



# March Quarterly Board Meeting

March 26, 2025



# Meeting Goals

- Discuss Board priorities including:
  - 2025 legislation of interest
  - Progress on regional and local workforce development plans
- Learn how Maryland is responding to federal workforce disruptions and identify opportunities to support
- Launch into new State Plan implementation projects and partnerships, including:
  - Sector strategies
  - Career coaching
  - System governance
  - 2025 Strategy & Impact Retreat

*Inform and  
accelerate  
implementation  
of 2025 initiatives*

# Leadership Report



- Legislative Updates
- Governor's Apprenticeship Pledge
- Regional and Local Planning

# 2025 Legislative Session



## Bills of Interest

### **HB0772:** Education - Career Counseling Program for Middle and High School Students - Alterations

- Directs county boards of education to fund local workforce development boards in support of career counseling for middle and high school students until FY28. It also updates reporting requirements and tasks the Accountability and Implementation Board with evaluating program effectiveness by January 1, 2027.

# 2025 Legislative Session



## Bills of Interest

### 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.

# 2025 Legislative Session



## Bills of Interest

### SB867: Cyber Maryland Program - Revisions

- The bill makes several enhancements to the *Cyber Maryland Program (Program)* to ensure that Maryland is a leader in this competitive industry. The legislation moves the *Program* and the associated *Cyber Maryland Board (Board)* and *Cyber Maryland Fund (Fund)* from the Maryland Technology Development Corporation (TEDCO) to the Maryland Department of Labor (MD Labor).

# Governor's Apprenticeship Pledge



## Purpose

The Governor's Apprenticeship Pledge invites employers from all industries across Maryland to transform their workforce through Registered Apprenticeship, creating a stronger and more inclusive economy.

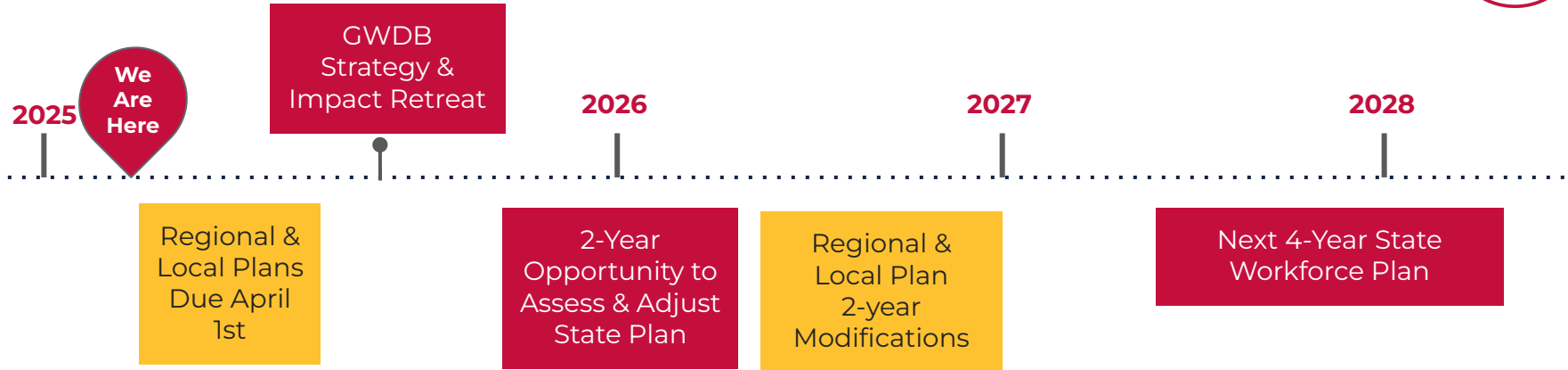
## How you can help:

- **Promote the Pledge:** Encourage employers to take the pledge and promote apprenticeship in their industries.
- **Get Connected:** Partner with the Maryland Department of Labor for resources and support to build or expand your own apprenticeship programs.
- **Be a Champion:** Share the Pledge within your networks and help us reach more employers statewide.



For more information visit: <https://gwdb.maryland.gov/apprenticeshippledge/>

# State Workforce Plan Implementation



GWDB 2024-2028 State Workforce Plan Implementation Projects; Policy to Support Implementation

CTE Committee *Blueprint* Pillar 3 Implementation Plans and Projects; Policy to Support Implementation

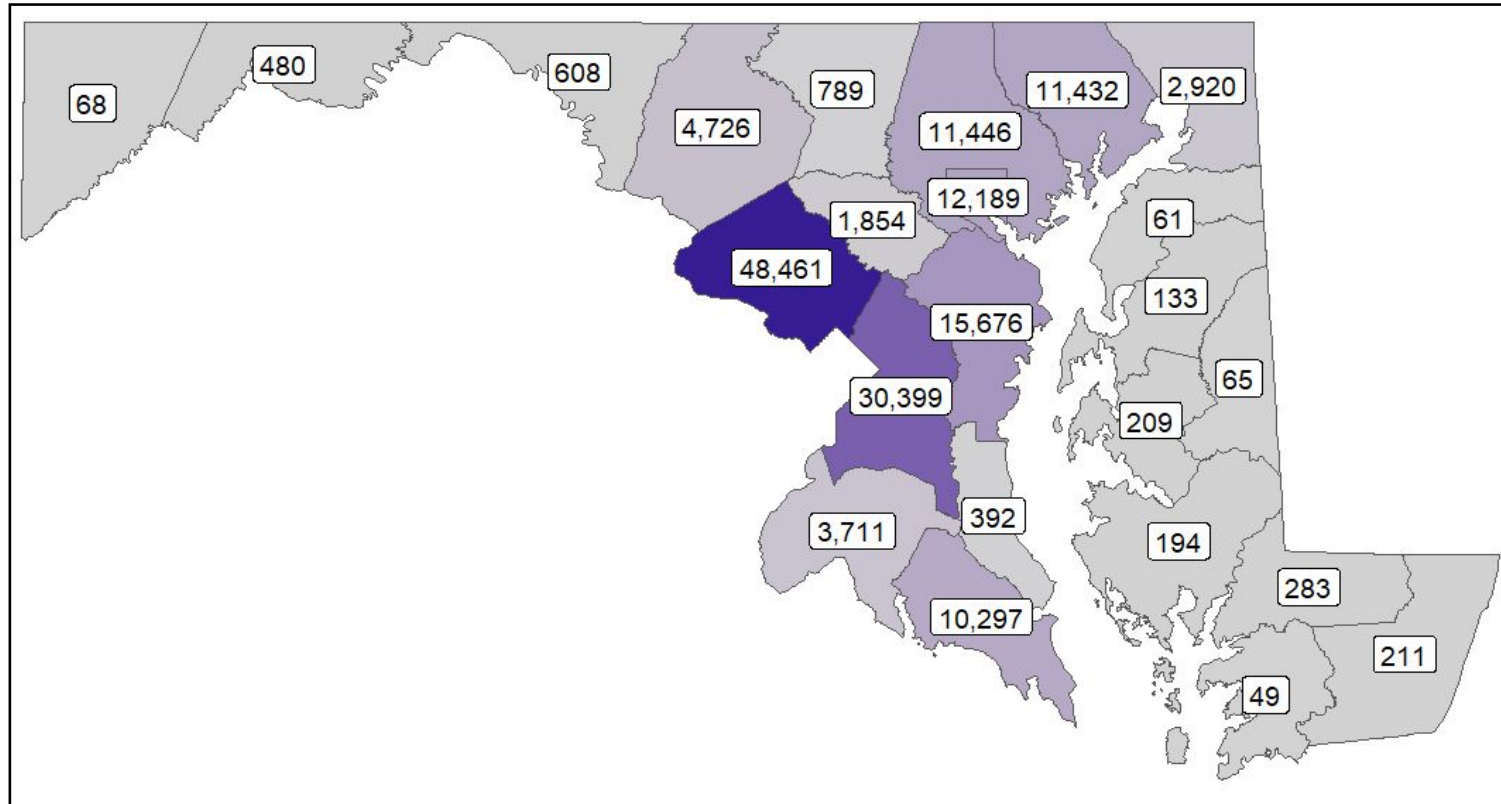




# **MD Labor Services for Impacted Federal Workers and Federal Contractors**

Maryland Department of Labor  
March 2025

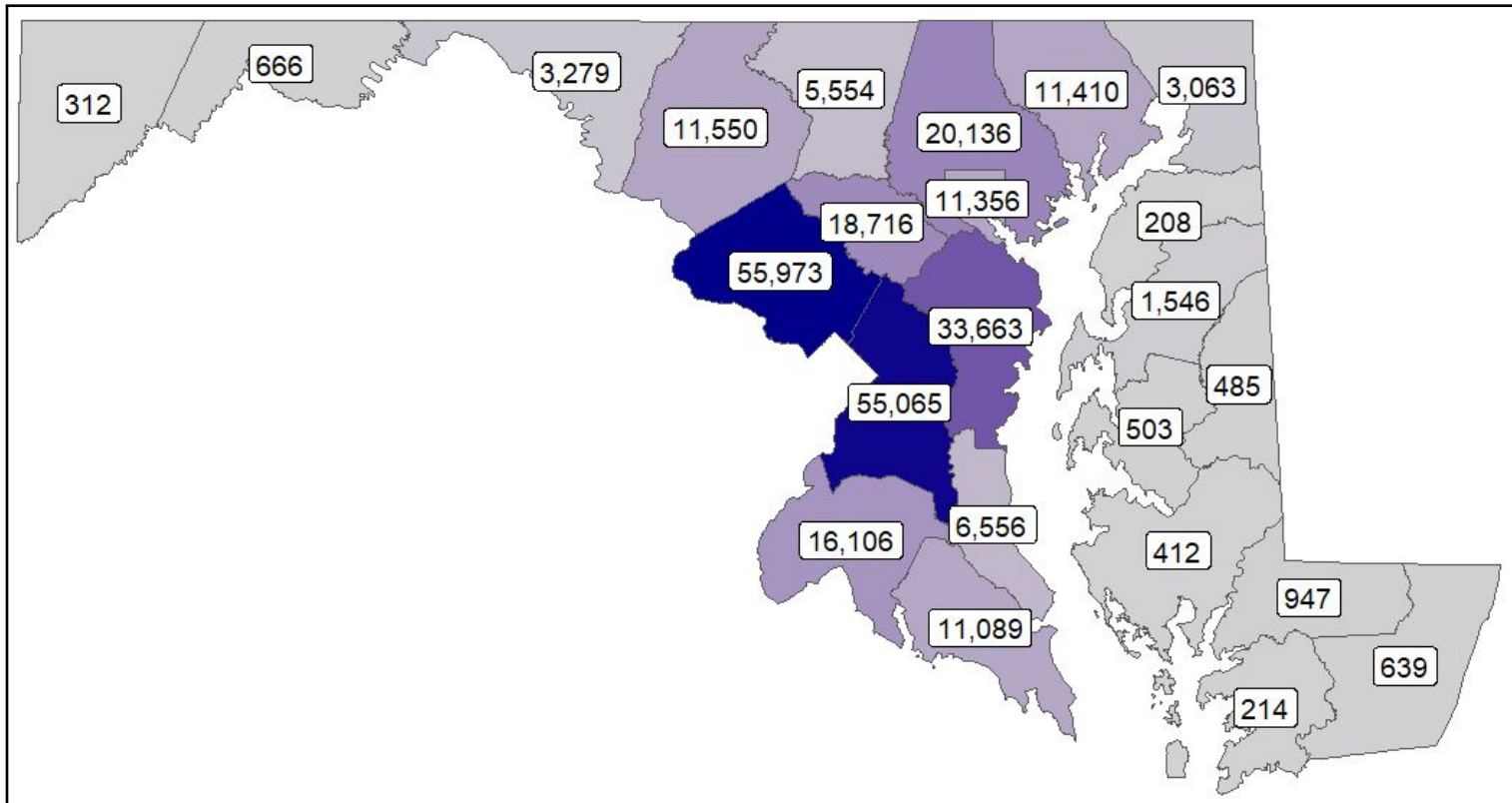
# MD Federal Employment by Place of Work



Source: BLS Quarterly Census of Employment and Wages Program, 2023 annual average

**\*March 2025 - Analysis based on latest data available and subject to change. Not for public distribution.**

# MD Federal Employment by Place of Residence



Source: Maryland Comptroller, Tax Year 2023

***\*March 2025 - Analysis based on latest data available and subject to change. Not for public distribution.***

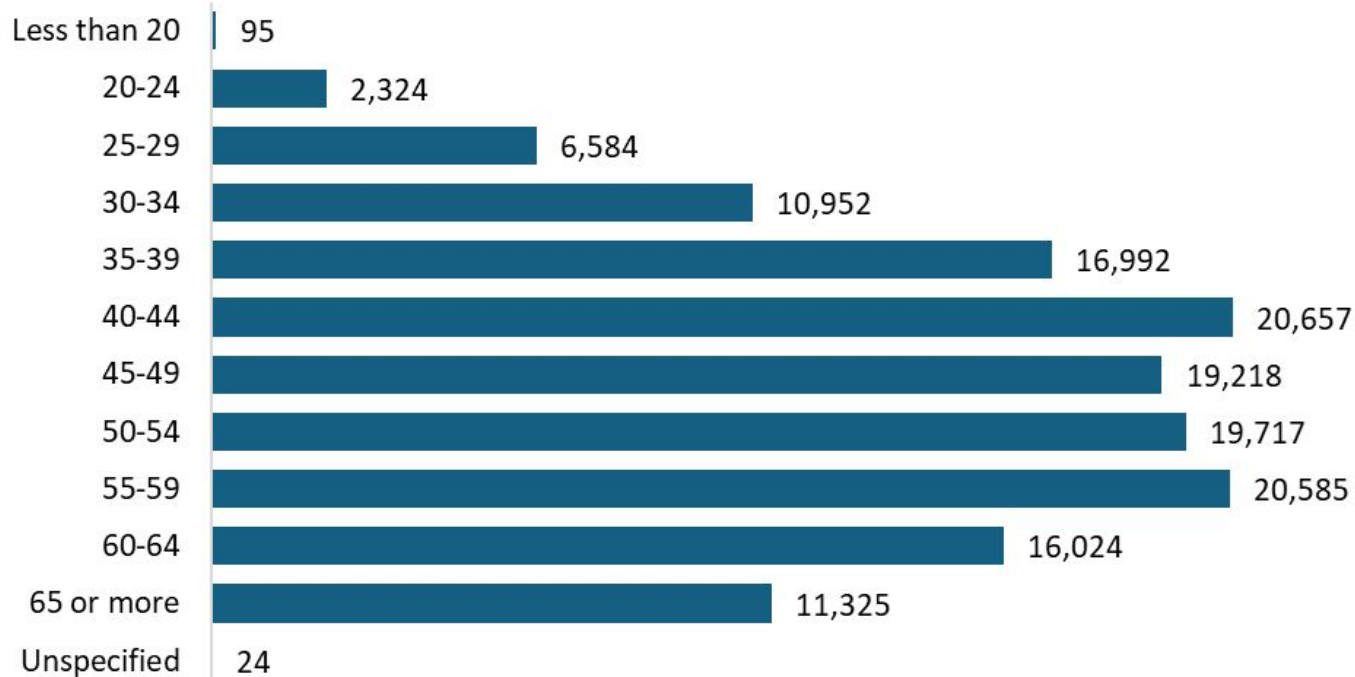
# MD Federal Employment - Top 10 Agencies

Agency	Maryland Jobs in September 2024	Percent of Total Maryland Federal Jobs
Defense (including civilian employment in armed services)	45,531	31.51%
Health and Human Services	40,749	28.20%
Commerce	13,478	9.33%
Social Security Administration	9,751	6.75%
Veterans Affairs	6,442	4.46%
Treasury	5,516	3.82%
Homeland Security	4,584	3.17%
Agriculture	3,392	2.35%
NASA	2,980	2.06%
Nuclear Regulatory Commission	1,828	1.27%

Source: US Office of Personnel Management,  
September 2024

***\*March 2025 - Analysis based on latest data available and subject to change. Not for public distribution.***

# MD Federal Employment by Age

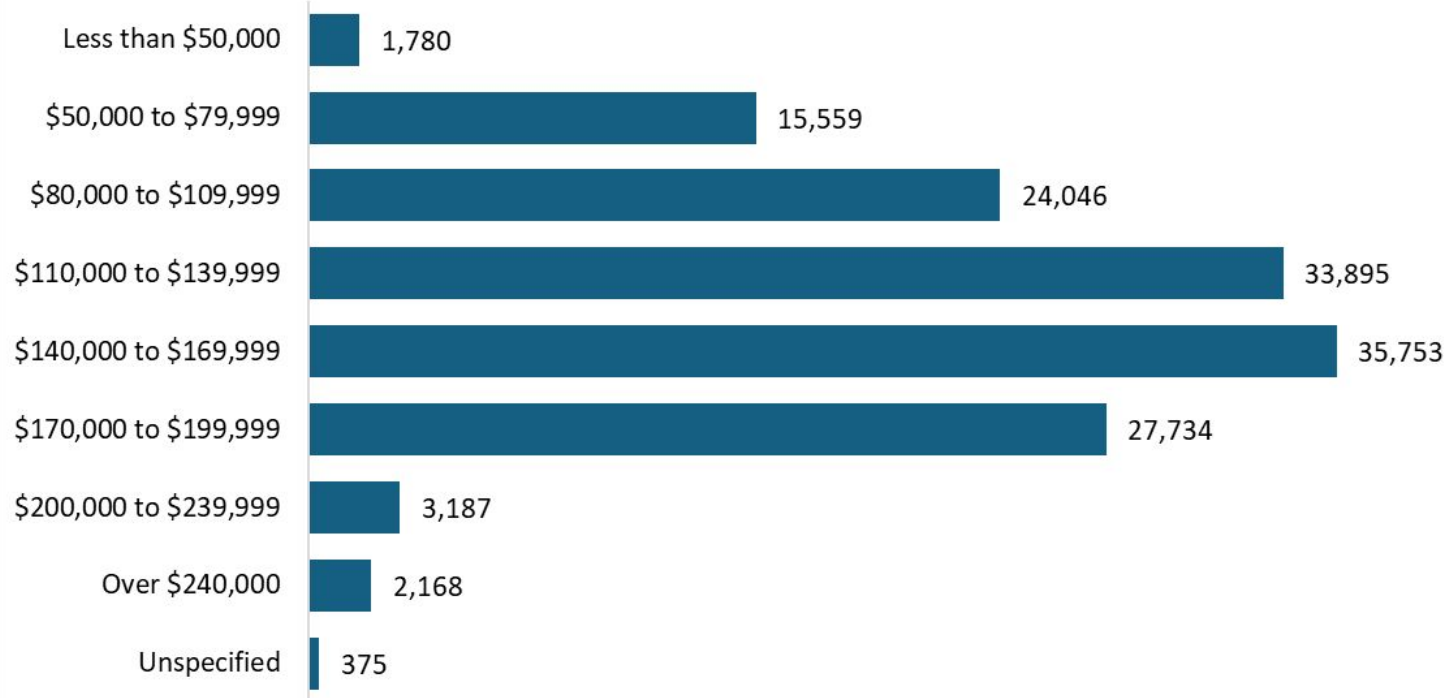


Number of Federal Employees in MD, September 2024

Source: US Office of Personnel Management,  
September 2024

***\*March 2025 - Analysis based on latest data available and  
subject to change. Not for public distribution.***

# MD Federal Employment by Salary

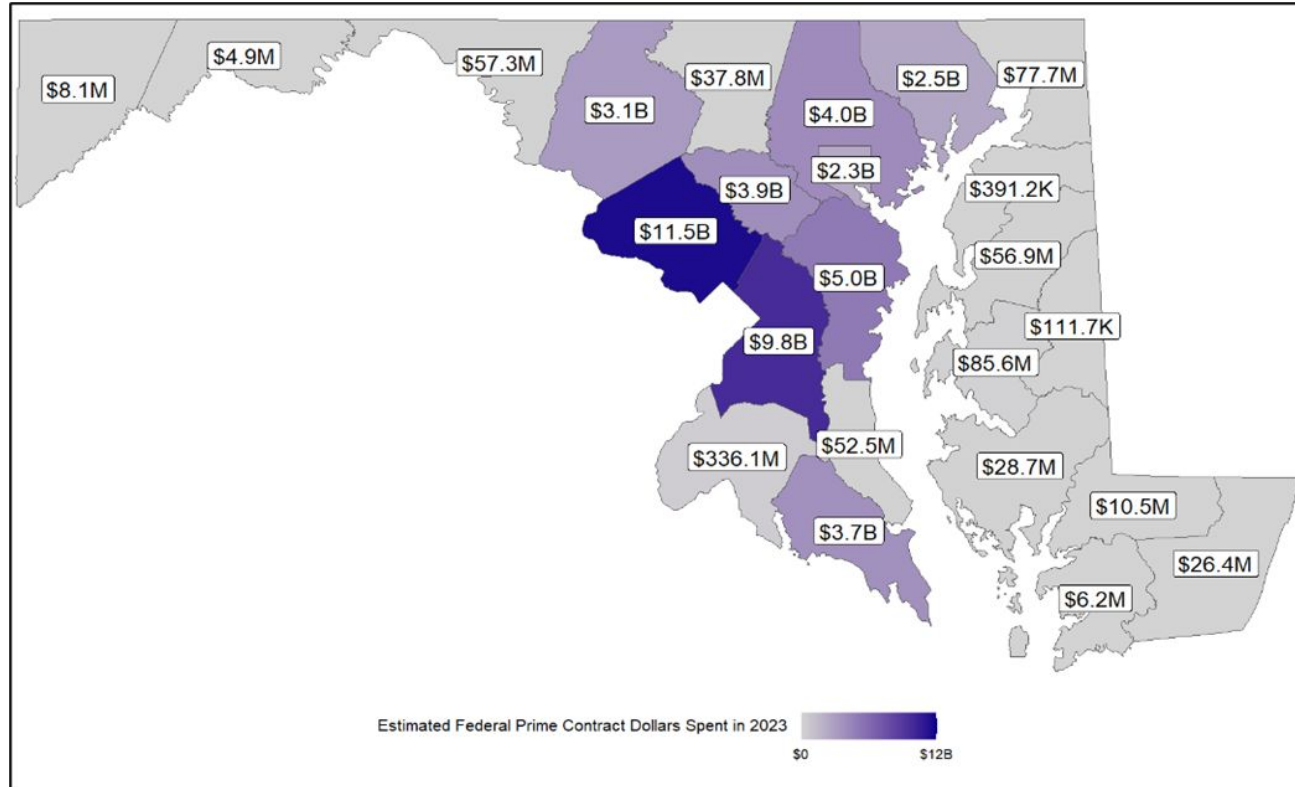


Number of Maryland Federal Employees, September 2024

Source: US Office of Personnel Management,  
September 2024

***\*March 2025 - Analysis based on latest data available and  
subject to change. Not for public distribution.***

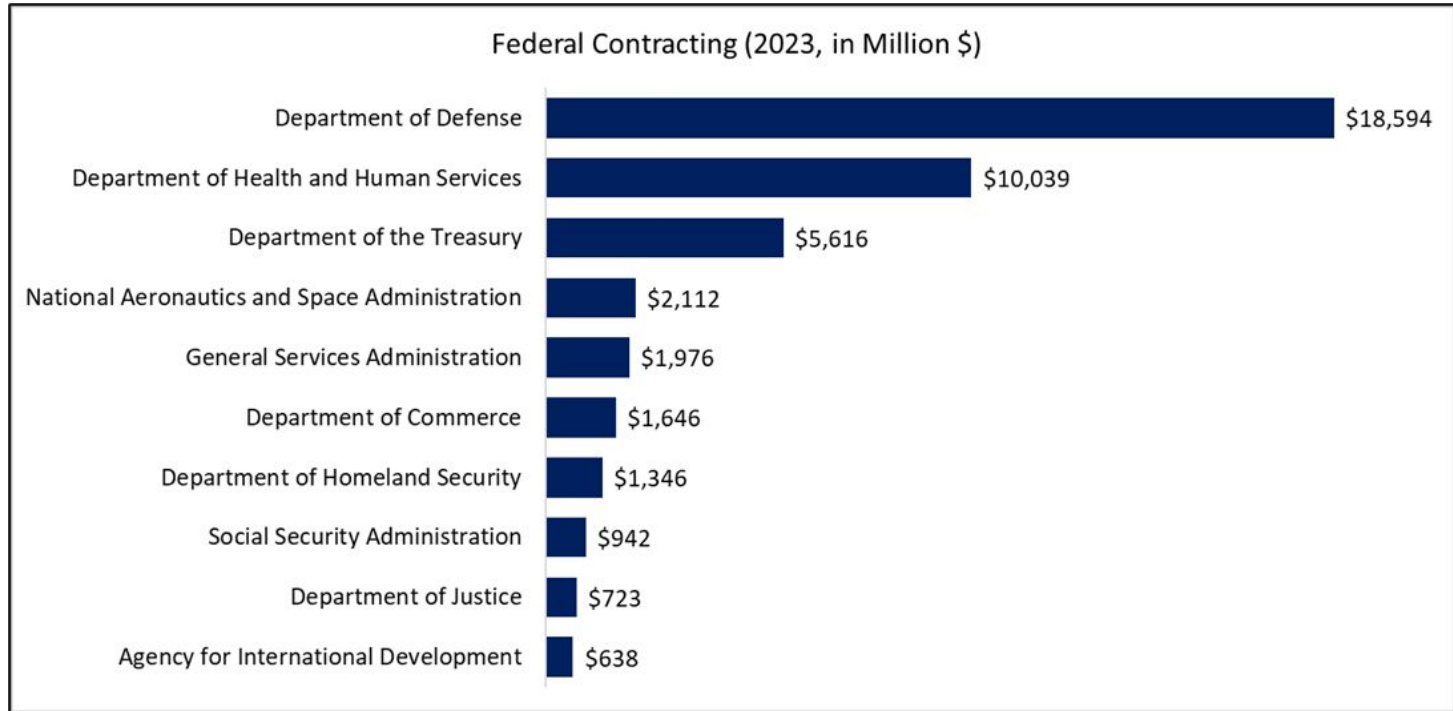
# Estimated Federal Prime Contract Dollars Spent in 2023 by County



Source: MD Labor analysis of USA Spending data

**\*March 2025 - Analysis based on latest data available and subject to change. Not for public distribution.**

# Estimated Federal Prime Contract Dollars Spent in MD in 2023 - Top Awarding Agencies



Source: MD Labor analysis of USA Spending data

**\*March 2025 - Analysis based on latest data available and subject to change. Not for public distribution.**



# Central Hub

- Governor Moore launched a central resource hub for workers impacted by federal actions, with info on UI, career support, health coverage, housing resources, legal resources + more
- Maryland has partnered with [Work for America](#) to better connect impacted workers with Maryland state jobs through the Civic Match talent matching platform
- For details, see: [response.maryland.gov/federalpublicservants/](https://response.maryland.gov/federalpublicservants/)



On February 28th, Governor Wes Moore announced a series of additional actions to help Marylanders impacted by federal workforce layoffs, firings, and changes to federal funding. These actions reinforce the Moore-Miller Administration's commitment to supporting Marylanders, while investing in an economy that can weather future disruptions. Federal workers have years of expertise and knowledge that are an asset to our state. They are our friends and our neighbors – public servants who raised their hand to serve our country – and we are committed to making it possible for them to stay in Maryland.

More About the Governor's Feb. 28 Announcement



Several jurisdictions in Maryland have programs and resources for Federal workers and contractors who have been laid off. Specific links are available below.

- [Anne Arundel County](#)
- [Baltimore County](#)
- [Baltimore City](#)
- [Calvert County](#)
- [Charles County](#)
- [Frederick County](#)
- [Montgomery County](#)

# Unemployment Insurance

- Federal civilian employees who become unemployed due to no fault of their own can apply for Unemployment Compensation for Federal Employees (UCFE)
- Other workers impacted by federal actions, such as employees who worked for a private sector employer that contracted with the federal government, may be eligible to apply for regular unemployment insurance (UI)
- See [labor.maryland.gov/federalworkers](https://labor.maryland.gov/federalworkers) for FAQs and info on UCFE and regular UI



**Resources are available for Maryland workers impacted by the federal government transition.**

- Unemployment insurance
- Job search support
- Resume reinvention
- Interview help
- Coping with job loss

Visit [labor.maryland.gov/federalworkers](https://labor.maryland.gov/federalworkers)



# Worker support

- MD Labor offers a wide range of virtual and in-person services for workers seeking reemployment support in strong partnership with the 13 local workforce boards
- Virtual workshop designed specifically for workers impacted by the federal transition is available on Wednesdays, 9 a.m. to 12 p.m. More than 600 people have attended so far.
  - Email [FedWorker.Transition@maryland.gov](mailto:FedWorker.Transition@maryland.gov) to sign up
- Broader services at our 33 **American Job Centers** and specialized **Professional Outplacement Assistance Center** include résumé workshops, individualized career guidance, mock interviews, career and skills assessment, effective job search strategies, support in coping with job loss, networking support, and reemployment workshops
- See [labor.maryland.gov/federalworkers](https://labor.maryland.gov/federalworkers) for more information

**Free virtual workshop**  
for former federal employees  
and other workers impacted by the  
federal government transition

*Sign up today!*

**Wednesdays, 9 a.m.-12 p.m.**  
Email [FedWorker.Transition@maryland.gov](mailto:FedWorker.Transition@maryland.gov)

 **Maryland**  
DEPARTMENT OF LABOR







# RESPONDING TO THE CRISIS

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How Maryland's 13 Local Workforce Boards are responding to displaced federal workers

# What We Have Done So Far



## Hiring Events

- Howard County
- Prince George's County
- Baltimore City
- Anne Arundel County
- Montgomery County
- Frederick County
- Southern Maryland

## Resource Events/Access to Providers

- Public Health Agencies
- Mental Health Providers
- Financial Planners/Consulting

## Career Services

- Resume Review
- Targeted Workshops
- Bootcamp Programs for Federal Workers

## Highly-skilled Professionals

In analyzing the prior experience of federal workers attending our events, most are highly-skilled, mid-level or senior professionals in a variety of cross-cutting occupations. Some are willing to take lower-paying jobs, but many are just testing the waters to see what might be out there.

### **24%** Program Analyst

At a recent hiring event in Anne Arundel County, almost a quarter of all registrants identified themselves as Program Analysts, with a further 27% identifying themselves as a Program Manager, IT professional, or human resources staff.

### **39%** Still Federally Employed

While a significant number of registrants for hiring events identified that they were laid off by the federal government, slightly more identified that they were still employed by the federal government.



# What's Next

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Three Biggest Priorities for Maryland's Local Workforce Boards moving forward are:

- **Continuing to Assist Identified Federal Workers** – Local areas are planning more hiring events in April, May, and June to assist federal workers in finding new opportunities.
- **Offering Individualized Career Services and Training Opportunities** – Many federal workers have expressed the desire to reskill or transition into a new industry or occupation.
- **Collecting Data** – Locals are collecting data on identified federal workers in their areas to tailor services and approaches to this population that reflects their needs.







# THANK YOU

[www.marylandworkforceassociation.org](http://www.marylandworkforceassociation.org)

Paid...  
ment Pension Plan  
Staff Fitness Centers  
Credits for qualifying residents  
Take a Change.  
...ance.

# Federal to Future Career Transition Expo

March 20, 2025; 10:00 AM – 2:00 PM

1. Held at New Psalmist Baptist Church at 6020 Mariam Drive
2. Press coverage including front page Baltimore Sun
3. **584 job seekers** attended
4. **86 tables**, including:
  - Employers, with **over 1,000 job openings** advertised
    - 14 Baltimore City agencies
    - State and County government agencies
    - Universities and hospitals
    - Non-profits
    - Private sector
  - Services
    - Legal services
    - Financial services
    - Veteran's services
    - Vocational rehabilitation
    - Community social services
  - Resume development, computer room, MWE and Workday registrations



KEVIN RICHARDSON/STAFF

Displaced federal  
workers look for jobs



# Next Steps

1. Joint Hiring events with MWA and DOL
2. Each workforce area will establish data-sharing agreements to receive UI data from the State
3. Three-Part Webinar Series
  - Series 1: Preparing for the Workforce of Tomorrow (February 2025 – March 2025)
  - Series 2: DISC Leadership and Employee Engagement (April 2025 – May 2025)
  - Series 3: Retaining Talent Through Onboarding and Succession Planning (June 2025 – July 2025)
  - Objectives and Outcomes:
    - Empower business owners to lead effectively using DISC assessments.
    - Equip businesses with practical strategies for onboarding, engagement, and retention.
    - Strengthen MOED's role as a partner in workforce development.
    - Provide networking opportunities through quarterly in-person brunches.

# **Jobs for the Future (JFF) Presentation to Maryland Governor's Workforce Development Board (GWDB)**

March 26, 2025



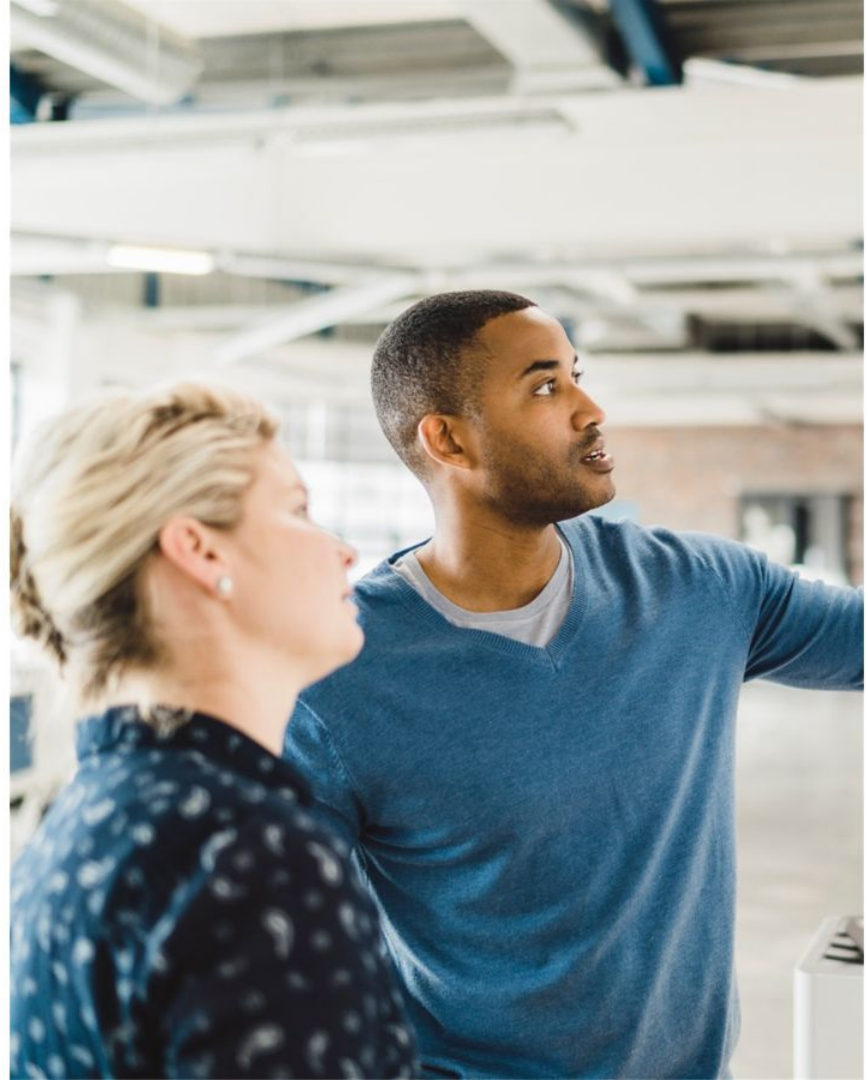


# Building a Future That Works— For Everyone



# JFF's Mission

Jobs for the Future  
drives transformation  
of the U.S. education  
and workforce  
systems to achieve  
equitable economic  
advancement for all.



# JFF's North Star

By 2033,  
**75 million people** facing  
systemic barriers to  
advancement **will work in**  
**quality jobs.**



# What is a ‘quality’ job?

We define quality jobs as those with a **living wage** and **strong benefits**, like health insurance, paid family leave, and retirement plans.

But that’s not all.

Quality jobs also must provide:



**A supportive  
environment with  
training and  
mentoring**



**A chance to  
contribute expertise  
and ideas**



**Job stability**



**Opportunities  
to advance**



With more than 40 years of experience, JFF is...

# National. Networked. Trusted.



states in which  
JFF works

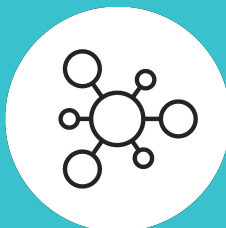
3

OFFICES

Boston  
Washington  
Oakland

1,300

organizations in our  
networks



320

FTE STAFF



44%

EMPLOYEES  
OF COLOR

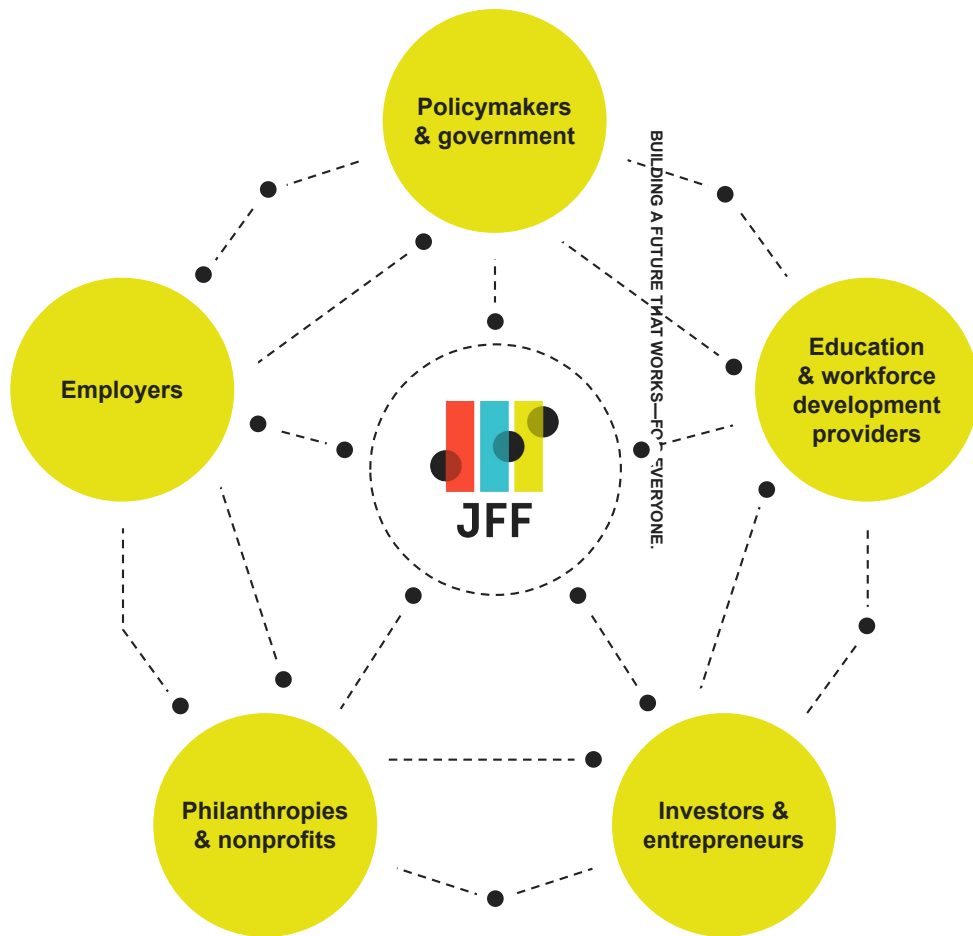
100%

of clients and  
partners would  
recommend  
working with JFF



OUR PARTNERS

**JFF**  
**works**  
**with:**



# **Introduction to the Maryland Workforce Initiative**

# Maryland Initiative Overview



## Initiative Timeline & Partners

- **Timeline:** January 2025 through December 2027
- **Key Partners:**
  - Maryland Department of Labor
  - Governor's Workforce Development Board
  - Maryland Department of Education
  - Maryland Governor's Office
  - Maryland Office for Children
  - Maryland Higher Education Commission
  - Blue Meridian Partners
  - JFF

## Initiative Goals & Objectives

- Build scalable workforce solutions to close labor market gaps in Maryland.
- Strengthen pathways in critical sectors through apprenticeships and sector partnerships.
- Promote equitable access to quality training opportunities, focusing on underrepresented populations (e.g., women, youth, high-needs communities).
- Align with Maryland's workforce strategy to create sustainable and inclusive economic growth



# Key Outcomes and Milestones

## Key Outcomes

- Engage 25-50 employers in offering apprenticeship programs, with 25% implementing skills-based hiring.
- Launch 5-8 new or expanded registered apprenticeship programs in IT, healthcare, and emerging fields.
- Create at least 500 apprenticeship opportunities by 2027 in priority sectors.
- Enhance sector strategies and employer engagement to bridge gaps in critical industries.

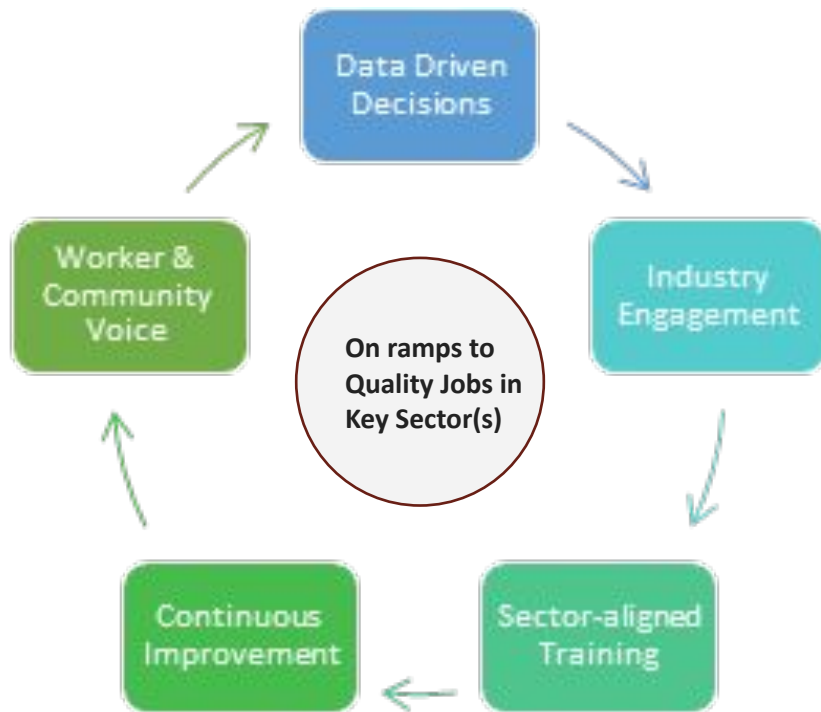
## End-of-Investment Milestones

- **Scale:** Establish 500 apprenticeship opportunities.
- **Outcomes:** Baseline of high school students earning credentials to meet the 2030 goal (45%).
- **Sustainability:** Develop a plan to secure ~\$25M/year for apprenticeship funding.

# Initiative Outcomes

# Workstream 1A – Sector Strategies

# Key Elements of JFF's Sector Strategy Approach





## WORKSTREAM 1.A

# Design and Launch Sector Partnerships

### **Workstream 1.A Activities:**

1. Establish sector partnerships, beginning by building on work in IT/cyber, and leveraging labor market insights.
2. Host high-profile events to build momentum and engage key stakeholder groups.
3. Develop career pathway maps that define entry and advancement opportunities.
4. Align sector strategies with local and state priorities to ensure sustainability.

# What's the **purpose and vision** for the Maryland Initiative Sector Strategy workstream?

- Align industry needs and strengthen talent pipelines in priority sectors within MD, based on efforts accomplished to date
- Work in close collaboration with apprenticeship team to build enthusiasm and active engagement around statewide apprenticeship opportunities across stakeholder groups
- Strengthen the collaborative infrastructure between business, education, workforce, and higher education to align career pathways and the talent needs of high-priority MD sectors
- Provide capacity building and TA to sector coalitions on topics such as apprenticeship, job quality, etc. to strengthen the sector strategies; plan and facilitate quarterly meetings with each sector partnership

# Workstream 2 – Career Counseling

# JFF's *Pathways to Prosperity* Initiative



Secondary-postsecondary  
integration



Career navigation  
systems



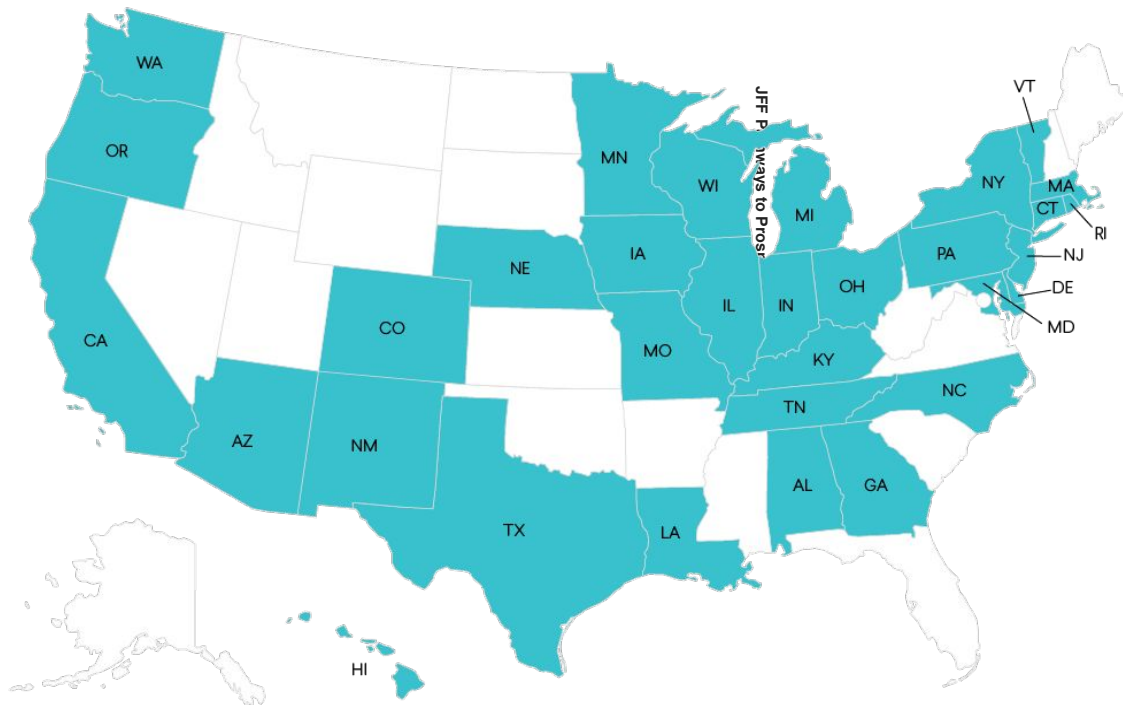
Work-based  
learning



Intermediaries



Leadership  
and policy



JFF Pathways to Prosperity

## PROJECT CONTEXT

# What's the **purpose and vision** for the Maryland Initiative *Career Counseling* workstream?

*The Blueprint for Maryland's Future* charges state leaders with providing **individualized career counseling services** for every middle and high school student to ensure that students are familiar with the wide range of post-college and Career Readiness (post-CCR) pathways available to them—including Registered Apprenticeship, internships, dual enrollment, and advanced coursework.

In support of this ambitious vision, JFF will support the GWDB and key cross-sector partners to:

- Define **intended outcomes and target metrics** aligned to each partner's priorities and the *Blueprint*
- Define ways of working to facilitate excellent cross-sector communication and collaboration
- Drive the development and execution of high-quality tools, resources, and implementation practices to meet the needs of **Maryland's students**

## WORKSTREAM 2

# Career Counseling

*In support of a statewide system of career counseling aligned to the Blueprint for Maryland's Future:*

- Support the GWDB in its leadership of the CTE Committee's implementation plan including supporting the evaluation approach, design, and reporting.
- Facilitate Communities of Practice (CoP) for peer learning and resource sharing.
- Provide customized technical assistance to address unique local needs and challenges.
- Support continuous improvement and sustainability planning through evaluation that includes stakeholder feedback.

# Next Steps and Action Items



- Career Counseling team attending upcoming **CTE Committee Meeting** on Thursday, April 10
- Sector strategies team attending upcoming **Industry Partnerships Committee Meeting** in May
- Sector strategies team scheduling 1:1 introductory calls with various state partners
- The JFF team hopes to continue collaborating with the broader GWDB as we continue to ramp up the work
- Anything else we are missing?

# 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



# Access and Equity + Industry Partnerships



## Committee

### Activity

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- Job Quality Framework Development

### State Workforce Plan Alignment

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#### *Strategy 1.1*

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

#### *Strategy 2.2*

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

### Next Steps

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- Review examples of statewide job quality and workplace well-being frameworks + Implementation best practices
- Contribute feedback and initial recommendations to inform the development of Maryland's draft Job Quality framework

# Job Quality Framework



## Results for America Workforce Fellowship

### Convening Insights:

- Quality jobs are foundational to economic mobility, worker well-being, and economic growth
- We learned that workforce systems can play a pivotal role in making quality jobs the norm—through partnerships, policy, and practice.
- A strong framework must reflect three core dimensions: **Job Necessities** (fair pay and protections), **Job Opportunities** (inclusion and advancement), and **Job Features** (flexibility and support).



# Systems Governance Committee



 **Now Recruiting:** Chair & Vice Chair

## Committee Priorities

### ✓ Set Policy

- Revist and refine policies to align with Maryland's Statewide Workforce Development plan

### ✓ Hold System Partners Accountable

- Support WIOA implementation, performance, and partner collaboration
- Explore and define metrics of successful performance

### ✓ Drive Performance & Innovation

- Recommend workforce policies to strengthen system-wide performance
- Support monitoring and continuous improvement

*Pillar 4:  
Improving  
System  
Alignment and  
Accountability*

# Career and Technical Education Committee



## Industry-Recognized Credentials (IRCs)

- [Review](#) of new IRCs: 19 approved; 31 not approved; 14 conditionally approved (60-day review process)
- Current Total # Approved IRCs: **229**

## CTE Framework

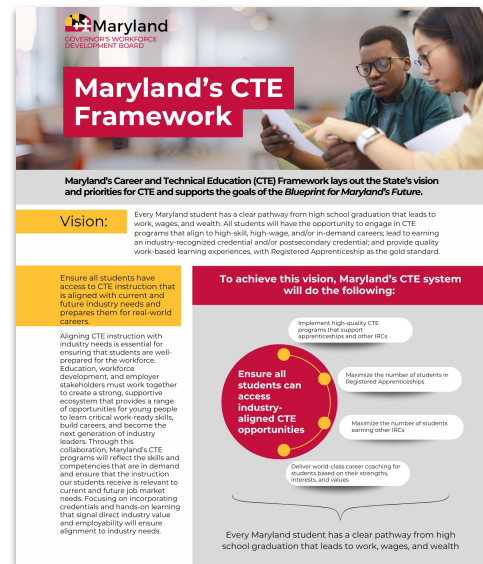
- [Approved](#) and submitted to AIB
- Next Steps: developing implementation plans, roles, and timelines

## Annual Report

- [Approved](#) and submitted to AIB and MGA

## Career Counseling

- [Reviewed](#) definitions and initial metrics
- Next Steps: working with JFF!



**Pillar 3:**  
*Preparing the  
Future  
Workforce*

# Review of CTE Course Standards



- Stacey Beichler, Kennedy Krieger Institute
- Michelle Bell, 1st Choice
- Brian Cavey, Int'l Assoc of Heat and Frost Insulators & Allied Workers
- Jessica Mente, Royal Farms
- Carim Khouzami, BGE
- Marty Schwartz, Vehicles for Change
- Brian Stamper, AstraZeneca
- Chuck Wetherington, BTE Technologies
- Charnetia Young, CVS Health

***Thank  
you!***

# Reviewers Still Needed for the Following CTE Course Standards



- **3D Animation & Game Design**
- **Graphic Communications**
- Video and Audio Production
- HVAC
- Masonry
- Plumbing
- Welding
- Cybersecurity
- Networking Systems
- Computer Programming
- Machine Learning and Data Science
- Early Childhood
- Renewable Energy
- Financial Services and Accounting
- Biomedical Science
- Biotechnology
- Certified Nursing Assistant
- Pharmacy Technician
- Certified Clinical Medical Assistant

- **Dental Assistant**
- Physical Rehabilitation
- Barbering
- **Cosmetology**
- **Nail Technician**
- Baking and Pastry Arts
- Culinary Arts
- Hotel and Resort Management
- **Emergency Medical Technician**
- **Emergency Response**
- **Fire Fighter**
- **Criminal Justice and Law Enforcement**
- **Junior Reserve US Armed Forces**
- Autobody/Collision Repair Technician
- Automotive Maintenance
- Medium/Heavy Truck Technician (Diesel)
- **Marine Maintenance Repair**
- Aeronautics, Aviation, Aerospace, and Technology

**Sign up at:**  
[bit.ly/4l1oJBQ](https://bit.ly/4l1oJBQ)



# The National Governors Association

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## Founding

The May 1908 meeting of President Theodore Roosevelt and governors led to the creation of the National Governors Association.



*Photo: The first meeting of the nation's governors, convened by President Theodore Roosevelt in Washington D.C., 1908.*

## What We Do

The National Governors Association (NGA) is the nonpartisan organization of the nation's governors. Through NGA, governors identify priority issues and deal with matters of public policy and governance at the state, national and global levels.

The NGA Center for Best Practices is the only research and consulting firm that directly serves governors and helps governors and executive branch leaders develop and implement innovative solutions to public policy challenges. Our Government Relations team ensures that states are a strong voice in Washington, D.C. We also provide management consultative services to both new and incumbent governors, their senior executive staff and trusted advisors.

# The NGA Center for Best Practices

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## Program Areas:

- Children & Families
- Energy & Environment
- Health
- Homeland Security
- Infrastructure
- K-12 Education
- Land Management, Agriculture, Wildlife, & Rural
- Postsecondary Education
- Public Safety & Legal Counsels
- **Workforce Development & Economic Policy**





# NGA Executive Committee

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Chair  
**Gov. Jared Polis**  
Colorado



Vice Chair  
**Gov. Kevin Stitt**  
Oklahoma

## MEMBERS-AT-LARGE

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**Gov. Jeff Landry**  
Louisiana



**Gov. Greg Gianforte**  
Montana



**Gov. Bill Lee**  
Tennessee



**Gov. Spencer Cox**  
Utah



**Gov. Michelle Lujan  
Grisham**  
New Mexico



**Gov. Kathy Hochul**  
New York



**Gov. Josh Shapiro**  
Pennsylvania

# Workforce Development & Economic Policy Program

## **Long-Term, Issue-Based Projects**

- Youth apprenticeship
- Disability inclusive workforce policy
- Service-to-career pathways
- Technology and the future of work
- Entrepreneurship
- Workforce system governance & innovation

## **Demand-Driven Technical Assistance**

- Biannual Policy Institutes
- Monthly network calls
- Policy research & analysis
- In-state site visits
- Peer-to-peer engagement
- Publications on timely issues

# Workforce Strategic Planning Collaborative

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- Cooperative agreement between NGA and USDOL
- NGA issued RFA in December 2024, asking states to outline:
  - WIOA Plan “Point(s) of Emphasis”
  - Vision & Goals for NGA’s Technical Assistance
- 7 States Selected in January 2025

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# Questions? Feedback?

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[jporter@nga.org](mailto:jporter@nga.org)



# *GWDB Member Highlights*



# Next Steps



- **Call to Action:** GWDB members, share your key priorities and outcomes you hope to achieve from the 2025 Strategy & Impact Retreat—what challenges should we tackle, what opportunities should we explore, and how can we drive meaningful workforce transformation together?

- Finalize and share 2025 Strategy & Impact Retreat Agenda

- Review Regional and Local Plan Submissions

- Cyber Maryland-GWDB Cyber Workforce Talent Strategy publication