



Highlights of Maryland's Local Workforce Investment Areas

Anne Arundel Workforce Development Corporation (AAWDC)

- To address the needs of both businesses and job seekers in high-growth industries, AAWDC has blended industry sector strategies and career pathways techniques into a new approach through industry navigation. AAWDC employs Industry Navigators in high-growth industries that serve as subject matter experts in the industry and guide training, placement, and business service strategies to effectively align with industry needs.
- In response to overwhelming employer sentiment that job seekers are lacking the soft skills critical to workplace success, AAWDC partnered with WorkNet Solutions (a nationally recognized workforce training company) to develop the *Workplace Excellence* curriculum. By teaching customers to put themselves in the shoes of the employer, AAWDC aims to cultivate the attitudes and behaviors that will increase success in obtaining and retaining employment through ten flexible modules.
- AAWDC has two regional initiatives focused on assisting long-term unemployed job seekers in finding employment in high-growth industries. AAWDC was awarded a \$9.9 million DOL Ready to Work Partnership Grant for Maryland Tech Connection, a partnership of 59 organizations across central Maryland who are working together to help long-term unemployed prepare for middle and high skilled occupations in IT and biosciences. AAWDC serves as the lead WIB on DLLR's Job Driven NEG initiative, managing the on-the-job training portion of the grant for the entire region and running the local initiative in Anne Arundel County.

Frederick County Workforce Services

- Frederick County Workforce Services developed and implemented “Frederick Business Works”, an incumbent worker training program using WIOA transition funds. There are currently 8 active projects anticipated to train over 40 workers in new, high demand skills and provide industry recognized credentials.
- Since July 2014, Frederick County Workforce Services business services representatives have provided 372 businesses, with customized recruitment support, of which 90% are “small businesses.” We maintain a 96% customer satisfaction rate.
- Frederick County Workforce Services partnered with CAVEO, a nonprofit IT training provider. CAVEO provides free training in CompTIA A+ and CICSCO certifications for under/unemployed. Frederick County Workforce Services supports WIA participants and pay for books and exams.

Lower Shore Workforce Alliance (Somerset, Wicomico, and Worcester Counties)

- The Lower Shore is responding to a plant closing impacting approximately 600 employees. Labinal Power Systems is scheduled to complete closure by December of 2017. The workforce community is collaborating to make sure proper supports are in place for laid off workers who may present a variety of needs. We are also in the process of preparing an NEG grant request for the provision of services that cannot be met in gratis by our local partners.
- The Lower Shore is working with industry partners to support the development of a local component of the emerging Off-Shore Wind industry. Working with a private sector company, Arcon Welding, we are supporting a welding training program that will not only supply trained welders for the OSW industry but also meet a current need expressed by a local ship builder.
- The Lower Shore Workforce Alliance is supporting the work of Sentinel Robotics Solutions, a private sector recipient of an EARN grant. SRS has created a collaborative to support the growth of the UAS industry on the Lower Shore. Partnering with Wor-Wic Community College and several industry partners SRS will train and place up to 20 entry level UAS technicians with companies in the region.

Prince George's County Economic Development Corporation, Division of Workforce Services

- Prince George's County Workforce Services Division was awarded a \$7M Youth Career Connect grant. The grant provides academic support, work exploration/experience opportunities, career counseling and training in IT and bioscience industries to over 1,000 high school students, in three high performing academies, over 4 years.
- Prince George's County Workforce Services Division established an MOU with MGM Resorts to develop training opportunities to prepare county residents for employment opportunities in the hospitality and gaming industries. A partnership was also established with Whiting-Turner Construction to provide the same opportunities during the construction phase of the project. County residents receive hiring priority.
- KEYS Careers Out-of-school Youth Program is a 12-week program for low-income youth, ages of 17-21, who are not working or in school. Services are provided to assist youth in increasing their job skills and finding permanent employment. The program offers work readiness training, employability skills, job retention and remediation in math and reading. In addition, youth participate in a 20-40 hour paid internship followed by 12 months of follow-up services and assistance for placement in permanent jobs, training programs and educational opportunities.

Southern Maryland Work Source (Calvert, Charles, and St. Mary's Counties)

- Southern Maryland utilizes an industry focused business engagement strategy. Business Services Representatives engage employers by industry, not by geography. Industry Roundtables held frequently and guide our training investments.
- Southern Maryland implemented a universal design service delivery strategy in 2011. We branded our Career Center services and programs as "Southern Maryland JobSource". Customers don't know (or care) whether we are DLLR or WIA staff, all staff wear the Southern Maryland JobSource badge and all assist customers.
- Southern Maryland's Job Match Re-Employment Project assists mid to upper level wage earners affected by a lay-off in finding "the right fit" for their next career move. Comprehensive one-on-one coaching and assessment, intensive resume and interviewing assistance, and networking are the focus of the unique specialty program.

has allowed Chesapeake College to be responsive to labor force employment and training needs manifested by the private and public sector members of the board. The Economic Development Center at Chesapeake College, Wye Mills, houses the Upper Shore Workforce Investment Board's administrative office, the Small Business Development Center, Adult Basic Education and Continuing Education and Workforce Training.

Western Maryland Consortium (Allegany, Garrett, and Washington Counties)

- Western Maryland was deeply affected by the recent recession, particularly Washington County with 14 permanent plant closings, all of which received assistance by the Western Maryland Consortium Rapid Response efforts. The area is recovering but still lags the state recovery in terms of Unemployment rates.
- The Western Maryland Consortium is participating with expansions in manufacturing and distribution through the On-The-Job Training Program which has provided opportunities for 96 WIA eligible trainees to obtain employment this fiscal year.
- Due to the geographical placement of Western Maryland, the competition for new employers pits us against Pennsylvania and West Virginia, both states that fund economic development much more aggressively than the state of Maryland. This presents challenges to all of Western Maryland's counties, particularly Washington County which has Interstate I-81 running north-south through its center.