

**DRAFT Meeting Minutes**  
**SEPTEMBER 29, 2021 3:30 P.M. – 5:30 P.M.**  
**VIRTUAL MEETING**



**JOIN WITH GOOGLE MEET: [MEET.GOOGLE.COM/EVU-EDZG-WXI](https://meet.google.com/EVU-EDZG-WXI)**  
**JOIN BY PHONE: 1-929-277-6852, PIN: 467 578 005#**

**MEMBERS PRESENT**

Louis Dubin (Chair)	Terry R. Gilleland, Jr.	Edward C. Rothstein, Col. Ret.
Chris Sachse (Vice Chair)	Steve Groenke	Lisa Rusyniak
Sam Abed	W. Marshall Knight, II	Marty Schwartz
Carol Beatty	Rona E. Kramer	James A. Sears
Gary Bockrath	Larry Letow	Leslie R. Simmons
Jennifer Bodensiek	Carl Livesay	William E. Simons
Andrea Chapdelaine	Gary Murdock	Michelle B. Smith
Mohammad Choudhury	Chad Nagel	Teaera Strum
Veronica A. Cool	Stephen K. Neal	Charles T. Wetherington
Michelle Day	Rodney Oddoye	Michelle J. Wright
Scott Dennis	Charles Ramos	Charnetia V. Young
Katarina Ennerfelt	Tiffany P. Robinson	

**MEMBERS ABSENT**

Mick Arnold	James D. Fielder	Amie Long
Vanessa Atterbeary	Wanda Smith Gispert	Roya Mohadjer
John D. Barber, Jr.	Robert L. Green	George W. Owings, III
Joanne C. Benson	Kevin D. Heffner	Lourdes R. Padilla
Alice Blayne-Allard	Stacey Herman	Kelly M. Schulz
Gavin Buckley	Sandra Kurtinitis	Gerald "Jerry" Shapiro

**GWDB STAFF**

Mike DiGiacomo	Ken Lemberg	Molly Mesnard
Darla Henson		

**GUESTS \***

Anirban Basu	Mark Drury	Deborah Gilbert
Anne Arundel Workforce	Bruce England	Lauren Gilwee
Tiara Booker-Dwyer	Judi Emmel	Jeanine Jones
Barry Boseman	John Feaster	John Kashuba
Emily Branchaw	Anthony Featherstone	Yariela Kerr-Donovan
Build Your Path	Laura Flamm	Milena Kornyl
Kevin Craft	Ellen Flowers-Fields	Heather Lageman
Yolanda Cullin	Marcella Franczkowski	Elizabeth Madjlesi
Noell Damron	Patrick Furness	Meka McNeal

Michael Mehalick  
Kimberly Mentzell  
Kirkland Murray  
Marsha Netus  
Augustin Ntabaganyimana  
Joanne Oport

John Papagni  
Kristine Pearl  
Ed Roberts  
Erin Roth  
Sarah Sheppard  
Jim Smith

Jennifer Sproul  
Meg Stewart  
Walt Townshend  
Rose Volynskiy

**INTRODUCTIONS AND OPENING REMARKS:**

The meeting started officially at 3:30 PM, September 29, 2021, via Google Meets. Governor’s Workforce Development Board (GWDB) Executive Director Michael DiGiacomo, who was attending the National Governor’s Association (NGA) fall conference in Phoenix, Arizona, along with Chairman Louis Dubin, turned the meeting over to Chairman Dubin, who provided welcome and opening remarks. Chairman Dubin noted that it was very helpful to be in person for the NGA conference and share insights.

Vice Chair Chris Sachse observed that the cybersecurity industry has a lot of opportunity and there is gaining of traction around skill sets. Board member Lisa Rusyniak brought up the issue of not enough workers to fill jobs, such as in Goodwill stores. Mr. DiGiacomo and Chairman Dubin weighed in with information they had learned at the NGA conference relative to the worker shortage.

Chairman Dubin asked Secretary of Labor Tiffany Robinson for some Department updates. Secretary Robinson communicated that federal unemployment benefits ended for all states on September 6, 2021. Employers are having trouble finding workers. She also heard these sentiments at a GWDB organized tour of Tradepoint Atlantic earlier this month. The GWDB could effectively help get the word out on Division of Workforce Development and Adult Learning (DWDAL) programs. She noted other highlights: October 1 is National Manufacturing Day; National Apprenticeship Week is coming up November; Maryland Labor is rebranding some programs; the EARN program and solicitation are being finalized; and Youth Apprenticeship exists in 20 of 24 school districts throughout the state (and will be expanded into the remaining four districts). There are more connections to be made.

Chairman Dubin asked if there were any other Secretaries with Department updates to share. Department of Juvenile Services Secretary Sam Abed communicated that apprenticeship programs are being stood up in facilities and communities. A one-year transition period is underway, per statute, to transition oversight for the schools in DJS facilities from the Maryland State Department of Education (MSDE).

Department of Disabilities Secretary Carol Beatty said that Direct Support Professionals were recognized throughout September. October is Disability Employment Awareness month.

Augustin Ntabaganyimana, representing Department of Human Services Secretary Lourdes Padilla, referenced the federal pandemic benefit ending and in particular the Supplemental Nutrition Assistance Program (SNAP) benefits ending October 1. The Department continues to see a high volume of TANF and SNAP customers, trying to get them back into the workforce.

Marcella Franczkowski of MSDE thanked GWDB members who joined an advisory group to identify employment endorsements toward certificate completions.

Chairman Dubin entertained a motion to approve the GWDB June 9, 2021, minutes. A motion was made and seconded. The minutes were approved.

Chairman Dubin introduced new members to the Executive Committee, particularly Maryland State Superintendent of Schools Mohammed Choudhury. He gave Superintendent Choudhury the opportunity to further introduce himself. The Superintendent is very interested in implementing the Blueprint for Maryland. He continues to seek putting students into high demand fields, with need for collaboration, and expects restructuring for the Blueprint period.

Chairman Dubin introduced new Board member Rodney Oddoye, Senior Vice President, Governmental and External Affairs, at BGE, and gave him the opportunity to further introduce himself. Mr. Oddoye was pleased to join the GWDB and serves major roles for BGE as Chief External Affairs, Chief Lobbyist, and Corporate Sustainability Officer. Workforce development falls under these roles and is a passion.

Chairman Dubin also thanked the following GWDB members, who after many years of service, are retiring from the Board: Alex Nunez, Veronica Cool, Andrew Larson, and Chad Nagle. There are replacement members at the appointments office, pending approval. Chairman Dubin turned the meeting back over to Mr. DiGiacomo.

Mr. DiGiacomo indicated that the Board's bylaws had been edited to allow members to attend GWDB quarterly meetings virtually and be recognized as part of the quorum for voting purposes. This will allow the GWDB to hold hybrid meetings and permit Board members from around the state to participate virtually. The updated bylaws were emailed to GWDB members for review on August 26, 2021, as required. The Executive Committee also reviewed and approved the updated bylaws in August.

Chairman Dubin articulated that at the Executive Committee meeting, the importance of still gathering in person when possible was discussed, so there is a line added to the bylaws encouraging Board members to attend at least one meeting in person per year. The idea is that virtual not become a permanent proxy for meetings and that Board members attend whatever meetings in person they can. Chairman Dubin also indicated that Board members could ask for reimbursement for travel, if needed.

Chairman Dubin entertained a motion to approve the edited bylaws as written. A motion was made and seconded, and with no opposition, the updated bylaws were approved.

Mr. DiGiacomo provided some additional updates. Ken Lemberg has been working with partners at DWDAL to review the 13 local workforce development board plans. Currently 6 of 13 local plans have been approved, and the rest are in review. Following the last Board meeting in June, Molly Mesnard put together an initiative to directly connect business Board members with their local workforce board directors. There has been a very positive response to the introductions and subsequent meetings. Mr. DiGiacomo noted that anyone should reach out to the GWDB if they still needed to be connected.

Mr. DiGiacomo noted that Potomac Edison hosted two teacher externs this past summer through the Maryland Chamber Foundation program, and asked Board member Jim Sears to speak briefly about the

program. Mr. Sears indicated that the program paired high school teachers with businesses in the areas they teach. There was great feedback from Potomac Edison, an electric utility, which is one of 13 Maryland companies that participated in the Maryland Chamber Foundation teacher extern program.

Mr. DiGiacomo also referenced Board member Teaera Strum as recently hosting the Governor at Strum Contracting's site for a small business roundtable. Ms. Strum indicated that the September 15, 2021, forum hosted the Governor and six small businesses that spoke with him. This happened during Small Business Week.

Mr. DiGiacomo announced that our partner, the Regional Manufacturing Institute of Maryland (RMI), is hosting a virtual "Working in Manufacturing" event on National Manufacturing Day, October 1, 2021. The event would introduce job seekers, students, educators, and parents to what it is like to work in the industry. The event link was shared in the chat.

Mr. DiGiacomo indicated in the GWDB meeting materials that one could see a report from the Benchmarks Data and Dashboard Committee. This report presents a snapshot of the current state of Maryland's workforce system by providing data and trends on enrollment and demographics. The data in the attachment has been updated with the most recent quarter.

Mr. DiGiacomo spoke about House Bill 1300, the Blueprint for Maryland's Future, which establishes a Career and Technical Education (CTE) committee within the GWDB. The GWDB is waiting for the Accountability and Implementation Board (AIB), overseeing the Blueprint, to be established for next steps regarding implementation and funding. On September 1, 2021, the nominating committee sent to the Governor 9 prospective appointees to the AIB. Governor Hogan will then appoint 7 of the candidates to the AIB by October 1, 2021. As such, the GWDB is looking closely at the CTE Committee, and respective subcommittees, duties, and responsibilities. If interested in learning more, please reach out to GWDB staff. Chairman Dubin remarked that he believed it was unprecedented, across other states, for CTE to be under a state workforce board. This is important for an alignment of skill sets with jobs.

#### **PRESENTATION:**

Next, Chairman Dubin introduced the meeting's presentation speaker, Anirban Basu, Chairman and CEO of Sage Policy Group, an economic and policy consulting firm in Baltimore. Dr. Basu holds numerous distinctions and recognitions. He would give a presentation on the economic outlook for Maryland.

Dr. Basu gave an informative talk, with a Harry Potter type theme, around effects of the pandemic globally, nationally, and in Maryland. Among many other data observations, he noted that it was relatively easy to shut down capacity, but relatively difficult to bring capacity back on line. The supply side of jobs (workers) has not been fully functional. One factor is that workers have become more like consumers and pickier about the types of jobs they will take. He spoke about growth industry sectors and occupations over time, about federal stimulus packages, and about how Maryland (with a budget surplus) has the opportunity to invest in workforce development. The past decade had a big migration of people to the suburbs, while the previous decade was marked by a move to cities.

Dr. Basu was asked a number of questions. Areas of discussion included: working remotely; workers not tied to cities (workforce more diffused over time); broadband investment; foreign based workers; workers not rushing back to work even when federal benefits removed in various states; capacity shut down stays down; reset of expectations in households; more baby boomers retiring earlier; relatively lower worker participation for young males with labor shortages in male dominated industries; on-demand (gig) economy; leisure travel up while business travel slow to come back; and mortgage rates low but due to go up in later years.

Chairman Dubin thanked Dr. Basu for his informative presentation. He then indicated that he looked forward to seeing people in person at the December 8, 2021, next Board meeting. Board member Dr. Kurtinitis, President at Community College of Baltimore County, has graciously offered the GWDB space at their campus in Catonsville for a hybrid meeting followed by a reception for those in attendance. It will be important to respond to Darla Henson's RSVP promptly so that we can determine how many people we will have in attendance. Chairman Dubin adjourned the meeting at 5:15.

Submitted by:

Kenneth Lemberg