



**Maryland**

**GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD**

Quarterly Meeting

September 26, 2023

# New Board Members



**Carim Khouzami, Chair**  
President & CEO  
BGE



**Delali Dzirasa, Vice Chair**  
CEO  
Fearless



**Alexander Austin**  
President & CEO  
Prince George's County  
Chamber of Commerce



**Calvin Ball**  
County Executive  
Howard County



**Dr. Annesa Cheek**  
President  
Frederick  
Community College



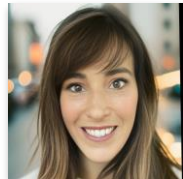
**Donna Edwards**  
President  
MD State &  
DC AFL-CIO



**Mackenzie Garvin**  
Director  
Mayor's Office of  
Employment Development



**Dr. Roderick King**  
Chief Equity, Diversity and  
Inclusion Officer  
University of MD Medical System



**Jessica Mente**  
Director of Training  
Royal Farms



**Brian Stamper**  
Executive Director of  
Manufacturing Sciences  
AstraZeneca



**Inez Stewart**  
Senior Vice President of  
Human Resources  
Johns Hopkins Medicine

# Retiring Board Members

- Lou Dubin (fmr Chair)
- Chris Sasche (fmr Vice Chair)
- Michael DiGiacomo (fmr Executive Director)
- Hon. Gavin Buckley
- Dr. Andrea Chapdelaine
- Marshall Knight
- Dr. Sandra Kurtinitis
- Carl Livesay
- Rodney Oddoye
- Anton Ruesing
- Lisa Rusyniak
- Gerald Shapiro
- William Simons
- Michelle Wright

***Thank you for your service with the  
Maryland Governor's Workforce Development Board***



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# Key Roles for the GWDB



# State Workforce Plan

The state is required to submit a State Plan to US DOL on behalf of the Governor every four years to receive federal funding for core programs supporting adults, youth, dislocated workers, adult education and literacy, employment services, and vocational rehabilitation programs.

**The 2024-2027 plan is due in March.**

**Strategic  
Planning  
Elements**

Operational  
Planning  
Elements

Operating  
Systems and  
Policies

Program  
Specific  
Requirements

Assurances

## We'll use this opportunity to:

- ✓ Set and communicate a shared **vision and priorities**
- ✓ **Take stock** of what is working well - and what we need to change
- ✓ Build relationships and **align activities and resources** across state agencies and local partners
- ✓ Establish concrete **goals and metrics** for success
- ✓ **Deliver an actionable strategic plan** for the Governor, GWDB, state agencies and local partners

# Timeline

- **October - December:** Strategy workshops with GWDB, industry, local boards, agency leaders to shape the State Plan
- **November - January:** Drafting the State Plan
- **January - February:** WIOA State Plan draft approved by GWDB  
Draft submitted for Governor's review and public comment
- **March:** WIOA State Plan submitted to US DOL  
GWDB launches implementation initiatives

# After declines during the pandemic, all occupation groups are forecasted to see employment growth over five years, with healthcare and STEM occupations growing fastest

Healthcare | STEM | Education

Preliminary

	Employment k, 2022	Recent change in employment % change 2019-2022	Forecasted change in employment % change 2022-2027
Office & Administrative Support	331k	-8%	0.1%
Management	234k	26%	6.0%
Sales & Related	233k	-11%	0.4%
Business & Financial Operations	230k	18%	5.5%
Transportation & Material Moving	223k	3%	7.9%
Food Preparation & Serving Related	200k	-9%	7.2%
Educational Instruction & Library	178k	-4%	7.4%
Healthcare Practitioners & Technical	171k	-1%	6.2%
Computer & Mathematical	147k	4%	9.9%
Construction & Extraction	115k	-10%	1.3%
Installation, Maintenance, & Repair	106k	-4%	3.8%
Healthcare Support	97k	-9%	9.3%
Building & Grounds Cleaning & Maintenance	88k	-10%	2.8%
Protective Service	77k	-1%	4.3%
Production	70k	-17%	7.5%
Personal Care & Service	69k	-23%	7.4%
Community & Social Service	57k	2%	6.8%
Architecture & Engineering	56k	-13%	4.7%
Life, Physical, & Social Science	49k	1%	7.3%
Arts, Design, Entertainment, Sports, & Media	36k	-3%	6.7%
Military-only	27k	10%	6.4%
Legal	25k	3%	5.1%
Farming, Fishing, & Forestry	7k	-11%	6.7%



# Healthcare and STEM occupations also top the list of roles with the most unmet demand in Maryland today

Healthcare | STEM

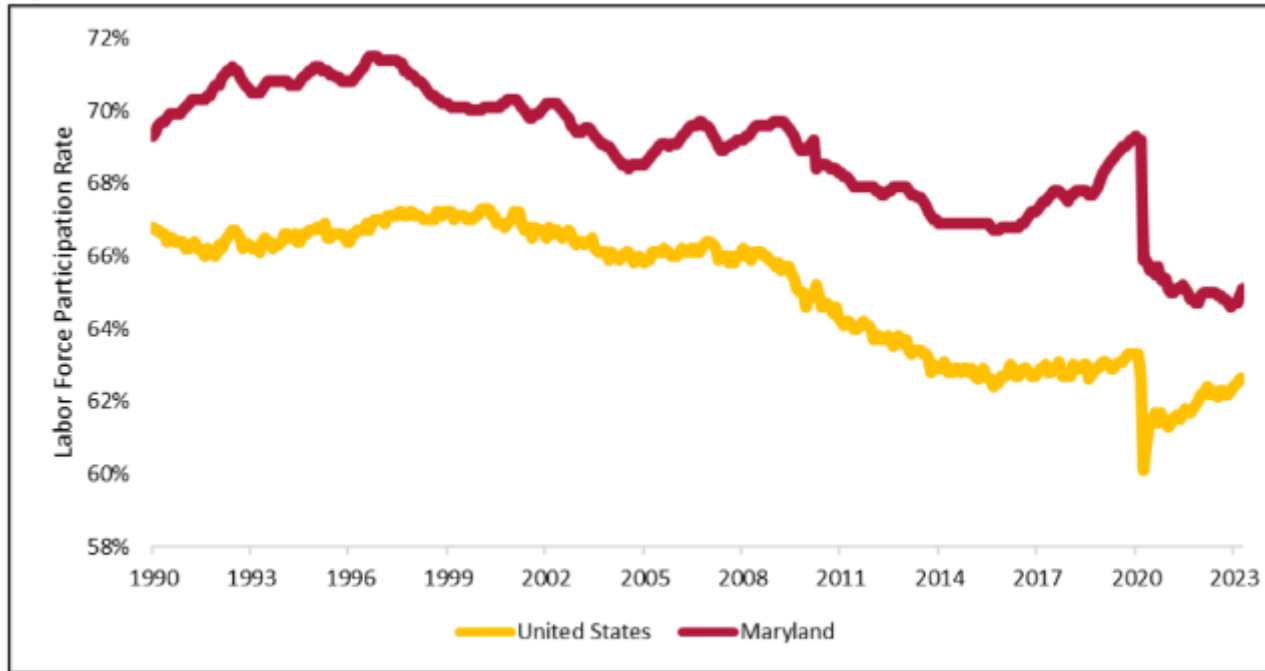
<u>Draft</u> <u>Preliminary</u>							
Top Roles (Deep Dives to Follow) <sup>1</sup>	Avg Monthly Unfilled Job Postings, 2022	Avg Monthly Hires, 2022	Avg Wage, \$/hr, 2022	Jobs CAGR, %, 2022-2027	Typical Entry Level Education	Work Experience Required	
Registered Nurses	9,474	1,287	\$40	1%	Bachelor's degree	None	
Software Developers	5,232	1,060	\$63	3%	Bachelor's degree	None	
Sales Representatives <sup>2</sup>	3,541	624	\$35	2%	High school diploma or equivalent	None	
Managers, All Other	3,245	667	\$63	1%	Bachelor's degree	Less than 5 years	
Computer Occupations, All Other	3,238	1,078	\$58	1%	Bachelor's degree	None	
First-Line Supervisors of Retail Sales Workers	2,706	1,393	\$24	0%	High school diploma or equivalent	Less than 5 years	
Medical and Health Services Managers	-2,499	-473	\$65	3%	Bachelor's degree	Less than 5 years	
Food Service Managers	-1,868	-202	\$34	2%	High school diploma or equivalent	Less than 5 years	
Health Technologists and Technicians, All Other	-1,779	82	\$23	1%	Postsecondary nondegree award	None	
Licensed Practical and Licensed Vocational Nurses	-1,320	-387	\$27	1%	Postsecondary nondegree award	None	
Operations Research Analysts	-1,285	-185	\$51	2%	Bachelor's degree	None	
Computer User Support Specialists	-1,269	-482	\$28	2%	Some college, no degree	None	
Information Security Analysts	-1,266	-323	\$61	3%	Bachelor's degree	Less than 5 years	
Data Scientists	-1,196	-110	\$57	4%	Bachelor's degree	None	
Sales Managers	-1,178	-270	\$68	1%	Bachelor's degree	Less than 5 years	
<b>Total Roles</b>	<b>89,884</b>	<b>115,562</b>	<b>\$34<sup>3</sup></b>	<b>1%</b>			

1. Top occupations with unfilled positions are selected based on the largest difference between average active job postings and hires in 2022 in Maryland. SOC having a typical entry-level education of doctoral or professional degrees removed.

2. Full SOC title: Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

3. Calculated as the weighted average wage for included occupations weighted to 2022 employment by SOC

# Maryland's labor force participation rate has not recovered post-pandemic



Source: Bureau of Labor Statistics



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# Coming Up

- Survey of GWDB members
- GWDB Orientation in October
- Strategy workshops in October - December
- National Apprenticeship Week November 13-19

**Save the date!**

**GWDB Quarterly Meeting  
Wednesday, December 6  
3 - 5 pm**



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