

2009

Maryland

Youth Workforce Policy Summit

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A Maryland State Youth Workforce
Policy for the 21st Century :
Draft Whitepaper and Recommendations

GWIB Emerging Workforce Committee
Karen Sitnick and George Littrell, III,
Co-Chairs



MD Youth Workforce Policy Recommendation #1:

Maryland needs to ensure that public schools, pre-kindergarten through grade 12, higher education, and community providers prepare youth to be workforce ready and support youth's transition to 21st Century careers.

- Fusing Academic Rigor and Career Preparation
- Promoting successful transitions from high school to post secondary learning to 21st Century careers

MD Youth Workforce Policy Recommendation #1: 6 Recommended Actions -

1. Provide accurate data collection/reporting on students' academic progress through graduations
2. Implement 21st century workplace skills through curricula that links "classroom to careers"
3. Build a robust professional development plan to train all teachers in career development
4. Significantly expand scope and scale of workplace-based learning experiences for all students
5. Expand CTE opportunities across the state, local school districts and within all high schools
6. Provide multiple pathways to success for all youth

MD Youth Workforce Policy Recommendation # 2:

Maryland needs to expand and create programs and services that provide real options that engage students in learning and effectively re-engage disconnected youth; helping them achieve academic and industry-recognized credentials; and enter work within a career pathway with good prospects for the future.

- Provide multiple options for engaging students in learning – one size does NOT fit all
- Commit to re-engaging disconnected youth
- Promote academic & industry-recognized credentials
- Ensure career planning leads youth to work that offers prospects for the future

MD Youth Workforce Policy Recommendation #2: 5 Recommended Actions -

1. Institutionalize a state wide school to careers system
2. Establish community-based hubs for easy access to services & to help reconnect out-of-school youth
3. Develop and implement a system of employment incentives that encourage disengaged youth to achieve academic credentials
4. Promote MD's Career Development Framework across all youth-serving agencies/non-profit organizations
5. Broaden the menu of job training and educational options.

MD Youth Workforce Policy Recommendation #3:

Maryland needs to establish a policy framework and actions that connect agencies and organizations under a common vision of youth workforce preparation.

- State must recognize the current situation of crisis portion
- Preparing our future workforce is everyone's business
- Transparency and accountability are required for success

MD Youth Workforce Policy Recommendation #3: 4 Recommended Actions -

1. Build and maintain a comprehensive web-based youth employment resource portal
2. Launch a public campaign for MD's future workforce
3. Explore the development of a data sharing system to exchange valuable information and track individuals through programs and services
4. Establish accountability measures that would permit the collection and tracking of outcome data to measure post-secondary success

MD Youth Workforce Policy Recommendation #4:

Maryland needs to engage the employer community as a key partner in solution-building.

- Employers are uniquely positioned to make a significant investment in building the future workforce
- Employers can set standards, shape labor market expectations and help ensure the economic vitality in our State

MD Youth Workforce Policy Recommendation #4: 5 Recommended Actions -

1. Strengthen linkages between education and apprenticeships
2. Promote awareness of demand-side needs to education and youth-serving programs;
3. Solicit input from employers and business groups on effective incentives that would increase employer engagement – i.e.
 - Promote targeted tax incentives for hiring youth
 - Establish set-asides for youth employment in State contracts
 - Legislate and fund internships & summer youth employment
 - Create a program to market workplace-based experiences
 - Acknowledge innovation in workplace-based learning
4. Governor to take leadership role and communicate the importance of the employer community's involvement
5. Promote One-Stop Career Centers as intermediaries to link youth and employers.

Charge to the Breakout Groups

Break into Groups around the 4 Recommendations

Goals of the breakout sessions is to:

- validate the recommendations in the draft whitepaper;
- identify and missing issues and potential recommendations to address them;
- prioritize the key action steps to move the recommendations forward based on specific criteria;
- develop possible strategies to measure success for each Recommendation and/or Policy Action; and
- recruit champions from across the stakeholder community to move this recommendation forward (if possible).



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