Career & Technical Education Committee

February 16, 2023
12:30PM

Committee Members

- **Myra Norton, Chair**
- Brian Cavey
- Mohammed Choudhury
- Judi Emmel
- Matthew Hollaway
- Dr. Deborea Montgomery
- Michael Thomas
- Charnetia Young

Welcome New Committee Members
- Sec. Portia Wu, Maryland Department of Labor
- Sec. Kevin Anderson, Maryland Department of Commerce
- Sec. of Higher Education (TBA)

Agenda

1

Updates

CTE Implementation Plan
Status Update

Bob Lerman, *Urban Institute*

2

Deep Dive

Career Counseling

Brandon Butler, *Maryland Workforce Association*
Kirkland Murray, *Anne Arundel Workforce Development Corp.*

3

Discussion

Q&A with Presenters
and Committee
Members

Members of the public may submit questions and comments to the CTE Committee at dlcte-labor@maryland.gov

Chat comments on the YouTube Livestream may not be answered live but will be reviewed by the Committee.

Opening
Remarks

Myra Norton
CTE Committee Chair

"Transforming our public schools will require nothing less than rethinking and redesigning the policies in place now to create something that works much better for all students."

—Accountability & Implementation Board
Initial Blueprint Implementation Plan, December 2022

01

Updates

CTE Implementation Plan Status

Bob Lerman, Urban Institute
Allie Carter, CTE Committee/GWDB

CTE Implementation Plan

Key Actors   CTE Committee, Urban Institute, University of Baltimore Jacob Frances Institute, Governor's Workforce Development Board, Stakeholders

Elements
- ❏ Background, status of occupational preparation in Maryland, and lessons from comparable programs

- ❏ Recommendations for
    - ❏ Skills standards
    - ❏ Industry credentials
    - ❏ Expert review teams
    - ❏ High school level of registered apprenticeships
    - ❏ Reimagining CTE curriculum as related instruction

- ❏ Plans for progress monitoring, data collection, and reporting

Stakeholder Interviews

47 People Interviewed

22+ Hours of Interviews

- State Legislators
- Students
- Parents/Families
- Educators
- School CTE Directors
- Apprenticeship Coordinators & Intermediaries
- Community Colleges
- Career Counseling
- Workforce Development
- Maryland Employers from Industries Including:
  - Roofing/Solar
  - Agriculture
  - Hospitality
  - Culinary
  - Cybersecurity
  - Computer Science
  - Trade Unions
  - HVAC
  - Military

Timeline

CTE Committee Funded
July 1, 2022

CTE Members Fully Appointed
August 25, 2022

CTE Phase 1 Plan Due
March 15, 2023
(2022 - 2024)

CTE Phase 2 Plan Due
March 2024
(2024 - 2027)

You Are Here

AIB Draft Plan
Mid-October 2022

CTE Expert Review Team Plan
July 1, 2023

AIB Implementation Planning Sessions
June-September 2022

AIB Comprehensive Implementation Plan Due
December 1, 2022

CTE Phase 3 Plan Due
Spring 2027
(2027 - 2031)

02

Deep Dive

Local Workforce Development Boards

Brandon Butler, Maryland Workforce Association
Kirkland Murray, Anne Arundel Workforce Development Corp.

Maryland's Local Workforce Development Experts

Kirkland Murray, President & CEO

Anne Arundel Workforce Development Corporation

Brandon Butler, Executive Director

Maryland Workforce Association

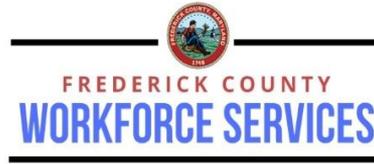CTE Committee of the Governor's Workforce Development Board

February 16, 2023

Who We Are

13 **Local Workforce Directors**

Representing all of the local workforce development

boards and local workforce areas across Maryland.

Who We Are

When: September 12-13, 2023

Where: Live! Casino & Hotel Maryland

What is a Local Workforce Development Board?

Local Workforce System

a SYSTEM, not just one organization

- Local Workforce Development Organization

- Maryland Department of Labor

- Vocational Rehabilitation

- Community Colleges

- Public Schools

- Economic Development

- County Agencies

- Chambers of Commerce

- Social Services

- Community Action

Services for Businesses

- Sector Strategies
- Job Postings
- Recruitment & Placement
- Labor Market Information
- Retention & Downsizing
- Incumbent Worker Training

Skilled
Talent
Pipeline

Services for Job Seekers

Preparing residents for in-demand occupations & careers

- Career Advising
- Occupational Training
- Work-based Learning
- Barrier Removal/Supportive Services
- Job Placement
- Follow Up Services

Local Workforce Boards and the Blueprint

Education Article, 7-127 establishes a Career Counseling Program for Middle and High School Students

- Purpose to provide these students with individualized career counseling services
- County Boards of Education must enter into a local career counseling agreement with the local workforce board, the community college that serves the county, and, if appropriate, an American Job Center.
- Opens opportunities for students to enter College Prep, Dual enrollment, or CTE, registered apprenticeship, or obtaining industry recognized credentials

Examples of Locally Driven
Resources for Businesses

Local Boards develop industry sector partnerships in high-growth, in-demand industries in the local area or region that identify industry-wide workforce challenges and develop solutions

Local Board are 51% Business Membership

Local Boards have the connections

Anne Arundel County's H.I.T.C.H.

Healthcare

IT/Cybersecurity

Transportation

Construction

Hospitality

Industry Sector Partnership & Business Engagement

BUSINESS SERVICES & RESOURCES

G.R.O.W. (Grant Relief for Onboarding Workers)	Employers eligible for grants when hiring unemployed or underemployed residents	Employers also eligible when able to demonstrate negative impact caused by pandemic	Grant amounts equal $10K for FT employees and $5K for PT employees. Max-$100K.
SkillUp Montgomery	Free learning management system for job seekers, employees, and businesses	Access to 5,000 quality online training (professional development or skills-based)	Digital badges awarded for training completions. Convenient 24/7 access. Paid CompTiA certifications available.
O.J.T (On-the-Job Training)	Wage subsidies via reimbursement for training new employees	Reimbursement available up to $25 per hour	Reimbursement rates range from 50% up to 90%
I.W.T. (Incumbent Worker Training)	Broaden skills of current employees to increase competitiveness	WSM will share in 50% of costs up to $20K	Eligible to small businesses once every 3 years. Small business is defined as <100 employees

First Responder Training on the Upper Shore

- Meeting a community need for first responders

- Training funded through the Upper Shore Workforce Investment Board

Re-Entry Hiring Incentive

Prince George's County

Incentive Reimbursement for Businesses

- $5 per hour
- Up to 40 hrs a week
- Max 1,000 hrs a year
- Up to 2 years

The Re-Entry Employment Incentive encourages businesses to hire formerly incarcerated residents by providing a payroll reimbursement. Qualifying businesses that hire residents released from incarceration in qualifying positions paying at least $15 per hour, are eligible for payroll reimbursement.

Apprenticeship
How the Local Workforce System Can Help

Program Development

- Facilitate industry roundtables
- Support businesses and partners through the program development process;
- Connect businesses with training providers to provide related instruction;
- Recruit and screen candidates for apprenticeships

Funding

- May contribute funding for on-the-job learning (OJL) or related instruction;
- Advise businesses and partners on sources of funding
- Act as intermediaries and lead collaborators with the state, education and training providers;
- Provide pre-apprenticeship programs; may be in conjunction with local school system

THANK YOU
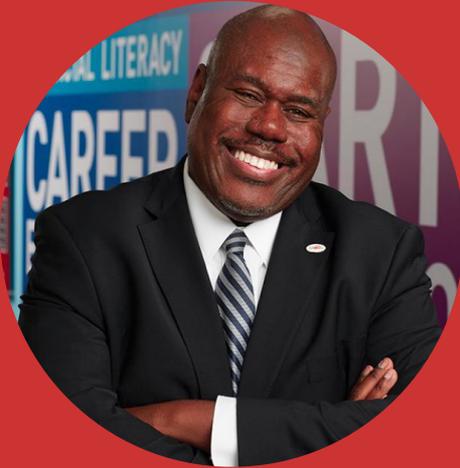
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Brandon Butler
brandon@pinnaclestrategiesconsulting.com

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Discussion

Committee Q&A With Guest Presenters

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Future Meetings

March 7, 2023
12:30 PM

Connect With the CTE Committee
Website - www.gwdb.maryland.gov/ctecomm
Email - dlcte-labor@maryland.gov
YouTube - @marylandctecommittee