

Dwayne Myers, Chair
Dynamic Automotive

Dr. Philip Brown
Phoenix Mecano

M.C. Keegan-Ayer
Frederick County Council

Dani Adams
Frederick County Building Industry
Association

Jackie Byerly
Department of Social Services

Ramenta Cottrell
City of Frederick
Department of Housing and Human
Services

Molly Coughlan
Country Meadows Retirement
Communities

Richard Griffin
City of Frederick
Department of Economic Development

Jenna Freeman
Maryland Department of Labor

Lara Fritts
Division of Economic Opportunity

Barbara May
Division of Family Services

Monica Kolbay
ArachnidWorks, Inc.

Kimberley Levine
Frederick County Chamber of
Commerce

Patti Maluchnik
Georgetown Insurance Service

Jennifer Szabo
Adult Education & Family Literacy/FCC

Dr. Molly Carlson
Frederick Community College

Anne Paxton
Frederick County Public Schools

Sharon Plump
Division of Rehabilitation Services

Justin Saltzman
Verita Real Estate Advisors

Emily Snyder
Horizon Farm Credit/Rocky Point
Creamery & Farm

Carmen Voso
IBEW Local No. 24

Workforce Development Board



Investing in People

“A *Frederick County* where every person has the opportunity to maximize his or her career potential and all local employers have the human resources they need to grow and prosper and Frederick’s workforce system is the “go to” for businesses who need skilled employees.”

Frederick County Workforce Development Board
December 8, 2023
8:30am

Board Members Present: Dwayne Myers, Dr. Philip Brown (proxy), Dani Adams, Jackie Byerly, Molly Carlson, Ramenta Cottrell, Molly Coughlan, Richard Griffin, Jenna Freeman, Lara Fritts (proxy), Monica Kolbay, Kimberley Levine, Patti Maluchnik, Barbara May, Anne Paxton, Dr. Kristine Pearl, Sharon Plump, Justin Saltzman, Emily Snyder, Carmen Voso

Board Members Absent: M.C. Keegan-Ayer, Jennifer Szabo

Staff Present: Michelle Day, Max Douge, Carol Eyler, Bob Gunter, Micha Hagans, Larry Kaiser, Latrice Lewis, Gwen Mays, Patty McDonald, Jessica Mills, Shelby Ranalli, Beth Woodring (proxy for Lara Fritts)

Guests Present: Tara Julian (proxy for Dr. Brown)

8:30 am Welcome and Introductions and thanks

Dwayne Myers, Board Chair welcomed everyone, called the meeting to order and began introductions.

Blueprint for Maryland’s Future updates and discussion

Michelle shared that she is able to report out on some data points collected since Frederick’s Blueprint program has started.

- Career Coaches have made 853 visits with students (including classes of up to 30 students).
- Industry guest speakers
- Students are recognizing the value of these resources.

Dwayne asked how it is determined who to visit first. Larry shared that it varies by school as the list fluctuates and that the coaches are proactive in reaching out to the schools.

Dwayne also asked if coaches have encountered any barriers? Larry shared some challenges such as middle school coaches handling multiple schools, and getting parental buy-in.

Dani offered industry support from FCBIA as professional development opportunities for coaches.

Kristine also shared that coaches are keeping track of their own data and offered to have them present at an upcoming board meeting.

Organizational Update

Michelle shared Workforce Services Staffing updates and introduced Gwen Mays, Grants Manager; Carol Eyer, Communications Manager; and Larry Kaiser, FCWS Career Coach Coordinator for Blueprint. She also shared that FCWS may be bringing on a Youth Apprentice.

Workforce Services Program Spotlight: Business Services

Patty shared information on the Business Services team and introduced the Business Services Consultants Max Douge, Latrice Lewis and Wesley Leatherman.

She shared the main areas the team focuses on:

Employer Education: This includes customized Labor Market data, Workforce Consultation and Business focused newsletter- Workforce Wires which has seen a steady subscriber growth over the past year.

Recruitment Support: Includes Posting and promoting job vacancies and announcements. Candidate sourcing, screening and referrals and Job Fairs and Recruitment events.

Employer Engagement: Includes access to resources, employer visibility, community events, internship programming, partnering with the school system on programming such as LYNX, Youth Apprenticeship and the Graduating Seniors job fair.

The Board can help spread the word about Business Services programming by signing up for our e-newsletters, follow and engage on our social media channels, spread the word about our work and refer businesses, job seekers and community partners.

Forecasting Frederick Listening Tour

Patty introduced a new initiative called the Forecasting Frederick Listening Tour. This is an opportunity for businesses to provide input which will help shape future workforce development programming. The results from this listening tour will support a summit which is planned for early 2024.

Beth mentioned The Office of Economic Development is hosting a Business Summit in January.

Youth Scholarship

Monica provided the board with the Scholarship Fund history and recent selection criteria. As of 10/6/23: the fund had approximately \$46,000. There were 6 donations made in 2023.

Monica thanked the members for their assistance in spreading the word and for those who made donations. She asked the board for their continued support to the fund.

Approval of proposed 2024 Board meeting dates

The Board was presented with dates for the 2024 Workforce Development Board meetings.

Patti **motioned** for approval, Monica **seconded**.

Approved unanimously.

Approval of September 2023 meeting minutes

The Board was presented with the minutes from the September 2023 Workforce Development Board meeting.

Richard **motioned** for approval, Ramenta **seconded**.

Approved unanimously.

Other Business

Richard and Ramenta shared updates on the Good Jobs Great Cities grant that the City of Frederick was awarded. This grant is designed to support technical assistance regarding fair wages, reentry population, youth and emerging adults with a youth center focused on employment and apprenticeship opportunities.

Dwayne asked the Board to share any local workforce challenges that he can share at an upcoming meeting at the Governors Workforce Development Board meeting. Molly shared they are seeing many candidates with transportation challenges. She also shared that she is experiencing parents who are putting up roadblocks towards their children working entry level positions. This also impacts retention.

Dr. Pearl shared struggles with getting employers to participate with Blueprint initiatives and apprenticeships. She also shared that the school system is lacking in physical space for CTE programs.

Barbara shared that transit has been helpful in adding additional stops and times for Family Partnership services.

Carmen shared that there are opportunities for youth and young adult apprenticeships in data centers.

With no further business to discuss Carmen **motioned** for the meeting to be adjourned. Kimberley **seconded**. Meeting **adjourned** at 9:46 am.

