS

Facebook.com/barrelofmakers

Community-center makerspace for different skills and ages, offering woodworking, electronics, robotics, computer programming, 3D printing and design, glass etching and welding.

START YOUR CAREER IN HIGH SCHOOL

New Castle County Vo-Tech School District

Delcastle | Hodgson | Howard | St. Georges



CONSTRUCTION & MANUFACTURING CAREER PROGRAMS:

- Academy of Engineering & Manufacturing
- Building Automation Systems
- Carpentry
- Electrical Trades
- Heating, Ventilation & Air Conditioning
- Industrial Mechanics/Millwright Technology
- Masonry
- Plumbing
- Sheet Metal Fabrication
- Technical Drafting
- Welding/Fabrication Technology

You can start your career in the construction & manufacturing industries while in high school!

VISIT TO LEARN MORE:

WWW.NCCVOTECH.COM

Interested in hiring a NCC Vo-Tech senior?
For information, call the NCC Vo-Tech School District
at 302-995-8000

OPEN HOUSE

New Castle County Vo-Tech School District
Delcastle | Hodgson | Howard | St. Georges



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WWW.NCCVOTECH.COM

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info@deinnovates.org

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NEXTFAB

Nextfab.com
302-477-7330

Offers access to 2D and 3D printers, design software, a laser cutter, digital circuitry tools and a woodworking shop, alongside offices, studios and communal space. Tenants can participate in a 12-week accelerator program or nine-month incubator program, business coaching, networking and funding opportunities.



INDUSTRY ASSOCIATIONS AND UNIONS

ASSOCIATED BUILDERS AND CONTRACTORS, DELAWARE

Abcdelaware.com
302-328-1111

ABC is a membership organization that represents more than 21,000 employers in the construction industry. Among other services, ABC offers training for workers in the building trades. You can also use the organization's membership directory (<http://deabgcdirectory.com/member-directory>) to identify and connect with local employers.

DELAWARE BUILDING AND CONSTRUCTION TRADES COUNCIL

Debuildingtrades.com
delawarebuildingtrades@gmail.com
302-369-9600

The Delaware Building and Construction Trades Council, AFL-CIO, represents 24 affiliated local unions in the construction sector. The website offers information about the benefits of union membership and provides lists with the contact information of local building contractors, such as bricklayers, cement masons and plasterers, roofers, iron workers, glaziers and more.

DELAWARE CONTRACTORS ASSOCIATION

Dca.build
info@dca.build
302-994-7442

Members of DCA have access to networking events and mentoring programs, as well as DCA-sponsored

college and vocational classes at the University of Delaware and Delaware Technical Community College.

DELAWARE MANUFACTURING EXTENSION PARTNERSHIP {DEMEP}

Demep.org
info@demep.org
302-283-3131

DEMEP helps Delaware manufacturers stay competitive by providing resources to acquire new technologies, reduce waste and drive growth. The DEMEP website provides great insights into key challenges and solutions in manufacturing today. The organization also offers training programs on lean manufacturing practices.

DELAWARE STATE AFL-CIO

Delawareaflcio.com
302-283-1330

AFL-CIO's Delaware page provides important information on why unions

matter to employees in manufacturing, construction and beyond, as well as a list of unions Delaware workers can join, with contact information for most (<http://delawareaflcio.com/how-to-join-a-union>).

DELAWARE STATE CHAMBER OF COMMERCE/DELAWARE MANUFACTURING ASSOCIATION

Dscc.com
info@dscc.com
302-655-7221

The Chamber advocates on behalf of businesses throughout the state. For job seekers, the Chamber's website provides a searchable job bank. The Delaware Manufacturing Association, an affiliate of DSCC, sponsors networking events in the manufacturing sector and counts major employers such as Delaware City Refining Company, AstraZeneca and Siemens among its members.

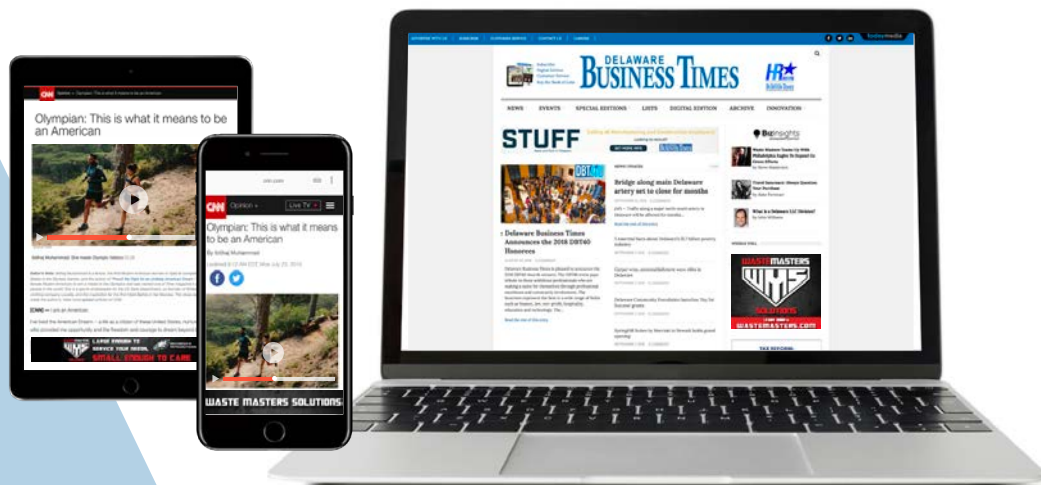
SKILLSUSA

Skillsusa.org
703-777-8810

A nonprofit partnership of students, teachers and industry promoting a thriving, skilled workforce. SkillsUSA provides educational programs, events and competitions to support career and technical education.

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BUILDING STUFF



BY TINA IRGANG LEADERMAN



STAR TOWER

📍 Newark

Information supplied by:

Laura McLaine and Lauren Lyon,
Bancroft Construction Company
(Wilmington)

About the project:

STAR Tower is the latest phase of the massive University of Delaware STAR Campus project. Upon completion in the fall, it will be 10 stories tall and have 130,000 square feet of multi-purpose space. The second through seventh floors will be used by UD's College of Health Sciences. The tower includes 28.79 miles of metal-clad cable, 67,000 square feet of glass, and a living wall with nearly 700 plants of 11 different species.

What are some of the most important jobs?

Large contracts on the project include glass/glazing, mechanical/plumbing and electrical. When looking for contractors, Bancroft "tried to 'buy DE' to the extent possible and made that a high priority, as opposed to only going with the lowest bidder for a trade," says McLaine.

What other Delaware companies have worked on this?

More than 70 companies have contracted on this project, and the majority are based in Delaware. Here are some examples:

- Ralph G. Degli Obizzi and Sons (Wilmington) – mechanical/plumbing
- Superior Electric Services Co. (Wilmington) – electrical
- Connolly Flooring (Wilmington) – flooring
- K. Wilcox Landscaping (New Castle) – landscaping







2000 PENNSYLVANIA AVENUE

Wilmington

Information supplied by:

Samantha Volk, GGA Construction (Middletown)

About the project:

2000 Pennsylvania Avenue is a mixed-use complex that will include 166 luxury apartments, 19,000 square feet of retail space and two levels of underground parking when it's completed in spring 2019.

What are some of the most important jobs?

GGA has seven staff members working on the project: Project Executive Dave Grayson, Senior Project Manager Andrew Volk, Assistant Project Manager Roderick Johnson, Project Engineer Andrew Happer, Senior Superintendent Luke Kenenske, Superintendent Dan Pedicone and Assistant Superintendent Ricky Sykora. In addition, there are 40-65 trade contractors working on the project each day. Because 2000 Penn Avenue is close to the CSX Rail Line and a high-voltage transmission line, safety and vibration

monitoring are very important. Full-time engineering consultants monitor the work close to the rail line and to a nearby historic property that houses St. Francis Hospital outpatient services.

The two levels of underground parking required the site to be excavated up to 33 feet deep. That's why shoring/excavation, foundation work and structural steel are crucial jobs on the site.

What other Delaware companies have worked on this?

"There is an extensive list of Delaware companies involved in this project," says Volk. Here are some examples:

- **Geo-Technology Associates, Inc.** (New Castle) – geotechnical engineering and construction testing
- **RC Fabricators** (Wilmington) – structural steel
- **Diamond State Masonry** (Wilmington) – foundation block and brick veneer
- **Corrado American** (New Castle) – earthwork
- **ShureLine Electrical** (Smyrna) – electrical (gear/distribution, lighting, wiring, generator, etc.)



DE TURF SPORTS COMPLEX

Frederica

Information supplied by:

Adrienne Corrado, Corrado Construction (New Castle)

About the project:

The DE Turf Sports Complex is one of the largest synthetic turf sports installations in the Mid-Atlantic. It includes 12 synthetic turf fields and an indoor field house. The project was completed in April 2017, in time for tournament season that year. In total, building the complex took about 12 months. Corrado Construction worked on the project as a subcontractor for Richard Y. Johnson & Son, Inc. The company was tasked with completing earthwork, sanitary lines, paving of curbs and sidewalks, and storm drainage.

What were some of the most important jobs?

Altogether, Corrado had 91 employees working on this job. They included 41 laborers, 26 operators, 18 foremen and six surveyors. One important component of the project was quality assurance and control, because Corrado needed to make sure the fields were designed correctly for tournament play.

What other Delaware companies worked on it?

- Richard Y. Johnson & Son, Inc. (Lincoln) – lead contractor
- Geo-Technology Associates, Inc. (New Castle) – geotechnical engineering expertise



DelawareToday.

DELAWARE
BUSINESS TIMES

WOMEN *in* BUSINESS

Downstate Luncheon

Wednesday, December 5, 2018 | 11 a.m. - 2 p.m.
Baywood Greens Clubhouse, Longneck, DE



KEYNOTE SPEAKER

Carrie Leishman, President & CEO,
Delaware Restaurant Association
& Delaware Restaurant Association
Educational Foundation

Upstate Luncheon

Wednesday, December 12, 2018 | 11 a.m. - 2 p.m.
Chase Center on the Riverfront, Wilmington, DE



KEYNOTE SPEAKER

Renee Piane, The Love Designer,
Author and relationship reinvention,
expert for love and business.

Presented by:  **BARCLAYS**

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WHO WE ARE

Our drive and focus is to be the premier aviation supplier to provide innovative solutions improving the way we all fly! We're constantly designing and implementing airplane modifications to improve safety, extend flying range, enhance communications abilities, add in-flight entertainment and WiFi systems, and create luxurious and comfortable flying accommodations. Simply stated, our goal is to vastly improve the flying experience for our clients in every way we can!

STUFF WE MAKE

We design, build, install and certify VIP aircraft interiors to the highest standards of luxury, capability and comfort. Our signature Auxiliary Fuel Systems (manufactured, assembled and installed on-site) allows our customers to travel non-stop nearly half way around the world, saving our customers, time and money! Besides, what billionaire wants to stop in London for gas on the way to Dubai? Our expert team of Engineers and master-technicians also perform regular repairs, maintenance and several other modifications to take already amazing aircraft and make them even better!

COOL CUSTOMERS

- Our one of a kind, multi-million dollar, custom aircraft interiors are enjoyed by heads of state, corporate leaders and ultra-wealthy private owners
- Our PATS Auxiliary fuel systems are in use on hundreds of aircraft world-wide in military / governmental applications, corporate, private and airline operations
- Our manufactured products are sold to aircraft producers, and to many other component manufacturers
- We partner with our many friends in the industry to provide aviation-related engineering and certification services

CAREER OPPORTUNITIES/BENEFITS

Our professional staff includes a diverse set of job roles including designers and engineers (mechanical, structural, electrical, aerospace), technical writers, aircraft mechanics, quality inspectors, manufacturers, machinists, assemblers, planners, buyers, financial and administrative staff and much more. We seek to grow talent from within; our employees have many opportunities to advance through training and continuing education to become the future company leaders.



Health Insurance



Vacation
(paid time off)



Tuition
Reimbursement



Dental Insurance



401(k)



Flexible Spending
Account



Wellness
Program



Life Insurance



Disability
Insurance



ALOFT AeroArchitects



INFO



21652 Nanticoke Avenue,
Georgetown, Delaware 19947



302-855-5888



aloftaeroarchitects.com



facebook.com/ALOFT-AeroArchitects-163368697015732



linkedin.com/company/pats-aircraft-llc/



Employees: 300



Year founded: 1979



President: Robert Sundin

Ron Thompson

Electrical Design Engineer

YEARS AT COMPANY: 8

WHAT ARE YOUR JOB DUTIES?

Design the electrical systems that operate the in-flight entertainment and cabin-management systems for our custom airplane interiors. I spend much of my time using computer-aided drafting and engineering apps to develop the detailed plans for the video and sound systems, WiFi and telephone systems, heating and air controls, lighting and window shades to name a few.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

When I started with ALOFT as a mechanic, I just knew this place was for me. I always loved working with my hands, fixing cars and motorcycles in my garage, and working with airplanes brought this to a whole new level! In my job I've had the opportunity to grow my career. I started as a mechanic and learned everything I could, earned my degree from Delaware Technical Community College and progressed into an engineering position. In the upcoming years, I am looking forward to leading and directing projects as a Project Engineer.

THE JOB:

REQUIREMENTS

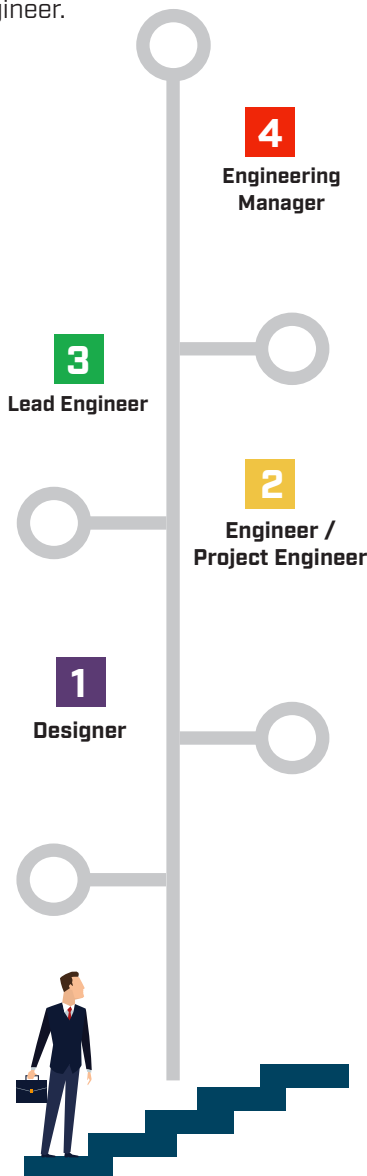
- Electrical or electronics engineering degree or demonstrated experience and skills in lieu of a degree
- Read, write, analyze and interpret complex engineering documents, drawings, test plans
- Travel may be required to and from customer sites, conferences and / or sales meetings

SKILLS

- Strong computer skills, specifically with computer-aided drafting, 3-D modeling and engineering programs
- Strong research, analytical and problem solving skills
- Strong communication, teamwork and collaborative skills
- Strong mathematical abilities

WHAT YOU'LL DO

Our engineering teams collaborate with other engineering groups, supply chain, planners and technicians to design and deliver to our customers, some of the most amazing aircraft projects available on the planet. Our teams come together with ideas, then figure out how to solve all the technical challenges to bring those ideas to reality. My favorite part of the job is seeing our completed work take to the skies!



COOL STUFF

Aircraft arrive at the ALOFT AeroArchitects facilities at the Delaware Coastal Airport for final custom finishes. Our team of engineers and craftspeople design and install custom finishes such as ultra-luxurious furnishings, large-format video monitors, surround sound, automated window shades and lighting, the latest in satellite communications, all controlled by the touch of an icon of a hand-held tablet. We are constantly innovating and designing new ways for our customers to travel in style and comfort, with the highest standards of quality and safety.



HR CONTACT

Alexis Rose

People Resource Coordinator

☎ 302-253-6398

✉ alexis.rose@aloftmail.com



WHO WE ARE

Corrado Construction Company is a family-owned merit-shop site development firm headquartered in New Castle. Industries we serve include commercial, industrial, energy, institutional and residential development. While Corrado provides traditional services such as earthmoving, excavation, utility installation, demolition and restoration, we also offer innovative design-build teaming, value engineering, cost analysis, constructability assessments and project sequencing. Our employees are the key to our success. Corrado's field supervision alone averages 25 years of experience in the construction industry.

STUFF WE MAKE

We sculpt dirt - from farmland to demolished industrial plants - into sites that contain labyrinths of underground utilities, thousands of tons of asphalt, hundreds of thousands of tons of imported dirt. Sites that house million-square-foot warehouses, well-known convenience stores and car dealerships, university housing, sports complexes and secondary schools. Each project is a puzzle and Corrado thrives on putting the pieces together in the most economical and efficient ways possible.

COOL CUSTOMERS

- Amazon
- FedEx
- Tractor Supply
- Beebe Hospital
- Love Creek Elementary
- University of Delaware
- CarMax
- Lowe's
- Walgreens
- CVS
- Rehoboth Beach City Hall
- Walmart
- DE Turf Sports Complex
- Royal Farms
- Wawa
- Dick's Sporting Goods

CAREER OPPORTUNITIES/BENEFITS

Corrado has offices in New Castle and Millsboro. While you can visit our website for current job postings, regular job openings include:

- Heavy Equipment Operators
- Paving Crew
- Skilled Laborers
- Layout Crew

CCC offers a competitive benefits package - medical/dental/vision/prescription insurance, short-term disability, long-term disability, life insurance, AD&D, a matched 401(k) plan, paid holidays, compensated time away and a company-sponsored wellness program. We also offer mentorships and require OSHA safety training.

- | | | |
|--|--|--|
|  Health Insurance |  Vacation (paid time off) |  Life Insurance |
|  Dental Insurance |  401(k) |  Bonuses |
|  Disability Insurance |  Wellness Program | |



Corrado Construction Company



INFO

 210 Marsh Lane,
New Castle, DE 19720

 302-652-3339

 corradoconstruction.com

 [Facebook.com/
CorradoConstructionCompany/](https://Facebook.com/CorradoConstructionCompany/)

 [Linkedin.com/company/
corrado-construction-company](https://Linkedin.com/company/corrado-construction-company)

 Employees: 120 full-time

 Year founded: 2006

 Owner: Joe Corrado, Jr.

Frank DiSabatino

Project Foreman

AGE: 50 YEARS AT COMPANY: 23

WHAT ARE YOUR JOB DUTIES?

As soon as a project is awarded, I talk through the job with the Project Manager so that I understand what is needed to ensure the job goes smoothly. I oversee the day to day operations of the project, making sure the crew understands what needs to be done each day and how to do it safely, ordering materials and supplies, meeting with clients, and keeping a daily log of work completed, issues that arose and quantities of materials delivered and installed.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

This job is my life, my home. It's where I live. It's who I am. I'm 50 years old. I've worked for the Corrados for 23 years. I've grown with the family and the company. I make a good living, provide for my kids. Every day I'm challenged in different ways. When I get off work, I leave the site knowing I've contributed to the progress of the job.



THE JOB:

REQUIREMENTS

You need to have common sense in this position. As a foreman, you need to be willing to learn and willing to work. You have to be open-minded. Someone may have a better idea. Don't shut them out because you have more experience.

SKILLS

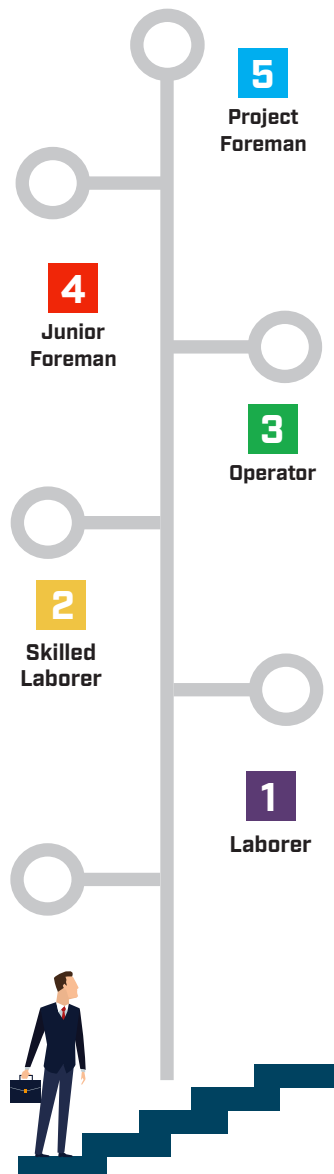
To oversee a site project, you need to know about equipment, have basic math skills, be able to calculate percentages. I visualize the work that needs to be done each day and what it should look like when my crew completes it. Setting daily goals helps me stay on track and keep my crew moving.

WHAT YOU'LL DO

As a Foreman, you lead your men. You take responsibility for whatever happens on that site, whatever your men do. Regardless of where I am on the site, it's my job to make sure my crew understands what needs to be done that day and that they're doing it safely.

CAREER PATH

I started out as a laborer, learning how to set up lasers for grades and how to install pipework. Once I started operating equipment, I learned what each piece of equipment was capable of doing. In time, I started running my own jobs – small ones at first. Now I can run any size project no matter the size, challenges or schedule.



SALARY

\$33,000 - \$ 46,000
Starter

\$46,000 - \$ 56,000
Experience

\$48,000 - \$ 74,000
Expert

Contact Us Today!

Terri Bertrando
Director of Human Resources

Phone: 302-652-3339

Email: hr@corrado.com



WHO WE ARE

PBF Energy ("PBF") is one of the largest independent petroleum refiners and suppliers of unbranded transportation fuels, heating oil, petrochemical feedstocks, lubricants and other petroleum products in the United States. PBF currently owns and operates five domestic oil refineries and related assets with a combined processing capacity, known as throughput, of approximately 900,000 bpd, and a weighted average Nelson Complexity Index of 12.2. PBF Energy's refineries are located in California, Delaware, Louisiana, New Jersey and Ohio.

The Delaware City refinery is located on a 5,000-acre site on the Delaware River, with the ability to accept crude by rail or waterborne cargoes. Delaware City possesses an extensive distribution network of pipelines, barges and tankers, truck and rail for the distribution of its refined products.

STUFF WE MAKE

Delaware City Refinery literally fuels Delaware's economy and mobility by delivering approximately 70 percent of Delaware's gasoline consumption, while supplying energy to the nation's northeast. The facility separates, converts and blends the crude oil that arrives at its piers via ocean-going oil tankers into unbranded transportation fuel:

- Gasoline
- Low-sulfur diesel
- Jet fuel
- Heating oil
- Petroleum coke and other petroleum products



Delaware City Refining Company













INFO

 4550 Wrangle Hill Road
Delaware City DE, 19706

 (302) 834-6000

 www.pbfenergy.com

 Health Insurance	 Vacation (paid time off)
 Dental Insurance	 401(k)
 Flexible Spending Account	 Dependant Care Reimbursement
 Life Insurance	 Bonuses
 Disability Insurance	 Tuition Reimbursement

Brian Novack

Instrumentation Technician Apprentice

AGE: 28

YEARS AT COMPANY: 6 months

WHAT ARE YOUR JOB DUTIES?

Working as an Instrumentation Technician Apprentice my job duties consist of calibrating or repairing transmitters for levels, temperature, pressure, flow, PH, oxygen content, and any other device used to measure the process. I am involved in trouble shooting any of the automation equipment in the plant from the hardware such as valves and probes down to Digital Control Systems (DCS).

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

Working at the Delaware City Refining Company (DCRC) is a great next step in my career which will expand my knowledge and skills in the industry. I have skilled trade experience as a Millwright, and was fortunate enough to have previous experience in the Instrumentation field before this job. DCR offered me an Instrumentation apprenticeship which allows me the opportunity to build on my skills and knowledge through additional training besides on the job experience. As a Delaware resident with a few kids, this job is very important to me as I develop a stable career to support my family.

THE JOB:

REQUIREMENTS

There are varied requirements for the different levels of Instrumentation Technicians as you test your way to the Advanced Skill Knowledge. My trade skill training began at Hodgson Vocational Technical High School as a student. I participated in the NCCER program, which is a partnership with the state, where I earned my Journeyman's Card as a Millwright. I would say that the requirement for this position, as an apprentice, is to obtain experience in a skilled trade and taking classes to become certified.

SKILLS

Skilled trades are not always just working with your hands, it is more knowledge based, and can require a great deal of patience. Additional skills include, but not limited to:

- Electrical Knowledge
- Mechanical Aptitude
- Knowledge of Physics

- Blue print reading for electrical and P&ID's (piping and instrumentation diagrams)
- Knowledge of system safeties and shutdowns
- Hazard awareness; because this trade requires technicians to often work on live equipment.

CAREER PATH

As an apprentice, I am learning a lot from experienced technicians that will help propel my technical knowledge to the next level. I am a 2nd year Instrumentation Technician Apprentice. From here, I will become a 3rd year Instrumentation Technician Apprentice, and then a General Service Instrumentation Technician. I have many opportunities to grow in the company, but the most direct route would be to strive to become an Advanced Skill Technician, which requires vast amounts of knowledge of not only the trade, but also the plant processes, and other related tasks such as utilizing SAP.



SALARY

\$75,000 - \$76,000

First and Second Year

\$78,000 - \$82,000

Third and Fourth Year

\$86,000


Advanced Skill

Information

Lisa J. Lindsey
Community Relations

Delaware City Refining Company

4550 Wrangle Hill Road,
Delaware City, DE 19706

 (302) 834-6033 office

(302) 834-6016 fax



WHO WE ARE

The Delaware Department of Transportation is responsible for planning, designing, building and managing Delaware's statewide transportation system. Here is some of what DelDOT is responsible for:

- 13,906 lane miles of highways
- 1,716 bridges and one ferry
- Over 1,100 signals
- Over 300,000 signs
- 54 toll lanes
- Average of 9,423 vehicles inspected each week

STUFF WE MAKE









- Bridges
- Roadways
- Bike and Pedestrian Paths
- Bus Shelters
- Issue Driver's License
- Wetlands

COOL CUSTOMERS

- Citizens of Delaware
- Nationwide Customers

CAREER OPPORTUNITIES/BENEFITS

DelDOT offers summer internships in STEM fields to encourage high school and college students to get a glimpse into a career with our agency. Our full time employees enjoy our amazing benefit package which includes health, vision and dental insurance and our pension plan as well as the opportunity to grow within the Department. Another benefit working with our company is that full time employees can be eligible for educational assistance.

	Health Insurance		Vacation (paid time off)
	Dental Insurance		401(k)
	Flexible Spending Account		Dependant Care Reimbursement
	Life Insurance		Tuition Reimbursement
	Disability Insurance		




Delaware Department of Transportation



INFO

 800 S. Bay Rd. Dover, DE 19901

 302-760-2011

 deldot.gov

 [Facebook.com/ delawaredot](https://www.facebook.com/delawaredot)

 [Twitter.com/ DelawareDOT](https://twitter.com/DelawareDOT)

 Employees: 2000 full-time
400 part-time

 Year founded: 1917

 President: Secretary Jennifer Cohan

Donald Cordrey

Equipment Mechanic II

AGE: 20

YEARS AT COMPANY: 2

WHAT ARE YOUR JOB DUTIES?

I work in the Maintenance Shop, so my typical days are spent doing preventative maintenance and repairs on light duty trucks and equipment, such as oil changes, warning light checks, transmission checks, seal replacements, fluid leaks, etc.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

I started my employment with DeDOT in 2016 as a high school summer intern in 2017, I applied for a full time position and was the successful candidate for an Equipment Mechanic I and have since promoted to an Equipment Mechanic II. Working for this company is a great opportunity to learn and grow as a mechanic.

THE JOB:

REQUIREMENTS

- Six months experience in diagnosing and repairing routine malfunctions on light duty vehicles such as pickup trucks, sedans or vans.
- Six months experience in performing routine engine tune-up on light duty engines/ system components such as replacing spark plugs, engine timing, pollution control systems, and fuel systems.
- Knowledge of minor body repair.
- Knowledge of welding.
- Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

SKILLS

- Skill in the use of specialized tools such as torque wrenches and pressure gauges to make repairs of major assemblies/modular equipment components.
- Skill in performing routine engine tune-ups on light duty engines/ system components, such as those used to power pickup trucks, sedans, vans, lawn mowers or chain saws.
- Ability to use evaluative thinking to make determination of malfunctions on a variety of equipment which may be unique to the agency.

WHAT YOU'LL DO


An Equipment Mechanic will inspect, diagnose, repair, service, align, set up, adjust, test, and or replace parts/components on a wide variety of maintenance/construction/watercraft/all-terrain equipment. The equipment includes assemblies and components such as igniters, pumps, blades, graders, turn tables, buckets, booms, drag lines, belt loaders, and disbursement systems with multiple mechanical, hydraulic, ignition, lighting, warning, injection and related systems.

CAREER PATH

The Equipment Mechanics are a Career Ladder series, which means once you meet the minimum qualifications and promotional standards you are promoted to the next level. Once you have successfully completed the career ladder series, you can apply for the Master Mechanic position.



DELDOT EMPLOYMENT SERVICES

 302-760-2011

 DeDOT_EMP_Services@state.de.us

 facebook.com/delawaredot



Eastern Millwright
Regional Council

LOCAL 219

WHO WE ARE

The millwrights are an elite group who work primarily on machinery and equipment requiring precision while maintaining a high level of safety. The millwrights are members of the (UBC) – a proud organization that has given men and women an excellent quality of life since 1881.



STUFF WE MAKE

The millwrights are precision craftsmen who install, upgrade, maintain, diagnose, and repair industries' most complex and intricate machinery to ensure they operate in perfect working order. Work is done on compressors, pumps, conveyors, monorails, extruders, and turbines while using hand and power tools - including welding equipment.

COOL CUSTOMERS

Millwrights perform mission-critical work in coal, gas, nuclear, and alternative-energy power plants. Their skills are vital in industries as diverse as automotive, aerospace, food processing, lumber, pulp & paper, material handling, petrochemical, steel and alloys, pharmaceuticals, Petro chemical, food processing and power plants.

CAREER OPPORTUNITIES/BENEFITS

From the first day of your apprenticeship, you will work for a union contractor under the protection of a Collective Bargaining Agreement which outlines wages, benefits and safe working conditions. The UBC local in your area has experienced staffers whose primary job is to keep you working. Millwrights are paid by the hour, they get overtime for all work done beyond eight hours. From the first day of your apprenticeship you earn a good wage and start earning benefits. You also get regular raises - every 2000 hours- until you reach the full journeyman scale at the end of the apprenticeship program

BUSINESS PARTNERS:

- PBF Delaware City Refinery
- Prazair Inc.
- FMC Corporation
- Procter & Gamble
- Apine Corporation
- IKO Mfg. Inc.
- Linde Gas North America LLC
- BASF Corp.
- Johnson Controls International
- Croda Inc.
- Honeywell International Inc.
- Astra Zeneca US
- NRG Energy Center
- SPI Pharma Inc.
- The Kraft Heinz Company



Health Insurance



Life Insurance



Paid
Apprenticeship



Dental Insurance



Vacation
(paid time off)



Disability
Insurance



Pension/Annuity

Eastern Millwright Regional Council



INFO



1013 Centre Rd., Suite 301
Wilmington, DE 19805



(215) 569-2558



www.easternmillwrights.com



[Facebook.com/
EasternMillwrightRegionalCouncil](https://Facebook.com/EasternMillwrightRegionalCouncil)



[LinkedIn.com/
Eastern-Millwright-Regional-Council](https://LinkedIn.com/Eastern-Millwright-Regional-Council)



Twitter.com/EMRC_UBC

Drew Bowser Journeyman

AGE: 24

YEARS AT COMPANY: 6 years

WHAT ARE YOUR JOB DUTIES?

It varies based on the jobsite. which Includes repairing/ replacing rotating equipment at water treatment plants, pump work for refiners, power plants & conveyor jobs, maintenance on large fans and utilizing math for measurements.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

Job security. You feel safe knowing that you can go job-to-job and have business agents out there

constantly looking for work for you and your union brothers. Safety is always a concern but our training is so well conducted you know what to expect ahead of time. I have met life-long friends getting in this line of work.

A QUOTE FROM THE SUPERVISOR

"Drew Bowser is a true testament to what the Millwright training program develops and a Journeyman Millwright represents. He has grown through his young career to be a leader on the job that has propelled him to Foreman on high profile plant outages." -Troy Schlapfer.



THE JOB:

REQUIREMENTS

A millwright must be prepared to work in any condition: inside or out, clean or dirty, wet or dry, hot or cold. It's a physical job. Lifting, pushing, pulling, and bending are common. You are trained on how to perform these tasks safely before ever entering on a job site. All that is needed is a positive attitude, High School diploma or GED and you are on your way to getting the pay, benefits and respect you deserve.

SKILLS

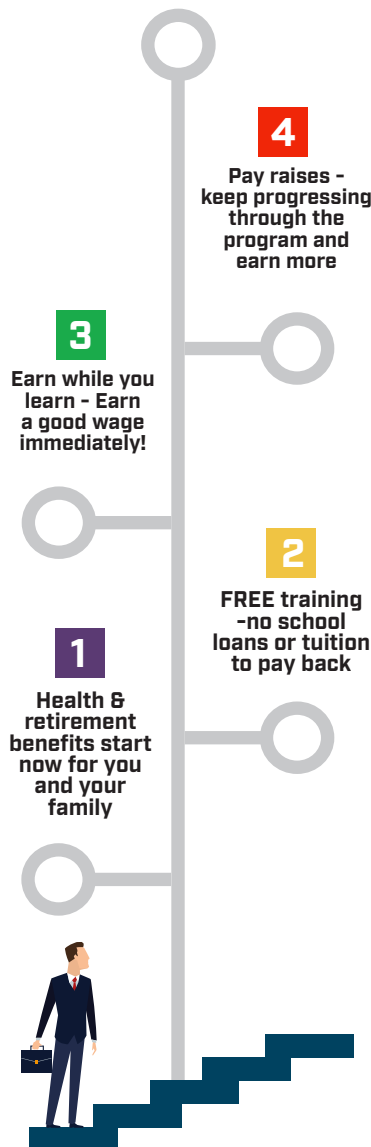
Physical skills are important but thinking and communication skills are equally important. You can get a head start on becoming a millwright by taking classes in mathematics, drafting, mechanical drawing, CAD, and by enrolling in industrial shop.

WHAT YOU'LL DO

An apprentice is a person in the process of becoming a skilled millwright through training and experience. Apprentices study both in the classroom and on-the-job under the guidance of skilled workers of that trade, called journeymen. In most cases, the length of your apprenticeship is four years.

CAREER PATH

Your first step is entering our apprenticeship program. The UBC is among the best in North America in apprenticeship training. Your hometown will have a local UBC-affiliated training center close by with people who can answer any question you have.



SALARY

\$35,000- \$60,000

Apprentice

\$65,000 - \$85,000

Journeyman

\$90,000 - \$100,000+

General Foreman/ Supervisor



Contact Us Today!

John Poeta
Council Representative

Cell: (856) 371- 0203

Office: (215) 569-2558 ext. 228

JPoeta@easternmillwrights.com

Rich Kelly
Regional Manager



PENN-DEL-JERSEY CHAPTER

WHO WE ARE

The International Brotherhood of Electrical Workers (IBEW) represents approximately 750,000 active members and retirees in the United States and Canada who work in a wide variety of fields. The IBEW stands out among the American unions and the AFL-CIO because it is among the largest and has members in so many skilled occupations.

Together with NECA contractors, we set standards for traditional and integrated electrical systems and lead the industry in the practical application of new technologies.

STUFF WE MAKE

The IBEW and NECA Contractors make electrical systems for rural and urban communities, city infrastructure, industrial and commercial properties, from individual homes up to refineries and power distribution centers that support them.

COOL CUSTOMERS

Some of our coolest customers are shopping malls, museums, amusement parks, schools and all of the places that make all of our gadgets and toys that we like.

CAREER OPPORTUNITIES/BENEFITS

Apprentice, Inside Journeyman Wireperson, Foreman, Supervisor, Estimator, Project Manager



Health Insurance



Disability Insurance



Tuition Reimbursement



Dental Insurance



Vacation (paid time off)



Wellness Program



Flexible Spending Account



401(k)



Life Insurance



Pension



PENN- DEL JERSEY Chapter



INFO



2003 Renaissance Blvd,
King of Prussia, PA 19406



866-NECA-NOW (866-632-2669)



<https://neca-pdj.org/>



Employees: 99 Full-time



Chairman: Daniel Hahn, Chairman,
Delaware Division, NECA

Andrew G. Cuomo

Inside Journeyman Wireperson

AGE: 26

YEARS AT COMPANY: 7

WHAT ARE YOUR JOB DUTIES?

Underground Wiring, Main Distribution Switch Gear, Building Automation

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

I like the safety, security and retirement package. There are good working conditions and I receive support from my Local Union brothers

A QUOTE FROM THE MANAGER

I support my men and they in turn support me.

THE JOB:

REQUIREMENTS

To become an Intern Apprentice, you must have a High School Diploma and have a passing credit in High School Algebra.

SKILLS

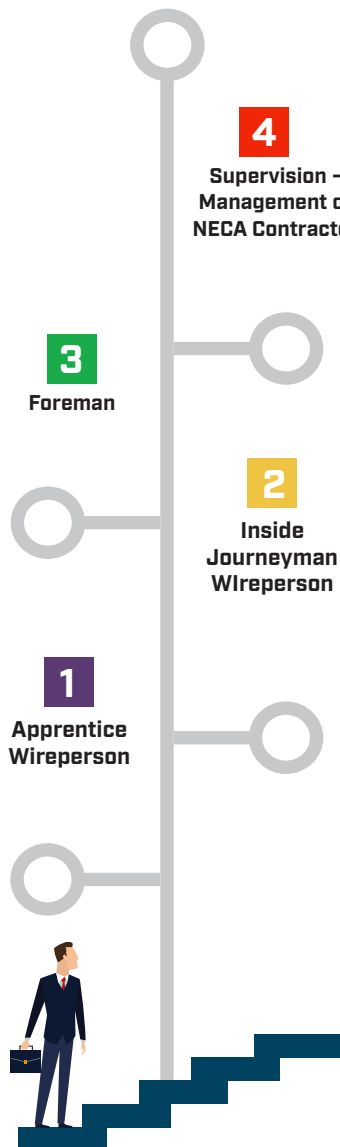
The skills required are being able to work with your hands and have a desire to be part of a team.

WHAT YOU'LL DO

You will learn theory of your new trade and begin wiring circuitry from residential, commercial to industrial.

CAREER PATH

During your career path, you will remain an Inside Journeyman Wireperson or choose a specialty branch of the trade. You could also continue on to either a Management or a Supervisory role, Estimator, or become a contractor yourself!

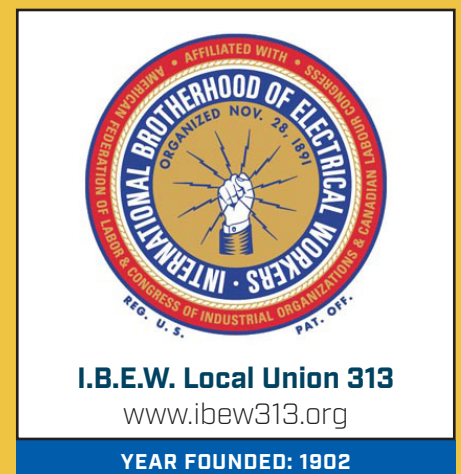


SALARY

\$33,947 - \$41,184
Starter

\$45,302 - \$82,368
Experience

\$82,539 - BEYOND



Contact Us Today!

Bobby Murrian
Business Manager



WHO WE ARE

M. Davis is an award-winning, 5th generation industrial construction company that builds, installs and services corporate and government facilities with engineering expertise and state-of-the-art technology. As we expand capabilities in the U.S. and globally, we are becoming a new breed of industrial provider, enabling our clients to outsource entire service and manufacturing functions to us.

STUFF WE MAKE












We specialize in complex, unusual projects that require out-of-the-box thinking and ambitious solutions our clients don't find elsewhere. From immense storage towers to intricate piping systems, we deliver custom manufacturing and fabrications that can be designed, built and tested at MDavis, then shipped and assembled at the client's location. Our newest capability in manufacturing power distribution equipment – VTI by MDavis --- enables clients to dispense and control electrical energy on a customized basis anywhere in the world.

COOL CUSTOMERS

We are a key partner to companies in fast-changing and highly-regulated industries such as energy, pharmaceutical, technology, and food and beverage. We excel at servicing Fortune 500 corporations (Merck, DuPont, Honeywell), global leaders (Air Liquide, West-Ward Pharmaceutical, Astra Zeneca), and the U.S. government to include the Department of Defense (United States Navy). Being innovators, we are also proud to fuel the growing regional businesses like Dogfish Head Craft Brewery with various size projects.

CAREER OPPORTUNITIES/BENEFITS

Positions at M. Davis may include part-time Co-Op students from local vocational and technical high schools, welders, electricians, pipefitters, instrumentation techs, engineers or project managers.


 Health Insurance	 Disability Insurance	 Tuition Reimbursement
 Dental Insurance	 Vacation (paid time off)	 Bonuses
 Flexible Spending Account	 401(k)	 Wellness Program
 Life Insurance	 Dependant Care Reimbursement	



M. Davis & Sons, Inc.



INFO

 Headquarters: 19 Gernay Drive, Wilmington, DE 19804


 302-998-3385

 www.mdavisinc.com

 Facebook.com/MDavisSonsInc

 Linkedin.com/company/m-davis-&-sons/

 Twitter.com/MDavisAndSons

 Employees: 419 Full Time; 20 Part Time

 Year founded: 1870

 President: John C. Gooden

Vinnie Rozell

Project Manager

AGE: 31

YEARS AT COMPANY: 13

WHAT ARE YOUR JOB DUTIES?

Vinnie Rozell is the project manager for the M. Davis Pipe and Non-Ferrous Fabrication Shops. Along with having the knowledge and skill to use each piece of the shop equipment Vinnie is responsible for managing multiple crews. Vinnie works in a sales role at times for customer shop tours and presentations. He is held responsible for the financial aspect of projects; overseeing the quoting and budget processes for this line of business.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

"This job means everything to me. This job has created a life for me and my family. This is a great place to work, and I plan on staying and growing my career as fully as possible." Quote from Vinnie Rozell.

A QUOTE FROM THE MANAGER

"We recognized early in Vinnie's career that he has a capacity to accomplish great things. He has been a vital role in managing and growing that business. You can't help but be affected in a positive way when you work with Vinnie." John Gooden, President of M. Davis and Sons, Inc.

THE JOB:

REQUIREMENTS

Responsible for customer relations, pre-project review, quoting, cost estimating, project schedule and specifications, as well as directing the action of the project coordinators and shop superintendent.

SKILLS

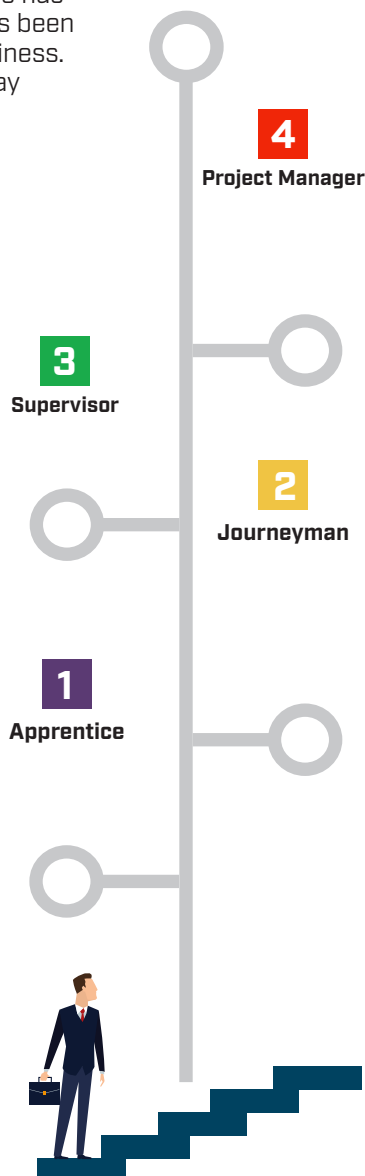
Skills include communication, prioritizing workload and schedule to meet the project timeline. Most managers also have experience in the skilled trades that they manage.

WHAT YOU'LL DO

You will manage the many trades that work in the shop to ensure that projects are completed safely, on-time, and within budget.

CAREER PATH

Vinnie was hired as a Helper right after graduating from high school. He received his Journeyman Papers from the State of Delaware for Millwrighting. Vinnie also learned Pipefitting on the job. At age 21 he was promoted to Leadman; worked his way to Project Coordinator and is currently a Project Manager.



SALARY

\$15.00
Starter

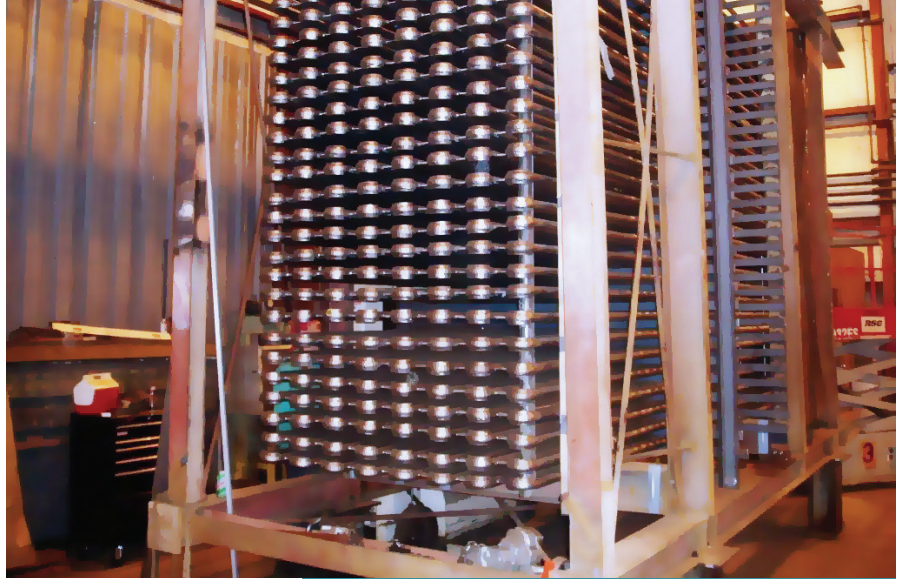
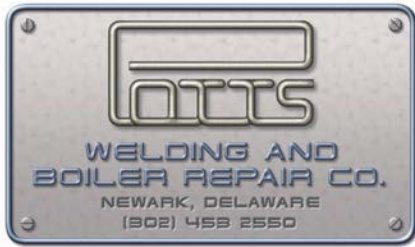
\$30.00
Experience

\$45.00
Expert

Contact Us Today!

Phone: 302-998-3385

Email: jobapp3328@gmail.com



WHO WE ARE

Potts Welding & Boiler Repair is a leading manufacturer that specializes in the fabrication and repair of industrial and power generation size boilers. We were founded just prior to the beginning of the Great Depression in 1929. We are currently an employee stock owned company and employ approximately 120 full time employees/owners. Our world class team of professionals includes welders, machine operators, engineers, machinists, technical and non-technical specialists, sales, and administrative personnel.

STUFF WE MAKE

Power generation boiler parts and apparatus from 1.0" long to 50' long, weighing from 1 pound to 20 tons, including:

- Furnace Panels
- Superheater Elements
- Headers
- Burner Mounting Panels
- Machine Parts

COOL CUSTOMERS

Newmont Gold Mining Company
Mystic Seaport

FUN STUFF

Company Picnics
Semi Formal Holiday Party
Free Gifts & Prizes
Safety Rewards
(Pizza Party, T-Shirts)
Wellness Rewards
(VISA Gift Cards)

CAREER OPPORTUNITIES

General Laborers
Quality Control
Machine Operators
Accounting
Machinists
Human Resources
Welders
Safety
Maintenance
Shipping/Receiving
Purchasing
Sales
Estimating
Engineering

Potts Welding & Boiler Repair



INFO

- 1901 Ogletown Road,
Newark, DE 19711
- (302) 453-2550
- Pottswelding.com
- Facebook.com/pottswelding

- Employees: 120 full-time
- Year founded: 1929
- President: William J. Ward

- | | | |
|---------------------------|---|--------------------------|
| Health Insurance | Vacation (paid time off) | Bonuses |
| Dental Insurance | 401(k) | Employee Stock Ownership |
| Flexible Spending Account | Flexible Workplace (summer hours / flex time) | Tuition Reimbursement |
| Life Insurance | Dependant Care Reimbursement | On Site Fitness Facility |
| Disability Insurance | | Wellness Program |

Lucien Brown

Welder – 1st Class

AGE: 30

YEARS AT COMPANY: 2 Years

WHAT ARE YOUR JOB DUTIES?

My duties at Potts include assembling and welding components of various boiler systems using different processes and materials.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

Being a welder means a lot to me because it requires focus, skill, and dedication to truly succeed at this trade. As a person who takes great pride in my work, I enjoy doing something every day where the results are a direct indication of the effort put in. Welding for Potts has been a great experience for me. I have the opportunity to weld different types of materials, and gain various certifications. I have easy access to the engineering department, allowing me to gain better understanding of boiler system designs. Potts' merit-based values and positive atmosphere provide great opportunity for growth within the company.

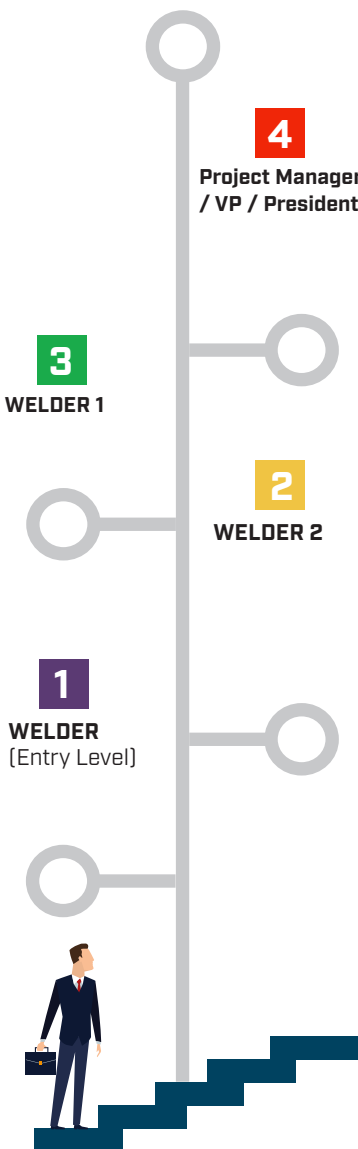
THE JOB:

REQUIREMENTS

- Pass a welder qualification test in the 6G position with acceptable radiographic results
- Experience welding open butt, fillet, consumable inserts, etc. using GTAW, SMAW, or GMAW process

SKILLS

- Perform basic math calculations and measurements
- Able to read blue prints and isometric drawings
- Proficiently weld materials using GTAW, SMAW, & GMAW [all positions & joint designs]
- Knowledge of NBIC acceptable repair procedures
- Satisfactorily perform ASME code activities
- Knowledge and ability to operate powered and non-powered hand tools
- Ability to lift 50 pounds and stand for long periods of time.



SALARY

\$29- \$34K

Welder (Entry Level)

\$34- \$40K

Welder [2]

\$40- \$63K

Welder [1]

Experience Based

Project Manager & Vice President/President

CONTACT US

Tammy Burris

1901 Ogletown Road
Newark, DE 19711

 tburris@pottswelding.com

 Fax: (302) 834-6016

 [Facebook.com/pottswelding](https://www.facebook.com/pottswelding)



WHO WE ARE

Sea Watch International is a seafood company based in the Chesapeake Bay region of Maryland and has been a major supplier of clams for over 40 years. The company was founded in 1978 in Milford, Delaware. Sea Watch has locations in Milford, DE, Easton, MD and New Bedford, MA. Sea Watch is proud to be recognized as the largest harvester and processor of clam products in the world. Sea Watch has taken its place as the leader in the offshore clam industry and positioned itself as one of the top seafood companies in the US.

STUFF WE MAKE

Sea Watch offers an extensive line of clam products, such as: clam chowder, clam strips, chopped clams, and juice. Also, value added seafood products, custom formulated soups, USDA and Kosher approved.

COOL CUSTOMERS



CAREER OPPORTUNITIES/BENEFITS

- Electrician
- Refrigeration Mechanic
- Forklift Mechanic
- Production Manager
- Various other management and support positions in; Quality Control, Waste Water, Production, and Shipping & Receiving.



Health Insurance



Vacation
(paid time off)



Dental Insurance



401(k)



Flexible Spending
Account



Dependant Care
Reimbursement



Life Insurance



Tuition
Reimbursement



Disability
Insurance



Sea Watch International, Ltd.



INFO



8978 Glebe Park Dr.,
Easton, MD 21601



242 South Rehoboth Blvd.
Milford, DE 19963



800-732-2526 • 302-422-3400



www.SeaWatch.com



[Facebook.com/ seawatchint](https://Facebook.com/seawatchint)



[Linkedin.com/ sea-watch-international-ltd.](https://Linkedin.com/sea-watch-international-ltd)



[Twitter.com/ seawatchint](https://Twitter.com/seawatchint)



Employees: 650; 275 in Delaware



Year founded: 1978

Wisman Castillo Castro

Night Shift Superintendent

AGE: 42

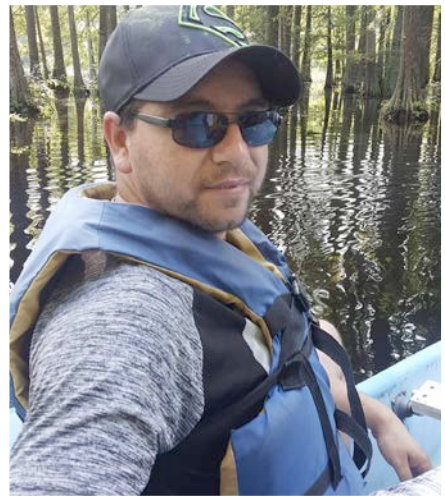
YEARS AT COMPANY: 16

WHAT ARE YOUR JOB DUTIES?

As a shift Superintendent I am responsible for all the plant activities during my shift which consists of the shucking, canning, packing and labeling of all the clam products we produce for our customers at the Milford, Delaware location.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

It gives me a sense of accomplishment of producing the highest quality in clam products for our customers and working with people showing them how they can be successful in their jobs. Sea Watch has given me the opportunity to grow with the company and assume more responsibility in my job. I would like to pass that on to the people I work with on a daily basis.



Mike Miller

Assistant Plant Manager

AGE: 41

YEARS AT COMPANY: 17

WHAT ARE YOUR JOB DUTIES?

My duties include daily production scheduling as well as production planning. I work with the purchasing department to ensure materials are here for the scheduled production. In addition, I communicate with the sales and logistics departments on a daily basis regarding order availability and shipment.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

It has been an incredible experience working for a company like Sea Watch which has a great ownership group and strong leadership from senior management. Sea Watch invests a lot of time and money into the employees whether it's through training, seminars or education. It is a company that has proven that any employee can advance with hard work and the opportunities are endless. The company has a great mix of people from different backgrounds and abilities that together to work out any challenges that arise. I enjoy the fact that each day is different, there are new challenges and opportunities that make each day exciting. For me, working for a company like Sea Watch that is committed to their employees has given me and my family a stable foundation and we look forward to many more years growing with the company.



Contact Us Today!

Doug Morrow

Director of Human Resources

Phone: 302-422-3400

Email: jobs@SeaWatch.com



WHO WE ARE

As the local commercial sales office for Trane, Seiberlich Trane Energy Services is the leader creating and sustaining comfortable, energy efficient buildings.

STUFF WE MAKE

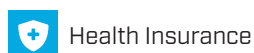
Seiberlich Trane Energy Services provides building solutions designed to optimize operational efficiency, minimize energy spend, and maximize our clients' profitability. We specialize in professional energy services, state-of-the-art Building Automation Systems, the industry's most comprehensive line of HVAC equipment, service and maintenance, turnkey contracting, parts, and training.

COOL CUSTOMERS

A sample of our clients include The Riverfront Development Corp., Christiana Care, Dover AFB, W.L. Gore, Delmarva, AstraZeneca, Buccini/Pollin, U of DE, Del Tech, State of DE, Artesian Water, Red Clay Consolidated School District, Colonial School District, Indian River School District, Christina School District, Nanticoke Memorial, Peninsula Regional Med. Ctr., DuPont, City of Dover, Dover Downs.

CAREER OPPORTUNITIES/BENEFITS

Seiberlich Trane Energy Services offers a lucrative benefits package, 10 paid holidays and up to 32 days of paid time off. We have an onsite fitness center and wellness programs for associates & families. Seiberlich encourages professional development for associates including factory training, tuition reimbursement and a selection of online workshops/courses from which associates can choose. We have a strong belief in sharing our successes with our associates including company profit sharing.



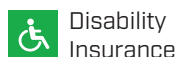
Health Insurance



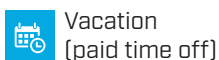
Dental Insurance



Life Insurance



Disability Insurance



Vacation
(paid time off)



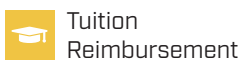
401(k)



Bonuses /
Profit Sharing



Wellness
Program



Tuition
Reimbursement



Seiberlich Trane Energy Services



INFO

66 Southgate Blvd.
New Castle, DE 19720

302.395.0200

seiberlich.com

LinkedIn.com/company/
seiberlich-trane-energy-services/

Employees: 75 full-time
0-5 part-time

Year founded: 1959

President: John Seiberlich

Brian Ashman

Senior Building Automation Systems Technician

AGE: 41

YEARS AT COMPANY: 5

WHAT ARE YOUR JOB DUTIES?

I provide high quality Building Automation Systems (BAS) programming and system integration to clients including K-12 schools, universities, hospitals, industrial sites and office buildings. I train & mentor new technicians and assist salesman, engineers and other technicians to serve our clients.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

I am proud to be a BAS technician - a systems, sequence, and building expert on the front line of the design and implementation of a BAS system. Seiberlich is a leader providing quality BAS & mechanical systems and has allowed me to grow and be a part of a great team with people who all have the same mission - to excel as building and energy experts.

A QUOTE FROM THE MANAGER

If you are a self-motivated innovator that is tech savvy and want to be involved in cutting edge technology with a great team, join us!

THE JOB:

REQUIREMENTS

Associate's degree or equivalent from a two-year college or technical school in HVAC, electronics, or Computer Science related field and an advanced understanding of electronics, mechanical systems, and computer technology.

SKILLS

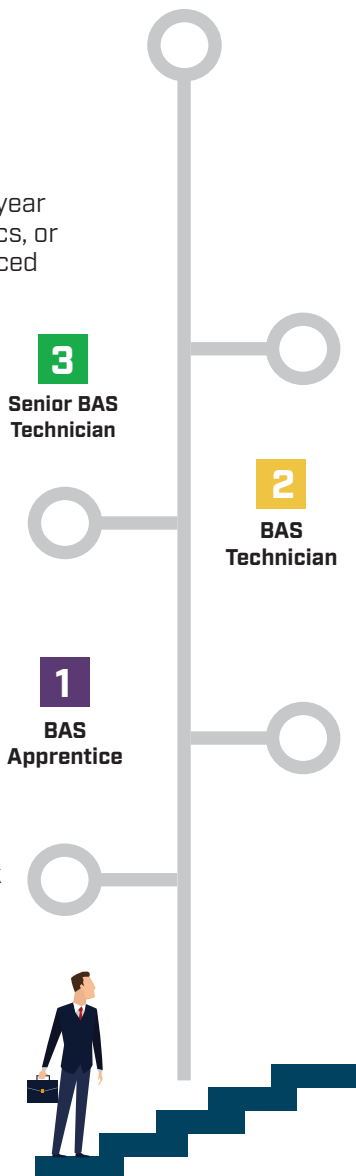
- Ability to provide an exceptional customer experience
- Strong organizational skills
- Excellent oral and written communication skills
- Effective problem solving skills

WHAT YOU'LL DO

Responsible for commissioning, diagnosing, servicing and repairing Building Automation Systems, utilizing knowledge of electronics, direct digital controls, HVAC airflow, hydronics, refrigeration theory, and the most current control techniques. Completes assigned work to deliver exceptional client experiences and profitable growth for the company.

CAREE PATH

Begin your career as a BAS Apprentice. You will attend classes & workshops while working with your mentor to develop your skills. In the next 4 years you will take on more responsibility and be involved in more complex projects to help you achieve both financial success and professional growth.



SALARY

\$20.00 - \$34.99
Starter

\$35.00 - \$49.99
Experience

\$50.00+
Expert

Tricia Clendening

HUMAN RESOURCES TEAM LEADER

tricia.clendening@seiberlich.com

[Linkedin.com/company/seiberlich-trane-energy-services/](https://www.linkedin.com/company/seiberlich-trane-energy-services/)



WHO WE ARE

Summit Aviation is a full-service MRO/FBO facility located on a 550-acre airport [KEVY] in Middletown, DE. Summit has been providing fixed wing and rotor wing aircraft services both domestically and internationally for almost 60 years to general aviation, law enforcement, US government, and foreign military customers. Summit Aviation also has a full service manufacturing and assembly facility in Somerset, Kentucky and a milling and machine shop in Kernersville, North Carolina.

STUFF WE MAKE

Our services include aircraft maintenance, repair, modifications, avionics, paint, parts, manufacturing and assembly, and aircraft sales and leasing. Other specialized services include mission equipment integration and certification, flight testing/training support, and logistics.

COOL CUSTOMERS

- Bell Helicopters
- Boeing
- Cleveland Browns
- Delaware State Police
- Maryland State Police
- Sikorsky
- US Fish & Wildlife
- US Park Police
- US Military agencies

CAREER OPPORTUNITIES/BENEFITS

At Summit, we strive to hire and retain talented employees by offering paid schooling, training, and career advancement opportunities, and a safe work environment that promotes growth and development.


 Health Insurance	 Vacation (paid time off)
 Dental Insurance	 401(k)
 Flexible Spending Account	 Wellness Program
 Life Insurance	 Tuition Reimbursement
 Disability Insurance	



Summit Aviation



INFO

 4200 Summit Bridge Road,
Middletown, DE 19709

 302-834-5400

 summit-aviation.com

 Year founded: 1960

 President: Ralph Kunz

David Johnson Jr. Helicopter Technician

AGE: 30 YEARS AT COMPANY: 10

WHAT ARE YOUR JOB DUTIES?

Helicopter Technicians are responsible for inspecting and maintaining aircraft to federal, manufacturer, and customer specifications. At Summit Aviation, Helicopter Technician's can be assigned to a specific customer or aircraft, or they can work on a variety of aircraft.

WHAT DOES THIS JOB AND WORKING AT THIS COMPANY MEAN TO YOU?

As a Helicopter Technician at Summit Aviation, I have been given the guidance and support to progress from an apprentice to a fully trained, independent, A&P licensed technician. Having employer sponsored continuing education has allowed me to avoid student loan debt and has given me the ability to buy a home, travel, and pursue fun activities such as hiking.

A QUOTE FROM THE MANAGER

Dave is a talented young man and we are looking forward to his success.

THE JOB:

REQUIREMENTS

- High school diploma or equivalent
- 0-3 years technical experience
- A&P license preferred

SKILLS

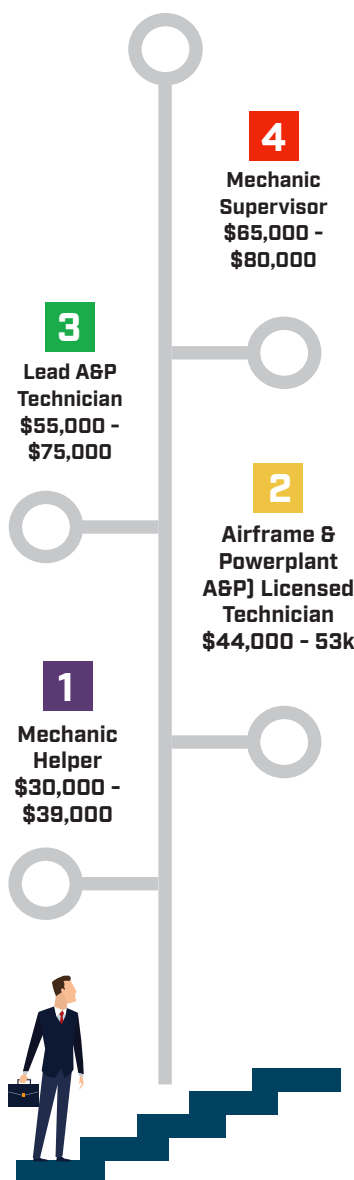
- Strong mechanical aptitude
- Strong math and problem solving skills
- Ability to read and interpret technical documents and manuals
- Ability to work and communicate effectively with coworkers and customers
- Must be able to work in varying work environment and weather conditions

WHAT YOU'LL DO

- Inspect, repair, maintain, service, and test aircraft and aircraft systems
- Adjust, align, and calibrate aircraft systems
- Read and interpret technical manuals
- Follow manufacturer specifications and FAA technical data
- Willingness to travel to customer locations

CAREER PATH

Most Helicopter Technicians start as an apprentice or Mechanic Helpers and, over the course of time, develop the skills, training, and experience required to advance up the ladder and become leads, managers, and directors.



SALARY

\$44,000
Starter

\$68,000
Experience

\$80,000
Expert

CONTACT US

Lynn Trent

302-834-5400

info@summit-aviation.com



WHO WE ARE

We are highly trained and skilled men and women who work in the Pipefitting, Plumbing, Welding and HVAC industries.



STUFF WE DO

Pipefitting: Process piping, underground, gas, sanitary sewer, instrumentation and controls, etc. Welding: GTAW, MIG, SMAW, TIG, Orbital, etc., Plumbing: Commercial, industrial, medical gas, residential, etc. HVAC: Service, chiller maintenance and installation, refrigeration systems, rooftop units, residential systems, etc.

LOCAL 74 PARTNERSHIPS

Local Union 74 works in conjunction with the following Delaware Mechanical Contractors Association Members: Christiana Mechanical, ID Griffith, Inc., Modern Controls, Statewide Mechanical and Summit Mechanical. Other Contractors we work with: Carrier, HT Lyons, JJ White, Johnson Controls, Jones Lang LaSalle, Nooter, Riggs Distler, Shelby, US Piping and many more.

COOL CUSTOMERS

Al DuPont Children's Hospital
Astra-Zeneca
Bank of America
Croda
DPL
DuPont Experimental Station
DuPont/Chemours
JP Morgan Chase
PBF Delaware City Refinery
University of Delaware

BENEFITS



Health Insurance



Dental Insurance



Life Insurance



Disability Insurance

Plus:

Pension

Annuity

Death Benefit

Journeyman Training

Apprentice Training

Local Union 74



INFO



201 Executive Dr
Newark, DE 19702



302-636-7400



ualocal74.com



Members: 525 Active,
80 Apprentice



Year founded: 1989



Business Manager:
Michael Hackendorn



APPRENTICESHIP PROGRAM:

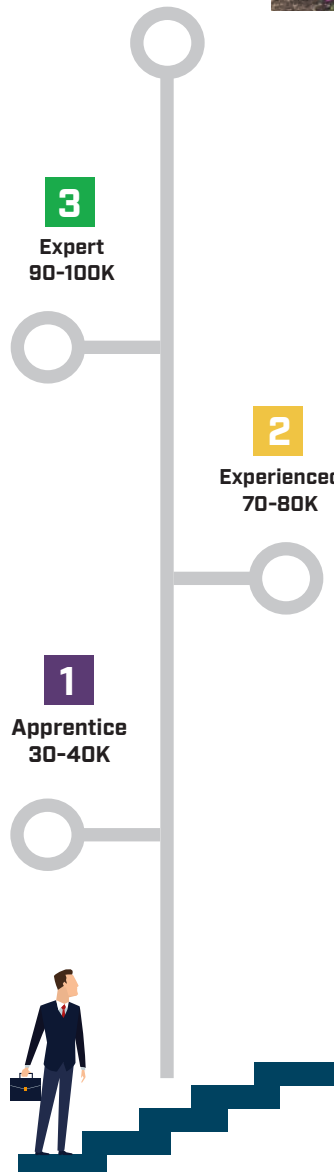
REQUIREMENTS

18 Years of age
High School Diploma or GED
Valid Driver's License
Reliable Transportation

CERTIFICATION COURSES

The Local 74 Apprenticeship Training Program offers many certification courses for Apprentices and Journeyman such as: OSHA 10, PSM/Built Rite, UA Welding/Brazing Certs, Medical Gas, Crane Signaling/Rigging, EPRI Instrumentation, CFC Certification, UA Star Mastery Exam, etc.

No other organization serves the training needs of the industry like us. We train the most highly qualified workers in the industry and in today's competitive environment, if you aren't keeping up with the latest developments in the industry, you'll file behind. We keep our members current and we keep them working.



SALARY

\$30,000 - \$40,000
Starter

\$70,000 - \$80,000
Experience

\$90,000 - \$100K
Expert

Michael Hackendorn
Business Manager

☎ 302-636-7400



WHO WE ARE

Bloom Energy's mission is to make clean, reliable, and resilient energy for everyone on the planet. Our distributed energy platform, the Bloom Energy Server®, converts natural gas or bio gas into electricity without combustion – Generating electricity on-site where you need it, with 60% less CO2 emissions than the average US grid power, no environmentally harmful smog-forming particulate emissions, delivering 125 times more electricity than solar power in the same footprint.

STUFF WE MAKE

Manufactured in Newark, Delaware, utilizing 21st century advanced applications and principals, there is no device in the world that generates electricity as efficiently as a Bloom Energy Server. Power outages cost the US economy more than \$150 billion annually. Our product delivers always-on, clean, affordable electricity right where our customers need it, helping them virtually eliminate the risk of grid outages caused by extreme weather, accidents and other events.

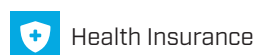
COOL CUSTOMERS

25 of the Fortune 100 companies, and leaders across diverse industries including Equinix, AT&T, Kaiser Permanente, eBay, Sutter Health, Hines, Adobe, Walmart, Home Depot, NASA, Digital Realty, Lockheed Martin, Safeway and the Staples Center.

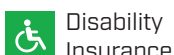
CAREER OPPORTUNITIES/BENEFITS

At Bloom Energy, we are always looking to expand our world class team. Check out our careers page to find open jobs in your area!

<https://bloomenergy.com/company/careers>



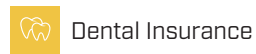
Health Insurance



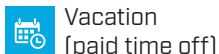
Disability Insurance



Dependant Care Reimbursement



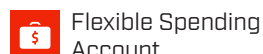
Dental Insurance



Vacation (paid time off)



Bonuses



Flexible Spending Account



401(k)



Life Insurance



Join the Bloom Team!



INFO

200 Christina Pkwy
Newark, Delaware 19713

302.533.3650

www.bloomenergy.com

[Linkedin.com/company/bloom-energy](https://www.linkedin.com/company/bloom-energy)

[Twitter.com/Bloom_energy](https://twitter.com/Bloom_energy)

Employees: 320 full-time

Year founded: 2001

President: KR Sridhar



WHO WE ARE

The Delaware Skills Center is a Division of the New Castle County Vocational Technical School District. We have been able to capitalize on the longstanding good will, technical experience, and community prominence the school district has provided. We have a proven track record of successful course completion and job placement.

Our staff are skilled and certified professionals in their craft, they enjoy teaching and providing a student centered learning environment, which makes for many success stories with our students.

STUFF WE DO

The Delaware Skills Center is an adult vocational technical training center committed to providing skills training that creates a pathway to a rewarding career.

- Offer courses which prepare students for the world of business and industry by means of intensive training consistent with current educational practices and industry standards.
- Provide students with course studies along with hands-on training in their related field
- Create an educational environment which allows students to grow and develop positive attitudes and develop key employability skills to meet the needs of today's labor market
- Assist students to obtain and maintain employment after completion of training.

COOL PARTNERS

Alliance Electric, Inc., Christiana Care, Delaware Business Systems, EDIS Company, Habitat for Humanity, Horizon, Keen Compressed Gas, Sobieski, Manor Care, Shure Line Electrical, Service Unlimited, DiSabitino Maintenance, Cadia Healthcare, Kutz Home, Calvert Comfort Heating and Plumbing, and many more.

PROGRAM TRAINING

- Computer Help Desk Support, Networking, and Mobile Device Support
- Electrical Trades
- Multi-Craft Industrial Trades
- Practical Nursing*
- Basic and Advanced Welding & Fabrication
- HVAC
- Carpentry
- Electrical Trades
- Java & SQL Programming
- Python Programming

*The Licensed Practical Nursing Program at Delaware Skills Center is accredited by the Accreditation Commission for Education in Nursing (ACEN).



Delaware Skills Center



INFO

📍 500 Ships Landing Way
New Castle, DE 19720

☎ 302.654.5392

🌐 DEskillsCenter.org

📘 Facebook.com/DEskillscenter

👥 Employees: full-time
part-time

🚩 Year founded: 1962

👤 Supervisor: Mr. Michael P. Mulrooney



WHO WE ARE

Wayman Fire Protection has been family-owned and operated for over 40 years. The company has a reputation for getting the job done right while providing stable and well-paying jobs. Wayman Fire Protection has 130+ employees and 85 trucks on the road operating out of offices in Wilmington and Bensalem, Pennsylvania.

STUFF WE MAKE


- Stable, good paying jobs with opportunities for advancement
- Safer properties in which you live, work and play
- Fire sprinkler and fire alarm systems safely installed
- Security and access controls to keep local businesses safe

COOL CUSTOMERS


- Dupont Dow
- University of Delaware
- Nemours Children's Hospital
- Christiana Health Systems
- Mobil/Exxon
- Kraft Foods
- Sesame Place
- QVC
- Glaxo Smith Kline
- Tanger Outlets

CAREER OPPORTUNITIES/BENEFITS

- Fire Sprinkler Fitters
- Fire Alarm Technicians
- Life Safety Inspectors
- Life Safety Sales Professionals
- Operations and Administrative Professionals


 Health Insurance

 Dental Insurance


 Flexible Spending Account

 Life Insurance

 Disability Insurance

 Vacation (paid time off)

 401(k)

 Flexible Workplace (summer hours / flex time)

 Dependant Care Reimbursement

 Bonuses

 Wellness Program


 Tuition Reimbursement

Wayman Fire Protection



INFO

 403 Meco Drive
Wilmington, DE 19804

 302.994.5757

 www.waymanfireprotection.com

 Facebook.com/waymanfireprotection/

 Linkedin.com/company/wayman-fire-protection-inc-

 Twitter.com/waymanfire

 Year founded: 1974

 President: Trippe Wayman

SAVE THE DATE!

www.DelawareBusinessTimes.com/40



Tuesday,
October 23, 2018

5:30pm – 8:00pm | VIP 5:00pm

The Baby Grand, 818 N. Market Street, Wilmington, DE

**DELAWARE
BUSINESS TIMES**
Smart. Business. Information.

DBT 40

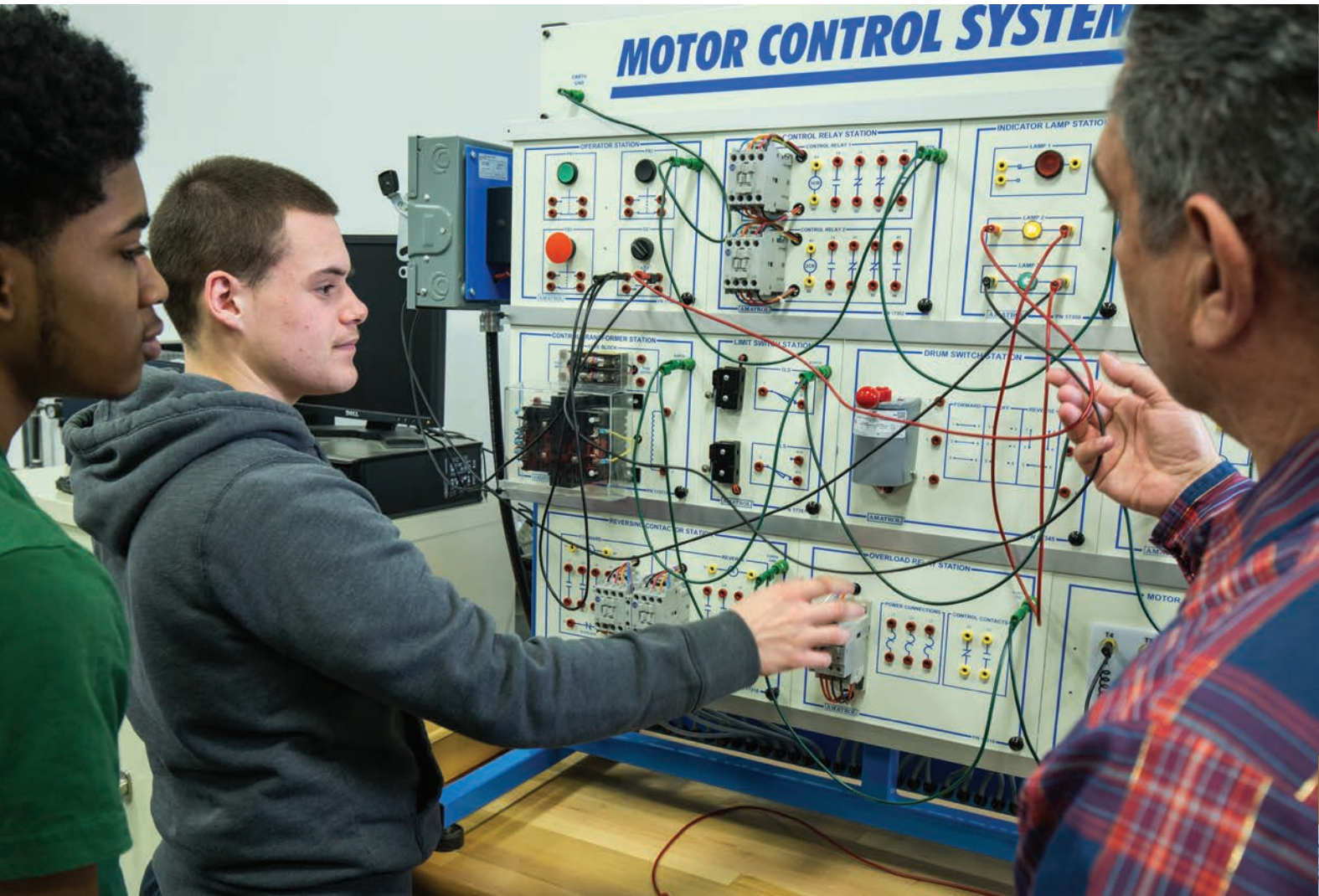
DELAWARE ACHIEVERS & INNOVATORS UNDER 40

Delaware Business Times honors the DBT 40 — a select group of the region's best and brightest young professionals, all under the age of 40, who are making a difference with their intelligence, initiative, and innovation.

SPONSORS:



MAY THE WORKFORCE BE WITH YOU



PHOTOGRAPHY BY CHARLES UNIATOWSKI | DELAWARE TECHNICAL COMMUNITY COLLEGE

Many institutions across the state offer the training needed to help young people find great career paths in the manufacturing and construction sectors.

Alternative Financing Options for Small Businesses

Not every business' need for financing fits into traditional banking guidelines, sometimes you have to be more creative.

Learn more from a panel of experts who have worked with businesses and alternative financing and non-traditional options. Topics to be covered include: SBA 504 loans, financing options to be used as an interim step when a business is not quite bankable, the other types of loan funds in Delaware, how you can use your retirement savings to help fund your business, and crowd funding.

OUR PANEL OF SPEAKERS



Rachel Baldini,
Vice President,
Director of Lending,
First State Community
Loan Fund



Candace Caruso
Vice President, WSFS,
Director Government
Guaranteed Lending



John Graham
Pango Financial
Director of Business
Development



Kevin Fasick,
Commercial Lending
Specialist,
Ross Capital Partners



**Moderator,
Margo Reign**
Small Business
Development Center

PRESENTED BY:



SPONSORED BY:



BNY MELLON
WEALTH MANAGEMENT

This event is fully accessible. Reasonable accommodations will be made if requested at least two weeks in advance. Contact Ali Lord at 302-831-1555 or delaware-sbdc@udel.edu to make arrangements."



Delaware Business Times has partnered with the Small Business Development Center of the University of Delaware, an affiliate of the SBA, to produce workshops assisting small and family-owned businesses.

OCTOBER 5, 2018

11:00 AM - 1:00 PM

Clubhouse at Baywood Greens
32267 Clubhouse Way, Millsboro, DE
TICKETS: \$25 (includes lunch)

RESERVE YOUR TICKETS NOW DELAWAREBUSINESSTIMES.COM/EVENTS

CREATIVITY COMMUNICATIONS CRITICAL THINKING



Francis Alvarez
JA Ambassador
Class of 2019

“Through Junior Achievement, I have networked and interviewed with human resource professionals to develop essential soft skills... interacted with college admissions experts... developed and pitched a product to investors... and participated in hands-on science experiments and demonstrations.”



**WHERE THE DIGNITY OF WORK
MEETS THE FUTURE OF YOUR DREAMS.**

866-JAToday • www.jadelaware.org