

Governor's Workforce Development Board



2023

Annual Report



Executive Summary

As Maryland's chief policy-making body for workforce development, the Governor's Workforce Development Board (GWDB) is putting in place innovative and evidence-based approaches to supercharge our economy and address persistent equity gaps in the wealth-building of our people. Though Maryland has the lowest unemployment rate, the highest median household income, and among the highest levels of educational attainment in the nation, Maryland's labor force participation rate continues to lag. The state's prosperity is unevenly shared. And that's putting the brakes on economic growth.

The Moore-Miller Administration is dedicated to advancing a highly competitive and inclusive Maryland economy that leaves no one behind. The administration emphasizes that all Marylanders must have access to the tools and resources necessary to build career-ready skills and thrive in the modern labor market. Maryland businesses must have the ability to attract, develop, and retain a highly skilled workforce to compete effectively in today's economy. To achieve this, greater alignment and coordination across public and private sectors, including education, training, economic development, and service delivery stakeholders, is essential. The Governor's Workforce Development Board (GWDB) is positioned to play a significant role in shaping workforce development strategy and policy to further these goals.

Fiscal year 2023 marks a year of profound change as the GWDB welcomed newly appointed leadership with a new chair, vice chair, and executive director. Starting with a strong kick-off meeting in September 2023 co-chaired by Governor Wes Moore. Building off that start, the GWDB published a new vision, mission, and set of core values that are aligned with the Moore-Miller state plan. Additionally, the GWDB drafted and will soon publish the 2024 - 2028 State Workforce Plan, laying out its four strategic priorities: (1) Supercharge Key Sectors, (2) Advance Equity and Access, (3) Prepare the Future Workforce, and (4) Improve System Alignment and Accountability.

The CTE Committee achieved many successes in 2023, notable among them the AIB's approval of the 2022-2024 *Blueprint* Implementation Plan, aligning federal Perkins funding to the *Blueprint's* requirements, supporting LEAs in the deployment of career counselors, and launching the CTE Expert Review Team.

The GWDB is proud of its progress in 2023 and has ambitious plans for 2024 and beyond – including launching sub-committees for its board, completing strategic workforce developments in key sectors such as healthcare and cybersecurity & IT, and building on its foundation of technical assistance for the 13 local workforce development boards. For the CTE Committee, 2024 priorities include developing the statewide CTE framework, defining the high school level of a Registered Apprenticeship and IRCs, and full deployment of the CTE Expert Review Team.



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Governor's Workforce Development Board Members

(as of December 31, 2023)

A. Ferris Allen, III

Thoroughbred Horse Trainer
Warwick Stable

Kevin Anderson

Secretary
Maryland Department of Commerce

Hon. Vanessa Atterbeary

State Delegate, District 13
Maryland House of Delegates

Alexander Austin

President & CEO
Prince George's Chamber of
Commerce

Marco V. Ávila, P.E.

Vice President
WSP
President/CEO
Maryland Hispanic Chamber of
Commerce

Calvin Ball

County Executive
Howard County

John D. Barber, Jr.

President of Local 177
Northeast Regional Council of
Carpenters

Hon. Joanne C. Benson

State Senator, District 24

Gary E. Bockrath

Consultant

Jennifer W. Bodensiek

Chief Development Officer
Junior Achievement of Greater
Washington

Brian S. Cavey

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

Dr. Annesa Cheek

President
Frederick Community College

VACANT(member retired)
Assistant State Superintendent,
Division of Rehabilitation Services
Maryland State Department of
Education

Donna Edwards

President
MD State and DC AFL-CIO

Mackenzie Garvin

Director
Baltimore Mayor's Office of
Employment Development

Steven W. Groenke

CEO
Himmelrich Associates, Inc.

Kevin D. Heffner

President and CEO
LifeSpan Network

Stacey Herman

Assistant Vice President,
Neurodiversity and Community
Workforce Development
Kennedy Krieger Institute

Matthew R. Holloway

Owner & Operator
Quantico Creek Sod Farms, Inc.

Cory Hughes

Campus President
Lincoln College of Technology

Dr. Roderick King

Chief Diversity, Equity and Inclusion
Officer
University of Maryland Medical
System

Larry Letow

CEO US
CyberCX

Aminah "Amie" J. Long

Human Resources Director
Chaney Enterprises

Jessica Mente

Director of Training
Royal Farms

Kirkland J. Murray

President and Chief Executive
Officer
Anne Arundel Workforce
Development Corporation
Maryland Representative for
NAWDP

Stephen Wayne Neal

President/CEO
K. Neal International Trucks, Inc

Myra W. Norton

CTE Committee Chair
Senior Director
Johns Hopkins Technology
Ventures

Sanjay Rai

Secretary
Maryland Higher Education
Commission

Edward C. Rothstein (COL Ret)

Commissioner
Carroll County Commissioners
Office

Martin “Marty” Schwartz

President
Vehicles for Change

Michelle B. Smith

President & CEO
1st Choice, LLC

Brian Stamper

Executive Director, Cell Therapy
Operations
AstraZeneca

Inez Stewart

SVP-CHRO
Johns Hopkins Medicine

Teaera Strum

Chief Executive Officer
Strum Contracting Company Inc.

Michael D. Thomas

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

Perketer Tucker

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

Charles T. Wetherington

President
BTE Technologies, Inc.

Carey Wright

State Superintendent of Schools
Maryland State Department of
Education

Portia Wu

Secretary
Maryland Department of Labor

Charnetia V. Young

Director, Workforce Initiatives
CVS Health

NON-VOTING MEMBERS

Carol Beatty

Secretary
Maryland Department of
Disabilities

Jacob “Jake” Day

Secretary
Maryland Department of Housing
and Community Development

Rafael López

Secretary
Department of Human Services

Paul Monteiro

Secretary
Maryland Department of Service
and Civic Innovation

Carmel Roques

Secretary
Maryland Department of Aging

Vincent "Vinny" Schiraldi

Secretary
Department of Juvenile Services

Laura Herrera Scott

Secretary
Maryland Department of Health

Carolyn Scruggs

Secretary
Maryland Department of Public
Safety and Correctional Services

Paul Wiedefeld

Secretary
Maryland Department of
Transportation

Anthony "Tony" Woods

Secretary
Department of Veterans Affairs
Fred L. Wineland Building

New Board Leadership

In August and September 2023, Governor Moore appointed a new leadership team to steer the Governor's Workforce Development Board. This change comes at a pivotal time, bringing fresh perspectives and innovative strategies to the forefront. New leadership is crucial as we navigate the evolving landscape of workforce development, ensuring we remain adaptive and responsive to the needs of our community. With their wealth of experience and renewed commitment to our mission, this transition marks a significant step forward. It enables us to better align our efforts with emerging trends and challenges, ultimately fostering a more robust and resilient workforce for the future.



CARIM KHOUZAMI BOARD CHAIR, BGE

Carim V. Khouzami is the president and chief executive officer of Baltimore Gas and Electric Company (BGE), the nation's first gas utility. Khouzami previously served as the chief operating officer of Exelon Utilities, overseeing the daily administrative and operational

functions for Exelon's six regulated utilities, including BGE, as well as managing large investment projects that span all the Exelon utilities. Prior to that, Khouzami served as the chief financial officer of Exelon Utilities, responsible for overseeing the treasury, financial planning and analysis, and accounting functions for the six Exelon utility companies. He has held other leadership roles within financial, strategic, and operational roles at Exelon and BGE. Khouzami earned a bachelor's degree in economics and communications studies from Vanderbilt University, and a master's degree in business administration from Columbia University.



DELALI DZIRASA VICE CHAIR, FEARLESS

Delali Dzirasa is the CEO and founder of Fearless, an impact-focused digital services integrator building software with a soul, while creating the conditions for organizations and their people to thrive. Fearless works with some of the biggest agencies in the federal

government – Centers for Medicare and Medicaid Services (CMS), Small Business Administration (SBA), General Services Administration (GSA), National Archives and Records Administration (NARA), National Security Agency (NSA), and the U.S. Airforce – and with major private enterprises including the NFL, Exelon and Deloitte.

He’s also the founder and Lead Coach of the Hutch digital services incubator, which aims to nurture, empower, and connect underrepresented entrepreneurs who are working toward the public good. There are currently 28 companies in the Hutch portfolio.



RACHAEL STEPHENS PARKER

EXECUTIVE DIRECTOR

Rachael Stephens Parker was appointed to serve as the Executive Director of the Maryland Governor’s Workforce Development Board (GWDB) under the Moore-Miller administration in August 2023.

Before joining the Moore-Miller administration, Rachael served as the director of workforce development and economic policy at the bipartisan National Governors Association. She oversaw research, policy guidance and technical assistance provision to governors and state agency leaders on removing barriers to economic participation; fostering economic dynamism; supporting quality job growth; and developing accessible learning opportunities that support employers’ talent needs and lead to family-sustaining careers.

Rachael holds a master's in public policy from the John F. Kennedy School of Government at Harvard University and a bachelor of arts in economics from Bryn Mawr College, where she graduated magna cum laude as the sole recipient of the Jeanne Quistgaard Memorial Prize for Excellence in Economics.





Introducing the New GWDB: Kickoff with Governor Moore

The Governor's Workforce Development Board (GWDB) September 2023 quarterly public meeting marked the beginning of a new journey for Maryland's workforce system. Governor Moore introduced his new leadership team and emphasized the importance of aligning workforce development and educational initiatives with industry demands and ensuring equitable access to opportunities for all Marylanders. He called on the Board to listen to stakeholders on the ground, to think boldly about innovative solutions, and to ensure the work is driven by the data and focuses on concrete outcomes for Maryland's employers and workers. Chairman Khouzami underscored Maryland's commitment to advancing workforce development and economic growth, particularly through leveraging the insights and expertise of the business community. Executive Director Parker outlined the new vision and purpose for the Board, and what it means to serve as a high-performing board in order to realize the Governor's priorities.

Governor Moore and Executive Director Parker laid out the Board's initial charges, including the development of the 2024-2028 State Workforce Development Plan to foster greater alignment across workforce programs and agencies, chart priorities for the next four years and enhance accountability within the public workforce system. Key discussions centered on optimizing education and training programs to meet evolving job market needs, emphasizing skills-focused approaches such as registered apprenticeships and career and technical education as crucial pathways to bridging skill gaps.

Challenges and opportunities in sectors such as healthcare, cybersecurity and information technology, infrastructure, and manufacturing were explored, with discussions on strategies to capitalize on emerging economic trends and major federal investments in several of these areas. Systemic barriers to workforce participation were also addressed, with a focus on inclusive practices and modernizing apprenticeship programs to meet contemporary demands.

This meeting reaffirmed the GWDB's dedication to innovation, collaboration, and shaping statewide strategies to ensure Maryland's workforce development efforts remain robust and responsive to future challenges.





Reimagining the GWDB's Vision, Mission and Purpose

On December 21, 2023, Governor Wes Moore signed Executive Order 01.01.2023.22 (rescinding Executive Order 01.01.2015.19) establishing the Governor's Workforce Development Board, its membership, its purpose, and its focus areas under the Moore-Miller Administration.[1] This establishes the Governor's Workforce Development Board (GWDB) as the Governor's chief strategy and policy-making body for workforce development. It further outlines that the Board will serve this function by engaging key business, labor, education, community, and State and local government leaders to collaborate and advise the Governor on business-led workforce approaches that advance Maryland's economic competitiveness and build pathways to work, wages and wealth for all Marylanders.

The Order solidifies the Board's leadership role in setting the statewide vision and strategy for workforce development, building partnerships to accelerate implementation of that strategy, and holding Maryland's workforce development system accountable to delivering results. As outlined under the Executive Order and in keeping with Federal law, the GWDB is a business-led board, with a majority of members representing the business community, as mandated by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014. Other members include the governor, cabinet secretaries, college leaders, the state superintendent of schools, elected officials, labor, and representatives of community-based non-profit organizations.

[1] State of Maryland. "Governor's Workforce Development Board." Executive Order 01.01.2023.22, Governor's Office,

During the process of developing the Moore-Miller Administration's first four-year State Workforce Development Plan, GWDB members collaboratively developed a new vision, mission, set of core values, and focus areas aligned with the Governor's vision as expressed through Executive Order.

GWDB Vision: An aligned and coordinated workforce development system delivering talent solutions that support a dynamic, inclusive, and competitive economy, creating opportunities for all businesses to thrive and for every Marylander to access pathways to work, wages, and wealth.

GWDB Mission: To develop strategies, drive alignment, and accelerate implementation of innovative workforce development solutions that build robust talent pipelines for Maryland's employers and advance pathways to work, wages and wealth for all Marylanders.

GWDB Core Values: In keeping with core values established by the Moore-Miller Administration, the GWDB is dedicated to ensuring that, through our work, we:

- Be Innovative: Collaborate across agencies and stakeholders to identify and implement bold solutions.
- Be Data-Driven: Rely on data and experiences to inform our decisions.
- Move Urgently: Move quickly and diligently with a purpose.
- Challenge the Status Quo: It's okay to disagree and offer a new viewpoint
- Be Outcomes-Focused: Spend each day focused on leaving no one behind

Focus Areas: In accordance with Executive Order 01.01.2023.22, the GWDB's priority focus areas under the Moore-Miller Administration include:

- I. Building talent pipelines to supercharge growth in Maryland's key industry sectors;

- II. Addressing barriers to employment experienced by underserved populations;

- III. Expanding access to affordable, high-quality, career-connected experiential learning and industry-recognized credentials, including apprenticeship and career and technical education opportunities;

- IV. Aligning systems, services and resources to strategically leverage Maryland's assets; and

- V. Supporting collaboration with local workforce development boards and other local stakeholders to ensure those closest to workforce challenges are central to the solutions.



Shaping a New Workforce Development Strategy for Maryland

The creation of Maryland's 2024-2028 State Workforce Development Plan is a testament to the state's commitment to fostering a dynamic and inclusive workforce that meets the evolving demands of the job market - and to doing so in partnership with industry, state agencies, and local workforce system leaders. Guided by Governor Wes Moore's vision, the plan was crafted through an extensive collaborative process involving feedback from board members, local workforce development boards, industry stakeholders, and the broader community. The plan not only meets statutory requirements as part of the 2014 Workforce Innovation and Opportunity Act (WIOA), but goes beyond what is required by law to be the foundation for how the workforce system in Maryland will truly leave no one behind. The Governor's directive to be innovative, data-driven, urgent, and outcomes-focused laid the foundation for a comprehensive approach that aligns educational and training programs with industry needs, emphasizing registered apprenticeships and career and technical education and training as critical pathways to bridge skill gaps.

Central to the plan's development was a series of focused strategic engagements and consultations. An October survey gathered valuable insights from board members, who highlighted the need to address workforce shortfalls in high-need, high-priority sectors and occupations, remove employment barriers for marginalized groups, and expand

proven models such as registered apprenticeships into new occupations and communities. The process was further enriched by discussion in public forums and regional meetings, marking the first time in Maryland's history that such an inclusive approach was taken. These engagements underscored the importance of leveraging data as well as known best practices from across the state, country, and globe; fostering cross-sector collaboration; and ensuring that the state's workforce development strategies are both innovative and equitable.

The plan was still under development as of December 31, 2023 with publication planned for Summer 2024. As of the end of 2023, the plan's goals include optimizing education and training programs, enhancing supportive services, and fostering strategic partnerships to create a responsive workforce system. By emphasizing equity and inclusion, the plan aims to dismantle systemic barriers and promote access to high-quality, family-supporting job opportunities for all residents, particularly opportunities historically unavailable to many Marylanders in high-growth and high-need sectors like healthcare and cybersecurity & IT. Importantly, the plan will also present an extensive economic analysis of current and projected sectoral and occupational talent needs to guide and align workforce system efforts.

Through completion of this collaborative and strategic effort by the Board, Maryland is poised to build a robust, inclusive, and future-ready workforce that drives economic growth and meets the needs of both businesses and workers.



Committee Spotlight: CTE Committee

The *Blueprint for Maryland's Future* (“the *Blueprint*”), Md. Ann. Code, Ed. Art. §21-209, established the Career and Technical Education (CTE) Committee as a unit within the Governor’s Workforce Development Board (GWDB).[2] The purpose of the CTE Committee 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 *Blueprint* envisions a CTE system where academic knowledge and occupational competencies are integrated, enabling 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. Given the GWDB CTE Committee’s leading role in setting statewide strategies for workforce development and ensuring students are prepared for success in a career pathway, the CTE Committee is charged with developing policies, guidance, and providing technical assistance to the agencies responsible for implementing the *Blueprint*.

The CTE Committee was formally established and appointed in mid-2022 and is composed of 11 members of the GWDB, as required in statute. The work of the CTE Committee falls under the oversight of the *Blueprint’s* Accountability and Implementation Board (AIB), a new unit of State government tasked with overseeing that the *Blueprint* is implemented with fidelity.

[2]Md. Ann. Code, Ed. Art. §21-209, <https://bit.ly/3W0JoeU>



CTE Committee Members

(as of December 31, 2023)

Myra W. Norton

CTE Committee Chair
Senior Director
Johns Hopkins Technology
Ventures

Brian S. Cavey

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

Matthew R. Holloway

Owner & Operator
Quantico Creek Sod Farms, Inc.

Michael D. Thomas

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

Charnetia V. Young

Director, Workforce Initiatives
CVS Health

Kevin Anderson

Secretary
Maryland Department of Commerce

Sanjay Rai

Secretary
Maryland Higher Education
Commission

Carey Wright

State Superintendent of Schools
Maryland State Department of
Education

Portia Wu

Secretary
Maryland Department of Labor



2023 CTE Committee Staff

Michael DiGiacomo

Executive Director until August 8, 2023 (appointed under Former Governor Larry Hogan)

Rachael Stephens Parker

Executive Director as of August 9, 2023, appointed under Governor Wes Moore

Molly Mesnard

Deputy Director, CTE Committee

John Strickland,

Expert Review Team Manager, CTE Committee

Dontaz Winston

Youth Apprentice, CTE Committee



Developing a 2022- 2024 *Blueprint* Implementation Plan

Each entity charged with implementing a piece of the *Blueprint* had an initial “phase one” implementation plan due to the AIB on March 15, 2023. In order to support the CTE Committee in shaping a comprehensive CTE implementation plan, the GWDB 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 held 53 stakeholder interviews to inform the development of the plan. The team presented their findings to the CTE Committee at public meetings and integrated their recommendations into the implementation plan. The Initial Phase One Implementation Plan focused on the period of Phase One from Fiscal Year 2022-2024, but touched 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.[3] The CTE Committee’s plan detailed historical contexts, lessons from comparable programs, input from stakeholders, and recommendations to meet the goals of the *Blueprint*. The AIB approved the CTE Committee’s plan on October 19, 2023. The CTE Committee will be submitting an updated Implementation Plan in August 2024, focusing on the Fiscal Years 2025-2027.

[3]CTE Committee’s Phase One Implementation Plan, March 2023,
www.gwdb.maryland.gov/ctecomm/ctecommitteeinitialphaseoneplanmar2023.pdf

One of the primary considerations within the Initial Phase One Implementation Plan was how to define the *Blueprint's* goal that 45% of public high school students complete the high school level of a Registered Apprenticeship or another industry-recognized credential by the 2030-2031 school year. Over 2023, the CTE Committee researched best practices globally and nationwide to inform the development of defining valuable industry-recognized credentials and what apprenticeship programs meet the intent of the 45% goal. This work is being done in close collaboration with partners across the State with the goal of establishing clear definitions and guidance in 2024.





Aligning Federal Perkins CTE Funding to the Blueprint

Pursuant to the *Blueprint* and the AIB's Initial Implementation Plan, the Maryland State Department of Education (MSDE) and the CTE Committee were required to enter into an agreement to administer the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act ("Perkins V"), collaboratively, pursuant to the CTE Committee's framework to implement the *Blueprint's* requirements and goals. This memorandum of understanding (MOU) was enacted in November 2023, with the purpose of establishing a collaborative relationship between MSDE and the CTE Committee in developing the responsibilities and administration of Perkins V in a manner that aligns with the requirements of the *Blueprint* to the extent practicable. The Maryland Career and Technical Education Four-Year State Plan, which is due in 2025, will be developed in a manner that supports the goals of the *Blueprint*, subject to any federal requirements articulated in Perkins V, and to reach consensus on state plan components which are directly aligned to the scope of the CTE Committee's obligations. The GWDB CTE Committee's partnership with MSDE staff in this process will help ensure that CTE programs are aligned with the State's economic development and workforce goals, are informed by national and global best practices, are providing students with the skills and knowledge they need to succeed in the modern economy and support employers' talent needs, and promote innovation in CTE that align to *Blueprint* goals.



Career Counseling

The *Blueprint* created a new career counseling program with the purpose of providing every middle school and high school student with individualized career counseling services to learn about postsecondary education and career options that align with their interests, and to select at least one post-College and Career Readiness (CCR) pathway in which to enroll. In 2023, Local Education Agencies (LEAs) each entered into a local career counseling agreement MOU with their Local Workforce Development Board (LWDB) and the county's Community College for Fiscal Year 2024-2026.

The Kirwan Commission, whose work heavily informed the *Blueprint* law, recommended that career counseling be driven through the LWDBs due to their experience providing guidance to job seekers at the local level, and that it be conducted in close collaboration with the local community college and LEA[5]. Pursuant to the *Blueprint*, the CTE Committee must conduct an evaluation of each career counseling program for best practices and disseminate its findings to all LEAs, LWDBs, and community colleges in Fiscal Year 2026.

Given the GWDB CTE Committee's leading role in setting statewide frameworks, policy and agency roles and responsibilities pertaining to *Blueprint* implementation of CTE objectives, the CTE Committee, along with the AIB and MSDE, have provided technical assistance to the LWDBs and the LEAs as they establish this new program. This included reviewing all 24 MOUs and providing feedback in evaluations with the AIB. The GWDB also entered into an interagency agreement between the Tri-County Council of the Lower Eastern Shore, on behalf of the

[5] Maryland Commission on Innovation & Excellence in Education, Interim Report, July 2019, <https://dls.maryland.gov/pubs/prod/NoPblTabMtg/CmsnInnovEduc/2019-Interim-Report-of-the-Commission.pdf>

Maryland Workforce Association (MWA), which represents the 13 LWDBs, to provide technical assistance to support career counseling implementation and a benchmarking study. As a result of Requests for Proposals (RFPs) issued in mid-2023, the MWA is working with Educators Cooperative, recognized experts in career counseling, and Salisbury University's Business Economic and Community Outreach Network (BEACON), to analyze and propose outcomes and metrics to measure the success of the new career counseling programming. This work will continue into 2024.





CTE Expert Review Team

The *Blueprint* requires the CTE Committee to establish, administer and supervise a CTE Expert Review Team (ERT) program to visit all schools with CTE programs and pathways in Maryland by the 2031-2032 school year. The goal of the CTE ERTs is to determine whether schools are implementing CTE programs aligned to the *Blueprint* vision and to provide support and identify technical assistance as programs work to align toward this vision. The CTE Committee, along with partners at the National Center on Education and the Economy (NCEE), developed a pilot ERT plan for the 2023-2024 school year. Over this pilot year, the CTE Committee concentrated on creating a comprehensive approach that would enable the ERTs to align CTE offerings more effectively with both student career aspirations and the broader demands of the industry, and building a program that can identify themes and common challenges across the State in order to provide technical assistance and support to districts in implementing the *Blueprint*.

The CTE Committee's work in 2023 included identifying objectives, setting up methodologies, and outlining potential challenges and solutions for reviewing CTE programs statewide. This planning phase was crucial for establishing a clear direction and ensuring that the eventual rollout of ERT visits would be informed, targeted, and capable of fostering meaningful improvements in CTE education across Maryland. The CTE Committee will be testing the frameworks and templates developed for two pilot visits to take place in the spring of 2024.



Next: Foundational Statewide CTE Framework, Policy and Benchmarks to Advance Blueprint Goals

Over 2024, the CTE Committee will focus on outlining and executing on a new statewide CTE framework to define the strategic vision of CTE within the *Blueprint*, as well as setting policies necessary for the framework's effective implementation. This will include defining roles and responsibilities for key partners to address challenges, uplift best practices already taking place, and clearly delineate roles so as to avoid the duplication of work being done to implement the *Blueprint*. Some of the coordinated work the CTE Committee will lead over 2024 includes:

- Developing a statewide framework for CTE that prepares students for employment in a diverse, modern economy, in coordination with MSDE. This framework will also inform Maryland's CTE Four-Year State Plan, as required under Perkins V, development process in 2024.
- Defining the high school level of a Registered Apprenticeship and what model(s) qualify for inclusion toward the 45% goal, in coordination with the Maryland Department of Labor and MSDE, in addition to other partners across the state.

- Finalize the development of the state's first-ever definition and set of quality criteria for industry-recognized credentials (IRCs) that will count toward the 45% goal, in coordination with MSDE and other related-partners.
- Continued coordination with LWDBs, LEAs, and Community College partners to provide technical assistance in implementing their new career counseling programs. This will include partner coordination, benchmarking of outcomes, and peer learning convenings.
- Utilizing the GWDB to spearhead the strategic vision of the 2024-2028 State Workforce Development Plan (which also serves as the Workforce Innovation and Opportunity Act (WIOA) State Plan), to be published in summer 2024, and to ensure this strategic vision as well as associated resources are aligned with the goals of the *Blueprint* and the forthcoming Perkins CTE Four-Year State Plan, to the extent practicable.
- Full deployment of the CTE Expert Review Team starting in the 2024-2025 school year.

All of these components will lead to the implementation of the *Blueprint's* strategic vision for creating a world-class education system in Maryland. To learn more about the CTE Committee's work, please visit www.gwdb.maryland.gov/ctecomm.

2023 GWDB Staff



Rachael Stephens Parker

Executive Director as of August 9, 2023, appointed under Governor Wes Moore

Michael DiGiacomo

Executive Director until August 2023, appointed under former Governor Larry Hogan

Darla Henson

Executive Administrator

Ken Lemburg

Deputy Director until July 2023

Molly Mesnard

Deputy Director, CTE Committee

Allison Carter

Program Manager, CTE Committee until June 2023

John Strickland,

Expert Review Team Manager, CTE Committee

Dontaz Winston

Youth Apprentice, CTE Committee until October 2023



Looking Ahead to 2024

Maryland finds itself at a pivotal moment in its workforce and economic development trajectory, poised for significant transformation under the visionary leadership of Governor Wes Moore. While the state boasts a low unemployment rate, high median household income, and impressive educational attainment levels, it is also confronted with challenges such as disparities in labor force participation and equitable wealth distribution. These disparities highlight the pressing need for a true strategy for Maryland's workforce development system - and for sister agencies to truly align and coordinate efforts. This is essential to enhance the state's economic competitiveness and, more importantly, to ensure that all Marylanders have equitable access to the opportunities that will drive prosperity and success across the state.

As the GWDB shifts from plan development to action, we are dedicated to ensuring the Board serves as a platform for this collaboration and transformation, as called upon in Governor Moore's December 2023 Executive Order, and in further building our staff capacity to support this work. The Board and its staff will explore opportunities to engage philanthropic support for strategic initiatives and launch new Board committees to help shape and accelerate these efforts. These steps are crucial in driving our mission forward and ensuring the successful execution of our strategic goals.

2024 Meeting Dates



The GWDB holds public meetings at least once per quarter. All meetings are held in-person with remote joining options available to members. Members of the public are able and encouraged to view in person or online, and meeting recordings, materials, and minutes are publicly available on the GWDB website.

- Wednesday, March 13, 2024
- Wednesday, June 5, 2024
- Wednesday, September 18, 2024
- Wednesday, December 11, 2024

As required under The *Blueprint* for Maryland's Future, the GWDB CTE Committee also holds public meetings. These meetings take place at least once per quarter. Members of the public are able and encouraged to view in person or online, and meeting recordings, materials, and minutes are publicly available on the GWDB website.

- Wednesday, February 28, 2024
- Wednesday, May 22, 2024
- Wednesday, August 28, 2024
- Wednesday, November 13, 2024