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

KELLY M. SCHULZ, SECRETARY
DEPARTMENT OF LABOR, LICENSING AND REGULATION

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

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

MARYLAND
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD
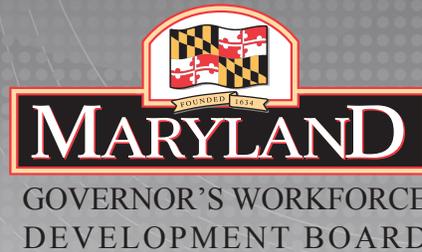
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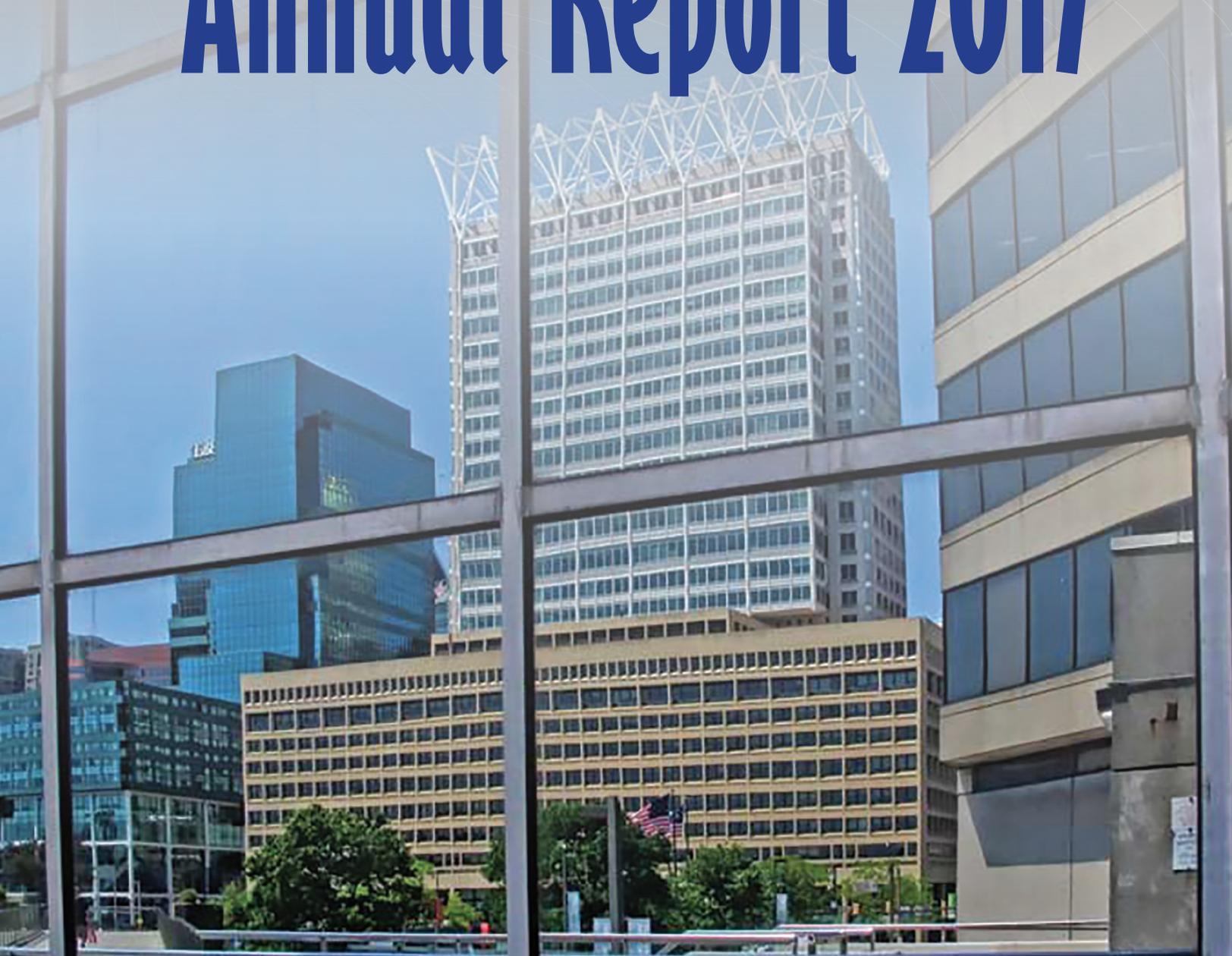
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STATE OF MARYLAND
DLLR
DEPARTMENT OF LABOR, LICENSING AND REGULATION

GOVERNOR'S WORKFORCE INVESTMENT BOARD
1100 North Eutaw Street, Room 616
Baltimore, MD 21201
Michael "Mike" DiGiacomo, Executive Director

April 1, 2018

The Honorable Larry Hogan, Governor
The Honorable Thomas V. "Mike" Miller, Jr., President of the Senate
The Honorable Michael Busch, Speaker of the House

Dear Governor Hogan, President Miller, Speaker Busch, and the Citizens of Maryland:

The Governor's Workforce Development Board is proud to present our 2017 Annual Report.

Under the leadership of Governor Larry Hogan and Secretary Kelly Schulz, the Governor's Workforce Development Board continues to work to change Maryland for the better. By utilizing innovative and collaborative strategies, the Board has consistently exceeded the goal of identifying and developing employment opportunities for all Maryland residents.

The Governor's Workforce Development Board includes experts and stakeholders from Maryland's public and private sectors to bolster the Board's mission. The Board, comprised of leaders in numerous industries, consistently works with the Board's taskforces, ranging from cybersecurity to healthcare. Board and taskforce members have conducted research, studied existent programs, and convened relevant stakeholders to develop talent pipelines and connect Maryland residents to workforce opportunities.

Moreover, the Board continues to work closely with Maryland's 12 Local Workforce Development Boards by aligning resources, opportunities, and programs with the local areas throughout Maryland. This alignment process ensures the coordination of valuable programs and stakeholders that seek to directly better the lives of Maryland residents.

In 2017, the Governor's Workforce Development Board engaged business leaders, developed valuable relationships, and utilized industry leaders and statewide organizations' expertise to address the needs of Maryland's workforce. The Board believes that communication with employers is critical to providing relevant training to potential employees, thereby connecting Maryland's workforce to better employment opportunities. As we move into 2018, the Governor's Workforce Development Board will continue to utilize innovation and collaboration to change Maryland for the better.

Sincerely yours,

Louis M. Dubin
Chair, GWDB

Michael R. DiGiacomo
Executive Director, GWDB

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Gaylord National Resort & Convention Center
Oxon Hill, MD

OVERVIEW OF THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

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; preservation and the 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.
- Continue to deepen relationships between workforce and business stakeholders.

Video

To familiarize Marylanders with the GWDB and highlight the valuable work its members do, the GWDB put together a four-minute video sharing the GWDB's mission and vision, along with the taskforce groups. Secretary Kelly Schulz, former Chair Hall Chaney, Vice-Chair Ron Peterson, and GWDB members Marty Schwartz and P.C. Price are all featured in the video providing explanation of the GWDB's role in the community.

The video can be located on the GWDB's website at *http:// www.gwdb.maryland.gov*

GOVERNORS WORKFORCE DEVELOPMENT BOARD MEMBERS

The Honorable Larry Hogan, Governor
The Honorable Boyd K. Rutherford, Lt. Governor

GOVERNMENT

Sam J. Abed
Secretary
Department of Juvenile Services

Carol Beatty
Secretary
Department of Disabilities

James D. Fielder
Secretary
Higher Education Commission

R. Michael Gill
Secretary
Department of Commerce

Rona E. Kramer
Secretary
Department of Aging

Lourdes R. Padilla
Secretary
Department of Human Resources

Stephen T. Moyer
Secretary
Department of Public Safety and Correctional Services

George W. Owings III
Secretary
Department of Veterans Affairs

Karen Salmon
State Superintendent of Schools
State Department of Education

Kelly M. Schulz
Secretary
Department of Labor, Licensing and Regulation

Representatives from the Maryland General Assembly

The Honorable Vanessa Atterbeary
State Delegate
District 13, Maryland

The Honorable Douglas J.J. Peters
State Senator
District 23, Maryland

Representatives from Local Government

Allan H. Kittleman
County Executive
Howard County, Maryland

Michael J. Pantelides
Former Mayor
City of Annapolis, Maryland

BUSINESS COMMUNITY LEADERS

Louis M. Dubin
Board Chair
Managing Partner Redbrick LMD

Ronald R. Peterson
Board Vice-Chair
President
The Johns Hopkins Health System

BUSINESS COMMUNITY LEADERS (cont'd)

Gary Batey
Retired Plan Manager
Holcim US

Gary E. Bockrath
Consultant - Operational & Financial
Tatum

Francis "Hall" Chaney III
President
Chaney Enterprises

Adrian P. Chapman
President & COO
Washington Gas

Veronica A. Cool
Founder & Managing Director
Cool & Associates, LLC

E. Katarina Ennerfelt
President & CEO
ARCON Welding Equipment, LLC

Christopher M. Ensey
Chief Operating Officer
Dunbar Security Solutions

Steven W. Groenke
Chief Executive Officer
Curtis Bay Energy

Tony Hill
Managing Partner
Edwards & Hill Office Furniture

Francis "Frank" X. Kelly, III
Chief Executive Office
Kelly & Associates Insurance Group, Inc.

Larry Letow
President & CEO
Convergence Technology Consulting

Carl Livesay
Vice President
Land Sea Air Manufacturing

Roya Mohadjer
Senior Technology Strategist
Leidos

Stephen W. Neal
President & CEO
K. Neal International Turcks, Inc.
K. Neal Idealease

Alexander G. Núñez
Sr. Vice President, BGE Regulatory and External Affairs
BGE

Prenterald "P.C." Price
President & CEO
Legal Services Associates, Inc.

Charles A. Ramos
President & CEO
CR Dynamics & Associates, Inc.

Edward C. Rothstein (COL Ret)
Self-Employed
ERA Advisory LLC

Gerald "Jerry" M. Shapiro
President
Shapiro & Duncan, Inc.

William E. Simons
Sr. Vice President
Coakley & Williams Construction, Inc.

Michelle B. Smith
President & CEO
1st Choice, LLC

Matt Turpin
President & CEO
Zentech Manufacturing, Inc.

Charles R. Wetherington
President
BTE Technologies, Inc.

Michelle J. Wright
SVP, Human Resources
CareFirst BlueCross BlueShield

COMMUNITY WORKFORCE LEADERS

John D. Barber Jr.
President of Local 177
Northeast Regional Council of Carpenters

Bernie Fowler
Founder & President
Farming 4 Hunger

Alvin C. Hathaway Sr.
Senior Pastor
Historical Union Baptist Church of Baltimore

Charles W. Ketner
Director
National Automatic Sprinkler Industry

Sandra Kurtinitis
President
Community College of Baltimore County
Rep. Maryland Association of Community Colleges

Andrew B. Larson
National Project Coordinator
International Union of Painters and Allied
Trades, Job Corps Program

Dawn Lindsay
President
Anne Arundel Community College

Kirkland "Kirk" J. Murray
President & CEO
Anne Arundel Workforce Development Corporation;
President, MD Workforce Investment Network

Michael Posko
CEO
Habitat for Humanity of the Chesapeake

Lisa Rusyniak
President & CEO
Goodwill Industries of the Chesapeake, Inc.

Martin "Marty" Schwartz
President
Vehicles for Change

THANK YOU TO FORMER MEMBERS

Timothy R. Campbell
President & CEO
Callas Contractors

Chris Desautels
Plant Manager
General Motors Corporation

Fred D. Mason Jr.
President
MD State & D.C. AFL-CIO

Karen Tomasello
Owner
Sello's, Inc.

TASKFORCE GROUPS

The GWDB oversees five taskforces that are essential catalysts to Maryland's job creation and economic recovery at the local, regional, and state levels. The taskforces are comprised of stakeholders from business, workforce, education, non-profits, union leadership, and the community. These taskforce groups include: 1) Advanced Manufacturing and Skilled Trades; 2) Workforce Inclusion, Diversity, and Equality; 3) Marketing and Branding; 4) Healthcare and Life Sciences; and 5) Cybersecurity and Information Technology (IT).

The GWDB are bringing these important leaders together to better understand what skills employers need today and how they predict their future workforce needs in Maryland. The goal is to develop strategies and investments that are targeted to the specific recommendations of Maryland's in-demand industries.

The GWDB taskforces review and recommend workforce development programs and long-term sustainable goals to the Hogan administration. The GWDB staff supports the taskforces by providing administrative guidance, technical assistance, and conducting research.

Advanced Manufacturing and Skilled Trades

The Advanced Manufacturing and Skilled Trades taskforces were combined this year to provide a more cohesive message across both industries in an effort to build and enhance their workforce. This group is now the Advanced Manufacturing and Skilled Trades Taskforce and works to align the needs of industry with the current and future workforce. Together, we can make and build Maryland.

Under the leadership of Chair Gary Bockrath, the taskforce has identified numerous training programs available for those interested in pursuing a career in the trades and manufacturing sectors. One of the taskforce's goals is to encourage students to pursue careers in the manufacturing and skilled trades industries by illustrating that lucrative opportunities await for those who choose to capitalize.

Chair Bockrath noted that the "...taskforce has identified numerous existing programs available for those interested in pursuing a career in the skilled trades and manufacturing sectors. However, our workforce system has not provided interested adult workers and students the answer to why they should pursue such careers in these industries." Chair Bockrath further noted that, "Traditional recruiting approaches have not been effective, and we will be working with our industry partners, trade associations like the Maryland Center for Construction Education and Innovation (MCCEI), and the Regional Manufacturing Institute of Maryland (RMI), along with our partners in DLLR and other state agencies to develop innovative strategies, approaches, and relationships that will educate adults, students, and parents to the excellent career opportunities available to them that do not require a four-year college degree."

Due to the wide range of skills and competencies as well as a career pipeline needed in advanced manufacturing and skilled trades, the taskforce has begun to coordinate needs with existing Workforce Development Centers, the youth apprenticeship program, and the Maryland State Department of Education.

The taskforce continues to work toward creating a marketing and awareness campaign to highlight programs currently in place, leveraging opportunities between the job seeker and employer, and advocating on behalf of the different iterations of workforce that are needed in today's market.

2018 Goals...

- Support the statewide rollout of the youth apprenticeship program.
- Work on marketing and promotion to build a career pipeline.
- Continue to build relationships between businesses, schools, and the workforce.

Workforce, Inclusion, Diversity & Equality (WIDE)

The Workforce, Inclusion, Diversity & Equality (WIDE) Taskforce, previously titled Changing Demographics, is charged with developing a targeted strategy to meet employer demands while prioritizing individuals with barriers to employment. The Taskforce is co-chaired by Veronica Cool and Michelle Bell-Smith.

Today's workforce is constantly evolving. Marylanders from different demographics, including disadvantaged workers, Hispanics, immigrants, individuals with disabilities, older individuals, refugees, and young adults, must be included in all of Maryland's multi-pronged, strategic workforce development plans. The taskforce is investigating ways to leverage these Marylanders' skills and experiences to best contribute to Maryland's dynamic economy.

The taskforce has identified barriers that include transportation difficulties, lack of time management skills, communication barriers, and low technology skills. Members of the taskforce continue to work with partners from industry, education, and government to address the aforementioned barriers and ensure economic growth for Maryland.

This year, the GWDB recognized "Business Champions" who have aided in WIDE's mission by providing them with Governor's Citations. The following individuals and entities were recipients of citations: (1) Stacey Butler, CVS Health – Workforce Initiative; (2) Karen Baxter, Holy Cross Health; (3) Karen Lee, Seeking Equality, Empowerment & Community; (4) Steve Blanks, Seeking Equality, Empowerment & Community; (5) Jennifer Ashley, Alliance for Workplace Excellence; and (6) Catalina Rodriguez-Lima, The Apprenticeship Program for Skilled Immigrants.

Through pilot programs, marketing campaigns, and outreach, barriers will continue to be broken down as the GWDB develops new, specific, targeted policies for a well-rounded workforce. The WIDE Taskforce is developing a strategy to attract, develop, and retain nearly half of Maryland's workforce, while also working to better assist individuals with recidivism. The taskforce's focus includes identifying opportunities for strong funding and implementation.

2018 Goals...

- Ensure that all businesses and individuals are able to access resources they may need.
- Simplify outreach efforts by focusing on each month's commemorative themes to help coordinate existing efforts and amplify their reach.

- Identify more Business Champions and reach out for ideas on how to connect businesses with underserved populations.

Marketing and Branding Taskforce

The Marketing and Branding Taskforce was formed to develop promotional strategies resulting in a significantly greater awareness, understanding, and utilization of the Statewide Workforce Development System in Maryland.

The taskforce is chaired by Lisa Rusyniak and is comprised of professionals across multiple industries. The taskforce is designed to champion the work of the GWDB and other taskforces throughout Maryland industries.

The taskforce produces opportunities to connect new employers and potential employees with an emphasis on infrastructure. This creates a central point of contact and coordination for a seamless delivery of information to Maryland businesses across multiple industries. The taskforce is focused on the use of web-based service tools and resources, with a focus on redeveloping a comprehensive website to serve as a single point of entry and contact for employers and job seekers alike.

The taskforce increases accessibility and utilization of the existing Maryland Workforce Exchange (MWE) to increase awareness and subscription to MWE. By increasing the number of businesses engaged in the workforce system and creating a common language for dialogue regarding skill gaps, Maryland's workforce will grow, evolve, and flourish.

2018 Goals...

- Work with private employers, economic development, workers, and state agencies to come up with a strategy that reaches across all sectors to promote and generate career pathways.
- Develop authentic videos on different career pathways.
- Develop a comprehensive website to serve as a single point of entry and contact for employers, job seekers, students, and parents.

The Governor's Workforce Development Board recognizing "Business Champions."

Healthcare and Life Sciences Taskforce

Recognizing that the healthcare and life sciences industry is one of the largest employers in the state, the GWDB created the Healthcare and Life Sciences Taskforce.

Under the leadership of Chair Laura Spada, the taskforce began conversations with Western Maryland hospitals to develop and sustain a stable direct-care workforce.

The taskforce discovered that for as many employees who enter the healthcare and life sciences industries, just as many exit. The taskforce investigated why so many leave the profession and came to the conclusion that there was a lack of upward mobility. The workforce struggles to see a career path beyond their entry.

The taskforce has theorized that incumbent workers may have barriers to jobs that promote self-sufficiency as a priority. In an effort to obviate these barriers, the taskforce has plans to identify a career pathway to high-demand, high-opportunity jobs in the healthcare environment through partnerships with local community colleges, CTE programs, community partners, and BACH.

Successful training would enable healthcare supervisory staff to work more closely with entry level workers to develop individual career plans, provide comprehensive mentoring opportunities, and identify needed skills for upward mobility, thereby creating opportunities for acquisition of skills in a supervised setting.

2018 Goals...

- Work in collaboration with BACH, MATC, community colleges, CTE programs, and community partners to expand apprenticeship programs in healthcare.

- Identify and generate career pathways.

- Provide incumbent workers with rewarding employment.

- Work with Maryland hospitals to develop and sustain a stable direct-care workforce.

Cybersecurity and Information Technology Taskforce

In Maryland, there are currently over 19,000 vacant tech jobs. Under the direction of Co-Chairs Christopher Ensey and Ed Roberts, the taskforce has identified the need to de-

velop career pathways for students to join and fill the growing need for tech workers in Maryland.

The taskforce includes leaders and experts from businesses, universities, and non-profits to ensure education and instruction aligns with employer needs within the cybersecurity and information technology industry. The taskforce continuously works to create a pipeline of talent for employers, to create a career mapping asset that will allow Maryland residents to readily identify skills, and to identify training that is needed to work within the cybersecurity and IT industry. This year, the taskforce identified the needs of the Maryland business community, coordinated Maryland Cyber Day, and replicated and shared successful practices with colleges, universities, and businesses.

Additionally, in November 2018, Governor Hogan released Executive Order 01.01.2017.27 commissioning the taskforce to develop a report on cybersecurity that includes innovative and sustainable ways to address gender and racial disparities in the STEM and IT fields, particularly how to encourage more females and minorities in grades K-12 to become more involved and develop interest in these fields.

The GWDB's Taskforce on Cybersecurity and Information Technology was directed to: (1) Study opportunities to grow Maryland's economy associated with the computer science and IT industry; (2) Focus on developing pathways that meet identified workforce needs in computing fields; (3) Determine the skills needed in and challenges for Maryland's talent pipeline; (4) Encourage employer partners to invest in Maryland's IT workforce; and (5) Create innovative and sustainable ways to address gender and racial disparities in the STEM and IT fields.

The taskforce is currently working with public and private sector stakeholders to achieve the five goals delineated in the Executive Order. Additionally, the taskforce is working to create a detailed report that will be submitted to the Governor, the President of the Senate, and the Speaker of the House of Delegates by June 1, 2018.

The taskforce will continue to work to create career pathways and engage more females and minorities in grades K-12 to become more involved in the STEM and IT fields.

2018 Goals...

- Develop and deliver ACCESS report by June 1, 2018.

- Continue to connect students and identify partnerships to promote education and professional development in computer science.

- Consult on distribution of grant money to help schools provide better education in cybsersecurity.

Cybersecurity and IT Taskforce members meet at Loyola Blakefield High School.

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT

Signed into law by President Obama on July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) provides opportunities for high-quality careers to individuals with significant barriers to employment. These opportunities strengthen Maryland's workforce system and connect skilled workers to employers.

The WIOA compels outreach to employers by necessitating strategies and services to more fully engage employers and meet their needs. Engagement with employers provides valuable, current information needed to assess active opportunities in the present employment environment. Engagement with employers also creates better opportunities for potential employees, allowing Maryland to provide opportunities to receive skills that are in demand.

The WIOA requires the GWDB to assist Governor Hogan by developing policies and programs that support a comprehensive statewide workforce development system, and convening industry partnerships, which lead to collaborative planning. Alignment of resources and training through collaborative efforts is essential to providing a system that connects employers to applicably skilled employees.

Providing opportunities for potential employees to obtain skills that are currently desired by employers is critical to success under the WIOA. To achieve this success, the WIOA compels Maryland to take action in fostering communication, coordination, and partnerships with non-profit organizations that provide employment-related training. By coordinating under the WIOA, Maryland is working to become a state that provides employees with necessary skills, and employers with suitably skilled employees.

WIOA ALIGNMENT GROUP
Benchmarks of Success

The Benchmarks of Success enhance collaboration, engagement, and innovation among Maryland's workforce system. Additionally, the benchmarks serve as a guide to ensure proper implementation of all services under WIOA.

Chairman 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 provides oversight of five subcommittees,

including: WIOA Alignment, Communications, Data and Dashboard, Policy, and Professional Development and Technical Assistance.

Apprenticeship

The GWDB continues to work alongside the Division of Workforce Development and Adult Learning in spreading the apprenticeship message. The Maryland Apprenticeship and Training Program has sought to expand, diversify, and brand registered apprenticeship in a number of ways. By utilizing the ApprenticeshipUSA Accelerator and Expansion grants—awarded by the U.S. Department of Labor—the program has been able to focus on three target areas: staffing and infrastructure, outreach and education, and advancing innovative best practices. Moreover, by targeting each of these areas, the program has exceeded its baseline benchmarks in tenable and measurable ways.

For the first focus area (staffing and infrastructure), the program was able to utilize a portion of its federal funding by hiring five new apprenticeship and training navigators. These individuals are responsible for creating new programs, reactivating existing programs, and engaging in outreach efforts to community organizations, sister agencies, American Job Centers, and economic development partners. Furthermore, with the increased activity these navigators produced, registered apprenticeship is becoming an increasingly integral part of Maryland's Workforce System.

In addition to addressing the staffing and infrastructure needs of the program, the registered apprenticeship team has been actively engaged in training and educational efforts. In the 2017 calendar year alone, the program provided 20+ trainings and information sessions to each of the workforce areas, collectively. Not only has it created a dynamic conversation surrounding registered apprenticeship, but it has allowed the program to become increasingly integrated in the workforce area—collaborating with business services and American Job Center staff members.

As for the last target area, the Maryland Apprenticeship and Training Program can boast two major successes: the Apprenticeship Maryland Youth Apprenticeship Pilot and the involvement of registered apprenticeship in new, non-traditional sectors. During the first year of the pilot program, 18 employers participated and employed 11 youth apprentices — growing to 33 employers and 15 youth apprentices in the 2017-2018 academic year.

The pilot program has seen tremendous growth in registered apprenticeship across new and existing sectors. These sectors include manufacturing, healthcare, hospitality, and biopharmaceuticals. More specifically, 15 new sponsors have been registered and seven existing programs have been reactivated.

Trainees from the EARN-funded Suburban Maryland Construction Initiative, led by the Finishing Trades Institute of Maryland, Virginia, Washington, D.C. and Vicinities, increase their skill sets through hands-on, employer-led training.

BUSINESS ENGAGEMENT

The Governor's Workforce Development Board (GWDB) members and staff act as ambassadors to educate, assist, and inspire all workforce system partners. They are responsible for building the foundation for trust that underlies enduring and successful relationships.

Chair Louis Dubin speaks to teachers, counselors, and businesses at the Afterschool Alliance.

Maryland business leaders deserve human interaction, significant services, and serious opportunities to collaborate with industry experts, creating important, productive relationships.

Creating a sense of productive community in the workforce arena creates opportunities for Marylanders to form bonds and connect over common interests.

Aligning the GWDB mission to the needs of Maryland businesses and job seekers requires a collaborative approach that allows key stakeholders to engage and learn from each other, thereby developing lasting solutions.

Councils, Committees, and Forums

The Governor's Workforce Development Board (GWDB) is bridging the gap between economic and business development. The GWDB staff members are active participants in numerous committees, workgroups, and boards that develop education and workforce solutions. The GWDB's vision includes market-relevant training and education that is vital to providing the skills needed to build a vibrant Maryland workforce. The GWDB continues to work to create policy that will remove barriers of employment for all individuals. Maryland councils and committees are instrumental to ensuring that Maryland's various agencies, groups, and organizations are working together to eliminate barriers to future employment.

National Security Agency (NSA) Cyber Conference

In June 2017, GWDB Executive Director Mike DiGiacomo attended the NSA Cyber Conference in Huntsville, Alabama, to participate on the panel for Cybersecurity Education and Community Leadership. The panel focused on utilizing underserved populations, economic development, and the need to develop supporting education and workforce development programs. The conference provided a platform to share the GWDB's vision on a national scale and develop key partnerships with national stakeholders.

Maryland Adult Learning Advisory Council

The mission of the Maryland Adult Learning Advisory Council (MALAC) is to advise the Maryland Department of Labor and its Division of Workforce Development and Adult Learning (DWDAL) in promoting and supporting a flexible and integrated education and training system for adult learners – supporting literacy, self-sufficiency, lifelong learning, parental involvement in children's education, business growth, a globally competitive workforce, and economic prosperity for the state and its residents. MALAC membership includes a broad geographic and demographic representation of the community to promote essential collaboration and coordination between adult education and other agencies and programs. GWDB staff regularly attend meetings of MALAC, providing input from a business perspective.

Governor's P-20 Leadership Council of Maryland

In 2010, the P-20 Council membership was expanded by the Maryland General Assembly in Senate Bill 286 and House Bill 466 to include members of the Senate, House, and additional representatives of the educational system beyond the original 35 member appointments. The Council is a partnership between state educators and the business community, designed to better prepare Maryland students for future employment while simultaneously enhancing the state's economic competitiveness by developing a workforce with 21st century skills.

In 2017, the GWDB collaborated with the P-20 Council and the Maryland Longitudinal Data System Center to develop earnings goals for high school graduates by the age of 25. Additionally, the P-20 Council explored opportunities for industry certifications through CTE and apprenticeship

pathways, coordinated plans and goals to address targeted areas of need within Maryland's workforce, and developed future goals for Career Technical Education programs in Maryland.

Taskforce to Study Adult High School Concept

The taskforce created an adult high school pilot program that establishes an alternative method for adults to earn a high school diploma. The pilot program also includes the opportunity to earn post-secondary credit or an industry recognized certification in an environment that meets the needs of the adult learner. The pilot program, established by House Bill 1381, became effective on July 1, 2017. A maximum of six pilot programs may be approved to establish an adult high school.

The CyberMaryland Conference

The CyberMaryland Conference is an annual two-day event presented jointly by The National Cyber Security Hall of Fame and Federal Business Council in conjunction with academia, government, and private industry organizations. On October 11-12, 2017, representatives from GWDB attended Cyber-Maryland; the representatives engaged with private and public sector leaders, developed new opportunities for collaboration, and diligently worked to ensure that more Maryland businesses are aware of the benefits of working with the state of Maryland.

Interagency Transition Council for Youth with Disabilities

The Interagency Transition Council (IATC) for Youth with Disabilities was created in 2000 to improve the postsecondary outcomes of youth with disabilities in Maryland, and reconstituted in 2007. In 2007, it was given the primary responsibility to annually review, revise, and update the Interagency State Plan for secondary students with disabilities and to review the partnerships and results among participating agencies.

The GWDB is an active agency participant in the quarterly meetings, helping to ensure improvement in employment outcomes, particularly as it relates to the Federal Workforce Innovation and Opportunity Act (WIOA). WIOA places a priority on providing services to youth with disabilities, and the GWDB provides assistance through strategy and policy for local and state workforce development boards.

Governor's Workforce Development Board Meeting

In 2017, the IATC developed the FY2017 Interagency State Plan for Transitioning Youth with Disabilities. The plan includes goals to address the opportunity for students to explore employment before leaving high school, goals to ensure students with disabilities have access, opportunity, and support to attend postsecondary education or training programs after school, and goals to ensure that students with disabilities, and their families, have access to information, resources, and support needed to successfully transition from school to work, postsecondary education, or training programs.

Correctional Education Council

The Correctional Education Council (CEC) advocates and promotes the interest of correctional education programs to ensure quality education and workforce skills training are available to all inmates. CEC's goal is to reintegrate transitioning inmates successfully into society by assisting them to become productive, stable and self-sufficient. The GWDB, through staff and board member participation, provides input and collaborates with CEC members and agencies to ensure those who seek opportunities are afforded them.

Career and Technology Education Monitoring

Maryland Career and Technology Education (CTE) programs of study are statewide programs that provide quality education and training programs to Maryland students. Workforce needs are rapidly changing; the CTE monitoring group works to ensure that Maryland students are receiving practical, applicable training through CTE programs.

The Maryland State Department of Education (MSDE) works closely with the GWDB to identify new programs in response to Maryland's workforce needs and ensure all CTE programs align with industry expectations. The GWDB staff, along with MSDE, participates in regular monitoring visits to schools and centers around the state to ensure programs are relevant to future employment opportunities. In 2017, staff from the GWDB participated in monitoring visits to Washington, Howard, and Allegany counties.

Maryland Workforce Outlook Forum

In May 2017, the GWDB worked in partnership with the Regional Economic Studies of Institute of Towson University to host the Maryland Workforce Outlook Forum. Nearly 200 business leaders from workforce and education fields gathered to collaborate and discuss solutions for the economic challenges facing our institutions and our State, regarding workforce preparedness.

Towson University provided the Forum with a venue to introduce people and programs that are working to include underserved populations in the workforce. Topics were discussed in-depth to develop action plans and form partnerships among the business leaders, policymakers, and educators.

The National Association of State Workforce Chairs

The Winter Meeting combined the traditional State Workforce Board Chairs meeting with a joint Workforce Symposium to create the National Association of State Liaisons for Workforce Development Partnership. The theme of the meeting was Working Together to Advance Economic Opportunity for All, and focused on aligning state priorities, plans, and systems through partnerships to position state workforce systems to advance economic opportunity for all residents.

State workforce board chairs and directors convened to develop solutions to workforce issues. Key stakeholders attended to provide comprehensive input on including underserved populations in the workforce, discuss key issues in states, and network with peers from across the nation.

The Direct Care Workforce Development Summit

The Workforce Development Summit took place on September 28, 2017, and convened key workforce stakeholders to address the needs of Maryland's workforce. GWDB Executive Director Michael DiGiacomo attended and participated on a panel that addressed contemporary programs and ideas within the workforce system. Moreover, the panel addressed contributions from stakeholders, future opportunities, and high-impact workforce solutions.

Maryland Skilled Immigrant Taskforce

Co-sponsored by the Department of Human Services (DHS) and The Department of Labor, Licensing and Regulation, the Maryland 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, non-profits, and Maryland businesses.

In 2017, the taskforce convened new stakeholders, conducted a workforce systems survey to assess common barriers, and contributed to the creation of an innovative registered apprenticeship pilot for skilled immigrants. The pilot is an 18-month program that addresses hiring and retention barriers within the healthcare industry.

Maryland Association of Counties Summer Conference

In August 2017, the GWDB participated in the Maryland Association of Counties' (MACo) *You're Hired* conference in Ocean City, Maryland. The conference focused on Maryland's new jobs growth and the wealth of opportunities in multiple industries. The GWDB participated in the Maryland Department of Labor, Licensing and Regulation's booth, providing information about the GWDB and state workforce programs.

Woodland Job Corps participants provided refreshments following GWDB meetings.

2017 GOVERNOR'S WORKFORCE DEVELOPMENT BOARD OPERATIONS

	2017 Actual	2018 Appropriation
Salaries and Fringe Benefits	447,536	482,012
Technical and Special Fees	9	0
Communications	4,341	6,212
Travel	6,713	9,723
Vehicles	600	600
Contractual Services	11,526	34,776
Supplies and Materials	372	6,370
Equipment – Replacement	427	3,034
Grants and Contributions	0	250,000
Fixed Charges	32,761	33,706
Total Expenditure	504,285	826,433

Reimbursable Fund Expenditure	2017 Actual	2018 Appropriation
DHS	58,201	68,865
DWDAL	272,418	322,336
MSDE	31,177	36,889
MHEC	45,903	54,314
DOC	22,380	26,481
DJS	7,198	8,517
Total	437,277	517,402

Left to right: Executive Director Michael DiGiacomo, Secretary Kelly Schulz, Secretary Lourdes Padilla, and Assistant State Superintendent Sue Page at MWA's Raising the Bar Conference

LOCAL BOARDS

Anne Arundel Workforce Development Corporation

Workforce Development Board for Anne Arundel County
Walter Townshend, Chair
Kirkland "Kirk" J. Murray, President & CEO
(http://www.aawdc.org/)

Mayor's Office of Employment Development

Workforce Development Board for Baltimore City
Andrew Bertamini, Chair
Jason Perkins-Cohen, Director
(http://www.oedworks.com/)

Baltimore County Department of Economic and Workforce Development

Workforce Development Board for Baltimore City
Laurens "Mac" MacLure, Chair
Sharon Klots, Chief, Workforce Development
(http://www.baltimorecountymd.gov/agencies/jobtraining/)

Frederick County Workforce Services

Workforce Development Board for Frederick County
Rose Davis, Chair
Michelle Day, Director
(http://www.frederickworks.com/)

Lower Shore Workforce Investment Board

Workforce Development Board for Somerset, Wicomico, and Worcester Counties
Joey Gardner, Chair
Milton Morris, Workforce Director
(http://www.lswa.org/)

Mid-Maryland

Workforce Development Board for Carroll and Howard Counties
Wallace "Wally" Brown, Chair
Francine Trout, Director
(http://www.mid-marylandwib.org/)

Work Source Montgomery

Workforce Development Board for Montgomery County
Michael J. Sullivan, Jr., Chair
Ellie Giles, CEO
(http://worksourcemontgomery.com/)

Prince George's County Workforce Services Corporation

Workforce Development Board for Prince George's County
Charlene T. Wade, Chair
Walter Simmons, Executive Director
(http://www.pgcedc.com/workforce-services/)

Southern Maryland Workforce Development Network

Workforce Development Board for Calvert, Charles, and St. Mary's Counties
Mike Benton, Chair
Ruthy Davis, Director
(http://www.tccsmd.org/)

Susquehanna Workforce Network

Workforce Development Board for Cecil and Harford Counties
Terrance Lovell, President
Bruce England, Executive Director
(http://www.swnetwork.org/)

Upper Shore Workforce Investment Board

Workforce Development Board for Caroline, Dorchester, Kent, Queen Anne's, and Talbot Counties
George Weeks, Chair
Dan McDermott, Executive Director
(http://www.uswib.org/)

Western Maryland Consortium

Workforce Development Board for Washington, Allegany, and Garrett Counties
Kristi Durst, Chair
Debora Gilbert, Interim Executive Director
(http://www.westernmarylandconsortium.org/)

GWDB STAFF

Michael R. DiGiacomo, *Executive Director*

Grason M. Wiggins, Esq. *Deputy Executive Director*

Sarah Sheppard, *Director of Workforce Engagement*

Darla J. Henson, *Executive Administrator*