



Governor's Workforce Investment Board

2014 ANNUAL REPORT

Lawrence J. Hogan, Jr., Governor
Boyd K. Rutherford, Lt. Governor

Kelly M. Schulz, Secretary
Department of Labor, Licensing and Regulation

Martin G. Knott, Jr., Chair
Governor's Workforce Investment Board

April 24, 2015

Dear Governor Hogan, Lieutenant Governor Rutherford, Maryland General Assembly, and the business leaders and citizens of Maryland:

The Governor's Workforce Investment Board (GWIB) is pleased to share with you the 2014 Annual Report, highlighting events and accomplishments from January 1, 2014 through December 31, 2014. We are proud of our accomplishments and ongoing efforts to support a strategic vision of every business in the State of Maryland having access to a skilled workforce and every job seeker having access to meaningful employment.

The vision and goals established by the State Board are highlighted in the policy efforts and activities embarked upon during 2014. They reflect an underlying commitment of the GWIB to collaborate with state, regional and local partners to create a dynamic and responsive workforce development system that meets the needs of both job seekers and employers in Maryland.

The GWIB continued to promote the EARN Maryland Program - Maryland's innovative industry-led training initiative which invests in strategic industry partnerships in key regional economic sectors within the State. Highlights included accepting an invitation from the State of Colorado to present at their sector strategy summit – Growing the Talent Pipeline – where EARN Maryland was featured as a best-practice in sector-specific strategic industry partnerships.

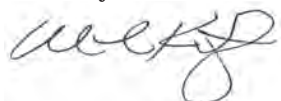
GWIB also continued to advocate for policies in support enhanced Career and Technology Education (CTE) programs, Science, Technology, Engineering, Arts and Math (STEAM) education, and new approaches towards addressing worker shortages and creating a talented pipeline of skilled workers in Maryland.

Additional activities included ongoing work related to a comprehensive statewide Healthcare Workforce Data Collection Initiative. Continuing work that began in 2013, the GWIB partnered with Maryland Health Care Commission (MHCC) and released a series of healthcare workforce data collection reports, which discuss the current supply and demand for select health professions at the State and county levels relevant to future labor market needs.

The year ended with the GWIB and Department of Labor, Licensing and Regulation Division of Workforce Development and Adult Learning (DLLR-DWDAL) partnering to host a two-day training conference in Baltimore - "Putting the Workforce Innovation and Opportunity Act" (WIOA) into perspective. The conference served as the beginning dialogue for how Maryland will transition from the Workforce Investment Act of 1998 (WIA) to WIOA, the new legislation that replaces WIA. GWIB and DWDAL will continue this work well into 2015, as the State prepares for full implementation of the law on July 1, 2015.

The Board would like to recognize the efforts of our private and public sector partners and express our gratitude for their continued cooperation and collaboration from all levels of business, government and education, as well as the citizens of Maryland. We look forward to continuing our collaborative efforts in the months and years to come.

Sincerely,



Martin G. Knott, Jr. GWIB Chair
President Knott Mechanical, Inc

Phone: 410.767.2408 • Fax: 410.383.6732 • TTY Users, Call Via The Maryland Relay Service
Internet: www.gwib.maryland.gov • Email: gwib@gwib.state.md.us

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Lawrence J. Hogan, Jr.
Governor



Boyd K. Rutherford
Lt. Governor



Kelly M. Schulz
Secretary

Overview of The Governor's Workforce Investment Board

The Governor's Workforce Investment Board (GWIB) is the Governor's chief policy-making body for workforce development. The GWIB is a business-led board of members, a majority of whom represents the business community, as mandated by the Workforce Investment Act of 1998 (WIA). Other members include the Governor and Lieutenant Governor, cabinet secretaries, college presidents, the State Superintendent of Schools, elected officials, labor, and representatives of non-profit organizations.

The GWIB is responsible for developing policies and strategies to form a coordinated workforce system from a variety of education, employment and training programs. It brings together and focuses various workforce development partners and stakeholders on two key outcomes: a properly prepared workforce that meets the current and future demands of Maryland employers and opportunities for all Marylanders to succeed in the 21st century workforce.

GWIB WELCOMES NEW BOARD MEMBERS

During 2014, the following individuals were appointed to the GWIB:

- **Kenneth Banks**, *President & Founder, Banks Contracting Company & Banks Real Estate Development Company*
- **Deborah Bonanni**, *Senior Advisor, Intelligent Decisions*
- **Katarina Ennerfelt**, *President & CEO, Arcon Welding Equipment, LLC, Toroid Corporation*
- **George P. Failla**, *Acting Secretary, Maryland Department of Disabilities*
- **Christina Fitts**, *Executive Vice President & Division President, The Aspen Group Aspen HealthCare Resources*
- **Gregg L. Hershberger**, *Acting Secretary, Department of Public Safety and Correctional Services*
- **Roya Mohadjer**, *Senior Strategist, Lockheed Martin*
- **Deborah R. Rivkin**, *Vice President and CEO, Care First Blue Cross Blue Shield*
- **Lisa Rusyniak**, *President & CEO, Goodwill Industries of the Chesapeake, Inc.*
- **Catherine M. Shultz, Esq.**, *Acting Secretary, Maryland Higher Education Commission*
- **Matt Turpin**, *President & CEO Zentech*

During 2014, the following individuals vacated their position on the Board:

- **Frank Chaney**, *Chairman, Chaney Enterprises, Inc.*
- **Gino Gemignani**, *Senior Vice President, Whiting-Turner Contracting Company*
- **Danette G. Howard**, *Secretary, Maryland Higher Education Commission*
- **George Littrell**, *Vice President, Morgan Stanley Smith Barney*
- **Gary Maynard**, *Secretary, Department of Public Safety and Correctional Services*
- **Catherine A. Raggio**, *Secretary, Maryland Department of Disabilities*
- **Marge Thomas**, *President & CEO, Goodwill Industries the Chesapeake, Inc*

The GWIB welcomes the new members and thanks those who vacated the Board for their commitment and service to Maryland's workforce system.



Highlights of 2014 Activities

February 2014

- GWIB staff, and other key Maryland stakeholders, met with members of the Maryland Congressional Delegation as part of the National Skills Coalition (NSC) 2014 Skills Summit.

March 2014

- GWIB staff, along with key stakeholders, participated in the Maryland Business Roundtable for Education's (MBRT) 2015-2017 strategic planning process.

April 2014

- GWIB participated as an evaluator for the funding of the EARN Maryland Implementation Grant Solicitation Process.
- The GWIB celebrated the graduation of eight students from the Pittsburgh Institute of Aeronautics (PIA), Hagerstown Campus.

May 2014

- The GWIB participated in, and sponsored a table, at the "Make It In Maryland" Forum, hosted by the Maryland Manufacturing Extension Partnership (MEP) at the Baltimore Museum of Industry.
- GWIB Executive Director, Lynn M. Selby, served as a panelist at the Colorado Workforce Development Council's Sector Summit - Growing the Talent Pipeline, held in Denver, Colorado.

July 2014

- GWIB Deputy Director, Diane Pabich, served as a judge for the Future Business Leaders of America (FBLA) State Leadership Conference.

August 2014

- The GWIB Deputy Director, Diane Pabich, served as a panelist during the "Take Charge of Your Career" Systemic Professional Development Institute, hosted by Baltimore City Public Schools.

October 2014

- GWIB, Executive Director, Lynn Selby, DLLR Secretary Leonard Howie and Department of Human Resources (DHR) Secretary Ted Dallas, convened the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) Stakeholders World Café Forum, at the State Highway Administration (SHA), Hanover, Maryland.

November 2014

- GWIB Deputy Director, Diane Pabich partnered with the Maryland State Department of Education (MSDE), Division of Career and College Readiness (DCCR), to conduct a Career and Technology Education (CTE) monitoring visit at the Kent County Public Schools.

December 2014

- The GWIB and the Department of Labor, Licensing and Regulation Division of Workforce Development and Adult Learning (DLLR-DWDAL) hosted Workforce Innovation and Opportunity Act (WIOA) two-day training.
- GWIB staff continued to support EARN Maryland by serving as evaluators for the second round of EARN Maryland Funding.
- The GWIB, along with staff from DLLR-DWDAL, and members of the Maryland General Assembly, participated in the National Skills Coalition's State Leadership Forum on State Workforce and Education Alignment Program (SWEAP) in Miami, Florida.

GWIB Policy Initiatives

GWIB Prepares for Workforce Innovation and Opportunity Act (WIOA) Implementation

In December 2014, the GWIB and DLLR-DWDAL, hosted a Workforce Innovation and Opportunity Act (WIOA) training and technical assistance session, at the Marriott Inner Harbor, Baltimore. The training was designed to provide an overview of the newly passed law and highlight changes from WIA to WIOA to ensure that the state, local areas, other grantees, and stakeholders are prepared for implementation on July 1, 2015.

Rochelle J. Daniels, a nationally-recognized workforce development subject matter expert, facilitated the training with topics covering: (1) WIOA implementation schedule and key definitions; (2) WIOA state and local governance; (3) WIOA overview; (4) core programs; and (5) performance and how it will change the way Maryland's workforce system operates.

WIOA was signed into law on July 22, 2014, replacing the Workforce Investment Act of 1998. WIOA is designed to help job seekers access employment,

education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA provisions take effect July 1, 2015.

During 2015, the GWIB will convene monthly meetings of the GWIB InterAgency Workforce Committee, which will serve as the advisory body for WIOA transition activities. The Committee is comprised of senior officials from its partner agencies including: Department of Business and Economic Development (DBED), Department of Housing and Community Development (DHCD), DHR, Department of Juvenile Services (DJS), DLLR, Department of Public Safety and Correctional Services (DPSCS), Maryland Department of Aging (MDoA), Maryland Department of Disabilities (MDoD), Maryland Department of Veterans Affairs (MDVA), Maryland Higher Education Commission (MHEC) and Maryland State Department of Education (MSDE).

For more information on the Workforce Innovation and Opportunity Act (WIOA), please visit: U.S. Department of Labor Employment and Training Administration WIOA page, <http://www.doleta.gov/wioa/>



The GWIB and DLLR-DWDAL hosted a Workforce Innovation and Opportunity Act (WIOA) Training Session, at the Marriott Inner Harbor, Baltimore.



DLLR Secretary, Leonard J. Howie, III gave opening remarks at the WIOA two-day training session.

National's Skills Coalition State Workforce Education Alignment Project (SWEAP)

In December 2014, GWIB Executive Director, Lynn Selby, DLLR-DWDAL Assistant Secretary, Julie Squire, Maryland Senator Katherine Klausmeier, and Maryland Delegate Luke Clippinger traveled to Miami, Florida to participate in the National Skills Coalition sponsored State Workforce Education Alignment Project (SWEAP) State Leadership Forum.

The SWEAP initiative seeks to create better cross-program

information that allows state policy leaders to see how programs can work together in their state, and individuals can advance through programs over time in the pursuit of postsecondary credentials and higher-paying employment. SWEAP will assess how state policy leaders find such information useful for the purpose of improving workforce development policy in their state, and ultimately educational and labor market outcomes for program participants. SWEAP will continue

into 2015, with no-cost, in-state technical assistance supported by philanthropic foundations.

For more information, about SWEAP and the National Skills Coalition, please visit: <http://www.nationalskillscoalition.org/news/blog/new-sweap-tools>



GWIB Participates in Colorado Workforce Development Council's (CWDC) Sector Summit

In May 2014, GWIB Executive Director, Lynn Selby attended, and served as a panelist, at the Colorado Workforce Development Council's (CWDC) Sector Summit - *Growing the Talent Pipeline* - held at the Denver Marriott Tech Center.

During the Summit, leadership from the workforce development, education, economic development communities, along with business partners and other key stakeholders, participated in breakout sessions and interactive panels, designed to provide innovative tools and solutions for developing state-specific, industry-driven sector strategy initiatives.



Colorado Workforce Development Council (CWDC), Sector Summit - Denver Marriott Tech Center

Ms. Selby, Stephanie Steffens, Director of CWDC, Marybeth Campbell, Director of Education and Workforce Development, Massachusetts, and Sheila Shedd, Director, Workforce Arizona Council, led a cross-state learning panel discussion, facilitated by Martin Simon, Director,

Workforce Development Program, National Governors Association (NGA), around lessons-learned and best practices in sector strategies implementation. During the discussion, Ms. Selby had an opportunity to highlight the State's EARN Maryland initiative.



Colorado Workforce Development Council

The Employment Advancement Right Now (EARN) Maryland Program

During 2014, GWIB staff continued to support the EARN Maryland Initiative by serving as evaluators for the first round of implementation grants. Additionally EARN Maryland updates were provided during quarterly board meetings, in an effort to keep members apprised of program momentum and highlight best practices in industry-driven, sector-specific public private workforce partnerships.

In January 2014, the Maryland Department of Labor, Licensing and Regulation (DLLR) awarded 29 EARN (Employment Advancement Right Now) planning grants to strategic industry partnerships across the state. Planning grant awardees represent the inaugural class of EARN Maryland strategic industry partnerships funded under this state competitive workforce and economic development grant.

On June 15, 2014, EARN Maryland implementation state grants were awarded to 28 recipients. The awardees were selected as the partnerships best able to meet industry-identified workforce needs, and to train Marylanders in the skills employers demand. Industries represented in the strategic industry partnerships were Bio Technology, Construction, Cybersecurity/IT, Green Industry, Healthcare, Health Information Technology, Retail/Hospitality, Transportation/Logistics and Manufacturing.

EARN Maryland is a state-funded, competitive workforce development grant program that is industry-led, regional in focus and a proven strategy for helping

businesses cultivate the skilled workforce they depend on. It is flexible and innovative, designed to ensure that Maryland employers have the talent they need to compete and grow in an ever-changing 21st century economy.

EARN Maryland invests in strategic industry partnerships from key economic sectors in every region. These partnerships will use the power of coordination across education, workforce and economic development initiatives to address the multiple needs of companies, starting with the training of skilled workers. Once formed, the partnerships will develop plans to train and educate workers, and place them in meaningful employment.

The GWIB's involvement in EARN Maryland dates back to 2012 at a Quarterly Meeting when the Board formally endorsed a motion to request \$2.5 million to support implementation of a strategic industry partnerships sector strategies initiative in Maryland.

For more information on EARN Maryland, please visit: <http://www.dllr.state.md.us/whatsnews/earngrantees.shtml>



GWIB Center for Industry Initiatives

AEROSPACE INDUSTRY INITIATIVE: Pittsburgh Institute of Aeronautics (PIA) Hagerstown Campus Celebrates Three Graduating Classes in 2014

The GWIB continued to support the Pittsburgh Institute of Aeronautics (PIA) Hagerstown Campus. In 2014, PIA celebrated three commencement ceremonies with 34 students graduating from the Aviation Maintenance Technician Program.

Eight students graduated from PIA in April, with 86 percent finding employment. A second class of five students graduated in August with a 100 percent securing employment. The largest 2014 class of 23 students graduated in December, with 77 percent securing employment. Upon completion of the program, graduates are eligible to sit for the Federal Aviation Administration (FAA) Airframe & Power plant (A & P) certification examinations.

Students from the graduating class are already on the job at businesses such as Mellot, Express Jet and Signature Jet.



Eight students graduated on April 23, 2014, from Pittsburgh Institute of Aeronautics (PIA) Hagerstown, Campus.



The largest 2014 class of twenty-three students graduated in December, from Pittsburgh Institute of Aeronautics (PIA) Hagerstown, Campus.

PIA Students are required to complete 16 months of training and 1900 hours of class and experiential learning time to graduate. PIA came to Hagerstown in April 2011 and since then seven classes have graduated from the program.

PIA is the only school in Maryland to offer the Federal Aviation Administration's Aviation Maintenance Technology diploma.

In July 2014, PIA was recognized with the Accrediting Commission of Career Schools and Colleges (ACCSC) School of Distinction Award. The ACCSC School of Distinction Award recognizes member schools that:

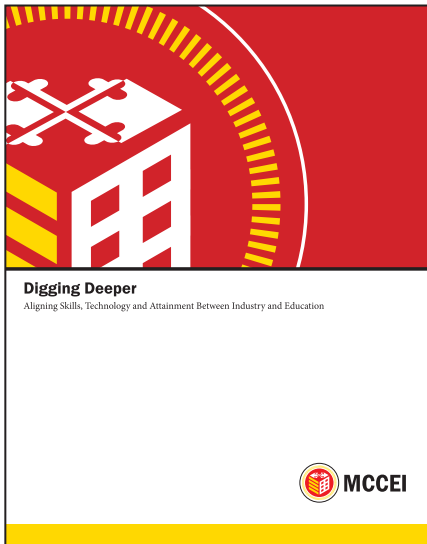
- demonstrate a commitment to the expectations and rigors of ACCSC accreditation;
- deliver quality educational programs to students; and
- provide excellent career services to graduates.

The School of Distinction Award is a significant achievement for PIA staff and faculty.

For more information on PIA, please visit:
<http://www.pia.edu/ml>



CONSTRUCTION INDUSTRY INITIATIVE: Maryland Center for Construction Education and Innovation (MCCEI)



In September 2014, the Maryland Center for Construction Education and Innovation (MCCEI) published the “Digging Deeper” report as a follow up to “The Critical Path.”

“Digging Deeper” provides in-depth answers to top concerns that construction industry professionals expressed in the areas of credentials and certifications, educational focus and skills attainment for Maryland’s workforce. Through a series of Industry Advisory Panels (IAPs), MCCEI along with partners from industry, education and government identified the following primary findings:

- there should be no separation between industry and education;

- mathematics, communications, technology, finance and business are just as important as hands-on skills;
- industry and education should work together to better promote career options;
- the best teacher this industry can ask for is an experienced practitioner; and
- career readiness, work ethic, fundamental skills and good citizenry are just as important as education and technical skills attainment.

Throughout 2014, MCCEI staff continued to engage industry practitioners with education programs and associations. Engagement included recruiting industry professionals to participate in advisory boards, and contribute to discussion on how to improve the process and image of the industry and explore new technologies.

“Industry needs the job skills, fundamentals and general knowledge. It takes 4-5 years to train someone before they become a financial asset. Anything before that is a financial drain.”

— EXCERPT FROM “DIGGING DEEPER” REPORT

During 2014, the following individuals were appointed to MCCEI Board of Trustees:

- **John Anania**, *Managing Director, DPR Construction, Columbia*
- **Glen Brix**, *Principal, Vice President, Ayers Saint Gross Architect, Baltimore*
- **Brian Cavey**, *Director of Apprenticeship and Training, Insulators and Allied Craft Workers Local 24, Laurel*
- **Daniel Coffey**, *Vice President, Principal, Therrien Waddell Construction, Gaithersburg*
- **Jeffrey Hargrave**, *President, Mahogany, Inc., Baltimore*
- **Michelle Honey**, *FAIA Higher Education and Life Sciences, Executive Kinsley Construction, Timonium*
- **Sheldon Shapiro**, *CEO, Shapiro and Duncan, Rockville*

MCCEI is a public-private partnership established at Towson University and comprised of State government, universities, community colleges, and secondary schools. The Center promotes the economic vitality of construction in Maryland, and serves as a resource for industry, educational institutions, and government, in order to position construction as a career of choice for tomorrow’s workforce.

The impetus for the MCCEI stems from work performed in 2009, when the GWIB's Center for Industry Initiatives for Construction convened a Construction-Energy Workforce Solutions Forum. Feedback from the Forum led to the establishment of MCCEI, an independent center of excellence that will be recognized as the primary resource for construction; training and

education coordination, industry advocacy, and alignment of industry workforce needs with; and workforce training programs. The Center will be the lead in promoting construction education and training and career opportunities.

For more information on MCCEI, please visit:

<http://www.mccei.org/mccei/>



MARYLAND CENTER *for*
CONSTRUCTION
EDUCATION & INNOVATION

HEALTHCARE INDUSTRY INITIATIVE: GWIB Partners with MHCC Around Healthcare Workforce Data Collection Study

In March 2014, the GWIB, in partnership with Maryland Health Care Commission (MHCC), released two healthcare workforce studies - ***“Maryland Health Workforce Study Phase One Report: Assessment of Data and their utility for Modeling Clinician Supply and Demand”*** and ***“Maryland Health Workforce Study Phase Two Report: Assessment of Health Workforce Distribution and Adequacy of Supply.”*** These studies:

- assessed broadly the quality and utility of data available to study the Maryland health care workforce;
- identified types of data needed to assess current and future adequacy of supply of health care services and providers;
- assessed data availability, current gaps and possible solutions — identify viable alternative to currently available data where feasible;
- reported on health care workforce characteristics and current past distribution — inform workforce transition to health reform, identify disparities in access to care; and provide information to support stakeholder collaboration; and

- made recommendations to Professional Licensure Boards to enhance collection of needed data — support execution of changes to Licensure Board applications.

The studies benefit the State as follows: (1) allows Maryland to be responsible to the changing healthcare delivery system and expanded insurance coverage; (2) establishes a workforce data system that will allow Maryland policymakers to assess current and future workforce against changing needs of population using data; and (3) enhances an understanding of the needs of the population and the supply of health professionals to respond, allowing for better planning.

On March 19, 2014, the GWIB and MHCC also hosted a meeting with the Professional Licensing Boards to review findings from the reports and discuss next steps in the healthcare workforce data collection effort. In attendance were leadership from the Pharmacy, Dental, Nursing, Social Work, Physician, and other Professional Licensing Boards.

During the remainder of 2014, the GWIB and MHCC began reviewing Maryland’s licensing applications and meeting with the leadership from the Pharmacy, Nursing and Dental Professional Licensure Boards to assess the types and utility of data being collected and make recommendations to the Boards on potential changes to the applications.

The Maryland Health Workforce Studies, Phase One and Phase Two, moves workforce planning beyond

single health occupations and begins to align workforce planning and policy implementation with delivery system reforms based on critical data. GWIB funding supports next steps with respect to this effort.

To read the full reports, please visit: http://mhcc.dhmh.maryland.gov/workforce/Pages/Health_Workforce_Study.aspx

MANUFACTURING INDUSTRY INITIATIVE: GWIB Supports Maryland’s Manufacturing Community “MAKE IT IN MARYLAND”

In May 2014, the GWIB continued to support the manufacturing community by sponsoring a table at the “Make It In Maryland” Forum, hosted by the Maryland Manufacturing Extension Partnership (MEP) at the Baltimore Museum of Industry. The “Make It In Maryland” Forum brought together leadership from the State’s Manufacturing community to celebrate the growth of the industry.

Brian Sweeney, Executive Director of MEP, provided an overview of the “Make It In Maryland” program, the first of its kind within the State dedicated to highlighting manufacturing companies, demonstrating their value as an economic driver and showcasing successes of individual companies.

Congressman Steny H. Hoyer and Paul Reed Smith, founder of PRS Guitars, opened the Forum. The purpose was to celebrate and grow manufacturing throughout Maryland. The Forum brought together Manufacturers from all regions in Maryland.



Brian Sweeney, Director Maryland MEP and Mike Galiazzo, President, Regional Manufacturing Institute (RMI) at a forum held in the Baltimore Museum of Industry.

Maryland MEP is the first and only non-profit program dedicated to manufacturing companies. The program provides services and resources such as B2B purchasing, partnering and business opportunities within the State of Maryland.

Maryland MEP focuses on supporting small businesses, increasing competitiveness, and prioritizing investments in key areas like education, infrastructure and innovation, so that companies can grow and create jobs in our state.

For more information about “Make It In Maryland” please visit: <http://www.mdmeep.org/make-it-in-maryland/>



GWIB Board Advocacy and Outreach

State Team Led by the GWIB Visits Maryland Congressional Delegation

In February 2014, a State team led by the GWIB, met with Maryland’s Congressional Delegation as a part of the National Skills Coalition (NSC) 2014 Skills Summit. Staff from the GWIB, the Community Colleges of Baltimore County (CCBC), Independent Electrical Contractors (IEC), and Montgomery College visited the offices of Senators Ben Cardin and Barbara Mikulski, as well as Representatives John Delaney, Andy Harris, Chris Van Hollen, Steny Hoyer, and Dutch Ruppersberger, to urge them to invest in, and improve, the national’s federal workforce development programs and systems.

In addition to the Maryland team, over 150 Skills Summit attendees held meetings with 160 meetings with Members of Congress and their staff to deliver this unified message.

During 2014, GWIB Executive Director continued to serve on the NSC Leadership Council. The Leadership Council is comprised of a cross-section of National

Skill Coalition’s leading members and serves as the programmatic advisory body to National Skills Coalitions staff and board of directors.

The Council helps to develop and vet new policy positions on behalf of the Coalition, as well as the implementation of organizing, communications and advocacy strategies to advance that agenda.

NSC is a broad-based coalition working toward a vision of an America that grows its economy by investing in its people so that every worker and every industry has the skills to compete and prosper. NSC engages in organizing, advocacy, and communications to advance state and federal policies that support these goals – policies that are based on the on-the-ground expertise of our members.



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

GWIB Partnerships

Maryland State Department of Education (MSDE)

The GWIB is committed to its long-standing partnership with the MSDE. In August, GWIB Deputy Director, Diane Pabich, served as a panelist during the Systemic Professional Development Institute. The theme for the 2014 institute was, "Take Charge of Your Career." The Institute brought together 175 school system professionals representing CTE programs, 10 career clusters and 40 career pathway programs from Maryland.

The goals of the Institute for the 2014-2015 school year are to provide instructional leadership, charge administration and teachers to increase the number of youth enrolled in CTE programs and

work-based learning activities. Ms. Pabich provided an overview of the GWIB's accomplishments related to promoting strategic industry partnerships and increasing career pathway programs to prepare Baltimore City's youth for economic opportunities. The presenters at the Institute were the Baltimore City Mayor's Office and the Lieutenant Governor's Office.

During 2014, the GWIB staff continued to participate in CTE monitoring team activities to evaluate the improvement of CTE programs at the secondary and post-secondary levels. Visits were held in Caroline, Dorchester and Kent Counties.

Additionally, the GWIB participated in the Maryland Future Business Leaders of America (FBLA) State, Leadership Conference hosted by MSDE, a statewide competition, where students compete in an event designed to demonstrate their business knowledge and skills. Top state winners then are eligible to compete for honors at the National Leadership Conference each summer. GWIB Deputy Director, Diane Pabich, served as a judge for this competitive event.



Governor's P-20 Leadership Council

During the December 2014 Quarterly Board meeting, Mary Ann Mears, Founder and Trustee, Arts Education in Maryland School Alliance, and Jack R. Smith, MSDE Chief Academic Officer, presented findings from the final report of the Governor's P-20 Leadership Council Task Force on Arts Education in Maryland Schools.

The arts are essential to the well-being of Marylanders, to the fabric of our communities, to the economic health of the State, and to the competitive edge of Maryland businesses. With this in mind, the Task Force was convened to serve as a powerful conduit for conversation and action within the State around maintaining the arts as a major instructional focus for creativity, imagination and innovation.



Mary Ann Mears and Jack Smith presenting at the GWIB Quarterly Board Meeting.

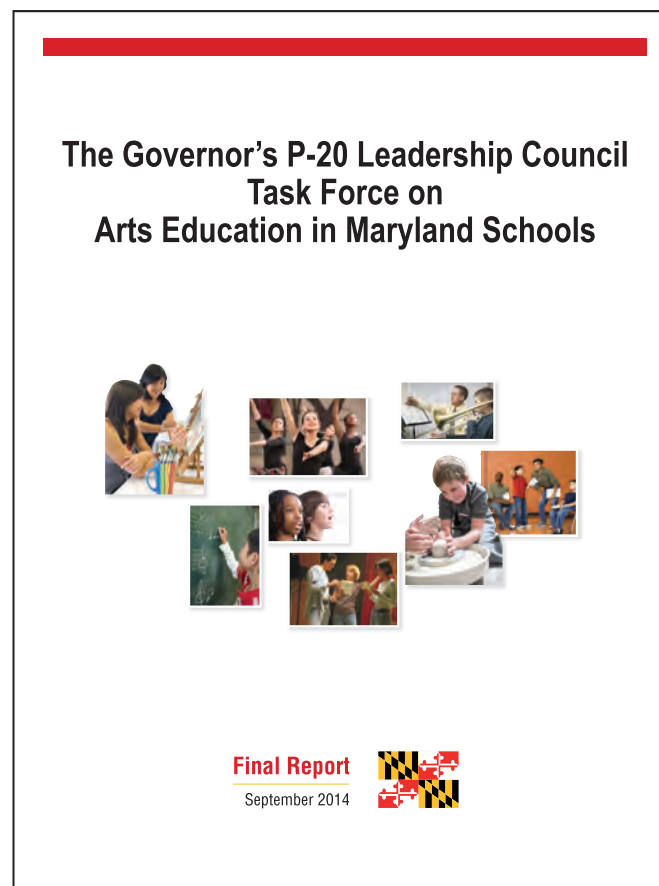
The Task Force was charged with:

- examining Maryland policies and regulations on arts curriculum and instruction in the context of the new standards in arts education so as to identify gaps and alignment needs;
- determining the current status of arts education in Maryland schools;
- reviewing pertinent research on the impact of fine arts instruction on student success in school; and
- making recommendations to the Governor's P-20 Leadership Council regarding fine arts education in Maryland public schools to include: (1) policy and regulations; (2) professional development; (3) curriculum and instruction; and (4) resource allocation.

Final recommendations from the Task Force include:

- revise the Code of Maryland Regulations (COMAR) to provide specific direction to local school systems in the consistent implementation of comprehensive fine arts programs in dance, music, theatre, and visual arts for all children at all grade levels.
- establish a comprehensive, statewide data system that collects elementary, middle, and high school data on fine arts instruction.
- establish a minimum per pupil funding allocation required for and dedicated to comprehensive fine arts programs in dance, music, theatre, and the visual arts for all schools and for startup funding for new programs in those disciplines.
- revise the Maryland State Standards for Fine Arts Education.
- develop and/or align school system curriculum documents with the revised State Standards in Fine Arts.
- provide central office leadership and support at the curriculum and instruction level so the fine arts have Maryland certified staff assigned supervisory responsibilities.

The GWIB Chair, Martin Knott, also served on the Task Force representing the voice of business.



For a copy of the report, please visit:
<http://www.aems-edu.org/PDFs/Task%20Force%20Final%20Report.pdf>

Maryland Transit Administration (MTA) Highway or Capital Transit Construction Training (HCCT) and Supportive Services Program/SHA Partnership

The GWIB continued its partnership with the Maryland Department of Transportation (MDOT) in support of the Highway or Capital Transit Construction Training (HCCT) and Supportive Services Program as mandated by House Bill (HB) 457, Chapter 664, Acts of 2012, to administer highway or capital transit construction and supportive service projects. DLLR's infrastructure continues to provide the vehicle for strategic deployment of programs and services designed to meet the requirements in the provisions of relevant technical and highway construction trades-related training, as well as workplace-life skills, for socially and economically disadvantaged Marylanders.

In December 2014, the GWIB worked with SHA and DLLR to review and evaluate the Highway or Capital Transit Construction Training and Supportive Services Competitive Grant Proposal (CGP) applications. Grant awards will be used to train and develop socially and economically disadvantaged individuals in relevant highway and capital transit construction trades.

Through the HCCT Program, Maryland's LWIAs provide local job-seekers with contextualized learning opportunities, training, and supportive services in highway and capital transit construction industries. The goal of the program is to increase access to employment and training in construction and transportation-related careers for hard-to-serve populations by providing relevant on the job training and subsidized work experiences leading to unsubsidized job placement.



Maryland Department of Transportation



Mayor's Office of Employment Development (MOED) JumpStart + Pre-Apprenticeship Training Program

Two cohorts have completed the MOED Highway or Capital Transit Construction Training and supportive services program.

15 individuals participated in the first cohort, with 12 completing training and obtaining an industry-recognized credential and/or certificate. 8 entered employment.

15 individuals also participated in the second cohort. 9 completed training, and obtained an industry-recognized credential or certificate. 7 entered employment.

Tri-County Council for Southern Maryland (TCCSMD) Pre-Apprenticeship Program

The Tri-County Council of Southern Maryland held one Highway or Capital Transit construction training and supportive services program class. 12 individuals participated in the training, with 9 completing and receiving an industry-recognized credential or certificate. 8 entered employment.

Maryland's SNAP Learning, Employment and Training Partnership Program

In October 2014, GWIB Executive Director, Lynn Selby, DLLR Secretary Leonard Howie and DHR Secretary Ted Dallas, convened the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), Stakeholders World Café, at the State Highway Administration, in Hanover, Maryland.

The Café brought together diverse stakeholders from the education, workforce, economic development, and social service communities, as well as state and federal program administrators, advocacy groups and industry representatives to brainstorm solutions to a \$200 million competitive solicitation funded by the U.S. Department of Agriculture. Pilot projects awarded through this solicitation are designed to create innovative employment and training strategies that help SNAP recipients reduce dependency on benefits, transition to the workplace and increase earnings.

With commitments from the GWIB, American Job Centers, community-based organizations, and

community colleges, the SNAP E&T employment and training pilot project will leverage partnerships to train participants for jobs matching regional labor market needs. If awarded, Maryland will be one of 10 states granted \$5-\$25 million (total of \$165 million nationally) to design and implement a workforce development intervention with the goal of reducing dependency on SNAP.

Lawmakers and advocates will use outcomes from the pilot projects to inform future policy regarding SNAP work requirements and services at both the state and federal levels.

A second solicitation will be issued that will provide funding to evaluate the pilot projects.

Food and Nutrition Services (FNS) grantees will be announced in spring of 2015.

Workforce Investment Network of Maryland (WIN)

In 2014, representatives from Maryland's 12 LWIAs were provided time during each of the Quarterly Meetings to educate the Board on individual structures, operations and uniqueness of their respective areas. They also heard from innovative efforts to serve businesses and job seekers, as well as identified opportunities for enhanced collaboration between businesses serving on the board and the local areas.

The Workforce Investment Network for Maryland (WIN) is a coalition of

the directors of Maryland's 12 local workforce investment agencies. Together, they help create a strong workforce by connecting skilled workers with businesses that need qualified employees. WIN works closely with the GWIB and DLLR to support a locally-driven, yet comprehensive workforce investment system.

WIN's FY 2014 accomplishments include working with its partner organizations to connect more than 161,843 Maryland residents

to employment and creating workforce solutions for over 6,570 Maryland businesses.



GWIB Committees

GWIB InterAgency Workforce Committee

The GWIB InterAgency Workforce Committee is a standing committee of the full board. The Committee is comprised of State agency partner senior officials. The Committee's purpose is to coordinate workforce development programs and policies to meet the demands of the Maryland businesses. The InterAgency Workforce Committee works to ensure coordination and communication across all State agencies that have an investment in developing Maryland's workforce.

The Committee includes Assistant Secretaries, Deputy Secretaries or senior staff from the following agencies:

- Department of Business and Economic Development (DBED)
- Department of Housing and Community Development (DHCD)
- Department of Human Resources (DHR)

- Department of Juvenile Services (DJS)
- Department of Labor, Licensing and Regulation (DLLR)
- Department of Public Safety and Correctional Services (DPSCS)
- Maryland Department of Aging (MDoA)
- Maryland Department of Disabilities (MDoD)
- Maryland Higher Education Commission (MHEC)
- Maryland State Department of Education (MSDE), (including both the Division of College and Career Readiness and Adult Learning and the Division of Rehabilitation Services)
- Maryland Department of Veterans Affairs (MDVA)

In addition, staff from the Governor's Policy Office frequently attends the InterAgency Workforce Committee meetings.



GWIB InterAgency Workforce Meeting

2014 Governor's Workforce Investment Board Members

- **Hon. Martin O'Malley,**
Governor
- **Hon. Anthony G. Brown,**
Lt. Governor
- **Martin G. Knott, Jr.**
Board Chair
President
Knott Mechanical, Inc.
- **Ronald R. Peterson**
Board Vice-Chair
President
The Johns Hopkins Health System
- **Sam Abed**
Secretary
Department of Juvenile Services
- **Kenneth Banks**
Founder and President
Banks Contracting Company, Inc.
- **John M. Belcher**
Technologies Industry CEO
Enterprise Management
- **Deborah A. Bonanni**
Vice President
Intelligent Decisions, Inc.
- **Adrian P. Chapman**
President and COO
Washington Gas
- **Edward Chow, Jr.**
Secretary
Department of Veterans Affairs
- **Hon. Ulysses Currie**
State Senator
- **Ted Dallas**
Secretary
Department of Human Resources
- **B. Daniel DeMarinis**
Director of Strategic Initiatives
The MITRE Corporation
- **Eva Katarina Ennerfelt**
President
ARCON Welding Equipment, LLC
- **George P. Failla**
Acting Secretary
Maryland Department of Disabilities
- **Christina Fitts**
Executive Vice President
The Aspen Group
- **Donna M. Gwin**
Director of Labor Relations
Shoppers Food & Pharmacy
- **Alvin C. Hathaway, Sr.**
Senior Pastor
Historical Union Baptist Church of
Baltimore
- **Gregg L. Hershberger**
Acting Secretary
Department of Public Safety and
Correctional Services
- **Leonard J. Howie, III**
Secretary
Department of Labor, Licensing
and Regulation
- **Hon. Sally Y. Jameson**
State Delegate
Maryland House of Delegates
- **Hon. Katherine A. Klausmeier**
State Senator
- **Hon. Susan W. Krebs**
State Delegate
Maryland House of Delegates
- **Andrew B. Larson**
National Project Coordinator
International Union of Painters and
Allied Trade, Job Corps Program
- **Elliot D. Lason, Ph.D.**
Executive Director
Joblink of Maryland, Inc.
- **Gloria G. Lawlah**
Secretary
Maryland Department of Aging
- **Roy G. Layne**
Clifton Gunderson, LLP
- **Bel Leong-Hong**
President and CEO
Knowledge Advantage Inc.
- **Larry Letow**
President
Convergence Technology Consulting
- **Dawn Lindsay, Ed.D.**
President
Anne Arundel Community College
- **Lillian Lowery, Ed.D.**
State Superintendent of Schools
Maryland State Department
of Education
- **Fred D. Mason, Jr.**
President
MD State & D.C. AFL-CIO
- **Roya Mohadjer**
Senior Technology Strategist
Lockheed Martin
- **Irving W. McConnell**
President and CEO
The McConnell Group, Inc.
- **Dan McDermott**
Executive Director, Upper Shore
Workforce Investment Board
President, MD Workforce
Investment Network
Chesapeake College
- **Dominick Murray**
Secretary
Department of Business and
Economic Development
- **Stephen W. Neal**
President/CEO
K. Neal International Trucks, Inc.
K. Neal Idealease
- **Stephen Pannill**
President
Cecil College
- **Marion W. Pines**
Senior Fellow
The Johns Hopkins University
Institute for Policy Studies
- **Deborah R. Rivkin, Esq.**
Vice President
CareFirst BlueCross Blue Shield
- **Lisa Rusyniak**
President & CEO
Goodwill Industries of the
Chesapeake, Inc.
- **Catherine M. Shultz, Esq.**
Acting Secretary
MD Higher Education Commission
- **Harold Stinger**
Chairman and CEO
SGT, Inc.
- **Matt Turpin**
President and CEO
ZenTech Manufacturing, Inc.
- **Curtis C. Valentine**
Executive Director
Council on Foreign Relations (CFR)

2014 Governor's Workforce Investment Board Operations

	2014 ACTUAL	2015 BUDGET
EXPENSES		
Salary and Fringe Benefits	\$378,141	\$436,657
Communications	\$5,662	\$7,775
Travel	\$13,444	\$17,100
Vehicle Operations	\$0	\$0
Contract Services	\$29,367	\$34,460
Supplies	\$3,596	\$5,621
Equipment	\$77	\$742
Dues and Subscriptions	\$28,955	\$31,913
Sub-Total	\$459,242	\$534,268
Grants		
MCCEI	\$230,000	\$225,000
Total	\$689,242	\$759,268

	2014 ACTUAL	2015 BUDGET
SUPPORT FUNDS		
General	\$288,213	\$277,239
Federal	\$0	\$0
Reimbursable		
MDOA	\$4,913	\$4,913
DHR	\$69,265	\$69,265
MSDE	\$34,922	\$34,922
MHEC	\$54,630	\$54,630
DBED	\$26,635	\$26,635
DJS	\$8,567	\$8,567
DWDAL	\$202,097	\$283,097
Sub-Total	\$401,029	\$482,029
Total	\$689,242	\$759,268

2014 Governor's Workforce Investment Board Staff

Lynn M. Selby, *Executive Director*

Darla J. Henson, *Executive Administrator*

Diane Pabich, *Deputy Director*

2014 Local Workforce Investment Board Chairs and Directors

Anne Arundel Workforce Development Corporation

Workforce Investment Board for Anne Arundel County

- **WALTER TOWNSHEND, Chair**
- **KIRKLAND “KIRK” J. MURRAY, President & CEO**

Mayor’s Office of Employment Development

Workforce Investment Board for Baltimore City

- **JOHN W. ASHWORTH, III, Chair**
- **KAREN SITNICK, Director**

Baltimore County Office of Workforce Development

Workforce Investment Board for Baltimore County

- **MARK D. HABICHT, Chair**
- **SHARON KLOTS, Chief of Workforce Development**

Frederick County Workforce Services

Workforce Investment Board for Frederick County

- **KAREN BERRY, Chair**
- **LAURIE HOLDEN, Director**

Lower Shore Workforce Investment Board

Workforce Investment Board for Somerset, Wicomico and Worcester Counties

- **JOEY GARDNER, Chair**
- **MILTON MORRIS, Workforce Director**

Mid-Maryland

Workforce Investment Board for Carroll and Howard Counties

- **WALLY BROWN, Chair**
- **FRANCINE TROUT, Director**

Montgomery County Division of Workforce Investment Services

Workforce Investment Board for Montgomery County

- **MICHAEL J. SULLIVAN, JR., Chair**
- **BARBARA KAUFMANN, Director**

Prince George’s Workforce Services Corporation

Workforce Investment Board for Prince George’s County

- **CHARLENE T. WADE, Chair**
- **ELIZABETH WILLIAMS, Director**

Southern Maryland Workforce Development Network

Workforce Investment Board for Calvert, Charles and St. Mary’s Counties

- **ERIC FRANKLIN, Chair**
- **RUTHY DAVIS, Director**

Susquehanna Workforce Network

Workforce Investment Board for Cecil and Harford Counties

- **MARY ANN BOGARTY, Chair**
- **BRUCE ENGLAND, Executive Director**

Upper Shore Workforce Investment Board

Workforce Investment Board for Caroline, Dorchester, Kent, Queen Anne’s and Talbot Counties

- **TYLER C. PATTON, Chair**
- **DAN MCDERMOTT, Executive Director**

Western Maryland Consortium

Workforce Investment Board for Washington, Allegany and Garrett Counties

- **KRISTI DURST, Chair**
- **PETER P. THOMAS, Executive Director**

Mission

To guide a nationally-recognized workforce development system that aligns with the economic and educational goals of the State of Maryland and will result in a qualified workforce available to employers across the State.

Vision

A Maryland where every person maximizes his or her career potential and employers have access to the human resources they need to be successful. The vision includes: alignment of the business, workforce system, and economic development interests in Maryland well-integrated, coordinated and collaborative systems across agencies, institutions, local areas, and business preservation and expansion and of Maryland's highly-educated workforce creation of opportunities for all Maryland residents to participate and succeed in the workforce.

Governor's Workforce Investment Board

1100 North Eutaw Street, Room 616

Baltimore, MD 21201

410-767-2408 • 1-888-408-5487

gwib@mdworkforce.com

<http://www.gwib.maryland.gov>