

Workforce Development Board

Investing in People

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

Christine Cambareri-Kay
Citizens Services Division

Monica Kolbay
ArachnidWorks, Inc.

Patti Maluchnik
Georgetown Insurance Service

Jennifer Szabo
Adult Education & Family Literacy/FCC

Dr. Molly Carlson
Frederick Community College

Susan Pacific
Frederick Regional Health System

Anne Paxton
Frederick County Public Schools

Sharon Plump
Division of Rehabilitation Services

Katie Stevens
Office of Economic Development

Justin Saltzman
Verita Real Estate Advisors

Emily Snyder
Horizon Farm Credit/Rocky Point
Creamery & Farm

*“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

March 10, 2023

8:30am

Board Members Present: Dwayne Myers, Dr. Philip Brown, Dani Adams, Jackie Byerly, Ramenta Cottrell, Molly Coughlan, Richard Griffin, M.C. Keegan-Ayer, Jenna Freeman, Monica Kolbay, Patti Maluchnik, Sharon Plump, Anne Paxton, Justin Saltzman, Emily Snyder, Katie Stevens, Jennifer Szabo

Board Members Absent: Christine Cambareri Kay, Molly Carlson, Susan Pacific

Staff Present: Michelle Day, Bob Gunter, Jessica Mills, Teresa Mena, Irina Tsybovskaya

Guests Present: Dr. Kristine Pearl

8:30am Welcome and Introductions and thanks

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

Youth Scholarship

Monica shared the Youth Scholarship information was added to the boards page on www.frederickworks.com. Scholarship was also shared via Workforce Services (FCWS) social media channels.

The Board confirmed they still intend to award 5 scholarships up to \$3500.00 each. The board also confirmed that the scholarship committee would be on the selection committee. Dwayne, Dani and Anne also volunteered to participate.

The board had a brief discussion on the scholarship selection process, with former members sharing their experience with reviewing the applications. Jessica will follow up with The Community Foundation to ensure the selection committee has the necessary access.

Blueprint for Maryland’s Future updates and discussion

Michelle shared information on the College and Career Readiness Pillar 3 of the legislation that will require each County to provide career counseling beginning in the 2023-2024 school year.

- Implement pre-K-12 curriculum for students to be college and career ready (CCR) by the end of 10th grade.
- Provide students with resources necessary to achieve reading proficiency by end of grade 3.
- Develop an aligned instructional system with resources and supports necessary to keep students on track to be CCR.
- Establish pathways for CCR and non-CCR students in grades 11 and 12.

Pillar 3 also includes providing high quality career counseling and CTE programs.

- All middle and high school students are provided with career counseling and learn about post secondary education and career options that align with their interests.
- The number of students enrolled in CTE programs and participating in high school-level registered apprenticeships increases to 45% of high school students earn and industry recognized credential by FY2031.
- Local Education Agency, Local Workforce Development Board and County's Community College enter into a Local Career Counseling agreement.
- CTE Committee shall develop a statewide framework for CTE that prepares students for employment in a diverse, modern economy and prioritizes apprenticeship opportunities.
- Pillar 3 provides (College County Public Schools) and Frederick Community College to solidify a draft Memorandum of Understanding to outline how these individualized career counseling services will be provided to middle and high schoolers.

Education Article, 7-127 establishes a Career Counseling Program for Middle and High School students with the purpose of providing these students with individualized career counseling services. County Boards of Education must enter into a local career counseling agreement with the local workforce board and the community college that serves the county. This opens opportunities for students to enter college prep, dual enrollment, or CTE, registered apprenticeship, or obtaining industry recognized credentials.

Workforce Services' will be contributing as local experts in Workforce Development, convenors of businesses, government resources, and non-profit groups to develop solutions for recruitment and retention of talent. FCWS has a track record of meeting goals, metrics and performance and providing knowledge of labor market, business needs & industry trends, skill development, training and employment in addition to providing solutions for youth (including summer programming), adults and dislocated workers.

The draft agreement is currently being reviewed by all parties. Each partner is contributing to the development of program materials, training new "Career Coach" positions and establishing more specific goals. This committee is meeting regularly to work on the details.

Phillip asked what "providing career counseling means", "What is the goal?" Dr. Pearl explained the goal is that this will be embedded into curriculum/enrichment as well as an individual opportunity similar to the LYNX program at Frederick High School.

Michelle expressed this first year will be a pilot year focused on building the program and staffing. The focus is more so career advising/development than counseling. Dr. Pearl added the goal is to make students aware of all career opportunities and pathways out there and shared FCPS plans to hire approximately 23 career counselors.

Dwayne asked if the funding of \$62 per student has already been provided? Michelle confirmed and shared the funding starts July 1st.

Justin asked “why this is starting in middle school?” He feels 6th and 7th graders are not focused on their careers and may not be at a maturity level to be ready for that. Michelle clarified that the career counseling will look different for middle school versus high school. Middle school would contain more exploration, awareness and exposure. Dr. Pearl mentioned they are exploring opportunities for elementary age children to get exposure and excited about future career opportunities and learning.

Richard shared his hope that “these conversations are happening in the classroom as that is where students can learn a skill and see how it works”.

Membership Nomination

Dr. Pearl has expressed interest in joining the board and submitted a letter of interest and her resume for consideration.

Dwayne asked for a motion to approve Dr. Pearl’s nomination.

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

Approved unanimously.

Approval of December 2022 meeting minutes

The Board was presented with the minutes from the December 2022 Workforce Development Board meeting.

M.C. **motioned** for approval upon correction of typographical error, Patti **seconded**.

Approved unanimously.

Local Plan Updates

Michelle shared information for awareness purposes regarding updates to the local plan. She anticipates having a draft before the June board meeting. Michelle also explained the process of putting the plan out for public comment and more information will be forthcoming.

Other Business

- Dwayne reminded the Board to sign the conflict of interest form and return to Jessica.
- Dr. Pearl shared a new apprenticeship opportunities with County Meadows and Frederick County. She also shared information on FCPS Career signing day and encouraged the board to participate.
- Michelle shared that FCWS will be participating in the upcoming FCBIA Home and Garden show.
- Dani shared she is hosting a breakfast panel at Ceresville Mansion and encouraged to board to attend.

With no further business to discuss Richard **motioned** for the meeting the be adjourned. Justin **seconded**. Meeting **adjourned** at 9:29 am.

