



Maryland

DEPARTMENT OF COMMERCE

Larry Hogan | Governor

Boyd Rutherford | Lt. Governor

Kelly M. Schulz | Secretary of Commerce

January 2, 2020

The Honorable Thomas V. Mike Miller, Jr.
President, Maryland Senate
State House, H-107
Annapolis, Maryland 21401-1991

The Honorable Adrienne A. Jones
Speaker, Maryland House of Delegates
State House, H-101
Annapolis, Maryland 21401-1991


RE: Maryland Manufacturing Advisory Board Report

Dear President Miller and Speaker Jones:

In accordance with Economic Development Article §3-109 the Maryland Manufacturing Advisory Board, in conjunction with the Department of Commerce is pleased to submit the annual Maryland Manufacturing Advisory Board Report.

We look forward to your review of this report and will be happy to furnish any additional information that is needed. If we can be of further assistance, or if you have any questions regarding this report, please contact Todd Sabin, Executive Staff to the Maryland Manufacturing Advisory Board at 410-767-0697.

Sincerely,


Brian Briggs
Chairman, MMAB



Kelly M. Schulz
Secretary, Department of Commerce

Enclosure



**FISCAL YEAR 2019 ANNUAL REPORT
OF THE**

MMAB MARYLAND
MANUFACTURING
ADVISORY BOARD

As required by Economic Development Article §3-109

Respectfully submitted to the General Assembly of Maryland by

Brian Briggs, Chairman

Secretary Kelly Schulz, Commerce

401 East Pratt Street

Baltimore, MD 21202

December 2019



Larry Hogan, Governor | Boyd Rutherford, Lt. Governor

OPEN *for* Business

MMAB Background

During the 2017 legislative session the Maryland Advisory Commission on Manufacturing Competitiveness (MACMC) was renamed the Maryland Manufacturing Advisory Board (MMAB or Board) and restructured to deliver more meaningful leadership and guidance towards the state of Manufacturing in Maryland. The Board meets quarterly, with its inaugural meeting held in September 2017.

Under the legislation, which became Sections 3-101 and 3-103 through 3-109 of the Economic Development Article of the Maryland Annotated Code, the purpose of the Board is to advise the Secretary of the Maryland Department of Commerce (Commerce) on the best methods to implement the policy directives of the action plan for manufacturing competitiveness in the State, including:

- 1) encouraging the development of new manufacturing enterprises and the expansion and retention of existing manufacturing enterprises;
- 2) encouraging and facilitating training and education of individuals for manufacturing jobs;
- 3) producing a climate conducive to the growth and viability of manufacturing enterprises;
- 4) supporting research necessary to evaluate, plan, and execute effective promotion of manufacturing enterprises; and
- 5) encouraging, assisting, and coordinating the activities of local, regional, and national public or private organizations that promote manufacturing

Membership

The Board is comprised of 17 members. Twelve members are appointed by the Secretary of Commerce with the approval of the Governor, one is appointed by the President of the Senate of Maryland, one is appointed by the Speaker of the House of Delegates, and there is one ex-officio member who represents Commerce. Members are representative of varied geographic regions of the State, varied sectors of manufacturing, and a mix of manufacturers that employ 500 or more employees and those that employ fewer than 500 employees. The Board is comprised of 10 manufacturers, 2 legislators, 1 member of the business community, 1 educator, 2 labor representatives, and Secretary Schulz.

The MMAB is chaired by Mr. Brian Briggs, President of TIC Gums, Inc. Mr. Briggs has more than 25 years of financial and operations experience in profitably building companies in both the public and private equity sectors.

2019 Meetings

During 2019, the Board held a series of meetings at various locations. Unfortunately, due to scheduling conflicts the 4th meeting of the year will need to be held in January 2020. The Board will therefore meet 5 times in the 2020 calendar year. The 2019 meetings were held at the following days and locations:

March 28, 2019 – Vulcan / ITW Food Equipment Group in Baltimore

June 21, 2019 – Tulkoff Food Products in Baltimore
October 11, 2019 – Morgan State University in Baltimore

Through these meetings, as well as task force meetings, the Board continued with its initial recommendations to advance Maryland’s manufacturing industry:

(1) Image of Manufacturing

Workforce constraints continue to be recognized by manufacturers as a detriment to growth in the state. As a result, the Board identified areas where it may support the interests of students in pursuing careers in manufacturing. The objective is to overcome the obstacles to employment in manufacturing by creating a positive perception of manufacturing as a viable career choice. The Board successfully put together 5 tours of manufacturing facilities for educators in June:

- June 20, 2019 – Baltimore City manufacturing bus tours of Baltimore County educators to Berry Plastics, Tulkoff Foods, and Pompeian Inc.
- June 24, 2019 – Baltimore County manufacturing bus tours of Baltimore County educators to TIC Gums and McCormick & Company.

(2) Small Manufacturing Business Support

The Board continued to identify a need in the state to assist small to mid-sized manufacturers in gaining access to resources that would facilitate further growth. The Board observed there are existing state resources for manufacturers, but they are more aligned with start-up operations and larger, established firms. The objective is to understand what resources would benefit small manufacturing growth. The Board undertook the following initiatives:

- Created a 47 question survey, with assistance from MMAB members and the Commerce research team, for small and mid-sized manufacturers.
- A “pilot” survey was sent out to MMAB members.
- It was determined that the survey may not produce the results the Board wanted, and will wait to see developments from the state’s acceptance to NIST’s Manufacturing Policy Academy to see where such a survey may benefit the state.

(3) Manufacturing Co-Ops in Maryland

The Board addressed the topic of Cooperative Education (Co-Op) in the state during two of its meetings. Members believe a formal Co-Op program in the state, which combines classroom-based education with practical work experience, would benefit manufacturers who are currently recruiting from out-of-state Co-Op programs. This will continue to be a topic to be addressed in more detail in 2020.

Closing Statement

In its third year, the Maryland Manufacturing Advisory Board focused on the workforce development needs facing Maryland manufacturers. The lack of suitable, prospective candidates

engaged in manufacturing employment has been identified as a long-term issue for the state and established as a goal for the Board to tackle. During meeting discussions in 2019, it was also determined that the support of small to mid-sized manufacturers growth may need greater resources outside of the Board's capacity. Looking forward to 2020, the Board expects to continue its deliberations on these matters and will present additional recommendations to promote and expand Maryland's manufacturing base.

APPENDIX A

MMAB VOTING AND NON-VOTING MEMBERS

Ex Officio

MD Commerce Secretary Kelly Schulz

Manufacturing Representatives (10)

Brian Briggs, President, **TIC GUMS** (Chairman)

Scott Simmons, VP NA Supply Chain, **McCormick & Co.**

Patrick Nolan, VP and GM Missile Products Division, **Northrop Grumman**

Bobby Patton, CEO, **Patton Electronics**

Tom Sanders, Owner & Managing Director, **Coherent Technical Services (CTSI)**

Joanie Gerber, President, **Bikle Manufacturing**

Phil Tulkoff, President, **Tulkoff Food Products**

Suzy Ganz, CEO, **Lion Brothers**

Sandra Lamb, President, **Semforex**

Legislators (2)

(Senate Appointee) Senator Katherine Klausmeier

(House Appointee) Delegate Ned Carey

Business Community Rep (1)

Christine Ross, CEO, **Maryland Chamber of Commerce**

Labor Reps (2)

Jim Strong, Sub-District Director, United Steelworkers District 8

Loretta Eggleston, Chairperson of Trustees & Shop Steward, Boilermakers Local S 50

Education Rep (1)

Dr. Willie E. May, Vice President for Research and Economic Development, **Morgan State University**

Commerce Support:

Heather Gramm, Senior Director, Office of Strategic Industries and Entrepreneurship

Todd Sabin, Manufacturing Program Manager

APPENDIX B

Thursday, March 28, 2019
Vulcan Food Equipment Group
3600 North Point Blvd
Baltimore, MD 21222
9:00 a.m. – 11:00 a.m.

Meeting Minutes

Attendees:

Brian Briggs, Chair
Loretta Eggleston
Saundra Lamb
Christine Ross
Tom Sanders
Scott Simmons
Jim Strong
Phil Tulkoff
Dr. Willie E. May
Craig Wanner

Company

TIC Gums
Boilermakers Local S 50
Semforex
Maryland Chamber of Commerce
Coherent Technical Services
McCormick & Company
United Steelworkers District 8
Tulkoff Food Products
Morgan State University
The Whalen Company

Ex-Officio Members:

Kelly Schulz

Secretary, Department of Commerce

Notable Guest(s)

Dr. James Fielder

Secretary, Maryland Higher Education Commission

Guest Speakers

Chris Bauermann

Vulcan Food Equipment Group

Commerce Staff:

Kris Shock
Todd Sabin

I. Call to Order

At 9:07 a.m. Chairman Brian Briggs called the meeting to order and welcomed members and guests.

II. Vulcan Food Equipment Group Welcoming Remarks

Chris Bauermann, General Manager, Vulcan Food Equipment Group, opened the meeting with welcoming remarks. He provided an introduction and overview of Vulcan Food Equipment Group's operations.

III. Review and Approval of December 18, 2018 Minutes

Upon motion duly made and seconded, the minutes of the December 18, 2018 MMAB meeting were approved.

IV. Chairman's Updates

The Chairman gave openings remarks welcoming Secretary Schulz to the MMAB, and thanking attendees and the MMAB members and support staff for their work on the Manufacturing Image and Small Business Support initiatives.

V. Maryland Manufacturing Update

Secretary Schulz presented information on Maryland's increase in manufacturing job growth over the past four years in comparison to selected, area state's showing how Maryland is second behind South Carolina in job growth. She stated that with programs like More Jobs for Marylanders, the Governor continues to support manufacturing job growth and attraction. Secretary Schulz then stated that organizations like the Maryland Higher Education Commission, the Department of Labor, Licensing & Regulation, and the Governor's Workforce Development Board are actively working to improve the state's manufacturing skills to support this growth.

Todd Sabin reviewed recent "wins" and updates for the state in the manufacturing industry. He then provided updates on the More Jobs for Marylanders and Partnership for Workforce Quality programs, including the grant awarded to the Maryland World Class Consortia through the Partnership for Workforce Quality to provide discounted manufacturing related training and consulting to its clients. He proceeded to provide updates on the Maryland Apprenticeship and Training Program, Maryland Manufacturing Extension Partnership's upcoming video series on "The Faces of Manufacturing", and the Regional Manufacturing Institute's upcoming "Why Maryland Manufacturing Matters" event in June.

VI. Old Business

A. Image of Manufacturing Initiative Update

Scott Simmons opened by acknowledging Kerry Wells, Maryland Manufacturing Extension Partnership, for her work towards organizing bus tours for high school educators to visit manufacturing facilities in Baltimore City on June 20th and Baltimore County on June 24th. Todd Sabin provided an update to the Western Maryland initiative where Andrew Sargent, Commerce Regional Representative Western Maryland, will be meeting with Allegany County Public Schools on April 10th and will update the Board, accordingly. Craig Wanner gave an update on the Eastern Shore initiative and has reached out to Talbot County Office of Economic Development for assistance and will report back to the Board, accordingly. Mr. Simmons and Mr. Briggs both brought up the challenge of engaging schools and educators to participate. Mr. Briggs asked if we should bring in Harford County for the tour to get more teachers. Secretary Fielder said he can help make a connection to Harford County.

Mr. Simmons continued with discussion on the goal for a 2020 externship program. He stated the program should be a four week program to work with manufacturers to get exposure to educators

on skills necessary for a career in this industry. A stipend for the educators over the course of the externship would be \$6,500 and split between employers and the state. Christine Ross presented information on the Maryland Chamber Foundation's externship program which has its first two companies participating which are manufacturers Dixon Valve and Volvo and expects to have an additional two other companies participating for a total of four externships. She reported that Jennifer Griffin of MSDE is working on approving credits for teacher participation in these externships.

B. Small Manufacturing Business Support Initiative

Kris Shock reported on the next steps for the initiative which include creating a survey and then hosting regional, focus groups for additional input. A simple, electronics survey through Survey Monkey will be created with the assistance of Harbor Design and MD MEP. Once questions for the survey have been completed, they will be distributed by Commerce, MD MEP, and the GWDB to manufacturers for completion. Three regional manufacturing focus groups will be led by MD MEP to employ a SWOT analysis of the five subject areas covered by the survey. Todd Sabin will send out the electronic copy of the survey for the Board to review prior to the next meeting.

C. Manufacturing Co-Ops in Maryland

In Bobby Patton's absence, a discussion among the group on Co-Ops was led by Dr. Willie May who stated that MHEC and Morgan State would support a Co-Op program, but noted that some companies do not care about college credits aligned with Co-Ops. Secretary Schulz recommended the college system needs to be flexible to employer needs. Christine Ross asked Secretary Fielder if Co-Ops could be done in the state. Secretary Fielder responded "yes". Ms. Ross replied she would like to have the Chamber involved. She then provided an example of a Florida State school who successfully adopted the Drexel University model.

VII. New Business

A. Morgan State University

Dr. May provided an update on Morgan State University manufacturing initiatives which include the institution hosting a workshop for the African American community on Manufacturing USA, a public-private network of 14 manufacturing institutes, in November with all 14 institutes attending. Secretary Schulz said Commerce will promote this workshop.

Dr. May continued with a discussion about the interest from manufacturers and farmers about the hemp industry in the state. He proposed to the Board if there would be interest in presenting information on the industry to the Board. Chairman Briggs asked the Board if they would like to hear this information and with a reply of "yes" from the Board.

VIII. Adjournment of MMAB Business Meeting

There being no further discussion, the meeting was adjourned at 10:20 a.m. by Chairman Briggs. Board members and guests were then given a tour of Vulcan Food Equipment Group's facility.

Friday, June 21, 2019
Tulkoff Food Products
2229 Van Deman St.
Baltimore, MD 21224
2:00 p.m. – 4:00 p.m.

Meeting Minutes

Attendees:

Brian Briggs, Chair
Delegate Carey
Suzy Ganz
Senator Klausmeier (Evan Richards)
Saundra Lamb
Christine Ross
Tom Sanders
Scott Simmons
Jim Strong
Phil Tulkoff
Dr. Willie E. May

Company

TIC Gums
Maryland General Assembly
Lion Brothers
Maryland General Assembly
Semforex
Maryland Chamber of Commerce
Coherent Technical Services
McCormick & Company
United Steelworkers District 8
Tulkoff Food Products
Morgan State University

Ex-Officio Members:

Kelly Schulz Secretary, Department of Commerce

Notable Guest(s)

Guest Speakers

Mike Galiazzo Regional Manufacturers Institute

Commerce Staff:

Heather Gramm
Sarah Sheppard
James Palma
Todd Sabin

IX. Call to Order

At 2:15 p.m. Chairman Brian Briggs called the meeting to order and welcomed members and guests.

X. Review and Approval of March 28, 2019 Minutes

Upon motion duly made and seconded, the minutes of the March 28, 2019 MMAB meeting were approved.

XI. Chairman's Updates

The Chairman gave openings remarks. Secretary Schulz commented on her tour of visiting Maryland counties. Of which, she has visited seven counties and meeting with manufacturers in most. Secretary Schulz then discussed the reorganization within Commerce announcing the new Assistant Secretaries for Business Development and Tourism.

XII. Maryland Manufacturing Update

Todd Sabin reviewed recent "wins" and updates for the state in the manufacturing industry. He then provided updates on the More Jobs for Marylanders and Partnership for Workforce Quality programs. He proceeded to provide updates on the Maryland Apprenticeship and Training Programs, as well as MD MEP's recent video series on "The Faces of Manufacturing".

Secretary Schulz mentioned Baltimore County joining the Youth Apprenticeship Program. Bringing the total county partners to 10.

Christine Ross stated the Maryland Chamber Foundation will fine tune their Teacher Externship Pilot Program this summer and market it further to MSDE this fall. They hope to have at least one externship per county by 2020 and are planning to host a post externship event. Scott Simmons stated this could expand into what the initiative is currently doing, and encourages more women and minorities be involved. Brian Briggs requested that Christine Ross provide an update of the program at the next meeting.

XIII. Old Business

D. Image of Manufacturing Initiative Update

Scott Simmons opened by discussing the success of the Baltimore County bus tour on June 24th where 24 teachers were hosted. Phil Tulkoff discussed the success of the Baltimore City bus tour where 20 teachers were hosted. Pat Nolan said his company can host these tours at their facilities in Western Maryland and/or Cecil County.

E. Small Manufacturing Business Support Initiative

Saundra Lamb led the discussion by introducing the pilot survey and asking the Board members to review and provide feedback by July 15th. A report on survey findings will be provided at the next meeting, as well as next steps in conducting focus groups to gather additional data.

F. Manufacturing Co-Ops in Maryland

In Bobby Patton's absence, a discussion on this topic will be slated for the next meeting.

XIV. New Business

B. Morgan State University

Dr. May provided an update on Morgan State University's (MSU) work with farmers of industry hemp, as well as academic which includes a bachelor's program in Medicinal Plant Science. This will include lab based research, its medicinal uses, as well as research programs with growers. MSU is working with 13 growers to analyze their yield and conditions for a successful crop. There is currently a 70% fail rate. The work they will do with the growers will provide good hemp data for growers to have more successful yields. The desired result is to increase the processing of hemp in the state. Brian Briggs expressed the need for updated regulation for the industry as each state has its own regulations on its transportation.

Dr. May then provided an update on the 2-day workshop MSU will host the first week of November in conjunction with the 14 Manufacturing USA institutes. He stated that one of the goals is to have Manufacturing USA engage and partner with historically black colleges and universities which have traditionally been with larger universities.

Dr. May then introduced MSU Professor Kevin Kornegay who discussed and showed a short video on their Cybersecurity Assurance Program known as the CAP Center. The CAP Center will host the next MMAB meeting.

C. Regional Manufacturing Institute

Mike Galiazzo provided information on the partnership between the Regional Manufacturers Institute and Maryland Public Television in putting together a 13-part TV series on Maryland manufacturing. The series is aimed at informing the public about the industry's impact on the economy and how it is part of our community in the state.

XV. Adjournment of MMAB Business Meeting

There being no further discussion, the meeting was adjourned at 4:05 p.m. by Chairman Briggs. Board members and guests were then offered a tour of Tulkoff Food Product's facility.

Friday, October 11, 2019
Morgan State University
1700 E. Cold Spring Ln.
Baltimore, MD 21251
2:00 p.m. – 4:00 p.m.

Meeting Minutes*

Attendees:

Brian Briggs, Chair
Loretta Eggleston
Senator Klausmeier (Evan Richards)
Saundra Lamb
Bobby Patton
Christine Ross
Scott Simmons
Dr. Willie E. May

Company

TIC Gums
Boilermakers Local S 50
Maryland General Assembly
Semforex
Patton Electronics
Maryland Chamber of Commerce
McCormick & Company
Morgan State University

Ex-Officio Members:

Kelly Schulz Secretary, Department of Commerce

Notable Guest(s)

Guest Speakers

Commerce Staff:

Todd Sabin

XVI. Call to Order

At 2:11 p.m. Chairman Brian Briggs called the meeting to order and welcomed members and guests.

XVII. Review and Approval of June 21, 2019 Minutes

Upon motion duly made and seconded, the minutes of the June 21, 2019 MMAB meeting were approved.

XVIII. Chairman's Updates

The Chairman yielded openings remarks to host, Dr. Willie May. Dr. May welcomed the Board and provided an update on Morgan State University and the HBCUs participation in an event connecting the HBCUs with the Manufacturing USA institutes to see how they may collaborate.

XIX. Maryland Manufacturing Update

Todd Sabin reviewed recent "wins" and updates for the state in the manufacturing industry. He then provided updates on the status of the offshore wind industry. Namely, one of Maryland's developers, Orsted, announced their turbine supplier will be GE.

XX. Old Business

G. Image of Manufacturing Initiative Update

Scott Simmons opened by discussing McCormick is continuing to work with schools that instruct technical skills. Christine Ross discussed the Chamber's work with CCBC and BCPS in working with P-Tech schools in establishing an advanced manufacturing curriculum. Loretta Eggleston, with Scott Simmons in agreement, questioned why 18 year olds cannot be on the floor of a manufacturing company. A couple of members commented that it is due to insurance company regulations.

H. Small Manufacturing Business Support Initiative

Sandra Lamb led the discussion by stating the pilot survey should be postponed until the Board can see if will get the responses needed to make it worthwhile, as well as see if this can be part of the Manufacturing Policy Academy.

I. Manufacturing Co-Ops in Maryland

Bobby Patton opened with the MHEC rules capping bachelor degree hours at 120 credits for state schools, but private schools are not capped. He suggested a 5-6 year Master's program. Dr. May asked if the MMAB can make a recommendation to the Governor to accommodate these rules. Mr. Patton suggested using another state's Co-Op program, show how it won't comply

with the current rules, and ask (the state) for an exception. Chairman Briggs will take this to Secretary Schulz to advance the conversation of a Co-Op program in Maryland.

XXI. New Business

D. Chamber Foundation Externship Program

Christine Ross reviewed the three externships that were held over the summer at Volvo, Stanley Black & Decker, and Turoid Corporation. They were all successful with great partnerships between private companies and the Chamber in splitting the cost of the \$6,500 teacher stipend. Each teacher brought back three lesson plans to teach their students about manufacturing and their experience in the program. Ms. Ross is now working with Workforce Development Boards to gain more support, and working on keeping the program going and get teachers to want to compete for these externships. A question was raised on how to combining the P-Tech program and apprentices. She suggested adding apprenticeships on after the P-Tech program.

E. Manufacturing Policy Academy

Todd Sabin informed the Board that the state was accepted into the Manufacturing Policy Academy sponsored by NIST. The Core and Home Team members, as well as the initial goals were reviewed. Mr. Patton asked if there were metrics in place to encourage in-state procurement as it relates to one of the program goals. Ms. Ross stated the “Buy Michigan” program was strong. Mr. Sabin went on to inform the Board of the Maryland Manufacturing Directory, but it is not utilized. Ms. Eggleston suggested we promote the directory at public events.

XXII. Discussion of Agenda Items for Next Meeting

Chairman Briggs will speak with Secretary Schulz about the Co-Op program. Mr. Patton suggested a discussion on tech transfer. Ms. Lamb wanted to know what the protocol is for prioritizing MMAB initiatives.

XXIII. Adjournment of MMAB Business Meeting

There being no further discussion, the meeting was adjourned at 4:40 p.m. by Chairman Briggs. Board members and guests were then offered a tour of Morgan State University’s cyber department.

***The October 11, 2019 minutes are in draft form to be voted on for approval at the next MMAB meeting to be held on January, 6 2020.**