



MARYLAND
GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

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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



2018
Annual Report

April 1, 2019

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 2018 Annual Report.

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

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

Moreover, the GWDB 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 2018, the GWDB 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 2019, the GWDB 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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Through EARN partnerships, careers in manufacturing provide in-demand welding training which leads to family-sustaining wages.

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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; 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.



The GWDB members attend a meeting on September 12, 2018.

GOVERNOR'S 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
Maryland Department of Disabilities

James D. Fielder

Secretary
Maryland Higher Education Commission

R. Michael Gill

Secretary
Department of Commerce

Rona E. Kramer

Secretary
Maryland Department of Aging

Stephen T. Moyer

Secretary
Department of Public Safety and Correctional Services

George W. Owings, III

Secretary
Department of Veterans Affairs

Lourdes R. Padilla

Secretary
Department of Human Resources

Karen Salmon

State Superintendent of Schools
Maryland 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 Cheryl Kagan

State Senator
District 17, Maryland

Representatives from Local Government

Currently Vacant

BUSINESS COMMUNITY LEADERS

Louis M. Dubin

Board Chair
Managing Partner
Redbrick LMD

Michelle Bell-Smith

President and CEO
1st Choice, LLC

Alice A. Blayne-Allard

Owner
Free State Cooperage, LLC

Gary E. Bockrath

Consultant

Jennifer W. Bodensiek

President and CEO
Junior Achievement of Central Maryland

Francis “Hall” Chaney, III

President
Chaney Enterprises

Veronica A. Cool

Founder and Managing Director
Cool & Associates, LLC

E. Katarina Ennerfelt

President and CEO
ARCON Welding Equipment, LLC

Steven W. Groenke

CEO
Row 6, Inc.

Tony Hill

Managing Partner
Edwards & Hill Office Furniture

Francis “Frank” X. Kelly, III

CEO
Kelly & Associates Insurance Group, Inc.

Larry Letow

President
LG-TEK

Carl Livesay

Vice President Operations
Maryland Thermoform Corporation

Ronald R. Peterson

Board Vice-Chair
President
The Johns Hopkins Health System

Roya Mohadjer

Director, Business Development and Strategy
Social and Scientific Systems, Inc.

Chad Nagel

Vice President
Nagel Farm Service

Stephen W. Neal

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

Alexander G. Núñez

Sr. Vice President, BGE Regulatory and External Affairs
BGE

Charles A. Ramos

Consultant

Edward C. Rothstein (COL Ret)

Self-Employed
ERA Advisory LLC

Christopher Sachse

CEO
ThinkStack

James A. Sears, Jr.

President, Maryland Operations
Potomac Edison

Gerald “Jerry” M. Shapiro

Construction Executive
Shapiro & Duncan, Inc.

William E. Simons

Senior Vice President
Coakley & Williams Construction, 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 and President
Farming 4 Hunger, Inc.

Alvin C. Hathaway, Sr.

Senior Pastor
Historical Union Baptist Church of Baltimore

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

THANK YOU

Gary Batey

Retired Plant Manager
Holcim US

Adrian P. Chapman

President and CEO
Washington Gas

Christopher M. Ensey

Chief Operating Officer
Dunbar Security Solutions

Charles W. Ketner

Director
National Automatic Sprinkler Industry

Allan H. Kittleman

County Executive
Howard County, Maryland

Dawn Lindsay, Ed.D.

President
Anne Arundel Community College

Kirkland “Kirk” J. Murray

President & CEO
Anne Arundel Workforce Development Corporation
President, MD Workforce Investment Network

Lisa Rusyniak

President & CEO
Goodwill Industries of the Chesapeake, Inc.

Martin “Marty” Schwartz

President
Vehicles for Change

The Honorable Douglas J.J. Peters

State Senator
District 23, Maryland

Michael Posko

CEO
Habitat for Humanity of the Chesapeake, Inc.

Prenterald “PC” Price

President and CEO
Legal Services Associates, Inc.

Matt Turpin

President and CEO
Zentech Manufacturing, 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 (WIDE); 3) Marketing and Branding; 4) Health-care and Life Sciences; and 5) Cybersecurity and Information Technology (IT).

The GWDB brings important leaders together in order 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 target the specific recommendations of Maryland's in-demand industries.

The GWDB has been working diligently, bringing all of the Taskforce Groups together over the past year to gather information, work on programs and initiatives, and come up with new and creative ways to bring about change, promote workforce development, and reorganize and invigorate the current taskforces. Some of these initiatives include:

1. Partnering with Junior Achievement of Central Maryland and the Eastern Shore to not only participate in their Inspire events, but also come up with an online form that can be accessed on both Junior Achievement and the GWDB's website for businesses to sign up and get engaged with their local school systems and students. There is a multitude of opportunities for businesses to interact with students, and we believe this will help streamline the process;
2. Working closely with various community groups, non-profits, and the chairs of the Workforce, Inclusion, Diversity & Equality (WIDE) Taskforce to collect and promote a list of expungement clinics throughout the state in addition to working on hosting our own clinics with the local workforce investment boards;
3. Hosting briefings for employers, non-profits, and community groups presented by the Department of Labor, Licensing and Regulation, Division of Workforce Development and Adult Learning on various programs and offerings to employers and job seekers. The GWDB plans to host more of these briefing sessions with other state agencies;
4. Attending business and community group tours to form partnerships and relationships across the state;
5. Hosting high-level, business-only listening sessions of businesses across multiple industry sectors to talk about the challenges Maryland businesses are facing in relation to economic growth and the workforce. These business partners discuss how the state could better assist employers in growth both through building a better talent pipeline to fill current and future workforce needs, as well as support their economic expansion. These sessions include a series of exercises and journey mapping to help guide the conversation;
6. Participating and assisting in the planning of various career exploration days and job fairs throughout the state;
7. For the Cybersecurity and IT Taskforce, the GWDB is setting up subcommittees to implement the key recommendations from the Computer Science Education and Professional Development Findings Report along with creating a form that will be available on the GWDB website for companies, community groups, and non-profits to engage in the process and become a recognized partner of the GWDB;
8. Developing a survey to go out to all of the industry sectors to identify skills that are most needed in their industries and to discover the anticipated future needs of businesses in the state; and
9. Coordinating with the Department of Commerce's Maryland Manufacturing Advisory Board to promote and discuss changing the image of manufacturing.

The GWDB Taskforce Groups review and recommend workforce development programs and long-term impactful goals to the Hogan Administration. The GWDB staff supports the Taskforce Groups by providing administrative guidance, technical assistance, conducting research, and connecting and leveraging resources.

Advanced Manufacturing and Skilled Trades Taskforce Group

The Advanced Manufacturing Taskforce and Skilled Trades Taskforce works to align the needs of industry with the current and future workforce. Together, we can make and build Maryland.

Under the leadership of Taskforce Chair Gary Bockrath, the Taskforce has identified numerous training programs available for those interested in pursuing a career in the trades and manufacturing sectors. In the past year, the GWDB has collaborated with Junior Achievement to act as an intermediary to provide interested students and other candidates the answer to why pursue such a career through mentorships, coaching, and job shadowing. The Taskforce continues to work towards educating students, parents, and young adults of the excellent career opportunities available to them that do not necessarily 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 Maryland State Department of Education.

The Taskforce continues to work toward creating a marketing and awareness campaign to highlight programs currently in place that will leverage opportunities between the job seeker and employer, as well as advocate on behalf of the different iteration of workforce that is needed in today's market. The Taskforce is currently participating in the Maryland Department of Commerce's Maryland Manufacturing Advisory Board's subcommittee on changing the image of manufacturing.

Workforce, Inclusion, Diversity & Equality (WIDE)

The Workforce, Inclusion, Diversity & Equality (WIDE) Taskforce, co-chaired by Veronica Cool and Michelle Bell-Smith, is charged with developing a targeted strategy to meet employer demands while also giving priority to individuals with barriers to employment. Today's workforce is ever changing. 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 Board is investigating ways to leverage these Marylanders' skills and experience to best contribute to the state's dynamic economy.

The Taskforce acknowledges 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 ensure economic growth for Maryland and working families. In 2018, the Board sponsored and hosted an expungement clinic along with the Prince George's County Workforce Services Corporation and Maryland Legal Aid servicing over 200 clients to help expunge criminal records. Maryland Legal Aid informed the GWDB that the clinic was the largest clinic to date.

Through pilot programs, marketing campaigns, and outreach, the Board will develop new, specific, targeted policies to assist individuals who face barriers to employment and help continue to develop a well-rounded workforce. The WIDE Taskforce is working to determine a strategy to attract, develop, and retain nearly half of the state's workforce and how to better assist individuals with barriers to employment.

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 works to produce 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 targeted Maryland businesses and industry. 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.

Healthcare and Life Sciences Taskforce

According to the Current Employment Statistics program with the Maryland Department of Labor, Licensing and Regulation (DLLR), the healthcare and life sciences industry employs over 382,000 in Maryland and is one of the largest industries in the state. However, according to the DLLR Workforce Dashboard, the industry has over 18,000 job openings, making it the second largest industry with job openings in the state.

The Taskforce identified working with incumbent workers who may have barriers to jobs that promote self-sufficiency as a priority. Avenues to make this happen will include providing a career pathway to high-demand, high opportunity jobs in the healthcare environment via partnering with the community colleges, Career Technical Education programs, community partners, and Baltimore Alliance for Careers in Healthcare.

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

Cybersecurity and Information Technology Taskforce

In Maryland, there are currently over 19,000 vacant tech jobs. The Taskforce has identified the need to develop career pathways for students to join and fill the growing need for tech workers in Maryland under the direction of co-chairs Christopher Sachse and Ed Roberts.

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 and to create a career mapping asset that will allow Maryland residents to readily identify skills and training that is needed to work within the cybersecurity and IT industry.

This year, the Taskforce developed and delivered a report, “Computer Science Education and Professional Development Findings,” to the governor and members of the Maryland General Assembly that included: 1) studying opportunities to grow Maryland’s economy associated with the computer science and IT industry; 2) focusing on developing pathways that meet identified workforce needs in computing fields; 3) determining the skills needed in and challenges for Maryland’s talent pipeline; 4) encouraging employer partners to invest in Maryland’s IT workforce; and 5) creating innovative and sustainable ways to address gender and racial disparities in the science, technology, engineering and math (STEM) and information technology (IT) fields.

The Taskforce engaged an inclusive community of more than 200 professionals from industry, education, government, and non-profit sectors to participate in the creation of the report. These individuals participated in multiple listening tours and writing sessions, and had the opportunity to contribute valuable insights, data, and ideas that were integrated into the report.

The key recommendations from the report included: 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 <http://gwdb.maryland.gov/pub/gwdbcompscirep.pdf>.



The Cybersecurity and Information Technology Taskforce attends a meeting at Loyola Blakefield to work on the “Computer Science Education and Professional Development Findings” report.

GWDB INTERAGENCY WORKFORCE COMMITTEE

The GWDB InterAgency Workforce Committee (the Committee), which includes State agency partner senior officials, come together quarterly to ensure coordination and communication across all State agencies which have an investment in developing Maryland's workforce. The Committee includes assistant secretaries, deputy secretaries, or senior staff from the following agencies:

- Maryland Department of Aging
- Department of Commerce
- Department of Human Services
- Department of Juvenile Services
- Department of Labor, Licensing and Regulation
- Maryland Department of Disabilities
- Maryland Higher Education Commission
- Department of Public Safety and Correctional Services
- Maryland State Department of Education's Division of College and Career Readiness and the Division of Rehabilitation Services
- Maryland Department of Veterans Affairs
- Department of Housing and Community Development



The GWDB members attend a quarterly GWDB meeting.

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 for Maryland's Workforce System

Under Governor Larry Hogan's leadership, the Benchmarks of Success for Maryland's Workforce System (the Benchmarks) 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 us gauge our success, as we work to lay the foundation of this new system. In keeping with Maryland's commitment to place "people before performance," strategic goals and corresponding benchmarks are focused around a central vision of increasing the earning capacity of Marylanders by maximizing their access to employment, skills and credentialing, life management skills, and supportive services.

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 oversees the actions of five subcommittees: WIOA Alignment, Communications, Data and Dashboard, Policy, and Professional Development and Technical Assistance.



DLLR Secretary Kelly Schulz, MSDE State Superintendent of Schools Karen Salmon, DHR Secretary Lourdes Padilla, and GWDB Executive Director Michael DiGiacomo during the Benchmarks of Success taping.

Apprenticeships

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 (MATP) 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 been able to exceed 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 apprenticeship and training navigators. These individuals are responsible for helping create 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 to partners across the state. In 2018, the MATP has continued to provide training and information sessions to each of the workforce areas, community colleges, and state agencies. Not only did it create a dynamic conversation surrounding registered apprenticeship, but 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 MATP continues to achieve major successes in both: the Apprenticeship Maryland Program and in registered apprenticeship. The Apprenticeship Maryland Program (AMP) was formerly known as the Youth Apprenticeship Pilot. After achieving much success during the pilot years, the program has now expanded statewide in partnership with support from the Maryland State Department of Education, Department of Commerce, local school systems, the Youth Apprenticeship Advisory Council, the Maryland Department of Labor, Licensing and Regulation, and numerous participating employers. Since the inception of the pilot, over 60 employers have signed on to participate, nearly doubling the previous total. Additionally, the program has seen 38 students register as

youth apprentices. With the expansion of AMP, there are now six approved school systems: Frederick, Washington, Howard, Dorchester, Talbot, and Queen Anne's County schools. Numerous other schools are currently in the application process with MSDE to participate in the AMP.

Registered apprenticeship also continues to see growth in both traditional and in new, non-traditional sectors due to significant support for and investment in the program from the Hogan administration. Sectors seeing growth include: construction, manufacturing, health care, hospitality, and biopharmaceuticals. More specifically, in 2018, 30 new sponsors have been registered and 14 existing programs have been reactivated. 2018 also saw colleges across Maryland join the MATP as registered apprenticeship sponsors. Frederick Community College, Baltimore City Community College, the Community College of Baltimore County, and the University of Maryland, Baltimore County all became registered apprenticeship sponsors.

Employment Advancement Right Now (EARN) Maryland Grant Applications

The GWDB participated in the grant application review process for EARN Maryland in 2018. EARN is a state-funded, competitive workforce development grant program that is industry-led, regional in focus, and a proven strategy for helping businesses cultivate the skilled workforce they need to compete. It is flexible and innovative, designed to ensure that Maryland employers have the talent they need to compete and grow in an ever-changing 21st century economy. In 2018, there were 74 Strategic Industry Partnerships comprised of over 1,000 employers and industry partners that received EARN funding. As of October 2018, 3,573 EARN participants completed entry level training programs. Of those, 2,971 (83%) obtained employment. As of October 2018, more than 5,600 incumbent workers received training, earning a new certification, credential or skill. The GWDB is proud 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.



The GWDB attends a tour and lecture of Paul Reed Smith Guitars along with the World Trade Center Institute and the Regional Manufacturing Institute of Maryland.

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.

Maryland business leaders deserve real 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 to 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.

The Governor’s Workforce Development Board Retreat

In 2018, the GWDB hosted a retreat for its members to network and meet one another. On this retreat, the GWDB members were able to meet and discuss workforce initiatives off-line and without the pressures of everyday demands.

Maryland Adult Learning Advisory Council

The mission of the Maryland Adult Learning Advisory Council (MALAC) is to advise the Maryland Department of Labor, Licensing and Regulation and its Division of Workforce Development and Adult Learning (DWDAL) in promoting and supporting a flexible and integrated



The GWDB attends a retreat and tour of Port Covington.

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 Chapter Number 191, Governor’s P-20 Leadership Council of Maryland 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 2018, the GWDB collaborated with the P-20 Council and the Maryland Longitudinal Data System Center to produce a report required by the Career Preparation Expansion Act. The Act directs the Maryland Longitudinal Data System Center and the Governor’s Workforce Development Board to produce a report on the workforce outcomes of high school graduates five years after graduation. Specifically, the report included their wages earned, the hours worked, and the industry in which they are employed.

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.

Correctional Education Council

The Correctional Education Council (CEC) advocates and promotes the interest of correctional education programs to ensure a 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 2018, staff from the GWDB participated in monitoring visits to Washington, Calvert, Carroll, and Anne Arundel counties.

The Commission on Innovation and Excellence in Education

The GWDB is a member of the CTE Subgroup of the Commission on Innovation and Excellence in Education. Through the CTE Subgroup, members address and discuss college and career ready pathways in Maryland’s education system. The goal is to oversee CTE pathways in partnership with industry representatives to lead students to industry recognized credentials and high-paying jobs.



Maryland Center for Computing Education

The GWDB sits on the Maryland Center for Computing Education (MCCE) committee. The MCCE's mission is to: 1) expand access to high-quality K-12 computing education in Maryland for all students through teacher preparation, coalition building, and advocacy; 2) carry out innovative pedagogical research and training; 3) increase awareness of computer science education issues among students, parents, teachers, administrators, and the general public; 4) coordinate with computer science education initiatives nationally; and 5) assess progress and leverage the Maryland Longitudinal Data System Center.

GirlsGoCyberStart Competition

In 2018, the GWDB partnered with the Department of Labor, Licensing and Regulation and the Maryland State Department of Education to participate in an innovative cybersecurity training partnership with the SANS Institute, the largest provider of cybersecurity training and certification to professionals at governments and commercial institutions worldwide. This partnership inspires the next generation of cybersecurity professionals and identifies talented youth in Maryland. Open to female high school students, the GirlsGoCyberStart initiative encourages participants to explore their interests in cyber studies, learn core cybersecurity skills, and build confidence in problem solving.

In 2018, the SANS Institute piloted GirlsGoCyberStart, a program designed to inspire the next generation of cybersecurity professionals while identifying talented youth. The 2018 program provided the opportunity for 6,650 young women in 16 states to discover and demonstrate their aptitude for cybersecurity. In 2018, 404 students from 23 high schools in Maryland participated in GirlsGoCyberStart. Maryland students placed in five of the top seven teams out of the 2,600 multi-state teams that played.

Maryland Workforce Outlook Forum

In May 2018, the Governor's Workforce Development Board worked in partnership with the Regional Economic Studies 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 workforce conversation. Topics were discussed in-depth to develop action plans and form partnerships among the business leaders, policy makers, and educators.

The National Association of State Workforce Board Chairs

The 2018 Winter Meeting of the National Association of State Workforce Board Chairs, "Strengthening Partnerships to Support the Workforce of the Future," combined the traditional State Workforce Board chairs membership meeting with a joint workforce symposium with the National Association of State Liaisons for Workforce Development Partnerships. The meeting focused on aligning state priorities, plans, and systems through partnerships to support the workforce of the future.

The 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.

Maryland Regional Direct Services Collaborative

The GWDB is a member of the Maryland Regional Direct Services Collaborative. The purpose of the collaborative is to facilitate and promote the recruitment, retention, and career path development of the direct services workforce serving other adults and people with disabilities.

National Governors Association

The GWDB is an active participant in National Governors Association (NGA) meetings and conferences, discussing best practices, plans, and priorities to position workforce systems for success. Recent changes in WIOA have led to extensive discussions and innovative workforce development solutions. Twice a year, NGA peers from across the nation gather to share best practices and examine key issues facing the states and our nation.

Maryland Skilled Immigrant Taskforce

Co-sponsored by the Department of Human Services (DHS) and the Department of Labor, Licensing and Regulation (DLLR), the Maryland Skilled Immigrant Task Force addresses barriers that skilled immigrants face when attempting to join Maryland's workforce. The task-

force is comprised of private and public sector stakeholders, including government agencies, non-profits, and Maryland businesses.

Partnering with Junior Achievement of Central Maryland

The GWDB forged a partnership with Junior Achievement of Central Maryland (JA) in 2018. The GWDB team supported their efforts with JA Leading Ladies, an event that connects businesswomen and outstanding female high school students in the Baltimore area to celebrate successes, develop talents, capture new opportunities, and inspire the next generation of women leaders. Additionally, the GWDB participated in JA Inspire this October, a dynamic career development experience that gives middle school students access to high-growth careers and area employers, post-secondary education opportunities, and interactive career activities.

Women Spanning the Globe Leadership Conference

The GWDB attended World Trade Center Institute (WTCI) Women Spanning the Globe Leadership Conference. This conference provided insight on equity in the workplace. This conference is designed to enhance the life and careers of international business women, leaving attendees with a fresh perspective, new ideas, and best practices to implement for women in the workforce.



The GWDB celebrates the winners of the SANS Institute's GirlsGoCyberStart in Annapolis.

2018 GOVERNOR'S WORKFORCE DEVELOPMENT BOARD OPERATIONS

Expenses	2018 Actual
Salary and Fringe Benefits	\$443,134
Communications	\$4,588
Travel	\$9,263
Contractual Services	\$17,449
Supplies and Materials	\$1,375
Equipment - Replacement	\$2,368
Fixed Charges	\$30,759
Vehicles	\$300
Sub-total	\$509,236
<i>Grants</i>	<i>\$250,000</i>
Total	\$759,236

Reimbursable Fund Expenditures	2018 Actual
Non-Government Grant	\$250,000
Maryland Department of Aging	\$2,307
Department of Human Services	\$59,441
Division of Workforce Development and Adult Learning	\$196,510
Maryland State Department of Education	\$123,769
Maryland Higher Education Commission	\$2,366
Department of Commerce	\$32,091
Department of Juvenile Services	\$16,683
Department of Public Safety and Correctional Services	\$3,464
Maryland Department of Disabilities	\$16,700
Total	\$703,331
General Funds	\$55,905

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

Yariela Kerr-Donovan, Chair

Jason Perkins-Cohen, Director

(<http://www.oedworks.com/>)

Baltimore County Department of Economic and Workforce Development

Workforce Development Board for Baltimore City

Anna-Maria Palmer, Chair

Mary Manzoni, Chief, Workforce Development

(<http://www.baltimorecountymd.gov/agencies/jobtraining/>)

Frederick County Workforce Services

Workforce Development Board for Frederick County

Amanda Haddaway, Chair

Michelle Day, Acting Director

(<http://www.frederickworks.com/>)

Lower Shore Workforce Investment Board

Workforce Development Board for Somerset, Wicomico and Worcester Counties

Walt Maizel, Chair

Rebecca Webster, 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/>)

Montgomery County Division of Workforce Development Services

Workforce Development Board for Montgomery County

Ted Rose, Chair

Ellie Giles, CEO

(<http://www.montgomeryworks.com/>)

Prince George’s County Workforce Services Corporation

Workforce Development Board for Prince George’s County

Conrad Samuels, 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

Kevin Walls, President

Bruce England, Executive Director

(<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

(<http://www.uswib.org/>)

Western Maryland Consortium

Workforce Development Board for Washington, Allegany and Garrett Counties

Amos McCoy, Chair

Debora Gilbert, Acting Executive Director

(<http://www.westernmarylandconsortium.org/>)

GWDB BOARD STAFF

Michael R. DiGiacomo, *Executive Director*

Sarah Sheppard, *Director of Workforce Engagement*

Darla J. Henson, *Executive Administrator*





GWDB attends the World Trade Center Institute's Women Spanning the Globe Leadership Conference



GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

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