



Quarterly Meeting

June 11, 2025



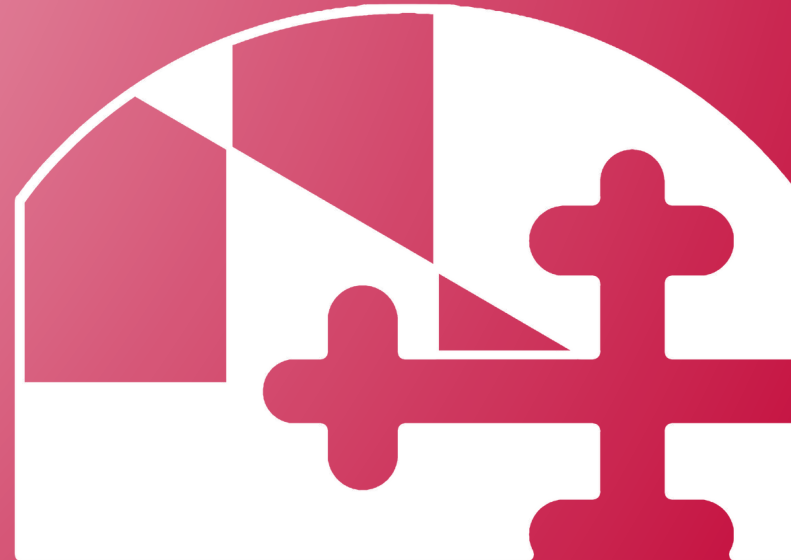
Meeting Goals

- Understanding of federal workforce updates and what they could mean for Maryland
- Reminder of the four pillars and prep for two-year State Plan modification
- Understanding considerations for making determining next sector accelerator focus areas
- Identify ways we can continue to improve as a Board

***Reset and
Refine our
Focus for FY26***



Leadership Report



Leadership Report



Board Leadership Transitions



2025 Legislative Readout



FY26 Budget & Staffing



Local Workforce Area Planning and Policy



Key 2025 Legislation

SB0431/HB0501:

Registered
Apprenticeship
Investments for a
Stronger Economy
(RAISE) Act

- Strengthens and expands Maryland's Registered Apprenticeship model by incorporating recommendations from the Apprenticeship 2030 Commission and adopting innovative, evidence-based practices.
- Supports growth through streamlined processes, expanded occupation ratios, and increased business engagement via targeted programming, staffing and intermediary partnerships.
- The legislation moves the Cyber Maryland Program and the associated Cyber Maryland Board (Board) from the Maryland Technology Development Corporation (TEDCO) to the Maryland Department of Labor (MD Labor). It includes \$3.1 million for FY 26 to ensure that Maryland is a leader in this competitive industry.

SB867:

Cyber Maryland
Program - Revisions

- EARN: \$13M to support industry partnership grants.
- Talent Innovation Fund: \$4M for flexible use.

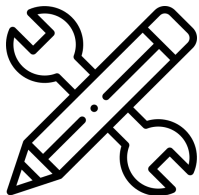
Other Budget Highlights

Cyber Maryland Updates (HB82)



	FY25	FY26
Entity & Governance	<ul style="list-style-type: none">Housed in TEDCO	<ul style="list-style-type: none">Program and Board transitioned to MD Department of Labor
Budget	<ul style="list-style-type: none">\$440K	<ul style="list-style-type: none">\$3.1M general funds
Leadership	<ul style="list-style-type: none">No dedicated full-time staff members	<ul style="list-style-type: none">Seeyew Mo, Senior Advisor for Cyber Maryland Program; additional staff

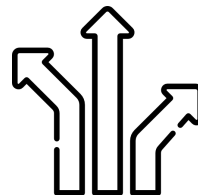
Maryland Cybersecurity Talent Strategy - Four Goals



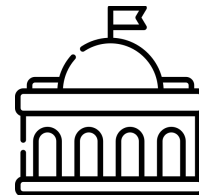
Equip every Marylander with foundational skills to grow the pipeline of potential cyber talent



Transform postsecondary cybersecurity education to align with industry needs



Expand pathways into cybersecurity beyond traditional higher education



Strengthen the federal, state and local government cybersecurity workforce



Cyber Maryland Implementation Next Steps

Implementation in FY26 will focus on:

- Developing cyber and AI clinics
- Expanding other forms of experiential learning across the education and workforce development continuum

How the GWDB can support implementation:

Cyber Maryland plans to engage with employers to validate ideas for experiential training, gaining experience for the most in-demand skills.

- *Be part of the conversation*
- *Recruit employers in your networks to weigh in*

HB 502 Model Employer Act

- Part of Governor's Legislative Package
- First bill signed after Sine Die
- Creates Office of Disability Employment Advancement & Policy within MDOD
- State as a Model Employer Initiative



Maryland
DEPARTMENT OF DISABILITIES



Office of Disability Employment Advancement & Policy

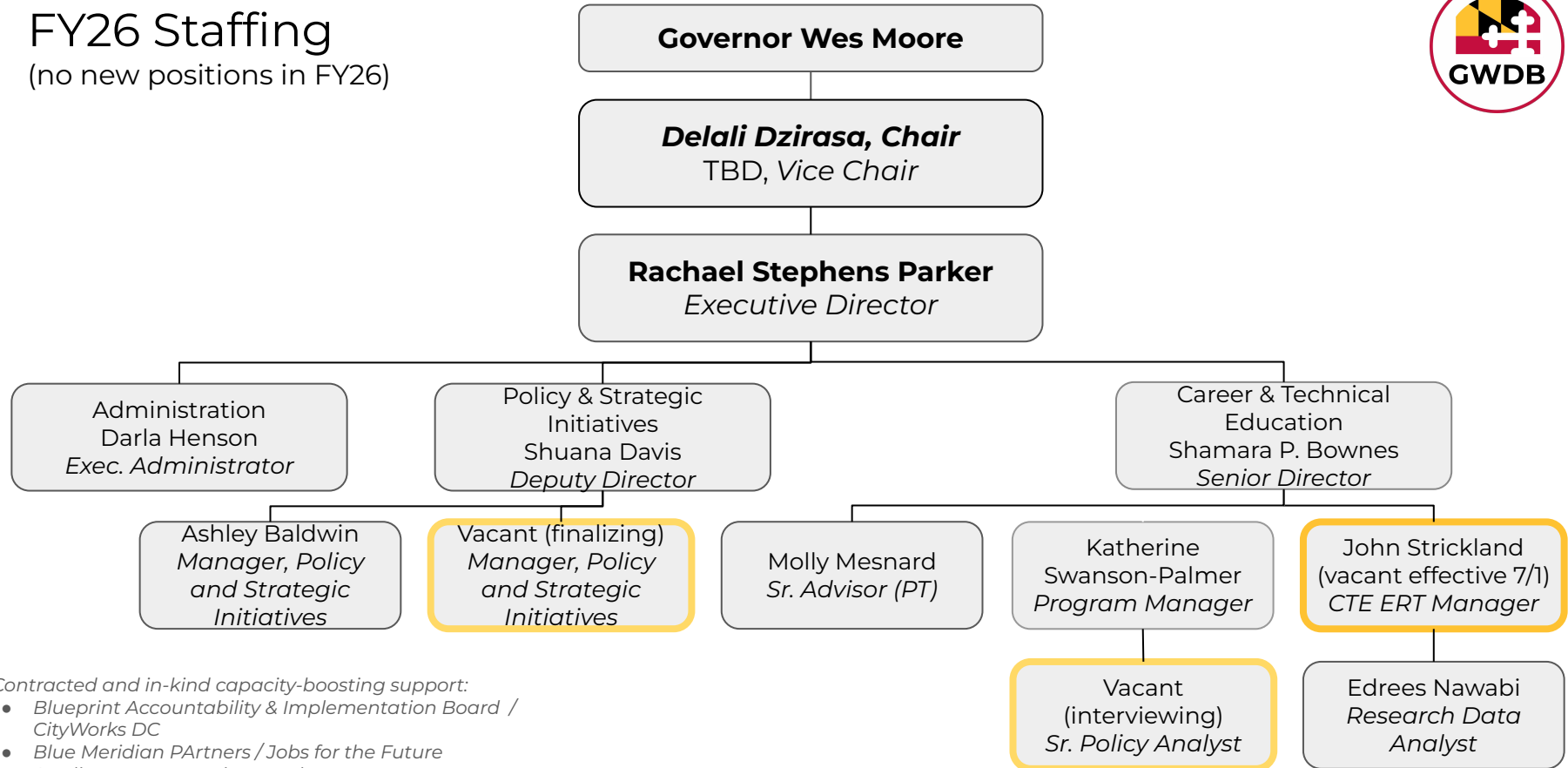
- **Collection of baseline data of current workforce/strategies**
- **Analysis of state hiring needs/capacity building**
- **Development of recommendations**
- **Multi-phase process built over multiple years**



Maryland
DEPARTMENT OF DISABILITIES

FY26 Staffing

(no new positions in FY26)



Contracted and in-kind capacity-boosting support:

- Blueprint Accountability & Implementation Board / CityWorks DC
- Blue Meridian PArtners / Jobs for the Future
- Studies, Asset Mapping vendors TBD

GWDB and Workforce System Governance



Local and regional plans

- 11 of 13 local area plans submitted, expecting final 2 by mid June (original due day of 4/1; extensions requested, incl. related to Federal jobseeker surge efforts.)

Local area policy summit

- Hosted an all day Local Area Policy Summit on April 22, with 25 attendees
- Focus on convening key players across the state, build connections, and share understanding on policy requirements, roles, and responsibilities.

More detail on next slide

Systems Governance Committee launch

- Systems Governance Committee will officially kick off July 16, 2025; virtual sign-ups released May 20th.
- Planned members include: Representatives of WIOA Core Programs and Partner Programs, Representatives of Business and Industry, Representatives of Community Based Organizations, Representatives of Education and Training Organizations and Agencies



Local Area Policy Summit – Attendees and Topics

Attendees

- **24** attendees, representing seven local areas
- **5** MD Labor participants from DWDAL and OAG
- **19** LWDB participants

Topics

- Chief Local Elected Official Agreement
- Local Workforce Development Board Composition
- Infrastructure Funding (IFA) and Resource Sharing Agreements (RSA)
- One-Stop Operator (OSO) Procurement
- American Job Center Certification



Local Area Policy Summit – Key Learnings



Continuous Improvement

Local areas are ready to move beyond compliance by building systems that are adaptive, data-informed, and focused on long-term impact.



Monitoring and Oversight

There is a strong interest in using monitoring as a lever for improvement, with local leaders seeking clearer expectations, more consistent processes, and actionable feedback to guide decision-making.



Policy Design and Dissemination

Participants emphasized the importance of being engaged earlier in the policy development process and receiving timely, clear communication to support effective implementation at the local level.



Performance Management

Participants highlighted a need for clearer guidance and support in setting and tracking performance measures that reflect local conditions while aligning with broader state and federal goals.



Technical Assistance and Training

Many expressed a desire for more proactive, tailored support—including templates, training, and peer learning—to strengthen local capacity and ensure consistent governance practices.



Fiscal Accountability and Compliance

Participants identified a need for clearer guidance, simplified procedures, and region-specific support



Federal Update



Presentation to Maryland Governor's Workforce Development Board

June 11, 2025



NATIONAL
GOVERNORS
ASSOCIATION

President's Budget Basics

- **President's Budget – What is it?**

- “The President's budget is only a request to Congress, but it establishes the President's wishes regarding the direction of national policies and priorities and often influences the direction of congressional revenue and spending decisions.” – Congressional Research Service
- Ultimately, Congress needs 60 votes to pass appropriations and authorizing bills

- **President's FY26 Budget**

- May 2, 2025, the White House released the “Skinny Budget” – a 46-page document briefly summarizing the biggest changes in the FY26 budget
- May 30, 2025, the White House released the full budget, detailing agency-by-agency spending proposals for FY26

FY26 President's Budget – Workforce

- **What does the administration propose for the public workforce system?**

- **Make America Skilled Again (MASA) Grants** – Would consolidate 11 workforce programs into a new MASA Grant, aiming to streamline administration and increase local flexibility. If enacted as proposed, MASA would replace the current WIOA structure, reduce overall federal workforce funding by \$1.6 billion, and require at least 10% of funds to support apprenticeship.
- **Job Corps** – Would eliminate Job Corps, citing high costs, safety concerns, and poor outcomes. The administration has sought to cut off funding for Job Corps, but last week a federal judge temporarily blocked the phase-out, pending further legal proceedings.
- **State Unemployment Insurance and Employment Service Operations** – Would slightly increase funding for UI administration while eliminating over \$675 million in state grants for Wagner-Peyser Employment Services (ES). ES would be consolidated into new MASA program.

DOL Employment and Training Administration Programs (in thousands)			
DOL ETAP Program	2024 Enacted	2025 Enacted	2026 Request
Make America Skilled Again	\$0	\$0	\$2,965,905
Adult Employment and Training Activities	\$885,649	\$885,649	\$0
Youth Activities	\$948,130	\$948,130	\$0
Dislocated Worker Employment and Training Activities	\$1,396,412	\$1,396,412	\$0
<i>Formula Grants</i>	\$1,095,553	\$1,095,553	\$0
<i>National Dislocated Worker Grants</i>	\$300,859	\$300,859	\$0
Indian and Native American Programs	\$60,000	\$60,000	\$0
Migrant and Seasonal Farmworkers	\$97,396	\$97,396	\$0
Reentry Employment Opportunities	\$115,000	\$115,000	\$0
Apprenticeship Program	\$285,000	\$285,000	\$0
Community Projects (Earmarks)	\$107,834	\$0	\$0
Workforce Data Quality Initiative	\$6,000	\$6,000	\$0
YouthBuild	\$105,000	\$105,000	\$0
Job Corps	\$1,760,155	\$1,760,155	\$176,370
<i>Operations</i>	\$1,603,325	\$1,603,325	\$90,000
<i>Construction</i>	\$123,000	\$123,000	\$61,000
<i>Administration</i>	\$33,830	\$33,830	\$25,370
Community Service Employment for Older Americans	\$405,000	\$405,000	\$0
Unemployment Insurance	\$3,159,635	\$3,159,635	\$3,269,635
<i>State Administration</i>	\$2,759,635	\$2,759,635	\$2,759,635
<i>Reemployment Services and Eligibility Assessments-UI Integrity</i>	\$117,000	\$117,000	\$117,000
<i>RESEA Cap Adjustment</i>	\$265,000	\$271,000	\$350,000
<i>National Activities</i>	\$18,000	\$18,000	\$43,000
Employment Service	\$700,052	\$700,052	\$17,500
<i>Grants to States</i>	\$675,052	\$675,052	\$0
<i>Employment Service National Activities</i>	\$25,000	\$25,000	\$17,500
Foreign Labor Certification	\$83,810	\$83,810	\$81,810
<i>Federal Administration</i>	\$60,528	\$60,528	\$58,528
<i>FLC State Grants</i>	\$23,282	\$23,282	\$23,282
Workforce Information-Electronic Tools-System Building	\$62,653	\$62,653	\$52,893
Total Budget Authority	\$10,177,726	\$10,069,892	\$6,564,113
Note: Does not reflect rescissions of prior year advances			

Budget Reconciliation Basics

- **Budget Reconciliation is an expedited process that allows the Senate to pass legislation affecting federal revenues/outlays without the filibuster**
- **Reconciliation is a two-phase process:**
 - **First Phase** – The House and Senate adopt a budget resolution containing instructions for Committees to either: change laws providing for spending; change laws providing for revenues; and to change the public debt limit.
 - *This phase is finished in the current reconciliation process.*
 - **Second Phase** – The House and Senate Committees respond with recommended changes in law within their jurisdictions consistent with their directives in the budget resolution. If instructions are met and agreed to, votes are taken in the respective chambers. Any differences will need to be resolved between the House and Senate.
 - *This is the current phase we are in with regard to the reconciliation process.*
- **NOTE: Budget Reconciliation is entirely separate from the President's Budget**

Budget Reconciliation – State of Play

- **The House of Representatives passed their budget reconciliation bill on May 22, 2025**
- **Key provisions include changes to Medicaid and SNAP, including new and expanded work requirements, and extension of tax cuts in the Tax Cuts and Jobs Act of 2017**
 - If enacted, the Medicaid and SNAP changes are projected to shift costs to states and reduce beneficiary enrollment
- **No changes to WIOA are proposed in budget reconciliation; however, the House bill does authorize the Pell Grant for short-term training programs**
- **They also propose:**
 - Redefining Pell Grant eligibility for “full-time” and “less than half-time” students
 - Reforming student loan programs, including borrowing limits and repayment options
 - A new institutional risk-sharing program to incentivize student outcomes with positive ROI
- **Meanwhile, the Senate is in the process of piecing their bill together...**

WIOA Reauthorization Update

- **Congress Fell Short of Passing “A Stronger Workforce for America Act” in 2024**
 - Initially included in Continuing Resolution but stripped at last minute
 - NGA issued statement supporting “A Stronger Workforce for America Act”
- **Key Elements of A Stronger Workforce for America Act**
 - Provides greater flexibility over statewide funding
 - Establishes process to redesignate local areas
 - Creates a new state flexibility pilot program
 - \$65M for Youth Apprenticeship Grant Program, ~\$150M for Individual Training Accounts, 5-15% of Dislocated Worker national program funding for Workforce Data Quality Initiative
 - Establishes new training mandate ‘
- **To be determined how WIOA reauthorization will be impacted by MASA proposal**

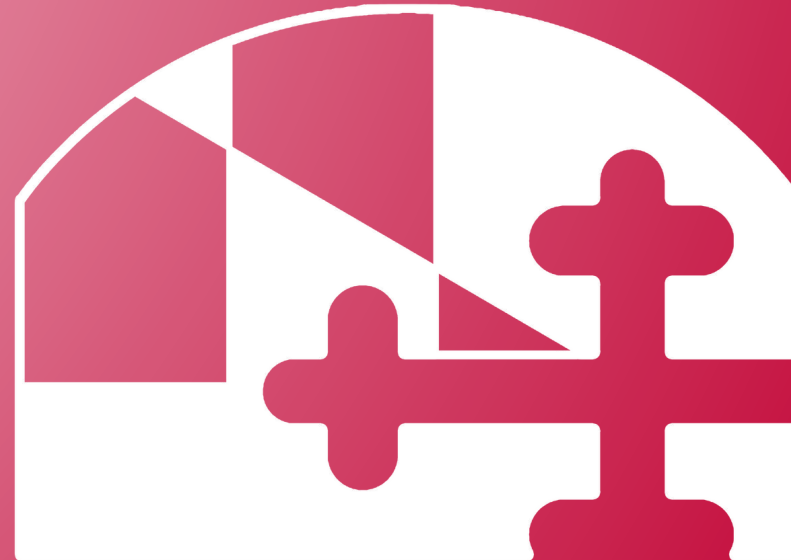
Q&A



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Sector Strategy Initiatives



Reminder: Investing in industry partnerships remains a core pillar of our workforce development strategy



2024 State Plan

Objective 4.1

- Help workers move to in-demand occupations through scaling up and addressing shortages of the workforce in **key areas such as healthcare and IT and creating employer partnerships** to prepare talent for jobs of the future

State actions

- Provide navigation and counseling and remove barriers to upskilling by creating a pay-it forward fund that supports people training for shortage areas paired with wraparound support, including building on previous efforts such as the community college promise to implement innovative funding mechanisms and offer best-in-class navigational resources
- Strengthen training and education institutions (e.g., higher education institutions and workforce training providers) through services for participants to enter relevant training, successfully complete it, and create a clear pathway to employment
- Engage employers to understand skill gaps and encourage upward mobility for workers



2024-28 Statewide Workforce Plan

Strategy 1.1

- Align workforce programs and resources to Maryland's **targeted in-demand and emerging industry sectors.**

Activities

- **1.1.A:** Build on labor market information to map skills and training assets and gaps to develop targeted solutions to blockages in talent pipelines, develop career pathways, and inform new or recurring state investments.
- **1.1.B:** Coordinate workforce development initiatives to enable Federal investments and regional projects.
- **1.1.C:** Identify new sustainable methods to fund sector strategies, including with private and philanthropic support.



Priority sectors across Maryland

Top 3 Sectors in 2024-2028 Statewide Workforce Development Plan



Cybersecurity and
Information Technology



Healthcare and Life Sciences



Infrastructure

“Lighthouse Industries” in Executive Order 01.01.2024.39



Information
Technology



Aerospace



Life Sciences



Defense

Emerging Sectors



1. Computational Biology
2. Quantum Technology
3. Position, Navigation, Timing

Sector Strategy Initiatives



Sectoral Data

- Review the latest data on demand and supply gaps in other priority sectors for the state



JFF Partnership

- Align around sectoral focus areas for the JFF partnership, with JFF adding capacity to support collaboration across GWDB, MD Labor, the Governor's Office and other agencies



Talent Innovation Fund

- Fund operated in collaboration between GWDB - MD Labor
- Opportunity: Deploy \$4M of TIF to launch solutions in two priority sectors in FY26

State Workforce Development Plan

Sectoral Data, 2024 (1 of 2)



Healthcare

- **Roles include:** Nurses, Personal Care Aides, Nursing & Medical Assistants, Administrators
- **Annual growth rate of:** 11%, representing ~12,500+ jobs / year



Infrastructure

- **Roles include:** Construction Workers, Supervisors, Carpenters, Electricians, Plumbers
- **Annual growth rate of:** ~9%, representing ~7,000+ jobs / year



Cybersecurity & IT

- **Roles include:** Software Developers, Systems Analysts, Info. Sys. Managers, Support Specialists, Managers, Sales Reps, Software Quality Assurance Analysts, Information Security Analysts
- **Annual growth rate of:** ~8%, representing ~4,900+ jobs / year

Source: Department of Labor Chief Economist, Icons from Flaticon

Note: Growth rate calculated as avg. annual openings divided by current employment in top five roles.

State Workforce Development Plan

Sectoral Data, 2024 (2 of 2)



Life Sciences

- **Roles include:** Medical Scientists, Managers, Natural Sciences Managers, Chemists, Biological Technicians
- **Annual growth rate of:** ~8%, representing ~390+ jobs / year



Aerospace

- **Roles include:** Software Developers, Aerospace Engineers, Industrial Engineers, Managers, Assemblers and Fabricators
- **Annual growth rate of:** ~8%, representing ~290 jobs / year

Questions for discussion



Connection

What are you hearing on the ground in these sectors?
What feels the most urgent to address?



Opportunity

Which sectors (one to two) do we believe are most urgent for state investment and engagement in FY26?
What are the bottlenecks or opportunities in these sectors?

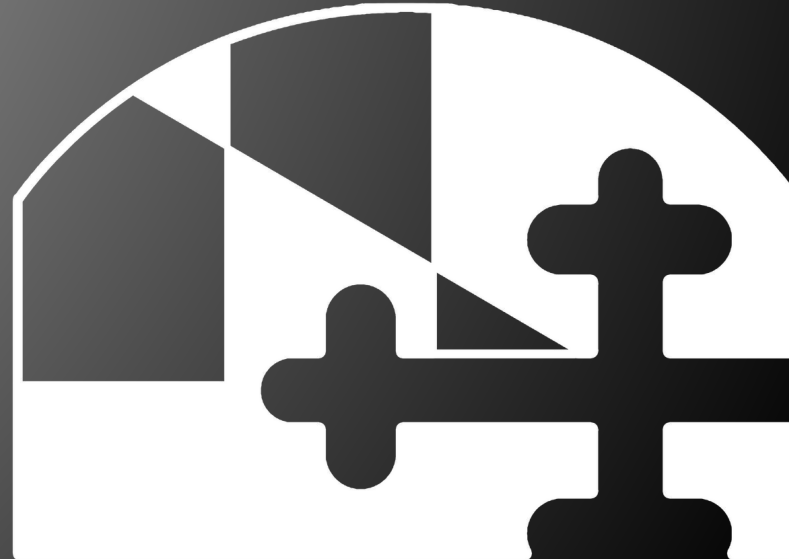


Prioritization

Which sectors could the state's engagement or leadership add the most value, relative to what else is already going on - or missing - in the ecosystem?



Workforce Strategy Refresh



Update: Maryland's Economic Situation in April 2025



Summary

Maryland continues to add jobs, despite a continued cooling labor market and significant headwinds from contractions in the federal government.

▲ **97,100**

non-farm jobs added by the Moore-Miller admin (Jan '23 - Apr' 25)

▼ **-1,300**

fewer jobs in the public sector, driven by 2,600 job losses in the federal gov.

▲ **3.1%**

unemployment, 7th in the nation, but understates fed. job losses

▼ **64.8%**

labor participation rate, despite gains in employment

▲ **+3,600**

private sector jobs added in April 2025, mostly in transportation, warehousing, and utilities

38th

in the country on ratio of unemployed people to job openings (74 / 100)



Our Vision, Mission, and Values



Vision

An aligned and coordinated workforce development system delivering talent solutions that support a dynamic, inclusive, and competitive economy, creating opportunities for all businesses to thrive and for every Marylander to access pathways to work, wages, and wealth.



Mission

To develop strategies, drive alignment, and accelerate implementation of innovative workforce development solutions that build robust talent pipelines for Maryland's employers and advance pathways to work, wages and wealth for all Marylanders.



Core Values

- **Be Innovative:** Collaborate across agencies and stakeholders to identify and implement bold solutions.
- **Be Data-Driven:** Rely on data and experiences to inform our decisions.
- **Move Urgently:** Move quickly and diligently with a purpose.
- **Challenge the Status Quo:** It's okay to disagree and offer a new viewpoint
- **Be Outcomes-Focused:** Spend each day focused on leaving no one behind

State Workforce Plan Strategic Pillars



I. Supercharging key sectors

II. Advancing equity and access

III. Preparing the future workforce

IV. Improving system alignment and accountability

I. Supercharging key sectors



Priority: Set statewide sector priorities, identify skill needs, and drive industry partnership to shape and deliver workforce solutions that close workforce gaps

Strategies

1.1: Align workforce programs and resources to Maryland's targeted in-demand and emerging industry sectors.

1.2: Expand RA for new occupations in targeted in demand and emerging industry sectors.

1.3: Invest in what works. Identify local strategies that are working and support expansion, replication and scaling across the state.

II. Advancing equity and access



Priority: Ensure equitable access to quality training and employment opportunities for all Marylanders

Strategies

2.1: Apply an equity lens to address Maryland's labor force participation inequities and gaps through identifying barriers facing targeted populations and expanding services to address those barriers.

2.2: Support employers in building their capacity to recruit, hire, retain, and upskill employees from diverse populations.

III. Preparing the future workforce



Priority: Transform and expand career-connected learning opportunities to ensure every young person has access to a family-sustaining career pathway, regardless of their plans to obtain a college degree.

Strategies

3.1: Increase participation in RA (particularly School-to-Apprenticeship) and attainment of industry-recognized credentials among high school students.

3.2: Support dissemination and implementation of best practices for the deployment of career counselors to every public middle and high school in Maryland.

3.3: Elevate public service as a career pathway and connect opportunities with workforce development and apprenticeship.

IV. Improving system alignment and accountability



Priority: Revisit system-wide performance goals, expectations, coordination, accountability, and feedback loops to ensure workforce system partners are working together efficiently and effectively.

Strategies

4.1: Revisit policy and performance incentives and assessment frameworks to align activities with the vision for Maryland's workforce system.

4.2: Identify and act on opportunities to enhance the efficiency of the workforce development system.

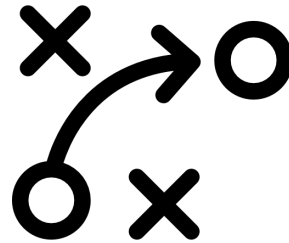
4.3: Foster local innovation to deliver regionally relevant workforce solutions that advance the state's vision and strategies.

Questions for discussion



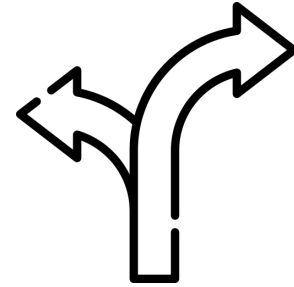
Values

Do we believe our vision, mission and values can continue to guide us in this challenging climate?



Strategy

Are the pillars of our strategy still the right ones? What's changed? What's stayed the same?

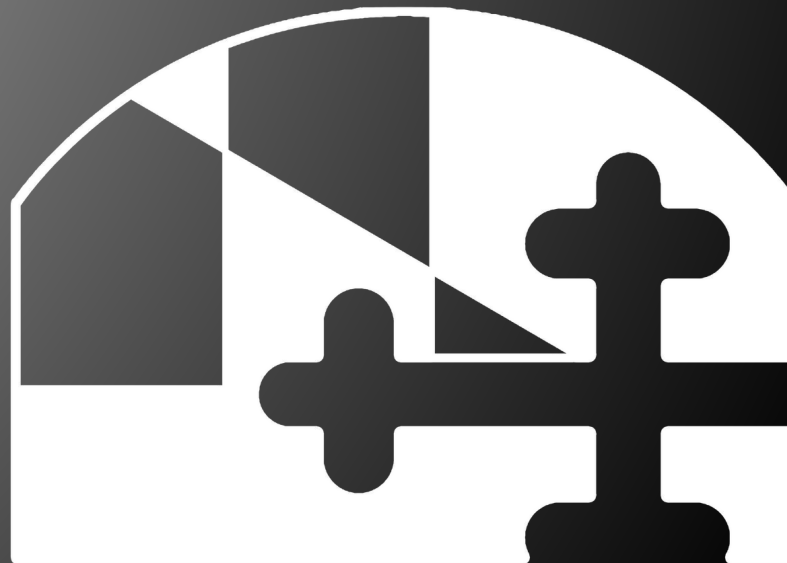


Prioritization

What do we need to prioritize now? How will we know when to reassess, and how do we build that into our work together more consistently?



Board Reflections



A little about Delali Dzirasa

Superpowers

Dreaming, Visioning,
Creating, Launching

Motivating and
Inspiring People

Storytelling

See the best in
people

Preferred Mode of Communication

Text (202.350.1501)

My Chief of Staff (Koffi)

Pet Peeves

Analysis Paralysis /
Inaction

Long Briefings

Being told something is
impossible

Starting and not
Finishing

Dwelling on what
can't/won't work

Yes, I listen to
podcasts on
2x speed
while walking
on the
treadmill

Hard ≠
Impossible

Tips for Bridging – *Help get things over the finish line* 🏁

Updates



Conversations

Started talking with
other Board Members

Governor

- Connecting dots
- Speed
- Proactive GWDB Involvement (e.g., QRC, Korea)
- Storytelling
- System/ecosystem alignment (i.e., solving for barriers to relocation and growth)
- Mapping into performance office

Promises Made

- Identification of what we need to be successful within 2 weeks
- Open to feedback

Learnings

(Areas needing attention)

- Governance and compliance
- Board engagement (e.g., alignment with subject matter needs for strategy/plan)
- Operational systems (e.g., data, simplification, SMART goals)

What's Next

Engage, Debate, and
Deliverables

Compliance, and clarity
on goals, milestones,
and progress

Meetings the next 10
days

- Staff
- Committee leads and members, as available
- Board members
- Local areas

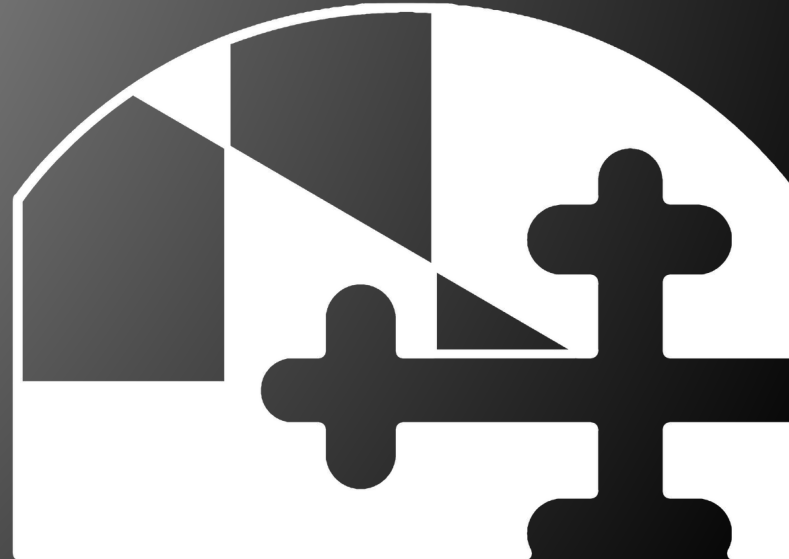
Three Categories:

- 1) Federal
- 2) State
- 3) Other Initiatives

Board Reflection

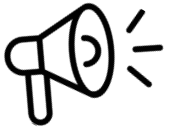


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Next Steps



Call to action - *This month* each member identify 5 employers in your network and share:

- Cyber Career Fair 6/24 - employers email mark.pindell@maryland.gov
- Governor's Apprenticeship Pledge - interest form [here](#)



Recruit board members and partners - Especially in lighthouse and emerging sectors by *Thursday July 3* – please send any connections to Shuana & Darla (shuana.davis@maryland.gov, darla.henson@maryland.gov)



Survey - Feedback on Board operations and how to improve.
Complete by *Wednesday, June 18*

CTE Expert Review Team School District Visits - Google form to follow.
Sign up by *Friday, July 18*