



Maryland

**GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD**

Quarterly Meeting

December 6, 2023

Meeting Goals

- Celebrating Board members' leadership
- Reviewing input into State Workforce Plan shared by Board members to date
- Building a deeper understanding of priorities and partnership opportunities with Maryland's local workforce areas, and how this can inform State Workforce Plan development
- Engaging Board input on key CTE Committee deliverables and explore how this work can inform State Workforce Plan development

Moving the State Workforce Plan into the next phase of action

Executive Committee

- Carim Khouzami, Chair
- Delali Dzirasa, Vice Chair
- Calvin Ball, Howard County Executive
- Jessica Mente, Royal Farms
- Myra Norton, Johns Hopkins Technology Ventures; CTE Committee Chair
- Martin Schwartz, Vehicles for Change
- Inez Stewart, Johns Hopkins Medicine
- Teaera Strum, Strum Contracting Company, Inc.
- Kevin Anderson, Secretary, Maryland Department of Commerce
- Dr. Carey Wright, Interim Superintendent, Maryland State Department of Education
- Sanjay Rai, Acting Secretary, Maryland Higher Education Commission
- Portia Wu, Secretary, Maryland Department of Labor

New and Retiring Board Members

Welcome...

- Dr. Carey Wright, Interim Superintendent, Maryland State Department of Education

Thank you for your service...

- Mick Arnold
- Judi Emmel
- Katarina Ennerfelt
- Deborea Montgomery

Congratulations, Apprenticeship Ambassadors!

- Hon. Calvin Ball, Howard County Executive
- Brian Cavey, International Association of Heat and Frost Insulators & Allied Workers; Maryland Apprenticeship and Training Council Chair
- Donna Edwards, MD-DC AFL-CIO
- Jessica Mente, Royal Farms



Maryland

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DEVELOPMENT BOARD**

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Key Roles for the GWDB



State Workforce Plan

The GWDB is required under the Workforce Innovation and Opportunity Act of 2014 (WIOA) to submit a State Workforce 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

GWDB October Survey

The October survey asked members to share their views on the most important things to include in the State Plan. Board members shared ideas that included:

- Addressing workforce shortfalls in key sectors and aligning investments to those needs
- Addressing barriers to employment, including for New Americans, returning citizens, people with disabilities, veterans/military families, and 50+ workforce
- Expanding apprenticeship into new occupations and new communities
- Connecting high school training/education pathways to careers (incl. through apprenticeship)
- Fostering a platform for collaboration and information-sharing
 - With those “on the ground,” including local workforce development boards
 - Across state agencies
 - Across public-private sectors
- Leveraging data and experience to gain a better understanding of what works, and building from there instead of “reinventing the wheel”

U.S. DOL Areas of Focus

The U.S. Department of Labor shared guidance on the plans, updated prompts, and areas of focus with states on October 31st. The following federal areas of focus are expected to be woven throughout the Plan:

- Leveraging historic infrastructure investments of the Bipartisan Infrastructure Law, CHIPS and Science Act, and the Inflation Reduction Act
- Investments that prepare workers for quality jobs
- Data-driven decisions
- Investing in youth
- Equity in service delivery and educational programming
- Enhance supportive service offerings
- Strategic partnering

State Workforce Plan Timeline

GWDB survey +
new member
orientations
October 2023

Exec Committee
session
November 6, 2023

Short-term
work groups
identified
November 27, 2023

Short-term work
groups guide and
support drafting
strategic elements

Short-term work groups
develop concepts for GWDB
plan implementation
initiatives, projects, etc.

Exec
Committee
appointed
October 2023

Program-
Specific drafting
November 7, 2023

We
Are
Here

Comments
returned
Late February 2024

*Federal guidance
released
October 31, 2023*

*Final plan due
March 4, 2024*

*Moore-Miller Administration
GWDB Launch
September 26, 2023*

*GWDB Quarterly Meeting
December 6, 2023*

*GWDB Special Meeting
Approve draft plan for public
comment + Governor's Office review
January 2024 (TBA)*

*GWDB Quarterly Meeting
Moving to Implementation
March 13, 2024*

Draft Vision and Mission

Our Vision for Maryland: A dynamic and competitive Maryland economy that creates opportunities for all businesses to thrive and for every Marylander to access work, wages and wealth.

Our Mission: We develop strategies, drive alignment, and accelerate implementation of innovative workforce development solutions that build competitive talent pipelines for Maryland's employers and advance work, wages and wealth for all Marylanders.

Draft Values to Guide Our Work

- **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

Draft Priority Areas

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

State Workforce Plan Timeline

GWDB survey +
new member
orientations
October 2023

Exec Committee
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CTE Committee

Purpose: build an integrated, globally competitive framework for providing CTE to Maryland students in public school, institutions of postsecondary education, and the workforce.

- Unit within the GWDB
- Provide CTE programs that are developed in partnership with the private sector
- 11 members of the GWDB
- By the 2030-2031 school year, 45% of high school students shall complete a high school level of a registered apprenticeship or an industry-recognized credential prior to graduation

CTE Committee | FY24 Project Plan

CTE Committee Deliverables	Begin Date	Completion Date
1. Provide Foundational Guidance to Stakeholders a. Industry-Recognized Credential Definition and Criteria b. High School Level of a Registered Apprenticeship c. Additional Guidance to be provided throughout the year	10/25/2023	6/30/2024
2. Establish Career and Technical Education Framework	1/1/2024	5/1/2024
3. Develop Skills Standards Advisory Committee Framework a. Focus on Committee Processes, Role, and Membership	7/1/2023	3/1/2024
4. Determine Expert Review Team Deployment Strategy	8/1/2023	2/15/2024

CTE Committee | FY24 Project Plan

CTE Committee Deliverables	Begin Date	Completion Date
5. Develop Annual goals to reach 45% a. Determine what counts to meet the 45% goal b. Determine how to collect the data and analyze the data	3/1/2024	6/1/2024
6. Align the work of the CTE Committee and the Perkins State Plan	11/15/2023	2/15/2024
7. Submit CTE Committee Reports a. Develop and Submit Annual report to AIB b. Develop and Submit 2nd Implementation Plan c. Develop and Submit State Goals d. Develop and Submit Expert Review Team (ERT) Deployment Plan	2/1/2024	6/15/2024
8. Monitor the progress of Career Counseling Implementation	11/1/2023	6/30/2024

CTE Committee | Deliverable Timeline

	FY24 Q2			FY24 Q3			FY24 Q4			FY25 Q1		
	October	November	December	January	February	March	April	May	June	July	August	September
Foundational Guidance to Stakeholders												
Establish CTE Framework												
Develop SSA Committee Framework												
Determine ERT Deployment Strategy												
Develop Annual Goals to reach 45%												

CTE Committee | Deliverable Timeline

	FY24 Q2			FY24 Q3			FY24 Q4			FY25 Q1		
	October	November	December	January	February	March	April	May	June	July	August	September
Perkins Plan Alignment with CTE Committee												
Submit CTE Committee Reports												
Career Counseling Implementation												

CTE Committee | 2024 Meetings

- Hosted at various LEAs, to include tours
- Quarterly
- Dates and locations to be posted soon (www.gwdb.maryland.gov/ctecomm)

CTE Committee | Industry-Recognized Credentials

The CTE Committee is required by the Blueprint for Maryland's Future to define the criteria and process for industry-recognized credentials to determine which credentials will count towards the 45% goal.

CTE Committee | Collaboration with MSDE

The CTE Committee and the Maryland State Department of Education (MSDE) will ensure that CTE programs are aligned with the State's economic development and workforce goals; are informed by national and global best practices; and are providing students with the skills and knowledge they need to succeed in the modern economy and support employers' talent needs.

In accordance with the Blueprint for Maryland's Future and the Carl D. Perkins Act, **we will work together** to promote innovation in CTE.

The National Landscape of IRCs

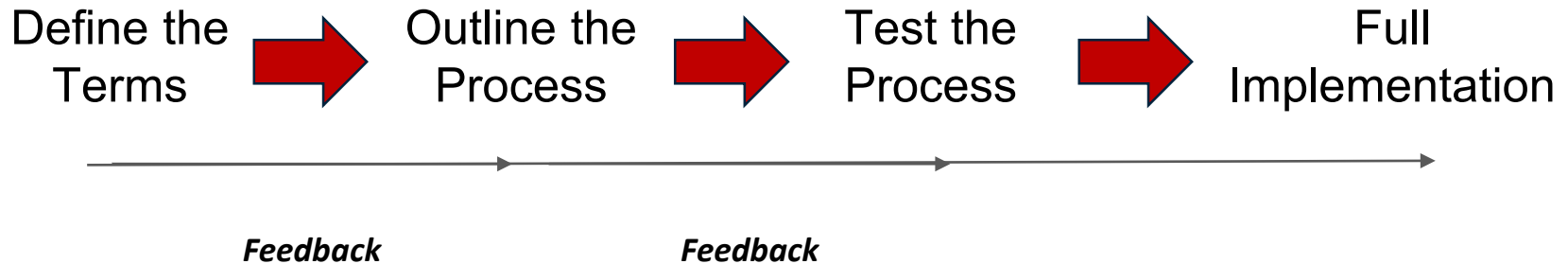
MSDE and the Governor's Workforce Development Board (GWDB) conducted a national survey of IRC definitions, processes, and procedures in these states:

- Alabama
- **Delaware**
- **Florida**
- Kansas
- Louisiana
- North Carolina
- Ohio
- Pennsylvania
- Tennessee
- **Texas**

The states in **BLUE** were heavily consulted as a proposed definition, core elements listing, and application/approval processes for IRCs were being developed.

A Phased Approach to the Work

Updating the industry-recognized credential system isn't a small challenge. This will require multiple phases and multiple conversations.



CTE Committee | Proposed IRC Definition

An Industry-Recognized Credential (IRC) is a formal validation of an individual's skills and competencies that aligns with the state's in-demand occupations and is recognized by industry and employers. It includes a certification, license, or other credential, and is obtained through an assessment process, may be stackable and portable within the industry, and **leads to documented positive employment and wage outcomes**. The IRC ensures relevance to the labor market and supports career advancement and economic development.

Proposed Core Elements of an IRC

1. **Aligns with In-Demand Occupations:** The IRC is associated with occupations that are in high demand within Maryland, as identified by the Governor's Workforce Development Board, state labor market data, and employer feedback.
2. **Validated by Industry:** The credential is recognized across the state by multiple employers within an industry sector and is often developed or endorsed by industry associations, ensuring its relevance and value in the job market.
3. **Assessment-Based:** The IRC is awarded upon successful completion of an assessment process that may include written, oral, or performance evaluations, demonstrating the individual's mastery of specific knowledge, skills, and abilities required for a particular occupation or skill area.

Proposed Core Elements of an IRC

4. **Standards-Driven:** The credential is based on industry-accepted standards and competencies, ensuring that it reflects the current needs and practices of the relevant industry.
5. **Achievable and Accessible:** The credential is attainable by individuals through secondary, postsecondary, or other training programs and is accessible to a wide range of learners, including both traditional and non-traditional students.
6. **Stackable:** The IRC contributes to an individual's career pathway by being stackable towards further education and training, leading to advanced credentials and employment opportunities.

Proposed Core Elements of an IRC

7. **Portable:** The credential is recognized and valued across the state and, where applicable, nationally, allowing for mobility within or across industries.
8. **Quality Assured:** The IRC is subject to ongoing quality assurance measures, ensuring that it remains current with industry standards and practices and continues to be recognized by employers as a mark of excellence.
9. **Renewable:** Where applicable, the credential is renewable, requiring holders to engage in continuous learning or re-assessment to maintain the credential's status and relevance.
10. **Documented Outcomes:** There is evidence of positive employment and wage outcomes for individuals who have obtained the IRC, demonstrating its effectiveness in contributing to workforce readiness and economic advancement.

CTE Committee | IRC Timeline

- Nov. 16** Shared with LEA and Community College Partners for Feedback
- Nov. 29** Presented Definition and Core Elements to CTE Committee for Ratification
- Dec.** MSDE – CTE Committee Develop Interim Process for Approval; Engage Stakeholder Feedback
- Dec./Jan.** MSDE Assesses Current IRCs Using Interim Process
- Jan./Feb.** CTE Committee Reviews/Ratifies MSDE Recommendations for IRCs
- Feb.** 2024-25 IRC Listing Published
- Apr./May** Full Definition & Approval Process for 2025-26 Presented to CTE Committee

To view the full document, see the 11/29/23 meeting materials on www.gwdb.maryland.gov/ctecomm

MARYLAND WORKFORCE



Engaging Maryland's Local Workforce Ecosystems

Governor's Workforce Development Board

The Main Points

- Maryland's Workforce System & The Maryland Workforce Association
- The Common Focus of Local Workforce Boards and the Governor's Workforce Development Board
- Services & Success Stories

Connections
are important.
Disconnected,
systems do not
work and
energy remains
untapped.





**Maryland's Workforce System &
The Maryland Workforce Association**

THE MARYLAND WORKFORCE ASSOCIATION

“Th[e] system is supposed to provide employment and training services that are *responsive to the demands of local area employers.*”

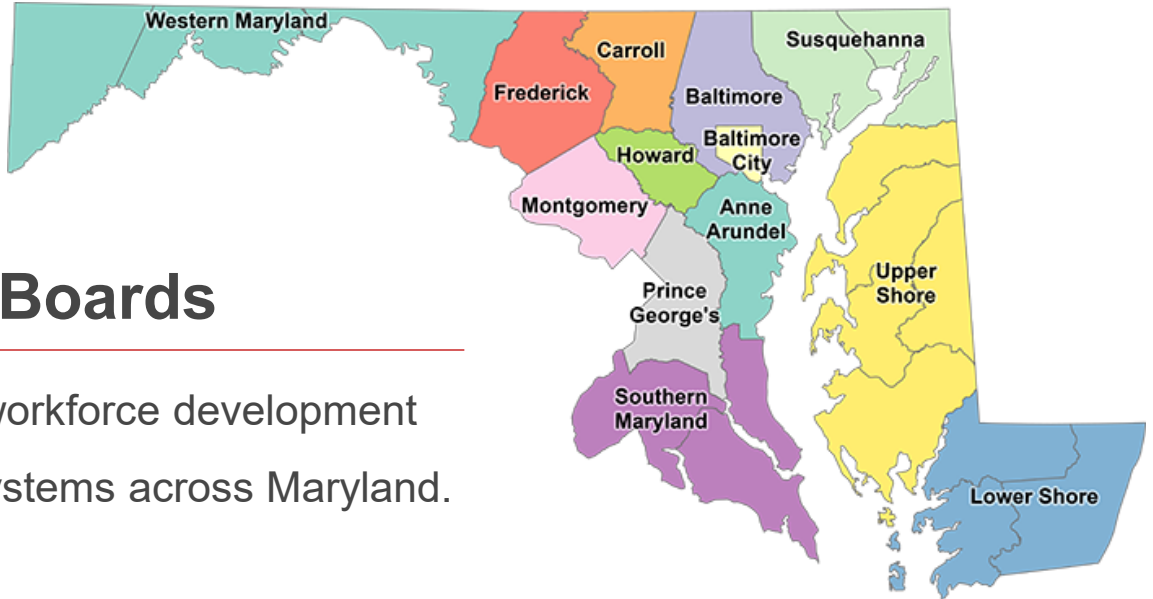
Congressional Research Service

“The Workforce Innovation and Opportunity Act and the One-Stop Delivery System

Updated September 26, 2022

13 **14** Workforce Boards

Representing all of the local workforce development boards and local workforce systems across Maryland.



Your Local Counterparts



Our Vision

Promoting and advocating for Maryland's public workforce systems through innovation, promotion of best practices, and professional development.



**Raising the
Bar Annual
Conference**

**Sept 23 -
Sept 25 2024**

**Advances
innovations in
apprenticeship
opportunities
for youth and
adults**

Provides direct
service through the
Workforce
Innovation and
Opportunity Act's
Title I (Adult, Youth
and Dislocated
Worker)

**Serves as
connectors of
industry and
community-
based
services**

Plays a large role in the
implementation of the Blueprint for
Maryland's Future by overseeing
career counseling services to middle
and high school students.

\$41m

Funding received by the State of Maryland to implement Title I services

3,100 Jobs

Created directly or indirectly through the work of Maryland's 13 Local Workforce Boards providing Title I services

\$206.5 m Economic Impact

From \$185 million in earnings with additional \$21.5 million in state and local budgets in the form of taxes on production and imports

Resulting in 5x economic impact compared to funding



The Common Focus of Local Workforce Boards and the Governor's Workforce Development Board

AND THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

WIOA and the State Board

At the State Level, the Governor's Workforce Development Board is required to:

- Set statewide vision, goals, and strategic priorities
- Align the system and set policy for the State to align with vision, goals, priorities
- Lead the drafting of the State's 4 Year Workforce Plan
- Review workforce development policies and programs
- Develop guidance and continuous improvement
- Identify and elevate best practices
- Identify opportunities and strategies for technological improvements for service delivery
- Develop and share statewide workforce and labor market information

The Local Boards are to:

- Develop and submit a 4-year local plan
- Participate in regional planning, where applicable
- Conduct workforce research on local employer needs / labor market
- Convene local workforce system stakeholders
- Lead efforts to engage with a diverse range of employers to ensure activities meet employer needs
- Implement career pathways and align education, employment training, and supportive services
- Develop strategies for using technology
- Negotiate local performance indicators
- Select providers of services
- Identify and promote promising practices
- Partner with Chief Elected Officers
- Negotiate funding for infrastructure costs
- Ensure sufficient number & types of training and career services
- Coordinate activities with education and training providers
- Assess accessibility
- Develop a budget for activities
- Certification of one-stop centers

Alignment of State and Local Boards

State Board	Local Board
Leads State Planning	Leads Local Workforce Planning in line with State Plan
Business-led board	Business-led board (at least 51% of membership)
Convening stakeholders of the system	Convening local leaders around workforce needs
Promotion of best practices	Promotion of promising practices at the local level
Develop policies for the state system	Develop policies for the local system
Align state systems	Align local workforce partners

Aligning Planning Processes

State Planning Led by GWDB

**Regional Planning Led by Consortium of Local
Workforce Boards**

**Local Planning Led by Local
Workforce Boards**



Services provided

Services for Businesses

- Sector Strategies
- Apprenticeships
- Job Postings
- Recruitment & Placement
- Labor Market Information
- Retention & Downsizing
- Incumbent Worker Training

Skilled
Talent
Pipeline

Business Success Story



“The team at AAWDC makes it possible for us to meet with job seekers in person for our hiring efforts in BWI and are great partners in connecting us with job seekers in Anne Arundel County. Thank you very much for your support and partnership, we all look forward to working with you in the future.”

- Goro Harada, Southwest Airlines

“We very much appreciate [the] fantastic assistance with our recruiting and also getting us into the job fair tomorrow at the last minute. You all are THE A-Team of all workforce’s I’ve worked with across the country and just wanted to say so, again, and always.”

-Paul Henshaw, Pinnacle Logistics



Services for Job Seekers

Preparing residents for in-demand occupations & careers

- Career Advising leading to Family Sustaining Wages
- Barrier Removal
- Occupational Training
- Work-based Learning
- Job Placement
- Follow Up Services

Job Seeker Success Story



Project Peer Recovery



In partnership with:



Congratulations Project Peer Recovery graduates!

Frederick County Workforce Services and Resilient Frederick County are happy to announce the accomplishments of Project Peer Recovery participants and look forward to their continued growth! We know they are well-prepared to enter employment in the behavioral health field in Frederick County and are a great asset to the community!

UPDATE: Four of the five graduates have already found employment as a result of their participation in this important program!



Takeaways

Key Takeaways

- Get to know the local workforce board in your community
- Support the local workforce ecosystem in your community
- Hold your local workforce board accountable



Connect with Us



Marylandworkforceassociation.com

<https://www.facebook.com/MDWorkforceAssociation/>

[Maryland Workforce Association on LinkedIn](#)

Mayor's Office of Employment Development



417 E. Fayette Street, Suite 468
Baltimore, MD 21202



What's MOED

Mayor's Office of **Employment** Development (MOED)

Not "Economic" Development



MOED At a Glance

- ❖ 8 Locations (2 AJCS)
- ❖ Connection Center, Workforce Reception Center, Re-entry Center, YO! Center
- ❖ 5 Community Job Hubs
- ❖ Adult, Youth, Employer Services, Data, Strategic Initiatives (HR, Facilities, IT, Communications, Fiscal)
- ❖ Casino Impact Funding
- ❖ Local Hiring Law
- ❖ Summer Youth Employment

MOED By the Numbers for FY23

- ❖ Over **19,000** people received a service. Almost **4,300** people received a direct staff supported service
- ❖ MOED job centers received over **13,000** in-person visits
- ❖ MOED implemented the Access Point strategy and referred over **3,500** residents for service
- ❖ Over **4,000** residents placed into a job at an average starting wage of **\$19.10**/hour
- ❖ Employer Services assisted **1,000+** businesses, and held **62** events with **188** employers and **789** attendees
- ❖ Youth Services offered a summer job to over **7,900** youth

VISION FOR A COORDINATED WORKFORCE SYSTEM

New Ways of Working



Each stakeholder group in the network is working to create meaningful change for Baltimore's workforce. Like an orchestra, each group or instrument can function individually to produce sounds, but only when playing in conjunction with other groups does the full orchestra come together.

Features



3 Access Points



Standardized Assessment



Centralized Navigation Services



Referral Network Amongst Service Providers



Job Matching Tool and Screening Process



Integrative Data



Common Performance Measures



Network Convening



Training and Employer Feedback Loop



Post-Placement Client Support

OUR FUTURE CITYWIDE WORKFORCE LANDSCAPE



Job Seeker

- Web
- In-Person
- 24
- Needs and Barriers Assessment
- Testing
- Education
- Support Services
- Social Mobility
- Professional Growth
- Economic Advancement

Employer

- Web
- In-Person
- Phone
- Partnership Assessment
- Peer Networks
- Job Matching
- Employee Pipeline
- Employee Access
- Team Development
- Business Growth



MOED's mission is to deliver economic justice to Baltimore residents.

To MOED, economic justice means creating an **equitable workforce system** that responds to all residents' needs and provides viable economic opportunities to all residents, **especially those who have been generationally and systemically disadvantaged.**

We believe that every resident deserves the opportunity for meaningful work and a hopeful future.

ARPA-Funded Workforce Projects

2022 - 2024

Baltimore's COVID-19 employment recovery strategy addresses state and city American Rescue Plan Act priorities by providing training and apprenticeships, increasing access to opportunity, promoting local job growth, supporting low-income households, benefiting historically underinvested neighborhoods, and creating wealth in communities of color. Residents can access one or more of the offered programs based on their needs. This is provided through a number of programs described below:

- **Train Up:** Residents participate in sector-based occupational training in high-demand fields provided by competitively-selected nonprofit organizations. Participants also receive workforce supports, including behavioral health support, legal services, adult education, and job placement assistance.
- **Hire Up:** Residents receive subsidized employment paying a living wage for up to 6 months and receive workforce supports. City agencies and nonprofit organizations serve as worksites.
- **Wage subsidy for small, minority- and women-owned businesses :** Small businesses owned by minorities or women receive wage subsidies for new and returning employees.
- **YouthWorks:** Funding supports five-week summer jobs for Baltimore City youth for two summers and supports additional youth in after-school job training pilot YouthWorks Academy in Year 1.
- **Let's Ride to Work:** Newly-hired residents receive free rideshare service to work to remove transportation barriers.
- **Apprenticeships:** Residents have access to apprenticeships in industries impacted by COVID-19, such as construction and healthcare.
- **Grads2Careers:** New Baltimore City Public Schools high school graduates not planning to immediately attend college receive sector-based occupational training in high-demand fields, plus workforce supports.
- **Community Job Hubs and mobile staff expansion:** MOED adds 4 community job hubs and 3 mobile units to existing network to increase neighborhood reach.

The following dashboard contains metrics on the progress and impact of each of these programs.



ARPA Programming will operate through 2024. Data reflects current progress as of 11/20/2023. Shading behind gears represents portion of overall goal attainment for program.

Train Up

Network At-a-Glance

Legal



Behavioral Health



Community Connectors



Occupational Skills Training



Adult Literacy



Financial Empowerment Counseling



Resources/Funders/TA



Let's Ride to Work & Hire Up

283 Hires

368 Rides



LET'S RIDE TO WORK PROGRAM!
YOU MAY QUALIFY FOR UP TO 40 FREE LYFT RIDES



- Do you live and work in Baltimore City?
- Have you gained employment within the past two weeks?
- Will you be working at least 32 hours per week?
- Are you in need of transportation to and from work?

If you answered yes to all of these questions, you may qualify for the **Let's Ride to Work** program!

We've partnered with Lyft to fund up to 40 free rides to and from work per eligible newly employed Baltimore City resident.

Go to bit.ly/bmorerides to get your rides!



THE BALTIMORE SUN

BALTIMORE, MD. Our 180th Year No. 153 BALTIMORE.SUN.COM

"Where we all come from...the neighborhood, you just always want to do something better. You just want to take advantage of all the things you got coming or you'd be in the back of your head. I wish I would have, should have, could have."
—Carlee DeRosa, who's working in the city's Hire-Up program

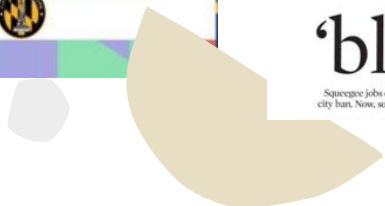


A place to 'blossom'

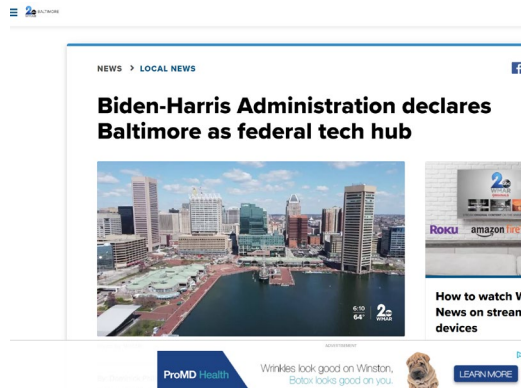
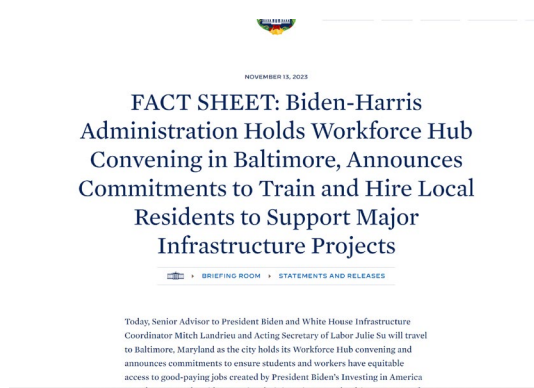
Saucer jobs dried up from some Baltimore intersections after a city ban. Now, some have found work through the Hire Up program.

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Two thi defend p
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By Emily O
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Baltimore Workforce Hub



Baltimore is one of five workforce hub cities the Biden administration is setting up

By Bob Costantini, WBAL NewsRadio 1090 and FM 101.5 | November 14, 2023



- Baltimore named by the Biden-Harris Administration as 1 of Five Workforce hubs
- Amtrak will provide funding for training and supportive services to support apprenticeships
- MOED will partner with the BWFC, BDCBT, and City Schools to oversee the hub initiative

Motion to Approve: Revised 2020-2024 Local Plans

- Anne Arundel County
- Baltimore City
- Baltimore County
- Carroll County
- Frederick County
- Howard County
- Lower Shore
- Montgomery County
- Upper Shore
- Southern Maryland
- Susquehanna
- Western Maryland

One remaining revised local plan will be submitted for approval at the next GWDB meeting.

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.

2024 Meetings - Survey Feedback

- More action-oriented dialogue, discussion, and Board member input
- More best practice insights from subject matter experts and other states/regions
- More information about potential partnership opportunities with local organizations in Maryland
- More networking opportunities for the Board
- More information about potential partnership opportunities with other states
- More information-sharing on Maryland organizations/programs and how they serve residents and employers
- Fewer presentations that lack a clear purpose for the Board

Coming Up

- December Work Group sessions
- January Special Meeting for draft State Workforce Plan approval (date TBA)
- Winter opportunities to provide input on CTE Committee's Industry-Recognized Credential process and criteria

Save the date!

**GWDB Quarterly Public Meeting
Wednesday, March 13
3 – 5 pm**



Maryland

**GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD**

Quarterly Meeting

December 6, 2023