

MARYLAND

GOVERNOR'S WORKFORCE INVESTMENT BOARD

Annual Report 2005



MARYLAND



ROBERT L. EHRLICH, Jr., Governor
MICHAEL S. STEELE, Lt. Governor
JAMES D. FIELDER, Jr., Ph.D. Secretary

**GOVERNOR'S WORKFORCE
INVESTMENT BOARD**

GWIB Home Page • <http://www.mdworkforce.com>
GWIB Email Address • gwib@gwib.state.md.us

March 1, 2006

Dear Governor Ehrlich, Lieutenant Governor Steele, President Miller,
Speaker Busch, the General Assembly, and the businesses and citizens of Maryland:

The Governor's Workforce Investment Board (GWIB) is pleased to share with you its 2005 annual report highlighting recent events and accomplishments that occurred during the period January 1, 2005 through December 31, 2005.

Maryland continues to be touted as a national and international leader for our demand-driven approach to workforce development as is evidenced by articles in this report. As the chief policy-making body on workforce development in Maryland, the GWIB continues to aggressively demonstrate its commitment to ensure that the state develops strategic alliances with business, education, economic development, community organizations, and government. The board is actively engaged in statewide business-led workforce development activities to assess business demand and guide the system to be flexible, efficient and effective in meeting both employer and job seeker needs. This revolutionary approach is now the foundation for the GWIB's vision and mission.

The board would also like to recognize the excellent efforts put forth over the past year by of each of our private and public sector partners and express our gratitude for the cooperation and collaboration we received from all levels of business, government, and education as well as the citizens of Maryland. In 2006, we look forward to that continued support as we maintain the momentum gained in 2005 and continue our efforts to create a world-class workforce in the State of Maryland.

Sincerely,

A handwritten signature in cursive script, reading "Gino Gemignani, Jr.".

Gino J. Gemignani, Jr.
GWIB Chair

A handwritten signature in cursive script, reading "Robert W. Seurkamp".

Robert W. Seurkamp
GWIB Executive Director

A handwritten signature in cursive script, reading "James D. Fielder, Jr.".

James D. Fielder, Jr., Ph.D.
DLLR Secretary



The Governor's Workforce Investment Board

Vision – A Maryland where every person maximizes his or her potential and employers have access to the human resources they need to be successful.

Mission – To guide a nationally recognized workforce development system that is aligned with the economic and educational goals of the State of Maryland and that will result in a qualified workforce available to employers across the state.

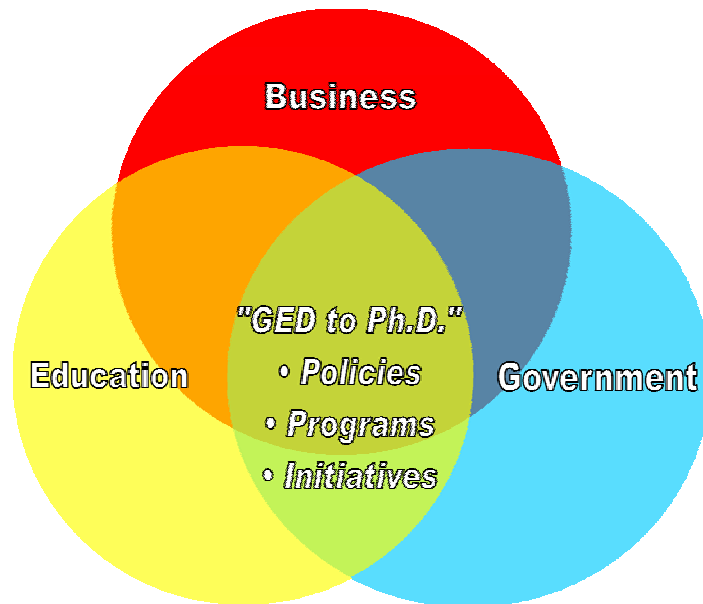
The Governor's Workforce Investment Board (GWIB) is the state's chief policy-making body on workforce development as mandated by the federal Workforce Investment Act (WIA) of 1998. The board is a business-led group of approximately 45 members, 51% of whom are from the private sector, charged with advising the Governor on the following matters:

- Development of policies and the dissemination of information that will contribute to a high-quality workforce development system that is demand-driven, innovative, proactive, collaborative, and linked with economic development and labor market opportunities;
- Development of a state plan for Maryland's workforce investment system which sets clear goals and unifies the efforts of the various parts of the system, including education, workforce development, business and economic development, and other services in a coordinated strategy to upgrade and promote the status of Maryland's workforce;
- Promotion and coordination of private sector involvement in the workforce investment system through the development of partnerships among state agencies, the business community, and local workforce investment boards;
- Establishment and maintenance of an accountability system to measure the results of Maryland's workforce investment system, including programs administered by state and local agencies, in relation to the state plan; and
- Identification of issues which require input from the board under the provisions of the federal WIA legislation.

Private sector members, representing the state's thirteen targeted industries are selected because of their industry expertise, business acumen, and ability to influence others and to bring resources to the workforce development system. The board is responsible for developing strategies and policies that form a coordinated workforce system for a variety of education, employment and training programs. It brings together and focuses various workforce development partners and stakeholders on a single outcome: a properly prepared workforce that will meet the current and future demands of Maryland's employers.

The GWIB formulates effective workforce policy for the State of Maryland based on business' demand for workers. In the long term, the board, along with its business, education, government, partners, aligns the public workforce development system to ensure that workers' skills match business demands.

Maryland's Workforce System Coming Together....Making A Difference



Targeted Strategies, Innovative Solutions, Positive Results

In order to achieve a workforce development system that is business-driven, the GWIB has developed the following four strategic goals:

- Create a demand-driven workforce development system that connects employers to the best educated and most highly skilled workforce in the world;
- Study issues and develop recommendations with special emphasis focused on those who have or are at risk of having a criminal record;
- Implement a process through the GWIB Subcabinet that focuses on unified planning, eliminating duplication, maximizing resources, continuous improvement and accountability for results; and
- Identify broad, long-range education goals and strategies that pertain to workforce development.

Maryland is seen as a national leader since it was the first state to adopt and implement the industry initiative approach to workforce development. This approach was developed during the GWIB's work with the healthcare industry and is aligned with the U. S. Department of Labor's "Power of E³" concept. Key executives from the private sector, education, labor, professional associations and government participated in the extensive demand-driven, five-phase process, which will be discussed later in this report. The GWIB's Center for Industry Initiatives is currently guiding the aerospace, bioscience and hospitality & tourism industries through the process to identify workforce issues, demand and strategies to address their respective industry needs. Nine additional industry initiatives will be launched during fiscal year 2007. ⚓

Forging Strong Partnerships

Since becoming a unit within the Office of the Secretary for the Department of Labor, Licensing and Regulation's (DLLR), the GWIB has developed a strong relationship with the Division of Workforce Development (DWD). Under the direction of GWIB executive director, Robert W. Seurkamp (pictured below on left) and DWD assistant secretary, Bernard L. Antkowiak (pictured below on right), staff members work collaboratively to address state-wide and local issues and needs and implement strategies to comply with federal requirements as dictated by the Workforce Investment Act. Key staff from both units regularly attend meetings and sit on cross-agency committees which focus on eliminating duplication of programming and resources and removing barriers to enable the public to more readily access the state's workforce development resources.



Both the DWD and the GWIB staffs work with staff members from Maryland's twelve local workforce areas (Refer to Appendix 5 for a current list of local workforce investment areas, directors and board chairs), to ensure that regulatory and administrative policies and procedures are implemented effectively and efficiently. Across the state, there are 38 One-Stop Career Centers, which provide a fully array of services to both job seekers and employers. Through the partnership, coordinated efforts

are being made to address the needs of job seekers and employers alike. Business service representatives from all local workforce areas now use a team approach, with each representative able to present the full array of workforce development services available to any job seeker or employer. ⚙️

Key Leaders of the Business, Education and Government Sectors Appointed to the GWIB

The following individuals were appointed to the GWIB during 2005:

Robert L. Caret, Ph.D.	President, Towson University
Honorable Ulysses Currie	Maryland State Senate, Prince George's County, District 25
Torin Ellis	President, Method 1518
John B. Frisch, Esq.	Chairman, Miles and Stockbridge, P.C.
Walter R. Gillette	Vice President, Leonardtown Town Council
Honorable J. Robert Hooper	Maryland State Senate, Harford County, District 35
Murray K. Hoy, Ed.D., Esq.	President, Wor-Wic Community College
Drew D. Krimski	President and CEO, The ACI Group
John A. Palmucci	Vice President, Administration and Finance, Loyola College
Irka S. Zazulak	President, Modular Components National, Inc.



Members of the Governor's Workforce Investment Board with Governor Robert L. Ehrlich, Jr. at the December 7, 2005 board meeting in Annapolis, Maryland. (Refer to Appendix 2 for a complete list of 2005 board members)

The GWIB would like to thank the following former members for their service:

Leo J. Blackwell	Regional Sales Manager, Cisco Systems, Inc.
M. Carrie Forrest	Vice President, Human Resources, Calvert Memorial Hospital
Robert P. Iorizzo	Corporate Vice President and President, Northrop Grumman Corporation
Kathleen McKirchy	Director, Community Services, Metro Washington Council, AFL-CIO
Jerome A. Ratliffe	Vice President, SunTrust Bank

(Refer to Appendix 2 for a complete list of 2005 board members and Appendix 3 for the GWIB Executive Committee) ⚓

The Year in Review – A Look Back at Major Events

Presidential Visit

In March, President George W. Bush visited Anne Arundel Community College to lead a discussion regarding job training and education. The President discussed national workforce development issues, as well as the role of community colleges in preparing America's workforce. More than 800 invited guests including business executives, workforce and economic development, education, and community leaders attended the event.

GWIB Subcabinet Agreement Signed

Nine department secretaries signed the GWIB Subcabinet Partnership Agreement, a document outlining each agency's commitment to work collaboratively to eliminate duplication and reduce administrative costs in order to redirect funds for direct service and programmatic activities.

Challenged Population Committee Launched

The GWIB launched its Challenged Population Committee, co-chaired by GWIB members, Margaret A. “Marge” Thomas, president and CEO of Goodwill Industries of the Chesapeake, Inc. and Kevin M. Garvey, manager, Division Workforce Planning with the United Parcel Service of America, Inc. The committee was charged with collecting data, identifying resources, and proposing policy changes that will remove barriers that prevent individuals from defined “challenged populations” from entering the workforce and sustaining meaningful employment.

Center for Industry Initiatives Highlights

During 2005, the GWIB continued to expand activities focused on the demand-driven approach to workforce development. The Center for Industry Initiatives launched two new industry initiatives bringing the total to four active industries including aerospace, bioscience, healthcare and hospitality & tourism.

The Aerospace Steering Committee drafted its industry monograph and scheduled its industry summit for January 26, 2006 at The Johns Hopkins University Applied Physics Laboratory. The Bioscience and Hospitality & Tourism Steering Committees also made great strides in 2005. Both industries will hold their respective industry summits in 2006. The Healthcare Sustaining Committee continued to evaluate trends in the industry and are moving to initiate a second generation healthcare industry initiative.

The GWIB Center for Industry Initiatives staff continued to provide technical assistance on its demand-driven, industry initiative process to many states and organizations throughout the state and country. In October, the GWIB and the Department of Labor, Licensing and Regulation hosted a delegation of Canadian national and provincial workforce development leaders providing an in-depth look at Maryland’s workforce development system and the industry initiative process.

Workforce Investment Act Statutory Activities

Governor Ehrlich signed into law, Senate Bill 133, Governor’s Workforce Investment Board – Membership. The new law will enable the GWIB to satisfy the board membership requirements outlined in the federal Workforce Investment Act.

Maryland’s Demand-Driven Two-Year Workforce Investment Plan, along with three waiver requests to allow for more flexibility in addressing Maryland’s workforce needs, was approved by the U. S. Department of Labor – Employment and Training Administration.

The GWIB completed the mandated board recertification for each of the twelve local workforce investment boards across the state.

State and Local WIB Collaboration

GWIB chair, Gino J. Gemignani, Jr., convened a statewide meeting of all local workforce investment area directors and local workforce investment chairs to discuss ways in which the state workforce investment board and local boards could better coordinate workforce efforts. This will become a semi-annual meeting beginning in 2006.

Additional information regarding each of the aforementioned highlights is provided later in this report. 

The GWIB Center for Industry Initiatives

The GWIB Center for Industry Initiatives, supported by a grant from the U.S. Department of Labor, continues to assess the issues and demands of Maryland's thirteen targeted industries through its five-phase industry initiative process. To date, four industry initiatives have been launched including aerospace, bioscience, healthcare and hospitality & tourism. The remaining nine industries are expected to be launched during fiscal year 2007. Staff will also continue to evaluate the possibility of adding new industry clusters.

Maryland's Thirteen Targeted Industry Clusters



Leaders from private industry, government, education and other stakeholders are engaged in the collaborative process. Each industry steering committee is charged with addressing workforce issues, identifying industry demand, and formulating strategies to resolve specific workforce needs within their respective industries. The industry initiative process is comprised of five sequential phases. They are:

Phase One: Getting Organized and Identifying Industry Leaders

Phase Two: Identifying the Issues/Creating an Action Plan

Phase Three: Convening a Summit

Phase Four: Implementing the Action Plan

Phase Five: Sustaining the Partnerships

The foundation of the industry initiative process is grounded in the U.S. Department of Labor - Employment and Training Administration's "Power of E³," the synergistic impact that business, education, and government have when working together to resolve workforce development issues.

Aerospace Industry Initiative



Aerospace industry leader James F. Pitts, Corporate Vice President and President Northrup Grumman Electronic Systems

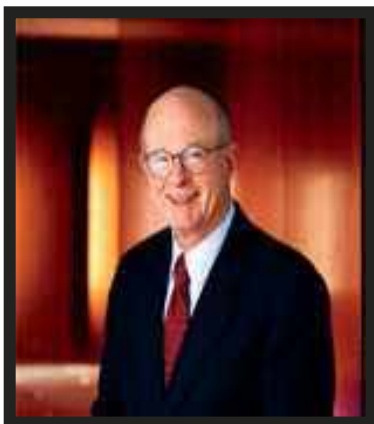


Aerospace Steering Committee chair Harold Stinger, President, SGT, Inc.

The Aerospace Steering Committee, organized in 2004, was previously led by the now retired corporate vice president and president, Northrop Grumman Electronic Systems, Robert P. Iorizzo. In October 2005, James F. Pitts, Mr. Iorizzo's successor at Northrop Grumman, took over the helm as the new aerospace industry leader. Harold Stinger, President of SGT, Inc. serves as the steering committee chair and has been instrumental in the planning of the aerospace workforce summit and the development of the industry workforce monograph.

During the past year, the steering committee has worked diligently to compile and analyze specific industry workforce data. The steering committee conducted several focus groups, including one at Patuxent River Naval Air Station in Southern Maryland and an education focus group conducted at Northrop Grumman Electronic Systems. Information gathered will be included in the industry monograph which will be presented at the Aerospace Workforce Summit on January 26, 2006. Industry stakeholders will convene at this one-day summit to validate the workforce profile, address critical issues and lay the ground work for the industry's strategic plan to resolve current and future workforce needs. Additional information can be found on the GWIB website www.mdworkforce.com. ⚓

Bioscience Industry Initiative



This industry initiative is led by Wayne T. Hockmeyer, Ph.D., founder and chairman of MedImmune, Inc., (pictured at left). The Bioscience Steering Committee began meeting in May 2005. Three subcommittees are actively gathering data to define the industry and describe its composition and demographics in Maryland, to identify the current and projected high-demand occupations, and to identify the current and projected workforce issues. The steering committee anticipates holding its industry summit in 2006. For more information regarding the bioscience industry initiative, refer to www.mdworkforce.com. ⚓

Healthcare Industry Initiative

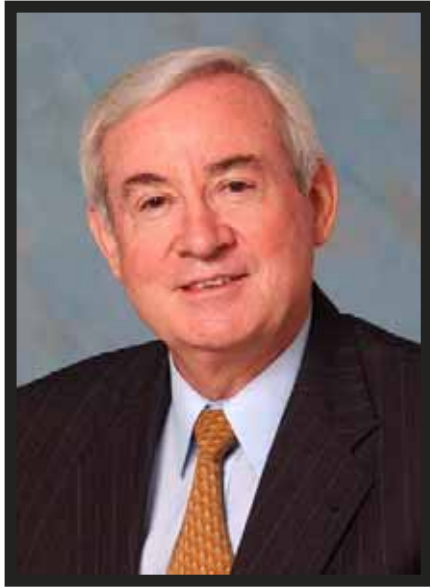
After completing the first four phases of the industry initiative process, the Healthcare Sustaining Committee has entered the sustaining phase. The committee, under the direction of William G. “Bill” Robertson, President and CEO, Adventist HealthCare, Inc., continues to manage and guide the plan of action which resulted from the 2003 industry summit. Members have continued to review industry data and are moving to initiate a second generation healthcare industry initiative. Additional details are located at www.mdworkforce.com.



Healthcare industry leader and sustaining committee chair, William G. Robertson, President and CEO, Adventist HealthCare, Inc., receives the GWIB Workforce Innovation Leadership Award from DLLR Secretary James D. Fielder, Jr., Ph.D. and GWIB Executive Director Robert W. Seurkamp

A product of the healthcare plan, Maryland’s “Teach for the Health of It” initiative continued to achieve new heights in 2005. As of October 2005, the initiative provided \$400,000 for 55 nurses to earn their master’s in nursing (MSN) degree and the necessary credentials to obtain teaching positions in nursing programs at local colleges and universities. The initiative also supported the skills upgrade training of more than 450 healthcare workers across the state. A third component, a succession initiative, focuses on providing funding and support services to help licensed nurses without degrees take the courses required to obtain them. This unique partnership between healthcare institutions and higher education enhances the state’s ability to produce an additional 1,000 nurses annually. ⚓

Hospitality & Tourism Industry Initiative



*Hospitality & Tourism industry leader
Brendan M. Keegan, executive vice
president, Human Resources, Marriott
International, Inc.*

The Hospitality & Tourism Steering Committee was launched in early 2005. Brendan M. Keegan, executive vice president of human resources, Marriott International, Inc. serves as the GWIB industry leader. The steering committee co-chairs are Tom Hall and Tom Warren. Tom Hall is a consultant with the Thomas H. Hall Company, Inc. and former executive with Six Flags, Inc.; Tom Warren is a consultant with CPI New Options, Inc. and has over 20 years experience with a broad range of Fortune 500 hospitality firms. The steering committee consists primarily of private industry representatives from all segments of hospitality and tourism throughout the state, including accommodations, amusements, restaurants and leisure transportation. Plans for an industry summit are underway with the event occurring in 2006. For more information regarding the hospitality & tourism industry initiative, refer to www.mdworkforce.com. ⚓



*Hospitality and Tourism Steering Committee co-chairs
Tom Warren (left) and Tom Hall (right)*

GWIB Provides Technical Assistance

With its nationally recognized model and industry initiative process well underway for a number of industries, the GWIB has provided technical assistance to several states over the past year including Florida, Mississippi, Pennsylvania and Washington. The GWIB also hosted a special delegation from Canada to provide information regarding the industry initiative process and the state's commitment to developing a demand-driven workforce development system. Staff members also presented at several workforce conferences including the 2005 U.S. Department of Labor – Employment and Training Administration's Workforce Innovations Conference in Philadelphia, Pennsylvania. ⚓



DLLR Secretary James D. Fielder, Jr., Ph.D. and Karen Jackson, Assistant Deputy Minister, Workplace Skills, Human Resources and Skills Development, Canada

The GWIB Launches Challenged Population Committee

In March, the GWIB's Challenged Population Committee held its first meeting. Appointed by the board, co-chairs Margaret A. "Marge" Thomas, president and CEO of Goodwill Industries of the Chesapeake, Inc., and Kevin M. Garvey, manager, Division Workforce Planning with the United Parcel Service of America, Inc., are leading this committee comprised of representatives from business, education, government and community organizations. The committee has been charged with identifying innovative strategies to enable individuals from "challenged populations" to enter the workforce and sustain meaningful employment. Initially, the committee collected data regarding existing agency and community based programming and resources, statewide demographics for the various subgroups, and the common barriers encountered. Ultimately, the committee plans to issue policy recommendations to the full board. ⚓

President George W. Bush Visits Maryland and Offers High Praise for Secretary Fielder and Workforce Development Professionals



Left to Right: Governor Robert L. Ehrlich, Jr., Anne Arundel Community College President Martha A. Smith, Ph.D., Joyce Phillips, Vice President for Human Resources, Anne Arundel Medical Center and President George W. Bush

In March, Governor Robert L. Ehrlich, Jr. hosted President George W. Bush at Anne Arundel Community College for a public forum regarding the Administration's job training initiatives to prepare Americans for 21st century jobs. More than 800 invited guests including business executives, workforce and economic development, education, and community leaders attended the event. Joining President Bush and Governor Ehrlich were Martha A. Smith, Ph.D., President, Anne Arundel Community College and GWIB member; Joyce Phillips, Vice President, Human Resources, Anne Arundel Medical Center, Jeannetta Smith, a student at Anne Arundel Community College and an LPN at Northwest Hospital; and Elliott Ward, a student at Baltimore City Community College, studying to become a Certified Pharmacy Technician. President Bush stressed the need for America to take the necessary steps to ensure there is an educated workforce available to employers. He also conveyed the need for public-private partnerships between businesses and community colleges in order to achieve that end. He enthusiastically acknowledged the success of programs such as "Maryland Business Works" and the "Teach for the Health of It" initiative, as well as other incumbent worker training programs, and commended Secretary James D. Fielder, Jr., Ph.D. for his leadership. Dr. Smith also commended the GWIB for its innovative spirit and leadership in transforming Maryland's workforce investment system. ⚓



President George W. Bush speaking at Anne Arundel Community College



Secretary James D. Fielder, Jr., Ph.D. greets President George W. Bush

GWIB Chair Gino J. Gemignani, Jr. Met with Local Area Directors and Board Chairs


In March, GWIB Chair Gino J. Gemignani, Jr. met with the local workforce investment board chairs and area directors to discuss issues of interest to them and to promote collaboration between the state and local boards. Discussion focused around the role of the GWIB, coordination between the local areas and the GWIB, and local board needs. Representatives from each of the twelve local areas attended the meeting held at Anne Arundel Community College. According to Robert W. Seurkamp, GWIB's executive director, "the meeting was a good opportunity for state and local workforce development professionals to discuss better ways to collaborate, as well as ways in which the GWIB could provide more information to local areas as the board implements Maryland's demand-driven system." This meeting spurred interest in making this "forum" a semi-annual event. ⚓

Maryland's Demand-Driven Two-Year Workforce Investment Plan Approved

The Department of Labor, Licensing and Regulation's Division of Workforce Development, in conjunction with the Governor's Workforce Investment Board, led the initiative to develop Maryland's Demand-Driven Two-Year Workforce Investment Plan. The GWIB Executive Committee approved the proposed plan development process at its February 14, 2005, meeting. Division of Workforce Development and GWIB staff members were identified to serve on a development team responsible for researching and drafting components of the state plan. They were also charged with assembling the plan and preparing all drafts for partner and community review and comment.

During each phase of the development process, the team sought input from significant partners such as economic development and business leaders, workforce development professionals, partner state agencies and other stakeholders who had significant interest in workforce development issues. Various methods for data gathering and communication were used including email, meetings and presentations, brainstorming sessions, focus groups and data collection from local, regional and national workforce development areas. The plan included requests to the U.S. Department of Labor for three waivers to provide more flexibility in addressing Maryland's workforce needs:

1. Use Individual Training Accounts for youth participants in order to allow flexibility in using youth funds to provide training services to youth while retaining limited adult funds to be used on adult training services.
2. Permit the use of up to 10 percent of local area formula funds in the same manner as statewide funds. With the waiver, the state will be able to further its efforts to enhance services for incumbent workers and increase their participation in mainstream workforce investment activities.
3. Increase transfer authority of local workforce investment boards from the current 20 percent to 100 percent for Adult and Dislocated Worker funds.

Maryland's two-year plan and the requests for the three waivers were approved by the U.S. Department of Labor in June 2005. The plan is in effect from July 1, 2005 through June 30, 2007. 

Local Workforce Investment Boards Recertified

In accordance with the Workforce Investment Act of 1998, the GWIB on behalf of the Governor, is required to recertify local workforce investment boards every two years. Staff members from the GWIB and the DLLR, Division of Workforce Development completed the recertification process for all twelve of Maryland's local workforce investment boards.

Five criteria, as outlined in Section 117 of WIA, were used to evaluate each local board. The criteria were as follows:

- Meets the membership criteria;
- Satisfactorily performs local board functions;
- Has established a youth council or an alternate entity that carries out required duties;
- Maintains fiscal integrity, defined as having no unresolved questioned costs or other outstanding audit issues and having no findings of fraud or abuse; and
- Achieves 80% or higher on standards for each of the following nine performance measures: Employer and Participant Customer Satisfaction; Adult and Dislocated Worker Entered Employment Rates; Adult and Dislocated Worker Retention Rates; Adult and Dislocated Worker Credential Rates; and Younger Youth Skills Attainment. The assessment was based on data compiled for program year 2003.

Boards were eligible to receive one of two levels of certification, Level I, which is good for a period of two years or Level II, which is good for up to one year and requires the development of an improvement plan that includes technical assistance from the department.

After completing a comprehensive review and analysis of each local workforce investment board, it was determined the Prince George's County Workforce Investment Board did not satisfactorily meet the criteria for recertification. That board was granted Level II certification for a period not to exceed one year and was required to submit an improvement plan that includes specific goals for improvement and dates for achieving each goal. Key staff members from DLLR have met with Prince George's County officials and local board representatives to determine the scope of the problem. In the process of meeting with officials from the county, additional issues surfaced which resulted in the dissolution of the Prince George's County Workforce Services Corporation. Consequently, Prince George's County has been designated as the WIA grant recipient and the Prince George's County Economic Development Corporation has been designated as the administrative entity. The DLLR and

the GWIB continue to provide oversight, guidance, and technical assistance as needed.

Nine local boards satisfactorily met all of the criteria for Level I certification, which was granted for a period of two years effective July 1, 2005. Two local boards were granted a “conditional” Level I certification until they appointed a new board chair that met the criteria outlined in WIA Section 117 (b)(2)(A)(i). Both boards have appointed new chairs and their “conditional” status has been removed. Each board received Level I certification for a period of two years, effective July 1, 2005. A comprehensive listing of Maryland’s local workforce areas is included in Appendix 5. ⚓

Governor Ehrlich Signs Senate Bill 133

On April 26, 2005, Governor Ehrlich signed Senate Bill 133, Governor’s Workforce Investment Board – Membership, into law. Previously, state law contradicted requirements outlined in the federal Workforce Investment Act by limiting the number of GWIB members to 40. The WIA legislation dictates the statewide board must include members from mandated partner categories and consist of a majority of representatives from business. The new law will enable the GWIB to satisfy the WIA board membership requirements. ⚓



Front Row: Left to Right, Lt. Governor Michael S. Steele, Senate President Thomas V. “Mike” Miller, Governor Robert L. Ehrlich, Jr., House Speaker Michael Busch, Back Row: Left to Right, Delegate Susan W. Krebs, DLLR Secretary James D. Fielder, Jr., Ph.D. GWIB staff Joanna Kille and DLLR Legislative Director Monica Best James, Esq. Absent from the photo are GWIB chair, Gino J. Gemignani, Jr. and GWIB executive director, Robert W. Seurkamp.

Cabinet Secretaries Sign GWIB Subcabinet Partnership Agreement

The GWIB Subcabinet works to identify avenues for collaboration and to determine the best means of addressing workforce and economic issues. This body of high-level, government personnel including deputy and/or assistant secretaries crafted a partnership agreement that was signed by cabinet secretaries from each of the partner agencies including:

- Department of Business and Economic Development (DBED)
- Department of Human Resources (DHR)
- Department of Housing and Community Development (DHCD)
- Department of Juvenile Services (DJS)
- Department of Labor, Licensing and Regulation (DLLR)
- Maryland Department of Aging (MDoA)
- Maryland Department of Public Safety and Correctional Services (DPSCS)
- Maryland Higher Education Commission (MHEC)
- Maryland State Department of Education (MSDE)

The purpose of the agreement is to document and institutionalize the cooperation among partner agencies. The agreement establishes a set of mutual commitments which are outlined below.

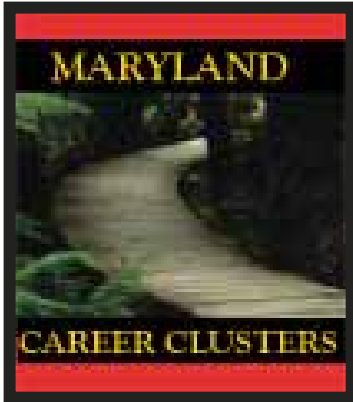
- To fully participate as active members in the activities of the GWIB Subcabinet;
- To jointly promote the further integration and coordination of workforce development services through local and/or regional unified planning wherever possible;
- To identify barriers to coordination and develop policies and procedures which ensure greater coordination and efficiency of services at all levels;
- To promote information-sharing and support performance accountability;
- To respond to the needs of our customers and stakeholders; and
- To encourage staff to fully participate in training for the efficient operation of the workforce development system. ⚓

(Refer to Appendix 4 for a list of current subcabinet members)



GWIB Subcabinet members with Governor Robert L. Ehrlich, Jr., December 2005

Linking Industry Clusters with Career Clusters



In 2004, the Governor's Workforce Investment Board's Subcabinet identified ten opportunities for improvement to Maryland's workforce system in its report to the General Assembly; one significant opportunity being "to identify inter-agency collaboration for the MSDE career cluster system in order to fully align workforce preparation at all education and training levels." The GWIB's demand-driven industry initiative approach focuses on Maryland's thirteen targeted *industry clusters*, whereas MSDE's *career clusters* represent the full range of career opportunities within many broad industry clusters. The GWIB's and MSDE's respective approaches embrace a common interest and commitment in securing an edu-

cated and qualified workforce for the occupations within Maryland's industries. Both partners will continue their respective and cooperative efforts in supporting this mission. ⚓

GWIB Identified as MHEC's Key Source for Workforce Information

In the Maryland Higher Education Commission's 2004 *Maryland State Plan for Postsecondary Education*, the Governor's Workforce Investment Board was identified as a strategic partner and key source for workforce data to assist the state's educational institutions respond more effectively to shifting workforce needs. As outlined in the report, the GWIB and MHEC will collaborate to accomplish the following:

- Regularly compile, validate and report supply and demand data for industry clusters on a state and regional basis through the industry initiative process;
- Define emerging demand fields and workforce shortage areas based on industry data that has been validated by employers, associations and licensing boards;
- Periodically measure the supply of graduates to determine progress in expanding the pipeline or graduates for demand fields and workforce shortage areas; and
- Collect and report comparable enrollment and graduate data for all types of postsecondary education, including noncredit workforce training.

During the 2005 General Assembly session, legislation was passed requiring MHEC to study the feasibility of consolidation of student assistance grants and work-based shortage grants into a single grant program. The GWIB is a mandated member of the commission's workgroup and has been heavily involved in discussions, particularly regarding industry demand and linking center activities to workforce scholarship/financial aid programs. The workgroup plans to make recommendations in early 2006 to the General Assembly. In addition, MHEC staff members actively participate on each the industry steering committees and provide invaluable support to the GWIB's industry initiative process. ⚓

Governor Ehrlich Commends Board

Governor Ehrlich met with GWIB members on Wednesday, December 7, 2005 and commended the members for their commitment to improving Maryland's workforce development system and for the significant time and energy each member expends on behalf of the state. The Governor also discussed Maryland's shift from an industrial-based economy to a knowledge-based economy and the impact on business' demands for a skilled workforce. He emphasized that in the past, workers were able to secure employment and command a family sustaining wage without a high school diploma, formal training or an advanced degree. Employer giants such as Washington Aluminum and Bethlehem Steel would readily hire people and train them to meet their needs. However, in the new economy workers are expected to come to the workplace with good work habits, a cadre of technical skills and knowledge, and high school credentials or an advanced degree. The Governor also recognized GWIB members for their innovative and enthusiastic approach to addressing the state's workforce issues and encouraged them to sustain their momentum. ⚓



December 7, 2005 GWIB quarterly meeting with Governor Ehrlich

Concluding Remarks



Maryland’s economic and workforce development goals are the same: to create a prosperous, competitive and growing economy in which every person maximizes his or her potential and employers have access to the human resources they need to be successful. Governor Robert L. Ehrlich, Jr. and DLLR Secretary James D. Fielder, Jr., Ph.D. have set the stage for Maryland to continue as a national leader in workforce development. Their vision of creating a demand-driven workforce development system that prepares residents for careers and meets the needs of business is driving the work of state and local workforce and economic development agencies. The administration’s mantra of “workforce development is economic development” illustrates the core principle that a successful public workforce development system is at the heart of any successful economic development policy. This vision is revolutionary and is changing the way in which business, education and government work together to meet the needs of business and the citizens of Maryland. The GWIB and its staff work on a variety of fronts to support this critical vision including providing policy guidance on state-wide and local workforce matters, providing input to the Governor and key governmental officials, meeting federal and state statutory requirements, and exploring collaborative partnerships to transform Maryland’s workforce investment system. These activities along with the others outlined in this report illustrate why Governor Ehrlich described the GWIB as “the guiding light in our workforce development system.” ⚓

APPENDIX 1 - Maryland's Workforce Development System

The GWIB and its partners collaborate on a nationally recognized demand-driven workforce development system.



APPENDIX 2 – 2005 GWIB Membership

Honorable Robert L. Ehrlich, Jr.
Governor
Honorable Michael S. Steele
Lieutenant Governor

Gino J. Gemignani, Jr.
Board Chair
Senior Vice President
The Whiting-Turner Contracting Company

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

Craig Bancroft
Vice President
HMS Insurance Associates, Inc.

Leo J. Blackwell
Regional Sales Manager
Cisco Systems, Inc.

Honorable Calvin W. Burnett, Ph.D.
Secretary
Maryland Higher Education Commission

Robert L. Caret, Ph.D.
President
Towson University

Honorable Ulysses Currie
Maryland State Senate
Prince George's County, District 25

Torin Ellis
President
Method 1518

Honorable James D. Fielder, Jr., Ph.D.
Secretary
Department of Labor, Licensing and
Regulation

M. Carrie Forrest
Vice President, Human Resources
Calvert Memorial Hospital

John B. Frisch, Esq.
Chairman
Miles and Stockbridge, P.C.

Kevin M. Garvey
Division Workforce Planning
Manager United Parcel Service of
America, Inc.

Walter R. Gillette
Vice President
Leonardtwn Town Council

Toby Gordon, Sc.D.
Vice President, Strategic Planning and
Market Research
Johns Hopkins Medicine

Honorable Nancy S. Grasmick, Ph.D.
State Superintendent of Schools
Maryland State Department of
Education

Wayne T. Hockmeyer, Ph.D.
Founder and Chairman
MedImmune, Inc.

Honorable J. Robert Hooper
Maryland State Senate
Harford County, District 35

Murray K. "Ray" Hoy, Ed.D., Esq.
President
Wor-Wic Community College

Robert P. Iorizzo
Corporate Vice President and
President
Northrop Grumman Corporation
Electronic Systems

Brendan M. Keegan
Executive Vice President, Human
Resources
Marriott International, Inc.

Honorable Susan W. Krebs
Maryland House of Delegates
Carroll County, District 9B

APPENDIX 2 – 2005 GWIB Membership (continued)

Honorable Susan W. Krebs

Maryland House of Delegates
Carroll County, District 9B

Drew D. Krimski

President and CEO
The ACI Group

Robert J. Lawless

Chairman, President and CEO
McCormick and Company, Inc.

George Littrell, III

Vice President and Senior Financial
Advisor
Merrill Lynch

Honorable Richard S. Madaleno, Jr.

Maryland House of Delegates
Montgomery County, District 18

Fred D. Mason, Jr.

President
Maryland and D.C. AFL-CIO

Honorable Christopher J. McCabe

Secretary
Department of Human Resources

Kathleen McKirchy

Director, Community Services
Metro Washington Council,
AFL-CIO

Honorable Aris Melissaratos

Secretary
Department of Business and
Economic Development

Honorable Kenneth C. Montague, Jr.

Secretary
Department of Juvenile Services

John A. Palmucci

Vice-President of Administration and
Finance, Treasurer
Loyola College

Marion W. Pines

Senior Fellow
The Johns Hopkins University Institute for
Policy Studies

Jerome A. Ratliffe

Vice President
SunTrust Bank

William G. “Bill” Robertson

President and CEO
Adventist HealthCare, Inc.

Honorable Jean W. Roesser

Secretary
Maryland Department of Aging

Honorable Mary Ann Saar

Secretary
Department of Public Safety and
Correctional Services

Karen Sitnick

President
Maryland Workforce Development
Association

Martha A. Smith, Ph.D.

President
Anne Arundel Community College

Margaret A. Thomas

President and CEO
Goodwill Industries of the
Chesapeake, Inc.

Irka S. Zazulak

President
Modular Components National, Inc.

APPENDIX 3 – GWIB Executive Committee

Gino J. Gemignani, Jr.

Board Chair

Senior Vice President

The Whiting-Turner Contracting Company

Ronald R. Peterson

Board Vice-Chair

President

Johns Hopkins Health System

Honorable James D. Fielder, Jr., Ph.D.

Secretary

Department of Labor, Licensing and Regulation

Toby Gordon, Sc.D.

Vice President, Strategic Planning and Market Research

Johns Hopkins Medicine

Honorable Nancy S. Grasmick, Ph.D.

State Superintendent of Schools

Maryland State Department of Education

Fred D. Mason, Jr.

President

Maryland & D.C. AFL-CIO

Honorable Aris Melissaratos

Secretary

Department of Business & Economic Development

Margaret A. Thomas

President and CEO

Goodwill Industries of the Chesapeake, Inc.

APPENDIX 4 – GWIB Subcabinet

Robert Seurkamp

Executive Director
Governor’s Workforce Investment Board

Bernard L. “Bernie” Antkowiak

Assistant Secretary, Division of Workforce Development
Department of Labor, Licensing and Regulation

Carol Baker, Ph.D.

Deputy Secretary
Maryland Department of Aging

Mary Burkholder

Director - Community Development Administration
Department of Housing & Community Development

Robert Burns

Assistant State Superintendent
Maryland State Department of Education - Division of Rehabilitation Services

Molly Dugan

Education Coordinator
Department of Juvenile Services

Chris Foster

Deputy Secretary
Department of Business and Economic Development

Thomasina “Tomi” Hiers

Executive Assistant to the Deputy Secretary for Operations
Department of Public Safety and Correctional Services

Judy Hendrickson

Director of Academic Affairs
Maryland Higher Education Commission

Kevin McGuire

Executive Director, Family Investment Administration
Department of Human Resources

Katharine Oliver

Assistant State Superintendent
Maryland State Department of Education
Division of Career Technology & Adult Learning

APPENDIX 5 – Local Workforce Investment Areas

ANNE ARUNDEL COUNTY

Alvin Smith, Chair
Andrew Moser, Executive Director

Anne Arundel Workforce
Development Corporation
401 Headquarters Drive, Suite 205
Millersville, MD 21108
410-987-3890
www.aawdc.org

BALTIMORE CITY

John W. Ashworth, III, Chair
Karen Sitnick, Director

Mayor's Office of Employment
Development
417 East Fayette Street, Suite 468
Baltimore, MD 21202
410-396-1910
www.oedworks.com

BALTIMORE COUNTY

Mark D. Habicht, Chair
Barry F. Williams, Director

Baltimore County Office of
Employment and Training
901 Dulaney Valley Road
Dulaney Center 2, Suite 126
Towson, MD 21204
410-887-4355
www.bc-works.com

FREDERICK COUNTY

Darlene Carver, Chair
Laurie Holden, Director

Frederick County Job Training
Agency
5340 Spectrum Drive, Suite A
Frederick, MD 21703
301-631-2761
www.co.frederick.md.us/jta

LOWER SHORE (Somerset, Wicomico and Worcester Counties)

David Donohoe, Chair
Robert "B.J." Corbin, Executive
Director

Lower Shore Workforce Alliance
One-Stop Job Market
917 Mt. Hermon Road, Suite 10
Salisbury, MD 21804
410-341-3835
www.lswa.org

MID-MARYLAND (Carroll and Howard Counties)

John Enselein, Chair
Dorothy Lehman, Director

Howard County Employment and
Training
10650 Hickory Ridge Road
Suite 200
Columbia, MD 21044
410-313-7394
www.co.ho.md.us

MONTGOMERY COUNTY

Lester Coffey, Chair
Eric M. Seleznow, Director

Montgomery County Division of
Workforce Services
101 Monroe Street, Suite 1500
Rockville, MD 20850
240-777-2007
www.montgomerycountymd.gov

PRINCE GEORGE'S COUNTY

Roy Layne, Chair
Kevin Malachi, Transition Team
Leader

Prince George's Economic
Development Corporation
1100 Mercantile Lane, Suite 115A
Largo, MD 20774
301-583-4602
www.pgcedc.com

SOUTHERN MARYLAND (Calvert, Charles and St. Mary's Counties)

David C. Vollmer, Chair
Ellen Flowers-Fields, Executive
Director

Southern Maryland WorkSource
175 Post Office Road
Waldorf, MD 20602
301-645-8712
www.somdworks.org

SUSQUEHANNA REGION (Cecil and Harford Counties)

John Denver, President
Bruce England, Executive Director

Susquehanna Workforce Network, Inc.
410 Girard Street
Havre de Grace, MD 21078
410-575-7248
www.swnetwork.org

UPPER SHORE

(Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties)

Hoyt Heinmuller, Chair
Dan McDermott, Executive Director

Upper Shore Workforce Investment
Board
Chesapeake College
P.O. Box 8
Wye Mills, MD 21679
410-822-1716
www.uswib.org

WESTERN MARYLAND (Washington, Allegany and Garrett Counties)

Jim Kesselring, Chair
Peter P. Thomas, Executive Director

Western Maryland Consortium
33 W. Washington Street, 4th Floor
P.O. Box 980
Hagerstown, MD 21741
301-791-3076
www.westernmarylandconsortium.org

APPENDIX 6 – GWIB Operations

Governor's Workforce Investment Board Annual Budget

	FY 2005	FY 2006
Staff Positions	8	7.5
Salaries and Fringes	\$507,857	\$635,840
Communications	\$ 15,574	\$ 11,452
Travel	\$ 10,024	\$ 24,242
Contractual Services	\$ 61,743	\$ 59,686
Office Supplies	\$ 9,801	\$ 8,635
Office Equipment	\$ 1,803	\$ 920
Facilities & Associations	\$ 5,944	\$ 7,985
Total	\$612,746	\$748,760

Governor's Workforce Investment Board
1100 North Eutaw Street, Room 108
Baltimore, MD 21201
Phone: 410-767-2408 or Toll Free 1-866-408-5487
Fax: 410-383-6732
www.mdworkforce.com



GWIB Staff members with Governor Robert L. Ehrlich, Jr., December 2005

GWIB STAFF

Robert W. Seurkamp, Executive Director

Halima Aquino, Industry Initiative Coordinator

Trudy Chara, Manager, Workforce Innovation and Programs

Darla Henson, Administrative Officer

Joanna Kille, Manager, Board Liaison and Support

Kip Kunsman, Manager, Administrative and Regulatory Operations

Art Taguding, Director, Center for Industry Initiatives



GOVERNOR'S WORKFORCE INVESTMENT BOARD

Annual Report 2005