



## Local Board's Work with Businesses in Maryland

### **Anne Arundel County**

The Anne Arundel County Local Workforce Development Board responded to business demand in the area for candidates with soft skills by developing The Workplace Excellence Series. The Workplace Excellence series has become a best practice not only in Maryland but throughout the country, and is currently being used in 22 states.

### **Baltimore City**

The Baltimore City Local Workforce Development Board created Bridge to Career (B2C), an innovative intensive approach to workforce development which focuses on preparing unemployed and under skilled ex-offenders for industry –specific occupations in construction trades, transportation, manufacturing and logistics/warehousing.

### **Baltimore County**

Baltimore County's work with its manufacturing sector includes a range of services provided to companies to keep its key industry sectors thriving. Examples include: facilitating participation in registered apprenticeships, an important talent development tool for sought-after skillsets such as Industrial Maintenance Technician; working with a large defense contractor to develop and execute customized training to onboard workers with the skills needed for a major, new Federal contract; linking businesses to regional educational institutions for recruitment and specialized training programs; and tapping resources of the Department's Economic Development unit to provide grants, loans and tax-exempt Industrial Revenue Bonds to enable manufacturers to expand and/or upgrade equipment, which often results in job creation or retention.

### **Frederick County**

The Frederick County Local Workforce Board has developed the Frederick Business Education Series which includes education events will be held and focused on successfully working with and recruiting Justice Connected individuals to fill employment needs. Preliminary plans include a panel event to include legal advice, HR advice, and employers who have successfully recruited. Future business education events may focus on hiring diverse talent, including individuals with disabilities.

### **Lower Shore (Somerset, Wicomico, and Worcester Counties)**

The Lower Shore Workforce Development Board plans to reinstate the Business Partnership Committee. The purpose of the committee is to engage businesses and partners by asking members to act as ambassadors within the community. Priority tasks include those designed to identify the needs of businesses so that appropriate types of training are provided to participants.

### **Mid-Maryland (Howard and Carroll Counties)**

The Mid-Maryland Local Workforce Board recently addressed the immediate need of the area by holding a job fair for flood-impacted employees in Ellicott City within a little over a week of the floods. The board also offers Provelt!, an online assessment tool with over 1,000 validated assessments for a variety of positions, for businesses at no cost to assist in recruitment and selection of talented candidates.

### **Montgomery County**

Montgomery County has restructured both Workforce Development and Economic Development to a public/private partnership to work collaboratively to address the needs of our business community. This collaborative approach provides comprehensive and rapid array of services to support business growth and business attraction.

### **Prince George's County**

The Prince George's County Workforce Development Board is working with businesses and local workforce agencies to develop a County standard for career readiness. This process will ensure that every agency and organization partnering with the Prince George's County Public Workforce System is using a set standard, endorsed by the business community, to determine career readiness.

### **Southern Maryland (Calvert, Charles, and St. Mary's Counties)**

The Southern Maryland Workforce Development Board formed a Healthcare Industry Alliance utilizing EARN Maryland funds. Short and long-term workforce needs were identified and a ten-module training plan was developed that includes technical, soft skills, and job readiness training.

### **Susquehanna (Cecil and Harford Counties)**

The Susquehanna Workforce Board convened over 30 manufacturers forming the Susquehanna Manufacturing Coalition to increase industry awareness and address workforce needs. The Coalition identified skill needs and requirements needed to grow a pipeline of new workers as well as categorizing skill enhancement priorities for their incumbent workforce. Resources were identified, secured and aligned to support these needs. To raise industry awareness Coalition members have participated in forums, expos and workforce attraction events.

### **Upper Shore (Caroline, Dorchester, Kent, Queen Anne's, and Talbot Counties)**

The Upper Shore Workforce Investment Board convenes employer focus groups from the sectors where training funds are expended. The employer focus groups assist the Upper Shore Workforce Investment Board in evaluating the soundness of the investment of training funds to ensure that customers get a job, keep a job, and earn a paycheck.

### **Western Maryland (Allegany, Garrett, and Washington Counties)**

The Western Maryland Local Board developed a regional business engagement partnership through the Business Outreach Services Strategy Team (BOSS). BOSS is a collaboration and partnership between businesses, community, and workforce development to look at ways to provide outreach in the greater community and solutions for businesses including promoting on the job training and developing customized training curriculum to meet business needs.