



Meeting Minutes

DECEMBER 6, 2023 30:00 P.M. – 5:00 P.M.

THE MEETING IS EXPECTED TO TAKE PLACE AT THE: ANNE ARUNDEL COUNTY CAREER CENTER, 613 GLOBAL WAY, PATAPSCO RIVER TRAINING ROOM, LINTHICUM HEIGHTS, MD 21090

PLEASE CLICK THE LINK BELOW TO VIEW THE MEETING VIA ZOOM WEBINAR:

[HTTPS://WWW.ZOOMGOV.COM/WEBINAR/REGISTER/WN_HC8sx1BMtTqVk1Y3NyKVzG](https://www.zoomgov.com/webinar/register/WN_HC8sx1BMtTqVk1Y3NyKVzG)

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

IP Carim Khouzami (Chair)	V Donna Edwards	IP Carmel Roques
V Kevin Anderson	IP MacKenzie Garvin	V Edward C. Rothstein, Col. Ret.
V Alexander Austin	V Steve Groenke	V Vincent “Vinny” Shiraldi
IP Marco V. Ávila	V Kevin D. Heffner	IP Marty Schwartz
V Calvin Ball	IP Stacey Herman	V Michelle B. Smith
IP John D. Barber, Jr.	V Matthew Holloway	V Brian Stamper
IP Carol Beatty	V Roderick King	V Inez Stewart
V Joanne C. Benson	V Larry Letow	IP Teaera Strum
V Gary Bockrath	IP Jessica Mente	IP Perketer Tucker
IP Jennifer Bodensiek	IP Kirkland Murray	IP Anthony “Tony” Woods
IP Brian Cavey	IP Myra Norton	IP Carey Wright
IP Annesa Cheek	V Sanjay Rai	IP Portia Wu
IP Delali Dzirasa (Vice-Chair)	V/Ph Charles Ramos	IP Charnetia V. Young

MEMBERS ABSENT

Governor Wes Moore	Amie Long	Carolyn Scruggs
Ferris Allen, III	Rafael Lopez	Michael Thomas
Vanessa Atterbeary	Stephen K. Neal	Charles T. Wetherington

GWDB STAFF

IP Rachael S. Parker	IP Molly Mesnard
IP Darla Henson	IP John Strickland

GUESTS *

IP Chris Abell	V Susan Considine	V Oscar Ibarra
V Renard Brooks	V Ruthy Davis	V Ignatius Iwuala
IP David Brown	V Jennifer Dewees	V Kenneth Jessup
IP Brandon Butler	IP John Feaster	IP Ervin Jones
V Dwight Carr	IP Anthony Featherstone	V Kimberly Justice
IP Nona Carroll	V Ellen Flowers-Fields	V Mary Kane
V Olivia Ceccarelli	V Debora Gilbert	V Sharon Kauffman
V Deann Collins	V Victoria “Tori” Hall	V Jane Krienke
V Cozette Conrad	IP Koffi Harrison	IP Andrew Libraty

IP Brian Lynch	V Kara Price	IP Fran Trout
V Elizabeth Madjlesi	V Kanisha Reese	V Jacqueline "Tina" Turner
V Mary Manzoni	IP Phil Rogofsky	V Sarah Van De Wert
IP Laura McCoy	V Betty Romero	V Chanel Viator
V Dylan McDonough	V Senator Jim Rosapepe	IP Joana Winningham
V Meka McNeal	IP Erin Roth	V Casey Tiefenwerth
V Marsha Netus	V Jim Rzepkowski	V/Ph 1-410-**85 CR
V Olarele Oni	IP Sarah Sheppard	V/Ph 1-410-**59
IP John Papagni	V Emma Shirey	V/Ph 1-443-**59
IP Jason Perkins-Cohen	V Michael Specetor	V/Ph 1-667-**94
V Leslie Porter	V Jennifer Staiger	
V Heather Powell	V Casey Tiefenwerth	

**Please note, these are the guests for the meeting, guest attendance by phone could not be identified.*

WELCOME

Chair Khouzami opens the meeting. He expresses gratitude to the sworn members and the public, both present in the room and online. Special thanks are extended to Mr. Kirkland Murray, President and CEO of the Anne Arundel Workforce Development Corporation. Chair Khouzami highlights the meeting's objectives, emphasizing the celebration of board members' contributions, understanding local workforce priorities, and discussing the State's workforce development plan. The section includes introductions of new board members, expressions of appreciation for departing members, and various updates from board members on their activities and achievements.

GWDB QUARTERLY HIGHLIGHTS

- focused on celebrating the work and contributions of board members to the Maryland workforce development ecosystem. Key topics included:
 - the involvement in the Governor's Service Year program
 - the selection of Baltimore as a tech hub by the Federal Government
 - the signing of an executive order by Governor Moore regarding workforce and state permit.
 - Discussions also revolved around the EARN (Employment Advancement Right Now) program
 - the national apprenticeship week, and
 - the importance of competitive and inclusive talent pipelines for Maryland employers. The section emphasized
 - the board's commitment to advancing work, wages, and wealth for all Marylanders and fostering collaboration between labor and management to drive economic growth.

STATE WORKFORCE UPDATES AND DISCUSSION

- Strategic Planning: Discussion on the development and implementation of a comprehensive strategic plan for state workforce, with a focus on aligning with current economic and labor market needs.

- Sector Investment: Emphasis on directing resources and efforts towards key economic sectors, identifying those with the highest growth potential or strategic importance to the state's economy.
- Barrier Reduction: Efforts to identify and address various barriers to employment, including skill gaps, access to education, and other socio-economic factors.
- Apprenticeship Expansion: Highlighting the importance of expanding registered apprenticeship programs as a priority, acknowledging their role in providing practical skills and enhancing job readiness.
- Collaborative Efforts: The need for fostering real collaboration and information sharing among different stakeholders, including workforce boards, educational institutions, and employers.
- Data-Driven Approach: Emphasis on leveraging both qualitative and quantitative data to make informed decisions and strategies in workforce development.
- Inclusivity in Workforce: Discussions around ensuring inclusivity in workforce development strategies, ensuring that all communities have access to employment opportunities.
- Labor-Management Partnership: Recognizing the significance of collaboration between labor and management in driving positive workforce outcomes.
- Innovative Solutions: Focus on developing innovative workforce solutions to build competitive talent pipelines, adapting to the changing nature of work and skills demand.
- Advancing Work Wages and Wealth: Goals to improve work wages and promote wealth creation for all citizens, ensuring equitable access to economic opportunities.

CTE COMMITTEE UPDATES AND DISCUSSION: INDUSTRY RECOGNIZED CREDENTIALS AND CTE PLANNING

- Committee's Focus on Industry-Recognized Credentials (IRCs): Detailed discussion on defining high school level registered apprenticeships and industry-recognized credentials, emphasizing their significance in aligning with state in-demand occupations.
- Importance of Outcome-Oriented Approach: Emphasis was placed on ensuring IRCs lead to positive employment and wage outcomes, rather than just fulfilling numerical goals.
- Development of Skills Standards Advisory Committee**: Plans to establish a committee dedicated to developing occupational skills standards, aiding in curriculum development for CT education and apprenticeship sponsors.
- Expert Review Team for CTE Implementation: Introduction of an expert review team to assist school districts in implementing CTE effectively, focusing on support, monitoring, and technical assistance.
- Annual Reporting Requirements: Discussion on the necessity of annual reports on the progress of the 45% goal set for high school graduates participating in apprenticeships or holding industry credentials.
- Stakeholder Engagement in Credential Evaluation: Importance of engaging stakeholders, including industry representatives, in the process of evaluating and defining industry-recognized credentials.
- Timeline and Process for Credential Assessment: Outline of the proposed timeline and process for assessing and publishing lists of industry-recognized credentials, with emphasis on stakeholder involvement and iterative evaluation.

LOCAL WORKFORCE DEVELOPMENT BOARDS: PRIORITIES, PARTNERSHIP AND STATE PLAN CONSIDERATIONS

- Collaboration with Local Partners: Highlighted the importance of working with community colleges and local organizations for effective workforce development.
- Funding and Economic Impact: Discussed the substantial economic impact of state and local funding in workforce development.
- Career Counseling and Apprenticeships: Emphasized on career counseling and adopting the Swiss model of apprenticeships.
- Innovative Workforce Solutions: Focused on developing innovative strategies to meet business needs and improve employee retention.
- Comprehensive Service Approach: Integration of various services, including job hosting, recruitment assistance, and training, to support both job seekers and businesses.
- Engagement in Community Development: Recognized the key role of local boards in community development and workforce readiness.
- Implementation of State Workforce Plans: Discussed the role of local boards in aligning with the Governor's vision for workforce development.

MOTIONS FOR APPROVAL

- Approval of Local Workforce Development Plans: A motion was proposed to approve twelve local workforce development plans. The motion was put forward, seconded, and subsequently passed unanimously.
- Approval of Previous Meeting Minutes: There was a motion to approve the minutes from the November 26 meeting. This motion was also successfully passed without opposition.

ROLL CALL

Executive Director Parker turned to Darla Henson to facilitate the roll call. A quorum was confirmed present for the duration of the meeting.

ADJOURN

Chair Khouzami who asked for a motion to adjourn the meeting. The adjournment was approved and the meeting ended.

The recording of the meeting can be found [here](#).