



DRAFT Meeting Minutes

JUNE 7, 2023 3:30 P.M. – 5:00 P.M.

JOIN WITH TEAMS: Click here to join the

meeting<[**JOIN BY PHONE: Or call in \(audio only\) 1-443-961-1495, 706 866 548#**](https://teams.microsoft.com/j/meetup-join/19%3ameeting_YzYzNTlZGltYWQ4OC00ZmI5LTkwMzMtOWJiYzYxZTJlZWFl%40thread.v2/0?context=%7b%22Tid%22%3a%222afa2000-7726-4920-a957-0397c340fc3d%22%2c%22Oid%22%3a%220e01d46c-9ae5-4e28-9f9e-a0e5da8f74ff%22%7d></p></div>
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Community College of Baltimore County [CCBC Catonsville](#)

Center for the Arts Building, 800 S. Rolling Road, Catonsville, MD 21228, **Parking Lot #3

MEMBERS PRESENT *IP(in-person) OR V(virtual) OR V/Ph(virtual by phone)*

- | | | |
|------------------------|-----------------------------------|---------------------------|
| IP Louis Dubin (Chair) | V W. Marshall Knight, II | V Lisa Rusyniak |
| V Mick Arnold | IP Sandra Kurtinitis | IP Marty Schwartz |
| IP Marco V. Ávila | V Larry Letow | IP Carolyn Scruggs |
| V John D. Barber, Jr. | V Carl Livesay | IP Gerald “Jerry” Shapiro |
| IP Carol Beatty | V Amie Long | V/Ph William E. Simons |
| V Joanne C. Benson | IP Rafael Lopez | V Michelle B. Smith |
| IP Brian Cavey | V Stephen K. Neal | V Teaera Strum |
| V Andrea Chapdelaine | IP Myra Norton | V Michael Thomas |
| V Scott Dennis | IP Sanjay Rai | IP Perketer Tucker |
| V Judi Emmel | V/Ph Charles Ramos | V Charles T. Wetherington |
| V Katarina Ennerfelt | V Carmel Roques | V Anthony “Tony” Woods |
| IP Stacey Herman | IP Edward C. Rothstein, Col. Ret. | V Michelle J. Wright |
| V Matthew Holloway | V Anton P. Ruesing, V | IP Portia Wu |
| | | IP Charnetia V. Young |

MEMBERS ABSENT

- | | | |
|----------------------|--------------------|---------------------------|
| A. Ferris Allen, III | Gavin Buckley | Rodney Oddoye |
| Vanessa Atterbearly | Mohammad Choudhury | Chris Sachse (Vice Chair) |
| Kevin Anderson | Steve Groenke | Vincent “Vinny” Shiraldi |
| Gary Bockrath | Kevin D. Heffner | |
| Jennifer Bodensiek | Deborea Montgomery | |

GWDB STAFF

- | | | |
|-------------------|-----------------|------------------|
| IP Mike DiGiacomo | IP Darla Henson | IP Molly Mesnard |
| IP Allie Carter | IP Ken Lemberg | V Dontaz Winston |

GUESTS *

- | | | |
|--------------------|------------------------|-------------------|
| IP Chris Abell | V Olivia Ceccarelli | IP Olivia Gachoud |
| V Dr. Anirban Basu | V Dr. Deann Collins | V Victoria Hall |
| IP David Brown | V Susan Considine | V David Harper |
| IP Brandon Butler | V Anthony Featherstone | V Kimberly Justus |

V Mary Kane	IP Darlene Peregoy	V Sarah VanDeWeert
IP Paul Kappel	IP Jason Perkins-Cohen	V Alex Masters-Waage
V Sharon Kauffman	V Candice Roberts	IP Joana Winningham
IP Dr. Jennifer Lynch	IP Ed Roberts	V Daniel Schneckenburger
IP Dylan McDonough	IP Angelique Salizan	V Casey Tiefenwerth
V Meka McNeal	V Sarah Sheppard	V/Ph 1-410-**85 CR
V Denise Nooe	V Edward J. Shirk	V/Ph 1-301-**05 WS
V Michael Paddy	V Ryan Smith	V/Ph 1-443-**94
IP John Papagni	V Jennifer Sproul	V/Ph 1-443-**82
V Rachael Stephens Parker	V Jacqueline "Tina" Turner	V/Ph 1-301-**23

**Please note, these are the guests for the meeting, guest attendance by phone could not be identified.*

INTRODUCTIONS AND WELCOME OPENING REMARKS:

The June 7, 2023, Governor’s Workforce Development Board (GWDB) meeting started officially at 3:30 PM, via a hybrid format of in-person and virtual, at the Community College of Baltimore County (CCBC) in Catonsville, MD. Governor’s Workforce Development Board (GWDB) Executive Director Michael DiGiacomo opened the meeting and then turned the meeting over to Chairman Louis Dubin, who provided welcome and opening remarks.

Chairman Dubin indicated that a major goal of the GWDB is to help ensure full employment for all Marylanders. He asked for updates from Board members.

Dr. Sanjay Rai, Acting Commissioner of Higher Education, introduced himself to the Board.

Chairman Dubin thanked retiring GWDB members for their service. He made a motion to approve the Capital Region workforce plan, which was then approved. Review of local plans is underway.

Dr. Sandra Kurtinitis, head of CCBC, welcomed the group to the school, which consists of three large campuses. CCBC is the largest community college in the state, with 50,000 students, of which 26,000 are earning short-term credentials. The school has been featured on Amazon Prime television. The Maryland College Promise program was among the positive activity in this past season’s legislature. The program going forward will be managed by the colleges.

Secretary Portia Wu introduced herself on behalf of the new Moore administration. The Governor will focus heavily on jobs and competitiveness this summer. The Blueprint for Maryland’s Future and federal funds are in the mix. The Governor will be looking to the GWDB for guidance. The goal is to reach all neighborhoods in Maryland.

Secretary Rafael Lopez of the Department of Human Services spoke about the replacement of Temporary Assistance for Needy Families (TANF) benefits and indicated that most recipients are under age 18.

Secretary Carolyn Scruggs of the Department of Public Safety and Correctional Services spoke about the value of educating returning citizens, including use of short-term certificates. She would like to bring the community college into correctional facilities.

Secretary Carol Beatty of the Department of Disabilities thanked GWDB member Marty Schwartz for Vehicles for Change using virtual reality (VR) and partnering with her department. VR helps folks with disabilities. The Service Year option is going to happen and represents a great opportunity. There is working with external and internal partners on incorporating people with disabilities into State positions.

Acting Secretary Rai spoke about artificial intelligence changing all sectors, requiring upskilling. There is an opportunity to keep and attract talent.

Secretary Carmel Roques came on virtually from the Department of Aging. She noted: workforce shortages; the value of partnering with aging agencies and community colleges; and the need to support people aging in rural areas.

Secretary Woods of the Department of Veterans Affairs spoke about the value of partnering with community colleges. A second veterans retirement home is due to open soon. There is a need to invest in a talented workforce.

GWDB member Ed Rothstein noted that nursing programs have been started at the local community college. He raised the question of how the Blueprint for Maryland's Future will be funded by the counties. There is a need to deal with funding issues for the counties in this programming.

GWDB member Marco Avila communicated that 900 students had attended a very successful Engineers Week. The Governor would like to be part of this going forward. Last year, Maritime Day was added, and next year, other industry days will be added. The intent is to show students a "wow" factor, where they can see how people are in various occupations.

GWDB member Stacey Herman referenced that untapped talent pool her organization helps prepare for employment. There is now a statewide coordinator. Businesses need to be prepared for the untapped talent pool of young folks with disabilities.

Chairman Dubin noted that the local workforce boards have the businesses to employ special populations. He asked if any other Board members had updates.

Senator Benson, virtually, addressed the group. She sits on the Budget and Taxation Committee and is an educator. The opportunity to work is key. The Maryland College Promise program incentivizes not only high school students but also their parents to attend college. She praised CCBC and everyone for their commitment to workforce development. Senator Benson noted a significant number of ex-offenders in Prince George's County. There is a need to involve unions in the process and go into the correctional institutions, especially those inside the Beltway. The intent is to improve quality of life.

Senator Benson is in charge of the Education subcommittee. She visits community colleges. There are many residents that still need to pursue their dreams.

PRESENTATIONS:

Next, Mr. DiGiacomo invited GWDB CTE (Career and Technical Education) Deputy Director Molly Mesnard to give a CTE update. The CTE Committee was created by the Blueprint for Maryland's Future and consists of 11 members. A plan was due to the Accountability and Implementation Board (AIB) this past March. The AIB asked the CTE Committee to review local Memorandums of Understanding (MOUs) and implementation plans. Expert Review teams are being set up. Legislatively, the Apprenticeship 2030 Commission passed and was signed into law. The next public CTE meeting will be 6/28/23. CTE Chair Myra Norton expressed excitement to be in the implementation phase, including scaling apprenticeships with colleges and identifying and removing barriers.

Mr. DiGiacomo asked Maryland Workforce Association (MWA) Executive Director Brandon Butler to give an update on career counseling and the local workforce boards. Mr. Butler referenced MOUs being signed in the local areas. He communicated that middle and high school students will benefit from VR and from registered apprenticeship sponsors. There is building out of opportunities for career counselors; for example, Frederick County has been hiring a number of counselors. Mr. Butler also reminded the group about the MWA's annual conference, Raising the Bar, to be held 9/11-9/13/23, with a pre-conference focused on the Blueprint, community colleges, and apprenticeships. When asked by Mr. DiGiacomo how many career counselors are being hired, Mr. Butler responded that Frederick was hiring 22 counselors.

Secretary Wu brought up the issue of how to get local businesses well known to local workforce boards. Now is the time for businesses to connect with their local workforce boards. GWDB staff can help with these connections.

Next, Mr. DiGiacomo introduced Olivia Gachoud, Head of Science and Technology, from the Swiss embassy in the U.S. She spoke about the Swiss style apprenticeship. Vocational education and training are a tradition in Switzerland. The system helps ensure that what is taught helps meet the needs of companies, with savings on recruitment costs and the element of social responsibility. There is the dual education system in Switzerland, where students spend three to four days a week with on-the-job training, while studying in school the other days. There are 241 apprenticeable occupations designated in Switzerland. The education model is driven by the labor market. There is an MOU with the United States to share best practices. Ms. Gachoud briefly described two examples of corporate apprenticeship programs in the U.S.: Feintool Cincinnati, Inc. (toolmakers program); and Zurich Insurance North America (where there is partnering with the Aon and Accenture companies).

Ms. Gachoud's presentation was followed by a discussion with the Board. Acting Secretary Rai wanted to know how many students in Switzerland do apprenticeship and was told that 70% of students are engaged in apprenticeship. Chairman Dubin was curious as to whether Maryland could have an MOU with the Swiss government, as is the case in some other states. Ms. Gachoud informed him that it was a prerequisite to have such an MOU that there be a participating Swiss company in the state. GWDB

member Chuck Weatherington commented about the value of national standardized credentials, as in Switzerland, versus state by state recognition. Secretary Wu drew a distinction between credentialing and licensing, commenting on the potential benefit of licensing reciprocity with other states. GWDB member Marco Avila was also interested to learn more about potentially adding Maryland to the states with an MOU. He indicated that his company, WSP, as a global company, had operations in Switzerland. He wanted to get further connected. GWDB member Ed Rothstein referenced a private jet company, flying out of Westminster, MD, that is Swiss. The company has an apprenticeship program in Colorado, and Ms. Gachoud will inquire about this in Maryland.

Dr. Kurtinitis communicated that there are 2400 students at CCBC engaged in apprenticeship. This largely involves engaging with unions and the skilled trades. CCBC is looking to partner more.

GWDB member Stacey Herman spoke about the value of credentialing and about barriers to employment for untapped talent.

Acting Secretary Rai spoke about apprenticeship as an emerging model in higher education. He referenced that Montgomery College will be an apprenticeship sponsor for biotech type companies. GWDB member Charnetia Young communicated that her company, CVS, has 6000 apprentices. There are, however, still barriers to entry. The cost of apprenticeship can be prohibitive for small businesses. Universal policies are needed to make this programming easier to adopt. Secretary Wu indicated that the Maryland Department of Labor can provide technical assistance to employers on apprenticeship. GWDB member Anton Ruesling commented that he was with the Painters union and that some areas of the country are exclusionary with regard to apprenticeship. Contracts can require high school degrees, GEDs, and/or drivers licenses. A best practice is to utilize pre-apprenticeship as a prep program for some individuals, which can help reduce barriers to entry.

Mr. DiGiacomo turned to GWDB/CTE Committee member Brian Cavey for his feedback on apprenticeship. Mr. Cavey is the chair of the Maryland State Apprenticeship and Training Council, which he communicated can help employers with getting into apprenticeship.

Mr. DiGiacomo turned the meeting back over to Chairman Dubin, who asked for a motion to adjourn the meeting. The meeting ended at 5:00.

Submitted by:
Kenneth Lemberg