



**Meeting Minutes – March 13, 2013**  
**DRAFT**

**MEMBERS PRESENT**

Anthony G. Brown, Lt. Gov.  
Martin G. Knott, Jr. (Chair)  
Frank Chaney  
Adrian Chapman  
Edward Chow, Jr.  
B. Danny DeMarinis  
Gino J. Gemignani, Jr.  
Donna M. Gwin  
Alvin Hathaway  
Leonard J. Howie, III  
Elliot Lasson  
Dawn Lindsay  
George Littrell, III  
Fred D. Mason, Jr.  
Irving McConnell  
Dan McDermott  
Stephen K. Neal  
Stephen Pannill  
Marion W. Pines  
Catherine Raggio  
Curtis Valentine

**MEMBERS ABSENT**

Sam Abed  
John M. Belcher  
Ulysses Currie  
Theodore "Ted" Dallas  
Danette G. Howard  
Sally Y. Jameson  
Katherine Klausmeier  
Susan W. Krebs  
Andrew B. Larson  
Gloria G. Lawlah  
Roy Layne  
Bel Leong-Hong  
Larry Letow  
Lillian Lowery  
Gary D. Maynard  
Dominick Murray  
Ronald R. Peterson (Vice Chair)  
Harold Stinger  
Margaret A. Thomas

**GUESTS**

Clara Adams  
Bob Aydukovic  
Anthony (Tony) Brown  
Laura Bumiller  
Sandra Conner  
Peggy Daw  
Danyell Diggs  
Catherine Estevez  
Megan Ferguson  
Ellen Flowers-Fields  
Debra Gonzalez  
Summar Goodman  
M. Willis Gunther  
Cindy Gurne  
Jean Henry  
Oscar Ibarra  
Dean Kendall  
Lesli Leath  
Charisse Lue  
Lauren Mari  
Maureen McMahan  
Jacqueline McNamara  
Kirk Murray  
Michael Newstead  
Kathy Oliver  
Sue Page  
William Robertson  
Ilene Rosenthal  
Eric Seleznow  
Harry Solomon  
Nii Sowah  
Ben Stutz  
Angela Thornton  
Walt Townshend  
Donni Turner  
Christine Wells  
Ralign Wells  
Lane Williams

**GWIB STAFF**

Lynn Reed  
Mary O'Connor  
Diane Pabich

## **WELCOME & TRANSITION OF LEADERSHIP**

Lynn Reed, Executive Director, Governor's Workforce Investment Board (GWIB), called the meeting to order at 3:27 p.m. She introduced Lieutenant Governor, Anthony G. Brown, who was in attendance to express the State's appreciation for outgoing GWIB Chair, William "Bill" G. Robertson. Lt. Governor Brown recognized Mr. Robertson's dedication and expertise in leading the GWIB for the past five years, and for serving 11 years on the Board. He also presented Mr. Robertson with a Gubernatorial citation in recognition of this service and wished him well in his future endeavors.

Lt. Governor Brown also spoke briefly about the Administration's priorities during the 2012 Legislative Session, highlighting the importance of the Veterans Full Employment Act of 2013 and implementation of the Affordable Care Act. He shared that moving qualified veterans into healthcare positions in anticipation of the 36,000 residents becoming eligible for health insurance next year will capitalize on the training of the State's veterans, while improving the health of Marylanders.

Following the Lt. Governor's remarks, Ms. Reed introduced Leonard J. Howie, III, Secretary of the Department of Labor, Licensing and Regulation (DLLR), who presented Mr. Robertson with a Secretarial citation thanking him for chairmanship and for working tirelessly to advance the Governor's workforce priorities in the State. Finally, Ms. Reed presented Mr. Robertson with a book of photos illustrating his many years of service with the GWIB, and pictures of friends and colleagues with whom he has interacted. She expressed her gratitude on behalf of the GWIB Board and staff for his leadership over the years. Mr. Robertson stated that he has enjoyed his time with GWIB, and will miss working with such knowledgeable people. He shared that it was a privilege to serve as chairman and to work with such an amazing group of people who are so committed to improving Maryland's workforce.

Ms. Reed then turned the meeting over to Martin Knott, Jr., the incoming GWIB Chair, who thanked Mr. Robertson for exemplifying the leadership needed on the Board. Mr. Knott shared that following in the footsteps of his predecessors, Gino Gemingnani and Bill is daunting. He went on to say that it is imperative that the Board focus on putting people to work, and that he will use the next several years to implement that goal.

Mr. Knott also outlined the following priorities on which he will focus as Board Chair:

- Connecting businesses to education by working closely with the Legislature and local WIBs;
- Increasing the use of data to drive policy, illustrate where jobs and growth sectors exist, and expand replication of websites like MCCEI, to include enhancement of the workforce intermediary model;
- Continuing to focus on STEM, as well as an exploration of STEAMM, of which the foundation is STEM but incorporates art, architecture and music. He shared that more information about STEAMM is forthcoming throughout the year; but charged the Board with infusing technology into all of its efforts.

Mr. Knott thanked Mr. Robertson, Secretary Howie, Ms. Reed and the staff of GWIB, and is looking forward to connecting the education system and business community. Following all of the remarks, Mr. Robertson departed to much applause.

## **DLLR UPDATE – DLLR, MARYLAND DEPARTMENT OF TRANSPORTATION AND MARYLAND TRANSIT ADMINISTRATION MOU SIGNING**

Ellen Flowers-Fields, Deputy Assistant Secretary, DLLR Division of Workforce Development and Adult Learning, provided an update on the partnership between Maryland Department of Transportation (MDOT) Maryland Transit Administration (MTA) and DLLR over the last nine months. The goal of the

partnership is to ensure that targeted outreach occurs in the communities surrounding the Red and Purple Lines that highlight the various construction-related training and employment opportunities that will become available as a result of development of the Red and Purple Lines. We anticipate that training will continue for the next five years.

Ralign Wells, Administrator, Maryland Transit Administration, shared that the cooperative arrangement between the MTA and DLLR will help identify people for training and for hiring. He thanked DLLR and GWIB for their work and support of this partnership.

The MOU was signed by Secretary Howie and Administrator Wells.

### **BOARD TRANSITIONS CONTINUED**

Mr. Knott welcomed the following new members to the Board:

- Edward Chow, Jr., Secretary, Maryland Department of Veterans Affairs;
- Alvin C. Hathaway, Sr., Senior Pastor, Union Baptist Church;
- Curtis C. Valentine, Executive Director, Maryland CAN; and
- Dominick Murray, Secretary of the Department of Business and Economic Development, who was not in attendance.

### **APPROVAL OF MINUTES AND CONSENT AGENDA**

A motion was made, seconded and adopted to approve the minutes of the December 12, 2012, Quarterly Board Meeting. The Consent Agenda, which included updates on the Center for Industry Initiatives Aerospace and CyberSecurity Committees, was also approved.

### **MARYLAND EMPLOYMENT ADVANCEMENT RIGHT NOW (EARN) UPDATE**

Mr. Knott initiated a discussion on the Maryland Employment Advancement Right Now (EARN) legislation, and shared that the bill had passed the House of Delegates the previous night, and was waiting for Governor's signature.

DLLR Secretary Howie provided a more detailed update on the EARN legislation and shared the genesis of the bill as a recommendation to the Governor from the Board to fund a \$2.5M strategic industry partnerships (sector strategies) initiative. He also shared that while the Board was contemplating the request to the Governor, Senator Klausmeier and leadership from the Maryland General Assembly were beginning to identify similar workforce initiatives focused on the hardest to employ Marylanders that can provide job readiness training for these residents. After much discussion between numerous stakeholders, the two concepts were merged and became SB 278.

Secretary Howie went on to say that this is a very exciting time; however, the goal now is to ensure that the funds are directed to the targeted training needs of Maryland's businesses, particularly in the sectors identified in the legislation ~ construction, cybersecurity, healthcare and manufacturing. DLLR, the Department of Business and Economic Development and the GWIB are responsible for implementation of the legislation and will be seeking technical assistance from subject matter experts and workforce organizations like the National Skills Coalition to support these efforts. He noted that the key to this legislation will be a \$2.5M competitive grant program. It is expected that innovative job training/skills upgrading initiatives will be industry-led, and will reflect the skills needed by multiple firms across a sector. Some industry partnerships have already been formed; however, others will need assistance. There are multiple ways partnerships can form.

Accountability is also built into the legislation. Managing for results, end of the year reports, and equity with respect to funding and geographic distribution are also required. Additional funding may be forthcoming in future years provided the results this year are impressive.

Finally, Chairman Knott fielded several questions on eligibility for the funds and questions regarding some of the language in the EARN legislation. Ms. Reed said that the funding guidelines will be forthcoming. There are a few mandatory partnerships, and the challenge will be to identify those partnerships that can target the needed skills. Mr. Knott said that this is great opportunity for our industry partners, but that they must understand the skills gaps and how to form viable partnerships. This is an excellent opportunity for GWIB to advance the cause of matching skilled employment with the underserved unemployed.

#### **HEALTHCARE WORKFORCE DATA COLLECTION UPDATE**

Ms. Reed provided an overview of the GWIB's healthcare workforce data collection effort. The GWIB is moving forward with the first recommendation from the HRSA grant report, which is data collection. She said that we needed some support from the subject matter experts, so we met with Dr. Jonathan Kromm, Deputy Director of the Governor's Office of Healthcare Reform, and Mr. Ben Steffen, Executive Director of the Maryland Health Care Commission, in order to begin to mine data and collect information. We will most likely be engaging the Hilltop Institute (who helped us with the HRSA grant) to aid in an exhaustive analysis of available data. We have our next meeting scheduled for Friday, March 15, 2013, to move this collection process forward.

Dr. Irving McConnell asked if R & D careers could be considered as a part of this initiative. Ms. Reed shared that the definition of healthcare primary care workforce given to the GWIB by the U.S. Department of Health and Human Services Human Resources Administration does not include R & D; however, this is something that can be considered in the future.

#### **URBAN ALLIANCE PRESENTATION/DISCUSSION**

Mr. Knott introduced Ms. Catherine Estevez, Executive Director of the Urban Alliance. Urban Alliance works with under-resourced youth, offering them internships; currently, they have 40 interns in Baltimore, 150 in D.C., and 70 in Chicago. The program focuses on offering six month, full-time internships to foster children in the 18 – 21 age group, who are exiting the foster care system. 80% of their interns are from single parent homes, and 75% live at or below poverty level. The results of the internships are impressive: 100% graduate from high school and 90% are either in college or employed shortly after graduation. Employers tend to continue with the program. Urban Alliance is gearing up for expansion.

Ms. Estvez also provided an overview of the program inception and presented a short video highlighting the program in Washington, D.C., showing teenagers who are given an opportunity to become interns for diverse employers. She stated that the participating students are high school seniors, and attend school for half days. Upon release at 1:00 p.m., students go to work Mondays through Thursdays from 3:00 p.m. to 5:00 p.m. On Fridays, they attend soft-skills training, post-high school planning and financial literacy. The students are all on the Urban Alliance payroll. High school counselors identify students who would be a good fit for the program, which is presently in 13 Baltimore schools. Each internship costs \$10,000; however, funding is not available for everyone who could benefit from the program, hence her presentation to the Board. A short discussion followed.

#### **DLLR UPDATE – MARYLAND'S LABOR MARKET OUTLOOK**

Secretary Howie presented the jobs numbers update and charged the Board with engaging in discussion concerning the data presented, and playing an active role in voicing businesses' needs. Ms. Reed reminded

the Board that this discussion needs to drive policy forward rather than serve as a regurgitation of numbers.

Secretary Howie stated that now that the Board is informed on the EARN legislation, their input is needed on the challenges and opportunities facing Maryland businesses so that policy recommendations can be put forward, and the State can continue to recover from the recession. A discussion concerning the role of the LWIBs, their diversity and the regional needs followed. Several expressed the need for the LWIBs to work together to maximize the promise of EARN, noting that geographic fairness should be paramount.

Secretary Howie continued with the jobs numbers report, noting that the differences between the number of job openings and the number of job seekers illuminates the obvious skills gap present in Maryland. Board member George Littrell pointed out that, according to the graph, the largest number of job openings are geographically removed from the largest number of job seekers. Discussion continued on the ramifications of the jobs numbers.

Mr. Knott thanked Secretary Howie for his presentation and shared said that the data collected will help close the gap much faster, and to send further questions to the GWIB staff. Data will be used to close the skills gaps and build sustainable programs, going to LWIBs to help us assure that more Marylanders are employed.

Ms. Reed stated that new board member orientation will be held directly prior to the next Board meeting in June, and a communication will be sent concerning the orientation.

The next meeting will be June 19, 2013. There being no other business, Mr. Knott adjourned the meeting at 5:32 pm.

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(Signature)

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(Date)