



Maryland

**GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD**

Quarterly Meeting

March 13, 2024

Meeting Goals

- 2024 - 2028 State Workforce Plan vote to send to Governor's office
- Discuss action steps for the GWDB and potential committees to structure our work
- Share information that impacts GWDB work, including updates from the CTE Committee and the legislative session
- Update the GWDB's bylaws to set us up for success

Moving from planning to action!

Welcome & Business Items

Thank you to our hosts...

- Brian Courtien, Business Manager/Secretary Treasurer, International Union of Painters and Allied Trades District Council 51 (IUPAT DC 51)
- Walter Simmons, Executive Director, Prince George's County Workforce Development Board, President and CEO, Employ Prince George's

GWDB Highlights

- New Board Members
 - Dr. Donald Boyd, Supervisor of Strategic Initiatives, Dorchester County Public Schools
 - Cory Hughes, Campus President, Lincoln College of Technology
 - Secretary Jacob Day, Maryland Department of Housing and Community Development
 - Secretary Laura Herrera Scott, Maryland Department of Health
 - Secretary Paul Monteiro, Maryland Department of Service and Civic Innovation
 - Secretary Paul Wiedefeld, Maryland Department of Transportation
- Baltimore Tech Hub - GWDB Letter of Support

CTE Committee Update

By the 2030-31 school year, 45% of public high school graduates will have completed the high school level of a Registered Apprenticeship or another industry-recognized credential by the time of graduation.

Defining the 45% Goal:

- Industry-Recognized Credentials (IRC) - definition, criteria, process, list
- Apprenticeship - framework:
 - Completing the high school portion of a School-to-Apprenticeship (STA) is the “gold standard”
 - Rapidly expand STA; and
 - Count Youth Apprenticeships when earning/credit towards an IRC.

Executive Order: Key Roles for the GWDB



Executive Order 01.01.2023.22

- GWDB's role in the Moore-Miller Administration
 - Chief strategy and policy-making body for workforce development
 - Setting and communicating a statewide vision and strategy
 - Aligning activities across business, education, workforce development, labor, cabinet, and local partners
 - Developing industry partnerships
 - Direct or recommend funding
 - Develop statewide policies
 - Deliver policy recommendations to the Governor's office

Read the Executive Order [here](#).

Executive Order 01.01.2023.22

- Streamlining voting membership for compliance from 59 minimum to 41 minimum
- Highlights GWDB's ability to fundraise for philanthropic support
- Attendance requirements reiterated:
 - Attend 2/3 of meetings in a 12-month period
 - If not, a member is assumed to have resigned unless granted a waiver from the Governor

Read the Executive Order [here](#).

2024 Budget and Legislative Update

The Governor's proposed FY 2025 budget includes:

- \$6 million to support Baltimore's Tech Hub Consortium application
- \$2M increase for Employment Advancement Right Now (EARN) program
- \$2M for a new Talent Innovation Fund and Program (HB 1128)
- Growing the Service Year Option program
- Expanding GWDB CTE Committee staff (supplemental budget)

2024 Budget and Legislative Update

Legislation impacting the GWDB includes:

- New Talent Innovation Fund and Program (HB 1128)
- Study on Advancing Skills-Based Hiring (SB 0910)
- Focusing Federal CTE Funds on Blueprint Goals (SB 1035)
- 11 others with minor impacts or asks for GWDB CTE Committee

State Workforce Development Plan

The GWDB is required under the Workforce Innovation and Opportunity Act of 2014 (WIOA) to submit a State Plan to US DOL on behalf of the Governor every four years to receive federal funding for core programs supporting adults, youth, dislocated workers, adult education and literacy, employment services, and vocational rehabilitation programs.

The 2024 four-year plan is due in March.

Strategic
Planning
Elements

Operational
Planning
Elements

Operating
Systems and
Policies

Program
Specific
Requirements

Assurances

We're taking this as an opportunity to:

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

State Workforce Plan Partners

- Governor's Workforce Development Board (GWDB)
- Maryland Department of Labor (MDOL) Division of Workforce Development & Adult Learning (DWDAL)
- Staff contributors representing:
 - GWDB
 - DWDAL offices for workforce development, adult ed, apprenticeship
 - Local workforce development boards
 - Unemployment Insurance
 - Maryland Department of Human Services
 - Maryland State Department of Education Division of Rehabilitation Services
 - Maryland Department of Housing and Community Development
 - ... and more

Four Strategic Pillars

- **Supercharging key sectors**
- **Advancing equity and access**
- **Preparing the future workforce**
- **Improving system alignment and accountability**

Strategic Pillar I

- **Supercharging key sectors**

- Set statewide sector priorities, identify skill needs, and drive industry partnership to shape and deliver workforce solutions.
- *Strategies:*
 - Align workforce programs and resources to Maryland's targeted in-demand and emerging industry sectors.
 - Expand Registered Apprenticeship (RA) for new occupations in targeted in-demand and emerging industry sectors.
 - Invest in what works, and identify local strategies that are working and support expansion, replication and scaling across the state.

Strategic Pillar II

- **Advancing equity and access**

- Ensure equitable access to quality training and employment opportunities for all Marylanders.
- *Strategies*
 - Apply an equity lens to address Maryland's labor force participation inequities and gaps through identifying barriers facing targeted populations and expanding services to address those barriers.
 - Support employers in building their capacity to recruit, hire, retain, and upskill employees from diverse populations.
 - Align job matching process and labor exchange systems to support skills-based hiring.

Strategic Pillar III

• Preparing the future workforce

- Transform and expand career-connected learning opportunities to ensure every young person has access to a family sustaining career pathway, regardless of their plans to obtain a college degree.
- *Strategies*
 - Increase participation in Registered Apprenticeship (RA) (particularly School-to-Apprenticeship) and attainment of industry-recognized credentials among high school students
 - Support dissemination and implementation of best practices for the deployment of career counselors to every public middle and high school in Maryland.
 - Elevate public service as a career pathway and connect opportunities with workforce development and apprenticeship.

Strategic Pillar IV

- **Improving system alignment and accountability**
 - Revisit system-wide performance goals, expectations coordination, accountability, and feedback loops to ensure workforce system partners are working together efficiently and effectively.
 - *Strategies*
 - Revisit policy and performance incentives and assessment frameworks to align activities with the vision for Maryland's workforce system
 - Identify and act on opportunities to enhance the efficiency of the workforce development system.
 - Foster local innovation to deliver regionally relevant workforce solutions that advance the state's vision and industries

Next Steps

- Plan will go to the Governor's office for review, feedback and approval
- Submit via Federal Portal by April 5th
 - Approval by Federal Department Of Labor in Summer 2024
- Publish a designed version along with summary of all comments received and how they were incorporated into the plan
- Publish a condensed version as our strategic plan, to include:
 - Executive Summary of the 2024-2028 State Workforce Development Plan
 - Board overview and role
 - Board action plan

Areas Identified for GWDB Impact

- Public workforce system governance
 - Elevate GWDB role to drive coordination and accountability
- Engage industry to expand apprenticeship
 - Leverage GWDB platform and membership to increase employer commitments in support of the state's apprenticeship goals
- Drill down into sector-specific workforce needs
 - Convene industry rapidly identify solutions for high-need sectors, starting with Cyber/IT+ and Healthcare
- Pending legislative outcomes:
 - Study and disseminate best practices and recommendations on state policy, programs and incentives to expand skills-based hiring in the public and private sectors
 - Design and guide strategy for Talent Innovation Fund / Program (with MD

GWDB Vision for Maryland

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.

Core Values to Guide Our Work

Adapted from Moore-Miller Administration values:

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

Potential New Committees (Discussion)

Industry Sector Partnerships Committee

- Strategic Pillar I: Supercharging Key Sectors

Priority Populations Committee

- Strategic Pillar II: Advancing Equity and Access

Systems Governance and Oversight Committee

- Strategic Pillar IV: Improving System Alignment and Accountability

2024 Meetings

GWDB Quarterly Public Meetings will be held from 3:00 - 5:00 pm in person with video/dial-in option available on:

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

An occasional special meeting, either virtual or in-person, may be required to carry out Board business or required activities.

Coming Up

- Maryland's 2024 - 2028 State Workforce Plan is going to Governor's office!
- High School Apprenticeship and Industry-Recognized Credential guidance documents open for public comment beginning March 15
- GWDB committee formation and project design in April-May
- Regional and Local Workforce Plan guidance and timelines
- National Youth Apprenticeship Week May 5-11
- Next CTE Committee public meeting on Wednesday, May 22

Save the date!

***GWDB Quarterly Public Meeting
Wednesday, June 5
3 – 5 pm***



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