



Pre-Meeting Briefing

September 10, 2025 Quarterly Meeting

Governor's Workforce Development Board

September 5, 2025

Pre-Meeting Briefing

TO:	Members of the Governor's Workforce Development Board																														
FROM:	Governor's Workforce Development Board Staff																														
DATE:	September 5, 2025																														
SUBJECT:	Pre-Meeting Briefing - September 10, 2025 Quarterly Meeting																														
PURPOSE:	To provide members with background materials that will optimize working time at the next quarterly meeting. This includes information on organizational updates, pertinent policy updates, and other background information for discussion and decision-making during the meeting.																														
ACTION:	All members are asked to review this document prior to arrival at the next quarterly Board meeting - particularly items under the Consent Agenda, Blocker Removal, and Discussion and Decision-Making sections.																														
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Leadership Report

FY26 BUDGET, STAFF, AND CONTRACTS

Fiscal Year 2026 (July 31, 2025 - June 30, 2026) Budget:

- FY26 total budget of \$2.56M reflects a small increase from FY25 (\$2.53M)
- \$1.03M in Special Funds are provided as part of implementing the *Blueprint for Maryland's Future* and are dedicated to supporting the GWDB CTE Committee's statutorily-required functions.
 - This reflects a roughly \$400,000 increase over FY25.
 - This increase offset FY25 general funds (\$400,000) that were provided on a one-time basis to commission two studies desired by the Maryland General Assembly (skills-based hiring, school bus driver wages). Both studies are being completed by contractors in FY26.
- A total of roughly \$1M supports all other Board functions. This is comprised of:
 - \$90,540 in General Funds
 - Up to \$912,725 in Reimbursable Funds via MOUs with state agencies central to Maryland's workforce development ecosystem. Final invoiced levels are dependent on partner agency MOU negotiations and actual end-of-year expenditures.

Figure 1: GWDB FY26 Operating Budget

GWDB All FY26 Budget				
	General Funds (GWDB)	Special Funds (CTE)	Maximum Reimbursable Funds (GWDB) (Partner MOUs)	Total Funds
Salaries, Wages and Fringe Benefits	\$84,468	\$451,042	\$798,909	\$1,334,419
Technical and Special Fees	\$0	\$580,011	\$2,790	\$582,801
Communications	\$79	\$0	\$3,495	\$3,574
Travel	\$0	\$0	\$22,718	\$22,718
Motor Vehicle Operation and Maintenance	\$0	\$0	\$14,580	\$14,580
Contractual Services	\$231	\$0	\$20,920	\$21,151
Supplies and Materials	\$790	\$0	\$21,395	\$22,185
Equipment - Replacement	\$6	\$0	\$3,520	\$3,526
Grants, Subsidies, and Contributions	\$0	\$0	\$0	\$0
Fixed Charges	\$4,966	\$0	\$24,398	\$29,364
Total	\$90,540	\$1,031,053	\$912,725	\$2,034,318

*Note: The GWDB funds MCCEI via passthrough -- FY26 amount is \$531,250, which is not reflected in the above budget.

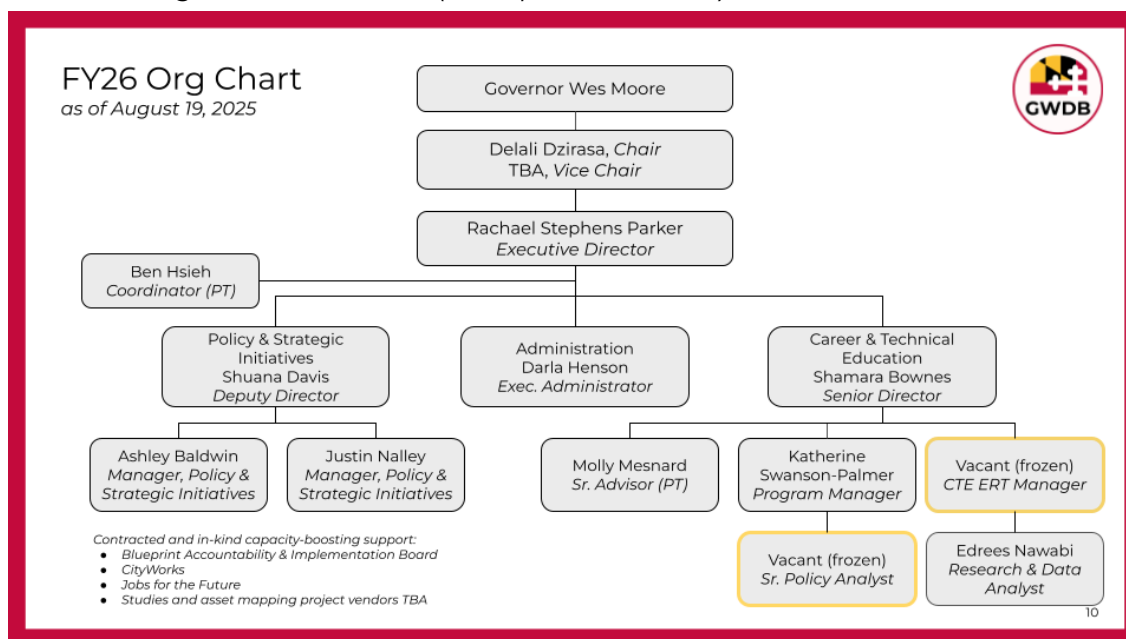
Figure 2: FY26 Reimbursable Funds Breakdown

GWDB Maximum FY26 Reimbursable Funds	
	Appropriation
Total Reimbursable Funds	\$912,725
Agency Partner Breakdown:	
54% Department of Labor - Div. of Workforce Development & Adult Learning	\$488,576
2% Department of Labor - Office of the Secretary	\$20,346
10% Department of Human Services	\$87,623
2% Department of Public Safety and Correctional Services	\$14,555
20% State Department of Education	\$180,516
8% Higher Education Commission	\$73,660
4% Department of Commerce	\$35,907
1% Department of Juvenile Services	\$11,541

Staffing:

- GWDB welcomed Justin Nalley, Manager of Policy & Strategic Initiatives, to the Policy & Strategic Initiatives team on July 23rd - learn more about Justin [here!](#)
- Statewide hiring freeze has impacted two vacant positions funded through CTE-dedicated special allocation – the CTE ERT Manager and Sr. Policy Analyst.

Figure 3: FY25 Organizational Chart (last updated 8/19/25)



Contracts:

The GWDB continues to leverage philanthropic and other external resources to boost capacity for execution of the Board's numerous required functions.

- The *Blueprint for Maryland's Future* Accountability & Implementation Board (AIB) provides a grant for the GWDB CTE Committee to engage CityWorks for assistance on several required functions under the *Blueprint*, including career coaching implementation support and technical assistance to LEAs, CTE ERT deployment plan implementation, and CTE Committee reporting.
- As announced in spring, Jobs for the Future is engaged with GWDB in two areas:
 - Developing sector strategies, in partnership with MD Labor
 - Staffing the identification and dissemination of best practices in the new career counseling program established under the *Blueprint*
- The Bus Drivers Wage study commissioned via the FY25 budget has been awarded to Eleventh House. Select Board members and other stakeholders will be engaged on an as-needed basis.
- The Skills-Based Hiring study commissioned in the FY25 budget received competitive proposals from leading regional, national, and global organizations. A review team is currently reviewing proposals, and the award will be announced later this fall.

POLICY UPDATE: FEDERAL WORKFORCE PELL

Function Key: Fed-2

[The One Big Beautiful Bill Act](#) (OBBA) created the Workforce Pell Grant program, expanding Pell Grant eligibility for short-term job training, effective July 1, 2026. Pell Grants are federally funded, need-based student grants from the U.S. Department of Education. Maryland's Governor's Workforce Development Board (GWDB) will approve training program eligibility. This briefing details the program, its implications for Maryland, and anticipated actions.

Workforce Pell, or "Short-term Pell," broadens federal financial aid access for in-demand, quicker career preparation. The OBBA, passed July 3, 2025, authorizes this program under Title IV of the Higher Education Act (HEA).

Key Provisions:

- **Student Eligibility:** Similar to existing Pell, but baccalaureate degree holders are eligible for re-skilling/up-skilling. No "double dipping" with regular Pell.
- **Award Amounts:** Prorated based on program length, less than the \$7,395 maximum.
- **Program Eligibility:**
 - **Length:** 150-600 clock hours (or equivalent), 8-15 weeks.
 - **Labor Market Needs:** Must prepare for high-skill, high-wage, or in-demand jobs, determined by GWDB and the Governor.
 - **Employer Needs:** Must meet employer hiring requirements.
 - **Credential:** Leads to a recognized, stackable, portable postsecondary credential.¹²
 - **Quality & Outcomes (ED-determined):** Program must meet 70%+ completion rate, 70%+ job placement rate (6 months post-completion), operational for at least one year, and have a positive ROI for students and taxpayers.
- **Data Requirements:** Institutions provide data to the state and ED for eligibility. ED may require more data.

GWDB Role in Maximizing this Opportunity for Maryland: Workforce Pell offers Maryland a chance to enhance access to short-term training and align priorities across agencies (Perkins V CTE, WIOA). The GWDB's role is central:

1. **Defining "High-Skill, High-Wage, or In-Demand Jobs":** The Governor and GWDB define these terms, aligning with Maryland's economic and workforce priorities (e.g., wage

¹ 29 U.S.C. § 3102(52) defines the term "recognized postsecondary credential" as a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.

² Training and Employment Notice 25-19 defines stackable as "A credential is considered stackable when it is part of a sequence of credentials that can be accumulated over time to build up an individual's qualifications and help them to move along a career pathway or career ladder to different and potentially higher-paying jobs." Portable is defined as "A credential is considered portable when it is recognized and accepted as verifying the qualifications of an individual in other settings— such as other geographic areas across the country, other educational institutions, or other industries or businesses."

- thresholds, job quality, "lighthouse" sectors).
2. Unifying Definitions: Leverage this to align definitions across Perkins V CTE and WIOA, directing resources to Maryland's needs.
 3. Employer Engagement: Encourage employer investment or guaranteed job placement.
 4. Credentialing: Promote stackable/portable credentials for clear pathways.
 5. Data-Driven Quality Assurance: GWDB will need robust state-level data collection for initial program assessment.

Next Steps: Implementation is set for July 1, 2026.

1. Anticipated Federal Activity:
 - Negotiated Rulemaking (Dec-Jan): ED's Accountability in Higher Education and Access through Demand-driven Workforce PELL (AHEAD) Committee will refine definitions, data sources, and application processes. Rachael Stephens Parker (GWDB Executive Director) was nominated.
 - Nomination decisions will be announced this fall.
 - ED's rulemaking is expected to clarify:
 - Workforce Pell award calculation.
 - Required data sources for eligibility (job placement, completion, earnings).
 - Timely and secure access to data systems, balancing privacy.
 - State flexibility in labor market alignment definitions across federal programs.
 - Reliance on existing accreditors versus new approval processes.
 - Guidance: ED will issue guidance and webinars.
2. GWDB and Partner Activity:
 - Engage with Federal Rulemaking (Dec-Jan): Support GWDB Executive Director Parker with input if she is appointed to the AHEAD Committee.
 - Develop State-Level Definitions (Oct-Mar): Define "high-skill, high-wage, or in-demand" through analysis and collaboration, aligning with Perkins V CTE and WIOA.
 - Draft, Test, and Refine Program Approval Parameters and Processes (Oct-Mar): Draft, test, and refine definitions and program approval policies as federal rules are negotiated; finalize draft for Board review after final rules are issued.
 - Establish Program Approval Processes (Mar-Jun): Create and implement clear processes based on federal and Maryland requirements.
 - Data Infrastructure and Capacity (Jan-Jun+): Prepare data systems for reporting on outcomes, and consider technical assistance for institutions that can be delivered by state agencies or other partners.

FY26 DELIVERABLES + PROGRESS SNAPSHOT

Strategy & Board Alignment



Key FY26 Initiatives	FY 26 Timeline	Status
Board member roll-off & recruitment to align with new lighthouse sectors and other in-demand sectors	Q1 - Q2	●
Achieve and document consensus on governance roles/swimlanes	Q2	●
Board retreat to shape strategy alignment (below), key projects, and new committee structures (NGA support available)	Q2	●
Scorecard to show state strategy, outcomes (KPIs), and then toggles Board activities (Board draft phase 1, public-facing phase 2)	Q2	
Refresh 2024 strategy, integrating Jobs Performance Cabinet goals / KPIs and coordinated with Perkins CTE and State Higher Ed plan updates	Q2 - Q4	
Launch new committees and project-based working groups (rolling) <ul style="list-style-type: none"> First: ID "PM" volunteers to help scope new projects + teams 	Q2	

● on track ● at risk ● delayed or blocked

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Policy Development & Implementation



Key FY26 Initiatives	FY26 Timeline	Status
Achieve minimum WIOA compliance <ul style="list-style-type: none"> Refine (based on capacity) and launch / implement GWDB-Labor WIOA compliance operational framework Complete required policy and guidance issuances and local / regional plans 	Q1- Q3	●
Guide statewide CTE Framework, policy implementation, and supply-demand alignment to increase high school student participation in registered apprenticeships and industry-recognized credentials (NGA Policy Academy)	Q1 - Q4+	●
Align credential and training program and provider quality standards with industry needs (WIOA ETPL + Workforce Pell, aligned with Perkins V/Blueprint) (with support from NGA and/or America Achieves) (<i>potential new working group</i>)	Q2 - Q4	
Develop a workforce funding "asset map" and career pathway maps for priority industries (contract + philanthropic match with CAEL / Strada Foundation)	Q2 - Q4+	
Develop FY27+ process to review budget proposals and increase Blueprint goal alignment of state and federal CTE funding (required function) (CTE Committee)	Q2 - Q4+	

● on track ● at risk ● delayed or blocked

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Data, Performance, and Best Practices



Key FY26 Initiatives	FY26 Timeline	Status
Review and approve funding opportunities through WIOA Title I Governor's Reserve Funds (required function)	Q1 - Q2	●
Strengthen WIOA system oversight and continuous improvement by piloting and refining LWDB feedback processes	Q1 - Q3+	●
Scale career counseling best practices to strengthen student pathways and workforce readiness (philanthropically-supported work with JFF)	Q1 - Q4	●
Inform scope, receive interim updates, and analyze findings of workforce system evaluation (administered by MD Labor)	Q1 - Q4+	
Align WIOA performance metrics with state priorities and implement data reporting flow to Board and publicly-accessible platform (<i>new committee or working group</i>)	Q2 - Q3	
Set clear annual targets and implement new data tracking and reporting to CTE Committee on expanding apprenticeship and industry-recognized credential attainment in high schools (CTE Committee)	Q2 - Q4	

● on track ● at risk ● delayed or blocked

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BOARD MEMBER RECRUITMENT

As some member terms roll over and we align Board membership with the state's high-demand sectors and "lighthouse" sectors for economic growth, we are seeking new member candidates in the following areas:

Business Representation	
Sub-Group / Industry	Target Recruitment
Cybersecurity/IT	1
Healthcare	0
Life Sciences	1
Infrastructure	1
Manufacturing	2
Transportation & Logistics	1
Hospitality and Tourism	1
Retail	0
Agriculture	0
Technology (other)	0
Aerospace & Defense	2
Computational Biology	1
Quantum Technology	1
Position, Navigation, and Timing	0
Total	11

Please help us fill in these board seats by:

1. Sharing the [GWDB interest form](#) with members of your network who are a good fit
2. Reposting our [LinkedIn post](#) with a special message from Chair Dzirasa

Consent Agenda

PUBLIC MEETING AGENDA



Governor's Workforce Development Board Quarterly Meeting

Raising the Bar Conference
The Hall at Maryland Live!
7002 Arundel Mills Cir #7777
Hanover, MD 21076, United States
September 10, 2025 - 4:00 pm - 5:00 pm
Public livestream:

<https://www.zoomgov.com/j/1604648053>

AGENDA

- | | |
|--|---|
| I. WELCOME + PURPOSE | Delali Dzirasa, Chair, GWDB |
| II. ROLL CALL + CONSENT AGENDA
<i>Motions to approve today's agenda
and June 11, 2025 Meeting Minutes</i> | Delali Dzirasa, Chair, GWDB |
| III. BLOCKER REMOVAL
<i>Identify ways to remove barriers to
program coordination and alignment,
or other blockers to milestone progress.</i> | Delali Dzirasa, Chair, GWDB
Rachael Stephens Parker, Executive Director,
GWDB |
| IV. DECISION-MAKING
<i>Small group report-outs, discussion,
next steps, and motions on
decision-making items as needed.</i> | Delali Dzirasa, Chair, GWDB
Rachael Stephens Parker, Executive Director,
GWDB |
| V. ADJOURN
<i>Motion to Adjourn</i> | Delali Dzirasa, Chair, GWDB |

JUNE 11, 2025 MEETING MINUTES

Governor's Workforce Development Board Quarterly Meeting

CFG Bank Arena
201 W. Baltimore Street
Baltimore, MD 21201
June 11, 2025 - 3:00-5:00 pm

Meeting Minutes (*pending Board approval on 9/10/2025*)

MEMBERS PRESENT *IP(in-person) OR V(virtual) OR V/Ph(virtual by phone)*

(IP) Delali Dzirasa (Chair)	(V) Donna Edwards	(V) Sanjay Rai
(V) Ferris Allen, III	(IP) MacKenzie Garvin	(V) Carmel Roques
(IP) Alexander Austin	(V) Steve Groenke	(IP) Marty Schwartz
(IP) Marco V. Ávila	(V) Matthew Holloway	(IP) Michelle B. Smith
(V) Calvin Ball	(IP) Roderick King	(V) Brian Stamper
(IP) John D. Barber, Jr.	(V) Larry Letow	(V) Inez Stewart
(IP) Carol Beatty	(IP) Rafael Lopez	(IP) Teaera Strum
(V) Joanne C. Benson	(IP) Jessica Mente	(V) Michael Thomas
(IP) Stacey Beichler	(V) Paul Monteiro	(IP) Perketer Tucker
(IP) Erikk Bonner	(V) Kirkland Murray	(V) Charles T. Wetherington
(V) Donald Boyd	(V) Stephen K. Neal	(IP) Portia Wu
(V) Brian Cavey	(IP) Myra Norton	(IP) Charnetia V. Young-Callahan

MEMBERS ABSENT

Governor Wes Moore	Kevin D. Heffner	Paul Wiedefeld
Vanessa Atterbeary	Amie Long	Anthony "Tony" Woods
Annesa Cheek	Edward C. Rothstein	Jennifer Woods
Harry Coker	Vincent "Vinny" Schiraldi	Carey Wright
Jabob "Jake" Day	Carolyn Scruggs	

GWDB STAFF

Ashley Baldwin	Darla Henson	John Strickland
Shuana Davis	Edrees Nawabi	Katharine Swanson-Palmer
Shamara Bownes	Rachael Parker	

GUESTS *

Haider Abbas	Lauren Gilwee	Seeyew Mo
Chris Abell	Leza Griffith	Angella Moon
Isaiah Askew	Natasha Guynes	Marsha Netus
Kristen Bocher	Rishan Habte	Abigail Olson
Eve Boyle	Brittany Hansen	John Papagni
Angela Cabellon	Koffi Harrison	Jazmin Rodrigues
Timothy Carlton	Shelby Hill	Phil Rogofsky
Dwight Carr	Kimberly Hiner	Erin Roth
Nona Carroll	Sarthak Jauhari	Jim Rzepkowski
Ross Cohen	Kevin Wayne Johnson	Meena Seshamani
Cozette Conrad	Sharon Kauffman	Lynn Stone
Danielle Crosby	Shawn Krasa	Jacqueline Trieu
Peggy DallAcqua	Mary Keller	Sarah
Katherine DeRosear	Ellen LaFrankie	Stephanie Wiggins
Jennifer Dewees	Leslie	Joana Winningham
Heather Evans	Sarah Lev	V/Ph 1-301-**78
Lyn Farrow	Brian Lynch	V/Ph 1-410-**17
John Feaster	Dylan McDonough	V/Ph 1-617-**99
John Gilstrap	Teresa Mena	V/Ph I-Phone

** Guests attending by phone could not be identified.*

I. WELCOME + ROLL CALL

The meeting commenced with a welcome address by GWDB Chair Delali Dzirasa, who thanked attendees for joining and extended appreciation to the Fearless Institute for hosting the meeting at CFG Bank Arena. The Chair reviewed the meeting goals, noting the focus on leadership transitions, sector strategy selection, and a refresh of the State Workforce Development Plan, and GWDB assumings its 12 statutorily mandated role.

Motions for approval: The March 26, 2025 meeting minutes and this meeting's agenda were approved unanimously.

II. LEADERSHIP REPORT

Executive Director Rachael Stephens Parker provided updates on Board leadership changes, staffing, budget, and key initiatives:

- **Board Leadership Transitions:** Noted recent appointments and transitions among Board leadership positions, with appreciation to outgoing members for their service.
- **FY26 Budget and Staff Updates:** Shared updates on staffing, including recruitment progress for positions aligned with FY26 priorities and the board's 12 functions. Confirmed budget allocations to support policy priorities.
- **2025 Legislative Readout:** Highlighted outcomes from the 2025 legislative session, including workforce-related bills impacting apprenticeship, state employment practices, and funding for local boards.
- **Local Workforce Area Planning and Policy Next Steps:** Reviewed upcoming milestones for local plan approvals, aligning with the State Workforce Development Plan. Discussed continued coordination with core partners to strengthen implementation and ensure compliance.

- **Cyber Maryland Implementation:** Seeyew Mo, Sr. Advisor Cyber Maryland, provided an update on the transition of the Cyber Maryland sector strategy into the implementation phase, including K-12 pathways, AI clinics, and public sector pipeline initiatives.

III. FEDERAL UPDATE

Chair Dzirasa introduced Tim Carlton, Legislative Director at the National Governors Association (NGA), who provided an overview of recent and pending federal actions affecting workforce development. NGA's update provided an overview of the President's FY26 budget and its implications for the public workforce system. Key proposals include consolidating 11 existing programs into a new "Make America Skilled Again (MASA)" grant, eliminating Job Corps, and reducing overall federal workforce funding by \$1.6 billion. The presentation also covered the ongoing budget reconciliation process, noting potential state impacts from Medicaid and SNAP changes, and highlighted recent developments in the WIOA reauthorization process. NGA emphasized the uncertain future of WIOA given the MASA proposal and ongoing federal negotiations.

IV. SECTOR STRATEGIES

Chair Dzirasa led a discussion on the Board's next sector strategy priorities, building on the completion of the cyber sector plan. Deputy Director Shuana Davis and Industry Partnerships Committee Chair Alexander Austin presented statewide labor market data and Governor's Lighthouse Sector priorities, identifying key opportunities in:

- **Healthcare:** Addressing high annual demand (~11,000 openings), equitable pathways, and critical care needs.
- **Life Sciences:** Leveraging R&D and biotech clusters, higher education partnerships, and high-innovation potential.
- **Infrastructure:** Responding to large-scale investments in clean energy, broadband, and housing.
- **Aerospace:** Supporting regional growth linked to federal contracts and defense.

Executive Director Parker provided additional context on the Talent Innovation Fund (TIF), noting \$2M available for FY26 investments. Discussion suggested healthcare and life sciences as likely focus areas, with proposals targeting finalization in fall.

V. WORKFORCE STRATEGY REFRESH

Executive Director Parker provided a snapshot of current labor market trends and progress toward the State Workforce Development Plan goals. She previewed areas for deeper analysis in the coming quarter, including potential adjustments to strategic priorities based on employer demand, equity outcomes, and system performance. Input will be gathered via a post-meeting survey and committee discussions to inform updates ahead of the September Board meeting.

VI. BOARD REFLECTIONS

Chair Dzirasa invited Board members to participate in a structured reflection activity using Slido to assess the Board's progress, clarity of roles, and meeting effectiveness. The exercise surfaced perspectives on recent accomplishments, opportunities for improvement, and suggestions to enhance collaboration. Feedback will be used to inform the potential design of a Board retreat and adjustments to meeting formats.

VII. ADJOURN

Chair Dzirasa called for a motion to adjourn. The motion was seconded and approved, and the meeting concluded.

Blocker Removal

Function Key: Fed-1.3

LWDB QUARTERLY REVIEW AND BLOCKER IDENTIFICATION

The Governor's Workforce Development Board is required under [20 CFR § 679.130\(c\)\(1\)](#) to identify barriers and develop ways to remove barriers to better coordinate and align the state workforce system. The Board developed a Local Workforce Development Board Quarterly Review and Blocker Identification form that local workforce areas can use to share their progress, blockers, and potential solutions. Local area input and feedback are accepted on a rolling basis.

In Maryland's system, state and local staff have distinct but complementary roles. State staff administer, regulate, and convene at the statewide level while also directly delivering Wagner-Peyser (Title III) (MD Labor) and Vocational Rehabilitation (Title IV) (MSDE DORS) services. Local staff, by contrast, are responsible for designing, contracting, and managing service delivery for Title I Adult, Dislocated Worker, and Youth programs, as well as operating the American Job Centers (AJCs) through local governance structures. This division of responsibilities is central to understanding the blockers raised by local boards, as many of the challenges reflect the intersection between state-level oversight and service delivery and local-level program design and management.

FY26 QUARTER 1 LWDB QUARTERLY REVIEW AND BLOCKER IDENTIFICATION SUMMARY

The LWDB Quarterly Review and Blocker Identification form received responses from six of 13 local areas as of 9/2/2025. Emerging blocker themes included fragile state-local partnerships, limited and inflexible workforce development funding, and a lack of wraparound supports that jobseekers need (e.g., transportation and childcare). Potential solutions included the GDWB leveraging its role as convener, additional state workforce funding, and targeted public/private partnership funding for piloting solutions for wraparound supports. Table 1 summarizes the responses by local area.

Figure 4: LWDB Quarterly Review and Blocker Identification Response Summary

Local Workforce Area	Current Reported Blockers	Potential Reported Solutions
Lower Shore (serving Somerset, Wicomico, and Worcester counties)	The lack of public transportation availability in the rural lower Eastern Shore, combined with limited alternatives such as ridesharing. Childcare cost and availability.	GWDB facilitates public/private partnerships to target funding to underserved areas.

Anne Arundel County	Funding and state policies that prohibit innovation.	Additional state workforce funding. A clear policy development process that listens to local feedback and has a policy point of contact.
Prince George's County	Limited GWDB leadership and support on convening partners, GWDB member employers not connecting with local areas on talent needs, and upholding the WIOA law.	None provided in form; staff to discuss with the local area and refer items back to the Systems Governance Committee or to individual partner agencies for resolution.
Southern Maryland <i>(serving Calvert, Charles, and St. Mary counties)</i>	Flexible funding streams and staff capacity at American Job Centers (AJCs).	GWDB to provide guidance and clarity on AJC required WIOA partner presence (incl. via forthcoming one-stop certification policy, Dec. 2025, as appropriate).
Frederick County	Limited staff and collaborating with UI on renewing the WIOA MOU/RSA to stay in compliance.	None provided in form; staff to flag MOU/RSA compliance challenge to UI
Western Maryland Consortium <i>(serving Washington, Allegany, and Garrett)</i>	Limited funding streams.	Additional local workforce board funding.

Board Meeting Goal

The goal of this session is to discuss and problem-solve roadblocks encountered by local workforce boards or other workforce system partners.

Board Discussion Questions

- **State-Local Partnership Blocker** - How can the Board partner with local areas to support workforce activities using their employer network?
 - *A small group will discuss this topic at 3 pm (Topic 1, pages 16-17), then will share the results of their discussion and gather full Board input during the "Blocker Removal" segment of our public meeting agenda.*

Pre-Meeting Small Group + Decision-Making Materials

TOPIC 1: CEMENTING GWDB'S LOCAL PARTNERSHIPS

Function Key: FED-1

The Governor's Workforce Development Board plays a critical role in shaping Maryland's overarching workforce strategy and in connecting key systems—particularly the system of local workforce development boards (LWDBs). Local feedback highlights the need for clearer commitments and stronger accountability mechanisms between state and local partners.

The Governor's Workforce Development Board plays a critical role in shaping Maryland's overarching workforce strategy and strengthening the entire workforce system in partnership with Local Workforce Development Boards (LWDBs) and other key stakeholders. Local feedback underscores the importance of establishing clearer commitments and stronger accountability mechanisms to support this shared work. This small group will start to outline between GWDB and LWDBs a set of shared principles, commitments, and processes that strengthen collaboration, improve employer engagement, and ensure WIOA functions are carried out effectively.

Board Meeting Goal

Today's discussion will incorporate local blocker feedback and feedback received during a GWDB-led Local Area Policy Summit earlier this year, to commit—a set of commitments and ways of working with our local partners to conduct the Board's functions as system architects.

Key Small Group Discussion Questions

1. Clarity of Roles – What commitments should GWDB make as convener and policy leader? What commitments should LWDBs make to ensure mutual accountability?
2. Employer Engagement – How can GWDB Board member employers be better leveraged to support local workforce needs?
3. Policy + Compliance Support – What processes can GWDB adopt to ensure policies reflect local input, and how should GWDB provide clear guidance on compliance (e.g., MOUs/RSAs, AJC partner presence)?
4. Resource + Innovation – How can GWDB and LWDBs partner to pilot public/private partnerships that address blockers like transportation, childcare, and staff capacity?

Background Information

The following briefly summarizes responses to our new LWDB feedback form that related to partnership. Complete responses are available on pages 14-15.

- Positive Experience with Inclusion – Appreciation for the GWDB approach to including the perspectives of local boards and their staff leadership.
- Fragile State–Local Partnerships – Limited GWDB leadership in convening partners; GWDB member employers not consistently connecting with local areas on talent

- needs; lack of clear state policy processes that incorporate local feedback.
- Coordination + Compliance Challenges – Local areas struggling with state collaboration on WIOA MOUs/RSAs; uncertainty around required AJC partner presence.
 - Resource Gaps Impacting Partnership – Limited total feedback, inflexible funding streams among what is available, and limited staff capacity at AJCs reduce the effectiveness of partnerships.
 - Local Requests – Clearer GWDB role as convener, transparent policy processes with local input, targeted guidance on compliance, and expanded use of public/private partnerships to address wraparound needs.

Relevant WIOA Board Functions (20 CFR § 679.130):

For more information, see Key Required Board Functions in the Appendix on pages 22-26.

- Convening, brokering, and leveraging system partners.
- Developing strategies for aligning technology and data systems across partners.
- Developing and continuously improving the statewide workforce system, including enhanced coordination with LWDBs and partners.

TOPIC 2: WORKFORCE SYSTEM EVALUATION - GOALS AND SCOPE

Function Key: FED-1.2, 1.3, 1.5, 1.6; 20 CFR § 682.220

The Governor's Workforce Development Board has an important responsibility: advising on how to strengthen Maryland's workforce system so it delivers the greatest possible impact for jobseekers, workers, and employers. One way the Board fulfills this role is by shaping evaluations that measure how well the system is working and that help identify opportunities for improvement.

Today and in the weeks ahead, the Board will help define the goals, scope, and key research questions for an upcoming evaluation of Maryland's workforce system. This evaluation is an opportunity to:

- Understand which programs and strategies most effectively help Marylanders access good jobs and advance in their careers.
- Identify barriers that limit participation or outcomes for workers and employers.
- Generate evidence to guide future investments and policy decisions.

A small group of Board members will discuss these questions first, then report out during the Decision-Making portion of the public meeting for full Board input.

Board Meeting Goal

The goal of today's discussion is to shape the priorities for this evaluation—so staff can work with research partners to design a scope of work and draft research questions that reflect Board priorities, before finalizing the evaluation plan.

Key Small Group Discussion Questions

1. What key research questions would you want answered to inform future decisions about the workforce system?
2. What scope or focus areas do you believe are most important (e.g., specific populations, regions, industries, or program types)?
3. Are there any stakeholder groups or process elements not covered in the draft scope of work (below) that you'd recommend?

Background Information

The following description of the evaluation requirement and the work plan to develop the evaluation scope was submitted by MD Department of Labor to US Department of Labor in August 2025, in response to a finding in the US Department of Labor's 2024 monitoring of the MD Department of Labor and GWDB.

WIOA SYSTEM EVALUATION

Scope of Work to Support Maryland's WIOA System Evaluation

The Workforce Innovation and Opportunity Act (WIOA) is the primary federal legislation governing workforce development services across the country. WIOA envisions connecting businesses with job seekers through meaningful partnerships among workforce, education,

human services, and economic development entities to ensure optimum results and leveraging of resources. The law addresses the needs of job seekers by establishing a workforce system that helps them access employment, education, training, and support services to succeed in the labor market. Through the American Job Centers (AJC)s, WIOA works to address employer demands by matching them to the skilled workers they need to compete in the global economy.

WIOA consists of four main programs:

- Title I: Adult, Dislocated Worker, and Youth programs
- Title II: Adult Education and Family Literacy programs
- Title III: Employment Service program under the Wagner-Peyser Act
- Title IV: Vocational Rehabilitation (VR) program

WIOA requires that States conduct an independent evaluation of the workforce system's programs and activities. Maryland's evaluation may include, but is not limited to:

- Training outcomes for WIOA Title I-IV programming;
- Demographics of training participants (age, poverty level, SNAP/TANF recipients, Medicaid recipients, etc.) and which portion of these groups were connected to occupational training through an Individual Training Account compared to *all* who were connected with this opportunity;
- A comparison of Maryland's WIOA and workforce development governance structure (such as where programs are housed and how they are administered) as compared to states of a similar size; and
- Comparison of WIOA Title I-IV program outcomes and other non-WIOA funded workforce trainings in Maryland

The below scope of work outlines the required evaluation process.

Deliverable	Activity	Proposed Completion Date
Host initial stakeholder meetings	Host sessions within Maryland State government to include Governor's Workforce Development Board members/staff, MD Labor staff, and WIOA System partners such as the Department of Human Services, Department of Housing Community and Development, and the Maryland State Department of Education, among other relevant agencies, to discuss their interests for the evaluation.	Winter 2025/ 2026
	Host sessions with local stakeholders, such as local workforce development boards, local AJC staff, local Title II providers, etc., to discuss their interests for the evaluation	
Finalize criteria/ evaluation process	Utilize feedback from stakeholder meetings for final development of evaluation criteria	Spring 2026
	Finalize research questions to be answered by evaluations	
	Meet with data administrators (MWE, UI, Beacon) for introductions, to inform them of the evaluation, and data needs with possible timelines for data.	
Conduct the evaluation	Include the use of analytical and statistical models	Summer through Fall 2026
	Quantitative analysis: Use data to gauge program outcomes. Examples of quantitative data include Census	

Deliverable	Activity	Proposed Completion Date
	Bureau, UI administrative/Wage files, Bureau of Labor Statistics, MLDS, MWE enter/exit program data. Some information will require the data to be collected securely, managed, tracked and analyzed in large volumes. This will include participant level demographic and outcome data.	
	Qualitative: Use as another method to gauge program outcomes. The program evaluator will develop a questionnaire to conduct interviews with job seekers and employers who have participated in any program.	
	Work with MD Labor's Labor Market Information team as-needed for training in/understanding labor market data	
	Distribute surveys to local and State workforce development boards to receive feedback on program outcomes, successes, and areas of improvement.	
Compile annual report containing results of the evaluation	The report must include, but not be limited to: <ol style="list-style-type: none"> 1. Analysis of the quantitative and qualitative data collected by the evaluator; 2. Program by program evaluations; 3. Program outcome comparisons; 4. Areas for improvement; 5. Conclusions and implications; and, 6. Recommendations for the future. 	Winter 2026
	Distribute report to relevant workforce system stakeholders, including State and local workforce development boards, training partners, etc	
	Post report with data dashboard on MD Labor's website	
	Present on findings at relevant conferences such as Raising the Bar	

Statewide Activities Under Title I of the Workforce Innovation and Opportunity Act ([20 CFR Part 682](#))

- [Required and Allowable Statewide Employment and Training Activities](#) (20 CFR § 682.200 (d))
- [State Responsibilities for Evaluations](#) (20 CFR § 682.220)

TOPIC 3: INFORMING MARYLAND'S STRATEGY ON LEVERAGING A.I. AS AN OPPORTUNITY FOR MARYLAND'S WORKFORCE

Function Key: FED-1.3, ST-4.1, 4.2, 4.3, 4.5

The Governor's Workforce Development Board plays a critical role in shaping Maryland's workforce agenda—identifying the most urgent needs and recommending solutions that can be advanced through state or federal resources.

At the June 11, 2025 Board meeting, members highlighted several issues that cut across industries and regions—including the emergence of artificial intelligence (AI) that is reshaping work for employers and employees alike, creating new questions, challenges and opportunities. Members emphasized the importance of preparing workers for emerging skill demands and supporting pathways into quality jobs.

This initial discussion is a chance to:

- Elevate Board members' current perspectives on opportunities presented by AI.
- Surface knowledge or information gaps that need to be filled in order to better understand and support opportunities for employers and workers.
- Lay the groundwork for bold solutions, whether through funding, cross-agency partnerships, or new legislative action.

This conversation will help inform the development of proposals for the Governor on existing federal or state resources, or on potential new legislation and resources.

Board Meeting Goal

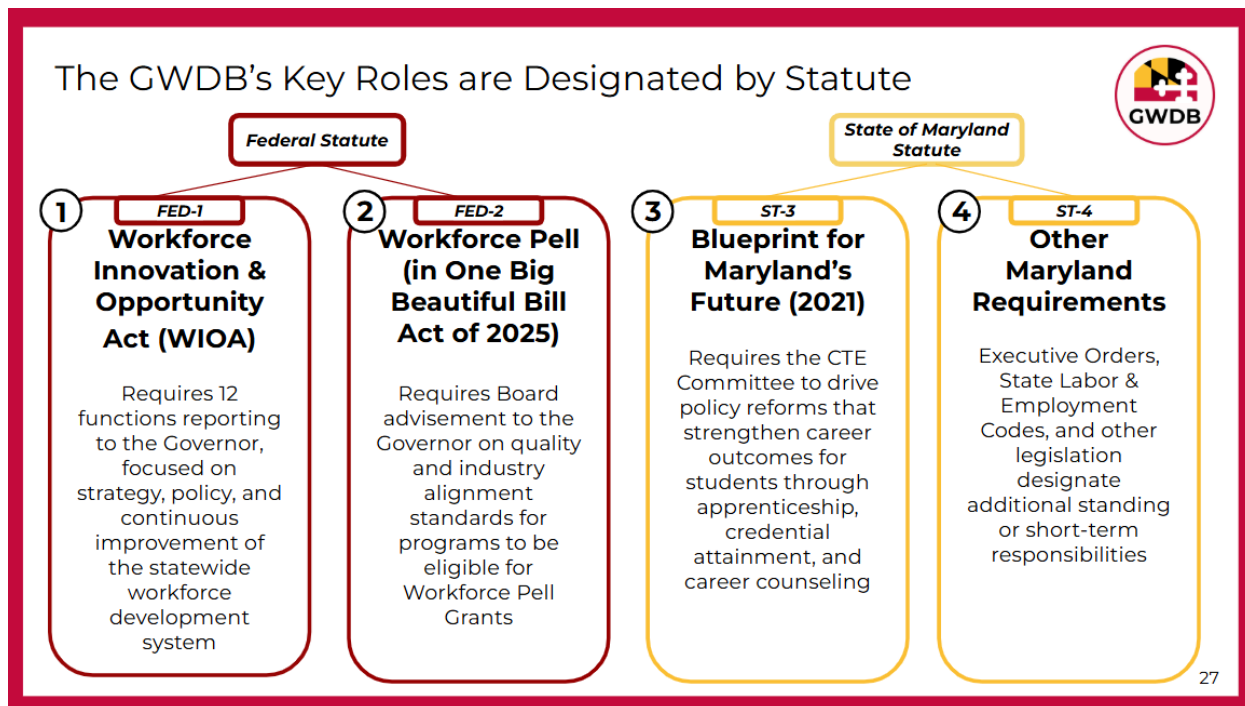
Today's discussion will gather Board members' insights and identify any necessary next steps to inform recommendations for the Governor.

Key Small Group Discussion Questions

1. Based on your experience as an employer or training/service provider, what are the top trends you're seeing around AI-related skills right now?
2. Connecting back to the June Board discussion—how much do you think employers know about their AI-related skill needs? What is unknown?
3. What further information, analysis, or stakeholder engagement would help craft confident recommendations on any potential policy or program solutions?

Appendix

BOARD FUNCTIONS KEY



FED-1

1 GWDB Requirements: Federal WIOA Functions (1 of 2)

Source	Function
FED-1.1 WIOA CFR §679.130(a)	Assist the Governor in the development, implementation, and modification of the State plan.
FED-1.2 WIOA CFR §679.130(b)	Review of statewide policies, programs, and recommendations on actions that must be taken by the State to align workforce development programs to support a comprehensive and streamlined workforce development system. Such review of policies, programs, and recommendations must include a review and provision of comments on the State Plans, if any, for programs and activities of one-stop partners that are not core programs;
FED-1.3 WIOA CFR §679.130(c)	Development and continuous improvement of the workforce development system, including — removing barriers, supporting career pathways for those with barriers, meeting the needs of employers, etc. (full text included in attachments)
FED-1.4 WIOA CFR §679.130(d)	Develop performance accountability measures.
FED-1.5 WIOA CFR §679.130(e)	Identify and disseminate best practices (full text included in attachments).
FED-1.6 WIOA CFR §679.130(f)	Develop and review statewide policies affecting coordinated service delivery.

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FED-1

① GWDB Requirements: Federal WIOA Functions (2 of 2)



	Source	Function
FED-1.7	WIOA CFR §679.130(g)	Development of strategies for technological improvements to facilitate access to, and improve the quality of services and activities provided through the one-stop delivery system
FED-1.8	WIOA CFR §679.130(h)	Development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures, including design implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes and the incorporation of local input into such design and implementation to improve coordination of services across one-stop partner programs;
FED-1.9	WIOA CFR §679.130(i)	Develop allocation formulas for adult and youth funds distributed to local areas.
FED-1.10	WIOA CFR §679.130(j)	Preparation of the annual reports described in paragraphs (1) and (2) of WIOA sec. 116(d)
FED-1.11	WIOA CFR §679.130(k)	Development of the statewide workforce and labor market information system described in sec. 15(e) of the Wagner-Peyser Act

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FED-2

② GWDB Requirements: Workforce Pell



	Source	Function
FED-2.1	Sec. 83002 H.R.6585, the Bipartisan Workforce Pell Act (part of One Big Beautiful Bill)	Establish a program approval policy for training providers to become qualified accredited Workforce Pell programs
FED-2.2		Make determinations that programs provide an education that is (1) aligned with the requirements of high-skill, high-wage, or in-demand industry sectors or occupations; (2) meets hiring requirements of employers, and (3) satisfies any educational prerequisites for state certification
FED-2.3		Support financial compliance of programs (programs must submit data to the Department of Education and prove completion rates, job placement rates, and that wage increases meet program requirements (vs. tuition paid))

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ST-3

③ GWDB Requirements: The *Blueprint* (1 of 3)



Source	Function
ST-3.1	Develop a statewide framework for CTE that prepares students for employment in a diverse, modern economy;
ST-3.2	Allocate roles and responsibilities to State agencies for the credentialing of students engaged in CTE programs;
ST-3.3	Adopt and, where appropriate, develop and regularly update a comprehensive and cohesive system of occupational skills standards to drive the State's CTE system;
ST-3.4	Work with the business community, including nonprofit entities and apprenticeship sponsors, to develop CTE learning opportunities;
ST-3.5	Bring together representatives from public schools, institutions of postsecondary education, and the business community, including nonprofit entities and apprenticeship sponsors, to ensure that CTE programs are aligned with the State's economic development and workforce goals and operate with best global practices;
ST-3.6	Set content qualification and recruitment standards for CTE instructors;

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ST-3

③ GWDB Requirements: The *Blueprint* (2 of 3)



Source	Function
ST-3.7	Determine which programs should be approved for credit towards high school graduation requirements;
ST-3.8	Approve, reject, or modify the proposals made by the CTE Skills Standards Advisory Committee established under § 21-208 of this subtitle to establish CTE programs for public school students;
ST-3.9	Address operational issues associated with delivering CTE programs to students, including transportation to and from job sites;
ST-3.10	Review agency budget proposals involving CTE and make recommendations to the Governor and, in accordance with § 2-1257 of the State Government Article, the General Assembly on or before December 15 each year;
ST-3.11	Monitor the progress of CTE in the State, including progress on implementing the CTE goals in the Blueprint for Maryland's Future;
ST-3.12	Develop yearly goals for each county board to reach the statewide goal under § 21-204 of this subtitle that 45% of public school students achieve an industry-recognized occupational credential before they graduate;

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ST-3

③ GWDB Requirements: the *Blueprint* (3 of 3)



Source	Function
ST-3.13	Track progress toward and perform any tasks necessary to achieve the statewide goal under § 21-204 of this subtitle that 45% of public high school students achieve a youth apprenticeship or any other industry-recognized occupational credential before they graduate;
ST-3.14	The Blueprint for Maryland's Future (HB1300, Chapter 36 of 2021) Establish, administer, and supervise the CTE Expert Review Teams established under § 5-412 of this article;
ST-3.15	Using State accountability data, identify schools to be investigated by CTE Expert Review Teams in which sufficient numbers of students or groups of demographically distinct students are not making adequate progress towards the completion of the CTE pathway;
ST-3.16	Submit to the Accountability and Implementation Board plans for deploying CTE Expert Review Teams, and deploy the teams in accordance with approved plans;
ST-3.17	Share information on CTE education with the Accountability and Implementation Board

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ST-4

④ GWDB Requirements: Other State Requirements (1 of 2)



Source	Function
ST-4.1	Executive Order 01.01.2023.22 <ul style="list-style-type: none"> Help to set and communicate the Governor's workforce development vision, goals and strategy Align activities of key business, labor, education, workforce development, cabinet and local stakeholders to execute that vision Offer policy recommendations to the Governor's office for consideration
ST-4.2	MD Labor & Employment Code 11-507 Provide the Governor with budget recommendations on WIOA Title I youth and adult allocation, including on allocation formulas, and for spending the Governor's Reserve Fund (a more flexible portion of WIOA funds, reserved for Governors to seed innovation)
ST-4.3	MD Labor & Employment Code 11-508 Provide the Governor with budget recommendations on State funding to supplement federal funds for employment employment and training services, supportive services, and for related services such as training allowances and stipends.
ST-4.4	MD Labor & Employment Code 11-702 Provide consultation to MD Labor on the administration of Employment Advancement Right Now (EARN) grant programs.

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ST-4

④ GWDB Requirements: Other State Requirements (2 of 2)



	Source	Function
ST-4.5	Maryland HB 1128 (2024)	Study and recommendations on advancing skills-based hiring in public and private sector employment (FY26-27)
ST-4.6	FY 2025 Budget + Joint Chairmen's Report	Study and recommendations on advancing skills-based hiring in public and private sector employment (FY26-27)
ST-4.7	FY 2025 Budget + 2022 Legislation	Study on school bus driver wages and recommendations on addressing school bus driver shortages (FY26-27)
ST-4.8	Special Initiative with MD Labor, Governor's Office	Governor's Apprenticeship Pledge (through November 2025)

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