



# MARYLAND

## GOVERNOR'S WORKFORCE INVESTMENT BOARD

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### 2007 ANNUAL REPORT

Martin O'Malley, Governor  
Anthony G. Brown, Lt. Governor

Thomas E. Perez, Secretary  
Eric M. Seleznow, Executive Director

Department of Labor, Licensing and Regulation



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# DLLR

STATE OF MARYLAND

DEPARTMENT OF LABOR, LICENSING AND REGULATION

MARTIN O'MALLEY, Governor  
ANTHONY G. BROWN, Lt. Governor  
THOMAS E. PEREZ, Secretary

Governor's Workforce Investment Board  
Eric M. Seleznow, Executive Director

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March 1, 2008

Dear Governor O'Malley, Lieutenant Governor Brown, President Miller, Speaker Busch, the General Assembly, and the businesses and citizens of Maryland:

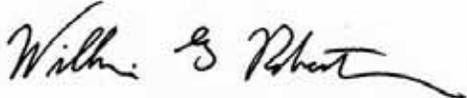
The Governor's Workforce Investment Board (GWIB) is pleased to share with you its 2007 annual report highlighting events and accomplishments that occurred during the period January 1, 2007 through December 31, 2007. During this past year, the board welcomed new leadership and several new members. With this new leadership the board's efforts have shifted to a "demand driven, supply focused" model to ensure that we address the workforce needs of both the employers and residents of Maryland.

Some of the highlights of the past year include:

- The Hospitality and Tourism Committee hosted an industry summit in January 2007. This successful event convened 240 leaders from industry, government, and education to address the industry's workforce needs.
- The Education Committee hosted an industry symposium in November 2007. Over 150 stakeholders assembled to explore strategies and solutions for meeting the significant workforce challenges of the education industry.
- Along with other state agencies, GWIB staff and members participated in the National Governor Association's policy academy on cluster initiatives.
- The Governor and Lt. Governor met with the board on several occasions to discuss their vision for "workforce creation" and to solicit recommendations for building Maryland's 21st century workforce.
- GWIB's chair, executive director and several board members were appointed to the Governor's P-20 Leadership Council of Maryland.
- The board established two new committees focusing on Maryland's untapped workforce and Maryland's emerging workforce (youth).
- The GWIB continued efforts to advocate for policies supporting Science, Technology, Engineering and Math (STEM), Career and Technology Education (CTE), addressing worker shortages, and creating the pipeline of skilled workers for the future.

The board would like to recognize the continued efforts put forth over the past year by each of our private and public sector partners and express our gratitude for the cooperation and collaboration we received from all levels of business, government and education as well as the citizens of Maryland. We look forward to the continued support in the months and years to come.

Sincerely,



William G. "Bill" Robertson  
GWIB Chair



Eric M. Seleznow  
GWIB Executive Director

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*Keeping Maryland Working and Safe*

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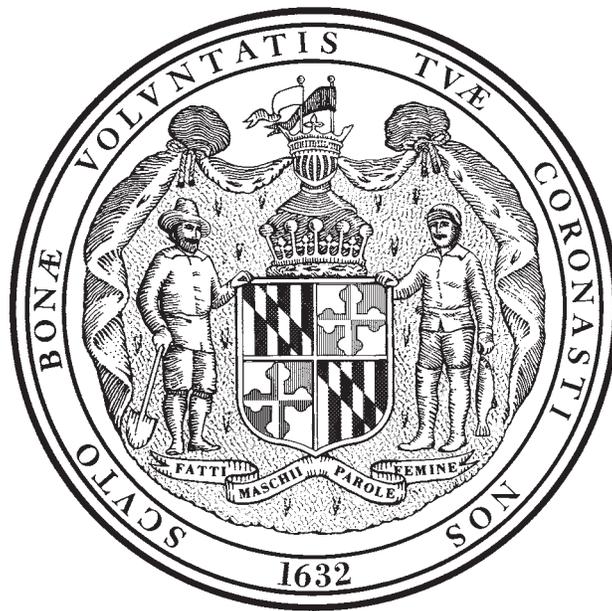
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## **Introduction**

“Our workforce is one of our State’s greatest strengths, but our future progress depends on our ability to build and sustain a workforce that answers the critical needs of our employers, while also fulfilling the needs of our most precious resource – our people.”

- Governor Martin O’Malley

## **I. Overview**

The Governor’s Workforce Investment Board (GWIB) is the Governor’s chief policy-making body for workforce development. The GWIB is a business-led board, with a majority of its members representing the business community. Other members include cabinet secretaries, college presidents, the state superintendent of schools, elected officials, non-profit agencies, the governor, and the lieutenant governor. The GWIB is responsible for developing policies and strategies to prepare the workforce to meet the current and future “demands” of Maryland employers. The GWIB was established by the Federal Workforce Investment Act of 1998 and operates in accordance with Maryland Executive Order 01.01.2004.60.

## **Activities**

The GWIB is engaged in long-term strategic planning activities, including: addressing workforce challenges, supporting STEM (Science, Technology, Engineering and Math) educational programs, attending to the influx of jobs from BRAC (Base Realignment and Closure), and championing the expansion of education and training funding, and programs. It seeks resources to train and prepare Maryland’s workforce so that its citizens can compete in today’s global economy and so that businesses will want to move to, expand, or stay in Maryland. GWIB’s several workgroups and committees are also working on strategies to prepare untapped and emerging workers for entry into the workforce.



## **Vision**

A Maryland where every person maximizes his or her career potential and employers have access to the human resources they need to be successful.

## **Mission**

To guide a nationally recognized workforce development system that is aligned with the economic and educational goals of the State of Maryland, resulting in a qualified workforce available to employers across the state.

## Center for Industry Initiatives

GWIB's Center for Industry Initiatives assesses the issues and demands of eleven targeted industry sectors. Leaders from private industry, government, education and other stakeholders are engaged in a collaborative process. Each industry has a steering committee, which is charged with identifying its industry's workforce issues and developing strategies to resolve workforce needs. The center staff guides and supports the committee's work.

## Demand Driven, Supply Focused

All workforce resources, economic development, workforce development, education, and business, must be properly aligned to ensure a fully developed workforce system that meets the workforce needs of the 21st century. The goal is to create and sustain a diverse, knowledgeable and skilled workforce to meet the needs of businesses while creating opportunity and prosperity for Maryland's workers.

## II. New Leadership and System Alignment



William G. Robertson,  
GWIB's chair



Eric M. Seleznow,  
GWIB's executive  
director



Thomas E. Perez,  
secretary of DLLR

The Governor's Workforce Investment Board welcomed new leadership during 2007. Maryland's newly elected governor, Martin O'Malley, appointed a GWIB chair, William G. "Bill" Robertson, president and CEO of Adventist HealthCare and GWIB member. Eric M. Seleznow, former director of workforce services for the Montgomery County Department of Economic Development was appointed the executive director. Ronald R. Peterson, president of

the Johns Hopkins Hospital and Health System, continues to serve as the vice-chair. Governor O'Malley also appointed Thomas E. Perez, as the new secretary of Maryland's Department of Labor, Licensing and Regulation (DLLR). In addition to changes in GWIB's leadership, Governor O'Malley appointed several new GWIB members.

During his January 2007 inauguration speech, Governor O'Malley emphasized the importance of workforce creation in Maryland, saying, "We have the possibility of building a new creative economy in Maryland based on science, security, technology and healing....of building an economy based on the talents, skills and brainpower of the people of Maryland." Early in his first year in office, Governor O'Malley put forth a vision for "workforce creation" and "workforce-driven economic development."

Governor O'Malley's vision for "Workforce-Driven Economic Development" is based on the following points:

- Align the business and economic development interests with the needs of Maryland;
- Integrate and coordinate agencies and institutions;
- Maintain Maryland's highly educated workforce; and
- Provide opportunities for all Maryland residents to contribute to, succeed and prosper in the workforce.

While Maryland enjoys a healthy, diverse economy characterized by its successful business climate, many industries in Maryland are facing significant skilled worker shortages. The situation is compounded by the approaching retirement of nearly one-sixth of Maryland's working-age population, and the sheer numbers of people who lack basic skills, a high school degree or English-speaking proficiency. As Maryland companies seek to expand, particularly into the growing "science and security" cluster, the state must create, sustain and expand the pipeline of skilled workers, particularly with the advent of BRAC. GWIB looks forward to continuing the work of building a demand-driven, supply-focused workforce development system, in partnership with Governor O'Malley and Maryland industries, to meet the challenges of the 21st century economy. These parties will work collaboratively to ensure that Maryland residents have access to the education and training, vital to building a world-class workforce.



Governor O'Malley and Lt. Governor Brown with the Governor's Workforce Investment Board (September 2007)

## **Changes to Board Membership**

This year, GWIB welcomed new members:

- Donald W. DeVore, secretary, Department of Juvenile Services, formerly director of Juvenile Services, Connecticut Department of Children and Families
- Brenda Donald, secretary, Department of Human Resources, formerly deputy mayor of Children, Youth, Families and Elders, District of Columbia
- David W. Edgerley, secretary, Department of Business and Economic Development, and previously the director of the Montgomery County Department of Economic Development
- Sally Y. Jameson, state delegate, Charles County, District 28 since 2003
- Martin G. Knott, Jr., president, Knott Mechanical, Inc.
- Andrew B. Larson, national project coordinator, International Union of Painters and Allied Trades, AFL-CIO, Job Corps Program
- Gloria G. Lawlah, secretary, Maryland Department of Aging and former state senator, Prince George's County, District 26
- James E. Lyons, Sr., secretary, Maryland Higher Education Commission
- Gary D. Maynard, secretary, Department of Public Safety and Correctional Services, formerly director of the Iowa Department of Corrections
- Thomas E. Perez, secretary, Department of Labor, Licensing and Regulation
- Edward M. Rudnic, Ph.D., president and CEO, MiddleBrook Pharmaceuticals, Inc.
- Ingrid Turner, Esq., Prince George's County Council, District 4

GWIB thanks the following individuals for their contributions as past members of GWIB:

- Calvin W. Burnett, Ph.D., former secretary, Maryland Higher Education Commission
- James D. Fielder, Jr., Ph.D., former secretary, Department of Labor, Licensing and Regulation
- Walter R. Gillette, manager, Patuxent River Naval Air Systems Command
- Brendan M. Keegan, retired executive vice president, human resources, Marriott International, Inc.
- Christopher J. McCabe, former secretary, Department of Human Resources
- Aris Melissaratos, former secretary, Department of Business and Economic Development
- Kenneth Montague, Jr., former secretary, Department of Juvenile Services
- John A. Palmucci, vice president of administration and finance, treasurer, Loyola College
- Mary Ann Saar, former secretary, Department of Public Safety and Correctional Services

### **III. Center for Industry Initiatives**

#### **GWIB Hosts Successful Hospitality and Tourism Summit**

GWIB's Hospitality and Tourism Committee held its industry summit at the University of Maryland University College Inn and Convention Center in Adelphi, Maryland on January 23, 2007. The one-day meeting brought together 240 leaders from industry, government and education, in order to review the state of the industry and address its workforce issues. The day's agenda featured keynote speakers J.W. Marriott, Jr., chairman and CEO, Marriott International, and Emily Stover DeRocco, assistant secretary, United States Department of Labor, Employment and Training Administration.



J.W. Marriott, Jr. with culinary students at GWIB's Hospitality and Tourism Summit

#### **The Committee Develops a Plan of Action**

Summit attendees reviewed eight workforce issues and fourteen recommendations to improve the industry's ability to attract and retain workers, and to increase the labor supply. From these discussions the committee created an action plan outline. Brendan M. Keegan, retired executive vice president, human resources, for Marriott International, presented the steering committee's plan of action at GWIB's June meeting.

The plan of action's five goals reflect the industry's primary concerns – how to enhance the flow of new workers, improve the industry's ability to attract workers in the pipeline, and how to help small businesses improve their ability to recruit and retain workers.

The committee's plan of action is available at: <http://www.mdworkforce.com/tour/htplan.htm>

#### **The Plan of Action's Goals**

- Goal 1. Create and implement an information campaign to promote positive images of hospitality and tourism careers, professional advancement, benefits and compensation.
- Goal 2. Strengthen partnerships between industry and education institutions and other public workforce service providers, who deliver education and training needed by industry.
- Goal 3. Create a state liaison office for immigration issues.
- Goal 4. Expand the industry's recruitment of nontraditional populations such as senior citizens, immigrants, the disabled, veterans, and ex-offenders.
- Goal 5. Help small hospitality and tourism businesses find and use information and resources to improve their ability to attract, recruit and retain workers.

## **The Steering Committee's New Role**

In September, the steering committee organized a Hospitality and Tourism Workforce Business Council to implement the plan of action. The Council's size and composition will change to fit member interests and the needs of the plan. The Council has three objectives:

- Define tasks and action steps to implement the plan of action goals.
- Identify and recruit advocates and partners, leaders who will take responsibility to act in accordance with the goals outlined in the plan.
- Monitor the plan of action, promote workforce development to the industry, and make appropriate reports to the Governor's Workforce Investment Board.

## **Education Symposium**

On November 1st, the Education Industry Initiative Steering Committee assembled approximately 150 key education industry stakeholders for a symposium at Anne Arundel Community College. The symposium was designed to tackle the tough issues that contribute to the shortages in teachers, professors, administrators and support staff in the education industry, and to develop strategies and solutions to mitigate the shortages. Strategies and solutions that emerged from the symposium will be incorporated into a set of recommendations presented to GWIB's members at an upcoming board meeting.



Murray "Ray" Hoy, Ed.D., Esq., president of Wor-Wic Community College, leads a breakout session at GWIB's Education Symposium

The Education Industry Initiative Steering Committee is chaired by Towson University President Robert L. Caret, Ph.D. The committee's goal is to address the shortages in teachers, professors, administrators and support staff in education by developing a pipeline of quality educators, administrators and support staff for Maryland's educational institutions. Challenges include recruitment, training, and retention.

The education sector is defined as those establishments that deliver instruction and training in a wide variety of subjects within diverse settings. This includes privately or publicly owned and operated establishments/institutions such as schools, colleges, universities, and training centers — the entire P-20 spectrum of educational providers.

**Maryland's Education Industry:**

**Critical Issues in Common: Policy, Workforce, and Workplace**

**Policy:** Increasing federal and state mandated curriculum standards, high stakes accountability, as well as limited financial resources, have become significant influences in an increasingly complex system of external accountability and compliance standards.

**Workforce:** There is a general shortage of teachers at all levels and across all disciplines, specifically in science, technology, engineering and math (STEM), with no pipeline in development. Compensation packages are not competitive with other industries or even within Maryland's education industry itself.

**Workplace:** Increasingly high expectations from both internal and external sources, combined with the pace and complexity of technological change, contribute to the demands of the workplace.

**Critical Sector Issues: Industry Impact and Identification of Issues**

**K-12:** A pipeline of qualified workforce is key to the economic future of Maryland. However, this education segment is experiencing teacher shortages, particularly in math, science and technology disciplines. Workforce needs are complex and changing rapidly, but the K-12 delivery system has not changed in 100 years.

**Community Colleges and Business/Technical/Trade Schools:** Accessibility is a mission of community colleges and provides a gateway to higher education for many Marylanders. Comprehensive course offerings, including workforce training and continuing education contribute to the state's business productivity. More teachers, upper level administrators and skilled craft employees are needed to meet growing business demands.

**Four-Year Institutions:** Maryland's colleges and universities are major workforce developers for the state, attracting highly skilled students. They are also national leaders in research and development in homeland security and the bioscience industry. Professional workers educated in science, technology, engineering, and math (STEM) related disciplines as well as in non-traditional foreign languages such as Arabic, Russian, Chinese and Korean are needed in today's global economy. Faculty positions as well as institutional advancement positions are critical for colleges and universities.



Attendees participate in breakout session at GWIB's Education Symposium

## **Bioscience Drafts Monograph and Prepares to Host Industry Summit**

In September, committee co-chairs, Dr. Wayne T. Hockmeyer, MedImmune, Inc., and Charles Fleischman, Digene Corporation, announced that the committee had completed its research and assessment of the industry. The committee's original research, along with information and analysis gathered from more than forty references, were assembled into a summary report. In October, the committee secured corporate sponsorships for, and hired a technical writer to draft the industry monograph. The monograph is expected to be published by March 2008.

## **Retail Services Concludes Research and Assessment Phase**



Daryl Routzahn, GWIB member and co-chair of the Retail Services committee, discusses strategies

In October, committee co-chairs, Daryl Routzahn, president, Routzahn's, and Donna Gwin, director of human resources, Safeway, Inc. announced that the steering committee had concluded its research and assessment of the industry. The Maryland retail industry expects to add new jobs over the next ten years, as well as to constantly find replacement workers due to the industry's relatively high turnover rates. While demand is high for frontline sales associates, some segments of the industry also need more skilled talent in management, information technology, pharmacy and food preparation. Pipeline development, worker readiness and hard skills are among the industry's top workforce issues. In November, the committee formed an editorial subcommittee to develop the industry monograph, which will include industry descriptions and workforce development recommendations. The first draft of the document should be available for the committee to review and edit by February 2008.

## **Healthcare Announces a New Steering Committee Chair**



Neil Meltzer assumed the chairmanship of GWIB's Healthcare Steering Committee

Mr. Neil M. Meltzer assumed the chair of GWIB's Healthcare Steering Committee, replacing Bill Robertson, who was appointed GWIB's chair. A seasoned healthcare administrator, Mr. Meltzer is the president and chief operating officer of Sinai Hospital of Baltimore, as well as senior vice president of LifeBridge Health.

Over the past five years, healthcare industry leaders, guided by GWIB's Healthcare Industry Initiative Steering Committee, have been meeting to identify healthcare industry workforce development issues and to create recommendations to resolve those issues. The committee is focused on addressing the challenges of attracting, recruiting, training and retaining healthcare professionals, particularly nurses. The Committee has endorsed various solutions to increase the teaching capacity of Maryland's nursing programs.

## **Transportation and Warehousing Works to Produce the Industry Report**

The committee's chairs, Kevin Garvey, workforce planning manager at UPS, and John von Paris, executive vice president of Von Paris Moving and Storage, selected a writer for the industry's report, which will eventually become the industry's plan of action. A first draft should be available for the committee to review and edit in February 2008 with its industry focus groups to be held in late-Spring of the same year.

## **Manufacturing Finishes First Draft of the Industry Report**

Committee chair, Tom Crawford, MaTech's director of business development, and other manufacturing committee members reviewed and edited the first draft of the industry report in November, and will continue to work on the report through mid-Spring 2008, when its industry focus groups are planned.

## **Construction Underway**

GWIB's recently-launched construction industry initiative is led by co-chairs Gino J. Gemignani, Jr., senior vice president of the Whiting-Turner Contracting Company and Martin G. Knott, Jr., president of Knott Mechanical, Inc. The Construction Industry Initiative Steering Committee will study workforce development issues and shortages within the construction industry and develop strategies and solutions to address current workforce shortages, as well as a pipeline of future construction industry workers.



Martin G. Knott, Jr., co-chair of GWIB's Construction Steering Committee, along with Rafael Correa, GWIB's industry leader for manufacturing

## **Aerospace Refocuses Approach for Deliverables**

The Aerospace Industry Initiative, chaired by Anoop N. Mehta, Science Systems and Applications Inc.'s vice president and chief financial officer, and Harry T. Solomon, Stinger Ghaffarian Technologies, program director for NASA Mission Operations and Mission Services & Near Earth Network Services Programs, reorganized the Industry Initiative Teams so that Industry Collaboration becomes the marketing arm of both Pipeline and Workforce Development in the development of the Aerospace portal – designed to educate, attract and retain the workforce.

## **Information Technology**

GWIB's Information Technology (IT) Industry Initiative, under the leadership of co-chairs John Nyland, managing partner, IBM Corporation, Public Sector-Global Business Services, and Mike Curreri, CEO, AVIcode, is in the research phase of the initiative. Current activities include developing an overview of the IT industry and workforce in Maryland, as well as identification of critical industry workforce issues. The next steps will be development of a critical issues white paper and industry symposium.

## **IV. Policy Development**

### **GWIB Members Outline Workforce Development Issues for the Governor**

In July, members of the Governor's Workforce Investment Board traveled to Annapolis to discuss workforce creation with Governor Martin O'Malley. The governor conveyed to GWIB's members that workforce creation is one of his top three policy issues, along with security integration and environmental responsibility. During the meeting, GWIB's members and the governor conferred about healthcare faculty shortages, adult education, and pipeline issues. Governor O'Malley and his staff are working closely with GWIB and DLLR to develop a "blueprint" for workforce development in Maryland.

### **Governor O'Malley Participates at September Board Meeting**



Governor O'Malley and Lt. Governor Brown attended the September 2007 GWIB meeting

Governor Martin O'Malley and Lieutenant Governor Anthony G. Brown attended the September 12, 2007 Governor's Workforce Investment Board meeting. During his remarks, Governor O'Malley thanked GWIB for its efforts to address Maryland's workforce challenges, and he pledged to reestablish close working ties between his office and GWIB.

The governor outlined his top priorities for Maryland: to grow the middle class, to improve public safety and education, and to expand opportunity. The governor's three overarching strategies for achieving these goals are security integration, sustainability, and workforce creation.

Governor O'Malley emphasized that Maryland is a very strong state, with key assets in security, research and development, and the environment. Additionally, Maryland has competitive and innovative businesses and a highly education population. However, Governor O'Malley also pointed out that Maryland faces challenges. Employers face chronic worker shortages in skilled trades, technology and healthcare care, and a significant portion of people in Maryland lack the basic skills needed to compete in today's workforce. Additional challenges, such as the Base Realignment and Closure (BRAC), urgently require upgrades in science, technology, engineering and math (STEM) skills.

The governor stressed that there is a tremendous amount of opportunity for Maryland to grow. He emphasized that Maryland must do a better job of maximizing resources and aligning programs, beginning with K-12 education. Governor O'Malley cited a need to increase faculty capacity, in order to address a broad range of areas, specifically referring Maryland's current shortage of nurses.

## Maryland Selected for NGA Policy Academy

Maryland was selected as one of seven states to participate in a new policy academy from the National Governors Association's (NGA) Center for Best Practices. The purpose of this academy is to help states identify and implement policies to spur expansion of their most innovative and promising industries, often called industrial clusters. A "core team" of senior leaders from Maryland, led by Lieutenant Governor Anthony G. Brown, participated in NGA's State Strategies for Promoting Innovative Clusters and Regional Economies. These leaders learned strategies for cluster based development from leading experts, interacted with their peers from around the nation, and are producing a cluster plan for Maryland.

A "core team" of senior leaders from Maryland, led by Lieutenant Governor Anthony G. Brown, participated in NGA's State Strategies for Promoting Innovative Clusters and Regional Economies.

GWIB's chair, Bill Robertson, and executive director, Eric Seleznow, are participating on the "core team." Some GWIB members and DLLR staff are participating on a "home team," which supports the core team's work.

## V. Addressing Workforce Shortages

### "Solutions for Maryland's Future" Report Released

The higher education community's groundbreaking, "Solutions for Maryland's Future" listening tour marked the first time that Maryland's higher education sector, along with the Department of Labor, Licensing and Regulation and the Governor's Workforce Investment Board, collaborated to create a dialogue between higher education and the business community. In March, 2007, the higher education community released its report summarizing the broad themes that emerged.

#### Broad Themes from "Solutions for Maryland's Future"

- Work more closely with business and industry to keep up with the changing workforce needs;
- Create new and expand existing partnerships to address immediate workforce shortage needs;
- Strengthen its relationship with K-12 to ensure that students are ready to work when entering the workforce and better prepared for college-level work upon entering college;
- Provide flexibility in degree-granting requirements, timeframes and locations; and
- Expand demand programs, particularly pharmacy and engineering, in regions that are underserved by the higher education community.



## Helping to Move Military Healthcare Personnel into Civilian Careers

House Bill 949 Military Healthcare Personnel – Staffing Initiative was passed in both chambers of the General Assembly and signed by the governor in the spring of 2007. The bill requires the secretary of the Department of Health and Mental Hygiene (DHMH), in conjunction with the Governor's Workforce Investment Board (GWIB) and appropriate regulatory boards for health care providers, to study and report on the barriers under the Health Occupations Article to licensing or certifying individuals who have training and experience in providing healthcare through military services.

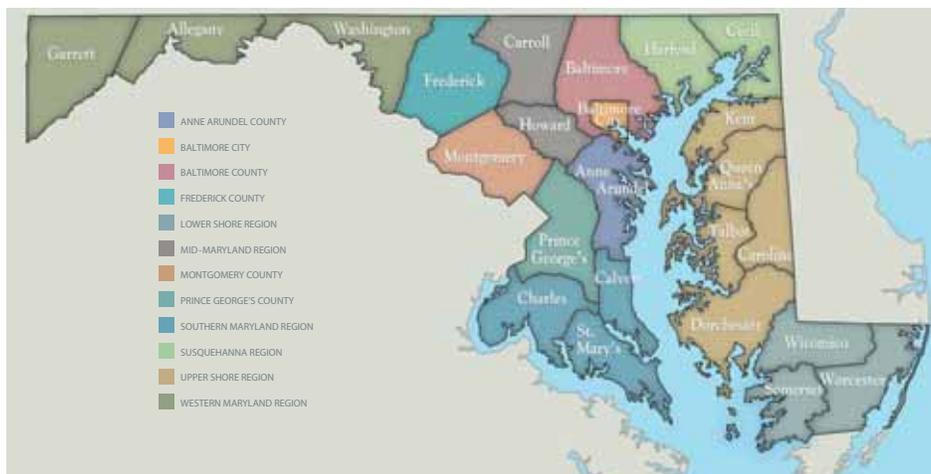
Beginning June 2007, representatives from DHMH, GWIB, the Health Occupations Board, the Navy Medicine Manpower Personnel Training and Education Command, and the US Department of Labor began meeting on a monthly basis to discuss the parameters of the study and craft recommendations. The group was later expanded to include members of the higher education community. The group is scheduled to publish its report in 2008.

## GWIB Certifies Local Workforce Investment Boards

In accordance with Section 117 (c) (2) of the Workforce Investment Act of 1998, the governor is required to certify local workforce investment boards (LWIB) every two years. The certification is based on criteria established under subsection (b) of the Act. This year, local boards were recertified for two years, provided they meet the following requirements specified in Section 117(c) (2) of the Workforce Investment Act (WIA): All LWIBs were recommended for Level I Recertification for a period of two years effective July 1, 2007.

### Requirements for Board Certification

- Meets the membership criteria;
- Satisfactorily performs the local board functions;
- Has established a Youth Council or an alternative entity, that carries out required duties; and
- Maintains fiscal integrity, defined as having no unresolved questioned costs or other outstanding audit issues and having no findings of fraud or abuse.



## **GWIB Leaders Named to the Governor's P-20 Leadership Council of Maryland**

In October, Governor O'Malley established the Governor's P-20 Leadership Council of Maryland, with Executive Order 01.01.2007, in order to enhance the state's workforce. The council will create an integrated statewide system to better prepare Maryland students for jobs of the 21st century. The council will consist of 35 members, including the governor or his designee, and representatives of the education, workforce creation and business communities. The order requires that the council investigate ways to improve education, advance workforce creation and make the state more competitive through a variety of strategies. Governor O'Malley said, "The P-20 Council fosters partnerships between the State of Maryland educators and the business community to generate new ideas to align our education systems with the needs of employers that are innovative and ambitious to prepare our students to compete in the 21st Century."



Bill Robertson and Eric Seleznow were appointed to the P-20 Leadership Council of Maryland by Governor O'Malley

### **GWIB Members Appointed to P-20 Leadership Council of Maryland**

- William G. Robertson – GWIB's chair
- Eric M. Seleznow – GWIB's executive director
- Robert L. Caret, Ph.D. - president, Towson University
- David W. Edgerley - secretary, Department of Business and Economic Development
- Nancy S. Grasmick, Ph.D. – state superintendent of schools, Maryland State Department of Education
- Murray (Ray) Hoy, Ed.D., Esq., - president, Wor-Wic Community College and president, Maryland Council of Community College Presidents
- James E. Lyons, Sr., Ph.D. – secretary, Maryland Higher Education Commission
- Thomas E. Perez - secretary, Department of Labor, Licensing and Regulation

## VI. GWIB Partners

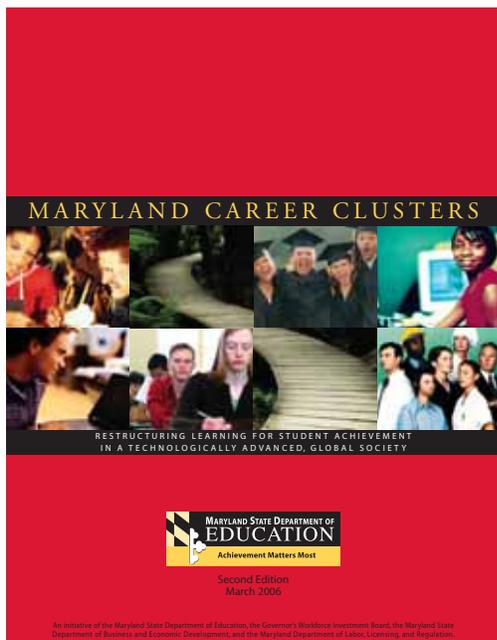
### GWIB Assists in Developing Perkins Act State Plan

#### Carl A. Perkins Act Core Indicators of Performance

- Obtainment of industry credentials for students;
- High school completion;
- Placement in postsecondary education;
- Entering advanced training, military service or employment; and
- Participation in and completion of career and technical education programs that lead to careers in non-traditional fields.

As part of the requirements of the reauthorization of the Carl A. Perkins Act in 2007, the U.S. Department of Education issued guidelines for the development of the State Plan for Career and Technology Education. Under the leadership of the Maryland State Department of Education, a broad range of over 300 partners completed the comprehensive state plan. GWIB participated in the process, along with the representatives from local school systems, community colleges, businesses, and workforce and economic development state agencies. The one-year transition plan took effect July 1, 2007 and details how Maryland will implement the Perkins Act at both the secondary and postsecondary levels.

### GWIB and MSDE Collaborate on Career Clusters



The Maryland State Department of Education (MSDE) developed career clusters which provides a foundation for young people to make decisions regarding career direction and provides the necessary information regarding aptitude, skills and educational requirements for each industry sector. GWIB is working closely with MSDE to get input from members of their Career Cluster Steering Committees to further enhance the relationship between the partner agencies and to enhance the work being done by economic development. MSDE representatives participated in defining and prioritizing GWIB's industry sectors. MSDE career clusters were integrated with GWIB's sectors during this process. Connecting education, workforce and economic development and business ensures that Maryland has a high-quality workforce that attracts and retains businesses to the state.

MSDE has published the 2006 Career Clusters Booklet on their Web site:  
<http://www.marylandpublicschools.org>

## **Workforce Investment Network**

The Workforce Investment Network for Maryland (WIN), formerly known as the Maryland Workforce Development Association, is a coalition of the directors of Maryland's eleven local workforce investment agencies. WIN's member organizations provide a broad array of employment and training resources and support to their communities' job seekers, current and future workers and employers. WIN's members actively engage both sides of the workforce equation to help propel Maryland's economy forward. A strong partnership with the Department of Labor, Licensing and Regulation and the Governor's Workforce Investment Board helps ensure that Maryland's 34 One-Stop Career Centers play a vital role in the fabric of Maryland's communities.



The Workforce Investment Network for Maryland is particularly proud of its achievements this past year.

- Demand for services by job seekers remained high across the state, with over 300,000 visits to the Maryland's 34 One-Stop Career Centers. At the same time, hundreds of businesses participated in the Maryland Business Works training program and a variety of other employer-driven programs.
- WIN organizations used a variety of training strategies to promote career growth, job retention and increased wages for over 76,000 new and existing workers in high-demand industries throughout Maryland.
- Promoting the professional development of WIN's own workforce was a priority at its June 2007, Raising the Bar Conference at the Turf Valley Resort and Conference Center in Ellicott City, Maryland. WIN drew more than 750 attendees to this 3-day event, making it one of the premier training venues for workforce professionals in the mid-Atlantic region.

## **DLLR Awarded Grant from U.S. Department of Labor for BRAC**

Maryland's Department of Labor, Licensing and Regulation received a \$4 million grant from the U.S. Department of Labor (DOL) to support the coordination of 2005 BRAC-impacted workforce development activities. This grant, Workforce One Maryland, is part of the DOL's \$10 million investment in the Maryland, Washington, D.C. and Virginia region, and it will fund several regional initiatives and projects in and around Maryland.

A majority of the grant will fund Maryland Regional Projects, focused on workforce development planning and readiness activities. Five Regional BRAC Project Coordinators will be hired to assist with the development of projects and the coordination of BRAC-related workforce development activities. The covered regions include:

- Aberdeen Proving Ground;
- Andrews Air Force Base;
- National Naval Medical Center;
- Ft. Detrick; and
- Ft. Meade.

Transition/One Stop Career Centers will be created at the Defense Information Systems Agency (DISA) in Virginia and at Ft. Monmouth in New Jersey. Additionally, the existing One-Stop Career Center at Ft. Meade, Maryland will receive technical upgrades. The grant will also fund studies of two areas: the preparedness of post-secondary educational institutions, and the capacity of small, minority and women-owned businesses to compete nationally and globally due to BRAC. GWIB's staff will work closely with DLLR staff in administering this grant, serving on both the grant reading and the grant administration teams.

## **VII. The Future**

### **Untapped Workforce Committee**

GWIB transformed its Challenged Populations Committee into the Untapped Workforce Committee and gave it a new mission. The Untapped Workforce Committee aims to effectively market Maryland's untapped workforce to employers. The committee is scheduled to meet in January 2008. It will be co-chaired by Marge Thomas, Goodwill Industries of the Chesapeake, Inc. and Lilian Kilroy, Provident Bank.

### **Emerging Workforce Committee**

At GWIB's December meeting, the board approved a motion to establish GWIB's Emerging Workforce Committee, as a result of discussions at the October 2007 GWIB-LWIB meeting. Karen Sitnick, Mayor's Office of Employment Development, and George Littrell, Merrill Lynch, will co-chair this committee, which will focus on preparing youth for participation in the workforce.



## **Appendix 1 - 2007 Governor's Workforce Investment Board Members**

**Hon. Martin O'Malley**  
Governor

**Hon. Anthony G. Brown**  
Lieutenant Governor

**William G. "Bill" Robertson**  
Board Chair  
President and CEO  
Adventist HealthCare, Inc.

**Ronald R. Peterson**  
Board Vice-Chair  
President  
The Johns Hopkins Health System

**John M. Belcher**  
Chairman and CEO  
ARINC Corporation

**Robert L. Caret, Ph.D.**  
President  
Towson University

**Rafael Correa**  
President  
MaTech

**Ulysses Currie**  
State Senator  
Maryland State Senate

**Donald W. DeVore**  
Secretary  
Department of Juvenile Services

**Brenda Donald**  
Secretary  
Department of Human Resources

**David W. Edgerley**  
Secretary  
Department of Business and Economic  
Development

**Torin Ellis**  
President  
Second Motive

**Kevin M. Garvey**  
Manager, Division Workforce Planning  
United Parcel Service of America, Inc.

**Gino J. Gemignani, Jr.**  
Senior Vice President  
The Whiting-Turner Contracting Company

**Nancy S. Grasmick, Ph.D.**  
State Superintendent of Schools  
Maryland State Department of Education

**Donna M. Gwin**  
Director of Human Resources  
Safeway, Inc.

**J. Robert Hooper** (*In Memoriam January 24, 2008*)  
State Senator  
Maryland State Senate

**Murray "Ray" Hoy, Ed.D., Esq.**  
President  
Wor-Wic Community College

**Sally Y. Jameson**  
State Delegate  
Maryland House of Delegates

**Martin G. Knott, Jr.**  
President  
Knott Mechanical, Inc.

**Susan W. Krebs**  
State Delegate  
Maryland House of Delegates

**Andrew B. Larson**  
National Project Coordinator  
International Union of Painters and Allied Trade,  
Job Corps Program

**Gloria G. Lawlah**

Secretary  
Maryland Department of Aging

**Robert J. Lawless**

Chairman and CEO  
McCormick & Company, Inc.

**George Littrell, III**

Vice President and Financial Advisor  
Merrill Lynch

**James E. Lyons, Sr., Ph.D.**

Secretary  
Maryland Higher Education Commission

**Fred D. Mason, Jr.**

President  
Maryland State & D.C. AFL-CIO

**Gary D. Maynard**

Secretary  
Department of Public Safety and Correctional  
Services

**Patricia J. Mitchell**

Vice President  
IBM Corporation

**Thomas E. Perez**

Secretary  
Department of Labor, Licensing and  
Regulation

**Marion W. Pines**

Senior Fellow  
The Johns Hopkins University  
Institute for Policy Studies

**James F. Pitts**

Corporate Vice President and President  
Northrop Grumman Corporation

**Daryl Routzahn**

President and CEO  
Routzahn's

**Edward M. Rudnic, Ph.D.**

President and CEO  
MiddleBrook Pharmaceuticals, Inc.

**Karen Sitnick**

Director  
Mayor's Office of Employment Development

**Martha A. Smith, Ph.D.**

President  
Anne Arundel Community College

**Margaret A. Thomas**

President and CEO  
Goodwill Industries of the Chesapeake, Inc.

**Ingrid M. Turner**

Council Member – District 4  
Prince George's County Council

**John von Paris**

Executive Vice President  
Von Paris Moving and Storage

## **Appendix 2 - 2007 GWIB Executive Committee**

**William G. "Bill" Robertson**

Board Chair  
President and CEO  
Adventist HealthCare, Inc.

**Ronald R. Peterson**

Board Vice Chair  
President  
The Johns Hopkins Health System

**Gino J. Gemignani, Jr.**

Senior Vice President  
The Whiting-Turner Contracting Company

**Thomas E. Perez**

Secretary  
Department of Labor, Licensing and Regulation

**Nancy S. Grasmick, Ph.D.**

State Superintendent of Schools  
Maryland State Department of Education

**David W. Edgerley**

Secretary  
Department of Business and Economic Development

**Fred D. Mason, Jr.**

President  
Maryland State & D.C. AFL-CIO

**Margaret A. Thomas**

President and CEO  
Goodwill Industries of the Chesapeake, Inc.

**Eric M. Seleznow**

Executive Director  
Governor's Workforce Investment Board

## **Appendix 3 - 2007 GWIB Subcabinet**

### **Eric Seleznow**

Subcabinet Chair  
Executive Director  
Governor's Workforce Investment Board

### **Andy Moser**

Assistant Secretary  
Division of Workforce Development  
Department of Labor, Licensing and Regulation

### **Ilene Rosenthal**

Deputy Secretary  
Maryland Department of Aging

### **Frank Coakley**

Assistant Secretary  
Department of Housing and Community Development

### **Robert Burns**

Assistant State Superintendent  
Maryland State Department of Education  
Division of Rehabilitation Services

### **Molly Dugan**

Education Coordinator  
Department of Juvenile Services

### **Devon Dodson**

Chief of Staff  
Department of Business and Economic Development

### **Thomasina (Tomi) Hiers**

Executive Assistant to the Deputy Secretary for Operations  
Department of Public Safety and Correctional Services

### **Dean Kendall**

Education Analyst  
Career/Workforce Education  
Maryland Higher Education Commission

### **Kevin McGuire**

Executive Director  
Department of Human Resources  
Family Investment Administration

### **Katharine Oliver**

Assistant State Superintendent  
Maryland State Department of Education  
Division of Career Technology and Adult Learning

## **Appendix 4 - 2007 Local Workforce Investment Area Chairs and Directors**

### **ANNE ARUNDEL COUNTY**

Vacant, Chair  
Anne Arundel County Workforce  
Investment Board

Doug Burkhardt, President and CEO  
Anne Arundel Workforce  
Development Corporation  
401 Headquarters Drive, Suite 205  
Millersville, MD 21108

### **BALTIMORE CITY**

John W. Ashworth, III, Chair  
Baltimore Workforce Investment  
Board

Karen Sitnick, Director  
Mayor's Office of Employment  
Development  
417 East Fayette Street, Suite 468  
Baltimore, MD 21202

### **BALTIMORE COUNTY**

Mark D. Habicht, Chair  
Baltimore County Workforce  
Development Council

Barry F. Williams, Director  
Baltimore County Office of  
Employment & Training  
Jefferson Building  
105 West Chesapeake Avenue  
Suite 300  
Towson, MD 21204

### **FREDERICK COUNTY**

Darlene Carver, Chair  
Frederick County Workforce  
Development Board

Laurie Holden, Director  
Frederick County Workforce  
Services  
Business & Employment Center  
5340 Spectrum Drive, Suite A  
Frederick, MD 21703

### **LOWER SHORE**

(Somerset, Wicomico and Worcester  
Counties)  
Derek Bland, Chair  
Lower Shore Workforce Investment  
Board

Milton Morris  
Workforce Director  
Lower Shore Workforce Alliance  
One-Stop Job Market  
917 Mt. Hermon Road, Suite 10  
Salisbury, MD 21804

### **MID-MARYLAND**

(Carroll and Howard Counties)  
Wallace "Wally" Brown, Chair  
Mid-Maryland Workforce  
Investment Board

Francine Trout, Acting Director  
Columbia Workforce Center  
7161 Columbia Gateway Drive  
Suite D  
Columbia, MD 21046

### **MONTGOMERY COUNTY**

Carrie Shelton, Chair  
Montgomery County Workforce  
Investment Board

Hugh Bailey, Interim Director  
Montgomery County Division of  
Workforce Investment Services  
111 Rockville Pike, Suite 800  
Rockville, MD 20850

### **PRINCE GEORGE'S COUNTY**

Roy Layne, Chair  
Prince George's County Workforce  
Investment Board

Patricia White, Executive Director  
Prince George's County Economic  
Development Corporation /  
Workforce Services Division  
1100 Mercantile Lane, Suite 120  
Largo, MD 20774

### **SUSQUEHANNA REGION**

(Cecil and Harford Counties)  
Monica Worrell, President  
Susquehanna Workforce Investment  
Board

Bruce England, Executive Director  
Susquehanna Workforce Network,  
Inc.  
410 Girard Street  
Havre de Grace, MD 21078

### **UPPER SHORE**

(Caroline, Dorchester, Kent, Queen  
Anne's and Talbot Counties)  
George Weeks, Chair  
Upper Shore Workforce Investment  
Board

Dan McDermott, Executive Director  
Upper Shore Workforce Investment  
Board  
Chesapeake College  
P.O. Box 8  
Wye Mills, MD 21679

### **WESTERN MARYLAND**

(Washington, Allegany and Garrett  
Counties)  
Jim Kesselring, Chair  
Western Maryland Consortium  
Executive Council

Peter P. Thomas, Executive Director  
Western Maryland Consortium  
33 W. Washington Street, 4th Floor  
P.O. Box 980  
Hagerstown, MD 21741

## Appendix 5 - GWIB Operations

	FY07 Actual	FY08 Budget
<b>Expenses</b>		
Salaries and Fringe Benefits	\$804,485	\$898,424
Communications	\$10,524	\$11,071
Travel&Meetings	\$42,635	\$26,368
Utilities/Vehicles	\$2,733	
Contracted Services	\$73,090	\$68,828
Office Supplies	\$7,899	\$13,266
Office Equipment	\$8,359	\$7,006
Dues and Subscriptions	\$3,079	\$6,811
Sub-total	\$952,804	\$1,031,774
Grants	\$600,836	\$0
<b>Total</b>	<b>\$1,553,640</b>	<b>\$1,031,774</b>
<b>Support Funds</b>		
Federal	\$1,172,148	\$530,937
General	\$93,539	\$94,229
Reimbursable		
DLLR	\$151,876	\$165,041
DHR	\$63,740	\$69,265
MHEC	\$54,365	\$67,600
MSDE	\$32,666	\$63,987
DBED	\$24,510	\$26,635
DJS	\$7,884	\$8,567
MDA	\$4,521	\$4,913
	\$339,562	\$406,008
<b>Total</b>	<b>\$1,605,249</b>	<b>\$1,031,174</b>

## **Appendix 6: 2007 GWIB Staff**

**Eric M. Seleznow**  
Executive Director

**Tim Bibo, Jr.**  
Industry Analyst

**Trudy Chara**  
Manager of Workforce Innovation and Partnership Programs

**Rafael Cuebas**  
Industry Initiative Coordinator

**Darla J. Henson**  
Administrative Officer

**Joanna Kille**  
Manager, Board Liaison & Support

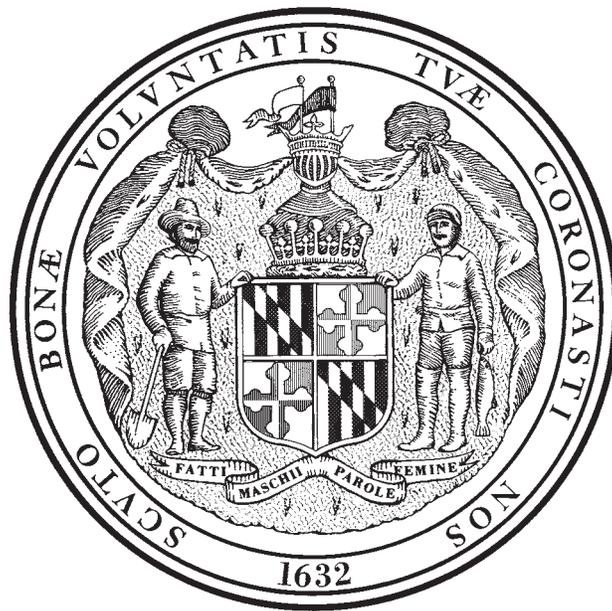
**Nicole McNeal**  
Administrative Assistant

**Bernard Reynolds**  
Manager, Budget and Administration / Industry Initiative Coordinator

**Sallie Hays Sarelas**  
Industry Initiative Coordinator

**Art Taguding**  
Director, Center for Industry Initiatives







**GOVERNOR'S WORKFORCE INVESTMENT BOARD**

1100 North Eutaw Street, Room 108

Baltimore, Maryland 21201

410-767-2408 1-866-408-5487

[gwib@mdworkforce.com](mailto:gwib@mdworkforce.com)

<http://www.mdworkforce.com>

The Governor's Workforce Investment Board (GWIB) is the Governor's chief policy-making body for workforce development. The GWIB is a business-led board of 45 members, a majority of whom represent the business community. Other members include cabinet secretaries, college presidents, the superintendent of schools, elected officials, non-profit agencies, the governor, and the lieutenant governor.