STATE OF MARYLAND
DLLR
DEPARTMENT OF LABOR, LICENSING AND REGULATION

DWDAL'S EFFORTS
ON-THE-JOB TRAINING
(OJT)

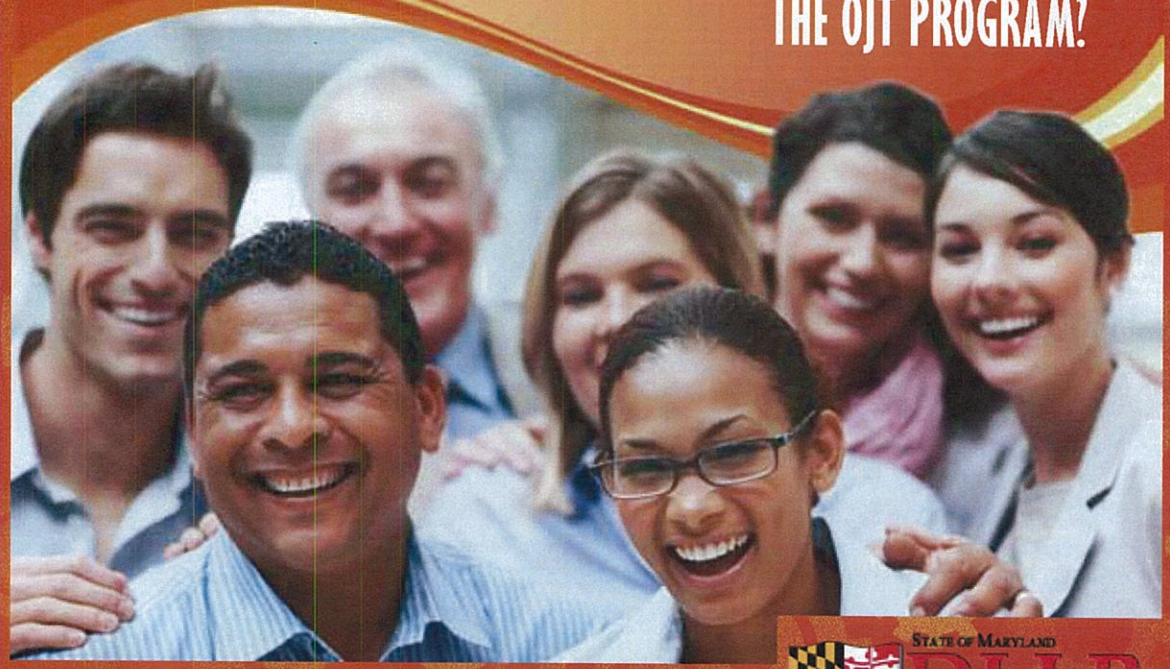
AUGUST 15, 2011

On-the-Job Training – Helping Marylanders Get Back to Work

DLLR received $1,971,169 Recovery Act funded NEG (National Emergency Grant) to provide workers affected by layoffs with on-the-job training (OJT) opportunities. This NEG provides a method to jump-start re-employment for dislocated workers experiencing prolonged unemployment by enabling employers to create training and job opportunities for these individuals. Participants are given the opportunity to "earn and learn," meaning they will develop applicable occupational skills while earning a paycheck. Employers receive partial reimbursement to offset the cost of training workers. OJT will help workers become proficient in needed skills more quickly. As a result, employers will be encouraged to hire workers sooner than perhaps initially planned, facilitating the private sector hiring of well-qualified individuals to contribute to their bottom line and spur economic recovery.

During PY2009, Frederick County Workforce Services has been able to utilize OJT funds to provide dislocated and/or adult workers with opportunities to engage in "hands-on" training with new employers. In one particular example, a local HVAC company was in search of a part-time office assistant with a specific skill set. Through the OJT program, the employer hired a WIA job seeker who successfully completed the training necessary to effectively fulfill the responsibilities of the position. Incidentally, this job seeker had been searching for a part-time position, so the match was ideal – a true "win-win" for both parties.

INTERESTED IN HIRING AN EMPLOYEE THROUGH THE OJT PROGRAM?



We'll help you find eligible candidates

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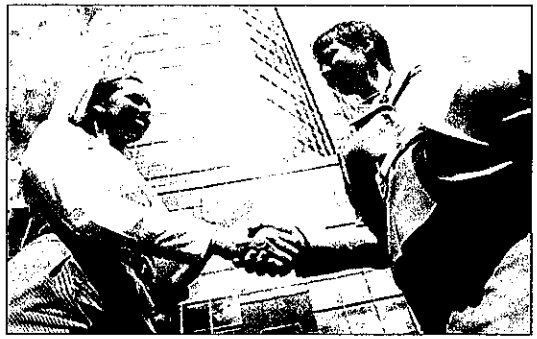

MCCEI'S THREE PRIMARY GOALS TO BE THE CATALYST FOR CHANGE:

1. Work with industry and Maryland's education system to ensure that there is a reliable feeder for the state's construction workforce demand.
2. Raise awareness of career opportunities in construction and create a new paradigm for construction professionals from GED to Ph.D.
3. Create an information marketplace for Maryland's construction sector to include training, education, and other resources for career seekers, training providers, industry, and government.

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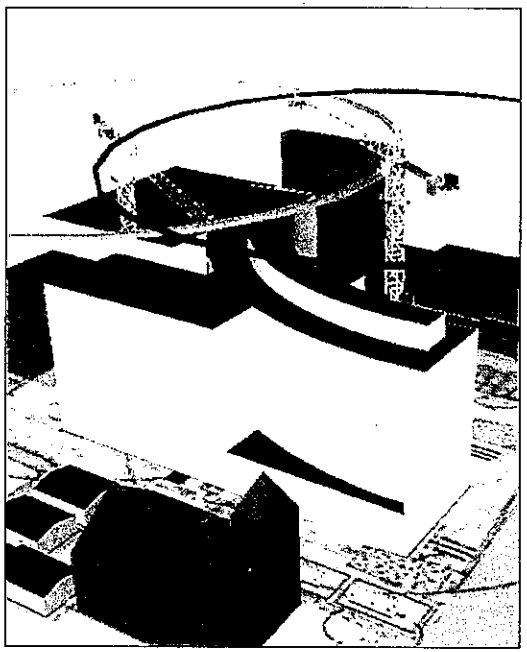


3-D Computer Modeling Technology

PARTNERS

Associated Builders and Contractors—Baltimore

Baltimore/DC Building Trades Council

Governors Workforce Investment Board

Harry and Jeanette Weinberg Foundation

Knott Mechanical, Inc.

Maryland Association of Community Colleges

Maryland Department of Education

Maryland Department of Labor, Licensing, and Regulation

Towson University

Whiting-Turner Contracting, Inc.

MARYLAND CENTER *for* CONSTRUCTION EDUCATION & INNOVATION

MCCEI

MCCEI is a public-private partnership driven by industry to expand relevant career pathways, collaborate with education to advocate for construction as a profession of choice, and connect the industry to transformative technologies.

Construction Workforce Trends

The Construction Workforce: In Crisis and Transition

By 2014, the industry will need 2.5 million craft workers. Carpenters and electricians are currently experiencing shortages of 16 percent and 14 percent respectively. Over the next ten years, construction companies will also lose 34 percent of their top executives, 24 percent of their project managers, and 28 percent of their field managers. The industry is aging and failing to replace itself due to lack of interest and a negative social stigma.

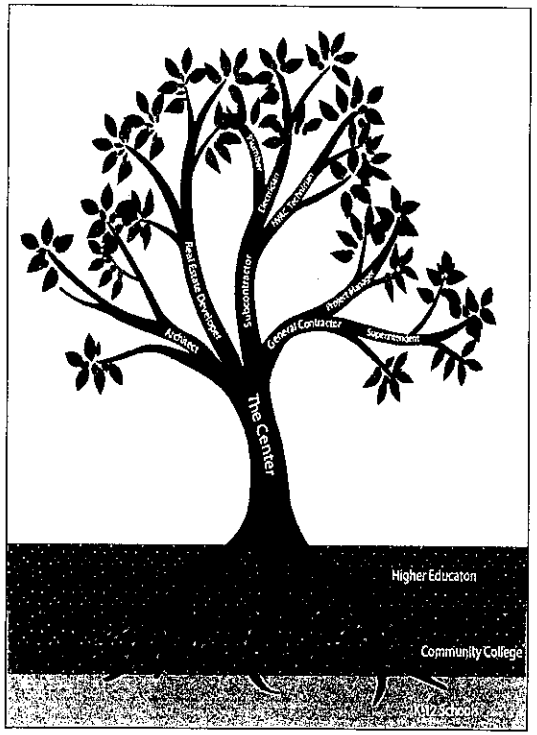
Not only is the construction workforce dwindling in size but it is also drastically changing in expertise. New technology such as Building Information Modeling (BIM) and Leadership in Energy and Environmental Design (LEED) are changing the skill set required for the construction workforce. Project managers are now using tablet computers on the job site to increase accuracy and efficiency, a drastically different image than has often been portrayed of the industry.

Maryland's Resilient Construction Economy

Even in the most challenging construction economy in our lifetime, Maryland's construction remains poised for long term success. Maryland construction spending is driven by the proximity to the nation's capital, domestic healthcare spending, a strong technology and biotechnology presence, and the Base Realignment and Closure (BRAC) process. Despite the economic downturn, Maryland's construction employment was 10% greater than the national average in 2009 and construction accounted for over $2 billion of Maryland's wages.

Addressing Construction's Needs: MCCEI

MCCEI will work in tandem with the private and public sector and Maryland's universities, community colleges, and secondary schools to marshal the industry's many resources to position construction as a career of choice, to promote the economic vitality of construction in Maryland, and to serve as resource for industry, education, and government. Throughout this process, the goal is to drive interest in construction careers, providing a vibrant workforce for the jobs of today and tomorrow.



Recent Organizations in Action

Since its initial formation in December 2009, MCCEI has reached several major milestones, including:

- The hiring of a full-time staff to establish the business and handle day-to-day operations.
- Awards of $325,000 in start-up grant funding through the state of Maryland.
- Creation of a state-wide, county-by-county scan of all known construction training programs and locations.
- Establishment of MCCEI as a 501(c (3) Maryland Non-Profit Corporation.
- Development of Board Strategy, Mission, Vision and Goals.

MCCEI has established several initiatives that solidify the organization as a thought leader in the construction field including:

- Commissioning of a state-wide demand study highlighting the technological and workforce changes anticipated by the industry over the next five to ten years.
- Providing programatical advice to leading education institutions from high school CTE through the university level to create or expand construction technology and management programs.
- Developing a web based user tool to identify construction education and training programs throughout the state of Maryland.
- Conducting a major fundraising campaign to support MCCEI and its mission.