

**Governor's Workforce Summit 2008**  
**Round Table Discussion**  
**11:30 a.m. to 12:45 p.m.**

*No Such Thing as a Spare Marylander: Growing the Workforce in a Time of Shifting Demographics and Increasing Employer Demand*

Maryland enjoys a healthy and diverse economy, but many industries face shortages of skilled workers. The approaching retirement of nearly one-sixth of Maryland population and new jobs associated with the Base Realignment and Closure (BRAC) process are adding to increased competition among employers for the workforce pool. Growing Maryland's qualified workforce must be a priority for the workforce development system and its industry partners. Panelists will discuss strategies for growing a skilled workforce including the retention of college graduates, immigrant workers, untapped populations, and the roles of philanthropy, business and government.

**Moderated by Tom Perez** – Thomas E. Perez was appointed by Governor Martin O'Malley in January 2007 to serve as the secretary of the Department of Labor, Licensing and Regulation (DLLR). Secretary Perez is a nationally recognized consumer advocate and civil rights lawyer. He is currently a part-time member of the faculty at the George Washington School of Public Health.

**Panel Members:**

**Randolph Capps** is a senior research associate at the Urban Institute. As a demographer with substantial expertise in immigrant populations, Randy has analyzed data on immigrants at the national, state and local levels. He has a Ph.D. in Sociology from the University of Texas.

**James Dula** is the President and CEO of the Prince George's Chamber of Commerce. Dr. Dula is a retired Air Force major who served as a leader and administrator around the world. He is known as a social-anthropologist due to the positive results he has accomplished when working with organizations, children, youth, and families.

**Roy Dyson** is serving his third term as a state senator for District 29, which covers the lower third portion of Calvert County, all of St. Mary's County, and the Benedict / Hughesville area in Charles County. Senator Dyson is assigned to the Senate Education, Environmental and Health Committee.

**Javaune Adams-Gaston** serves as the executive director of the University Career Center and The President's Promise at the University of Maryland College Park. Dr. Adams-Gaston is responsible for directing the career development and advancement of over 35,000 undergraduate and graduate students at the University.

**Robin Hall** has worked in the human resources field for approximately 25 years. Ms. Hall has 11 years experience as the HR manager for K&L Microwave. K&L Microwave manufactures a broad spectrum of RF and Microwave filters that are used in military and commercial wireless communication systems and employs over 400 globally.

**Patty Keeton** oversees the Business Training Center at Howard Community College as the executive director of Workforce Development in Continuing Education. One of her main responsibilities is providing leadership in identifying the advanced technology and other workforce training needs of the county's employees and developing customizing training solutions.

**Fred Mason** is the president of the Maryland State and District of Columbia, AFL-CIO. Mr. Mason represents the legislative and political interests of 350,000 union members and 44,000 retirees. He has served on the Governor's Workforce Investment Board since 2001.

**Sonia Mora** manages the Latino Health Initiative (LHI) at the Montgomery County Department of Health and Human Services in Maryland. Ms. Mora is responsible for overseeing all technical, managerial, and fiscal activities relating to the LHI, a unique effort that aims to address the health-related needs of Latinos in Montgomery County, Maryland.

**Pamela Paulk** is the vice president for human resources for the Johns Hopkins Health System (JHHS) and The Johns Hopkins Hospital. She is responsible for all HR functions for approximately 15,000 employees. Ms. Paulk also sits on various boards, committees and councils, including the Employee Health Plan Board of Directors, Baltimore Leadership Class of 2000, the Community Mediation Board of Directors, the Baltimore Alliance for Careers in Healthcare and the Baltimore Workforce Investment Board.

**Stephanie Powers** is the project director for the Council on Foundations' National Fund for Workforce Solutions. The Council on Foundations is the Leadership Partner of the National Fund, which provides financial support and technical assistance to promising workforce development partnerships around the country. Ms. Powers previously served as CEO of the National Association of Workforce Boards (NAWB).

**Anne Rea** serves as the chief of operations for Adult Services at Way Station in Frederick Maryland. Ms. Rea has over two decades of experience in providing support to individuals with disabilities seeking employment and in facilitating systems change to enhance employment outcomes. Ms. Rea oversees a comprehensive spectrum of services for individuals throughout Maryland including adults with disabilities, homeless veterans and veterans experiencing barriers to successful employment

**Tony Sarmiento** is the executive director of Senior Service America, Inc., a national nonprofit organization that operates the Senior Community Service Employment Program in Maryland and in 15 other states. Mr. Sarmiento's career in workforce and community development has included senior positions with the national AFL-CIO, the District of Columbia Department of Labor, and local community-based organizations.

**Karen Sitnick** was appointed as the director of the Mayor's Office of Employment Development (MOED) by then Mayor Martin O'Malley in March of 2000, and she was reappointed in 2008 by Mayor Sheila Dixon. Ms. Sitnick is also serving her second term as president of the Workforce Investment Network for Maryland (WIN), a consortium of the state's 12 local workforce investment area directors.

**Dick Story** has served as the CEO of the Howard County Economic Development Authority since September 1993. Mr. Story has 29 years of experience, serving as executive director of the Carroll County Economic Development Commission from 1979 to 1983 and as executive director of the Baltimore County Economic Development Commission from 1989 to 1991. Mr. Story is also actively engaged in the leadership of the Maryland Economic Development Association (MEDA)

**Melissa Wallace** has served as the vice president of human resources at Under Armour since January 2007. Ms. Wallace previously served as vice president of human resources for Party City Corporation, senior vice president of human resources for Ann Taylor Stores Corporation and vice president of human resources for Liz Claiborne, Inc.