



In Demand

GWIB's Newsletter for Workforce Development in and around Maryland

Governor's Workforce Investment Board

Volume 2, Issue 1
March, 2007

GWIB Hosts Successful Hospitality and Tourism Summit

GWIB's Hospitality and Tourism committee held its industry summit at the University of Maryland University College Inn and Convention Center, on January 23, 2007. The one-day meeting allowed the 240 attending leaders from industry, government and education, to review the industry monograph and validate the industry's profile, data and workforce issues. The day's agenda featured keynote speakers J.W. Marriott, Chairman and CEO, Marriott International, and Emily Stover DeRocco, Assistant Secretary, United States Department of Labor, Employment and Training Administration.

Mr. Marriott spoke on how Marriott's success is largely attributed to the fact that they treat their employees well, who in turn treat their customers well. He also emphasized the importance

of demonstrating employees' value to them, providing them with opportunities to excel, and treating them with respect. "Respect is one of those things: the more you give, the more you get in return." Said Mr. M a r r i o t t .

Ms. DeRocco spoke about the importance of the future workforce. Her expressed belief is that we must combine and leverage resources from industry, government, and education in order for the United States to remain competitive.

The summit's sessions outlined eight workforce issues identified in the monograph:

- Industry Appeal
- Industry Exposure
- Skills
- Immigration Status
- Seasonal Workforce
- Benefits and Compensation
- Labor-Saving Technologies
- Housing and Transportation



J.W. Marriott, Jr., Chairman and CEO, Marriott International

Attendees agreed that all industry representatives faced the same challenges. They also felt that there should be more extensive communication and collaboration with education and workforce service providers. Attendees found that the state has a large number of resources and programs that are not adequately promoted to businesses and the public.

GWIB Welcomes New DLLR Secretary, Thomas E. Perez

On January 23, 2007, Governor Martin O'Malley appointed Thomas E. Perez Secretary of the Department of Labor, Licensing and Regulation. Previously, he was the President of the Montgomery County Council. Prior to that, he was the director of the Office for Civil Rights, U.S. Department of Health and Human Services. Secretary Perez was also spe-

cial counsel to U.S. Senator Edward M. Kennedy, Massachusetts, and was the Deputy Assistant Attorney General for Civil Rights, Civil Rights Division, U.S. Department of Justice. He is also an assistant professor and director, Clinical Law Programs, University of Maryland School of Law. He has an A.B. from Brown University in international relations

and political science, is a graduate of Harvard Law School and has an M.P.P. from the John F. Kennedy School of Government. Secretary Perez has already taken a leadership role in workforce development in the short time he has been with the department.



Thomas E. Perez, Secretary, Maryland Department of Labor, Licensing and Regulation

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Martin O'Malley is Sworn in as Maryland's Governor



Governor Martin O'Malley
Gives Inauguration Speech

On January 17, 2007, Martin O'Malley was sworn in as Maryland's governor. During his inaugural speech he highlighted the need for developing a highly skilled workforce. Governor O'Malley said, "With family paychecks imperiled by the pressures of the global economy and too many manufacturing jobs heading overseas, we have the possibility of building a new creative

economy in Maryland based on science, security, technology and healing....We have the possibility of building an economy based on the talents, skills and brainpower of the people of Maryland. Governor O'Malley went on to say that "With our children's economic future imperiled by an inadequate system of education that is producing too few science, technology, engi-

neering and math graduates, we have the possibility, in Maryland, of building the best system of public education in the country from K through 12 to college and beyond." During the State of the State address two weeks later, he called for an increase in funding for higher education, including an 18% increase in funding for community colleges.

GWIB Provides Technical Assistance in Development of Perkins Act State Plan



United States Department of
Education's Seal

Congress reauthorized the Perkins Act, which authorizes career and technical training programs for states, in July, 2006 and the President signed it into law in August, 2006. Recently, guidelines for the development of the State Plan for Career and Technology Education have been issued by the U.S. Department of Education. Maryland is nearing the completion of the comprehensive State Plan development process that will culminate with two public hearings and State Board of Education approval. Over 300 representatives from local school systems, community colleges, business and industry, workforce and economic development state agencies, and representa-

tives from the Governor's Workforce Investment Board are actively participating in a series of meetings to provide input to Maryland's State Plan. The State Plan details how Maryland will implement the Perkins Act at both secondary and postsecondary levels. Currently, Perkins funds are granted to all 24 local school systems and 15 of Maryland's community colleges. The Plan is a one year Transition Plan which will take effect July 1, 2007. Maryland will then embark upon a five year state plan development process which will include expected additional requirements from the U.S. Department of Education.

The newly reauthorized Act requires both state and local

recipients of Perkins funds to meet negotiated levels of performance. The Act's Core Indicators of Performance obtainment of industry credentials for students; high school completion; placement in postsecondary education, advanced training, military service or employment; and participation in and completion of career and technical education programs that lead to careers in non-traditional fields. For more information, please contact Katherine M. Oliver, Assistant State Superintendent at 410-767-0158 or via email at

koliver@msde.state.md.us.

“Solutions for Maryland’s Future”

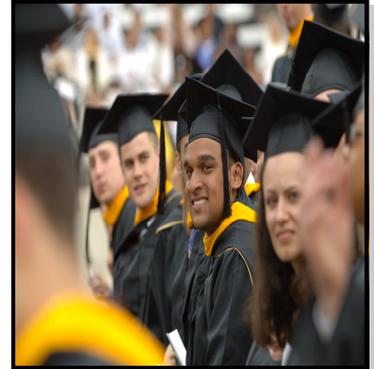
The higher education community’s “Solutions for Maryland’s Future” listening tour was groundbreaking. It marked the first time that Maryland’s higher education sectors, as well as the Department of Labor, Licensing and Regulation and the Governor’s Workforce Investment Board, collaborated to create a dialogue between higher education and the business community. At each event, business leaders offered their assessments of how higher education is or is not responding to the workforce

and economic development needs of their regions. More than 50 people participated in the tour. Several broad themes emerged, including the need for higher education to:

- Work more closely with business and industry to keep up with the changing workforce needs;
- Create new partnerships and expand existing ones to address immediate workforce shortages;
- Strengthen its relationship with K-12 to ensure that students are ready to work

when entering the workforce (concern about a lack of work ethic), and better prepared for college-level work upon entering college (too much remediation is currently needed);

- Provide flexibility in degree-granting requirements, timeframes and locations; and
- Expand demand programs, particularly pharmacy and engineering, in regions that are underserved by the higher education community.



Six Cabinet Secretaries, Delegate and New MWDA President Join the GWIB

GWIB is pleased to announce the addition of seven new members, in addition to Secretary Perez. They are:

- Donald W. DeVore, Department of Juvenile Services, formerly the director of Juvenile Services, Connecticut Department of Children and Families.
- Brenda Donald, Secretary, Department of Human Resources, formerly deputy mayor

of Children, Youth, Families and Elders, District of Columbia.

- David Edgerley, Secretary, Department of Business and Economic Development, and previously the director of the Montgomery County Department of Economic Development.
- Sally Y. Jameson, state delegate from Charles County.
- Gloria Lawlah, Maryland

Department of Aging and former State Senator, Prince Georges County.

- Gary Maynard, Department of Public Safety and Correctional Services, formerly the director of the Iowa Department of Corrections.
- Eric Seleznow, Executive Director of the Montgomery County Workforce Development Corporation



Workforce Bills Introduced During the 2007 Legislative Session

Several workforce bills have been introduced in the Maryland General Assembly during the 2007 session. They are:

HB 136/SB 110 – Base Realignment and Closure Subcabinet – The bill establishes a BRAC Subcabinet to look at the impact that BRAC will have on Maryland, including job creation. The Secretary of Labor, Licensing and Regulation is one of those named to the Subcabinet in the legislation.

HB 949 – Military Health Care Personnel –

Staffing Initiative – Requires the Secretary of the Department of Health and Mental Hygiene, in conjunction with the Governor’s Workforce Investment Board and regulatory boards, to identify specified barriers to licensing or certifying military healthcare personnel so they can move into civilian healthcare jobs.

SB 461 – Labor and Employment – Maryland Workforce Investment Act – Transit Service for Low-Income Individuals – Re-

quires the State Department of Transportation to provide specified transit service to low-income individuals who are engaged in an employment and training program under the Maryland Workforce Investment Act.

SB 778 – Job Skills Advancement Training Program – Establishes a Job Skills Advancement Training Program in the Department of Labor, Licensing and Regulation, similar to the federal Workforce Investment Act.

Governor's Workforce Investment Board

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In Demand is published quarterly by the staff of the Governor's Workforce Investment Board

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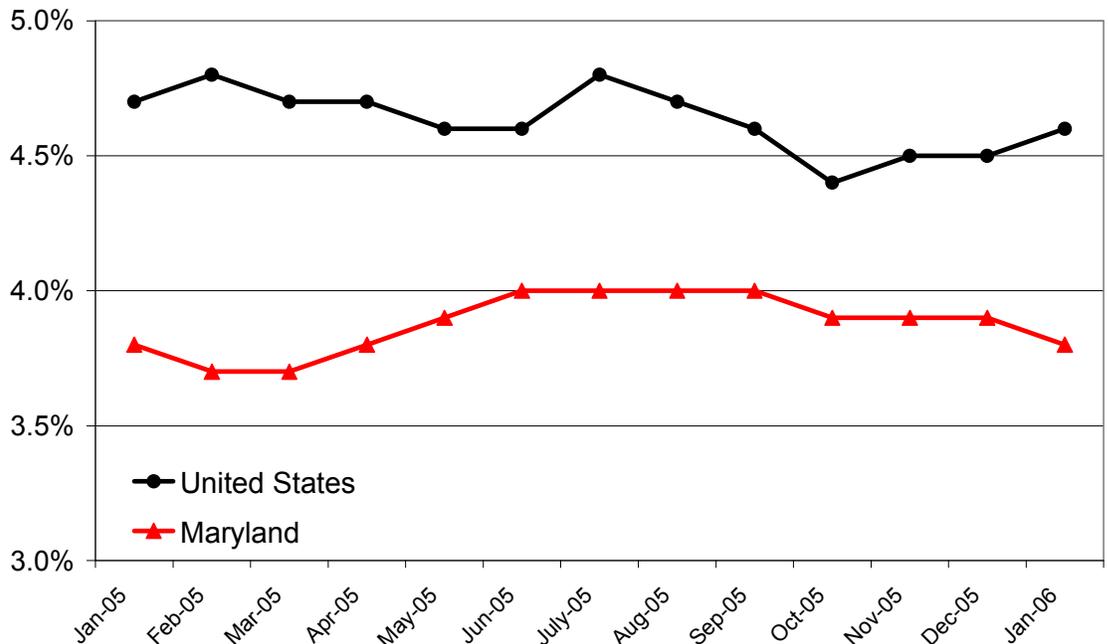
The Governor's Workforce Investment Board (GWIB) is the state's chief coordinating body on workforce development. It is composed of 43 members, a majority from business. It is responsible for developing a strategic plan and policies to help forge a coordinated workforce system from a multiplicity of education, employment and training programs. It brings together and focuses various workforce development partners and stakeholders on an outcome: a properly prepared workforce that will meet the current and future demands of Maryland employers.



Maryland's Unemployment Rate Remains Below Nation's Rate

Maryland's seasonally adjusted unemployment rate was 3.8% in January 2007, almost a full percentage point lower than the national rate of 4.6%. January was the fourth consecutive month in which Maryland's seasonally adjusted unemployment rate was below 4%. The last time that this rate rose above 4% was October 2005, when 4.1% of Maryland's labor force was unemployed.

Unemployment Rates: Maryland and United States



Data Sources: Bureau of Labor Statistics and Maryland Department of Labor, Licensing, and Regulation