

# 2019 Annual Report



LOUIS M. DUBIN, CHAIR  
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

MICHAEL R. DIGIACOMO, EXECUTIVE DIRECTOR  
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

LARRY HOGAN, GOVERNOR  
BOYD K. RUTHERFORD, LT. GOVERNOR

TIFFANY ROBINSON, SECRETARY  
MARYLAND DEPARTMENT OF LABOR



April 1, 2020

The Honorable Larry Hogan, Governor  
The Honorable Bill Ferguson, President of the Senate  
The Honorable Adrienne A. Jones, Speaker of the House

Re: Labor and Employment Article § 11-505(f) (MSAR # 10805) and Executive Order 01.01.2015.19 (MSAR # 10704)

Dear Governor Hogan, President Ferguson, Speaker Jones, and the Citizens of Maryland:

The Governor's Workforce Development Board (GWDB) is pleased to present our 2019 Annual Report. Under the leadership and direction of Governor Larry Hogan, the GWDB continues its commitment to utilize innovative and collaborative strategies to address Maryland's workforce needs in the 21<sup>st</sup> century.

The GWDB is a business-led board of 53 members, who represent a diverse group of business, community, and state leaders that correspond with Maryland's population and growth industries. The GWDB brings leaders together in order to better understand what skills employers need today with a goal of developing strategies that target Maryland's future. Over 2019, the GWDB continued to collaborate with multiple partners to pursue cross-cutting strategic initiatives in the areas of advanced manufacturing and skilled trades, healthcare, cybersecurity and information technology, education, diversity and equality, and outreach. Essential to the success of each initiative is the engagement and support from stakeholders and leaders throughout the business, workforce, education, labor, and nonprofit industries representing Maryland.

The GWDB continues to partner closely with Maryland's 12 Local Workforce Development Boards by aligning resources, opportunities, and programs within each local area. In 2019, the GWDB completed local plan recertification approvals, whereby appropriate board representation was reviewed and the 12 local plans were aligned with the Workforce Innovation and Opportunity Act (WIOA) State Plan.

As we look ahead to 2020, the GWDB will continue to enhance many of its strategic initiatives and business-building partnerships. Across industry sectors, the GWDB is prioritizing how to extend our reach beyond the traditional avenues by collaborating with businesses, educators, parents, students, and organizations to strategize effective outreach that ensures Maryland's next generation is prepared to meet the jobs of our future.

Sincerely yours,



Louis M. Dubin  
Chair, GWDB



Michael R. DiGiacomo  
Executive Director, GWDB

cc: Sarah Albert, Department of Legislative Services (5 copies)

# EXECUTIVE SUMMARY

The Governor's Workforce Development Board (GWDB) had a successful and productive 2019. The GWDB is comprised of 53 members who represent a diverse group of business, community, and state leaders that correspond with Maryland's population and growth industries. The GWDB brings leaders together in order to better understand what skills employers need today with the goal of developing strategies that target Maryland's future.

Since 2016, the GWDB has overseen several taskforce groups that have tackled Maryland's job needs and economic growth at the local, regional, and state levels. Essential to the success of each initiative is the engagement and support from stakeholders and leaders throughout the business, workforce, education, labor, and nonprofit industries representing Maryland. Over 2019, the GWDB integrated the taskforce groups into various initiatives already taking place across Maryland, partnering with various state agencies and community organizations. These cross-cutting strategic initiatives include:

1. *Advanced Manufacturing and Skilled Trades*: aligning industry leaders and school representatives to ensure that Maryland students are aware of the opportunities in the manufacturing and skilled trades field, and that Career and Technical Education (CTE) in Maryland meets the training needs of these identified career opportunities.
2. *Workforce, Inclusion, Diversity, and Equality*: develop a targeted strategy to meet employer demands while giving priority to growing a diverse workforce and supporting individuals with barriers to employment.
3. *Outreach*: an essential component of the incredible services and opportunities being provided in Maryland is ensuring that businesses and the public are aware of these various programs. The GWDB is continuously networking and producing opportunities to connect Maryland businesses, state agencies, and future employees.
4. *Healthcare*: support initiatives that provide both entry-level and incumbent workers with a clear and efficient career pathway to high-demand, high opportunity jobs in the healthcare environment through partnerships with Maryland community colleges, CTE programs, and community partners.
5. *Cybersecurity and Information Technology*: develop a workforce that meets the current and future demands of cybersecurity and information technology (IT) by engaging students and incumbent workers as necessary catalysts to fill these jobs.
6. *Education*: intersecting every industry, education remains a critical component to preparing Maryland's future workforce. The GWDB collaborated closely with the Maryland State Department of Education (MSDE), MSDE's Division of Career and College Readiness, the P-20 Leadership Council, postsecondary institutions, and businesses across every industry to ensure education is aligned with workforce needs.

The GWDB oversees Maryland's 12 Local Workforce Development Boards. Over 2019, the GWDB helped align the 12 local plans with the Workforce Innovation and Opportunity Act (WIOA) State Plan to ensure a comprehensive and responsive plan for both employers and jobseekers. The GWDB continues to work closely with the 12 Local Workforce Development Boards, providing support and guidance on various initiatives.

Looking ahead to 2020, the GWDB will continue to enhance many of its strategic initiatives and business-building partnerships mentioned above. The GWDB is prioritizing how to extend our reach beyond the traditional avenues by collaborating further with businesses, educators, parents, students, and organizations to strategize effective outreach that ensures Maryland's next generation is prepared to meet the jobs of our future. The collaboration of workforce and education are essential as we look to be a leader of a modern and globally competitive workforce, and the GWDB is committed to aligning education, industry needs, and workforce training.

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# OVERVIEW

The Governor's Workforce Development Board (GWDB) is comprised of 53 members representing business, workforce, and partner state agencies. We serve as ambassadors for Maryland's business community and further advise Governor Larry Hogan and the workforce system on the workforce development and training needs of Maryland's businesses.

## Mission

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

## Vision

A Maryland where every person maximizes his or her career potential. The GWDB's vision includes: aligning businesses, the workforce system, and economic development interests in Maryland; creating a well-integrated, coordinated, and collaborative system across agencies, institutions, and local areas; the preservation and expansion of Maryland's highly educated workforce; and the creation of opportunities for all Maryland residents to succeed in the workforce.

## Course

To accomplish its mission, the GWDB has developed the following guiding principles to achieve the shared vision:

- Maintain a business-driven and customer-focused approach;
- Utilize an innovative approach by integrating technology and identifying new business models;
- Move beyond compliance and embrace a culture of continuous and measurable improvement; and
- Continue to deepen relationships between workforce and business stakeholders.



*GWDB members met with the Maryland Chamber of Commerce, the Maryland Department of Labor, the Maryland Department of Public Safety and Correctional Services, and the Governor's legislative office to discuss workforce opportunities for returning citizens.*

# BOARD MEMBERS

The Governor's Workforce Development Board (GWDB) is a private sector-led board of 53 members, the majority of whom represent the business community, as mandated by the Workforce Innovation and Opportunity Act (WIOA) of 2014 and the Executive Order 01.01.2015.19. Other members include the Governor, cabinet secretaries, elected officials, the state superintendent of schools, college presidents, labor representatives, and nonprofit organizations. In establishing the state board of workforce advisors, Governor Larry Hogan emphasized the need to ensure that a diverse group of business, community, and state government leaders were selected, ensuring the recommendations from the board represented Maryland's diverse population and growth industries.

## Government Members

The GWDB ex-officio members, such as cabinet secretaries, serve based on the membership requirements of the WIOA and the Executive Order. The Maryland General Assembly leadership appoints one state senator and one delegate, and two local government representatives are also appointed to the board.

### **Sam J. Abed**

Secretary  
Maryland Department of Juvenile Services

### **Carol Beatty**

Secretary  
Maryland Department of Disabilities

### **James D. Fielder**

Secretary  
Maryland Higher Education Commission

### **Robert L. Green**

Secretary  
Maryland Department of Public Safety and  
Correctional Services

### **Rona E. Kramer**

Secretary  
Maryland Department of Aging

### **George W. Owings, III**

Secretary  
Maryland Department of Veterans Affairs

### **Lourdes R. Padilla**

Secretary  
Maryland Department of Human Services

### **Tiffany P. Robinson**

Secretary  
Maryland Department of Labor

### **Karen Salmon**

State Superintendent of Schools  
Maryland State Department of Education

### **Kelly M. Schulz**

Secretary  
Maryland Department of Commerce



*Labor Secretary Tiffany Robinson, Chair Louis Dubin, Executive Director Michael DiGiacomo, and members of the GWDB were thrilled to receive a citation from Governor Larry Hogan at the December 2019 board meeting.*

## Representatives from the Maryland General Assembly

### The Honorable Vanessa Atterbeary

State Delegate  
District 13, Maryland

### The Honorable Cheryl Kagan

State Senator  
District 17, Maryland

## Representatives from Local Government

### Gavin Buckley

Mayor  
City of Annapolis

### Edward C. Rothstein (COL Ret)

Commissioner  
Carroll County Commissioners Office

## BUSINESS MEMBERS

The WIOA and Executive Order state that a majority of the members appointed by the Governor shall be owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority. These hand-picked business leaders are established advocates for Maryland's workforce challenges. The GWDB has private sector business representation from key foundational and emerging industries critical to Maryland's growth including construction, cybersecurity, healthcare, hospitality, information technology, and advanced manufacturing.

### Louis M. Dubin

Board Chair  
Managing Partner  
Redbrick LMD

### Christopher Sachse

Board Vice-Chair  
CEO  
ThinkStack

### Mick Arnold

President  
Arnold Packaging

### Steven W. Groenke

CEO  
Storbyte, Inc.

### Michelle B. Smith

President & CEO  
1st Choice, LLC

### Kevin D. Heffner

President & CEO  
LifeSpan Network

### Gary E. Bockrath

Consultant – Operational & Financial  
Tatum

### Larry Letow

Operating Partner  
Interprise Partners

### Alice A. Blayne-Allard

Owner  
Free State Cooperage, LLC

### Carl Livesay

Vice President Operations  
Maryland Thermoform Corporation

### Veronica A. Cool

Founder & Managing Director  
Cool & Associates, LLC

### Aminah "Amie" J. Long

Human Resources Director  
Chaney Enterprises

### E. Katarina Ennerfelt

President/CEO  
ARCON Welding Equipment, LLC

### Roya Mohadjer

Business Development and Strategy  
Social and Scientific Systems, Inc.

### Wanda Smith Gispert

Regional Vice President, Workforce Development  
MGM Resorts International

### Chad J. Nagel

Vice President  
Nagel Farm Service

**Stephen W. Neal**

President/CEO  
K. Neal International Trucks, Inc. K. Neal Idealease

**Alexander G. Núñez**

Senior Vice President, BGE Regulatory and External Affairs  
BGE

**Charles A. Ramos**

Consultant

**James A. Sears, Jr.**

President, Maryland Operations  
Potomac Edison

**Gerald M. Shapiro**

President  
Shapiro & Duncan, Inc.

**Leslie R. Simmons**

Executive Vice President  
LifeBridge Health

**William E. Simons**

Senior Vice President  
Coakley & Williams Construction, Inc.

**Charles T. Wetherington**

President  
BTE Technologies, Inc.

**Michelle J. Wright**

President  
Certus Consulting, LLC

**Charnetia V. Young**

National Business Development Manager  
CVS Health

## COMMUNITY WORKFORCE MEMBERS

Maryland's workforce system is dependent on a network of community and workforce leaders to provide innovative services, education and training resources, and services that support the needs of jobseekers. Governor Larry Hogan has selected a diverse representation of community and workforce leaders with a proven track record of delivering quality services to Maryland's jobseekers and businesses alike.

**John D. Barber, Jr.**

President of Local 177  
Northeast Regional Council of Carpenters

**Jennifer W. Bodensiek**

President & CEO  
Junior Achievement of Central Maryland

**Andrea E. Chapdelaine, Ph.D.**

President  
Hood College

**Michelle Day**

Director  
Frederick County Workforce Services  
President, Maryland Workforce Association

**Sandra Kurtinitis**

President  
Community College of Baltimore  
County rep. Maryland Association of Community  
Colleges (MACC)

**Andrew B. Larson**

National Project Coordinator  
International Union of Painters and Allied Trades,  
Job Corps Program

**Gary E. Murdock**

Training Director  
Steamfitters Local 602

**Lisa Rusyniak**

President & CEO  
Goodwill Industries of the Chesapeake, Inc.

**Martin "Marty" Schwartz**

President  
Vehicles for Change

## RETIRED IN 2019

The GWDB would like to thank the following board members for all of their hard work and dedication to improving Maryland's workforce outcomes. The following list of representatives retired from the board in 2019. We thank them for their service.

### **Francis "Hall" Chaney, III**

President  
Chaney Enterprises

### **Bernie Fowler**

Founder & President  
Farming 4 Hunger, Inc.

### **R. Michael Gill**

Secretary  
Maryland Department of Commerce

### **Alvin C. Hathaway, Sr.**

Senior Pastor  
Historical Union Baptist Church of Baltimore

### **Tony Hill**

Managing Partner  
Edwards & Hill Office Furniture

### **Francis "Frank" X. Kelly, III**

CEO  
Kelly & Associates Insurance Group, Inc.

### **Dawn Lindsay**

President  
Anne Arundel Community College

### **Stephen T. Moyer**

Secretary  
Maryland Department of Public Safety and Correctional Services

### **Kirkland "Kirk" J. Murray**

President & CEO  
Anne Arundel Workforce Development Corporation  
President, Maryland Workforce Association

### **Ronald R. Peterson**

President Emeritus  
The Johns Hopkins Health System

### **James E. Rzepkowski**

Acting Secretary  
Maryland Department of Labor



Governor Larry Hogan with GWDB members

# STRATEGIC INITIATIVES

Since 2016, the Governor's Workforce Development Board (GWDB) has overseen several taskforce groups that have acted as essential catalysts to Maryland's job creation and economic growth at the local, regional, and state levels. The GWDB brings important leaders together in order to better understand what skills employers need today with a goal of developing strategies and investments that target the specific recommendations of Maryland's in-demand industries. The GWDB recognized the phenomenal efforts taking place across the state, and as such, initiated collaboration with multiple partners and initiatives in order to streamline processes and avoid duplication of efforts. Over 2019, the GWDB integrated the taskforce groups into these initiatives, partnering with various state agencies and community organizations. This included the expansion of prior initiatives and the implementation of new business-building partnerships.

These cross-cutting strategic initiatives include: 1) advanced manufacturing and skilled trades; 2) workforce, inclusion, diversity, and equality; 3) outreach; 4) healthcare; 5) cybersecurity and information technology (IT); and (6) education. Essential to these initiatives is the engagement and support from stakeholders and leaders throughout the business, workforce, education, labor, and nonprofit industries representing Maryland.

## ADVANCED MANUFACTURING AND SKILLED TRADES

The advanced manufacturing and skilled trades initiative focuses on aligning industry leaders and school representatives to ensure that Maryland students are aware of the opportunities in the manufacturing and skilled trades field, and that Career and Technical Education (CTE) in Maryland meets the training needs of these identified career opportunities. Maryland currently has thousands of open jobs in manufacturing and construction, and through collaboration with multiple advanced manufacturing and skilled trades representatives and business leaders, it is clear that Maryland trade industries are eager to recruit and develop a sustainable future workforce. The Governor's Workforce Development Board (GWDB) collaborated with stakeholders for strategic outreach efforts to educate the future workforce, including students, parents, and young adults, of the excellent career opportunities available within the trade industry, as well as collaborating with the various education and training providers in these areas.

The GWDB has maintained a strong partnership and collaborated on efforts with the **Maryland Center for Construction Education & Innovation** (MCCEI) since its inception in 2009. Through an annual appropriation from the State of Maryland, MCCEI works with the Maryland Department of Labor and the GWDB on advancing and improving the built environment industry labor force. In addition to aligning business-building collaborations

with MCCEI, the GWDB also featured MCCEI's ACE (Architecture, Construction, Engineering) mentoring program at the December 2019 GWDB quarterly meeting. ACE is a national organization that mentors high school students using volunteer industry practitioners to teach the basics of how building projects come together. MCCEI discussed their ACE program for Baltimore, where students learn about land use regulations, design and architecture, engineering, construction management, and facilities maintenance. Members of the GWDB were encouraged to volunteer as industry mentors and to attend an internship and industry fair event for students to explore local architecture, construction, and engineering companies.

The GWDB has continued its partnership with the **Maryland Manufacturing Advisory Board** (MMAB). The mission of the MMAB is to advise the Maryland Secretary of Commerce and report to the Governor and General Assembly on ways to encourage new and expanding manufacturing enterprises in Maryland. In 2019, The Maryland Chamber Foundation piloted their **Teacher Externship Program**, which is a four-week summer program that bridges the gap between businesses and educators by pairing high school teachers with top Maryland businesses that can provide hands-on experience in industries related to the subjects they teach. The Chamber Foundation coordinated several tours with MMAB members over the



*GWDB member Mick Arnold, President of Arnold Packaging, hosts Regional Manufacturing Institute (RMI) members for a tour of his facility.*

summer of 2019, and the GWDB assisted in connecting with several manufacturers. The program will help teachers gain invaluable experiences and perspectives they can share with their students through field trips, enhanced lesson plans, and exciting classroom activities.

The nonprofit association **Regional Manufacturing Institute** (RMI) represents and advocates for the interests of manufacturers across Maryland by providing various programs and services. Mick Arnold, President of Arnold Packaging and GWDB member, facilitated a tour of his facility for RMI members in February 2019. Arnold Packaging, which designs and manufactures custom-made shipping containers and boxes, works with schools and communities to help further engage them in the manufacturing sector through providing plant tours and utilizing augmented reality (AR) and virtual reality (VR). This innovative approach allows Arnold Packaging to have an expansive reach by engaging students in a fun, interactive way, and also reach those who are not located near enough to have an onsite tour.

The GWDB continued to discuss manufacturing initiatives with the **Maryland Manufacturing Extension Partnership** (MD MEP), and assisted in coordinating Arnold Packaging to speak on a panel at the Manufacturing and Construction Executive Summit in March 2019.

The GWDB coordinated with Brittany Tegeler, President of **Tegeler Construction & Supply**, to host a booth at Junior Achievement of Central Maryland's Inspire event in November 2019. Tegeler Construction & Supply is a construction material supplier with the mission of leveraging their platform as a women-owned business in a heavily male dominated industry to inspire and empower young

females to become entrepreneurs, business owners, and powerful community leaders. JA Inspire is a dynamic career development experience that gives middle school students access to high-growth careers and area employers, postsecondary education opportunities, and interactive career activities. In 2019, JA Inspire provided 8,000 eighth graders from Baltimore County Public Schools a glimpse of the in-demand jobs in Maryland.

## WORKFORCE, INCLUSION, DIVERSITY, AND EQUALITY

The workforce, inclusion, diversity, and equality initiative is charged with developing a targeted strategy to meet employer demands while giving priority to growing a diverse workforce and supporting individuals with barriers to employment. Marylanders from different demographics, including disadvantaged workers, minorities, immigrants, individuals with disabilities, older individuals, returning citizens, refugees, veterans, and young adults, must be included in all of Maryland's multi-pronged, strategic workforce development plans. The Governor's Workforce Development Board (GWDB) continues to work with partners from various industries, education, and State agencies to ensure economic growth and opportunity for all.

### Diversity and Equality

An essential function of the Governor's Workforce Development Board (GWDB) is the promotion of a workforce that reflects the diversity of the State of Maryland. The GWDB is committed to diversity, inclusion, and equality throughout industry sectors to ensure a wide range of experiences, perspectives, and skills provide a culture of innovation and solutions that meet the needs of all Maryland businesses and residents.

Co-sponsored by the Maryland Departments of Human Services and the Maryland Department of Labor, the **Skilled**

**Immigrant Taskforce** addresses barriers that skilled immigrants face when attempting to join Maryland's workforce. The taskforce is comprised of private and public sector stakeholders, including government agencies, nonprofits, and businesses. During 2019, GWDB staff provided input on business/employer engagement in hiring skilled new Americans and assisted in updating financial literacy and employment related brochures for skilled immigrants and community providers.

The GWDB helps staff the legislatively mandated **Equal Pay Commission** through administrative and logistical responsibilities, which include: attending meetings; reviewing an annual Equal Pay Commission report; and providing input. GWDB staff also worked on updating the Commission's website and record keeping initiatives. The Commission has six legislated goals including: evaluating wage disparities; establish a mechanism to collect data; recommend best practices; study and make recommendations regarding administrative and legal remedies; develop partnerships with public and private entities; and share data and findings.

During the September 2019 GWDB quarterly meeting, Maryland **workforce data** was presented to board members, providing an overview of the fields being captured to study workforce engagement. This included results of enrollment over time of various special populations, including minorities, ex-offenders, veterans, and individuals with a disability, who could be viewed by their enrollment location in Maryland. The GWDB continues to collaborate in pulling customized reports for interested board members, and will continue to monitor and share consistent data reports on enrollment trends for various special populations at quarterly board meetings so that members can see and track trends.

Located in Laurel, Maryland, the **Woodland Job Corps Center** teaches eligible young people the skills they need to become employable and independent, places them in meaningful jobs, and/or assists in furthering their education. Woodland Job Corps Center offers hands-on career technical training in high-growth industries, such as construction and hospitality, assists residents in getting their GED or high school diploma, offers English language learning services, provides driver's education, offers career planning, provides on-the-job training, and job placement. Job Corps is a no-cost education and training program administered by the U.S. Department of Labor that helps young people ages 16 to 24 improve the quality of their lives through career technical and academic training. The Advanced Culinary program at Woodland Job Corps Center catered GWDB quarterly meetings throughout 2019, providing students with invaluable practice and the opportunity to network with board members and stakeholders.

### Individuals with Disabilities

The Governor's Workforce Development Board (GWDB) partners with various programs intended to meet the needs of individuals with disabilities and provide the support necessary for their full participation in Maryland's workforce.

The GWDB provides business input for the **Interagency Transition Council for Youth with Disabilities (IATC)**, which is a partnership of State and local government agencies, educators, family members, and advocates. The IATC mission is to help improve the policies and practices that affect Maryland students with disabilities by preparing them to transition from high school to adult services, college, employment, and independent living. The GWDB coordinates closely with IATC participants, especially in connecting parent advocates with the Maryland State Department of Education (MSDE) and workforce partners.



*Governor Larry Hogan with the Woodland Job Corps Center Advanced Culinary program participants at the GWDB quarterly meeting.*

The **Kennedy Krieger Institute**, which is located in Baltimore, is an internationally recognized institution dedicated to improving the lives of children and young adults with pediatric developmental disabilities and disorders of the brain, spinal cord and musculoskeletal system, by offering patient care, special education, research, and professional training. Over 2019, the GWDB built a strategic partnership with the Kennedy Krieger Institute by assisting in business outreach for their Project SEARCH program. Project SEARCH is a 10-month transition program for individuals 18 through 24 years of age that provides hands-on job training through integrated worksite rotations, career exploration, innovative adaptations, and mentoring from experienced staff. On November 7, 2019, GWDB Executive Director Michael DiGiacomo spoke on a panel at the Kennedy Krieger Institute's Neurodiversity in the Workplace conference, along with Maryland Department of Commerce Secretary Kelly Schulz and Maryland Department of Disabilities Secretary Carol Beatty. The panelists discussed the state of employment in Maryland and efforts to build a neurodiverse talent pipeline and workforce. The GWDB highlighted Maryland's interagency collaboration as a holistic approach to deliver customized services to support Maryland jobseekers.

### Returning Citizens

Advocating for returning citizens by connecting individuals with a criminal record to sustainable employment is a top priority of the Governor's Workforce Development Board (GWDB). By connecting returning citizens to immediate and long-term employment, the State of Maryland can reduce recidivism rates and fill much needed labor gaps. The GWDB is committed to changing the conversation and shifting the stigma with respect to returning citizens, and helping the re-entry population prepare for meaningful employment when they return to the Maryland workforce and communities.

The Maryland Department of Labor, in coordination with the Department of Public Safety and Correctional Services (DPSCS), was awarded a \$100,000 grant from the Maryland State Librarian's Office to purchase approximately \$8,100 worth of new books for libraries at 12 of Maryland's

correctional facilities. These **correctional libraries** play a vital role in providing inmates with access to educational opportunities, recreational reading, legal references, and resources to aid in re-entering the workforce. In December 2019, the GWDB joined DPSCS Secretary Robert Green and Labor Secretary Tiffany Robinson at the Jessup Correctional Institution to present inmates with a brand new collection of books.

The GWDB facilitated a returning citizens briefing for GWDB members in collaboration with the Maryland Chamber of Commerce, the Maryland Department of Labor, the Maryland Department of Public Safety and Correctional Services, and the Governor's legislative office, to discuss potential re-entry legislation and workforce opportunities. As a result of this meeting in July 2019, the Maryland Chamber Foundation invited GWDB members to join its **Second Chance Taskforce**. Since the conclusion of the 2019 legislative session, the Maryland Chamber Foundation has been actively seeking ways to address the challenges faced by the ex-offender community as these individuals prepare for and seek employment post-incarceration. Through its Second Chance Taskforce, the Foundation has convened a group of interested stakeholders, including business representatives, GWDB members, and justice reform advocates, to explore proactive steps to reduce recidivism through employment. GWDB staff and board members have continued to participate and provide strategic input as members of the Second Chance Taskforce. Over 2020, the taskforce priorities will focus on a policy report detailing Maryland's incarceration rates, trends, and the intersection with workforce participation, as well as an employer toolkit and technical workshops for employers.

In December 2019, the GWDB coordinated a conference call for GWDB business members who were interested in learning more about **Senate Bill 157** (SB 157), sponsored by Senator Robert Cassilly, which would alter Maryland's negligent hiring law. SB 157 establishes that employers in certain industries may not be held liable for negligently hiring or failing to adequately supervise an employee based solely on



*Pictured from left to right: Dr. Nancy Grasmick, Disabilities Secretary Carol Beatty, GWDB Executive Director Michael DiGiacomo, and Commerce Secretary Kelly Schulz speaking on a panel at Kennedy Krieger Institute's Neurodiversity in the Workplace conference.*

an employee's criminal record. Senator Cassilly explained to participants that SB 157 would reduce the liability exposure for employers that choose to hire individuals with criminal records, which would remove a barrier to employment and could in turn reduce recidivism, promote re-entry, and benefit Maryland's economy by filling labor gaps. The GWDB coordinated with seven business representatives to participate in the conference call with Senator Cassilly, and those interested in supporting the legislation in their personal capacity as representatives of their business were connected with Senator Cassilly's legislative staff.

The Maryland Department of Public Safety and Correctional Services (DPSCS) partnered with the Maryland Department of Labor and the Maryland Department of Commerce to host a **Re-Entry Employers Symposium** at the Living Classrooms Foundation in January 2020. The symposium highlighted the need and resources available for employers who hire individuals with a criminal record. GWDB board member Robert Green, Secretary of DPSCS, spoke about the symposium at the GWDB December 2019 quarterly meeting and encouraged the 87 attendees to participate. The GWDB also disseminated details to board members and stakeholders, and several GWDB members attended the symposium.

The GWDB worked with Marcus Bullock, CEO and Founder of the mobile application **Flikshop**, to present at the June 2019 board meeting. Flikshop is a technology application that helps keep families connected to their loved ones during incarceration, with the understanding that incarcerated individuals who are in constant contact with their families and friends are far more likely to successfully re-enter their communities upon release. This technology is impactful, helping connect more than 145,000 families, permitting targeted campaigns and opportunities, such as legal services and housing assistance for those upon release.

Board member Martin "Marty" Schwartz, President of **Vehicles for Change**, invited GWDB staff and board members to join a facility tour with Maryland Economic Development Association (MEDA) members. Vehicles for Change awards donated cars to low-income families and facilitates a re-entry internship program. Full Circle Auto Repair & Training Center trains returning citizens to become skilled auto mechanics by providing Automotive Service Excellence (ASE) classroom training as well as hands-on training under the supervision of a master mechanic. At the

completion of their internship, 100% of program graduates are immediately hired within the automotive industry.

Additionally, the GWDB continues to seek out best practices and learn from successful programs for returning citizens, such as touring the Northwest American Job Center, which features innovative and tailored services for returning citizens, as well as attending expungement clinics and re-entry job fairs across the State.

## OUTREACH

The Governor's Workforce Development Board (GWDB) recognizes that an essential component of the incredible services and opportunities being provided in Maryland is ensuring that businesses and the public are aware that these services are available. As such, the GWDB is committed to developing promotional strategies resulting in greater awareness, understanding, and utilization of the statewide workforce development system in Maryland. The GWDB spearheaded a weekly newsletter for board members in order to share relevant information and to champion the work of the GWDB and other stakeholders throughout Maryland industries. The GWDB is continuously networking and producing opportunities to connect Maryland businesses, State agencies, and future employees. The GWDB has explored greater social media collaboration with the Maryland Department of Labor and other State agencies in the promotion of various GWDB initiatives, and the GWDB continues to cultivate business-building relationships to ensure relevant partners receive applicable and beneficial information. Additionally, the GWDB staff has solicited and gathered feedback from a majority of board members to gauge suggestions for moving forward, and will continue to engage members in this manner through informal and formal surveys.

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*Marty Schwartz, President of Vehicles for Change, was a recipient for the 2019 MEDA Award for an Economic Development/Redevelopment Program. The Award recognizes the people, programs, and projects bringing economic prosperity to Maryland.*



## HEALTHCARE

The healthcare and life sciences industry is one of the largest employer industries in the state. The GWDB has focused on initiatives that provide both entry-level and incumbent workers with a clear and efficient career pathway to high-demand, high opportunity jobs in the healthcare environment through partnerships with Maryland community colleges, Career and Technical Education (CTE) programs, and community partners.

The healthcare industry has expressed a crucial need to close the direct services workforce gap of those caring for aging Marylanders. The GWDB is a member of the **Maryland Regional Direct Services Collaborative** advisory board, which is a network of organizations and individuals working together to build and sustain a well-trained direct services workforce. The Collaborative seeks to proactively address the critical issues impeding the availability of the support services for older adults and persons with disabilities through policy reform, advocating systems change, and providing leadership in the implementation of new program initiatives. The Collaborative continues to expand its initiatives focused on improving wages and benefits, implementing a new and expanded apprenticeship pathways program, and enhancing workforce supply initiatives. The GWDB incorporated **Baltimore Alliance for Careers in Healthcare** (BACH) to work with the Collaborative on their apprenticeship program to create a pipeline of qualified frontline healthcare workers in the Baltimore area. As part of their BACH apprenticeship, participants are paid and work part-time at an area hospital while completing on-the-job training and classroom training provided by Community College of Baltimore County (CCBC). Additionally, the GWDB participated in the Anne Arundel Local Workforce Board Geriatric advisory meeting and connected interested parties with the Collaborative.

## CYBERSECURITY AND INFORMATION TECHNOLOGY

There is a critical need for Maryland's future workforce, especially students, to understand computer science, cybersecurity, and information technology (IT) as businesses become reliant on technology across every industry. In Maryland and around the country, there is an ever growing number of vacant cybersecurity and IT jobs. The Governor's Workforce Development Board (GWDB) has focused its efforts on engaging students as well as incumbent workers as necessary catalysts to fill these openings. The GWDB and stakeholders continued to engage with leaders and experts from businesses across multiple industries, higher education, and nonprofits to ensure education and instruction align with employer needs in the cybersecurity and IT field.

In accordance with Executive Order 01.01.2017.27, the GWDB developed the *Computer Science Education and Professional Development Findings Report*, which was delivered to the Governor and members of the Maryland General Assembly in mid-2018. The report addressed how Maryland can more fully develop a workforce that meets the current and future demands of Maryland employers, and provide opportunities for all Marylanders to succeed. The key recommendations from the report include: 1) host and promote computer science public events; 2) recognize formal and informal pathways to computer science careers; 3) increase mentorship and coaching opportunities for youth; 4) increase access to computer science courses; 5) grow computer science participation and interest among women and minorities; 6) develop a tech extension partnership program; 7) create a Maryland computer science fellowship program; and 8) increase awareness among parents and students of the United States Government security clearance process. The full report can be found at [gwdb.maryland.gov/pub/gwdbcompscirep.pdf](http://gwdb.maryland.gov/pub/gwdbcompscirep.pdf). The GWDB remains committed to supporting and implementing these recommendations through various initiatives, detailed below.

### ***1) Host and promote computer science public events.***

In 2019, the GWDB built a partnership with Loyola Blakefield high school to learn more about their cyber science program and their global initiative to utilize student-led training and mentoring to develop cyber programs. The GWDB attended Loyola's Cyber Science Summit, and GWDB is collaborating with Loyola on their third annual Cyber Competition to include a Workforce Summit geared for students, parents, industry partners, and educators in 2020. The Workforce Summit will build a stronger relationship between high school students and employers by highlighting the needs across many

industry sectors for a future workforce capable of defending against cyber threats. The event sessions will consist of cyber challenges for Maryland students in grades eight through twelve, industry mentors to help train and inspire students, and workforce development programming to connect industry and businesses to the rising talent pool. The GWDB members and stakeholders will be involved in the summit as business representatives, mentors, and will engage their networks of businesses, students, and parents to participate.

On November 9, 2019, the GWDB supported the Maryland STEM Festival for their **Blue Collar STEM Conference**. The conference was geared towards parents, teachers, and students to promote STEM jobs that require non-traditional training.

The GWDB Executive Director, Michael DiGiacomo, spoke on a panel at the **CyberMaryland Conference** in December 2019. The CyberMaryland Conference is an annual two-day event presented by the Federal Business Council (FBC) in conjunction with academia, government, and private industry organizations. The conference incorporates sessions from thought leaders in the cyber ecosystem, an industry showcase and job fair from top cybersecurity companies, and a competitive Cyber Challenge for high school and college teams to test a range of skills simulating real-world cyber scenarios. The panel focused on growing the cybersecurity workforce, and GWDB highlighted several Maryland Department of Labor initiatives, such as apprenticeship and the importance of training incumbent workers, as well as opportunities to encourage more diversity among students through the Girls Go CyberStart competition.



## 2) *Recognize formal and informal pathways to computer science careers.*

At the quarterly board meeting in September 2019, the GWDB facilitated an engaging panel that discussed the importance of **Building a Cybersecurity Pipeline** in Maryland through various and diverse pathways. Alan Paller, President of the SANS Technology Institute, moderated the panel consisting of: Donald Campbell, Senior Vice President of the The Poole and Kent Corporation; Wanda Smith Gispert, Regional Vice President of Talent & Workforce Development for MGM Resorts International; and Chris Sachse, CEO, ThinkStack. The panelists discussed creative solutions to address this pipeline shortage across multiple industries from construction, retail and hospitality, to commercial cybersecurity. Recommendations highlighted the need for businesses to look at their current workforce to explore and engage incumbent workers who may already have an interest or aptitude in this area such as the bartender taking online IT classes or the forklift operator with a natural ability for fixing technology glitches. Panelists also discussed a need to revisit skills listed in job postings and to train human resources on the diverse and complex skills that are essential for technology-related jobs, beyond just requiring specific credentials and degrees.

The GWDB worked with the **Cybersecurity Association of Maryland, Inc.** (CAMI) as they explored a job portal rollout that would more holistically match job seekers with cybersecurity openings. The CAMI online jobs platform, powered by SkillSmart, addresses the shortage of finding qualified candidates for Maryland cybersecurity positions by using a skills-based methodology tailored to each hiring entity. Additionally, the portal also helps candidates identify jobs that match their experience and current skills, the skills they need to acquire for the jobs they want, as well as identifying Maryland education and training resources where job seekers can achieve these necessary skills.

The GWDB, in collaboration with the Maryland Department of Labor, partnered with the **UMBC Training Centers** cyber apprenticeship program to discuss utilization of Maryland Business Works, a program that matches training costs for incumbent workers. Maryland Business Works provides training funds that can be used to upgrade the skills of current employees, while creating opportunities for new hires in in-demand occupations. UMBC Training

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*Participants of Loyola's Cyber Science Summit in 2019.*



GWDB members participate in a roundtable discussion about how businesses can engage the future workforce through mentoring and coaching students.

information and instructions on how to get involved in these various initiatives were provided to all board members following the meeting.

#### ***4) Increase access to computer science courses.***

Throughout 2019, the GWDB participated in the **Maryland Center for Computing Education (MCCE)** steering committee. The MCCE is designed to expand access to high-quality pre-kindergarten through grade twelve (P-12) computing education by strengthening educators' skills and increasing the number of computer science teachers in elementary and secondary education. It also serves as a focal point for broader collaborative initiatives to increase the availability and quality of P-12 computing education across the state, including: stakeholder meetings and partnerships; teacher certification efforts; standards and curriculum development; innovative pedagogical research and practices; training and awareness for administrators, students, and parents; and coordinating with related national efforts. The primary focus of the MCCE is to increase the number of qualified P-12 teachers who teach computational thinking in STEM courses and a full range of computer science courses, leading to multiple postsecondary options in computer science, information technology, and cybersecurity. The MCCE assists local school systems and other partner organizations to increase student exposure to computing and computational thinking by supporting existing teachers, creating a pool of new computer science teachers, and developing educator supports and resources. The GWDB also collaborated with MCCE on a National Talent Ecosystem project grant, focused on data collection, preliminary experiments, and a pilot study for virtual reality (VR) workplace simulations in immersive environments.

#### ***5) Grow computer science participation and interest among women and minorities.***

The GWDB continues its partnership with the SANS Institute to support and spread the word among businesses and educators about the **Girls Go CyberStart** competition. Girls Go CyberStart is an innovative cybersecurity competition designed to inspire more females to get involved as the next generation of cybersecurity professionals through a series of free online challenges and puzzles.

Centers' cyber apprenticeship is a one-year program which combines on-the-job experience provided by an employer with related technical instruction. These apprenticeships allow candidates to earn while they learn and provide employers with entry-level technical talent to fill in-demand cybersecurity roles. The GWDB also attended UMBC Training Centers Cybersecurity Employer Apprenticeship event with students and employers to discuss workforce system initiatives and connections.

#### ***3) Increase mentorship and coaching opportunities for youth.***

At the December 11, 2019, quarterly board meeting, the GWDB facilitated a roundtable discussion on **How Businesses Engage the Future Workforce**. The purpose of the roundtable discussion was to explore how businesses are engaging with the future workforce through mentoring and coaching students. Through this type of engagement, students gain valuable knowledge and are better prepared to make informed decisions about their future career options and the path to get there. Businesses benefited from potential recruitment of future employees who are being taught the skills they are looking for. Attendees learned about Dynamic Automotive's youth apprenticeship program, Maryland Center for Construction Education & Innovation (MCCEI) ACE mentoring program, and Maryland Business Roundtable for Education (MBRT) career coaching initiatives. The roundtable continued with an interactive dialogue representative of the GWDBs incredibly diverse members, including input from: Goodwill Industries of the Chesapeake, Inc.; Maryland Association of Community Colleges; Maryland Higher Education Commission (MHEC) Promise Scholarship; National Association of Manufacturers (NAM) Creators Wanted initiative; and Junior Achievement of Central Maryland. Further

Open to students who identify as female in grades nine through twelve, Girls Go CyberStart encourages participants to explore their interests in cyber studies, learn core cybersecurity skills, and build confidence in problem-solving. In February 2019, Governor Larry Hogan announced that Maryland would once again participate in the competition, stressing that initiatives like Girls Go CyberStart help ensure the next generation of Maryland women close the gender gap in science and technology occupations and become leaders in the 21st century workforce. During the 2019 competition, 10,350 high school girls from 27 states participated. In Maryland, 671 girls participated, an increase of 66% from 2018. The number of Maryland teachers who introduced the program to their students increased from 23 to 64. Six Maryland high schools qualified for the National Finals Championship, and in the final ranking, a team from Montgomery Blair High School placed first and a team from Poolesville High School placed second overall in the country, proving the strength of Maryland's future cybersecurity workforce. A total of \$13,900 in cash prizes and scholarships was awarded to Maryland competitors and their schools in 2019. In December 2019, Governor Larry Hogan again announced that Maryland would participate in the Girls Go CyberStart competition, with the games opening in January 2020. In order to ensure a successful rollout of the program, the GWDB worked closely with the Maryland Department of Labor, Maryland State Department of Education (MSDE), and the SANS Institute to encourage young women in Maryland to register and participate in this exciting opportunity through social media posts, a press release, newsletters, and direct engagement with school officials.

The GWDB continues to champion Governor Larry Hogan's support of initiatives to encourage more women pursuing education and career pathways in STEM through multiple avenues. In October 2019, the GWDB attended a **Women in STEM** seminar at Montgomery Blair High School, which was hosted by the school's Code Girls club, who were the first place winners of the 2019 Girls Go CyberStart competition. At the seminar, speakers discussed their career path in a variety of fields including research, immunology, space weather, engineering, biotechnology, and more. The GWDB also supported Microsoft's panel on **Women in Cyber** by connecting Alan Paller, President of the SANS Technology Institute, to open the event by sharing details on Girls Go CyberStart and other SANS Institute initiatives to encourage more diversity in the cybersecurity field.

The GWDB also participates in the **Baltimore Cyber** advisory board. Baltimore Cyber provides comprehensive training for workforce development and job placement in the IT/cybersecurity industry, targeting incumbent, underemployed, and unemployed Maryland residents, particularly those located in the greater Baltimore metropolitan area. In 2019, Baltimore Cyber ran three training programs and out of 164 participants, 98 (60%) represented minorities and 65 (40%) were female.

#### ***6) Develop a tech extension partnership program.***

The goal of a Tech Extension partnership program would be to create a class of educational opportunities that would focus on technology education through partnerships with multiple higher education institutions, community-based municipal and private spaces, and public-private partnerships with nonprofits and businesses. The GWDB continues to convene and collaborate with representatives from businesses, education institutions, and community-based organizations to develop, discuss, and leverage best practices that are already taking place across Maryland.

#### ***7) Create a Maryland computer science fellowship program.***

Through a partnership with the **National Security Agency** (NSA), a fellowship program was created that allowed fellows from NSA to work for several months at different State agencies, including the Maryland Department of Labor. As a result, these fellows have a deeper understanding of policy processes and needs within Maryland when they return to work for the NSA. In December 2019, the GWDB organized a tour of the NSA for Maryland Department of Labor Secretary Tiffany Robinson and Deputy Secretary Dave McGlone to further support NSA's workforce development strategies that create a talented pipeline of cybersecurity professionals in Maryland.

#### ***8) Increase awareness among parents and students of the United States Government security clearance process.***

The GWDB continues to support and spread the word about the **Fort Meade Alliance** Project SCOPE. Project SCOPE (Security Clearance Overview and Preparation Education) provides middle and high school students with an overview of the importance of being able to obtain security clearances in potential future careers. Local business officials from various backgrounds, such as law enforcement, information

technology, construction, engineering, and office management, speak directly to students to educate them on the importance of being able to qualify for a security clearance.

## EDUCATION

Education is a critical component to preparing Maryland's future workforce for industries spanning from manufacturing to cybersecurity.

In October 2019, the Governor's Workforce Development Board (GWDB) staff participated in a meeting with **Maryland State Department of Education (MSDE)** Division of Career and College Readiness to collaborate on the development of their four-year plan for **Career and Technical Education (CTE)**. This CTE state plan is required by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V). The purpose of the plan is to establish a robust career and technical education system that prepares students for career and postsecondary success. Input from representatives of the business industry was essential to the development of the plan to: improve career guidance that assists students in making informed decisions; support the integration of employable skills in CTE programs; support programs and activities that increase access, student engagement, and success in STEM; and support expanding work-based learning opportunities that are aligned to CTE programs. The draft of the state plan was shared with GWDB members along with the public for those interested in providing input.

Additionally, the Assistant State Superintendent of Schools, Tiara Booker-Dwyer, presented at the December 2019 quarterly board meeting to provide more information on the CTE State Plan. In the CTE State Plan, the GWDB is charged with providing updates on workforce development activities across the state. The GWDB also participates on a panel that reviews proposed CTE programs and has participated in several CTE monitoring visits across the state in 2019.

**Junior Achievement (JA)** is a volunteer-delivered, K-12 program that fosters work-readiness, entrepreneurship, financial literacy skills, and uses experiential learning to inspire students nationwide to dream big and reach their potential. The GWDB partners with both **JA of Central Maryland** and **JA of the Eastern Shore** on multiple initiatives to engage students in learning more about future workforce opportunities in Maryland. In March 2019, the GWDB participated in JA Inspire on the Eastern Shore, which is a hands-on career exploration event that was attended by over 1,000 eighth grade students and 50 employers. In November 2019, the GWDB participated in JA Inspire with Central Maryland, which provided 8,000 eighth grade students from Baltimore County Public Schools a glimpse into the in-demand jobs of our region. The GWDB sponsored a table featuring the opportunities for women in construction, and several board members' businesses were represented at the events. The GWDB also participated in JA of Central Maryland's Women Leadership Summit in March 2019.



*Pictured from left to right: GWDB Director of Workforce Engagement Molly Mesnard, Labor Chief of Staff Sarah Beardsley, NSA Director Judi Emmel, Labor Secretary Tiffany Robinson, Labor Deputy Secretary Dave McGlone, GWDB Vice Chair Chris Sachse, and GWDB Executive Director Michael DiGiacomo at NSA.*

The Governor's **P-20 Leadership Council** of Maryland is a partnership between the State, educators, and the business community to better prepare Maryland students for the jobs needed in the current economy while enhancing the state's economic competitiveness by developing a workforce equipped with 21st century skills. The Council consists of the Governor or his designee, legislators, and representatives from elementary and secondary education in both public and private schools, postsecondary education, and the workforce and economic development communities to include members of the GWDB. The Council also ensures that college and career readiness and college completion strategies for Maryland students are being developed and implemented.

As a result of the **Career Preparation Expansion Act** (CPEA), the Maryland Longitudinal Data System (MLDS) Center and the GWDB are required to produce a report on high school graduates for the five-year period after graduation. The report includes information on wages earned, hours worked per week, and the industry in which the individuals are employed. The GWDB participates in the MLDS Research and Policy Advisory Board meetings and also reviewed and provided feedback for the 2019 Career Preparation Expansion Act report, which was provided to the Governor and General Assembly. The goal of the 2019 report was to understand Maryland high school graduates from the class of 2013 and their workforce outcomes within the context of their participation and/or completion of postsecondary education.

The GWDB continues to collaborate with **Maryland Business Roundtable for Education** (MBRT) through supportive business-building relationships and attending their advisory board meetings. MBRT is a coalition of industry leading employers, including several GWDB

members, that have made a long-term commitment to support education reform and improve student achievement in Maryland. At the December 2019 board meeting, MBRT presented at the roundtable discussion about their involvement in getting volunteers into middle schools for career coaching.

## ADDITIONAL ENGAGEMENT

In addition to the cross-industry strategic initiatives, the Governor's Workforce Development Board (GWDB) continues to collaborate and enhance business-building partnerships that support various workforce development initiatives across the state and country. The GWDB staff are active participants in numerous committees, workgroups, and boards that develop education and workforce solutions, which are instrumental to ensuring that Maryland's various agencies, groups, and organizations are working together to eliminate barriers to future employment.

The **GWDB Interagency Workforce Committee**, comprised of State agency partner senior officials, meets quarterly to ensure coordination and communication across all State agencies that have an investment in developing Maryland's workforce. The committee includes a representative from each of the following Maryland agencies: Department of Housing and Community Development; Maryland State Department of Education and the Division of Career and College Readiness; Department of Disabilities; Department of Aging; Maryland Higher Education Commission; Department of Human Services; Department of Labor; Department of Juvenile Services; and Department of Commerce.

The GWDB again partnered with **Maryland Workforce Outlook Forum**, which took place at Towson University in May 2019. The Maryland Workforce Outlook Forum brings together leaders in business, workforce, and education to find common ground for where transformation and innovation can occur and are needed. The GWDB was a sponsor of the forum and secured Marty Schwartz, GWDB member and President of Vehicles for Change, to speak on a panel featuring leaders who are addressing disparities to improve lives.

The GWDB is an active participant in the **National Governors Association** (NGA) meetings and conferences, discussing best practices, plans, and priorities to position



*Attendees at a Junior Achievement of Central Maryland event.*

workforce systems for success. In 2019, the GWDB staff have provided input on the nature of on-demand gig economy work and potential policy responses. The NGA is the voice of the nation's governors in developing innovative solutions to today's most pressing public policy challenges. Under the leadership of Maryland Governor Larry Hogan, NGA's chair, governors identify priority issues and deal with matters of public policy and governance at the state, national, and global levels. Twice a year, NGA peers from across the nation gather to share best practices and examine key issues facing the states and our nation.

The GWDB staff also participate in a number of relationship building and information gathering opportunities, including attending events and conferences hosted by Maryland Economic Development Association (MEDA), Maryland Association of Counties (MACo), and the Education Training Administration (ETA).

Additionally, the GWDB staff are involved with multiple professional development opportunities to ensure a dynamic, well-rounded, and holistically informed approach to workforce development.

Some of these engagements include:

- Pro Bono Resource Center rent representation and other court-related activities.
- Maryland Legal Aid meeting participation regarding barriers to employment, including discussion of expungement clinics.
- Organized and facilitated the DC Chapter of the Society for Human Resource Management (SHRM) legal government program in October 2019. Topics covered included apprenticeship and hiring of returning citizens.

The GWDB staff provided input on several Maryland Department of Labor policy initiatives and assisted in drafting policy issuances around topics including: Work Opportunity Tax Credit (WOTC); Older Worker Demonstration Grant Monitoring; State Apprenticeship Expansion Grant; Apprenticeship Innovation Fund; and Adult Basic Education Skills and English Language Assessments.



GWDB members at the September 2019 quarterly meeting.

# WORKFORCE INNOVATION AND OPPORTUNITY ACT

The Workforce Innovation and Opportunity Act (WIOA), which took effect July 1, 2015, is landmark legislation designed to strengthen and improve our nation's public workforce system and help put Americans, especially those with significant barriers to employment, back to work. WIOA supports innovative strategies to keep pace with changing economic conditions and seeks to improve coordination between the core WIOA and other federal programs that support employment services, workforce development, adult education and literacy, and vocational rehabilitation activities. Moreover, WIOA promotes program coordination and alignment of key employment, education, and training programs at the federal, state, local, and regional levels. WIOA provides employment, job training, and education services to eligible adults, dislocated workers, and youth. Maryland's WIOA State Plan serves as Governor Larry Hogan's blueprint for the creation of an effective and efficient workforce system. Maryland is streamlining its workforce efforts across multiple agencies into one State Plan by combining workforce plans from the Maryland Department of Labor, Maryland Department of Human Services, and the Maryland State Department of Education's Division of Rehabilitation Services.

## BENCHMARKS OF SUCCESS FOR MARYLAND'S WORKFORCE SYSTEM

Under Governor Larry Hogan's leadership, the **Benchmarks of Success** for Maryland's Workforce System was introduced in 2018. The Benchmarks reflect a shared vision of excellence among the state's workforce system partners and provide a strategic tool for continuous improvement. As Maryland seeks to strengthen and enhance its workforce system through implementation of the WIOA, success requires a commitment to innovation, collaboration, and readiness to take a true systems approach. In order to guide the WIOA partners in this work, the Benchmarks set forth a clear vision, goals, and measurable achievement that will help Maryland gauge its success.

The Chair of the Governor's Workforce Development Board (GWDB) Louis Dubin, supported by GWDB staff, is an active member on the **Executive Steering Committee** for the Benchmarks of Success. The Committee's mission is to provide strategic leadership for the rollout and implementation of Maryland's Benchmarks of Success initiative. The Committee oversees the actions of five subcommittees: WIOA Alignment; Communications; Data and Dashboard; Policy; and Professional Development and Technical Assistance.

In addition to participating in the **WIOA Alignment** monthly group meetings, which oversee and coordinate the activities of the Benchmarks five subcommittees, the GWDB

staff are also members of both the **Communications** and **Policy** subcommittees. The Communications committee is responsible for developing a plan that identifies stakeholders, effective communication methods, and maps out the implementation of the Benchmarks of Success; this committee facilitates and maintains the internal communication between the committees as well as external communication about the Benchmarks of Success. In 2019, the Communications committee developed collateral materials, including rack cards and flyers, which will be distributed statewide to service sites operated by the Maryland Department of Labor, the Maryland Department of Human Services, the Maryland State Department of Education, Division of Rehabilitation Services, and the Maryland Department of Community Housing and Development. The GWDB staff also presented on the Benchmarks goals to 10 of the Local Workforce Development Boards in 2019.

The Benchmarks Policy committee identifies opportunities which support the Benchmarks implementation via policy recommendations and reform, such as input from employers, government, and nonprofit community leaders. GWDB staff have helped provide subject matter experts for these related discussions. In 2019, policy discussions included: transportation barriers; abating the benefits cliff; measurable skills gains; and engaging employers around priority populations. The committee has drafted a Policy Recommendations Report for 2019, which was presented to the WIOA Alignment group for review in early 2020.

## APPRENTICESHIPS

Registered apprenticeships give employees the opportunity to have a full-time job, learn through a combination of on-the-job training and classroom instruction, and earn a salary. Open to any industry and all individuals 18 years or older, apprenticeships provide Marylanders with alternative pathways for exploring, establishing, and growing in an occupation or profession. Over the past five years, Governor Larry Hogan's administration has more than doubled the amount of funding provided for Maryland's apprenticeship program, which has led to a 45% increase in the number of new apprentices. At the end of 2019, there were 10,440 apprentices, 3,770 employers, and 159 program sponsors actively participating in the state's registered apprenticeship program. Diversity in registered apprenticeship programs has also increased with 4,213 minorities registered, an increase of 37% since 2015. In addition, the number of female apprentices enrolled in registered apprenticeships has increased by 70% since 2015.

The state's nationally-recognized youth apprenticeship program, Apprenticeship Maryland, has also experienced tremendous growth with 15 county school systems and 151 employers participating at the close of 2019, providing apprenticeship to over 60 students during this school year. Apprenticeship Maryland gives high school juniors and seniors a head start on their future career by working a minimum of 450 hours with a certified employer while receiving high school credit.

The GWDB continues to work alongside the Division of Workforce Development and Adult Learning (DWDAL) in spreading the apprenticeship message through engagement with several partners and outreach. The GWDB members

were all invited to participate in National Apprenticeship week events and workshops taking place in November 2019. The GWDB staff participated in the State Apprenticeship Expansion Grant policy overview and initial draft.

## EMPLOYMENT ADVANCEMENT RIGHT NOW (EARN)

Established in 2014, Employment Advancement Right Now (EARN) is the state's nationally-recognized workforce solution. The program is industry-led, designed with the flexibility to ensure that Maryland's businesses have the talent they need by focusing on industry sector strategies that produce long-term solutions to sustained skills gaps and personnel shortages. Based upon employer-identified training needs, Strategic Industry Partnerships (SIPs) provide education and skills training to unemployed and underemployed Marylanders, including support for individuals with specific barriers to employment. The program also provides career advancement strategies for incumbent workers, leading to a more highly skilled workforce and improved business outcomes for employers. As of October 2019, more than 4,500 unemployed and underemployed individuals had obtained employment as a result of their participation in EARN. Nearly 7,500 incumbent workers have benefited from training, leading to increased skillsets and improved business outcomes for Maryland employers, including cost savings, increased productivity, and decreased attrition. The GWDB is continuously seeking opportunities to support the program and its ability to transform the lives of Marylanders on a daily basis, while positively impacting the state's business climate.

# LOCAL BOARDS

The Governor's Workforce Development Board (GWDB) oversees Maryland's 12 Local Workforce Development Boards. In 2019, the GWDB conducted local plan recertification approvals, whereby appropriate board representation from business and other entities was noted and updated on the GWDB website.

The Workforce Innovation and Opportunity Act (WIOA) requires that each Local Board develop and submit to the Governor a four-year Local Plan. The Local Plans are comprehensive, including an analysis of the existing economic conditions within each local area, identification of emerging business sectors with potential growth, and identification of local business priorities within the respective area. In pursuit of a comprehensive and responsive plan for both employers and jobseekers, and in accordance with WIOA, the GWDB helped align the 12 Local Plans with the State Plan. The process was thorough and included submissions of Local Plans with plan revisions, review and comments from State officials and board members, and direct feedback to each local area.

The GWDB regularly participates in the monthly Maryland Workforce Association (MWA) meetings, which is comprised of the 12 Local Workforce Directors in Maryland. In September 2019, the MWA hosted the third annual Raising the Bar conference. This two-day event provides workforce development and education professionals with the opportunity to discuss evidence-based solutions and promising practices for developing Maryland's workforce system. In 2019, there were 55 workshops and over 1,000 attendees.

The GWDB also attended 10 Local Workforce Development Boards meetings in 2019, as well as several American Job Center openings.

## **Anne Arundel Workforce Development Corporation**

*Workforce Development Board for Anne Arundel County*

Walter Townshend, Chair

Kirkland "Kirk" J. Murray, President & CEO

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

## **Mayor's Office of Employment Development**

*Workforce Development Board for Baltimore City*

Yariela Kerr-Donovan, Chair

Jason Perkins-Cohen, Director

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

## **Baltimore County Department of Economic and Workforce Development**

*Workforce Development Board for Baltimore County*

Anna-Maria Palmer, Chair

Mary Manzoni, Chief, Workforce Development

[www.baltimorecountymd.gov/agencies/jobtraining](http://www.baltimorecountymd.gov/agencies/jobtraining)

## **Frederick County Workforce Services**

*Workforce Development Board for Frederick County*

Cynthia Trout, Chair

Michelle Day, Director

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

## **Lower Shore Workforce Development Board**

*Workforce Development Board for Somerset, Wicomico and Worcester Counties*

Tony Nichols, Chair

Rebecca Webster, Workforce Director

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

## **Mid-Maryland**

*Workforce Development Board for Carroll and Howard Counties*

Lisa Heflin, Interim Chair

Francine Trout, Director

[www.mid-marylandwib.org](http://www.mid-marylandwib.org)

## **Montgomery County Division of Workforce Development Services**

*Workforce Development Board for Montgomery County*

Ted Rose, Chair

Ellie Giles, CEO

[worksourcemontgomery.com](http://worksourcemontgomery.com)

## **Employ Prince George's**

*Workforce Development Board for Prince George's County*

Charnetia Young, Chair

Walter Simmons, President & CEO

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

**Southern Maryland Workforce Development Network**

*Workforce Development Board for Calvert, Charles and St. Mary's Counties*

Michelle Nicholson, Chair

Ruthy Davis, Director

[smdworkforceboard.org](http://smdworkforceboard.org)

**Susquehanna Workforce Network**

*Workforce Development Board for Cecil and Harford Counties*

Kevin Walls, President

Bruce England, Executive Director

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

**Upper Shore Workforce Development Board**

*Workforce Development Board for Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties*

George Weeks, Chair

Dan McDermott, Executive Director

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

**Western Maryland Consortium**

*Workforce Development Board for Washington, Allegany and Garrett Counties*

Amos McCoy, Chair

Debora Gilbert, Executive Director

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



# 2019 GOVERNOR'S WORKFORCE DEVELOPMENT BOARD OPERATIONS

Description	2019 Appropriation
Salaries and Fringe Benefits	\$498,634.00
Technical and Special Fees	\$0.00
Communications	\$2,843.00
Travel	\$6,897.00
Vehicles	\$17.00
Contractual Services	\$20,401.00
Supplies and Materials	\$780.00
Equipment - Replacement	\$457.00
Fixed Charge	\$33,214.00
<b>Sub-total</b>	<b>\$563,243.00</b>
Non-Government Grant: MCCEI - Maryland Center for Construction Education and Innovation	\$250,000.00
<b>TOTAL</b>	<b>\$813,243.00</b>

Reimbursable Fund Expenditures	2019 Appropriation
DHS-Department of Human Services	\$66,149.00
DPSCS-Department of Public Safety and Correctional Services	\$3,854.00
MDoC-Maryland Department of Commerce	\$35,713.00
MDoL-Maryland Department of Labor: DWDAL-Division of Workforce Development and Adult Learning	\$258,409.00
DWDAL- Division of Workforce Development and Adult Learning	[218,689]
MDoA-Maryland Department of Aging	[2,568]
MDoD - Maryland Department of Disabilities	[18,586]
DJS-Department of Juvenile Services	[18,566]
MDVA-Maryland Department of Veterans Affairs	\$0.00
MHEC-Maryland Higher Education Commission	\$2,633.00
MSDE-DORS- Maryland State Department of Education	\$101,876.00
MSDE-Perkins- Maryland State Department of Education	\$35,861.00
<b>Sub-Total</b>	<b>\$504,495.00</b>
General Fund	\$58,748.00
<b>Non-Government Grant: MCCEI-Maryland Center for Construction Education and Innovation</b>	<b>\$250,000.00</b>
<b>TOTAL</b>	<b>\$813,243.00</b>

## 2020 Meeting Dates

Board meetings are open to the public and are held from 3:30 p.m. to 5:30 p.m. unless otherwise noted.

Visit [www.gwdb.maryland.gov/board/](http://www.gwdb.maryland.gov/board/) for location details.

Wednesday  
March 18, 2020

Wednesday  
June 10, 2020

Wednesday  
September 16, 2020

Wednesday  
December 9, 2020

# LOOKING AHEAD

In 2020, the Governor's Workforce Development Board (GWDB) is looking forward to continuing and enhancing many of the strategic initiatives and business-building partnerships from 2019. Across industry sectors, from manufacturing to cybersecurity to healthcare, the GWDB is prioritizing how to extend our reach beyond the traditional avenues. The GWDB will be working in close collaboration with businesses, educators, parents, students, and community organizations working directly with the next generation to strategize effective outreach that ensures Maryland's future workforce is informed and adequately trained to meet the jobs of our future.

Due to the GWDB's long standing relationship between Maryland businesses and education, the GWDB is committed to aligning the skills students are being taught and exposed to with what employers are looking for. The GWDB will work closely with the business community, elementary to secondary schools, and postsecondary institutions to develop quality workforce learning opportunities, including youth apprenticeship and registered apprenticeship, that prepares students for a modern economy. The GWDB will work with partners across its strategic initiatives in cybersecurity and IT, manufacturing and skilled trades, healthcare and life sciences, and education to create a career preparation system that is attuned to the workforce needs and economic goals of Maryland. The GWDB will continue to support best practices to integrate industries, education, and workforce training that supports a diverse future workforce where every Marylander has the opportunity to participate and succeed. The collaboration of workforce and education are essential as we look to 2020 and beyond.

# GWDB STAFF

**Michael R. DiGiacomo**, Executive Director

**Kenneth Lemberg**, Deputy Director

**Molly Mesnard**, Director of Workforce Engagement

**Darla J. Henson**, Executive Administrator



DEPARTMENT OF LABOR

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