



## Governor's Workforce Investment Board

### 2008 Annual Report

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

William G. Robertson, Chair

Thomas E. Perez, Secretary  
Department of Labor, Licensing and Regulation

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



## Mission

To guide a nationally-recognized workforce development system that aligns with the economic and educational goals of the State of Maryland and will result in a qualified workforce available to employers across the State.

## 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. The vision includes:

- alignment of the business, workforce system, and economic development interests in Maryland
- well-integrated, coordinated and collaborative systems across agencies, institutions, local areas, and business
- preservation and expansion of Maryland's highly-educated workforce
- creation of opportunities for all Maryland residents to participate and succeed in the workforce.



## Board Members

April 2009

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*Lt. Governor*

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

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

The Governor's Workforce Investment Board (GWIB) is pleased to share with you the 2008 annual report highlighting events and accomplishments from January 1, 2008 through December 31, 2008. We are proud of these accomplishments and our continuing efforts to address emerging workforce skills gaps, increase post-secondary education and training opportunities, and develop innovative and collaborative solutions to meet business and industry's demands for a skilled workforce. Towards the end of the year the GWIB also focused to address rising unemployment and the retraining and reemployment needs of Marylanders who lost their jobs due to the national economic downturn. While Maryland has fared better than most states, it will become critical in 2009 that workforce, education, economic development, and industry continue to partner to address the economic challenges facing the State's workforce.

This annual report details many of the GWIB's activities of the past year, most significantly, the Governor's Workforce Summit in February, the kickoff of the Energy Workforce Committee in June, the release of the inaugural edition of the *Maryland's Workforce Indicators* report in December, as well as numerous successful industry summits throughout the year. The board also welcomed several new members and staff, and established new committees addressing Maryland's untapped and the emerging workforce (youth).

Despite some challenges, Maryland's prospects for long-term growth and competitiveness remain positive. This growth is supported by a stable workforce, a strong pipeline of potential workers, a large proportion of workers with advanced degrees, and a highly engaged and educated immigrant population.

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

Sincerely,

William G. "Bill" Robertson

GWIB Chair

President/CEO Adventist HealthCare, Inc.

Eric M. Seleznow

GWIB Executive Director



# 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 of members, a majority of whom represent the business community, as mandated by the Workforce Investment Act of 1998 (WIA). Other members include the governor and the lieutenant governor, cabinet secretaries, college presidents, the state superintendent of schools, elected officials, labor, and representatives of non-profit organizations.

The GWIB is responsible for developing policies and strategies to form a coordinated workforce system from a variety of education, and employment and training programs. It brings together and focuses various workforce development partners and stakeholders on two key outcomes - a properly prepared workforce that meets the current and future demands of Maryland employers, and providing opportunities for all Marylanders to succeed in the 21st century workforce.

## 2008 GWIB HIGHLIGHTS

2008 was an exciting and productive year for GWIB board members and staff. Amid mixed economic news, nationally and within the state, the GWIB remained focused on creating a vibrant and vital workforce that will continue to sustain Maryland's economy and ensure global competitiveness.

Below are some of the GWIB's noteworthy accomplishments for 2008.

- The GWIB hosted the Governor's Workforce Summit in February 2008, bringing together over 500 stakeholders from government, education, the private sector, and philanthropic community to highlight workforce development in Maryland.
- The GWIB's Center for Industry Initiatives launched its Energy Industry Committee in April 2008, with a focus on the greener economy's workforce.
- The GWIB's Center for Industry Initiatives hosted a series of workforce symposiums ~ Bioscience (May 2008), Information Technology (June 2008), and Manufacturing (September 2008) to begin developing actionable solutions to building and sustaining the workforce of each industry.
- The GWIB's Education Industry Committee published its final report.
- The GWIB led Maryland's successful application to participate in a Nursing Education Capacity Summit, sponsored by the U.S. Department of Labor Employment and Training Administration (USDOL ETA), the Robert Woods Johnson Foundation, and AARP's Center to Champion Nursing in America.
- The GWIB led Maryland's successful application to participate in a sector strategies policy academy hosted by the National Governor's Association (NGA).

"Workforce creation is one of my administration's top priorities. The quality of Maryland's current and future workforce is vital to the economic future of the State and the success of its businesses and residents."

- Governor Martin O'Malley

- In November 2008, the GWIB released *Maryland's Labor Force Conditions: Trends, Challenges, & Opportunities* report detailing seven long-term trends in Maryland's economy and specific and significant recommendations to ensure that Maryland continues to maintain a skilled workforce and robust economy.
- In December 2008, the GWIB published its inaugural edition of the *Maryland's Workforce Indicators: 2008* report, which provides an overview of current conditions and notable trends affecting Maryland's workforce and economy.
- The GWIB's Center for Industry Initiatives' Aerospace Committee launched its aerospace web portal in December 2008. The portal, located at [www.marylandaerospace.com](http://www.marylandaerospace.com), is designed to highlight opportunities for employers, universities, educators, students, job seekers and aerospace enthusiasts to inform, educate, attract and promote employment for and growth of the Aerospace industry within the State of Maryland.

## **Governor's Workforce Summit 2008**

In February 2008, at the request of Governor O'Malley, the GWIB convened the Governor's Workforce Summit 2008, at the Johns Hopkins Applied Physics Lab in Laurel, Maryland. The Summit brought together over 500 stakeholders from government, education, the private sector, and philanthropic community to highlight workforce development in Maryland, and to identify and address the state's workforce challenges and opportunities within key emerging industries. Outcomes from the Summit include a series of recommendations that serve as the foundation for future initiatives, policies and actions leading to the creation of a vital and vibrant workforce which will sustain Maryland's economy.

Recommendations from the Summit include:

- enhancing science, technology, engineering and mathematics (STEM) education
- encouraging education and business collaboration.
- augmenting Career and Technical Education (CTE) programs
- preparing for Base Realignment and Closure (BRAC) related employment
- increasing recruitment and retention of post-secondary graduates
- providing career opportunities for untapped worker populations
- providing services to prepare Maryland's immigrants for the 21st century workforce.

**"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**

Following the Summit, during the remainder of 2008, the GWIB continued to marshal activities currently underway in Maryland that will help bolster the state's workforce and economy, e.g., promoting strategic collaboration among state agencies; encouraging better alignment of educational system and workforce goals; enhancing apprenticeship and training programs; preparing for BRAC; and assessing the Summit's recommendations for further action.

## **Maryland Labor Force Conditions: Trends, Challenges & Opportunities**

In November 2008, the GWIB released *Maryland's Labor Force Conditions: Trends, Challenges, & Opportunities*. The report outlines 14 recommendations centered on the following seven key labor force trends in Maryland critical to sustaining the state's competitive edge and its ability to attract and create jobs across all skill levels:

- growing Maryland's pool of STEM worker
- addressing faculty / teacher shortages

- immigrant population growth and diversity
- increasing labor force participation and meeting adult learning needs
- developing a BRAC worker pipeline
- the security clearance process
- the need for skilled professionals.

The proposed recommendations intend to address the key issues and highlight promising practices and collaborative efforts currently underway or being planned. Additionally, the recommendations suggest policies and initiatives that could be leveraged in an effort to address Maryland's emerging future workforce challenges.

### **Maryland Workforce Indicators: 2008**

In December 2008, the GWIB released *Maryland's Workforce Indicators: 2008*, providing an overview of current conditions and trends affecting Maryland's workforce and economy. In this inaugural report, the GWIB assembled an array of relevant labor market information, education, and economic data, which have historically been collected and disseminated by different state and federal agencies. By gathering this information into a single annual report, the GWIB hopes to present an overall profile that identifies noteworthy trends and provides a measurable representation of the health of Maryland's workforce now and into the future. This report will, over time, reveal trends and patterns that will assist the GWIB, business leaders, and other workforce policymakers to develop policies and programs to ensure Maryland's continued strength and competitiveness well into the 21st century.

This year's report showed that despite recession and economic downturn, Maryland's prospects for long-term growth and competitiveness remain positive. A stable pipeline of workers, a highly educated workforce, and a highly engaged and educated immigrant population are among the many factors that contribute to Maryland's past and forward-looking success. The report also details the challenges facing Maryland's workforce, such as pending retirements of the baby-boomers, out-of-state migration, untapped workforce populations, and short-term indications of rising unemployment and public assistance.

The GWIB plans to issue this report annually, continuing to focus on the most pertinent indicators of the health of Maryland's workforce.

# GWIB's Center for Industry Initiatives

The GWIB's Center for Industry Initiatives, launched with a grant from the U.S. Department of Labor, continues to assess the issues and demands of Maryland's targeted industry sectors. Through the Center, leaders from private industry, government, education, and other stakeholders engage in a collaborative process which identifies critical industry workforce challenges and develops recommendations and actionable strategies to address those challenges.

During 2008, the Center accomplished the following:

## GWIB Launches the Energy Industry Committee

Committee Chairs:

**James Rzepkowski**, Director of Workforce Development, Constellation Energy

**Peter Lowenthal**, Executive Director, Maryland Solar Industry Association

The O'Malley-Brown administration is leading Maryland's effort to improve energy efficiency and conservation, expand the use of renewable energy, construct and repair the electricity transmission and delivery infrastructure, and improve and restore the environment. Maryland's sustainable development requires a skilled workforce. As a result, the GWIB launched the Energy Industry Committee in April 2008 to support the Administration's efforts and to develop strategies and policies that will assist the Governor, Maryland's workforce system and the energy industry to meet its workforce needs.

In the traditional energy sector, Maryland lacks enough skilled craft workers to build the infrastructure, install equipment, operate the facilities or make repairs. Furthermore, an insufficient number of skilled craft workers are coming through the training and development pipeline to meet replacement and growth needs. Preparing a skilled workforce for these jobs faces two challenges: developing effective recruiting programs for talent, and creating short-term training for workers.

### What is a green job?

The definition of green jobs generates a great deal of discussion. The GWIB defines green jobs as those jobs directly engaged in the research and development, manufacture, sale and distribution, installation, operation and maintenance, and application of products and services that promote energy efficiency, renewable or clean energy sources, and/or protects our environment.

## Community Colleges Awarded Energy Training Grants

GWIB supported successful energy training grant applications from both the College of Southern Maryland and the Community College of Baltimore County.

In August 2008, the College of Southern Maryland (CSM) was awarded a \$1-million High Growth Job Training Initiative grant through the USDOL ETA. The funding will support CSM's development of a Center for Energy and Trades Training, a project that will provide potential workers with skills-based job training to enter careers in the energy industry. CSM's project addresses challenges facing Maryland energy companies, including an aging infrastructure, a critical shortage of craft workers, an inadequate workforce potential in the pipeline and impending retirements by the "baby boomers." The construction industry is facing similar challenges, with a 20 percent increase in demand projected through 2014.

In March 2008, the Community College of Baltimore County was awarded \$1.9 million through the USDOL ETA's Community Based Job Training Grants Program. The grant is being used to address a shortage of construction and utility workers in the state. The funding will develop an apprenticeship program at the community college for 250 people.

## *Green Focus for the Energy Industry Committee*

Employment opportunities that support the greener economy are also a part of this effort. Developing Maryland's renewable energy and energy efficiency (RE&EE) opportunities will stimulate green job growth across a wide range of industry sectors. Similarly, preparing a skilled workforce for green jobs faces two challenges: competing for talent in an already tight labor pool, and creating a pipeline that provides "greener" education, training, and certification for workers.

To support growth of a greener economy in Maryland, the GWIB has been actively working to align green industry workforce needs with education and training programs and resources through meetings with community college presidents and industry partners.

The following quotes on green jobs were drawn from those leading the way.

"Investment in the green economy will produce employment opportunities across a broad range of familiar occupations

– roofers, welders, electricians, truck drivers, accountants, and research scientists." - *Green Recovery*, Center for American Progress

"The vast majority of green jobs will be standard jobs." - *Renewable Energy & Efficiency*, American Solar Society

"A green collar workforce will be built on the existing foundation of existing state and local workforce development systems." - *Greener Pathways*, Green for All

"Most of the new energy economy will involve transforming the jobs we have by embedding green skills within them." - *Greener Pathways*, Green for All

## **The Bioscience Industry Workforce Symposium**

Committee Chairs:

**Edward M. Rudnic**, Ph.D., CEO (Retired), MiddleBrook Pharmaceuticals, Inc.

**Charles Fleischman**, CEO (Retired), Digene Corporation

**Wayne T. Hockmeyer**, Ph.D., CEO (Retired), MedImmune, Inc.

In May 2008, the GWIB Center for Industry Initiatives convened the Bioscience Industry Symposium: Preparing Maryland's Bioscience Workforce for the 21st Century at the UMB Biopark. This successful event brought together key stakeholders from industry, the workforce and economic development communities, and education leaders to engage in an interactive dialogue leading to the development of the following strategies that will assist in Maryland's ability to remain competitive in the industry: (1) increased recruitment and retention efforts within the Bioscience industry; (2) improved outreach to non-traditional populations and untapped talent sources; (3) new and/or enhanced skills competency and training models; and (4) creation of a pipeline of entry-level young workers.

Recommendations of the Bioscience Committee include:

- establishing a bioscience skills alliance task force board
- creating a statewide and unified marketing plan for bioscience with Maryland's Life Science Advisory Board
- developing a bioscience workforce website
- promoting and support Maryland's STEM initiatives.

## **Education Committee Issues Final Report**

Committee Chair:

**Dr. Robert L. Caret**, Ed.D, President, Towson University

In June 2008, the Education Industry Committee completed its work by releasing its final report. The report illustrates that while Maryland boasts a national reputation for its highly educated workforce, which has enabled the state to maintain a healthy economy even during national economic downturns. However, the state's ability to remain competitive depends greatly upon the development and retention of this educated workforce. Maryland may soon face a competitive disadvantage due to critical workforce shortages in educational personnel including teachers, administrators, information technology and support staff. The report provides actionable and measurable recommendations to address these challenges facing the education industry.

Recommendations of the Education Committee include:

- increasing financial incentives for those interested in pursuing careers in teaching and administration
- improving career incentives and opportunities for those interested in pursuing careers in teaching and administration
- increasing professional development options to improve retention of teachers and administrators
- increasing program availability by expanding, simplifying and streamlining pathways to academic programs, teaching careers, and certification
- improving the workplace environment in an effort to increase job satisfaction and retention.

**"We are working together to develop policies and processes to build a pipeline for teachers, administrators, professors, education leaders and support staff."**

**- Dr. Robert Caret, President of Towson University and Chair of GWIB's Education Industry Committee**

## **Information Technology (IT) Workforce Symposium**

Committee Chairs:

**John Nyland**, Managing Partner, Public Sector, Global Business Services, IBM

**Mike Curreri**, President and CEO, AVIcode

In June 2008, more than 80 leaders from Maryland's IT industry joined with representatives from the education and workforce development community for an IT Workforce Symposium, held at the University of Maryland Baltimore County (UMBC). During the Symposium, participants had an opportunity to discuss IT workforce challenges and develop recommendations and implementation strategies designed to meet both current and future IT workforce needs.

Recommendations of the IT committee include:

- developing education and workforce incentive programs that appeal to a wide range of target populations
- expanding internships statewide through the development of a simple and streamlined process for connecting interns and companies
- creating partnerships between education institutions and businesses to develop new, flexible online delivery systems for cutting edge training
- marketing existing training funding programs and resources, and develop new programs

- creating better alignment between the IT industry and education institutions through structured opportunities for communication and collaboration
- developing programs and procedures that pave the way for streamlined security clearances.

## **Manufacturing Workforce Symposium**

Committee Chair:

**Tom Crawford**, Director of Business Development, MaTech, Inc.

In September 2008, the GWIB's Manufacturing Industry Steering Committee convened a respected group of industry experts from the private sector and state partners to participate in the Manufacturing Workforce Symposium held at the Anne Arundel Community College, Arundel Campus. Committee Chair, Tom Crawford, presented the final report and solicited feedback from the Symposium participants on the Committee's findings related to the workforce challenges facing this evolving industry.

Recommendations of the Manufacturing committee include:

- partnering with the Maryland Business Roundtable (MBRT) for Education to increase the number of manufacturing professionals participating as coaches and/or mentors in Maryland's K-12 classrooms
- working with the Maryland State Department of Education (MSDE) – Manufacturing Engineering Technologies (MET) Cluster and Design Teams to create a career and technology program of study which applies lean manufacturing methodology and tools
- collaborating with the Technology & Innovation in Manufacturing Education (TIME) Center and its partner colleges to offer manufacturing-driven, flexible technical training at the community college level for students and incumbent workers
- driving interest in manufacturing by partnering with the TIME Center and manufacturers to engage educators and students in hands-on-activities by hosting competitions.

## **Aerospace Industry Committee Launches Workforce Web Portal**

Committee Chairs:

**Anoop N. Mehta**, Vice President and CFO, Science Systems and Applications, Inc. (SSAI)

**Harry T. Solomon**, Director of Engineering Support Programs, Stinger and Ghaffarian Technologies (SGT), Inc.

The GWIB's Aerospace Industry Steering Committee was formed in 2006 to study the State of Maryland's Aerospace industry, as it is a key contributor to the state's economy. However, there are a number of issues associated with attracting, developing, and retaining sufficient personnel to support the needs of this thriving industry. While employers' current recruitment difficulties are manageable in many parts of the state, they are not manageable in rural areas, and issues such as the aging worker population, the shrinking number of U.S. Citizen science and engineering graduates, and ever increasing taxes and housing costs represent challenges to growth for the industry and its workforce in Maryland.

The Committee has worked over the last two years to develop solutions to these workforce challenges. As a result, Aerospace Industry Committee Chairs, Anoop N. Mehta and Harry Solomon, announced the launch of the Aerospace Industry Career and Information Portal at the Quarterly GWIB Meeting in December 2008.

The web portal is the culmination of collaborative work by the Committee, industry partners and academia and will serve as a central repository for educators, students, and current and potential employees to enhance their knowledge of the aerospace industry opportunities in Maryland. Additionally, the portal was designed to reach numerous audiences including young people interested in learning about Aerospace, as well as new college graduates and adults considering a career in Aerospace. The interactive portal exemplifies the perfect marriage between workforce development, industry and the education communities, and serves as a major contribution from the aerospace industry. The portal incorporates many of the recommendations from the Committee's industry leaders into one useful tool.

Take a tour of the portal by visiting [www.marylandaerospace.com](http://www.marylandaerospace.com).

# Policy Development

## Maryland Selected for a Second National Governor's Association (NGA) Policy Academy

In April 2008, Maryland was awarded an opportunity to participate in Sector Strategies Policy Academy ~ State Sector Strategies: Innovative Workforce Policies to Address Worker and Employer Needs ~ hosted by the NGA. As a result, Team Maryland, which included leadership from the GWIB, DLLR, the Department of Business and Economic Development, the Annie E. Casey Foundation, the Mayor's Office of Employment Development, the MHEC, the Department of Human Resources and the Maryland Association of Community Colleges joined six other states and traveled to Madison, Wisconsin, in July 2008 to participate in the two-day academy.

During the event, Team Maryland worked with national experts to improve their understanding of sector strategies, and to develop strategic action plans for designing and implementing sector strategies in the State of Maryland.

Sector strategies seek to align resources and strategies across multiple state agencies and promote regionalism through a multi-firm approach that seeks to address labor market challenges for a group of employers in a shared industry, rather than serving one employer at a time.

Team Maryland continued its work throughout 2008 by refining their plan. In 2009, the Team will focus on implementation of a state sector strategy that supports low-income workers moving into high-growth, high-demand careers, particularly those related to the greener economy.

## Maryland Leadership Addresses Nursing Shortage

In April 2008, Maryland was selected to participate in a Nursing Education Capacity Summit, sponsored by USDOL ETA, the Robert Woods Johnson Foundation, and AARP's Center to Champion Nursing in America. Team Maryland, comprised of leadership from the GWIB, DLLR, University of Maryland School of Nursing, Maryland Association of Deans and Directors of Schools of Nursing, Adventist HealthCare, Inc., Carroll Hospital Center, Maryland Hospital Association, State Board of Nursing, Villa Julie College, and MHEC participated in the two-day summit held in Alexandria, Virginia, in July 2008.

The Summit afforded Team Maryland the opportunity to learn best practices from subject matter experts who shared their experiences related to remedying the nursing education capacity challenge through policy and regulatory changes designed to increase faculty, development of strategic partnerships, and educational redesign initiatives.

Since the 2008 Summit, Team Maryland has focused its efforts on data collection regarding nursing school enrollments; changes to policies and regulations that ease the restrictions on faculty requirements; implementing a statewide web-based orientation for preceptors of AA, BSN or MS students; and beginning a dialogue with the deans and directors of the nursing schools to determine their interest in working towards adopting the Oregon model of nursing school educational redesign. In 2009, the Maryland Team will continue to convene and work towards implementing systemic change leading to an increased number of nurse educators in the State of Maryland.

## **Adult Learning Transition**

As a result of the successful passage of SB 203, the GWIB was charged with monitoring the transition of the adult and correctional education programs to DLLR and overseeing the successful restructuring and start-up of both the Correctional Education Advisory Board and the new State Advisory Council on Adult Learning through the creation of an Adult Learning Oversight Committee. The Committee will operate for a period not to exceed eighteen months, from January 1, 2009 until June 30, 2010, and will:

- serve as an executive level committee of the board comprised of select members of the GWIB
- convene quarterly
- oversee the initial implementation of SB 203
- ensure coordination among the partner agencies (DLLR, MSDE, DPSCS, MHEC)
- review performance measures, outcomes and accountability
- oversee the restructuring of the Correctional Education Advisory Board and State Advisory Council on Adult Learning
- make policy recommendations to the Secretary of DLLR.

# GWIB Committees

## The Emerging Workforce Committee

Committee Chairs:

**George Littrell, III**, Vice President and Financial Advisor, Merrill Lynch

**Karen Sitnick**, Director of Mayor's Office of Employment Development

The Emerging Workforce Committee was formed in 2007 and charged with developing a set of recommendations to ensure the successful transition of all Maryland youth to careers and college, with an emphasis on those young people with barriers and those who are disconnected from school/work. Since its formation, the committee has met monthly and drafted a whitepaper that includes a set of policy recommendations supporting a new Maryland State Youth Employment Policy.

An Emerging Workforce Summit is being planned for Spring 2009. The Summit will validate the critical need to invest in the development of a educated and skilled emerging workforce as an economic competitiveness issue for the state. The Summit will also be used as an opportunity to prioritize and spotlight the key issues directly related to promoting a prepared and qualified emerging workforce; garner support/advocacy for policy recommendations and recruit champions from across the stakeholder community; and encourage the governor to initiate a "Campaign for Maryland's Future Workforce."

The final whitepaper, called the Maryland Youth Employment Policy, will be released soon after the Summit.

## The Untapped Workforce Committee

Committee Chairs:

**Marge Thomas**, President and CEO of Goodwill of the Chesapeake, Inc.

**Lillian Kilroy**, Executive Vice President, Emerging Businesses Group for Provident Bank

The Untapped Workforce Committee began its work in January 2008, and was charged with developing a set of recommendations for the creation of a marketing plan and budget designed to ensure businesses are aware of the potential human resources that often exist in overlooked populations. Populations that can serve as a viable source for employees, and align with the Governor's vision for ensuring that there are "no spare Marylanders," and that all citizens are provided with the opportunities to become productive workers.

The committee's research found that in order to reach out to a broader representation of the state's business community, consistent, coordinated and compelling communications and marketing is critical and must include: a clear branding identity; a clear message; a standardized approach; dedicated marketing expertise and resources; and strong linkages to the state's economic development.

"There is no such thing as a spare Marylander, and our collaborative efforts will ensure that everyone has the chance to succeed in Maryland's workforce."

- Tom Perez, DLLR Secretary

A final report from the GWIB Untapped Workforce Committee is expected early in 2009 and will include their findings, policy recommendations and next steps designed to bridge the

existing gaps between the untapped workforce, organizations that serve them, and businesses seeking a qualified workforce.

# GWIB Partnerships

## Workforce Investment Network for Maryland (WIN)

The Workforce Investment Network for Maryland (WIN) is a coalition of the directors of Maryland's 12 local workforce investment agencies. Together, they help create a strong workforce by connecting skilled workers with business that need qualified employees. WIN works closely with the GWIB and DLLR to support a locally-driven, yet comprehensive workforce investment system.

WIN's 2008 accomplishments include:

- Demand for services by job seekers remained high across the state, with 137,840 registrations at 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 67,000 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 2008, Raising the Bar Conference at the Turf Valley Resort and Conference Center in Ellicott City, Maryland. WIN drew hundreds of attendees to this 3-day event, making it one of the premier training venues for workforce professionals in the mid-Atlantic region.

## Maryland Announces Workforce ONE BRAC Projects

In June 2008, DLLR announced the first round of Workforce ONE Maryland project grants aimed at planning and implementation of initiatives that address workforce challenges posed by BRAC. These grants were funded by a \$4 million grant that DLLR received from the U.S. Department of Labor. The military realignment is scheduled to be completed in September 2011 and will create as many as 60,000 new jobs in Maryland. It's estimated that Marylanders will fill as many as seven out of 10 jobs created in the state because of BRAC.

This first round of grants totaling approximately \$400,000 and were awarded to Cecil College, Chesapeake Bay Region Technical Center of Excellence, Fort Meade Alliance, Frederick Community College and Harford County Public Schools. The majority of the grants will fund innovative workforce projects designed to address workforce development, training and education needs in Maryland's BRAC-impacted regions.

- Fort Meade Alliance will focus on Security clearance preparation and education for 7th - 12th graders.
- Cecil College will focus on the development and implementation of a fast-track certification program in government contracting.
- Harford County Public Schools will focus on access to career pathways in homeland security and hands-on technology training for high school students.
- Chesapeake Bay Region Technical Center of Excellence will focus on a BRAC-impact commuting study with recommendations for improvement.
- Frederick Community College will focus on a Sensitive Compartmented Information Facility (SCIF) curriculum development and training program.

"These important [BRAC] projects are another step in our comprehensive plan to ensure we have the adequate workforce, infrastructure and educational opportunities to support the U.S. military."

- Lt. Governor Anthony G. Brown

## **Maryland Announces Workforce ONE BRAC Projects (continued)**

The second round of BRAC grants were announced in September 2008. Awards include:

- \$93,634 to Baltimore City Community College to create a new Center for Construction Technologies
- \$99,250 to Columbia Lighthouse for the Blind to establish a workforce development program for visually-impaired and blind veterans in BRAC-impact regions
- \$100,000 to Lockheed Martin for a BRAC employee training and development program
- \$100,000 to Monster Government Solutions, LLC to create a website portal for Maryland military families
- \$100,000 to Towson University's Department of Physics, Astronomy & Geosciences to design and implement an elementary engineering program in Harford County Public Schools
- \$100,000 to Associated Builders and Contractors to provide training to minority-owned businesses that will connect more Maryland businesses with BRAC opportunities.

## **GWIB and MSDE Continue Career Cluster Collaboration**

The GWIB has also actively worked with MSDE to continue its ongoing efforts to ensure full implementation and expansion of high-quality CTE throughout Maryland that lead to high-paying, skilled jobs reflective of economic and workforce development needs.

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.

Since December 2008, the GWIB has served a member of the P-20 Council of Maryland's Career and Technology Education (CTE) Task Force. The Task Force is charged with creating an action plan designed to expand the CTE programs that prepare students for entry into postsecondary education, apprenticeships and a career where there is current and future employer demands.

# 2008 Governor's Workforce Investment Board Members

<b>Hon. Martin O'Malley</b> Governor	Department of Human Resources <b>Kevin M. Garvey</b> Manager, Division Workforce	International Union of Painters and Allied Trade, Job Corps Program <b>Gloria G. Lawlah</b> Secretary
<b>Hon. Anthony G. Brown</b> Lt. Governor	Planning United Parcel Service of America, Inc.	Maryland Department of Aging
* <b>William G. "Bill" Robertson</b> Board Chair President & Chief Executive Officer Adventist HealthCare, Inc.	* <b>David W. Edgerley</b> Secretary Department of Business and Economic Development	<b>George Littrell, III</b> Vice President and Senior Financial Advisor Merrill Lynch
* <b>Ronald R. Peterson</b> Board Vice-Chair President The Johns Hopkins Health System	* <b>Gino J. Gemignani, Jr.</b> Senior Vice President Whiting-Turner Contracting Company	<b>Dr. James E. Lyons, Sr.</b> Secretary MD Higher Education Commission
<b>John M. Belcher</b> Chairman and CEO ARINC Corporation	* <b>Nancy S. Grasmick, Ph.D.</b> State Superintendent of Schools Maryland State Department of Education	* <b>Fred D. Mason, Jr.</b> President Maryland State & D.C. AFL-CIO
<b>Robert L. Caret, Ph.D.</b> President Towson University	<b>Donna M. Gwin</b> Director of Human Resources Safeway, Inc.	<b>Gary D. Maynard</b> Secretary Department of Public Safety and Correctional Services
<b>Rafael Correa</b> President MaTech	<b>Murray "Ray" Hoy, Ed.D., Esq.</b> President Wor-Wic Community College	<b>Luisa Montero</b> Managing Director MD Multicultural Youth Center
<b>Hon. Ulysses Currie</b> State Senator Maryland State Senate	<b>Sally Y. Jameson</b> State Delegate Maryland House of Delegates	<b>Hon. Donald F. Munson</b> State Senator Maryland State Senate
<b>Donald W. DeVore</b> Secretary Department of Juvenile Services	<b>Martin G. Knott, Jr.</b> President Knott Mechanical, Inc.	* <b>Thomas E. Perez</b> Secretary Department of Labor, Licensing and Regulation
<b>B. Daniel DeMarinis</b> Director of Strategic Initiatives MITRE	<b>Hon. Susan W. Krebs</b> State Delegate Maryland House of Delegates	<b>Marion W. Pines</b> Senior Fellow The Johns Hopkins University Institute for Policy Studies
<b>Brenda Donald</b> Secretary	<b>Andrew B. Larson</b> National Project Coordinator	

**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

**Harold Stinger**

Chairman and CEO

SGT, Inc.

**\* Margaret A. Thomas**

President and CEO

Goodwill Industries of the

Chesapeake, Inc.

**Hon. Ingrid M. Turner**

Council Member – District 4

Prince George's County Council

**John von Paris**

Executive Vice President

Von Paris Moving and Storage

**\* Executive Committee**

**Members**

# **2008 the GWIB Interagency Workforce Committee**

The GWIB's Interagency Workforce Committee, formerly the GWIB' Subcabinet, is a committee of the board that receives its guidance from and performs its work on behalf of the board.

This committee's goal is to ensure coordination and communication across all state agencies that have an investment in development of the State's workforce. Members of this committee include assistant secretaries, deputy secretaries, and similar senior staff at partnering state agencies.

## **Eric Seleznow**

Executive Director  
Governor's Workforce Investment Board

## **Devon Dodson**

Chief of Staff  
Department of Business and Economic Development

## **Andy Moser**

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

## **Thomasina (Tomi) Hiers**

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

## **Ilene Rosenthal**

Deputy Secretary  
Maryland Department of Aging

## **Dean Kendall**

Education Analyst  
Career/Workforce Education  
Maryland Higher Education Commission

## **Frank Coakley**

Assistant Secretary  
Department of Housing & Community Development

## **Kevin McGuire**

Executive Director  
Department of Human Resources  
Family Investment Administration

## **Robert Burns**

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

## **Katharine Oliver**

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

## **Molly Dugan**

Education Coordinator  
Department of Juvenile Services

# 2008 Local Workforce Investment Area Chairs and Directors

## Anne Arundel County

George Maloney, Chair

Anne Arundel County Workforce  
Investment Board

Kirkland "Kirk" J. Murray, President &  
CEO

Anne Arundel Workforce  
Development Corporation

[www.aawdc.org](http://www.aawdc.org)

## Baltimore City

John W. Ashworth, III, Chair

Baltimore Workforce Investment  
Board

Karen Sitnick, Director  
Mayor's Office of Employment  
Development  
[www.oedworks.com](http://www.oedworks.com)

## Baltimore County

Mark D. Habicht, Chair

Baltimore County Workforce  
Development Council

Barry F. Williams, Director  
Baltimore County Office of  
Employment & Training  
[www.bc-works.com](http://www.bc-works.com)

## Frederick County

Darlene Carver, Chair

Frederick County Workforce  
Development Board

Laurie Holden, Director

Frederick County Workforce Services

[www.co.frederick.md.us/jta](http://www.co.frederick.md.us/jta)

## Lower Shore

(Somerset, Wicomico and Worcester  
Counties)

Derek C. Bland, Chair

Lower Shore Workforce Investment  
Board

Milton Morris, Workforce Director

Lower Shore Workforce Alliance

[www.lswa.org](http://www.lswa.org)

## Mid-Maryland

(Howard and Carroll Counties)

Wallace "Wally" Brown, Chair

Mid-Maryland Workforce Investment  
Board

Francine Trout, Director

Columbia Workforce Center

[www.co.ho.md.us](http://www.co.ho.md.us)

## Montgomery County

Carrie Shelton, Chair

Montgomery County Workforce  
Investment Board

Barbara Kaufmann, Director

Montgomery County Division of  
Workforce Investment Services

[www.montgomerycountymd.gov](http://www.montgomerycountymd.gov)

## Prince George's County

Roy G. Layne, Chair

Prince George's County Workforce  
Investment Board

Patricia White, Executive Director

Prince George's County Economic  
Development Corporation /Workforce  
Services Division

[www.pgcedc.com](http://www.pgcedc.com)

## Susquehanna Region

(Cecil and Harford Counties)

James Brady, President

Susquehanna Workforce Investment  
Board

Bruce England, Executive Director  
Susquehanna Workforce Network,  
Inc.

[www.swnetwork.org](http://www.swnetwork.org)

## 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

[www.uswib.org](http://www.uswib.org)

## Western Maryland

(Washington, Allegany and Garrett  
Counties)

Jim Kesselring, Chair

Western Maryland Consortium  
Executive Council

Peter P. Thomas, Executive Director  
Western Maryland Consortium  
[www.westernmarylandconsortium.org](http://www.westernmarylandconsortium.org)

# **2008 Governor's Workforce Investment Board Staff**

**Eric M. Seleznow**

Executive Director

**Lynn Reed**

Deputy Director

**Trudy Chara**

Manager of Workforce Innovation Partnerships Programs

**Tim Bibo, Jr.**

Industry Analyst

**Rafael Cuebas**

Industry Initiative Coordinator

**Darla J. Henson**

Administrative Officer

**Rachel L. Indek**

Manager of Communications and Legislative Affairs

**Bernard Reynolds**

Manager of Budget and Administration, Industry Initiative Coordinator

**Sallie Hays Sarelas**

Industry Initiative Coordinator

# GWIB Operations

	FY08 Actual	FY09 Budget
<b>Expenses</b>		
Salaries and Fringe Benefits	\$743,569	\$996,069
Communications	\$7,405	\$11,607
Travel & Meetings	\$16,834	\$26,081
Utilities/Vehicles	\$925	
Contracted Services	\$12,790	\$62,578
Office Supplies	\$6,477	\$12,074
Office Equipment	\$2,979	\$6,962
Dues and Subscriptions	\$5,123	\$6,541
Sub-total	\$796,122	\$1,121,912
Grants	\$0	\$0
<b>Total</b>	<b>\$796,122</b>	<b>\$1,121,912</b>
 <b>Support Funds</b>		
Federal	\$358,469	\$594,536
General	\$63,260	\$106,241
Reimbursable		
DLLR	\$157,319	\$200,014
DHR	\$66,024	\$66,635
MHEC	\$51,824	\$54,364
MSDE	\$60,988	\$61,557
DBED	\$25,389	\$25,624
DJS	\$8,166	\$8,241
MDoA	\$4,683	\$4,700
Subtotal	\$3,743,932	\$421,135
<b>Total</b>	<b>\$796,122</b>	<b>\$1,121,912</b>



Governor's Workforce Investment Board  
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<http://www.gwib.maryland.gov>

The Governor's Workforce Investment Board is the Governor's chief policy-making body for workforce development.

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

Thomas E. Perez, Secretary  
Department of Labor, Licensing and Regulation

William G. Robertson, Chair  
Eric M. Seleznow, Executive Director  
Governor's Workforce Investment Board