

## Meeting Minutes

SEPTEMBER 7, 2022 3:30 P.M. – 5:00 P.M.

GOOGLE MEETS CALL (DUE TO CORONAVIRUS)

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### MEMBERS PRESENT

Louis Dubin (Chair)

Chris Sachse (Vice Chair)

Sam Abed

Marco V. Ávila

John D. Barber, Jr.

Carol Beatty

Gary Bockrath

Jennifer Bodensiek

Andrea Chapdelaine

Michelle Day

Scott Dennis

Judi Emmel

Katarina Ennerfelt

James D. Fielder

Wanda Smith Gispert

Robert L. Green

Kevin D. Heffner

Matthew Holloway

W. Marshall Knight, II

Rona E. Kramer

Sandra Kurtinitis

Larry Letow

Carl Livesay

Deborea Montgomery

Linda Moss

Stephen K. Neal

Myra Norton

Rodney Oddoye

Lourdes R. Padilla

Charles Ramos

Anton P. Reusing, V

Tiffany P. Robinson

Edward C. Rothstein, Col. Ret.

Lisa Rusyniak

Marty Schwartz

Gerald "Jerry" Shapiro

William E. Simons

Michelle B. Smith

Michael Thomas

Charles T. Wetherington

Michelle J. Wright

### MEMBERS ABSENT

A. Ferris Allen, III

Mick Arnold

Vanessa Atterbear

Joanne C. Benson

Alice Blayne-Allard

Gavin Buckley

Brian Cavey

Mohammad Choudhury

R. Mike Gill

Steve Groenke

Stacey Herman

Amie Long

George W. Owings, III

Leslie R. Simmons

Teaera Strum

Perketer Tucker

Charnetia V. Young

### GWDB STAFF

Mike DiGiacomo

Darla Henson

Ken Lemberg

Molly Mesnard

### GUESTS \*

Chris Abell

Rachel Amstutz

Jane Beilenson

Brandon Butler

Dr. Deann Collins

Kevin Craft

Logan Dean

John Feaster

Ellen Flowers-Fields

Elizabeth Foster-Melwood

Marcella Franczkowski

Graham Hardig

David Harper

Mariel Hope

Oscar Ibarra

Kenneth Jessup

Kimberly Justus

Mary Kane

Prasad Karunakaran

Sharon Kauffman

Mike Kelleher

Chris MacLarion

Dan McDermott

Meka McNeal	James Rzepkowski	Joana Winningham
Kimberly Mentzell	Sarah Sheppard	1-301-**-05
Kenn Miller	Jeff Smith	1-410-**-85
Marsha Netus	Ryan Smith	1-410-**-15
Denise Nooe	Jennifer Sproul	1-607-**-68
Augustin Ntabaganyimana	Leroy Thomas	1-443-**-82
Joanne Oport	Casey Tiefenwerth	1-410-**-04
John Papagni	Jacqueline "Tina" Turner	1-410-**-35
Leslie Porter-Cabell	Ricky Venters	1-443-**-22
Ed Roberts	Natalie Williams	

*\*Please note that these guests RSVP'd for the Google Meets call, but roll call was only taken for board members, so guest attendance could not be confirmed.*

### **INTRODUCTIONS AND WELCOME OPENING REMARKS:**

The meeting started officially at 3:30 PM, September 7, 2022, via Google Meets platform. Governor's Workforce Development Board (GWDB) Executive Director Michael DiGiacomo opened the meeting and then turned the meeting over to Chairman Louis Dubin, who provided welcome and opening remarks. Chairman Dubin noted in the real estate development business, there are many projects going forward, in spite of increasing costs, with lots of public sector work out there and still not enough workers. Construction is strong in some private sectors: industrial and manufacturing.

Vice Chair Chris Sachse observed that in the Cybersecurity industry, there is continued need for people to fill jobs in Cyber and Cloud, with far more openings than people to fill them. Companies are continuing to grow, and there is a need to get workers educated relatively quickly.

When asked about federal Relief Act funding's impact on their respective industries, Chair Dubin replied that huge dollars went to major states and cities. Monies went to food access organizations: restaurants, hospitals, and food service groups. There has been a big impact felt in Construction. Vice Chair Sachse did not notice an immediate impact on his industry from the Relief Act funding.

GWDB member Ed Rothstein observed that there have been millions of dollars (\$18-\$20 million) invested in broadband for residential properties in Carroll County, particularly in rural northwest Carroll County.

Chairman Dubin asked Secretary of Labor Tiffany Robinson for some Department updates. Secretary Robinson communicated that this was all a good, interconnected conversation. There are many federally funded projects, which need the appropriate workforce. Recruitment and retention in these jobs are critical. There have been education and training solutions. For example, with the nontraditional route, there is public sector elimination of the four-year degree requirement for many state jobs. There is private sector interest in this effort as well. Other states are considering copying this elimination of the four-year degree requirement, such as New Hampshire, Massachusetts, and Virginia. Secretary Robinson noted that, as per recent press release, there is now a record of over 12,000 registered apprentices in Maryland. This number has grown in spite of the pandemic. There are

employer partners in nontraditional sectors. She gave her thanks to the whole apprenticeship team. Additionally, Secretary Robinson reminded everyone that Maryland Labor was the recipient of a nearly \$23 million grant from the U.S. Department of Commerce for employment and training in the Offshore Wind Industry (the Maryland Works for Wind program). Maryland will be a training leader in this industry for the East Coast. Secretary Robinson expressed thanks to all those on the GWDB that helped with this effort.

Chairman Dubin asked if there were any other Secretaries with Department updates to share. Department of Juvenile Services (DJS) Secretary Sam Abed communicated that his department has been working with the City of Baltimore. The Home Builders Institute (HBI) has a training program for the juvenile population. They got Home Depot to donate tools. Living Classrooms is a new partner. Youth are provided with On-the-Job Training by the public utilities in Baltimore, and after good work performance, where the youth are working as DJS employees, they are offered jobs by the City.

Department of Public Safety and Correctional Services (DPSCS) Secretary Robert Green indicated there had been a rollout on jobs programs. He highlighted two job fairs held directly within correctional facilities. For example, there were 31 varied employers at the Eastern Correctional Facility. One employer alone had 100 local jobs to fill. It is important to engage the post-incarceration workforce, as there are about 1300 individuals transitioning daily. There has been refocusing on how employment is viewed, and there has been an incredible reach of employers to DPSCS. One example is the Coding program in Montgomery County for those living and working there. The DPSCS just signed a Memorandum of Understanding (MOU) with Baltimore City Public Works, with jobs available paying at least \$15 per hour.

GWDB member Marco Avila thanked Secretary Green for hosting his organization at Leadership Maryland. He was impressed with what Secretary Green and the Department are doing.

Commission of Higher Education Secretary James Fielder has also observed tremendous growth in those incarcerated attaining higher educational degrees (two- and four-year degree levels), thereby reducing recidivism. There are workforce shortage scholarships, and over 421,000 students have received scholarships at community colleges. There is in scholarship, for example, a strong Promise program in Baltimore County.

Community College of Baltimore County President Sandra Kurtinitis communicated that a strong manufacturing firm in Maryland, with national connections, last week gave \$625,000 to her institution to train up to 200 students, who can then work at the firm (Zometry).

Chris Abell indicated that Carroll County Community College had received a \$250,000 grant from the Rural Maryland Council to build a new facility in EV manufacturing.

GWDB member Carl Livesay indicated that he had hired about 200 returning citizens in his career, with about an 80% success rate (compared to about a 60% success rate for other workers off the street).

Secretary Green reiterated that there was a need to paint a factual narrative and a need to hear positive stories regarding returning citizens. He aspires to shrink to zero time from incarceration to work. There is a need to change the narrative in the talent message to the business community.

GWDB member Marty Schwartz, also chair of the Second Chance Coalition for the GBC, communicated the need to educate employers on the quality of these type of employees. More employers need to be brought to the table.

GWDB member Wanda Gispert indicated that this fall, MGM Resorts, in collaboration with Prince George's Community College, will be launching their culinary internship program.

Secretary Green referenced the Champions of Change program, out of Massachusetts, that highlights those out of incarceration doing incredible things. [In the chat, a weblink was provided: <https://www.cthallofchange.org/>.]

Chairman Dubin welcomed new GWDB members, most of whom have been appointed to the CTE Committee (all except for Perketer Tucker):

- Brian Cavey, Insulators and Allied Workers Local 24
- Judi Emmel, Consultant
- Dr. Deborea Montgomery, Baltimore County Public Schools
- Myra Norton, Arena
- Michael Thomas, Baltimore City Community College
- Perketer Tucker, MD Labor – Division of Workforce Development and Adult Learning (DWDAL)/Adult Learning

Chairman Dubin also announced two retiring GWDB members:

- Roya Mohadjer, Battelle
- Gary Murkock, Steamfitters Local 602

Chairman Dubin entertained a motion to approve the GWDB June 8, 2022, minutes. A motion was made and seconded. The minutes were approved.

Mr. DiGiacomo presented updates and announcements. He noted that the GWDB is sponsoring a reception at Junior Achievement of Central Maryland's new BizTown facility in Baltimore County on September 21, from 5:00 to 7:00 PM. In addition to GWDB members, the GWDB is inviting local board chairs and directors, as well as members of the Blueprint Accountability and Implementation Board (AIB). This will be an opportunity for informal networking and for seeing the new facility of Junior Achievement.

On September 13, the Maryland Workforce Association (MWA) will be hosting a state leaders happy hour reception at their Raising the Bar Conference at Maryland Live!.

#### **PRESENTATIONS:**

GWDB Director of Workforce Engagement Molly Mesnard presented regarding where the GWDB was with the Blueprint for Maryland's Future and Career and Technical Education (CTE). A CTE Committee has been created within the GWDB. All 11 members of the CTE Committee have been appointed. The GWDB will host the first CTE Committee meeting on Tuesday, October 4, virtually, in the afternoon. The Committee will work on its implementation plan, which is due March 15, 2023. The Committee officially

received a first budget this past July 1. A program manager and other contractual staff will be hired. A consultant will be hired to help draft the implementation plan. There will also be hiring of a youth apprentice, helping to get student input. Ms. Mesnard and Mr. DiGiacomo recently met with all 13 local workforce boards regarding the CTE Committee and the piece of legislation impacting them. Local workforce boards will be providing career counseling and working with local school systems. Implementation will be locally driven (exactly how is vague in the legislation). Everyone's input will always be valued.

Chairman Dubin indicated that with CTE policy and implementation within the GWDB, he was proud of GWDB leadership and their increased responsibility. This effort is in keeping with the GWDB mission of full employment for all Marylanders.

Next, Mr. DiGiacomo introduced a presentation from the Baltimore Area Council of the Boy Scouts of America regarding connecting young adults to regional employers. The presenters were Kenn Miller, Scout Executive and CEO, and Frank Stueber, with PSA Insurance and a Council Board Member. Their organization covers a five county area, and the organization is going into 429 schools to recruit Scouts. There have been 14,000 youth serviced. The young people in Scouts are very diverse. There are 21,000 Scout alumni in the 5 county area, some of whom are in the C-Suite with large government contractors. An alumni director has been hired. Alumni are connected with Scouts which helps connect the young Scouts to the workplace. There are mentorship conversations and connections to job opportunities. Many Scouts achieve leadership positions in three to five years after attaining employment. There is an active alumni association through the Baltimore Area Council of the Boy Scouts. The organization expects to establish more Corporate Partners and internships. There is also partnership with local colleges and universities.

GWDB member Rona Kramer indicated that she is a former Scout. She would like to see the Scout employer program expand beyond the private sector into the public service sector/government.

GWDB member Jennifer Sproul, from the Maryland Center for Construction Education and Innovation (MCCEI), communicated that with the Built Careers, there are resources they can share with the Scouts in terms of career exploration.

Mr. DiGiacomo thanked the presenters for their presentation in helping get the word out about Scout programming.

Chairman Dubin asked for a motion to adjourn the meeting. The meeting adjourned at 4:40.

Submitted by:

Kenneth Lemberg