

Bioscience - cont. from page 1

- The Workforce Issues subcommittee is addressing quality of life, marketing what Maryland has to offer, and transportation issues and their impact on recruitment and retention of employees.

#### Next Steps

- The Military Retirement pension issue, as a shared concern with the Aerospace and Healthcare Industry Initiatives, will be explored and collaboratively addressed.
- The subcommittees will continue to meet and perform the necessary research, surveying and collection of information in support of their charge and will present updates at the October 3 full Steering Committee meeting at MedImmune

### Building / Construction

**Industry Leaders:** TBD  
**Industry Steering Committee Chair(s):** TBD  
**Industry Initiative Coordinator:** Sallie Hays  
**Industry Initiative Process Phase:** Phase I – Get Organized

#### Next Steps

- Identify industry leaders for steering committee
- Review initial profile
- Review the state of the industry in Maryland

### Communications

**Industry Leaders:** TBD  
**Industry Steering Committee Chair(s):** TBD  
**Industry Initiative Coordinator:** Rafael I. Cuebas  
**Industry Initiative Process Phase:** Phase I – Get Organized

#### Next Steps

- Identify industry leaders for steering committee
- Build initial profile
- Conduct initial review of the state of the industry in Maryland

Healthcare - cont. from page 1

#### Activities and Update

- The Sustaining Committee agreed to revisit the industry initiative process to address other critical occupational shortages, as well as nursing.
- Bill Robertson will remain chair.
- Catherine Crowley, MHA, reported that the top five hospital job vacancy categories are nurse anesthetist 25.2%, respiratory therapist tech 22.5%, physical therapist 18.5%, nuclear medicine tech 14.0% and physician's assistant 13.5%.
- Teach for the Health of It funding of \$1.5 million is obligated. \$1 million in scholarship funding to increase nursing faculty obligated to 220 nursing students. \$500,000 obligated to 54 employers to train 1,250+ incumbent workers for healthcare occupations.
- Credentialing military healthcare personnel transitioning to the private sector remains a priority; collaborate with Bioscience and Aerospace initiatives.

- The "Guide to Healthcare Occupations in Maryland" for military personnel relocating to Maryland will continue to be available online.
- CAEL has 327 apprentices enrolled through Adventist HealthCare.
- Nina Roa, MSDE, presented an overview of the Health Professions Pathway Program to prepare students for postsecondary education in bioscience and healthcare.

#### Next Steps

- Reconstitute and expand steering committee to represent a broader spectrum of healthcare occupations.
- Identify healthcare occupations with high vacancy rates.
- Credentialing will be an issue. Explore industry-wide lobby for additional income tax relief for Maryland's vets.



Governor's Workforce Investment Board  
1100 N. Eutaw Street, Suite 108  
Baltimore, MD 21201  
410-767-2408  
www.mdworkforce.com

**Robert W. Seurkamp**  
*Executive Director*  
Trudy Chara ● Darla Henson  
Joanna Kille

**Art Taguding**  
*Director, Center for Industry Initiatives*  
Timothy Bibo ● Rafael I. Cuebas  
Sallie Hays ● Nicole McNeal  
Bernard Reynolds

#### Executive Committee Business Members

**Gino J. Gemignani, Jr.**, Chair,  
Senior Vice President, The Whiting-Turner Contracting Company  
**Ronald R. Peterson**, Vice-Chair,  
President, The Johns Hopkins Health System  
**Toby Gordon, ScD.**, Vice President  
Planning & Marketing, The Johns Hopkins Hospital

**Government Members**  
**James D. Fielder, Jr., PhD.**,  
Secretary, Dept. of Labor, Licensing and Regulation

**Nancy S. Grasmick, PhD.**, State Superintendent of Schools, Maryland State Department of Education  
**Aris Melissaratos**, Secretary, Dept. of Business & Economic Development

**Labor Member**  
**Fred D. Mason, Jr.**, President,  
Maryland & D.C. AFL-CIO Unions

**CBO Member**  
**Margaret A. Thomas**, President and CEO, Goodwill Industries of the Chesapeake, Inc.



DEPARTMENT OF LABOR, LICENSING AND REGULATION

GOVERNOR'S WORKFORCE INVESTMENT BOARD

## Industry Initiatives Update

### Aerospace

**Industry Leaders:** James Pitts,  
Corporate Vice President & President,  
Northrop Grumman Corporation and  
**John M. Belcher**, Chairman & CEO,  
ARINC Corp.

**Steering Committee Chairs:** Harold S. Stinger, President & CEO, SGT, Inc.,  
**Anoop N. Mehta**, Vice President & CFO, SSAI, Inc.

**Coordinator:** Rafael I. Cuebas

**Industry Initiative Process Phase:** Phase V – Implement the Plan of Action  
**Activities and Updates**

- Presented the Post Summit Report and Industry Plan of Action to the Industry Leader on September 5, 2006.
- Adopted the Aerospace Initiative Leadership Charter and Organizational Chart of leadership roles.
- Established four Initiative Teams to implement the Plan of Action:  
1. Pipeline Education; 2. Workforce Development; 3. Industry Collaboration; 4. Security Clearances

#### Next Steps

- Publish and distribute the Post Summit Report and Industry Plan of Action.
- Implement the Industry Plan of Action by the four Initiative Teams guided by the Leadership Committee.

### Bioscience

**Industry Leader & Steering Committee Chair:** Dr. Wayne T. Hockmeyer, Chairman, MedImmune, Inc., & President, MedImmune Ventures, Inc.

**Industry Initiative Coordinator:** Bernard Reynolds

### Industry Initiative Process Phase:

Phase II – Research and Assess the Industry  
**Activities and Updates**

- The July 26, 2006 Steering committee meeting included presentations by the Industry Initiative Coordinator on the progress of the initiative within the 5-phase process and discussion of next steps, Skills Standards and Workforce Issues subcommittee updates, and opportunities on how the committee can support the Project Lead the Way's Biomedical Sciences program presented by Lynne Gill, MSDE.
- A Skill Standards subcommittee, led by educational leaders, was formed to address the industry demand for necessary industry skills for the educational supply side to respond.
- An Economic Impact subcommittee was formed to address and identify the industry's contributions to the state's economic profile including employers, employees and housing.

*continued on page 4*

### Healthcare

**Industry Leaders:** William G. "Bill" Robertson, President & CEO, Adventist HealthCare, Inc. and Ronald H. Peterson, President, Johns Hopkins Health System  
**Steering Committee Chair:** William G. "Bill" Robertson, President & CEO, Adventist HealthCare, Inc.

**Industry Initiative Coordinator:** Sallie Hays

**Industry Initiative Process Phase:** Phase V – Implement the Plan of Action  
*continued on page 4*

### Hospitality & Tourism

**Industry Leader:** Brendan M. Keegan, Executive Vice President, HR, Marriott International, Inc.

**Industry Steering Committee Chairs:** Thomas H. Hall, President, The Thomas H. Hall Company and Tom Warren, Executive Vice President, CPI New Options, Inc

**Industry Initiative Coordinator:** Bernard Reynolds

**Industry Initiative Process Phase:** Phase II– Research and Assess the Industry  
**Activities and Updates**

- Revised the industry profile May, 2006. Gathered, reviewed and refined industry demand and workforce supply research.
  - Identified ten workforce issues and gathered additional data on each.
  - Finalized three subcommittee reports in preparation for monograph.
  - Selected a technical writer, sponsored by committee member Sodexho, for the industry monograph.
  - Assembled supporting documents and met with technical writer to review the outline and timeline for the monograph.
  - Developed first draft of the summit agenda.
  - Identified summit venue and acquired initial meeting proposal.
  - Developed marketing plan for the summit and conducted summit planning meeting.
  - Hosted speakers Will Anderson, Maryland Business Roundtable for Education, Tomi Hiers, Maryland Department of Public Safety and Correctional Services, Molly Dugan, Maryland Department of Juvenile Services, and Rada Moss, Maryland Re-Entry Partnership, Associated Catholic Charities at the monthly steering committee meetings to understand workforce pipeline opportunities.
- Next Steps**
- Write and publish industry monograph.
  - Plan and prepare for industry summit scheduled for January 23, 2007 at the University of Maryland University College Conference Center.
  - Identify and solicit initiative sponsors and resources for the summit.

## Education

**Industry Leaders:** **Robert L. Caret**, President, Towson University, **Murray “Ray” Hoy, J.D., EdD.**, President, Wor-Wic Community College, **John A. Palmucci**, Vice President of Administration & Finance, Treasurer, Loyola College and **Martha A. Smith, PhD.**, President, Anne Arundel Community College

**Industry Steering Committee Chair:** **Robert L. Caret**, President, Towson University

**Industry Initiative Coordinator:** **Sallie Hays**

**Industry Initiative Process Phase:** Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientation.
- Reviewed initiative process, best practices, roles of involved leaders.
- Identified steering committee chairman and core group to form an organizational steering committee.
- Conducted chair orientation and initial core organizational meeting.

### Next Steps

- Send letter to heads of associations, professional organizations, government agencies, and related groups requesting suggestions for steering committee members.
- Identify participants for the larger steering committee.
- Develop and convene the steering committee.
- Identify education workforce issues, challenges and impediments.
- Meet early in October to finalize Steering Committee membership and identify subcommittees.

## Finance and Insurance

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

**Industry Steering Committee Chair:** **George Littrell, III**, Vice President and Financial Advisor, Merrill Lynch

**Industry Initiative Coordinator:** **Bernard Reynolds**

**Industry Initiative Process Phase:** Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientation meeting.

- Reviewed the GWIB Industry Initiative Process and best practices.
- Identified potential industry leaders to form core group to begin the process.
- Discussed possible steering committee co-chairman to work with Mr. Littrell.
- Explored readiness and timeframe of the industry initiative from organizational meeting to projected summit date.
- Introduced industry analyst and reviewed current status of preliminary industry profile.

● Reviewed committee invitation letter and procedures for organizing the committee.

### Next Steps

- Create list of potential steering committee members for review.
- Confirm second chairman for the committee by September.
- Invite and confirm members to serve on the committee.
- Schedule first steering committee meeting.

## Manufacturing

**Industry Leaders:** **Robert J. Lawless**, Chairman, President & CEO, McCormick & Company, Inc. and **Rafael Correa**, President, Machining Technologies, Inc.,

**Industry Steering Committee Chair(s):** TBD

**Industry Initiative Coordinator:**

**Rafael I. Cuebas**

**Industry Initiative Process Phase:**

Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientation meeting.
- Reviewed GWIB Industry Initiative Process and DLLR’s preliminary sector profile.
- Defined roles of the Industry Leaders, Chairman, Initiative Coordinator, and GWIB resources.
- Addressed identification of a Steering Committee Chair and other industry leaders to engage in the initiative
- Discussed projected timeline.
- Industry initiative coordinator conducted follow-up meeting at MaTech headquarters with Mr. Correa and Tom Crawford to discuss initiative and the Maryland Advisory Commission on Manufacturing Competitiveness.

- Attended quarterly meeting of the Maryland World Class Manufacturing Consortium and began soliciting involvement of potential steering committee members.

### Next Steps

- Mr. Lawless to recommend steering committee chair and contact prospect.
- Center to hold orientation with committee chair and begin recruiting steering committee members
- Target possible dates for initial steering committee meeting.

## Transportation and Warehousing

**Industry Leaders:** **Kevin M. Garvey**, Mgr., Div. Workforce Planning, United Parcel Service and **John F. von Paris**, Executive Vice President, Von Paris Moving & Storage

**Industry Steering Committee Chairs:**

**Kevin M. Garvey**, Mgr., Div. Workforce Planning, United Parcel Service and **John F. von Paris**, Executive Vice President, Von Paris Moving & Storage

**Industry Initiative Coordinator:**

**Rafael I. Cuebas**

**Industry Initiative Process Phase:**

Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientation meeting.
- Reviewed the GWIB Industry Initiative Process.
- Reviewed DLLR Manufacturing and Warehousing initial industry profile.
- Discussed industry organizations and possible steering committee membership.
- Secured commitment from a number of industry leaders to serve on core steering committee.

### Next Steps

- Conduct a core steering committee meeting on September 26 to develop membership for the steering committee.
- Project a preliminary timeline of meetings and events for the upcoming year.

# Industry Initiative Leaders

## Bioscience



## Aerospace



### Photos from left to right:

**James D. Fielder, Jr., PhD.**, Secretary, Department of Labor, Licensing and Regulation addressed members of the Bioscience Steering Committee at Ft. Detrick in Frederick at a recent meeting, while **Wayne T. Hockmeyer, PhD.**, Chairman, MedImmune, Inc., & President, MedImmune Ventures, Inc. and **Colonel Gina Deutsch**, Post Commander, Ft. Detrick observe.

**Thomas H. Hall**, President, The Thomas H. Hall Company and **Tom Warren**, Executive Vice President, CPI New Options, In., co-chairs of the Hospitality & Tourism Steering Committee, conduct a meeting as the committee plans its industry summit scheduled for January 23, 2007.

As initiative co-chair, **Harold S. Stinger**, President & CEO, SGT, Inc., challenges the Aerospace industry during a post-summit meeting to strategize goals and a plan of action.

## Retail Trade

**Industry Leaders:** **Donna M. Gwin**, Director of Human Resources, Safeway, Inc. and **Daryl Routzahn**, President and CEO, Routzahn’s

**Industry Steering Committee Chair:** **Daryl Routzahn**, President and CEO, Routzahn’s

**Industry Initiative Coordinator:**

**Bernard Reynolds**

**Industry Initiative Process Phase:**

Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientation meetings.
  - Reviewed the GWIB Industry Initiative Process and best practices.
  - Identified potential high-level credible industry leaders to form core group to begin the process.
  - Explored readiness and timeframe of the industry initiative from organizational meeting to projected summit date.
  - Met with representatives of the Maryland Retail Association and National Retail Federation to introduce the GWIB Retail Industry Initiative.
- ### Next Steps
- Create list of potential steering committee members for review and selection.
  - Confirm second chairman for the committee.
  - Invite and confirm members to serve on the committee.
  - Schedule first steering committee meeting.

## Information Technology

**Industry Leaders:** **Patricia J. (P.J.) Mitchell**, V.P. Global Sales & Operations, IBM Corp. and **Drew Krimski**, President & CEO, The ACI Group

**Industry Steering Committee Chair(s):** TBD

**Industry Initiative Coordinator:** **Sallie Hays**

**Industry Initiative Process Phase:**

Phase I – Get Organized

### Activities and Outcomes

- Conducted industry leader orientations.
  - Reviewed initiative process, best practices, and roles of invited leaders.
  - Discussed convening a core group of IT industry leaders as an organizational steering committee to identify and give initial guidance to the larger steering committee.
- ### Next Steps
- Finalize choice of steering committee chair(s).
  - Make initial contact with prospects for the core organizational group to gauge interest in participating.
  - Identify participants for the larger steering committee.
  - Define the information technology industry sector and sub-sectors for the purposes of the industry initiative process.
  - Conduct follow-up meeting with industry leaders.

## Business Services

**Industry Leader:** **John B. Frisch**, Chairman & Principal, Miles & Stockbridge P.C.

**Steering Committee Chair(s):** TBD

**Industry Initiative Coordinator:**

**Rafael I. Cuebas**

**Industry Initiative Process Phase:**

Phase I – Get Organized

### Activities & Outcomes

- Conducted industry leader orientation meeting to review the GWIB Industry Initiative Process and DLLR’s preliminary sector profile.
  - Defined roles of the Industry Leaders, Chairman, Initiative Coordinator, GWIB resources and discussed time commitments involved within the respective roles.
  - Addressed identification of a candidate(s) for Steering Committee Chair and other potential industry leaders to engage in the initiative.
  - Discussed next steps and projected timeline.
- ### Next Steps
- Industry leader to recommend possible steering committee chair and begin recruiting steering committee members.
  - Target possible steering committee dates