



Governor's Workforce Investment Board

2013 ANNUAL REPORT

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

Leonard J. Howie, III, Secretary
Department of Labor, Licensing and Regulation

Martin G. Knott, Jr., Chair
Governor's Workforce Investment Board

Lynn M. Selby, Executive Director
Governor's Workforce Investment Board

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

The Governor's Workforce Investment Board (GWIB) is pleased to share with you the 2013 Annual Report, highlighting events and accomplishments from January 1, 2013 through December 31, 2013. We are proud of our accomplishments and ongoing efforts to support a strategic vision for a highly skilled workforce in Maryland, embedded in the principle that the State's economic prosperity is directly tied to the education and skill level of its citizens.

The GWIB supported this strategic workforce vision by continuing to serve as the advisory board for Skills2Compete (S2C) Maryland, the O'Malley-Brown Administration's umbrella initiative launched in 2010, designed to meet the increased demand for workers in the State's middle skills economy. The GWIB worked with State agency partners around coordinated efforts to increase the number of Marylanders who received at least two years post-secondary education and training leading to a degree or credential by 20 percent by 2018.

The GWIB also partnered with the Department of Labor, Licensing and Regulation (DLLR) to develop a more robust strategy for moving forward in support of the S2C goal. GWIB members, led by the Department's senior leadership, advocated for funding to implement a statewide comprehensive strategic industry partnership / sector strategies initiative, now EARN (Employment Advancement Right Now) Maryland.

An additional highlight was ongoing work related to a comprehensive statewide healthcare workforce data collection effort. In 2013, the GWIB committed significant resources and entered into a Memorandum of Agreement (MOA) with the Maryland Health Care Commission (MHCC) and the Governor's Office of Health Reform. The goal this partnership, which will continue into 2014, is to assess Maryland's primary care capacity in preparation for the expected and accelerated increase in primary care utilization resulting from full implementation of the Affordable Care Act (ACA).

The GWIB also performed the biannual recertification process of Maryland's 12 LWIBs, and was pleased to recommend that all 12 local areas be granted recertification for a two-year period, effective July 1, 2013 thru June 30, 2015.

The Board would like to recognize the efforts 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 continuing our collaborative efforts in the months and years to come.

Sincerely,



Martin G. Knott, Jr. GWIB Chair
President Knott Mechanical, Inc



Lynn M. Selby, GWIB, Executive Director

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MARTIN O'MALLEY
Governor



ANTHONY G. BROWN
Lt. Governor



LEONARD J. HOWIE, III
Secretary

Overview Of The Governor's Workforce Investment Board

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 represents the business community, as mandated by the Workforce Investment Act of 1998 (WIA). Other members include the Governor and 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, 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 opportunities for all Marylanders to succeed in the 21st century workforce.

GOVERNOR O'MALLEY APPOINTS NEW CHAIRMAN OF THE GOVERNOR'S WORKFORCE INVESTMENT BOARD



Martin G. Knott, Jr., President of Knott Mechanical, Inc. was appointed by Governor Martin O'Malley as the new chairman of the GWIB in March 2013.

Martin G. Knott, Jr. is an entrepreneur and co-owner of Knott Mechanical, Inc. and Wye River Technologies. Knott

Mechanical is one of the Baltimore Metropolitan Area's premier commercial HVAC and plumbing service providers. The family-owned, Knott Mechanical, Inc., is an HVAC and plumbing business that provides service to over 1,200 buildings across nine counties and Baltimore City. Knott Mechanical, Inc., holds contracts with more than 400 corporate, institutional, retail, educational, industrial and government clients. Wye River Technologies is a software development firm currently developing wireless field force automation software for managing a wide range of service businesses, including HVAC and plumbing.

Mr. Knott, who has served on the Board since 2007, has been instrumental in leading the GWIB's successful construction industry initiative process, which assessed and addressed Maryland's construction industry workforce needs. Under his leadership, the Maryland

Center for Construction Education and Innovation (MCCEI) was formed as an independent 501(c) (3) corporation through the GWIB. The primary mission of the MCCEI is to work in partnership with business and government to build a world-class educational system for Maryland's construction industry. The MCCEI promotes construction as a career of choice and serves as an information marketplace for the industry and for career seekers.

GWIB WELCOMES NEW BOARD MEMBERS

During 2013, the following individuals were appointed to the GWIB:

- **Edward Chow**, *Secretary, Maryland Department of Veterans Affairs (MDVA)*
- **Curtis C. Valentine**, *Executive Director, Maryland 50CAN*
- **Dominick Murray**, *Secretary, Department of Business and Economic Development (DBED)*

In January 2013, William G. "Bill" Robertson, CEO of Adventist HealthCare, Inc., resigned as chair of the GWIB. To recognize his service, Lieutenant Governor Anthony G. Brown attended the March 2013 Quarterly Board Meeting to express the O'Malley – Brown Administration's appreciation for his years of service. Lieutenant Governor Brown recognized Mr. Robertson's

dedication and commitment to leading the GWIB for the past five years, and for serving as a member of the Board for 11 years. Lieutenant Governor Brown also presented Mr. Robertson with a gubernatorial citation and wished him well in his future endeavors.

We are pleased to welcome our newest Board Members, and thank those members who vacated the Board for their commitment and service to Maryland's workforce system. We would also like to thank William G. "Bill" Robertson for his many years of vision and leadership in support of enhancing Maryland's workforce system.

In addition to William G. "Bill" Robertson, the following individuals vacated the Board during 2013:

▪ Christian Johannson, Secretary, DBED

▪ Luisa Montero, Managing Director, MD Multicultural Youth Center

▪ Ingrid Turner, Prince Georges County Council Member, District 4

Highlights of 2013 Activities

January 2013

- GWIB Executive Director, Lynn M. Selby, was appointed to the National Association of Workforce Development Professionals (NAWDP) Board of Directors representing the State of Maryland.

February 2013

- GWIB staff, and other key Maryland stakeholders, met with members of the Maryland Congressional Delegation as part of the National Skills Coalition (NSC) 2013 Skills Summit.

March 2013

- Martin G. Knott, Jr., President of Knott Mechanical, Inc. was appointed by Governor Martin O'Malley as the new Chairman of the GWIB, replacing outgoing Chair, William G. "Bill" Robertson, CEO of Adventist HealthCare, Inc.
- During the March 2013 Quarterly Board Meeting DLLR, Maryland Department of Transportation (MDOT) and Maryland Transit Administration (MTA) formalized a partnership in support of Red & Purple Line employment opportunities for Marylanders.
- The GWIB, as mandated by the General Assembly, partnered with the MDOT State Highway Administration (SHA) to prepare and submit the first annual report on the MTA Highway and Capital Transit Construction Training and Supportive Services Program.

April 2013

- Governor O'Malley signed Senate Bill 278, EARN Maryland into law committing \$4.5 million in State funds for the development of strategic partnerships between industry, education, and the workforce and economic development communities.
- GWIB Executive Director, Lynn M. Selby, gave remarks at Congressman Elijah Cummings' Medicaid Matters Maryland Affordable Care Act Workforce Development Forum.

May 2013

- The GWIB partnered with The Woolsey Group to procure technical assistance services in support of EARN Maryland.
- The GWIB participated in the NGA-sponsored, Pittsburgh Institute on Employing People with Disabilities.
- The GWIB partnered with the Pittsburgh Institute of Aeronautics (PIA) to unveil a new facility built especially for the training of Aviation Maintenance Technicians in Hagerstown, Maryland.

June 2013

- The GWIB established a Policy Committee, as a committee of the full Board.
- The GWIB completed its Biannual Local Workforce Investment Boards (LWIBs) Recertification Process.

July 2013

- The GWIB entered into a Memorandum of Understanding (MOU) with the Governor's Office of Health Reform and Maryland Healthcare Commission, to implement a statewide comprehensive healthcare workforce data collection effort.
- GWIB Deputy Director, Diane Pabich, served as a judge for the Future Business Leaders of America (FBLA) State Leadership Conference.

October 2013

- GWIB Executive Director, Lynn M. Selby was a guest on NPR's "The Checkup: How HealthCare is Changing in Maryland."

November 2013

- The P-20 Leadership Council worked with GWIB to convene an employer panel representing diverse industries within the state.

December 2013

- The GWIB hosted the U.S. Chinese Exchange Council Delegation, in an effort to share information regarding Maryland's workforce investment system.
- The GWIB celebrated the graduation of 12 students from the PIA Hagerstown Campus, which included the first woman graduate.

GWIB Policy Initiatives

Skills2Compete (S2C) Maryland

During 2013, the GWIB continued to serve as the advisory board for Governor O'Malley's Skills2Compete (S2C) Maryland Initiative, the goal which is to increase the number of Marylanders who receive at least two years post-secondary education and training leading to a degree, apprenticeship or certificate by 20 percent by 2018.

In support of furtherance of the S2C goal, Governor O'Malley charged the DLLR, in collaboration with the GWIB, with developing a more robust strategy for moving forward in support of the skills attainment goal. EARN Maryland is the tangible result of the Governor's charge.



EARN Maryland

During the September 2012 Quarterly Meeting, the Board formally endorsed a motion to request \$2.5 million from Governor O'Malley to support implementation of a strategic industry partnerships sector strategies initiative in Maryland. This move builds off existing work performed, when in 2008 a team from Maryland, led by the GWIB participated in a National Governor's Association (NGA) sponsored National Policy Academy – **Policy Academy on Sector Strategies: "Innovative Workforce Policies to Address Worker and Employer Needs."** Subsequently, in 2009 the GWIB hosted a Maryland Sector Strategies Policy Academy.

In 2013, GWIB business members led by DLLR senior leadership, advocated for funding to implement a statewide comprehensive strategic industry partnership/sector strategies initiative. This strong advocacy, and Governor O'Malley's vision to help more Marylanders obtain the skills they need to secure better jobs, led to the passage of Senate Bill (S.B.) 278, EARN Maryland during legislative session.

Governor O'Malley provided \$4.5 million in funding to support implementation of EARN Maryland, which specifically aims to: (1) address business workforce needs by focusing on industry sector strategies that seek long-term solutions to

sustained skills gaps and personnel shortages; (2) address the needs of workers by creating formal career paths to good jobs, and sustaining or growing middle class jobs; (3) encourage mobility for Maryland's most hard-to-serve job seekers through targeted job readiness training; and (4) foster better coordination among the public and private sectors and workforce, economic development, and education partners around the State.

“ Though Maryland has built up one of the most highly-skilled workforces in the nation, too many of our workers lack the skills they need to compete for the jobs in highest demand. The EARN initiative will help us bridge that skills gap by creating employer-driven partnerships with businesses so together, we can grow our State's economy and ensure that every Marylander has the opportunity to learn and earn. ”

— STATEMENT FROM GOVERNOR MARTIN O'MALLEY ON PASSAGE OF EARN ON MARCH 12, 2013



EARN Maryland bill signing

What is EARN Maryland?

EARN Maryland is a new state-funded, competitive workforce development grant program that is industry-led, regional in focus, and a proven state for helping businesses cultivate the skilled workforce they depend on.

It is flexible and innovative, and designed to ensure that Maryland employers have the talent they need to compete in an ever-changing 21st century economy.

It includes both career advancement strategies for incumbent workers and support for individuals with specific barriers to employment. EARN Maryland promotes both prosperity of working families and economic development across the State.

In support of the launch of EARN Maryland, the GWIB contracted with The Woolsey Group to provide technical assistance to key strategic industry partners (business, education, workforce development, economic development, etc.) interested in taking advantage of upcoming planning grant process.

Woolsey and Associates facilitated the following three webinars, (1) Industry Partnerships 101: What, Why, How and Impact; (2) How to Identify Your Target Industry; and (3) Mobilizing Your Partnerships.

In December 2013, DLLR Secretary Leonard Howie announced the

award of 29 EARN Maryland planning grants from all regions across the State representing the following industries:

- Construction and Green
- CyberSecurity/IT
- HealthCare, Health IT and Biotech
- Manufacturing
- Retail/Logistics/Marine

During 2014, the Department will award Implementation Grants in support of EARN Maryland.

For more information on EARN Maryland, please visit: <http://www.dllr.state.md.us/earn/>.

“EARN Maryland is industry-led, endorsed by the Maryland Chamber of Commerce and is a proven strategy for providing Maryland’s employers with skilled workers. In Massachusetts, 100 percent of the employers participating in a similar industry-led initiative said, that participation in a partnership like EARN Maryland – was indeed valuable. EARN Maryland’s strategic industry partnerships are also a proven strategy for workers. Among similar initiatives around the country, this approach led to skills advancement, career building opportunities and increased wages.”

— LEONARD J. HOWIE, III, SECRETARY, MARYLAND DEPARTMENT OF LABOR, LICENSING AND REGULATION - JUNE 12, 2013



“Maryland MEP is proud to be a part of such an exciting opportunity for Maryland manufacturers to potentially change the workforce landscape in our state. We’re excited that EARN Maryland is giving industry a voice and engaging manufacturers from around the state to shape the workforce programs of the future.”

— BRIAN SWEENEY, DIRECTOR OF THE MARYLAND MANUFACTURING EXTENSION PARTNERSHIP (MEP), EARN PLANNING GRANT RECIPIENT.

Biannual Local Workforce Investment Board (LWIB) Recertification

In accordance with the Workforce Investment Act of 1998 (WIA), and on behalf of Governor O'Malley, the GWIB performed the biannual recertification process of Maryland's 12 LWIBs, for the period July 1, 2011 – June 30, 2013.

In June 2013, the GWIB completed the process and recommended to the Governor that all 12 local areas be granted Level I Recertification for a two-year period, effective July 1, 2013 thru June 30, 2015.



GWIB Center For Industry Initiatives

Aerospace Industry Initiative: Pittsburgh Institute Of Aeronautics (PIA) Hagerstown Campus Unveils New Facility

In May 2013, PIA announced the opening of a new facility at the Hagerstown Campus. The new facility was specifically designed to fit the needs of the program, and includes shops, classrooms and ramp access.

The new building was marked with a ribbon cutting ceremony on Monday, May 20, 2013. Over 150 people were in attendance at the event, including many Washington County, City of Hagerstown, and Maryland State Officials.

“With this facility, PIA continues its mission to expand Aviation Maintenance training opportunities in order to address a nationwide shortage in skilled

technicians,” said Suzanne Markle, Executive Vice President of PIA.

The third class of PIA students graduated on April 12, 2013. Of the seven graduates, two are working at Micron in Manassas, Virginia, two are still negotiating positions, and two others are waiting to take their Airfram exam.

On December 20, 2013, PIA celebrated another graduation. Of the 12 graduates, three have already secured employment. Particularly noteworthy is the female veteran graduate, who has received a scholarship from the National Business Aviation Association to continue her studies. Only 4 percent of the aeronautics industry

is female. On other PIA campuses female graduates are heavily recruited and 100% are placed.

PIA came to Hagerstown in April 2011 and since then three classes have graduated from the 16-month program, which has turned out nearly three dozen skilled technicians. Graduating students have seen placement rates of 85 percent to 90 percent in the last couple of Hagerstown classes.

The GWIB's involvement in the project dates back to 2006 when the project was conceived in response to a survey that evaluated training programs available to fill the needs of three federal contractors operating at the

Hagerstown Regional Airport. The GWIB convened a business-led taskforce and provided direction to the committee as it sought guidance on proposed next steps.

Additionally, the GWIB and SGT, Inc. provided technical assistance during a Familiarization Tour of HGR in November, 2009, when four out-of-state training providers met to assess the facilities and the program requirements given by the employers involved.

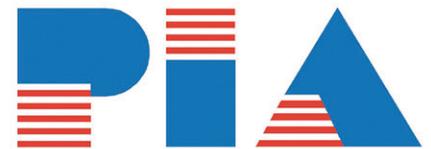
On December 21, 2010, Senators Benjamin L. Cardin and Barbara A. Mikulski announced that the Appalachian Regional Commission (ARC) awarded \$272,975 in grant funding to establish the program. Additionally, PIA provided \$427,075, bringing the total project funding to \$700,050.

The School, operated and administered by the PIA, trains students to become entry-level

aircraft technicians. Graduates of the AMT program are eligible to sit for the FAA's Airframe & Powerplant (A&P) certification examinations. The program for aviation mechanics works to develop a skilled workforce to fill high-paying aviation maintenance positions and allow Hagerstown Regional Airport to expand services.



Maryland County and State officials participate in the ribbon cutting of the new Aviation Maintenance School at the Pittsburgh Institute of Aviation.



Construction Industry Initiative: Maryland Center For Construction Education And Innovation (MCCEI)

In 2013, staff from the Maryland Center for Construction Education and Innovation (MCCEI) continued to solicit feedback from construction industry professionals and representatives from the education community in an effort to probe deeper in the finds from the **“The Critical Path”** report, originally released in December 2012. To accomplish this, MCCEI convened two industry panels, one at Anne Arundel Community College, and one at Montgomery Community College. 76 stakeholders participated in roundtable discussions on valued

industry credentials and certifications, benchmark programs, and specific industry skills that make potential job seekers more employable. Information gained from the Industry Advisory Panels will inform publication of a second iteration of **“The Critical Path,” “Digging Deeper: Aligning Education and Industry.”**

Additionally during the 1st quarter, MCCEI and several Baltimore and Washington-area contractors met with staff from the Maryland State’s Career and Technology

Education (CTE) Construction Design and Management Program (CDM). The contractor had an opportunity to review, critique, advise on the course content, and offer feedback to reflect current industry demand. A second meeting was held at the University of Maryland's Eastern Shore (UMES) Shady Grove campus to again provide feedback on the CDM Program.

A highlight of 2013 was work related to the expansion and/or creation of BIM (Building Information Modeling) Institute of Maryland. MCCEI staff met with Towson University representatives to begin discussing and refining a working outline for the creation of a BIM Institute. To further support creation of the BIM Institute, Towson University took the lead on advancing the concept with the preparation and submission of EARN Maryland planning grant application, with MCCEI servicing as the convener. MCCEI staff also continued with BIM education and training through the Associated General Contractors to serve as a benchmark for course content and curriculum development.

Additional 2013 activities included continued work related to the online presence - www.MCCEI.org - and increasing awareness and raising the profile of MCCEI, and the industry, through branding activities and corporate memberships. Staff from the Center also participated heavily in industry events and speaking engagements.

Finally, MCCEI filled the remaining Board of Trustee seats with industry leadership committed to actively advancing the education, training and workforce needs of the construction industry. The following new Board members were appointed in 2013:

- Jerry Bowman, Executive Vice President, Morgan-Keller Construction, Frederick
- Scott Bulera, Managing Director, Maryland, Turner Construction, Baltimore
- Paul Chocquetter, III, Executive Vice President, Gilbane Builders, Laurel;
- Gregg Kaderabek; Executive Vice President, Freestate Electric, Laurel
- Michael Schiegael, President, Buzzuto Construction, Greenbelt



MARYLAND CENTER *for*
CONSTRUCTION
EDUCATION & INNOVATION

MCCEI is a public-private partnership established at Towson University and comprised of State government, universities, community colleges, and secondary schools. The Center promotes the economic vitality of construction in Maryland, serves as resource for industry, educational institutions, and government, in order to position construction as a career of choice for tomorrow's workforce.

The impetus for the MCCEI stems from work performed in 2009, when the GWIB's Center for Industry Initiatives for Construction convened a Construction-Energy Workforce Solutions Forum. The Forum brought together over 250 stakeholders from Maryland's construction and energy industries, education, government, workforce and economic development leaders to create strategies for workforce creation and skills development within the construction, energy and green industries. Feedback from the Forum suggested that the construction industry's critical workforce development challenges fall into three broad categories: (1) image and branding; (2) alignment and connectivity of education and training elements; and (3) pipeline development. The following recommendation, one of three, led to the establishment of MCCEI:

- Create an independent center of excellence that will be recognized as the primary resource for construction; training and education coordination, industry advocacy, and alignment of industry workforce needs with; and workforce training programs. The Center will be the lead in promoting construction education and training and career opportunities.

For more information on MCCEI, please visit: <http://www.mccei.org/mccei/>.

HEALTHCARE INDUSTRY INITIATIVE: HEALTHCARE WORKFORCE DATA COLLECTION STUDY

In 2010, the GWIB was awarded a \$150,000 U.S. Department of Health and Human Services (HHS), Health Resource and Services Administration (HRSA) Healthcare Workforce Planning Grant, the purpose of which was to develop a strategic plan for growing Maryland's primary care workforce by 25 percent by 2020.

The resulting work from the planning grant was the release of the **"Preparing Maryland for Health Reform: Healthcare 2020,"** report which sets forth the following four broad goals for meeting the 25 percent by 2020 goal: (1) provide comprehensive primary care workforce planning and analysis, (2) strengthen primary care workforce capacity, (3) address primary care distribution and reduce service

shortage areas, and (4) reexamine practitioner compensation for high quality care.

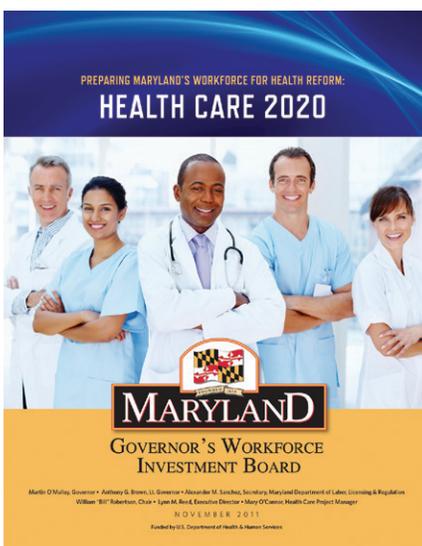
Healthcare 2020 serves as the blueprint for preparing Maryland for the expected and accelerated increase in primary care utilization resulting from full implementation of the Affordable Care Act (ACA).

Goal # 1 of the report recommends "comprehensive primary care workforce planning and analysis." A critical component of this goal entails assessing Maryland's primary care capacity and the ability to accurately and systematically quantify the number and need of primary care providers in Maryland.

To accomplish this goal, in June 2013 the GWIB entered into a Memorandum of Agreement

(MOA) with the Maryland Health Care Commission (MHCC) and the Governor's Office of Health Reform. Work has begun, with the following approach being taken: (1) assess broadly the quality and utility of data to study the Maryland healthcare workforce; (2) identify types of data needed to assess current and future adequacy of supply of healthcare services and providers; (3) assess data availability, current gaps and possible solutions; (4) report on healthcare workforce characteristics and current and past distribution; and (5) make recommendations to Professional Licensure Boards to enhance collection of needed data.

The GWIB has committed \$50,000 to this effort



In October 2013, GWIB Executive Director, Lynn M. Selby, was a guest on NPR's "The Checkup: How Healthcare is Changing in Maryland," where she talked about the GWIB healthcare workforce initiative.

GWIB Board Advocacy & Outreach

State Team Led By The GWIB Visits Maryland Congressional Delegation

In February 2013, a State team led by the GWIB, met with Maryland's Congressional Delegation as a part of the National Skills Coalition (NSC) 2013 Skills Summit. Staff from the GWIB, the Community Colleges of Baltimore County (CCBC), the Independent Electrical Contractors (IEC), and Montgomery College visited the offices of Senators Ben Cardin and Barbara Mikulski, as well as Representatives Andy Harris, Chris Van Hollen, Steny Hoyer, and Dutch Ruppersberger, to urge them to invest in, and improve, the national's federal workforce development programs.

In addition to the Maryland team, over 125 Skills Summit attendees held 187 meetings with Members of Congress and their staff to deliver this unified message.

NSC is a broad-based coalition working toward a vision of an America that grows its economy by investing in its people so that every worker and every industry has the skills to compete and prosper. NSC engages in organizing, advocacy, and communications to advance state and federal policies that support these goals – policies that are based on the on-the-ground expertise of our members. GWIB Executive Director, Lynn M. Selby, serves on the National Skills Coalition Leadership Council.



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

GWIB Participates in Medicaid Matters Maryland Affordable Care Act Workforce Development Forum

In April 2013, GWIB Executive Director, Lynn M. Selby, gave remarks during the Medicaid Matters Maryland Affordable Care Act Workforce Development Forum, **“Responding to Workforce Development Needs,”** hosted by Congressman Elijah Cummings. The purpose of the Forum was to examine how much progress has been made regarding an adequate care network, where efforts are falling short and what can be done to resolve workforce recruitment issues.

The Forum brought together the following workforce stakeholders: Alliance for HealthCare Workers, Behavioral Health Leadership Institute, Centers for Independent Living, Greater Baden Medical Center and community colleges.

Additionally, presenters included the Maryland Higher Education Commission (MHEC), Maryland Association of Nurse Practitioners, University of Maryland Hilltop Institute, and Maryland Health Care Commission (MHCC). Ms. Selby provided an overview of the GWIB's efforts related to ensuring Maryland has a properly prepared primary care workforce in preparation for full implementation of the Affordable Care Act (ACA).

Visit <http://www.medicaidmattersmd.org/action-alerts.html> to see Congressman Cummings' remarks from the Medicaid Matters Maryland Affordable Care Act Workforce Development Forum.

GWIB Committees

GWIB Interagency Workforce Committee

The GWIB Interagency Workforce Committee is a standing committee of the full board. The Committee is comprised of State agency partner senior officials. The Committee's purpose is to coordinate workforce development programs and policies to meet the demands of the Maryland businesses. The Interagency Workforce Committee works to ensure coordination and communication across all State agencies that have an investment in developing Maryland's workforce.

The Committee includes Assistant Secretaries, Deputy Secretaries or senior staff from the following agencies:

- Maryland Department of Aging (MDOA)
- Department of Business and Economic Development (DBED)
- Department of Housing and Community Development (DHCD)
- Department of Human Resources (DHR)
- Department of Juvenile Services (DJS)
- Department of Labor, Licensing and Regulation (DLLR)
- Maryland Department of Disabilities (MDoD)
- Maryland Higher Education Commission (MHEC)
- Department of Public Safety and Correctional Services (DPSCS)
- Maryland State Department of Education (MSDE), (including both the Division of College and Career Readiness and Adult Learning and the Division of Rehabilitation Services)
- Maryland Department of Veterans Affairs (MDVA)

In addition, staff from the Governor's Policy Office frequently attends the Interagency Workforce Committee meetings.



GWIB Policy Committee

In June 2013, GWIB sought and received approval to establish a policy committee, as a sub-committee of the full board. The impetus for this action was a request from the U.S. Department of Labor Employment and Training Administration Region 2 (Philadelphia). States were instructed to begin assessing processes for developing, approving, disseminating, and evaluating for policies and procedures governing the delivery of Maryland's workforce development activities under the Workforce Investment Act of 1998 (WIA).

The GWIB Policy Committee's mission is to provide advice, counsel and recommendations related to Maryland's most critical workforce policies and priorities.

The Committee works with the DLLR/DWDAL to:

- review and develop statewide policies affecting the provision of workforce development services;
- review and provide input on WIA waiver requests for recommendation to the State board and submission to the U.S. Department of Labor;
- review and provide input on other guidance provided to local workforce investment areas;
- provide input and review of the WIA State Strategic Plan, annual reports and other reports as deemed necessary by the GWIB Chair;
- identify emerging workforce issues and recommend actions that contribute to the continuous improvement of the State workforce development system and alignment of workforce system partners; and
- provide for cross-system collaboration in developing policy issue papers for the State board's consideration.

Beginning in August 2013, the GWIB, collaboratively with key staff from DLLR/DWDAL, began reviewing existing state workforce policies in an effort to: (1) identify policy area deficiencies; (2) update existing and draft new policies as directed by the U.S. Department of Labor; and (3) submit new policies for review and approval before submission to the full board.

The work of the GWIB Policy Committee is ongoing.

GWIB Partnerships

Workforce Investment Network of Maryland (WIN)

The Workforce Investment Network for Maryland (WIN) is a coalition of Maryland's 12 local workforce investment agencies. WIN works closely with the GWIB and DLLR to support a locally-driven, comprehensive workforce investment system.

Together they focus on workforce development to ensure a properly prepared workforce that meets the current and future demands of Maryland employers, to succeed in the 21st century workforce.

Maryland State Department Of Education (MSDE)

In 2013, the GWIB actively worked with MSDE to ensure continued expansion of high-quality Career and Technical Education (CTE) programs throughout Maryland that lead to high-paying, skilled jobs reflective of economic and workforce development needs. GWIB staff participated in CTE Monitoring Teams, visiting

local school districts to assist in strengthening the State's CTE programs. During the year, GWIB and MSDE staff traveled to Allegany, Anne Arundel, Calvert County, and Carroll Counties to conduct monitoring visits.

The GWIB also continued its participation in the CTE

Information Technology Career Cluster State Advisory Group, convened to review changing requirements and explore opportunities for strengthening IT-related programs across the State.



Maryland Business Roundtable For Education (MBRT)

The GWIB is proud to partner with the Maryland Business Roundtable for Education (MBRT). Founded in 1992, MBRT is a coalition of more than 100 leading employers that have made a long-term commitment to support

education reform and improve student achievement in Maryland. GWIB and MBRT collaboratively engage in activities that support a well-educated and well-trained Maryland workforce.



Governor's P-20 Leadership Council Of Maryland

Six members of the GWIB also serve on the P-20 Leadership Council of Maryland. Established by Governor O'Malley in fall 2007, the P-20 Leadership Council works to coordinate efforts in education, workforce creation, and business to ensure Maryland offers excellence in teaching and learning, and prepares all of its citizens to be productive, innovative, and engaged members of its workforce and communities.

In November 2013, the GWIB worked with the P-20 Leadership Council to convene an employer panel representing diverse industries within the State. The purpose of the panel was to obtain feedback from Maryland businesses regarding aligning program priorities, as well as leveraging state and federal resources to foster economic development in Maryland to ensure that employers have the skilled workers they

need to fill in-demand jobs. This work is ongoing and will continue into 2014.

“P-20” refers to a system of education that encompasses preschool through graduate studies and ensures that students from an early age are learning the necessary

skills for a competitive workplace. To make the State more competitive in securing and maintaining business and economic development, the Council investigates ways to improve education and advance workforce creation.

MTA Highway & Capital Transit Construction Training And Supportive Services Program/SHA Partnership

During 2013, the GWIB continued to partner with the Maryland Department of Transportation (MDOT) in support of the Highway & Capital Transit Training and Supportive Services Program as mandated by House Bill (HB) 457, Chapter 66⁴, Acts of 2012. The enactment of HB 457 during the 2012 legislative session not only permanently commits 0.5 percent of the State’s federal surface transportation and bridge funds to workforce development, but also ensures coordination with the GWIB to help facilitate the projected program expansion in the future.

Maryland became the second state in the nation to permanently commit 0.5 percent to job training and ensure ongoing monitoring of spending. This passage of legislation also allowed for the continued support of Project BuildUp and On-the-Job Training (OJT) programs serving Marylanders across the State.

In 2013, the administration of BuildUp was transferred to DLLR, which is responsible for the 12 Local Workforce Investment Areas

(WIA’s) and America’s Job Centers (One-Stop Career Centers). DLLR’s infrastructure provides the vehicle for strategic deployment of programs and services designed to meet the regulations of House Bill 457 in the provision of relevant technical and highway construction trades-related training, as well as workplace-life skills, for socially and economically disadvantaged Marylanders.

Additionally, the GWIB partnered with the State Highway Administration (SHA) and DLLR’s Division of Workforce Development and Adult Learning (DWDAL) to design and solicit proposals from LWIBs to convene local consortiums to develop pilot transportation training and skills development programs.

The Mayor’s Office of Employment Development (MOED) was awarded funds to implement the Jump Start+ Program, which targets underemployed and unemployed individuals with barriers to employment, with an emphasis on ex-offenders. MOED formed a consortium with three workforce partners: The Jobs Opportunities

Task Force (JOTF), Associated Builders and Contractors (ABC) and Catholic Charities.

What is JumpStart

MOED’s JumpStart+ is a 15-week training program that integrates hands-on, project based highway and capital transit construction-related occupational training, job readiness with life skills training, comprehensive case management services and employment services. The program recruited 30 Baltimore City residents to participate in two cycles, composed of 15 students per cycle.

In addition to the technical and skilled craft training offered, participants receive a stipend after successfully meeting certain requirements. Upon graduation, if needed for direct employment, the participants will be connected with Vehicles for Change, and provided with an initial \$2,400 towards a low cost vehicle to begin employment.

GWIB PARTNERSHIPS

Going forward, as funds are appropriated, DLLR will continue to solicit Requests for Proposals (RFP) in support of this program.

House Bill 457, Chapter 664, Acts of 2012 also requires MDOT and

GWIB to submit to the General Assembly an annual report on the status of programs administered in each workforce investment area. In March 2013, the GWIB, partnered with MDOT and SHA to prepare and submit the first annual report

on the MTA Highway and Capital Transit Construction Training and Supportive Services Program.



DLLR, MDOT and MTA Formalize Partnership in Support of Red and Purple Line Employment Opportunities

During 2012 and early 2013, the GWIB, DLLR, MDOT & MTA formed a partnership to ensure targeted outreach occurs in communities surrounding the Red Lines and Purple Lines that highlights the various construction-related training and employment opportunities that will become available.

The partnership was formalized during the March 2013 Quarterly Meeting, when DLLR Secretary, Leonard Howie and MTA Administrator Raglin Wells, executed a cooperative agreement that supports the provision of relevant technical skills training for construction and transportation jobs associated with the Red and Purple Lines.



DLLR Secretary, Leonard J. Howie, III and MTA Administrator, Ragun Wells formalize partnership

Pittsburgh Institute on Employing People with Disabilities

In May 2013, the GWIB and the Maryland Department of Disabilities (MDOD) were invited to Pittsburgh, Pennsylvania to join 10 other states to participate in the Pittsburgh Institute on Employing People with Disabilities. Governor Markell's initiative is designed to increase employment among individuals with disabilities. Specifically, it focuses on the employment challenges that affect individuals with intellectual and other significant

disabilities, and the role that state government and businesses can play in advancing opportunities for these individuals to be gainfully employed in the competitive labor market. The initiative provides governors and other state policymakers with better policy options to assess the environment in their state, and strategies designed to support this population.

GWIB Participates In Future Business Leaders Of America (FBLA) State Leadership Conference

In 2013, the GWIB participated in the Future Business Leaders of America (FBLA) State Leadership Conference, with Deputy Director, Diane Pabich, serving as a judge for the state-based competition. During the conference, students compete in an event designed to demonstrate their business knowledge and skills. Top state winners then are eligible to compete for honors at the National Leadership Conference each summer.

Future Business Leaders of America-Phi Beta Lambda is a nonprofit 501(c)(3) education association with a quarter million students preparing for careers in business and business-related fields. The goals of FBLA are to: (1) develop competent, aggressive business leadership; (2) strengthen the confidence of students in themselves and their work; (3) create more interest in and understanding of American business enterprise;

(4) encourage members in the development of individual projects that contribute to the improvement of home, business, and community; (5) develop character, prepare for useful citizenship, and foster patriotism; (6) encourage and practice efficient money management; (7) encourage scholarship and promote school loyalty; (8) assist students in the establishment of occupational goals; and (9) facilitate the transition from school to work.



2013 Governor's Workforce Investment Board Members

- **Hon. Martin O'Malley, Governor**
- **Hon. Anthony Brown, Lt. Governor**
- **Martin G. Knott, Jr. Board Chair**
President
Knott Mechanical, Inc.
- **Ronald R. Peterson Board Vice-Chair**
President
The Johns Hopkins Health System
- **Sam Abed**
Secretary
Department of Juvenile Services
- **John M. Belcher**
Chairman and CEO
ARINC Corporation
- **Frank Chaney**
Chaney Enterprises
- **Adrian P. Chapman**
President and COO
Washington Gas
- **Edward Chow, Jr.**
Secretary
Department of Veterans Affairs
- **Hon. Ulysses Currie**
State Senator
- **Ted Dallas**
Secretary
Department of Human Resources
- **B. Daniel DeMarinis**
Director of Strategic Initiatives
The MITRE Corporation
- **Gino J. Gemignani, Jr.**
Senior Vice President,
Whiting-Turner Contracting Company
- **Donna M. Gwin**
Director of Labor Relations
Shoppers Food & Pharmacy
- **Alvin C. Hathaway, Sr.**
Senior Pastor
Historical Union Baptist Church of Baltimore
- **Danette Howard**
Interim Secretary
MD Higher Education Commission
- **Leonard J. Howie, III**
Secretary
Department of Labor, Licensing and Regulation
- **Hon. Sally Y. Jameson**
State Delegate
Maryland House of Delegates
- **Hon. Katherine A. Klausmeier**
State Senator
- **Hon. 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
- **Elliot D. Lason, Ph.D.**
Executive Director
Joblink of Maryland, Inc.
- **Gloria G. Lawlah**
Secretary
Maryland Department of Aging
- **Roy G. Layne**
Clifton Gunderson, LLP
- **Bel Leong-Hong**
President and CEO
Knowledge Advantage Inc.
- **Larry Letow**
President
Convergence Technology Consulting
- **Dawn Lindsay, Ed.D.**
President
Anne Arundel Community College
- **George Littrell, III**
Vice President, Financial Advisor
Morgan Stanley Smith Barney, LLC
- **Lillian Lowery, Ed.D.**
State Superintendent of Schools
Maryland State Department of Education
- **Fred D. Mason, Jr.**
President
MD State & D.C. AFL-CIO
- **Gary D. Maynard**
Secretary
Department of Public Safety and Correctional Services
- **Irving W. McConnell**
President and CEO
The McConnell Group, Inc.
- **Dan McDermott**
Executive Director, Upper Shore Workforce Investment Board
President, MD Workforce Investment Network
- **Dominick Murray**
Secretary
Department of Business and Economic Development
- **Stephen W. Neal**
President/CEO
K. Neal International Trucks, Inc
- **Stephen Pannill**
President
Cecil College
- **Marion W. Pines**
Senior Fellow
The Johns Hopkins University
Institute for Policy Studies
- **Cathy Raggio**
Secretary
Maryland Department of Disabilities
- **Harold Stinger**
Chairman and CEO
SGT, Inc.
- **Margaret A. Thomas**
President Emeritus
Goodwill Industries of the Chesapeake, Inc.
- **Curtis C. Valentine**
Executive Director
Council on Foreign Relations (CFR)

2013 Governor's Workforce Investment Board Operations

	2013 ACTUAL	2014 BUDGET
EXPENSES		
Salary and Fringe Benefits	\$384,278	\$555,210
Communications	\$3,491	\$7,396
Travel	\$9,657	\$12,230
Vehicle Operations	\$0	\$0
Contract Services	\$29,300	\$30,268
Supplies	\$2,882	\$5,261
Equipment	\$3	\$42
Dues and Subscriptions	\$2,654	
Sub-Total	\$432,265	\$610,407
Grants		
MCCEI	\$225,000	\$225,000
Total	\$657,265	\$835,407

	2013 ACTUAL	2014 BUDGET
SUPPORT FUNDS		
General	\$305,740	\$284,614
Federal	\$0	\$0
Reimbursable		
MDOA	\$0	\$0
DHR	\$69,265	\$69,265
MSDE	\$31,507	\$34,922
MHEC	\$56,630	\$54,630
DBED	\$26,635	\$26,635
DJS	\$0	\$8,567
DWDAL	\$167,488	\$381,788
Sub-Total	\$351,525	\$575,807
Total	\$657,265	\$860,421

2013 Governor's Workforce Investment Board Staff

Lynn M. Selby, *Executive Director*

Darla J. Henson, *Office Administrator*

Mary O'Connor, *Program Manager*

Diane Pabich, *Deputy Director*

2013 Local Workforce Investment Board Chairs And Directors

Anne Arundel Workforce Development Corporation

Workforce Investment Board for Anne Arundel County

- **WALTER TOWNSHEND, Chair**
- **KIRKLAND “KIRK” J. MURRAY, President & CEO**

Mayor’s Office of Employment Development

Workforce Investment Board for Baltimore City

- **JOHN W. ASHWORTH, III, Chair**
- **KAREN SITNICK, Director**

Baltimore County Office of Workforce Development

Workforce Investment Board for Baltimore County

- **MARK D. HABICHT, Chair**
- **SHARON KLOTS, Director**

Frederick County Workforce Services

Workforce Investment Board for Frederick County

- **KAREN BERRY, Chair**
- **LAURIE HOLDEN, Director**

Lower Shore Workforce Investment Board

Workforce Investment Board for Somerset, Wicomico and Worcester Counties

- **DONNA WEAVER, Chair**
- **MILTON MORRIS, Workforce Director**

Mid-Maryland

Workforce Investment Board for Carroll and Howard Counties

- **WALLY BROWN, Chair**
- **FRANCINE TROUT, Acting Director**

Montgomery County Division of Workforce Investment Services

Workforce Investment Board for Montgomery County

- **DENNIS FALLEN, Chair**
- **BARBARA KAUFMANN, Director**

Prince George’s Workforce Services Corporation

Workforce Investment Board for Montgomery County

- **ROY LAYNE, Chair**
- **JEFFREY SWILLEY, Acting Executive Director**

Southern Maryland Workforce Development Network

Workforce Investment Board for Calvert, Charles and St. Mary’s Counties

- **ERIC FRANKLIN, Chair**
- **RUTHY DAVIS, Director**

Frederick County Workforce Services

Workforce Investment Board for Frederick County

- **KAREN BERRY, Chair**
- **LAURIE HOLDEN, Director**

Susquehanna Workforce Network

Workforce Investment Board for Cecil and Harford Counties

- **BARNEY MICHEL, President**
- **BRUCE ENGLAND, Executive Director**

Upper Shore Workforce Investment Board

Workforce Investment Board for Caroline, Dorchester, Kent, Queen Anne’s and Talbot Counties

- **ROYCE L. SAMPSON, Chair**
- **DAN MCDERMOTT, Executive Director**

Western Maryland Consortium

Workforce Investment Board for Washington, Allegany and Garrett Counties

- **KRISTI DURST, Chair**
- **PETER P. THOMAS, Executive Director**

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 and of Maryland's highly-educated workforce creation of opportunities for all Maryland residents to participate and succeed in the workforce.

Governor's Workforce Investment Board

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