



GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD

# 2021 Annual Report

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**Louis M. Dubin**, *Chair*  
Governor's Workforce Development Board

**Michael R. DiGiacomo**, *Executive Director*  
Governor's Workforce Development Board

**Larry Hogan**, *Governor*  
**Boyd K. Rutherford**, *Lt. Governor*

**Tiffany Robinson**, *Secretary*  
Maryland Department of Labor



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February 24, 2022

**The Honorable Larry Hogan**  
State House  
100 State Circle  
Annapolis, Maryland 21401

**The Honorable Bill Ferguson**  
President  
Senate of Maryland  
State House, H-107  
Annapolis, Maryland 21401

**The Honorable Adrienne A. Jones**  
Speaker  
Maryland House of Delegates  
State House, H-101  
Annapolis, Maryland 21401

**Re: Report Required by Labor and Employment Article § 11-505(f) (MSAR # 10805) and Executive Order 01.01.2015.19 (MSAR # 10704)**

Dear Governor Hogan, President Ferguson, Speaker Jones, and the Citizens of Maryland:

The Governor's Workforce Development Board (GWDB) is pleased to share with you the 2021 Annual Report highlighting events and accomplishments for the period of January 1, 2021, through December 1, 2021. Under the leadership and direction of Governor Larry Hogan, the GWDB continues its commitment to utilize innovative and collaborative strategies to address Maryland's workforce needs in the 21st century.

The GWDB is a business-led board of 57 members, who represent a diverse group of industry, community, and state leaders that correspond with Maryland's population and economic development. Over 2021, the GWDB worked closely with business leaders and stakeholders to continue to meet the changing landscape as a result of the COVID-19 pandemic. The GWDB would like to recognize the continued efforts of our private and public sector partners and we wish to express our sincere appreciation for their support and collaboration. We look forward to working with you and supporting our vision for workforce development in Maryland.

Sincerely,

*Louis M. Dubin*  
Louis M. Dubin  
Chair, GWDB

*Michael R. DiGiacomo*  
Michael R. DiGiacomo  
Executive Director, GWDB

SF/sa

**cc: Sarah Albert, Department of Legislative Services (5 copies)**

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## EXECUTIVE SUMMARY

The Governor's Workforce Development Board (GWDB) is the governor's chief policy-making body for workforce development. The GWDB is a business-led board of 57 members who work to address the challenges of Maryland's workforce needs in the 21st century. Members include the governor, cabinet secretaries, college presidents, the state superintendent of schools, elected officials, labor representatives, nonprofits, and per the Executive Order, a majority of the board must be business representatives.

The COVID-19 pandemic has impacted much of the workforce and the GWDB continues to work with our partners in State and local agencies, businesses, education, and community stakeholders to address these challenges. Ensuring businesses are supplied with the skilled workforce required to compete in global and local economies is central to GWDB's strategic vision.

The GWDB partners closely with educators and the Maryland State Department of Education (MSDE) to ensure that Maryland students have access to a diverse and high quality Career and Technical Education (CTE) system necessary for employment and success in the future workforce. Over 2021, the GWDB initiated the implementation of the relevant legislative priorities as outlined in the *Blueprint for Maryland's Future*, which establishes a CTE Committee within the GWDB. The GWDB is working with a variety of stakeholders and MSDE to create an education and workforce pipeline that proactively addresses career demands in Maryland.

In order to ensure all Marylanders have equal opportunities in the workforce, the GWDB continues to work with stakeholders to align industry-driven approaches aimed at reducing disparities across race, disability, income, or gender. The GWDB continues enhancing various strategic initiatives in the areas of Maryland's in-demand industries, including manufacturing and skilled trades, healthcare and life sciences, hospitality and food services, and cybersecurity and information technology.

The GWDB oversees Maryland's 13 Local Workforce Development Boards. Over 2021, the GWDB assisted in the reviewing and approving of the local and regional workforce development board four-year plans. Throughout the pandemic, Maryland's 13 local boards continued to serve thousands of job seekers, businesses, and youth with their workforce needs. All of the local boards offer a variety of virtual programming and in-person services and continue to serve as access points for businesses and jobseekers.

Looking ahead to 2022, the GWDB will continue to respond to the needs of Maryland's jobseekers and businesses in addressing the outcomes of the changing workforce landscape. The GWDB brings leaders together in order to better understand what employers need today to develop strategies that target Maryland's future. This approach will be necessary in aligning a CTE system that provides the education and training reflective of industry and employer demands.

# OVERVIEW

The Governor’s Workforce Development Board (GWDB) is comprised of 57 members representing business, workforce, and state agencies. We serve as ambassadors for Maryland’s business community and further advise the Governor and the workforce system on the workforce development and training needs of Maryland’s businesses.

## Mission

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

## Vision

A Maryland where every person maximizes their career potential. This vision includes:

- Aligning businesses, the workforce system, and economic development interests in Maryland;
- Creating a well-integrated, coordinated, and collaborative system across agencies, institutions, and local areas;
- The preservation and expansion of Maryland’s highly educated workforce; and
- The creation of opportunities for all Maryland residents to succeed in the workforce.

## Guiding Principles

To accomplish its mission, the GWDB has developed the following guiding principles:

- Maintain a business-driven and customer-focused approach;
- Utilize innovative approaches by integrating technology and identifying new business models;
- Move beyond compliance and embrace a culture of continuous and measurable improvement; and
- Continue to deepen relationships between workforce and business stakeholders.



# BOARD MEMBERS

The Governor’s Workforce Development Board (GWDB) is a private sector-led board of 57 members, the majority of whom represent the business community, as mandated by the Workforce Innovation and Opportunity Act (WIOA) of 2014 and the Executive Order 01.01.2015.19. The GWDB members are appointed by the Governor and are key leaders from across the state representing business, education, labor, community-based organizations, and government. GWDB members are a diverse group of leaders and ambassadors, ensuring that the recommendations from the board are representative of Maryland’s diverse population and top industries.

## Government Members

The following members serve based on the membership requirements of the Executive Order and WIOA. The Governor appoints cabinet secretaries and two chief elected officials. The Maryland General Assembly leadership appoints one state senator and one delegate.

**Hon. Lawrence J. Hogan, Jr., Governor**

**Sam J. Abed**  
*Secretary*  
Maryland Department of Juvenile Services

**Hon. Vanessa Atterbeary**  
*State Delegate*  
Maryland House of Delegates

**Carol Beatty**  
*Secretary*  
Maryland Department of Disabilities

**Hon. Joanne C. Benson**  
*State Senator*  
Maryland Senate

**Gavin Buckley**  
*Mayor*  
City of Annapolis

**Mohammed Choudhury**  
*State Superintendent of Schools*  
Maryland State Department of Education

**Scott Dennis**  
*Assistant State Superintendent, Division of Rehabilitation Services*  
Maryland State Department of Education

**James D. Fielder**  
*Secretary*  
Maryland Higher Education Commission

**Terry R. Gilleland, Jr.**  
*Director, Office of Adult Education & Literacy Services, Division of Workforce Development & Adult Learning*  
Maryland Department of Labor

**Robert L. Green**  
*Secretary*  
Maryland Department of Public Safety and Correctional Services

**Rona E. Kramer**  
*Secretary*  
Maryland Department of Aging

**George W. Owings, III**  
*Secretary*  
Maryland Department of Veterans Affairs

**Lourdes R. Padilla**  
*Secretary*  
Maryland Department of Human Services

**Tiffany P. Robinson**  
*Secretary*  
Maryland Department of Labor

**Edward C. Rothstein**  
*Commissioner*  
Carroll County Commissioners Office

**Kelly M. Schulz**  
*Secretary*  
Maryland Department of Commerce

## Community Workforce Members

Maryland's workforce system is dependent on a network of community and workforce leaders to provide innovative services, education and training resources, and services that support the needs of jobseekers. Governor Larry Hogan has selected a diverse representation of community and workforce leaders with a proven track record of delivering quality services to Maryland's jobseekers and businesses alike.

**John D. Barber, Jr.**  
*President of Local 177*  
 Northeast Regional Council  
 of Carpenters

**Jennifer W. Bodensiek**  
*Chief Development Officer*  
 Junior Achievement of  
 Greater Washington

**Andrea E. Chapdelaine**  
*President*  
 Hood College

**Michelle Day**  
*Director*  
 Frederick County Workforce  
 Services  
*President, Maryland*  
*Workforce Association*

**Sandra Kurtinitis**  
*President*  
 Community College of  
 Baltimore County  
*rep. Maryland Association of*  
*Community Colleges (MACC)*

**Gary E. Murdock**  
*Training Director*  
 Steamfitters Local 602

**Anton P. Ruesing, V**  
*Executive Director*  
 International Union of  
 Painters and Allied Trades  
 Finishing Trades  
 Institute

**Lisa Rusyniak**  
*President & CEO*  
 Goodwill Industries of the  
 Chesapeake, Inc.

**Martin "Marty" Schwartz**  
*President*  
 Vehicles for Change



*Dr. Kurtinitis, GWDB member and President of the Community College of Baltimore County, presenting at the board's quarterly meeting in December 2021.*

## Business Members

The Executive Order and WIOA state that a majority of the members shall be owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority. These hand-picked business leaders are established advocates for Maryland's workforce from key foundational and emerging industries critical to Maryland's growth.

**Louis M. Dubin**  
*Board Chair*  
Managing Partner  
Redbrick LMD

**Christopher Sachse**  
*Board Vice Chair*  
CEO  
Think|Stack

**A. Ferris Allen, III**  
*Thoroughbred Horse Trainer*  
Warwick Stable

**Mick Arnold**  
*President*  
Arnold Packaging

**Marco V. Ávila**  
*Director, Civil Engineer,  
Program Manager*  
WSP

**Alice A. Blayne-Allard**  
*Owner*  
The Phoenix Group ABA

**Gary E. Bockrath**  
*Consultant – Operational &  
Financial*

**E. Katarina Ennerfelt**  
*President/CEO*  
ARCON Welding Equipment,  
LLC

**Wanda Smith Gispert**  
*Regional Vice President,  
Workforce Development*  
MGM Resorts International

**Steven W. Groenke**  
*CEO*  
Storbyte, Inc.

**Kevin D. Heffner**  
*President & CEO*  
LifeSpan Network

**Stacey Herman**  
*Director, Neurodiversity and  
Community Workforce  
Development*  
Kennedy Krieger Institute

**W. Marshall Knight, II**  
*Associate*  
Kimley-Horn and Associates

**Larry Letow**  
*President*  
CyberCX

**Carl Livesay**  
*Vice President Operations*  
Maryland Thermoform  
Corporation

**Aminah "Amie" J. Long**  
*Human Resources Director*  
Chaney Enterprises

**Roya Mohadjer**  
*Director*  
Battelle

**Stephen W. Neal**  
*President/CEO*  
K. Neal International Trucks,  
Inc.  
K. Neal Idealease

**Rodney Oddoye**  
*Sr. Vice President,  
Governmental, Regulatory &  
External Affairs*  
Pepco Holdings, Inc.

**Charles A. Ramos**  
*Consultant*

**James A. Sears, Jr.**  
*President, Maryland  
Operations*  
Potomac Edison

**Gerald M. Shapiro**  
*President*  
Shapiro & Duncan, Inc.

**Leslie R. Simmons**  
*Executive Vice President*  
LifeBridge Health

**William E. Simons**  
*Senior Vice President*  
Coakley & Williams  
Construction, Inc.

**Michelle B. Smith**  
*President & CEO*  
1st Choice, LLC

**Teaera Strum**  
*CEO*  
Strum Contracting  
Company, Inc.

**Charles T. Wetherington**  
*President*  
BTE Technologies, Inc.

**Michelle J. Wright**  
*President*  
Certus Consulting, LLC

**Charnetia V. Young**  
*National Business  
Development Manager*  
CVS Health

# WORKFORCE INNOVATION AND OPPORTUNITY ACT

The Workforce Innovation and Opportunity Act (WIOA), which took effect July 1, 2015, is the federal law that governs state workforce systems and is designed to integrate services to support both businesses and jobseekers through strategic cross-sector partnerships. WIOA supports innovative strategies to keep pace with changing economic conditions and seeks to improve coordination between WIOA and other federal programs that support employment services, workforce development, education, vocational rehabilitation, human services, and economic development. Through Maryland's 32 American Job Centers (AJCs), WIOA works to prepare a trained and competitive workforce to meet the demands of employers and the labor market.

To establish the high quality network envisioned under WIOA, in 2016, Governor Larry Hogan directed relevant Maryland agencies to jointly develop the State's workforce plan. [Maryland's 2020-2024 WIOA State Plan](#) maps out the state's strategic and operational blueprint for connecting Maryland employers with the talent their businesses need to thrive and reach jobseekers with high quality career services. The State Plan was collaboratively developed by Maryland's Department of Labor, the Department of Human Services (DHS), the Maryland State Department of Education (MSDE), and the Governor's Workforce Development Board (GWDB), with extensive stakeholder engagement.

As a result of the COVID-19 pandemic, Maryland's employment landscape has evolved, with increased demand in some sectors and a decline in others. The pandemic resulted in an increased volume for the Maryland Department of Labor's Division of Unemployment Insurance and additional needs for targeted services to support jobseekers and businesses. In response to this new landscape, Maryland's WIOA State Plan partners worked collaboratively to bolster the workforce system. The GWDB worked closely with the Division of

Unemployment Insurance to support their initiatives and disseminate information to business partners as they navigated the changing landscape. The GWDB continued to collaborate on a media campaign to promote the **Unemployment Insurance Work Sharing** layoff aversion program. Employers who participate in Work Sharing can retain employees by temporarily reducing the hours of work, while the employees will receive partial unemployment insurance benefits to supplement lost wages. Work Sharing



mitigated some of the adverse effects of the economic crisis by keeping businesses connected to their employees and ensuring employees continued to receive compensation.

The GWDB partners closely with the Maryland Department of Labor's Division of Workforce Development and Adult Learning (DWDAL), which is responsible for the administration of WIOA Title I, Title II, and Wagner-Peyser programs. The GWDB works with DWDAL in promoting various workforce development programs and funding, including registered apprenticeship, youth apprenticeship, the Employment Advancement Right Now (EARN) state workforce grant, the incumbent training matching program Maryland Business Works, Maryland Workforce Exchange's (MWE) online database for jobseekers and businesses, and management of the Eligible Training Provider List (ETPL), which provides consumers with detailed information on career and training options suitable to their interests and goals.

## Benchmarks of Success for Maryland's Workforce System

Under Governor Larry Hogan's leadership, the *Benchmarks of Success for Maryland's Workforce System* was introduced in 2018. The Benchmarks reflect a shared vision of excellence among the state's workforce system partners and provides a strategic tool for continuous improvement. As Maryland seeks to strengthen and enhance its workforce system through WIOA, success requires a commitment to innovation, collaboration, and readiness to take a true systems approach. In order to guide the WIOA partners in this work, the Benchmarks sets forth a clear vision, goals, and measurable achievements that will help Maryland gauge its success. Partners use the Benchmarks of Success as a framework, guiding the shared goals and activities of the WIOA system. This allows partners to think systematically about how workforce services are delivered, whether services are reaching priority populations, and where to eliminate existing gaps to build a more prepared, responsive workforce for Maryland's businesses and those rebuilding from the pandemic.

The Chair of the GWDB, Louis Dubin, supported by GWDB staff, is a member of the Benchmarks **Executive Steering** committee, which provides strategic leadership for the Benchmarks implementation and oversees the actions of the five subcommittees: WIOA Alignment; Communications; Data and Dashboard; Policy; and Professional Development and Technical Assistance. In addition to participating in the **WIOA Alignment** group, which oversees and coordinates the activities of the Benchmarks subcommittees, the GWDB staff are also members of both the **Communications** and **Policy** subcommittees.

The **Communications** committee facilitates external communication, including a monthly newsletter that reaches thousands of frontline staff working in partner agencies that comprise Maryland's workforce system. The central aim of the Benchmarks of Success newsletter has been to build system cohesion and introduce staff to new opportunities to leverage and integrate all of the available resources. Staff empowered with this information are better equipped to support shared customers in meeting their employment and staffing goals.

The **Policy** committee identifies opportunities which support the Benchmarks implementation through recommendations and reform. During 2021, the Policy committee focused on best practices with the mostly virtual operations of the workforce system during the COVID-19 pandemic, with an anticipated recommendations report to be developed in 2022.

The Benchmarks **Professional Development and Technical Assistance** (PDTA) committee is developing a *Benchmarks of Success* training series, which started rolling out to state workforce staff in early 2021. The GWDB worked with the PDTA committee to develop a video to give an overview of the GWDB to workforce staff, which was released in June 2021 as the third module in the series.



At the GWDB March 2021 board meeting, the Benchmarks **Data and Dashboard** committee presented a quarterly data review snapshot of the current state of Maryland's workforce system via enrollment data and demographics for 2020. The charts presented data from: Maryland Department of Labor Titles I, Title II, Title III; Maryland Department of Human Services Temporary Assistance for Needy Families (TANF); and the Maryland Division of Rehabilitation Services (DORS) Title IV. The Data and Dashboard committee continues to update the charts quarterly to provide to board members.

## STRATEGIC INITIATIVES

The Governor's Workforce Development Board (GWDB) brings important leaders together to better understand what skills employers need today in order to develop strategies that target Maryland's in-demand industries. The GWDB recognizes the phenomenal efforts taking place across the state, and as such, initiates collaboration with multiple partners and promotes successful initiatives, resulting in greater awareness and use of the statewide workforce development system. These strategic initiatives include a focus on diversity, equity, and inclusion, and specific industry initiatives in the areas of advanced manufacturing and skilled trades, cybersecurity and information technology, healthcare and life sciences, and hospitality and food services. Interlaced within all of these initiatives is education and the necessity of training and preparing Maryland's future workforce to be globally competitive for the jobs of the 21st century.

### Education

Recognizing the importance of educating the future workforce with the skills that businesses are looking for, the GWDB has a long standing mission to bring employers and educators together to best strategize curriculum, exposure, and training for Maryland students. The GWDB actively engages representatives from the workforce system and Career and Technical Education (CTE) to facilitate the growth and improvement of education programs that meet industry needs. The GWDB works closely with the Maryland State Department of Education (MSDE) and other key stakeholders to ensure ongoing alignment of Maryland's CTE system with in-demand careers.

During the Maryland General Assembly legislative session of 2021, House Bill 1300 - ***Blueprint for Maryland's Future*** - became law per Maryland Constitution, Chapter 36 of 2021. The Blueprint is aimed to expand school programs so that all Marylanders have access to a world-class education. This includes expanded early childhood education, high quality and diverse teachers and teacher preparation, more resources for students, students meeting College and Career Readiness (CCR) standards by the end of tenth grade, and the creation of the



*GWDB staff with the Frederick County CTE Advisory Council*

Accountability and Implementation Board (AIB), which is an independent body overseeing the implementation of the *Blueprint*.

Within the *Blueprint* is a component establishing a Career and Technical Education (CTE) Committee within the GWDB. The purpose of the CTE Committee is to build an integrated, globally competitive framework for providing CTE to Maryland students in public school, institutions of postsecondary education, and the workforce. The CTE Committee goal as written in the statute is that by the 2030-2031 school year, 45% of high school students shall complete a youth apprenticeship or an industry-recognized occupation credential before graduation.

As the legislation is quite prescriptive in the representation of CTE Committee members, the GWDB canvassed and interviewed board members that best fit the required criteria, who also expressed a passion for CTE. The GWDB made recommendations to the Governor, President of the Senate, and the Speaker of the House on a selection of members for consideration who provide a wealth of knowledge and diverse experience as collective representatives of employers, industry associations, labor organizations, community colleges, the agricultural community, and CTE.

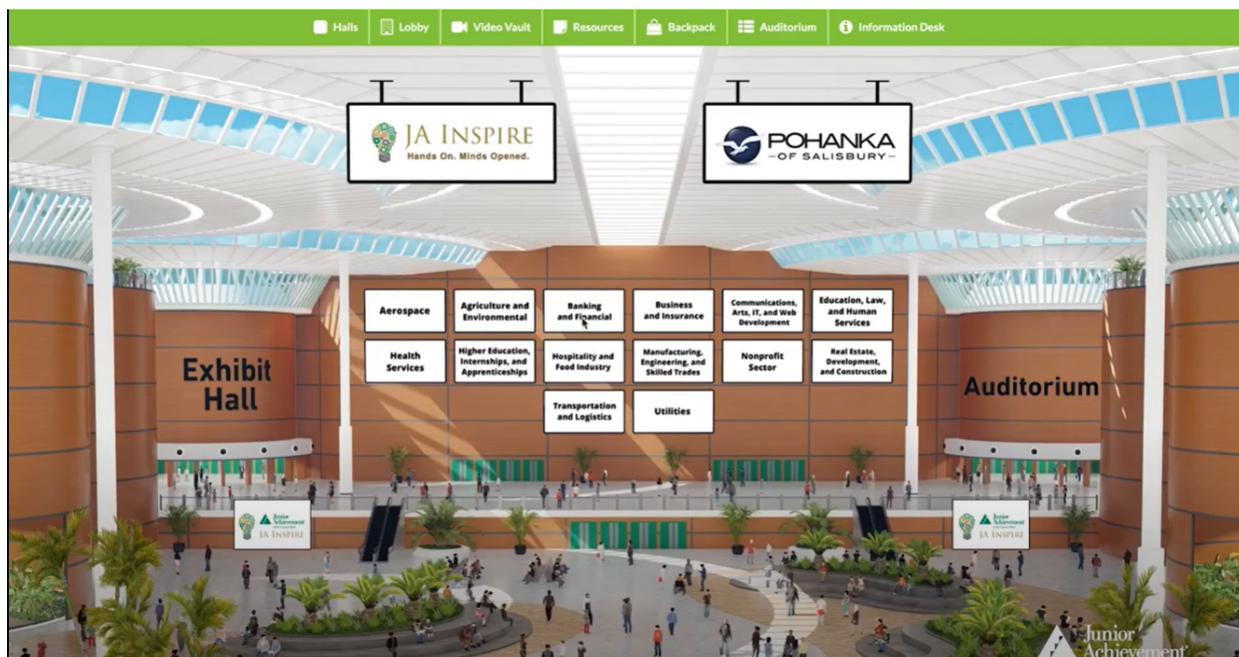
The **CTE Committee** is a unit within the GWDB and shall be composed of the following GWDB members:

1. State Superintendent of Schools
2. Secretary of Higher Education
3. Secretary of Labor
4. Secretary of Commerce
5. Chair of the CTE Skills Standards Advisory Committee
6. The following six members jointly selected by the Governor, the President of the Senate, and the Speaker of the House, who collectively represent:
  - a. Employers
  - b. Industry or trade associations
  - c. Labor organizations
  - d. Community colleges
  - e. The agricultural community
  - f. Experts in CTE programming

The GWDB has been working closely with our partners at the Maryland State Department of Education (MSDE) Division of Career and College Readiness to implement the requirements of the *Blueprint*. The GWDB will continue working with MSDE and business and industry leaders to establish the CTE Committee and build a CTE system that offers a sequence of courses, career development, and work experience to prepare students to develop the critical thinking, problem solving, employability, and technical skills required to meet the workforce and economic development needs of the 21st century.

In addition to meeting the requirements as outlined in the *Blueprint for Maryland's Future*, the GWDB continues to engage with additional education focused strategic initiatives. The GWDB is on the **Maryland CTE Advisory Committee**, organized in collaboration with the **Maryland Business Roundtable for Education** (MBRT) and MSDE. The Committee provides guidance and direction for the statewide system of CTE, and in addition to the GWDB, includes members from the Maryland Department of Labor, Maryland Chamber of Commerce, economic development, local school systems, postsecondary institutions,

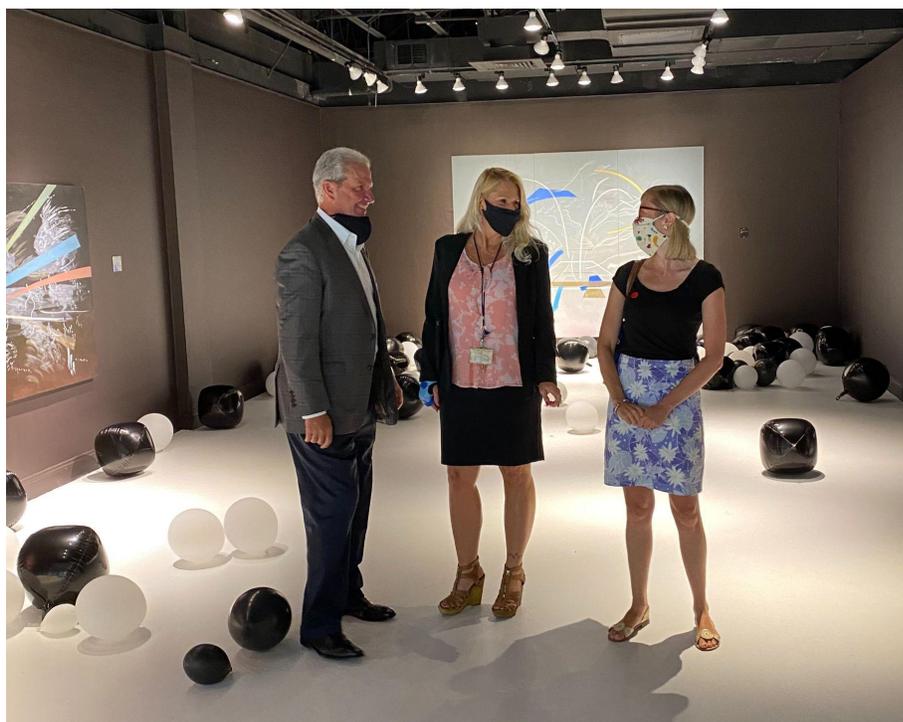
Maryland Higher Education Commission, Maryland Career and Technical Administrators Association, and representatives that serve special population students as defined in Perkins V.



**Junior Achievement** is a volunteer-delivered, K-12 program that fosters work-readiness, entrepreneurship, financial literacy skills, and uses experiential learning to inspire students nationwide to dream big and reach their potential. The GWDB partners with both Junior Achievement of Central Maryland and Junior Achievement of the Eastern Shore on multiple initiatives to engage students in learning more about future workforce opportunities in Maryland. In February 2021 and November 2021, the GWDB sponsored Junior Achievement of Central Maryland's virtual *JA Inspire* experience. This dynamic career development experience gives middle school students from Baltimore City, Baltimore County, and Howard County access to high-growth careers and area employers, post-secondary education opportunities, and interactive career activities. Students use the virtual platform to explore dozens of careers from Maryland's most in-demand fields, connect with professionals from some of the region's most prominent employers, and learn about the skills and coursework needed for in-demand jobs, ultimately empowering students to connect their own interests with a variety of career opportunities. In March 2021, Junior Achievement of the Eastern Shore held their virtual *JA Inspire* event, which was attended by 3,000 eighth grade students from seven counties across The Shore. The platform was later opened up to another 3,000 high school students and adults to attend and explore the invaluable career content provided. The GWDB's vice chair, Chris Sachse, recorded a video for the Eastern Shore *JA Inspire* event about the skills needed to work in the cybersecurity industry.

As a result of the **Career Preparation Expansion Act**, Chapter 695 of 2017 (see Education Article § 21-205, Annotated Code of Maryland), the Maryland Longitudinal Data System (MLDS) Center and the GWDB are required to produce an annual report on the outcome of

Maryland high school graduates five years after graduation, including information on wages earned, hours worked per week, and the industry in which the individuals are employed. The GWDB organized a webinar in January 2021 with MLDS to provide Local Workforce Development Board chairs and vice chairs an in-depth understanding of the 2020 report and its findings. In December 2021, the GWDB also reviewed and provided feedback for the [2021 Career Preparation Expansion Act](#) report, which was provided to the Governor and General Assembly. The 2021 report provides a thorough analysis to understand workforce outcomes for the 2015 cohort of Maryland high school graduates. The purpose of the report is to quantify how high school graduates are doing during the early stages of their careers. In the 2021 report, the impact of the economic shutdown on wage visibility for this cohort was drastic as wage visibility was reduced by almost 30% compared to the 2014 cohort in last year's report. The first five years after high school is traditionally the time when high school graduates engage in college, and that is certainly the case with the cohort analyzed for this report. Notably, 76% of the high school graduates had or continue to have some involvement with college during the first five years after high school. Also consistent with prior reports, the median quarterly wages are higher for those with a college degree than those without. The last reporting requirement is to identify the top industries in which the high school graduates are employed. As with prior reports, five years after high school, the sector with the largest percentage of high school graduates was again Trade, Transportation, & Utilities (29%). The association between education and workforce outcomes is of critical importance and highlighted throughout the report.



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*GWDB staff (from left to right: Mike DiGiacomo, Darla Henson, and Molly Mesnard) visit a student art gallery at the Community College of Baltimore County (CCBC) in Catonsville.*

## Diversity, Equity, and Inclusion

An essential function of the GWDB is the promotion of a workforce that reflects the diversity of the state of Maryland. Marylanders from different demographics, including minorities, disadvantaged workers, immigrants, individuals with disabilities, older individuals, returning citizens, refugees, veterans, and young adults, must be included in all of Maryland's multi-pronged, strategic workforce development plans. Maryland has a diverse network of community-based organizations serving the populations experiencing inequities in workforce development. The GWDB remains committed to working with partners from various industries, education, and state agencies to ensure economic growth and opportunity for all.

Since 2020, the GWDB has participated in a monthly collaborative, called *Lunch with Leaders*, organized by the Maryland **Association of People Supporting Employment First** (APSE). APSE is a membership organization with the purpose of improving employment outcomes for people with disabilities. The Maryland APSE chapter launched *Lunch with Leaders* as a platform for professionals and leaders to share news, experiences, and efforts on a wide variety of topics that impact individuals with disabilities. Attendees can hear from a variety of experts in the field, including representatives from the Maryland Department of Disabilities, Maryland State Department of Education's Division of Rehabilitation Services (DORS), Maryland Department of Commerce, the Arc, Kennedy Krieger Institute, and the GWDB on behalf of the Maryland Department of Labor.

The **Kennedy Krieger Institute**, which is located in Baltimore, is an internationally recognized institution dedicated to improving the lives of children and young adults with pediatric developmental disabilities and disorders of the brain, spinal cord and musculoskeletal system, by offering patient care, special education, research, and professional training. The GWDB works closely with board member Stacey Herman, the Director of Neurodiversity and Community Workforce Development at the Kennedy Krieger Institute, where she oversees the **Project SEARCH** program. Project SEARCH is an international network of sites with the primary objective of securing competitive employment for people with disabilities. The GWDB participated in Maryland's Project SEARCH 2021 conference, which brought together business partners, adult service providers, school program representatives, DORS, the Maryland Developmental Disabilities Administration, and leaders of organizations from across Maryland to discuss innovative practices and expand programming opportunities. Additionally, GWDB staff also participates in meetings of Kennedy Krieger's Business Advisory Council.

At the GWDB's June 2021 quarterly board meeting, the Maryland State Department of Education's Division of Early Intervention and Special Education Services presented their vision to enhance the **Maryland Certificate of Program Completion** (MCOPC) with endorsements that will provide added value to students with disabilities. Three GWDB members volunteered to join the Work-Ready/Career/Employment Endorsement task force to provide the perspective of what endorsement criteria would be of value to employers.



*Maryland's Project SEARCH 2021 conference attendees*

Created in 2016, the **Maryland Skilled Immigrant Task Force** is a consortium of stakeholders that seek to leverage the skills that foreign-trained professionals bring to the U.S. in order to meet local job market demand. The task force consists of representatives from the Maryland Department of Human Services, the Maryland Department of Labor, community colleges, refugee resettlement agencies, American Job Centers, the Governor's Office of Community Initiatives, and other immigrant-serving organizations. During 2021, GWDB staff continued to be an engaged member of the task force, including providing input on business engagement and input to a skilled immigrant grant program advisory board in Howard County. The GWDB staff served on two Skilled Immigrant Task Force workgroups: Business Engagement and Career Pathways Guide. The Career Pathways Guide workgroup seeks to produce publications that help guide immigrants into high-growth, high-demand careers in select industry sectors. This workgroup began with an Engineering career guide several years ago and is now focusing on a Healthcare career guide. The Business Engagement workgroup, for which GWDB staff co-chairs, seeks to build employer relationships and recognize employers who have assisted skilled immigrants in the workforce, through outreach, hiring, retaining, and engaging with immigrant workers.

Advocating for returning citizens by connecting individuals with a criminal record to sustainable employment is a top priority of the GWDB. The GWDB serves as an ex officio member of the **Correctional Education Council (CEC)**. The CEC was established in 2008 to oversee the implementation of the Maryland Department of Labor's Correctional Education program, with the mission to provide incarcerated individuals with high-quality services that facilitate a successful transition into Maryland's workforce and communities. The CEC works collaboratively with the business community to develop employment opportunities

that will allow returning citizens to use the skills they obtained while incarcerated. Primary achievements of correctional education in 2021 include: an enhanced classroom learning experience through the expansion of providing tablets that are preloaded with curriculum; providing quality instruction throughout the pandemic; and the passing of the Maryland Department of Labor's departmental bill, Senate Bill (SB) 86, which increased the mandatory school requirement for non-exempt inmates from 120 calendar days to 240 calendar days, or until a Maryland high school diploma is achieved.

The nonprofit **Vehicles for Change** awards donated cars to low-income families and also operates a Full Circle Auto Repair and Training Center, which trains returning citizens to become skilled auto mechanics by providing Automotive Service Excellence (ASE) classroom training as well as hands-on training under the supervision of a master mechanic. At the completion of this program, 100% of graduates are immediately hired within the automotive industry. The GWDB continues to work closely with board member Martin Schwartz, President of Vehicles for Change, to promote hiring returning citizens and support initiatives focusing on access to transportation.

GWDB staff have also been represented on the Barriers to Employment Task Force of the Community Lawyering Initiative of **Maryland Legal Aid**, a nonprofit law firm with services provided throughout Maryland. The Task Force is concerned with removing employment barriers for returning citizens and other populations.

Maryland House Bill 923, Chapter 705 (2019), established the **Task Force to Study Transportation Access** to review information, findings, and provide a report of recommendations to improve transportation access. The purpose of the Task Force, for which the GWDB was an ex officio member of, is to study and make recommendations so that individuals and families in Maryland without access to public transportation or use of a personal vehicle could have improved access to: employment; training and education opportunities; health and rehabilitation services, including nonemergency medical services; and other social services. On December 1, 2021, the Task Force submitted a final report of its findings to the Governor and the General Assembly with the following recommendations:

1. Expand independent transit access and mobility through the expansion of vehicle access programs and the consideration of low-cost auto insurance programs, targeting areas with the highest uninsured rates.
2. Improve efficiency and capacity within assisted transit access through the improvement of on-demand paratransit programs for people with disabilities and the improvement of collaboration between medical transportation providers.
3. Close the access gap with different types of transit modes through the creation and promotion of ridesharing and the investment in "pooling."
4. Increase accessibility and utilization of existing mass transit access through increasing outreach and transparency.

The GWDB provides staff support for the **Maryland Equal Pay Commission**, which is housed under the Maryland Department of Labor's Division of Labor and Industry. The

Commission, created through the state legislature, is responsible for researching wage and equity disparities across protected groups, such as gender, and providing recommendations on how to address equal pay issues. In 2021, there was an emphasis on how the COVID-19 pandemic has affected equal pay and equity issues, including patterns evident in unemployment data. Members of the Equal Pay Commission come from various public and private sector organizations, including: higher education/research, advocacy, labor, and business. The Commission provides a report of analysis and policy recommendations annually to the legislature.



*The GWDB and the Division of Workforce Development and Adult Learning (DWDAL) spoke on a panel at the Maryland Career and Technical Administrators (MCTA) fall leadership conference.*

## Advanced Manufacturing and Skilled Trades

The advanced manufacturing and skilled trades initiative focuses on aligning industry leaders and school representatives to ensure that Maryland students are aware of the opportunities in the manufacturing and skilled trades field, and that Career and Technical Education (CTE) in Maryland meets the training needs of these identified career opportunities. The GWDB collaborates with stakeholders for strategic outreach efforts to educate the future workforce, including students, parents, and young adults, of the excellent career opportunities available within the trade industry, as well as working with

the various education and training providers in these areas.

The GWDB has maintained a strong partnership and collaborated on efforts with the **Maryland Center for Construction Education & Innovation (MCCEI)** since its inception in 2009. MCCEI's mission is to develop, promote, and

A graphic for "Pathway Awards" featuring a red and white background. On the left is a portrait of Michael DiGiacomo, Executive Director of the Governor's Workforce Development Board. A quote next to his name reads: "Since appointed as Executive Director of the Governor's Workforce Development Board (GWDB) in 2015, Mike has led Maryland towards workforce-development-friendly policies and been a strong ally of the construction industry." Below the quote is a photo of a group of people at an event. On the right is a video call window with Jennifer Sproul, labeled as the "HOST". The Maryland Governor's Workforce Development Board logo is at the bottom center.

connect career opportunities in the built environment. Through an annual appropriation from the state of Maryland, MCCEI works with the Maryland Department of Labor and the GWDB on advancing and improving the built environment industry labor force. Michael DiGiacomo, Executive Director of the GWDB, was the recipient of the *Government Partner of the Year* award at the MCCEI 2021 Pathway Awards. The Pathway Awards were created to recognize the people, companies, and partners in the architecture, engineering and construction industry who embody the values of MCCEI and who have championed workforce development initiatives in the built environment over the past year.

The GWDB continues to regularly collaborate with the **Maryland Manufacturing Extension Partnership** (MD MEP), a nonprofit focused on growing and strengthening Maryland manufacturers, and the **Regional Manufacturing Institute** (RMI), which represents and advocates for the interests of manufacturers across Maryland by providing multiple programs and services.

In September 2021, the GWDB coordinated an in depth tour for Maryland Department of Labor Secretary Tiffany Robinson of **Arnold Packaging's** manufacturing space and their expansion into **Tradepoint Atlantic**. Mick Arnold, President of Arnold Packaging, is also a GWDB member and chair of the MD MEP. Arnold Packaging is a regional leader in packaging and productivity solutions for some of the country's best-known brands. Secretary Robinson and attendees toured Arnold's Packaging old facility and the construction site for their new facility at Tradepoint Atlantic, opening in 2022. Tradepoint Atlantic is a 3,300-acre business redevelopment project on the site of the former Bethlehem Steel mill, which closed in 2012. Tradepoint Atlantic is one of the largest dry docks on the coast, with direct access to the Port of Baltimore, major rail, highways, and deep-water berths, supporting over 10,000 new and permanent jobs. Sharing a portion of the space with Arnold Packaging will be Tegeler Construction & Supply, a women-owned and operated construction business. Following the tour, Secretary Robinson gave remarks to a gathering of 30 manufacturing, business, and local Government representatives at Tradepoint Atlantic.

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*Maryland Department of Labor Secretary Tiffany Robinson with GWDB member Mick Arnold and Arnold Packaging employees*





*Attendees of Arnold Packaging's tour from left to right: Mary Manzoni, Director of the Baltimore County Workforce Development Board; Jennifer Bodensiek, Chief Development Officer of Junior Achievement of Greater Washington; Mike DiGiacomo, Executive Director of the GWDB; Secretary Robinson; Chris Sachse, CEO of Think|Stack and GWDB vice chair; Molly Mesnard, Director of Workforce Engagement at the GWDB; Mick Arnold, President of Arnold Packaging.*

## Cybersecurity and Information Technology

Cybersecurity is a critical issue with the potential to impact our nation's government, defense, communications and financial systems. The COVID-19 pandemic, which forced many businesses to shift to remote work, further brought to the forefront the need for greater cybersecurity protection at many businesses and the critical shortage of cybersecurity professionals to meet this growing threat. The GWDB has focused its efforts on initiatives that engage the future workforce to incentivize more students to enter the field. The GWDB and stakeholders continued to collaborate with leaders and experts from businesses across multiple industries, education, and nonprofits to ensure education and instruction align with employer needs in the cybersecurity and IT field.

In accordance with Executive Order 01.01.2017.27, the GWDB developed the [\*\*Computer Science Education and Professional Development Findings Report\*\*](#), which was delivered to the Governor and members of the Maryland General Assembly in mid-2018. The report addressed how Maryland can more fully develop a workforce that meets the current and future demands of Maryland employers, and provide opportunities for all Marylanders to succeed. The GWDB remains committed to supporting and implementing the key recommendations from the report, which include: 1) hosting and promoting computer science public events; 2) recognizing formal and informal pathways to computer science careers; 3) increasing mentorship and coaching opportunities for youth; 4) increasing access to computer science courses; 5) growing computer science participation and interest among women and minorities; 6) developing a tech extension partnership program; 7) creating a Maryland computer science fellowship program; and 8) increasing awareness

among parents and students of the U.S. Government security clearance process. The full report can be found at [gwdb.maryland.gov/pub/gwdbcompsciirep.pdf](http://gwdb.maryland.gov/pub/gwdbcompsciirep.pdf).

Since 2019, the GWDB has partnered with Loyola Blakefield High School to support their initiative to utilize student-led training and mentoring to develop cyber programs across the globe. In October 2021, the **Loyola Blakefield Cyber Security Informatics** initiative held a celebration of their 10-year anniversary. The GWDB was in attendance, which connected many of the partners, employers, students, and alumni that have helped make this cyber initiative such a success. Additionally, the GWDB continues to sponsor Loyola's annual Cyber Competition for local high school students, which took place virtually in 2021.

In 2018, Maryland House Bill 280 - *Securing the Future: Computer Science for All* - established the **Maryland Center for Computing Education** (MCCE) and mandated that all Maryland public high schools offer a high-quality computer science course by the 2021-2022 school year. The GWDB regularly partners with the MCCE, serving on both the MCCE Steering Committee and the Cybersecurity Education Committee. The MCCE is designed to expand access to high-quality computing education for pre-kindergarten through grade twelve (P-12) by strengthening educators' skills and increasing the number of computer science teachers in elementary and secondary education. The MCCE also serves as a focal point for broader collaborative initiatives to increase the availability and quality of P-12 computing education across the state, including: stakeholder meetings and partnerships; teacher certification efforts; standards and curriculum development; innovative pedagogical research and practices; training and awareness for administrators, students, and parents; and coordinating with related national efforts. The MCCE assists local school systems and other partner organizations to increase student exposure to computing by supporting existing teachers, creating a pool of new computer science teachers, and developing educator resources. The MCCE has created the [Maryland Computing Education Dashboards](#) with data from the Maryland Longitudinal Data System (MLDS) Center to explore the changes in computing course enrollment of high school students and their post-graduation outcomes. Maryland is now the top state where computer science is offered as an option in every high school.

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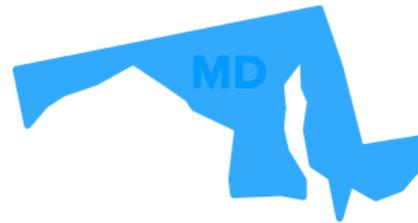
*Mike DiGiacomo, GWDB Executive Director, with Ed Mullin, CIO/Vice President at Think Systems, at the Loyola Blakefield Cyber Security Informatics event.*



The GWDB sits on the Employer Consortium with **Baltimore Cyber Range**, which provides comprehensive workforce development training and job placement in the IT/cybersecurity industry, targeting incumbent, underemployed and unemployed Maryland residents, particularly those located in the greater Baltimore metropolitan area. Baltimore Cyber Range utilizes its unique state of the art cybersecurity range to also train Maryland community college students and faculty. This training allows students to experience hyper realistic cybersecurity scenarios, providing exposure to professional techniques utilized by cybersecurity experts.

Since 2016, the GWDB has partnered with the SANS Institute to support the **CyberStart America** competition. CyberStart America is a free national program for high school students with the goal of uncovering hidden cyber talents and identifying and developing the next generation of cyber superstars. CyberStart’s immersive gamified learning platform can take students from zero cybersecurity knowledge to possessing the skills necessary to compete in national-level challenges in a matter of weeks, with the opportunity to earn college scholarships. The GWDB worked closely with the Maryland Department of Labor, Maryland State Department of Education (MSDE), and the SANS Institute to encourage high school students in Maryland to participate in this exciting opportunity through social media posts, newsletters, and direct engagement with school officials. Over 30,000 high school students across the country sought to qualify for the 2021 CyberStart America competition, and 5,000 advanced to the first round. Of those students, 600 performed well enough to earn the title National Cyber Scholars - with Maryland having 41 students qualify for this title. Maryland also had four Scholars with Honors, placing Maryland in joint second place for the highest number of Scholars with Honors. Scholars with Honors are the participants with the highest point scores across the whole competition, who were each awarded a \$3,000 college scholarship.

## CYBERSTART AMERICA



**No 2**

Maryland is joint second for highest number of Scholars with Honors



**1,131**

students discovered their talent



**162**

high schools & colleges engaged



**41**

scholarship recipients



**\$296,500**

scholarships & training awarded



**247**

Semifinalists



**24 Winners**

23 Finalists  
37 Scholars  
4 Scholars with Honors

In March 2021, Mike DiGiacomo, Executive Director of the GWDB, organized and moderated a panel for the **CyberMaryland** virtual conference. The panel, titled *From Formal Education to Lifelong Learning Cyber Opportunities*, provided an overview of how industry, government, and education are working together to meet the demand of this growing career path. Panelists included: GWDB vice chair Chris Sachse, CEO of Think|Stack; Megean Garvin, Director of Research and Assessment at the Maryland Center for Computing Education; Scott Nichols, Acting Coordinator of Career Programs, STEM, and Computer Science at the Maryland State Department of Education, Division of Career and College Readiness; and Bruce Spector, Chairman of the Board, Baltimore Cyber Range. The panel focused on the cybersecurity learning opportunities for youth and adults in Maryland, as well as the needed areas of growth, including teacher training, greater work-based learning opportunities, and the necessity of developing soft skills and critical thinking to be successful in cybersecurity.

The GWDB partners closely with the **Cybersecurity Association of Maryland, Inc. (CAMI)**, a statewide nonprofit organization that is dedicated to the growth of Maryland's cybersecurity industry. CAMI's strategy is to connect Maryland cybersecurity companies with businesses and government entities seeking cybersecurity products and services, as well as connect job seekers with Maryland cybersecurity jobs and resources for gaining the skills, education and certifications needed for these jobs.

The pandemic further highlighted the challenges of the growing digital divide and the need to support efforts engaging the underserved who do not have access to computers or the internet. At the GWDB March 10, 2021, quarterly board meeting, **PCs for People** Maryland presented to the board about their program to refurbish donated electronics from businesses and provide them to low-income individuals.

## Healthcare and Life Sciences

The healthcare and life sciences industry is one of the largest employer industries in the state, and the pandemic further highlighted the need to train and fill the jobs in this essential industry sector. The GWDB has focused on initiatives that provide both entry-level and incumbent workers with a clear and efficient career pathway to high-demand, high opportunity jobs in the healthcare environment through collaboration with education and community partners, including the **Maryland Tech Council**, which is the largest technology and life sciences trade association in Maryland, and the **Maryland Regional Direct Services Collaborative**.

The GWDB is a member of the **Maryland Regional Direct Services Collaborative** advisory board, which is a network of organizations and individuals working together to address the critical development and training issues affecting the frontline direct services workforce throughout Maryland and the District of Columbia. Over 2021, four major goals continued to guide the work of the Collaborative: improve wages and benefits; strengthen the training and education of direct services workers; enhance workforce supply; and evolve a strong working partnership with the corporate business community. During the 2021 Maryland

General Assembly legislative session, the Collaborative facilitated support for the passage of two bills impacting the direct care workforce. Maryland Senate Bill 307, *Direct Care Workforce Innovation Program*, will make \$250,000 available each year beginning in 2022 with \$50,000 matching grants to create successful recruitment and retention strategies that increase the number of direct care workers. The program will be administered by the Division of Workforce Development and Adult Learning (DWDAL) in the Maryland Department of Labor. Maryland Senate Bill 384, *Residential Service Agencies - Guidance and Reporting*, addressed the issue that affected most of Maryland's 30,000 personal care aides by correcting the misclassification of these workers as independent contractors. The Collaborative also organized a consortium of four Maryland community college representatives to initiate work on a proposed School of Aging Services, with the objective to develop new approaches to workforce training in aging services. Additionally, the GWDB assisted the Collaborative in establishing more working partnerships with the corporate business community, such as a presentation on the direct services workforce to HR Executive Edge, a think tank of HR leaders in the Baltimore metro region.

## Hospitality and Food Services

As one of the most impacted industries by the pandemic, addressing the needs and changing landscape of the hospitality and food services industry is a priority of the GWDB. The GWDB continues to work with partners at the **Restaurant Association of Maryland Education Foundation** and the **Maryland Hotel Lodging Association**.

The GWDB is a member of **FoodWorks Employer Advisory Council**, which provides insight with respect to the Maryland Food Bank's workforce development culinary training program. The GWDB facilitated the connection of FoodWorks to build a registered apprenticeship model and initiated conversations with Local Workforce Development Boards on the Eastern Shore in preparation for FoodWorks expansion into Wor-Wic Community College.



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*GWDB staff meeting new board member A. Ferris Allen, a thoroughbred horse trainer, at Laurel Park.*

## Additional Engagement

In addition to the strategic initiatives in various industry sectors, the GWDB continues to collaborate and enhance business-building partnerships that support various workforce development initiatives across the state and region. The GWDB staff are active participants in numerous committees, workgroups, and boards that develop workforce solutions and are instrumental to ensuring that Maryland's various agencies and organizations are working together. The GWDB staff also participates in a number of relationship building and information gathering opportunities with the **Maryland Economic Development Association (MEDA)**, **Maryland Association of Counties (MACo)**, and the **Employment and Training Administration (ETA)** of the U.S. Department of Labor.

In addition to collaborating with the **Maryland Longitudinal Data Systems (MLDS)** Center on the *Career Preparation Expansion Act Report*, GWDB staff also participates in their research and policy board, which assesses information, research, and data collection processes and content. These meetings help refine over time the scope of MLDS' efforts.

The GWDB participates in the **National Governors Association (NGA)** convenings, discussing best practices, plans, and priorities to position workforce systems for success. The NGA is the voice of the nation's governors in developing innovative solutions to today's most pressing public policy challenges. The April 2021 NGA Workforce Development newsletter featured a Chairs' Corner letter from the GWDB Chair Louis Dubin.

Recognizing the importance of a regional focus in workforce development, the GWDB has worked closely with the **Greater Washington Partnership**, which is a civic alliance of the region's leading employers who are committed to fostering unity and making the Capital Region - from Baltimore to Richmond - the most inclusive economy in the nation. In October 2021, the GWDB spoke on a Greater Washington Partnership webinar about the American Rescue Plan Act (ARPA). This roundtable focused on innovative approaches that workforce boards in the Capital Region are doing to leverage ARPA funds in their areas.

American Rescue Plan Series

# Workforce Board Roundtable

This virtual roundtable will provide innovative approaches for workforce boards to leverage funds in their jurisdictions, with insights on how some Capital Region workforce boards are taking action to support workforce development.

**Mike DiGiacomo**  
Maryland Governor's Workforce Board

**Jane Dittmar**  
Virginia Governor's Workforce Board

**Jason Perkins-Cohen**  
City of Baltimore Mayor's Office

**Ahnna Smith**  
D.C. Workforce Investment Council

**Steve Voytek**  
National Association of Workforce Boards

**Robert Owens**  
Capital CoLAB Moderator

October 6, 2021 at 11:00 AM (ET)

The graphic features a background image of a classical building facade with an American flag. A circular logo with red, yellow, and blue segments is in the top right corner. The text is arranged in a clean, professional layout with circular headshots of the participants.

## LOCAL WORKFORCE DEVELOPMENT BOARDS

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor's Workforce Development Board (GWDB) provides compliance guidance and oversees Maryland's 13 Local Workforce Development Boards (LWDBs). The LWDBs build connections between workforce development and economic development by identifying needs and producing an effective workforce strategy specific to their local area. The LWDB membership is representative of all the WIOA mandatory and non-mandatory partners, including business representatives from the high growth industries in their local areas.

This year, as well as all throughout the COVID-19 pandemic, Maryland's 13 local boards continued to serve thousands of job seekers, businesses, and youth with their workforce needs. The 32 American Job Centers remained a hub for individuals and businesses to connect to locally operated workforce programs. Local area staff responded to the needs of individuals and businesses by providing access to hiring events and workshops on job searches, resume writing, and interviewing. The local areas played a critical role in connecting individuals and businesses with various supportive services, relief programs, and grants offered both locally and around the state. In addition, local boards partnered with training providers to support individuals in need of skills, credentials, and career pathway plans. All 13 local boards currently offer a variety of virtual programming and appointment-based services and continue to serve as access points for businesses and individuals who need assistance connecting to workforce development programs.

The GWDB participates in weekly meetings with the Maryland Workforce Association (MWA), which is made up of the 13 LWDB directors. The MWA collaborates with the Maryland Department of Labor and other state workforce partners to foster regional and statewide collaboration and share best practices. The GWDB regularly attends each of the LWDB quarterly meetings. These meetings provide venues for GWDB strategic input and briefings, as well as insight into what is happening and working well in the local areas.

The GWDB was instrumental in reviewing and approving local and regional workforce development board four-year plans across Maryland's 13 local workforce areas. Technical assistance and ongoing feedback were provided to LWDB directors in the submission and approval process. The GWDB also initiated the process for recertification requests for both board representative composition and for the American Job Centers across the state. The GWDB also provided collaborative support around the previous Mid-Maryland workforce board splitting into the Howard and Carroll County boards, respectively, effective July 2021.

Starting in 2020, the GWDB organized meetings with LWDB chairs, vice chairs, and directors. The GWDB started these meetings to engage this coalition of workforce development leaders representing Maryland businesses and local areas in order to have candid conversations about the state of the workforce today and in the future. The local leaders meeting in January 2021 provided a data presentation by the MLDS Center on the *Career Preparation Expansion Act Report*, involving employment and wage outcomes of

Maryland high school graduates. The second convening, in April 2021, featured a business engagement panel that spurred discussion around effective strategies for the local boards.

Over 2021, the GWDB also initiated a more direct collaboration between our business members and the local areas. The local boards are in the best position to recognize the skill shortages of their areas and foster relationships with the workers and employers, and it is important that the GWDB members representing businesses are connected to their local area to target specific needs. The GWDB facilitated connecting 25 board members to their LWDB, based on their primary business location, which resulted in multiple meetings between local boards and our board members.

Employ Prince George's and the Prince George's County Workforce Development Board held a grand opening of the new American Job Center (AJC) National Harbor at Tanger Outlets in October 2021. This AJC is the first job center in Southern Prince George's County and the nation's first job center located inside a Tanger Outlets. This location offers free access to employment, education, and training resources and is the second AJC in Prince George's County. The grand opening event included opening remarks from Prince George's County Executive Angela Alsobrooks, a celebratory ribbon-cutting ceremony, and remarks from business owners and elected officials including Prince George's County District 8 Councilwoman Monique Anderson-Walker, the Deputy Secretary of the U.S. Department of Labor, Julie Su, and Maryland Lt. Governor Boyd Rutherford.



*Employ Prince George's opened an American Job Center in National Harbor*

# Maryland's Local Workforce Development Boards

## **Anne Arundel Workforce Development Corporation**

*Workforce Development Board for Anne Arundel County*

Walter Townshend, Chair  
Kirkland "Kirk" J. Murray, President & CEO  
[www.aawdc.org](http://www.aawdc.org)

## **Baltimore County Department of Economic and Workforce Development**

*Workforce Development Board for Baltimore County*

Anna-Maria Palmer, Chair  
Leonard Howie, Director  
[www.baltimorecountymd.gov/boards-commissions/workforce-development](http://www.baltimorecountymd.gov/boards-commissions/workforce-development)

## **Carroll County Workforce Development Board**

*Workforce Development Board for Carroll County*

Zachary Tomlin, Chair  
Heather Lee Powell, Director  
[www.carrollworks.com](http://www.carrollworks.com)

## **Frederick County Workforce Services**

*Workforce Development Board for Frederick County*

Dwayne Myers, Chair  
Michelle Day, Director  
[www.frederickworks.com](http://www.frederickworks.com)

## **Howard County Workforce Development Board**

*Workforce Development Board for Howard County*

Dwight Carr, Chair  
Francine Trout, Director  
[www.howardcountymd.gov](http://www.howardcountymd.gov)

## **Lower Shore Workforce Development Board**

*Workforce Development Board for Somerset, Wicomico and Worcester Counties*

Tony Nichols, Chair  
Leslie Porter-Cabell, Director  
[www.lswa.org](http://www.lswa.org)

## **Mayor's Office of Employment Development**

*Workforce Development Board for Baltimore City*

Yariela Kerr-Donovan, Chair  
Jason Perkins-Cohen, Director  
[www.oedworks.com](http://www.oedworks.com)

## **Montgomery County Division of Workforce Development Services**

*Workforce Development Board for Montgomery County*

Mark Drury, Chair  
Anthony Featherstone, Director  
[worksourcemontgomery.com](http://worksourcemontgomery.com)

## **Employ Prince George's**

*Workforce Development Board for Prince George's County*

Charnetia Young, Chair  
Walter Simmons, President & CEO  
[www.employpg.org](http://www.employpg.org)

## **Southern Maryland Workforce Development Network**

*Workforce Development Board for Calvert, Charles and St. Mary's Counties*

Michelle Nicholson, Chair  
Ruthy Davis, Director  
[www.tccsmd.org](http://www.tccsmd.org)

## **Susquehanna Workforce Network**

*Workforce Development Board for Cecil and Harford Counties*

Mary Ann Bogarty, President  
Bruce England, Executive Director  
[www.swnetwork.org](http://www.swnetwork.org)

## **Upper Shore Workforce Development Board**

*Workforce Development Board for Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties*

George Weeks, Chair  
Dan McDermott, Executive Director  
[www.uswib.org](http://www.uswib.org)

## **Western Maryland Consortium**

*Workforce Development Board for Washington, Allegany and Garrett Counties*

Amos McCoy, Chair  
Debora Gilbert, Executive Director  
[www.westernmarylandconsortium.org](http://www.westernmarylandconsortium.org)

## 2021 OPERATIONS

Description	2021 Appropriation
Salaries and Fringe Benefits	\$500,500.00
Technical and Special Fees	\$0.00
Communications	\$3,177.00
Travel	\$22,718.00
Vehicles	\$1,200.00
Contractual Services	\$33,666.00
Supplies and Materials	\$8,484.00
Equipment - Replacement	\$3,526.00
Fixed Charges	\$33,737.00
<b>Sub-Total</b>	<b>\$607,008.00</b>
<b>Non-Government Grant: MCCEI - Maryland Center for Construction Education and Innovation</b>	\$250,000.00
<b>TOTAL</b>	<b>\$857,008.00</b>

Reimbursable Fund Expenditures	2021 Actual
<b>DHS</b> - Department of Human Services	\$62,530.00
<b>DPSCS</b> - Department of Public Safety and Correctional Services	\$3,665.00
<b>MDoC</b> - Maryland Department of Commerce	\$33,817.00
<b>MDoL</b> - Maryland Department of Labor	\$244,180.00
<i><b>DWDAL</b> - Division of Workforce Development and Adult Learning</i>	<i>[\$206,482]</i>
<i><b>MDoA</b> - Maryland Department of Aging</i>	<i>[\$2,415]</i>
<i><b>MDoD</b> - Maryland Department of Disabilities</i>	<i>[\$17,674]</i>
<i><b>DJS</b> - Department of Juvenile Services</i>	<i>[\$17,609]</i>
<b>MDVA</b> - Maryland Department of Veterans Affairs	\$0.00
<b>MHEC</b> - Maryland Higher Education Commission	\$2,208.00
<b>MSDE - DORS</b> - Maryland State Department of Education	\$94,933.00
<b>MSDE - Perkins</b> - Maryland State Department of Education	\$71,722.00
<b>Sub-Total</b>	<b>\$513,055.00</b>
<b>General Fund</b>	\$59,786.00
<b>Non-Government Grant: MCCEI - Maryland Center for Construction Education and Innovation</b>	\$250,000.00
<b>TOTAL</b>	<b>\$822,841.00</b>

## LOOKING AHEAD

The Governor's Workforce Development Board (GWDB) recognizes that 2022 will continue to focus on assisting Maryland jobseekers and industries in adjusting to the changing workforce landscape. Due to the GWDB's long standing relationship between Maryland businesses and education, the GWDB is committed to aligning the skills students are being taught with what employers are looking for. The GWDB will be working with its partners to implement the requirements of the *Blueprint for Maryland's Future*, which establishes a Career and Technical Education (CTE) Committee within the GWDB. The CTE Committee will focus on building an integrated, globally competitive framework for providing CTE to Maryland students and the workforce. The GWDB supports best practices to integrate industries, education, and workforce training that supports a diverse future workforce where every Marylander has the opportunity to participate and succeed.

### GWDB Staff

Michael R. DiGiacomo, Executive Director

Kenneth Lemberg, Deputy Director

Molly Mesnard, Director of Workforce Engagement

Darla J. Henson, Executive Administrator

### 2022 Meeting Dates

Board meetings are open to the public. Visit [www.gwdb.maryland.gov](http://www.gwdb.maryland.gov) for more information.

- March 9, 2022
- June 8, 2022
- September 7, 2022
- December 7, 2022



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*Secretary Robinson and GWDB staff and members on a tour of Arnold Packaging's manufacturing facility*



DEPARTMENT OF LABOR

GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

1100 North Eutaw Street, Room 616

410-767-2408 | 866-408-5487

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[www.gwdb.maryland.gov](http://www.gwdb.maryland.gov)