

Meeting Minutes
DECEMBER 12, 2018 3:30 P.M. – 5:30 P.M.
MARYLAND DEPARTMENT OF TRANSPORTATION
7201 CORPORATE CENTER DRIVE, HANOVER, MD 21076



MEMBERS PRESENT

Louis Dubin, (Chair)
John D. Barber, Jr.
Carol Beatty
Michelle Bell-Smith
Jennifer Bodensiek
Veronica A. Cool
Bernie Fowler
Cheryl Kagan
Rona E. Kramer
Sandra Kurtinitis
Andrew B. Larson
Larry Letow
Carl Livesay
Gary Murdock
Kirkland "Kirk" Murray
Chad Nagel
Lourdes R. Padilla
Ronald R. Peterson (Vice Chair)
Charles Ramos
Edward C. Rothstein, Col Ret
Chris Sachse
Karen Salmon
Kelly M. Schulz
Marty Schwartz
James A. Sears
Gerald "Jerry" Shapiro
William E. Simons
Michelle J. Wright

GWDB STAFF

Mike DiGiacomo
Valerie Edwards
Darla Henson

MEMBERS ABSENT

Sam Abed
Vanessa Atterbeary
Alice Blayne-Allard
Gary Bockrath
Francis "Hall" Chaney, III
Katarina Ennerfelt
James D. Fielder
R. Michael Gill
Steve Groenke
Alvin Hathaway
Tony Hill
Frank Kelly
Dawn Lindsay
Roya Mohadjer
Stephen R. Moyer
Stephen K. Neal
Alexander Núñez
George W. Owings, III
Lisa Rusyniak
Charles T. Wetherington

GUESTS

Daiquiri Anderson
Linda Armstrong
Mick Arnold
Bob Aydukovic
Birch Barron
Timothy Byrd
Rich Cerkovnik
Natalie Clements
Gary Cohen
Bob Connolly
Kevin Craft
Michelle Day
Brian Dulay
Judi Emmel
Jennifer Gregory
Cynthia Gurne
Kenneth Jessup
Patricia Goins-Johnson
Heather Lageman
Marshel Pollack- Lawrence
Brian Lynch
Sharon Markley
Tom Maze
Jennifer McAndrews
Dan McDermott
Marsha Netus
Augustin Ntabaganyimana
Anna-Maria Palmer
John Papagni
Clifford Quinn
Ed Robert
Erin Roth
James Rzepkowski
Lili Taylor
Wilbert "Ken" Young

WELCOME AND OPENING REMARKS

- Kelly Schulz, Secretary of the State of Maryland Department of Labor, Licensing and Regulation (DLLR), calls the meeting to order at 3:35 P.M. by welcoming all members to the December 2018 quarterly meeting.
- Secretary Schulz reports workforce updates from 2018. These updates were recently reported to Governor Hogan.
- Since January 2015, total employment in Maryland has increased by 101,500 jobs.
- Active employer accounts registered with the Division of Unemployment Insurance reached the highest amount ever recorded in Maryland (149,658) and have grown almost six percent since 2015.
- Maryland's Labor Force Participation Rate is consistently higher than the national rate. In July 2018, Maryland had a rate of 67.5 percent, compared to the national rate of 62.9 percent.
- Concerning Registered Apprenticeship, Maryland has seen the following enhancements since 2016:
 - 22 sponsors reactivated (266.7 percent increase from previous 45 months);
 - Three grants totaling \$4,016,649 awarded to DLLR;
 - 45 new sponsors registered (95.7 percent increase from previous months);
 - In January 2015, Maryland had 8,135 Registered Apprentices. As of October 2018, Maryland has 10,162 Registered Apprentices, an increase of 24.9 percent; and
 - Currently, there are 143 active sponsors.
- EARN Maryland updates include:
 - 74 Strategic Industry Partnerships comprised of over 1,000 employers and industry partners;
 - 5,600 incumbent workers have received additional training, leading to a new skill, certification, or credential;
 - 3,573 unemployed/underemployed Marylanders completed training programs, of which 2,971 (83 percent) obtained employment;
 - For every one dollar invested, \$18.50 in economic activity is created; and
 - Under the Hogan administration, EARN Maryland budget has doubled that of past years, with an added four million dollar investment in cyber and green jobs training.
- Maryland Business Works program highlights for Program Years 2015 to 2017 are as follows:
 - Maryland Business Works awarded \$1,059,966 for 1,228 trainees at \$863.16 per participant;
 - 626 positions increased wages, and 694 new positions were created;
 - 484 registered apprentices benefitted at an average cost of \$966.38;
 - Over 200 businesses participated with 70 businesses accessing multiple grant awards; and
 - During Fiscal Year 2018, the Department of Commerce's Partnership for Workforce Quality program provided \$1,658,889 in training grants that are projected to support training of 1,210 employees.
- None of these accomplishments could have been made without partners in the Maryland Workforce System, including the Governor's Workforce Development Board.

MOTIONS FOR APPROVAL

- Mike DiGiacomo, Executive Director of the Governor’s Workforce Development Board (GWDB), presents motions for approval and updates of the Board.
- The GWDB approves the minutes from the September 12, 2018 Board meeting.

GWDB UPDATES

- The GWDB Board welcomes Gary Murdock, Training Director of Steam Fitters Local 602, as a new member of the Board.
- The Maryland Workforce Association has elected Michelle Day, of the Frederick Workforce Development Corporation, as the new association president. She will now represent the local workforce development voice on the GWDB. The Board thanks Kirkland “Kirk” Murray for his four years of service on the Board.
- The GWDB congratulates Roya Mohadjer on her Re-Appointment.
- The Maryland Workforce System continues to develop the leadership tool, the Benchmarks of Success, including developing collateral materials, enhancements to the website, etc. The Benchmarks of Success Executive Steering Committee, including GWDB members and staff Secretary Lourdes Padilla, Secretary Kelly Schulz, GWDB Chairman Louis Dubin, GWDB Executive Director Michael DiGiacomo, met just before this meeting to receive the quarterly report on implementation activities.
- The GWDB hosted the Quarterly Inter-Agency Committee meeting with representation from Partner Agencies including the Maryland Higher Education Commission, the Division of Workforce Development and Adult Learning, the Maryland Department of Housing and Community Development, the Department of Rehabilitation Services, the Maryland State Department of Education, the Department of Human Resources, the Department of Juvenile Services, and the Department of Commerce. This meeting has become an important source of communication among the agencies to avoid duplicate efforts and share accomplishments.
- The GWDB worked with the Maryland Longitudinal Data System on a report to fulfill a requirement in the Career Preparation Expansion ACT that was submitted to the General Assembly earlier this month. The report focuses on high school graduates for the five-year period after graduation and identifies wages earned and the industry in which they are employed. The report focuses on the employment of individuals as they move from high school into the workforce, including whether or not any high school graduates enrolled in or completed college.
- Secretary Beatty, Maryland Department of Disabilities, and Executive Director Michael DiGiacomo, GWDB, toured the Arrow School for Education in Towson for students on the Autism spectrum to explore ways to get the students connected to area businesses.
- GWDB Taskforce Updates include:
 - The Advanced Manufacturing/Skilled Trades Task Force had been working to explore how stakeholders could collaborate to support students in Career and Technical Education programs across Maryland in addition to finding internships, apprenticeships, and coaching mentoring opportunities.
 - The GWDB, in collaboration with the Maryland Division of Workforce Development and Adult Learning, sponsored the Junior Achievement Inspire Conference at the Timonium Fairgrounds on October 18th. The event was attended by over 3,000 eighth grade Baltimore County students. Many members of the Board and Taskforce were

represented, with over 50 sponsored tables with hands-on experiences for the students. The GWDB is working with Junior Achievement, Eastern Shore, to plan a similar event on March 19, 2019 at Chesapeake College.

- The GWDB and Taskforce members have been participating in the CTE Transition Year Planning meetings with the Maryland State Department of Education to provide stakeholder input on a new State Plan for the reauthorized “Strengthening Career and Technical Education for the 21st Century” (formerly known as the Carl D. Perkins CTE Act). The plan will be available for public comment in December.
- The W.I.D.E. Taskforce had identified helping re-entry participants overcome barriers as an initiative to explore.
- The GWDB, in collaboration with Prince George’s County Local Workforce Development Board and Maryland Legal Aid, held an Expungement Clinic on Saturday, October 20th. The event was attended by over 200 clients.
- The Cyber Security/IT Taskforce is focused on the Governor’s ACCESS Initiative report recommendations. They have identified Creating a Maryland Science Fellowship Program, Increasing Coaching, Mentorship and Apprenticeship opportunities, and Increase Awareness among Parents and Students of the United States Government Security Clearance Process as the initial priorities.
- The GWDB, in collaboration with Cyber Association of Maryland and Girls Who Code, sponsored a Girls “hackathon” on October 6th at Bowie State University, which was attended by over 100 young women. The event featured an awards presentation hosted by Secretary Schulz and Governor Hogan.
- The GWDB, in collaboration with Cyber Association of Maryland and the Division of Workforce Development and Adult Learning, sponsored the Cyber Security Career Fair on November 9-10th at the Universities at Shady Grove, which was attend by over 500 participants and 40 businesses, with opening remarks from Secretary Schulz.

BUSINESS INTELLIGENCE DISCUSSION

- The GWDB has been facilitating Business Intelligence listening sessions with business leaders from various industry sectors to identify programs and best practices that have been successful and should be expanded as well as new initiatives that they would like to explore to better align the workforce.
- The GWDB has facilitated these Business Intelligence sessions with Regional Manufacturing Institute Board, Maryland Center for Construction Education and Innovation board, and Cyber Security members. These meetings have proven beneficial in gathering data about what skills and best practices each industry values most.
- Chris Sachse, President and CEO of ThinkStack; Mick Arnold, President of Arnold Packaging; and Bob Aydukovic, President of Manufacturing Center for Construction Education and Innovation, lead a panel discussion and facilitate a discussion of the Stop, Start, Do More, Do Less model, a tool developed to prioritize business needs and spark deeper conversations. This conversation, along with other similar flow sessions, will be analyzed for common themes. The final outcomes will be presented to the GWDB at a later date.
- The tool answers is used to answer the following questions:
 - Stop: What is not working right now? What should the workforce system stop doing?

- Start: What does the workforce system and businesses need? What should the workforce system start doing?
- Do More: What is working? What should be prioritized?
- Do Less: What is working but does not need to be prioritized (e.g. the need is met)?
- The GWDB identified the following items as things that the Maryland Workforce System needs to prioritize:

Stop	<ul style="list-style-type: none"> ● Fragmentation; ● Silos; ● Benefits cliff; and ● Legislating employment.
Start	<ul style="list-style-type: none"> ● Connect to youth at a younger age – get industry/trade partners into elementary and/or middle schools; ● Business mentorship in schools; ● Identify where the vacancies are and issues of retention and address them with diversification of employees; ● Use social media outreach to go to where the jobseekers are; ● Create programs that expose students during/after the school day to middle skill professions; ● Training on essential skills; ● Address the public transportation gap; ● Publish which businesses are laying off and/or closing; ● Provide ways for a business to tap into the culture of a community; ● Leverage Local Workforce Development Boards and American Job Centers; ● Increase employee retention; ● Expungement clinics; and ● Provide legal, financial, etc. services at work sites.
Do More	<ul style="list-style-type: none"> ● Spread the word about career pathways; ● Industry in classrooms and teachers in industry; ● Youth Apprenticeship; ● Career and Technical Education; ● Change the narrative about trades; ● Bring stakeholder groups together to identify best practices and challenges; ● Mentorship matched by career goals; ● Content in Spanish (e.g. advertisements, newsletters, etc.); ● Highlight hires that businesses are making (testimonials); ● Training inside prisons and create pipelines with organizations that will continue training and provide employment on the back end; ● Industry/occupation-specific English as a Second Language courses; and ● Leverage community colleges as the education-industry connection point.
Do Less	<ul style="list-style-type: none"> ● Non-strategic gestures (empty gestures).

OPIOID PRESENTATION

- Birch Barron, Deputy Director of the Opioid Operational Command Center, and Erin Roth, Acting Deputy Assistant Secretary of DLLR-Division of Workforce Development and Adult Learning, present on the magnitude of the opioid epidemic in Maryland as well as current state initiatives to address the crisis through workforce interventions.
- Governor Hogan declared Maryland in a state of emergency on March 1, 2017 due to the prevalence of opioid misuse and overdose. Most people are affected or know someone affected by this crisis.
- There are nearly six opioid-related deaths every day in Maryland. Nationwide, there are over 130 deaths a day from heroin or other opioids. This scale of mortality would be like if there was a September 11th event happening at the beginning of the year and every three weeks following. The United States has lost about 91,000 Americans in the last two years to opioid-related deaths.
- Opioid related deaths took a sharp upward trajectory since 2013-2014. This is both an addiction and mental health crisis. This presentation focuses on opioids because that is the primary culprit for overdose and death.
- The increase in opioid misuse can be represented by a storm surge, including a slow rise of base sea levels and storm tide. Over the last 20 years, the slow rise is the environment created to increase the general use of opioids. The storm tide is the 2013-2014 introduction of non-pharmaceutical fentanyl.
 - Four out of every five people started with a prescription opioid (about half of those being legal prescriptions). There is a public perception that opioid prescriptions are “less illegal” or less dangerous than alcohol or other substances. Individuals then become dependent on the pills and do not feel normal without them. Eventually people may start looking to the black market.
 - It is only a small step from buying prescription opioids from a drug dealer to buying heroin, for it is cheaper and easier to get.
- Fentanyl has been used in medical practice for a long time. However, in non-medical drug supply, it is not regulated, being mixed by individuals who are not experts.
 - Fatal doses vary widely by user and method of consumption, but generally a fatal dose is 30 micrograms, 2-3 micrograms of fentanyl, or 200 micrograms of carfentanil.
- Governor Hogan’s executive declaration of emergency created a statewide approach focused on three tiers of (1) prevention and education, (2) enforcement, and (3) treatment and recovery.
- The Opioid Operational Command Center is made up of 24 state agencies and other partners. The local emergency needs differ by area, so each county has an Opioid Intervention Team made up of the partners relevant to those needs. GWDB members are encouraged to reach out to the Opioid Intervention Teams. The following link lists all of the teams, by jurisdiction, and includes their webpage, intervention plan, and email contact: <https://beforeitstoolate.maryland.gov/opioid-intervention-teams/>
- The opioid crisis affects every sector. Effective, productive employment is one of the biggest proactive factors to keep someone from relapsing. There are many success stories, but these are not often shared. A shift to make people more comfortable in sharing their stories could go a long way in helping others seek recovery.
- Workforce development can be part of the solution. Examples of interventions include:
 - Employment is critical to recovery;
 - New occupational sectors and environments (e.g. crisis support, peer recovery specialists, care coordinators, and recovery coaches);

- Addressing misconceptions and stigma (e.g. what recovery, treatment, and relapse look like, medically assisted treatment, and drug testing); and
- Protecting employees and coworkers by ensuring that everyone understands the risks of opioid use as well as the resources available to help.
- About six months ago, the Maryland Workforce System joined as a partner to the Opioid Operational Command Center.
- DLLR received two federal grants, including (1) \$1.9 million from the National Health Emergency Dislocated Worker Demonstration Grant and (2) 650,000 from the United States Department of Labor Women's Bureau. The federal government declared a state of emergency concerning the opioid epidemic, freeing resources to address the crisis.
- Maryland was one of six states to receive the National Health Emergency Grant, with the intention to provide workforce solutions to the crisis. This grant has a wide reach, serving individuals who have been affected themselves by the crisis, those directly impacted by a family or friend, as well as those indirectly impacted. The Women's Bureau approached DLLR to consider taking additional funds to implement workforce solutions specifically to women.
- With these funds, DLLR is planning the following activities. Please note that the Department is still in the planning phase for these activities, and there may be adjustments. Activities include:
 - Committing resources to local workforce partners to supplant and enhance resources available specifically to those affected by the crisis (National Health Emergency Grant);
 - Recognizing that DLLR cannot do it all, creating an Opioid Workforce Innovation Fund sub-grant to seed innovative ideas (~1 million for smaller grants to projects that engage the workforce and health systems; this sub-grant is modeled after the Apprenticeship Innovation Fund) (National Health Emergency Grant);
 - Creating a larger Opioid Workforce Innovation Fund sub-grant for women (this grant will go through a full Request for Proposals procurement process) (Women's Bureau grant); and
 - Partner with the Department of Public Safety and Correctional Services and the Maryland Correctional Institute for Women to create a hospitality pre-apprenticeship training program within the prison (Women's Bureau grant).
- The two sub-grants will be as flexible as the federal funding streams allow. These grants represent an opportunity for businesses and individuals to gain access to real-time emergency interventions as well as address barriers to recovery.

ADJOURN

- The GWDB meeting adjourns with a video of the Junior Achievement Session at the Timonium Fair Grounds.
- The meeting adjourns at 5:30 P.M.
- The next meeting is scheduled for March 13, 2019.

Submitted by:
Natalie Clements