



GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

2022 Annual Report

Louis M. Dubin, *Chair*
Governor's Workforce Development Board

Michael R. DiGiacomo, *Executive Director*
Governor's Workforce Development Board

Larry Hogan, *Governor*
Boyd K. Rutherford, *Lt. Governor*

Tiffany Robinson, *Secretary*
Maryland Department of Labor

June 29, 2023

The Honorable Wes Moore
State House
100 State Circle
Annapolis, Maryland 21401

The Honorable Bill Ferguson
President
Senate of Maryland
State House, H-107
Annapolis, Maryland 21401

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

Re: Report Required by Labor and Employment Article § 11-505(f) (MSAR # 10805) and Executive Order 01.01.2015.19 (MSAR # 10704)

Dear Governor Moore, President Ferguson, Speaker Jones, and the Citizens of Maryland:

The Governor's Workforce Development Board (GWDB) is pleased to share with you the 2022 Annual Report highlighting events and accomplishments for the period of January 1, 2022, through December 1, 2022. Under the leadership and direction of the Governor, the GWDB continues its commitment to utilize innovative and collaborative strategies to address Maryland's workforce needs in the 21st century.

The GWDB is a business-led board of 59 members, who represent a diverse group of industry, community, and state leaders that correspond with Maryland's population and economic development. The GWDB would like to recognize the continued efforts of our private and public sector partners and we wish to express our sincere appreciation for their support and collaboration. We look forward to working with you and supporting our vision for workforce development in Maryland.

Sincerely,



Louis M. Dubin
Chair, GWDB



Michael R. DiGiacomo
Executive Director, GWDB

SF/sa

cc: Sarah Albert, Department of Legislative Services (5 copies)

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EXECUTIVE SUMMARY

The Governor’s Workforce Development Board (GWDB) is the governor’s chief policy-making body for workforce development in Maryland. The GWDB is a business-led board of 59 members who work to address the challenges of Maryland’s workforce needs in the 21st century. Members include the Governor, cabinet secretaries, educational leaders, the State Superintendent of Schools, elected officials, labor representatives, nonprofits, and per Executive Order, a majority of the Board must be business representatives.

In order to ensure all Marylanders have equal opportunities in the workforce, the GWDB works closely with stakeholders, such as Junior Achievement, Vehicles for Change, Kennedy Krieger, and other organizations, to align industry-driven approaches aimed at reducing disparities across race, disability, income, and/or gender. The GWDB continues enhancing various strategic initiatives in the areas of Maryland’s in-demand industries, including manufacturing and skilled trades, healthcare and life sciences, and cybersecurity and information technology. The Board works closely with the Maryland Department of Labor’s Division of Workforce Development and Adult Learning to coordinate speaking engagements, facilitate business and job seeker programming, and provide strategic input.

The GWDB oversees Maryland’s 13 Local Workforce Development Boards across the state through compliance activities and the provision of technical assistance. Maryland’s 13 local boards continue to serve thousands of job seekers, businesses, and youth with their workforce needs, including expanded incorporation of virtual technologies.

The *Blueprint for Maryland’s Future* established the Career & Technical Education (CTE) Committee as a unit within the GWDB. The CTE Committee’s purpose is to build an integrated, globally competitive framework for providing CTE to Maryland students in public schools, institutions of postsecondary education, and the workforce. The CTE Committee was officially established in mid-2022 and began to host public meetings as well as initial planning for their implementation plan due in 2023. The CTE Committee’s main charge is to develop CTE programs that offer a sequence of academic and occupational courses, career development, and work experience to prepare students to begin careers and to pursue lifelong learning.

In order to prepare students for employment in a diverse, modern economy, CTE programming must be developed in partnership and with close alignment to employers in Maryland. The GWDB and the CTE Committee are committed to a joint vision of supporting the current and future workforce and employers of Maryland to ensure the State can meet and exceed the workforce and economic development needs of the 21st century.

OVERVIEW

The GWDB is comprised of 59 members representing business, workforce, and state agencies. The GWDB serves as ambassadors for Maryland's business community and advises the workforce system on the workforce development and training needs of Maryland's businesses.

The GWDB partners closely with the Maryland Department of Labor's Division of Workforce Development and Adult Learning (DWDAL), which is responsible for the administration of the federal Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, and Wagner-Peyser programs. The GWDB works with DWDAL in promoting various workforce development programs and funding, including registered apprenticeship, youth apprenticeship, the Employment Advancement Right Now (EARN) state workforce grant, and the Maryland Workforce Exchange's (MWE) online database for jobseekers and businesses, among other programming.

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 their career potential. This 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.

Guiding Principles

To accomplish its mission, the GWDB has developed the following guiding principles:

- Maintain a business-driven and customer-focused approach;
- Utilize innovative approaches 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.

BOARD MEMBERS

The Governor’s Workforce Development Board (GWDB) is a private sector-led board of 59 members, the majority of whom represent the business community, as mandated by the Workforce Innovation and Opportunity Act (WIOA) of 2014 and the Executive Order 01.01.2015.19. The GWDB members are appointed by the Governor and are key leaders from across the state representing business, education, labor, community-based organizations, and government. GWDB members are a diverse group of leaders and ambassadors, ensuring that the recommendations from the board are representative of Maryland’s diverse population and top industries. Below is a list of the GWDB members as of December 31, 2022.

Government Members

The following members serve based on the membership requirements of the Executive Order and WIOA. The Governor appoints cabinet secretaries and two chief elected officials. The Maryland General Assembly leadership appoints one state senator and one delegate.

Hon. Lawrence J. Hogan, Jr., Governor

Sam J. Abed
Secretary
Maryland Department of Juvenile Services

Hon. Vanessa Atterbeary
State Delegate
House of Delegates

Carol Beatty
Secretary
Maryland Department of Disabilities

Hon. Joanne C. Benson
State Senator
Maryland Senate

Gavin Buckley
Mayor
City of Annapolis

Mohammed Choudhury
State Superintendent of Schools
Maryland State Department of Education

Scott Dennis
Assistant State Superintendent, Division of Rehabilitation Services
Maryland State Department of Education

James D. Fielder
Secretary
Maryland Higher Education Commission

R. Michael Gill
Secretary
Maryland Department of Commerce

Robert L. Green
Secretary
Maryland Department of Public Safety and Correctional Services

Rona E. Kramer
Secretary
Maryland Department of Aging

George W. Owings, III
Secretary
Maryland Department of Veterans Affairs

Lourdes R. Padilla
Secretary
Maryland Department of Human Services

Tiffany P. Robinson
Secretary
Maryland Department of Labor

Edward C. Rothstein
Commissioner
Carroll County Commissioners Office

Perketer Tucker
Director, Office of Adult Education and Literacy Services, DWDAL
Maryland Department of Labor

Community Workforce Members

Maryland's workforce system is dependent on a network of community and workforce leaders to provide innovative services, education and training resources, and services that support the needs of jobseekers. The Governor has selected a diverse representation of community and workforce leaders with a proven track record of delivering quality services to Maryland's jobseekers and businesses alike.

John D. Barber, Jr.

President of Local 177
Northeast Regional Council
of Carpenters

Jennifer W. Bodensiek

Chief Development Officer
Junior Achievement of
Greater Washington

Brian Cavey

International Vice President
International Association of
Heat and Frost Insulators &
Allied Workers

Andrea E. Chapdelaine

President
Hood College

Michelle Day

Director
Frederick County Workforce
Services
President, Maryland
Workforce Association

Sandra Kurtinitis

President
Community College of
Baltimore County
rep. Maryland Association
of Community Colleges
(MACC)

Deborea Montgomery,

Ph.D.
Principal
Dogwood Elementary
School

Gary E. Murdock

Training Director
Steamfitters Local 602

Anton P. Ruesing, V

Executive Director
International Union of
Painters and Allied Trades
Finishing Trades
Institute

Lisa Rusyniak

President & CEO
Goodwill Industries of the
Chesapeake, Inc.

Martin "Marty" Schwartz

President
Vehicles for Change

Michael D. Thomas

*Vice President, Workforce
Development & Continuing
Education*
Baltimore City Community
College

Business Members

The Executive Order and WIOA state that a majority of the members shall be owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority. These hand-picked business leaders are established advocates for Maryland's workforce from key foundational and emerging industries critical to Maryland's growth.

Louis M. Dubin

Board Chair
Managing Partner
Redbrick LMD

Christopher Sachse

Board Vice Chair
CEO
Think|Stack

A. Ferris Allen, III

Thoroughbred Horse Trainer
Warwick Stable

Mick Arnold

President
Arnold Packaging

Marco V. Ávila

Director, Civil Engineer,
Program Manager
WSP

Alice A. Blayne-Allard

Owner
The Phoenix Group ABA

Gary E. Bockrath

Consultant

Judi Emmel

Consultant
Teach Cyber

E. Katarina Ennerfelt

President/CEO
ARCON Welding Equipment

Steven W. Groenke

CEO
Storbyte, Inc.

Kevin D. Heffner

President & CEO
LifeSpan Network

Stacey Herman

Director, Neurodiversity and
Community Workforce
Development
Kennedy Krieger Institute

Matthew R. Holloway

Farmer
Quantico Creek Sod Farms

W. Marshall Knight, II

Associate
Kimley-Horn and Associates

Larry Letow

President
CyberCX

Carl Livesay

Vice President Operations
Maryland Thermoform
Corporation

Aminah "Amie" J. Long

Human Resources Director
Chaney Enterprises

Linda Moss

President, MD Operations
FirstEnergy Corp.

Stephen W. Neal

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

Myra W. Norton

President & CEO
Arena

Rodney Oddoye

Sr. Vice President,
Governmental, Regulatory &
External Affairs
Pepco Holdings, Inc.

Charles A. Ramos

Consultant

Gerald M. Shapiro

President
Shapiro & Duncan, Inc.

Leslie R. Simmons

Executive Vice President
LifeBridge Health

William E. Simons

Senior Vice President
Coakley & Williams
Construction, Inc.

Michelle B. Smith

President & CEO
1st Choice, LLC

Teaera Strum

CEO
Strum Contracting
Company, Inc.

Charles T. Wetherington

President
BTE Technologies, Inc.

Michelle J. Wright

President
Certus Consulting, LLC

Charnetia V. Young

National Business
Development Manager
CVS Health

WORKFORCE INNOVATION AND OPPORTUNITY ACT

WIOA is the federal law that governs state workforce systems and is designed to integrate services to support both businesses and job seekers through strategic cross-sector partnerships. Through Maryland's 32 American Job Centers (AJCs), WIOA works to prepare a trained and competitive workforce to meet the demands of employers and the labor market.

[Maryland's 2020-2024 WIOA State Plan](#) maps out the state's strategic and operational plan for connecting Maryland employers with the talent their businesses need to thrive and reach jobseekers with high quality career services. The State Plan was collaboratively developed by Maryland's Department of Labor, the Department of Human Services (DHS), the Maryland State Department of Education (MSDE), and the Governor's Workforce Development Board (GWDB), with extensive stakeholder engagement.

The GWDB partners closely with the Maryland Department of Labor's Division of Workforce Development and Adult Learning (DWDAL), which is responsible for the administration of WIOA Title I, Title II, and Wagner-Peyser programs. The GWDB works with DWDAL in promoting various workforce development programs and funding, including registered apprenticeship, youth apprenticeship, the Employment Advancement Right Now (EARN) state workforce grant, Maryland Workforce Exchange's (MWE) online database for jobseekers and businesses, and management of the Eligible Training Provider List (ETPL), which provides consumers with detailed information on career and training options suitable to their interests and goals.

Benchmarks of Success for Maryland's Workforce System

The GWDB continues to work with DWDAL on implementing the Benchmarks of Success for Maryland's Workforce System, which reflect a shared vision of excellence among the state's workforce system partners and provide a strategic tool for continuous improvement.

The Chair of the GWDB, Louis Dubin, supported by GWDB staff, is a member of the Benchmarks **Executive Steering** committee, which provides strategic leadership for the Benchmarks implementation and oversees the actions of the five subcommittees: WIOA Alignment; Communications; Data and Dashboard; Policy; and Professional Development and Technical Assistance. In addition to participating in the **WIOA Alignment** group, which oversees and coordinates the activities of the Benchmarks subcommittees, GWDB staff are also members of both the **Communications** and **Policy** subcommittees.

CTE COMMITTEE

The *Blueprint for Maryland's Future*, a landmark legislation transforming Maryland's education system to a world-class model, established the Career & Technical Education (CTE) Committee as a unit within the Governor's Workforce Development Board (GWDB). Under the Blueprint, the CTE Committee's purpose is to build an integrated, globally competitive framework for providing CTE to Maryland students in public schools, institutions of postsecondary education, and the workforce. The CTE Committee's vision is to integrate academic knowledge and occupational competencies that enable students to develop the critical thinking, problem solving, employability, and technical skills required to meet the workforce and economic development needs of the 21st century.

The CTE Committee operates under the oversight of the Accountability & Implementation Board (AIB), a new independent unit of state government. Pursuant to the Blueprint, the CTE Committee is composed of the following members of the GWDB:

- The State Superintendent of Schools;
- The Secretary of Higher Education;
- The Secretary of Labor;
- The Secretary of Commerce;
- The Chair of the CTE Skills Standards Advisory Committee; and
- The following six members, jointly selected by the Governor, the President of the Senate, and the Speaker of the House, who collectively represent:
 - Employers;
 - Industry or trade associations;
 - Labor organizations;
 - Community colleges;
 - The agricultural community; and
 - Experts in CTE programming.

The CTE Committee received funding to support its functions starting in Fiscal Year 2023 (effective July 1, 2022). The 11 members of the CTE Committee were all officially appointed by August 25, 2022. In accordance with the Blueprint, the Governor, the President of the Senate, and the Speaker of the House jointly appointed Myra Norton as the chair to the CTE Committee. As of December 31, 2022, members of the CTE Committee were as follows:

Myra Norton, Chair	President & CEO, Arena
Brian Cavey	International Vice President, International Association of Heat and Frost Insulators & Allied Workers
Mohammed Choudhury	State Superintendent of Schools, Maryland State Department of Education

Judi Emmel	Consultant, Teach Cyber
James Fielder	Secretary, Maryland Higher Education Commission
R. Michael Gill	Secretary, Maryland Department of Commerce
Matthew Holloway	Farmer, Quantico Creek Sod Farms, Inc.
Deborea Montgomery, Ph.D.	Principal, Dogwood Elementary School
Tiffany Robinson	Secretary, Maryland Department of Labor
Michael Thomas	Vice President, Workforce Development & Continuing Education, Baltimore City Community College
Charnetia Young	Director, Workforce Initiatives Business Development, National CVS Health

Shortly after the CTE Committee was established and under the leadership of CTE Committee Chair Myra Norton, the Committee held two public meetings in late 2022. These meetings were posted on the CTE Committee homepage (www.gwdb.maryland.gov/ctecomm) and live streamed on the CTE Committee [YouTube channel](#), where meeting recordings are available for public viewing.

CTE Committee meetings included updates on the CTE Phase One Implementation Plan process and presentations from experts and organizational partners to provide CTE Committee members and the public background on the state of CTE across Maryland. The 2022 meetings and recordings are linked below.

Date	Agenda
October 4, 2022	<ul style="list-style-type: none"> • CTE Committee Background - Senator Jim Rosapepe • CTE Committee and the Blueprint - Rachel Hise, Executive Director, AIB • CTE Committee Role & Responsibilities - Molly Mesnard, Deputy Director, CTE Committee • Open Meetings Act Designee - Myra Norton, Committee Chair
December 13, 2022	<ul style="list-style-type: none"> • Pillar 3 and the CTE Committee - Allie Carter, Program Manager, CTE Committee • Research, Data, and Plan Creation - Bob Lerman and Batia Katz, Urban Institute • Deep Dive Apprenticeships - Jeffrey Smith, Maryland Department of Labor

CTE Phase One Implementation Plan

Once the CTE Committee was established, the primary objective of the Committee was to develop the Phase One Implementation Plan, which is due March 15, 2023. Each entity charged with implementing a piece of the Blueprint has a plan due to the Accountability & Implementation Board (AIB) to outline plans for meeting the requirements of the Blueprint. In order to support the CTE Committee in shaping a comprehensive CTE implementation plan, the Committee established a Memorandum of Understanding (MOU) with the University of Baltimore Jacob France Institute and the Urban Institute during the fall of 2022. This team of experts researched global best practices, lessons from comparable programs, labor market data, and started to organize stakeholder interviews to take place in early 2023. The team presented their findings to the Committee at public meetings and integrated their recommendations into the Phase One Implementation Plan draft.

The CTE Committee's Initial Implementation Plan will focus on the period of Phase One from Fiscal Year 2022-2024, with specific tasks and timelines detailed throughout. The plan will touch on considerations through 2032 to consider the Blueprint's full implementation timeline and elaborate on the findings of the research conducted in the process of preparing the plan. The CTE Committee's plan will detail historical contexts, lessons from comparable programs, input from stakeholders, and recommendations to meet the goals of the Blueprint.



*GWDB Executive Director
Mike DiGiacomo with CTE
Committee member Matt
Holloway*

CTE Looking Ahead

The CTE Committee is identified in several major objectives of the Blueprint, which the CTE Committee will further explore and define within the Initial Implementation Plan. These major objectives include:

- Middle and high school students accessing career counseling programs that provide them with individualized career counseling services.
- 45% of high school students shall complete the high school level of a registered apprenticeship or other industry-recognized credential by the 2030-2031 school year.
- CTE Committee annually submits deployment plans for CTE Expert Review Teams and visits 10% of schools annually until all schools are visited at least once.
- Local education agencies offer a robust set of CTE programs that allow students to earn an industry-recognized credential or postsecondary certificate, including completing the high school level of a registered apprenticeship program approved by the Division of Workforce Development and Adult Learning (DWDAL) within the Maryland Department of Labor.

In 2023, the CTE Committee will be establishing structures to support these Blueprint initiatives. In addition to drafting and submitting an Initial Implementation Plan in March 2023, the CTE Committee will be developing an Expert Review Team deployment plan due in mid-2023, an Annual Progress Report in December 2023, and developing occupational skills standards as well as implementing initiatives to support reaching the 45% goal of the Blueprint.

The GWDB has been working closely with our partners at the Maryland State Department of Education (MSDE) Division of Career and College Readiness to implement the requirements of the Blueprint. The GWDB will continue working with MSDE and business and industry leaders to support the CTE Committee and build a CTE system that offers a sequence of courses, career development, and work experience to prepare students to develop the critical thinking, problem solving, employability, and technical skills required to meet the workforce and economic development needs of the 21st century.

STRATEGIC INITIATIVES

The Governor's Workforce Development Board (GWDB) brings important leaders together to better understand what skills employers need today in order to develop strategies that target Maryland's in-demand industries. The GWDB recognizes the phenomenal efforts taking place across the state, and as such, initiates collaboration with multiple partners and promotes successful initiatives, resulting in greater awareness and use of the statewide workforce development system. These strategic initiatives include a focus on diversity, equity, and inclusion, and specific industry initiatives in the areas of advanced manufacturing and skilled trades, cybersecurity and information technology, healthcare and life sciences, and hospitality and food services. Interlaced within all of these initiatives is education and the necessity of training and preparing Maryland's future workforce to be globally competitive for the jobs of the 21st century.

Education

Recognizing the importance of educating the future workforce with the skills that businesses are looking for, the GWDB has a long standing mission to bring employers and educators together to best strategize curriculum, exposure, and training for Maryland students. The GWDB actively engages representatives from the workforce system and Career and Technical Education (CTE) to facilitate the growth and improvement of education programs that meet industry needs. The GWDB works closely with the Maryland State Department of Education (MSDE) and other key stakeholders to ensure ongoing alignment of Maryland's CTE system with in-demand careers.

In addition to meeting the requirements of the CTE Committee as outlined in the *Blueprint for Maryland's Future*, the GWDB continues to engage with complimentary education focused strategic initiatives. The GWDB is on the **Maryland CTE Advisory Committee**, organized in collaboration with the **Maryland Business Roundtable for Education** (MBRT) and MSDE. The Committee provides guidance and direction for the statewide system of CTE, and in addition to the GWDB, includes members from the Maryland Department of Labor, Maryland Chamber of Commerce, economic development, local school systems, postsecondary institutions, Maryland Higher Education Commission, Maryland Career and Technical Administrators Association, and representatives that serve special population students as defined in Perkins V.

Junior Achievement of Central Maryland is a volunteer-delivered, K-12 program that fosters work-readiness, entrepreneurship, financial literacy skills, and uses experiential learning to inspire students nationwide to dream big and reach their potential. This dynamic career development experience gives middle school students from Baltimore City, Baltimore County, and Howard County access to high-growth careers and area employers, post-secondary education opportunities, and interactive career activities. The GWDB hosted a reception at Junior Achievement of Central Maryland's newly constructed BizTown

on September 21, 2022. Board members along with valued partners, including Local Workforce Development Board representatives, CTE Committee members, and State Agency partners from the Maryland Department of Labor, Maryland State Department of Education, and the Accountability & Implementation Board, mingled and toured the new JA BizTown facility. JA BizTown gives students exposure to the world of work, as a facility where middle school students have an opportunity for hands-on, real world learning within a simulated town, from operating a bank to managing a restaurant.



Attendees of the GWDB reception at JA BizTown in September 2022

GWDB staff also attended the Inspire event of **Junior Achievement of the Eastern Shore** in March 2022, which welcomed over 3,500 students from seven counties to the Wicomico Youth and Civic Center.

The GWDB works closely with the **Maryland Longitudinal Data System (MLDS) Center** on several initiatives. The *Career Preparation Expansion Act* report, which assesses a cohort of high school graduates five years out (including participation in college, employment, and earnings) is submitted jointly with GWDB and MLDS to the legislature. GWDB staff participate in monthly MLDS Research and Policy board meetings that assess information, research, and data collection processes and content. The GWDB and MLDS are close partners in disseminating information on topics spanning education and workforce efforts in Maryland.

Diversity, Equity, and Inclusion

An essential function of the GWDB is the promotion of a workforce that reflects the diversity of the state of Maryland. Marylanders from different demographics, including minorities, disadvantaged workers, immigrants, individuals with disabilities, older individuals, returning citizens, refugees, veterans, and young adults, must be included in all of Maryland's multi-pronged, strategic workforce development plans. Maryland has a diverse network of community-based organizations serving the populations experiencing inequities in workforce development. The GWDB remains committed to working with

partners from various industries, education, and state agencies to ensure economic growth and opportunity for all.

The Kennedy Krieger Institute, which is located in Baltimore, is an internationally recognized institution dedicated to improving the lives of children and young adults with pediatric developmental disabilities and disorders of the brain, spinal cord and musculoskeletal system, by offering patient care, special education, research, and professional training. GWDB works closely with board member Stacey Herman, the Director of Neurodiversity and Community Workforce Development at the Kennedy Krieger Institute, and GWDB staff participates in meetings of Kennedy Krieger’s Business Advisory Council. Additionally, the GWDB connects employers with Project SEARCH, which is an international network of sites with the primary objective of securing competitive employment for people with disabilities. The GWDB also sponsored the annual ROAR for Kids event on April 30, 2022, which helped raise awareness for research and programs at the Institute.

Since 2020, the GWDB has participated in a monthly collaborative, called *Lunch with Leaders*, organized by the Maryland **Association of People Supporting Employment First** (APSE). APSE is a membership organization with the purpose of improving employment outcomes for people with disabilities. The Maryland APSE *Lunch with Leaders* is a platform for professionals and leaders to share news, experiences, and efforts on a wide variety of topics that impact individuals with disabilities.

As part of the **Maryland Skilled Immigrant Task Force (SITF)**, the GWDB staff chaired the Business Engagement workgroup and participated in the Career Pathways Guide workgroup. The SITF is a consortium of stakeholders that seek to leverage the skills that foreign-trained professionals bring to Maryland to meet local job market demand. The SITF includes representatives from relevant state agencies, community colleges, refugee resettlement agencies, the Governor’s Office of Community Initiatives, and other immigrant/refugee/asylee serving organizations. The Business Engagement workgroup seeks to build employer relationships within the immigrant community and is taking stock of what is currently happening in terms of employer outreach. Connections have been further established with national and local affiliate partners engaged in employer outreach. GWDB member Marco Ávila, head of the Maryland Hispanic Chamber, spoke to the workgroup in August 2022. The Career Pathways Guide workgroup chose to focus on a set of health care career/occupational pathways for its upcoming published guide to be issued in 2023.

Advocating for returning citizens by connecting individuals with a criminal record to sustainable employment is a top priority of the GWDB. The GWDB serves as an ex-officio member of the **Correctional Education Council** (CEC). The CEC was established in 2008 to oversee the implementation of the Maryland Department of Labor’s Correctional Education program, with the mission to provide incarcerated individuals with high-quality services that facilitate a successful transition into Maryland’s workforce and communities. The CEC

works collaboratively with the business community to develop employment opportunities that will allow returning citizens to use the skills they obtained while incarcerated.

The nonprofit **Vehicles for Change** awards donated cars to low-income families and also operates a Full Circle Auto Repair and Training Center, which trains returning citizens to become skilled auto mechanics by providing Automotive Service Excellence (ASE) classroom training as well as hands-on training under the supervision of a master mechanic. At the completion of this program, 100% of graduates are immediately hired within the automotive industry. The GWDB continues to work closely with board member Martin Schwartz, President of Vehicles for Change, to promote hiring returning citizens and support initiatives focusing on access to transportation. In March 2022, it was announced that Vehicles for Change would distribute previously state-owned vehicles to families in need in the Baltimore area. The Maryland Department of Labor supports Vehicles for Change through partnership with correctional education programming and through the nationally recognized EARN program.



GWDB members at the June 2022 quarterly board meeting

GWDB staff have also been represented on the Barriers to Employment Task Force of the Community Lawyering Initiative of **Maryland Legal Aid**, a nonprofit law firm with services provided throughout Maryland. The Task Force is concerned with removing employment barriers for returning citizens and other populations.

The GWDB also works with the **Society for Human Resource Management (SHRM)** to facilitate workforce related programming for employment law conferences and associated policy webinars, with an emphasis on diverse populations and workers.

Advanced Manufacturing and Skilled Trades

The advanced manufacturing and skilled trades initiative focuses on aligning industry leaders and school representatives to ensure that Maryland students are aware of the opportunities in the manufacturing and skilled trades field, and that Career and Technical Education (CTE) in Maryland meets the training needs of these identified career opportunities. The GWDB collaborates with stakeholders for strategic outreach efforts to educate the future workforce, including students, parents, and young adults, of the excellent career opportunities available within the trade industry, as well as working with the various education and training providers in these areas.

The GWDB has maintained a strong partnership and collaborated on efforts with the **Maryland Center for Construction Education & Innovation** (MCCEI) since its inception in 2009. MCCEI's mission is to develop, promote, and connect career opportunities in the built environment. Through an annual appropriation from the state of Maryland, MCCEI works with the Maryland Department of Labor and the GWDB on advancing and improving the built environment industry labor force.

The GWDB continues to regularly collaborate with the **Maryland Manufacturing Extension Partnership** (MD MEP), a nonprofit focused on growing and strengthening Maryland manufacturers, and with the **Regional Manufacturing Institute** (RMI), which represents and advocates for the interests of manufacturers across Maryland by providing multiple programs and services.

Cybersecurity and Information Technology

Cybersecurity and IT are a critical infrastructure in the economic landscape of Maryland. The GWDB has focused its efforts on initiatives that engage the future workforce to encourage more diverse students to enter this continuously growing industry. The GWDB and stakeholders continued to collaborate with leaders and experts from businesses across multiple industries, education, and nonprofits to ensure education and instruction align with employer needs in the cybersecurity and IT field.

The GWDB provided sponsorship for the Loyola Cyber Competition, where on March 26, 2022, the Cyber Science and Informatics Program hosted its fifth annual **Loyola Blakefield Cyber Challenge**. For the first time, the event took place both virtually and in-person on Loyola's campus as more than 150 students, volunteers, and mentors from across Maryland participated in this educational experience.

The GWDB sits on the Employer Consortium with **Baltimore Cyber Range**, which provides comprehensive workforce development training and job placement in the IT/cybersecurity industry, targeting incumbent, underemployed and unemployed Maryland residents, particularly those located in the greater Baltimore metropolitan area. Baltimore Cyber Range utilizes its unique state of the art cybersecurity range to also train Maryland community college students and faculty. This training allows students to experience hyper

realistic cybersecurity scenarios, providing exposure to professional techniques utilized by cybersecurity experts.

The GWDB partners closely with the **Cybersecurity Association of Maryland, Inc. (CAMI)**, a statewide nonprofit organization that is dedicated to the growth of Maryland's cybersecurity industry. CAMI's strategy is to connect Maryland cybersecurity companies with businesses and government entities seeking cybersecurity products and services, as well as connect job seekers with Maryland cybersecurity jobs and resources for gaining the skills, education, and certifications needed for these jobs.

Healthcare and Life Sciences

The healthcare and life sciences industry is one of the largest employer industries in the state, and the COVID-19 pandemic further highlighted the need to train and fill the jobs in this essential industry sector. The GWDB has focused on initiatives that provide both entry-level and incumbent workers with a clear and efficient career pathway to high-demand, high opportunity jobs in the healthcare environment through collaboration with education and community partners, including the **Maryland Tech Council**, which is the largest technology and life sciences trade association in Maryland. The Maryland Tech Council hosted a forum titled "Creating a 21st Century Workforce," in May 2022 at the Universities at Shady Grove, featuring GWDB Executive Director, Mike DiGiacomo, and the Maryland Secretary of Labor, Tiffany Robinson. Maryland Tech Council CEO Marty Rosendale moderated the discussion, which highlighted various initiatives from the Maryland Department of Labor to support businesses seeking a qualified and trained workforce, including apprenticeship, Maryland Workforce Exchange (MWE), and connecting to the Local Workforce Development Boards (LWDBs) and American Job Centers (AJCs).



GWDB Executive Director, Mike DiGiacomo, and the Maryland Secretary of Labor, Tiffany Robinson, speaking at a forum for the Maryland Tech Council

As a result of Senate Bill 531, enacted under Article II, Section 17(c) of the Maryland Constitution, which passed in 2022, an **Assisted Living Programs Workgroup** of the Maryland Health Care Commission was created. The GWDB is required to provide consultation in the drafting of a study regarding the quality of care by assisted living programs with nine or fewer beds. This report is due October 1, 2023, and the goal is to assess challenges and opportunities for small assisted living facilities, including workforce recruitment and retention analysis.

Additional Engagement

In addition to the strategic initiatives in various industry sectors, the GWDB continues to collaborate and enhance business-building partnerships that support various workforce development initiatives across the state and region. The GWDB staff are active participants in numerous committees, workgroups, and boards that develop workforce solutions and are instrumental to ensuring that Maryland's various agencies and organizations are working together.

The **American Institute of Certified Public Accountants (AICPA)** announced in 2022 that it received a grant of nearly \$120,000 from the Maryland Department of Labor to expand its Registered Apprenticeship for Finance Business Partners in the state. The apprenticeship program creates a new path for those looking to pursue accounting and finance careers, while providing employers with a program to help develop, retain, and diversify talent. These apprenticeships combine paid on-the-job training, mentorship at the employer's site, and potential financial incentives to ease employer costs as well as providing online, structured learning for registered apprentices through the CGMA Finance Leadership Program. The GWDB helped facilitate this partnership between AICPA and the Maryland Department of Labor.

The GWDB established affiliation with the **Northern Virginia Chamber of Commerce's Greater Washington Apprentice Network**. GWDB staff attended a reception for youth apprentices during National Apprenticeship Week in 2022, and learned of emerging apprenticeships in different industries, including finance, accounting, and information technology. This also led to engagement with Franklin Apprenticeships, an intermediary organization seeking to expand apprenticeship in the U.S.

The GWDB also participates in a number of relationship building and information gathering opportunities with the **National Governors Association (NGA)**, **Maryland Economic Development Association (MEDA)**, **Maryland Association of Counties (MACo)**, and the **Employment and Training Administration (ETA)** of the U.S. Department of Labor.

LOCAL WORKFORCE DEVELOPMENT BOARDS

Under the Workforce Innovation and Opportunity Act (WIOA), the GWDB provides compliance guidance and oversees the state’s 13 Local Workforce Development Boards (LWDBs). The GWDB participates in bi-weekly meetings with the Maryland Workforce Association (MWA), with the LWDB directors throughout Maryland. The GWDB also strives to attend all quarterly LWDB meetings during the year and continuously engage with the LWDBs to understand local needs. The GWDB provides technical assistance to local boards on specific issues of concern, such as reorganization or succession planning.

The LWDBs build connections between workforce development and economic development by identifying needs and producing an effective workforce strategy specific to their local area. The LWDB membership is representative of all the WIOA mandatory and non-mandatory partners, including business representatives from the high growth industries in their local areas. In its compliance role, the GWDB managed the process for recertification requests for both local board representative composition and for the 32 American Job Centers (AJCs) across the state. For example, the local boards, just like the GWDB, are to be at least 51% business represented, and AJC’s are to be fully accessible to various populations.

Under the *Blueprint for Maryland’s Future*, LWDBs will be developing a career counseling program for middle and high school students in collaboration with the local education agency and community college in their areas. The purpose of this program is to provide each middle school and high school student in the county with individualized career counseling services. The local career counseling agreement memorandum of understanding is under development with the plan to start in the 2023-2024 school year.



GWDB Executive Director Mike DiGiacomo with Anne Arundel Workforce Development Board (outgoing) Chair Walter Townshend and Anne Arundel Workforce Development Corporation President & CEO Kirkland Murray

Maryland's Local Workforce Development Boards

Anne Arundel Workforce Development Corporation

Workforce Development Board for Anne Arundel County

Brian Lynch, Chair

Kirkland "Kirk" J. Murray, President & CEO

www.aawdc.org

Baltimore County Department of Economic and Workforce Development

Workforce Development Board for Baltimore County

Mario Aguilera, Chair

Leonard Howie, Director

www.baltimorecountymd.gov/boards-commissions/workforce-development

Carroll County Workforce Development Board

Workforce Development Board for Carroll County

Zachary Tomlin, Chair

Heather Lee Powell, Director

www.carrollworks.com

Frederick County Workforce Services

Workforce Development Board for Frederick County

Dwayne Myers, Chair

Michelle Day, Director

www.frederickworks.com

Howard County Workforce Development Board

Workforce Development Board for Howard County

Prasad Karunakaran, Chair

Francine Trout, Director

www.howardcountymd.gov

Lower Shore Workforce Development Board

Workforce Development Board for Somerset, Wicomico and Worcester Counties

Tony Nichols, Chair

Leslie Porter-Cabell, Director

www.lswa.org

Mayor's Office of Employment Development

Workforce Development Board for Baltimore City

Yariela Kerr-Donovan, Chair

Jason Perkins-Cohen, Director

www.oedworks.com

Montgomery County Division of Workforce Development Services

Workforce Development Board for Montgomery County

Mark Drury, Chair

Anthony Featherstone, Director

worksourcemontergomery.com

Employ Prince George's

Workforce Development Board for Prince George's County

Brad Frome, Chair

Walter Simmons, President & CEO

www.employpg.org

Southern Maryland Workforce Development Network

Workforce Development Board for Calvert, Charles and St. Mary's Counties

Michelle Nicholson, Chair

Ruthy Davis, Director

www.tccsmd.org

Susquehanna Workforce Network

Workforce Development Board for Cecil and Harford Counties

Mary Ann Bogarty, President

Kim Justus, Executive Director

www.swnetwork.org

Upper Shore Workforce Development Board

Workforce Development Board for Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties

Tyler Patton, Chair

Dan Schneckenburger, Executive Director

www.uswib.org

Western Maryland Consortium

Workforce Development Board for Washington, Allegany and Garrett Counties

Amos McCoy, Chair

Debora Gilbert, Executive Director

www.westernmarylandconsortium.org

2022 OPERATIONS

Description	2022 Appropriation
Salaries and Fringe Benefits	\$487,702.00
Technical and Special Fees	\$0.00
Communications	\$3,177.00
Travel	\$22,718.00
Vehicles	\$1,200.00
Contractual Services	\$33,666.00
Supplies and Materials	\$8,484.00
Equipment - Replacement	\$3,526.00
Fixed Charges	\$33,737.00
Sub-Total	\$594,210.00
Non-Government Grant: MCCEI - Maryland Center for Construction Education and Innovation	\$250,000.00
TOTAL	\$844,210.00

Reimbursable Fund Expenditures	2022 Actual
DHS - Department of Human Services	\$73,267.00
DPSCS - Department of Public Safety and Correctional Services	\$4,271.00
MDoC - Maryland Department of Commerce	\$39,556.00
MDoL - Maryland Department of Labor	\$286,203.00
<i>DWDAL - Division of Workforce Development and Adult Learning</i>	<i>[\$242,225.00]</i>
<i>MDoA - Maryland Department of Aging</i>	<i>[\$2,846.00]</i>
<i>MDoD - Maryland Department of Disabilities</i>	<i>[\$20,566.00]</i>
<i>DJS - Department of Juvenile Services</i>	<i>[\$20,566.00]</i>
MDVA - Maryland Department of Veterans Affairs	\$0.00
MHEC - Maryland Higher Education Commission	\$2,919.00
MSDE - DORS - Maryland State Department of Education	\$113,847.00
MSDE - Perkins - Maryland State Department of Education	\$38,730.00
Sub-Total	\$558,793.00
General Fund	\$61,384.00
Non-Government Grant: MCCEI - Maryland Center for Construction Education and Innovation	\$250,000.00
TOTAL	\$870,177.00

LOOKING AHEAD

The Governor's Workforce Development Board (GWDB) recognizes that 2023 will continue to focus on assisting Maryland jobseekers and industries in adjusting to the changing workforce landscape. Due to the GWDB's long standing relationship between Maryland businesses and education, the GWDB is committed to aligning the skills students are being taught with what employers are looking for. The GWDB will be working with its partners to implement the requirements of the *Blueprint for Maryland's Future* and support the CTE Committee in building an integrated, globally competitive framework for providing quality Career and Technical Education to Maryland students and the workforce. Convenings of local workforce development board leadership are anticipated, as well as greater adoption of technologies that enhance opportunities, such as virtual reality for career exploration. The GWDB will continue to focus on enhancing best practices to integrate industries, education, and workforce training that supports a diverse future workforce where every Marylander has the opportunity to participate and succeed.

2023 Meeting Dates

Board meetings are open to the public. Visit www.gwdb.maryland.gov for more information.

- March 8, 2023
- June 7, 2023
- September 6, 2023
- December 6, 2023

GWDB Staff

Michael R. DiGiacomo, Executive Director

Kenneth Lemberg, Deputy Director

Molly Mesnard, Deputy Director of CTE

Darla J. Henson, Executive Administrator

Allison Carter, Program Manager of CTE

** Special thanks to Mike Preisinger for his assistance with the 2022 Annual Report*

