

**DRAFT Meeting Minutes**  
**MARCH 8, 2023 3:30 P.M. – 5:00 P.M.**



**VIRTUAL - GOOGLE MEETS CALL**

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**MEMBERS PRESENT**

Louis Dubin (Chair)	Steve Groenke	Marty Schwartz
Chris Sachse (Vice Chair)	Kevin D. Heffner	Gerald "Jerry" Shapiro
A. Ferris Allen, III	Stacey Herman	Vincent "Vinny" Shiraldi
Kevin Anderson	Matthew Holloway	Leslie R. Simmons
Marco V. Ávila	W. Marshall Knight, II	William E. Simons
John D. Barber, Jr.	Sandra Kurtinitis	Michelle B. Smith
Carol Beatty	Larry Letow	Teaera Strum
Gary Bockrath	Carl Livesay	Michael Thomas
Jennifer Bodensiek	Rafael Lopez	Perketer Tucker
Brian Cavey	Myra Norton	Charles T. Wetherington
Andrea Chapdelaine	Charles Ramos	Michelle J. Wright
Michelle Day	Carmel Roques	Portia Wu
Judi Emmel	Edward C. Rothstein, Col. Ret.	Charnetia V. Young
Katarina Ennerfelt	Anton P. Ruesing, V	

**MEMBERS ABSENT**

Mick Arnold	Scott Dennis	Lisa Rusyniak
Vanessa Atterbeary	Amie Long	Carolyn Scruggs
Joanne C. Benson	Deborea Montgomery	Anthony "Tony" Woods
Gavin Buckley	Stephen K. Neal	
Mohammad Choudhury	Rodney Oddoyo	

**GWDB STAFF**

Mike DiGiacomo	Darla Henson	Molly Mesnard
Allie Carter	Ken Lemberg	Dontaz Winston

**GUESTS \***

Chris Abell	Geoff Crawfford	Kimberly Justus
Christie Abrao	Yolanda Cullin	Paul Kappel
Stephen Berry	Logan Dean	Prasad Karunakaran
Dwight Carr	Molly Dugan	Sharon Kauffman
Dr. Deann Collins	John Feaster	Heather Lageman
Robin Conley	Rishan Habte	Elizabeth Madjlesi
Susan Considine	Kenneth Jessup	Dylan McDonough
Kevin Craft	Ashleigh Johnson	Meka McNeal

Jordan Morang	Erin Roth	Joana Winningham
Kirk Murray	James Rzepkowski	Tara Woodfin
Geoff Newman	Eric Seleznow	Sophie Yager
Denise Nooe	Sarah Sheppard	1-410-**81
Augustin Ntabaganyimana	Emma Shirey	1-410-**85
Rachael Stephens Parker	Daniel Schneckenburger	1-410-**92
Patrice, CEO	Jennifer Staiger	1-667-**94
Kristine Pearl	Falecia Stuckey	1-443-**52
Jason Perkins-Cohen	Casey Tiefenwerth	1-443-**82
Jack Porter	Jacqueline "Tina" Turner	1-443-**62
Ed Roberts	Doug Weimer	Unknown

*\*Please note that these guests RSVP'd for the Google Meets call, but roll call was only taken for board members, so guest attendance could not be confirmed.*

#### **INTRODUCTIONS AND WELCOME OPENING REMARKS:**

The March 8, 2023, Governor's Workforce Development Board (GWDB) meeting adjourned at 3:33 PM. GWDB Executive Director Michael DiGiacomo opened the meeting and then turned it over to Chair Louis Dubin and Vice Chair Chris Sachse for opening remarks. Chair Dubin turned it over to Vice Chair Sachse, who spoke about the robust market for cybersecurity, with some slowing down. His business largely involves the cloud, with bank and credit union customers. There is resiliency and continued growth in the cybersecurity market. Vice Chair Sachse is looking forward to attaining cybersecurity data and research, in conjunction with the Career and Technical Education (CTE) Committee.

Next, Chair Dubin introduced new Secretary of Labor Portia Wu. She commented about the important convening of workforce leaders and that Workforce is central to the new administration's commitment to leave no one behind. In the interview for the Secretary role, she said that she was grilled on topics such as apprenticeships and community colleges. Secretary Wu referenced a number of successful efforts going forward, including the Blueprint for Maryland's Future, apprenticeship, the EARN grant program, wind industry efforts, and cybersecurity industry efforts, among others.

Chair Dubin then welcomed other new Cabinet Secretaries, starting with Secretary Kevin Anderson of the Department of Commerce. He indicated, as does the Governor, that Maryland is asset and idea rich. In his efforts to bring in new businesses, Secretary Anderson said that workforce is central to the effort. He noted an observation that Amazon came to Virginia largely because of the perceived pipeline of talent. His department aims to make Maryland much more competitive.

Secretary Vincent Schiraldi of the Department of Juvenile Services stressed the importance of efforts such as service learning and apprenticeship that gear up to future employment. He noted the importance of employment and training with stipends, with participant retention helped by the money provided.

Department of Disabilities Secretary Carol Beatty announced that there would be a statewide Project Search pilot program, with a new statewide coordinator overseeing 14 state sites and facilitating growth

in other parts of Maryland. With contributions from several departments, Project Search will be expanded in Maryland and will incorporate rehabilitation services, school systems, employers, and community providers.

Secretary Carmel Roques of the Department of Aging commented that workforce development is critical for older populations to live and age. Individuals can work in the aging and health care sectors but also others as well. Apprenticeships are helpful. Older adults (those over age 60) continue to contribute with longer life spans. There is also engagement to be done with younger generations.

Having heard from the Secretaries present at the meeting, Chair Dubin asked if other GWDB members had any updates. As there were no more GWDB member updates, the Chair asked for a motion to approve the December 2022 quarterly meeting minutes. Those meeting minutes were approved.

#### **PRESENTATIONS:**

Next, Mr. DiGiacomo introduced Rachel Stephens Parker of the National Governors Association (NGA), Program Director in the Economic and Workforce Development policy area of NGA's Center for Best Practices. She introduced the NGA organization and communicated its technical assistance services that can be made available to the GWDB as needed, such as sharing of best practices. Ms. Stephens Parker indicated that there are two relevant national convenings held by NGA each year – one elsewhere in the country and another one in Washington, DC. Chair Dubin encouraged GWDB members to participate in such conferences.

Mr. DiGiacomo introduced Allison "Allie" Carter, Program Manager of the GWDB's Career and Technical Education (CTE) Committee, who gave a brief CTE Committee update. As per the Blueprint for Maryland's Future, the Committee was tasked with submitting an implementation plan by 3/15/22 to the Accountability and Implementation Board (AIB). As part of this plan process, there were 53 interviews conducted across 25 hours. This was important in shaping the plan. The Urban Institute and the Jacob France Institute (University of Baltimore) were hired as consultants for this project. There was to be a public meeting of the CTE Committee at 2:00 on 3/14/23, which would cover adoption of the plan. Ms. Carter acknowledged CTE Committee members who were on the GWDB.

Next, Mr. DiGiacomo turned the meeting over to James Rzepkowski, Assistant Secretary, Division of Workforce Development and Adult Learning, Maryland Department of Labor, for some updates on State, Regional, and Local Plans. The State Workforce Innovation and Opportunity Act (WIOA) four year plan (2020-2024) was submitted and approved by the U.S. Department of Labor. This is now a revision period, after two years, for regional and local plans. Regional plans were submitted by the Eastern Shore Region and the Central Region of the State. These regional plans have been deemed conditionally approved, with full approval expected upon completion of edits within 30 days. Mr. Rzepkowski thanked GWDB member Katarina Ennerfelt for her review of plans. Chair Dubin made a motion to conditionally approve these regional plans and the motion carried.

Mr. DiGiacomo next introduced GWDB member Martin "Marty" Schwartz, who spoke about his organization Vehicles for Change and incorporation of virtual reality as part of their training of employees. Vehicles for Change is a large, local nonprofit organization that addresses barriers of transportation and incarceration. Families in poverty deal with transportation as a big barrier. The

recidivism rate for ex-offenders is still high: higher than 70% nationally and 40% in Maryland. Folks paying for cars through Vehicles for Changes spend \$950, with a 12 month loan and a six month warranty, so they can further establish credit. Eight thousand used cars have been awarded to low-income families, making this the largest low income program of its type in the country. Participants/interns spend four months of hands-on training, making \$9-\$12/hour in four locations in Maryland. Vehicles for Change has received funding through the state EARN program and through the American Rescue Plan Act (ARPA).

Mr. Schwartz referenced national partners of his organization, particularly the National Auto Dealers Association (NADA). Virtual reality (VR) training has been developed in automotive services. VR makes it less expensive to set up an auto training program. The VR effort of Vehicles for Change has involved working with other organizations, such as the Maryland Department of Juvenile Services (training operations installed in all their facilities) and the community colleges (like Howard Community College).

A separate VR company, affiliated with Vehicles for Change, is now in place. Geoff Crawford is the president for VR training programs. VR training has been conducted in the Air Force. VR programming is expected to expand nationally, involving high schools, prisons, and community colleges. For example, the VR can help teach one about how to make an oil change or balance tires. The process can involve an actual live technician video, virtual reality training, and then a student assessment. With a cost of less than one thousand dollars per person, the objective has been to reduce training time and increase the number of trainees.

When Vehicles for Change has worked on state cars, there has been a 15% reduction in repair costs, thereby providing additional funds for training programs. Mr. Schwartz communicated overall that his organization can't get enough vehicles, and he wants to expand the car program. There are many job opportunities: in looking at Indeed.com recently, Mr. Schwartz observed more than 2,500 opportunities statewide.

Entry level training and work could involve an entry-level position as Tire and Lube Technician. Chair Dubin noted that with mechanics, there are good entry level jobs and more senior jobs available. This could represent a good opportunity for connections with manufacturers. GWDB member Carl Livesay commented on the merits of the automotive training programs. One doesn't even have to do the hands-on repairs: he/she could work as a service advisor at an auto parts store and demonstrate understanding of the repair process. The link to a VR video will be disseminated to the Board. Chair Dubin said that he liked to profile successful training programs, like Vehicles for Change, even better in person.

Mr. DiGiacomo indicated that the next meeting would be 6/7/23 and might be in person at the Community College of Baltimore County (CCBC), with a virtual option. Dr. Sandra Kurtinitis offered to host the next meeting at CCBC.

Chair Dubin asked if there was anything else from Board members to bring up – seeing none, he made a motion to adjourn. The GWDB adjourned at 4:35 PM.

Submitted by Ken Lemberg