

Workforce Development Board

Investing in People

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Common Market

Dwayne Myers
Dynamic Automotive

Helen Propheter
Office of Economic Development

Adele Connolly
Division of Rehabilitation Services

Jamie White
Frederick Memorial Hospital

Leslie Slaby
Department of Social Services

Monica Kolbay
ArachnidWorks, Inc.

Justin Saltzman
Verita Real Estate Advisors

*“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 9, 2018
8:30am

Board Members Present: Amanda Haddaway, Chair, Cindy Trout, Vice Chair, Teri Bisceglia, Steve Chafitz, Mike Dickson, Elizabeth Cromwell, Monica Grant, Charlie Hunt, Dwayne Myers, Anne Paxton, Lisa Morrissey, Helen Propheter, Adele Connolly, Monica Kolbay, Justin Saltzman and Leslie Slaby.

Board Members Absent: David Croghan, Kim Duncan, Rose Davis, Richard Griffin, Trisha Holmes, Dr. J.J. Lin, and Jamie White.

Staff Present: Joyce Bouchard, Tom Byrne, Rob Collings, Michelle Day, Jen Eberhardt, Rose Fish, Kara Fritz, Erin Inman, Tabatha Knoyer, Wes Leatherman, Patty McDonald and Jessica Mills.

Guests Present: Katie Albaugh, Bob Gunter, Patricia Meyer

8:30am Welcome, Pledge of Allegiance and Introductions

Amanda welcomed all to the Meeting. Everyone took a moment to introduce themselves. Amanda introduced Katie Albaugh and welcomed her to speak about the Frederick County Agriculture and Craft Industry.

Frederick County Agriculture and Craft Industry

Katie Albaugh, Agriculture Business Development Specialist at Frederick County Office of Economic Development presented information on Frederick County’s Agriculture and Craft Industry.

Frederick County currently has 57,152 acres of farmland preserved. There are more small farms (less than 5 acres) and more people making a living off of these small farms due to the increase in market value of products sold. The average farm size used to be 150 acres and has decreased to 130 acres. Frederick County has seen a decrease in Grain and Dairy farms however has seen an increase in CSA’s. Identified workforce challenges for the farming industry include weather, long hours, manual labor and the aging farmer with no succession plan.

Value-added Agriculture, Agri-tourism, Farm Markets and CSA’s have been identified as emerging markets. Agri-tourism such as Christmas tree farms, pumpkin patches, pick your

own orchards, petting zoos, playgrounds, fall festivals, etc. showcase the locally grown/produced products to the community, educates school children on agriculture and preserves the agricultural land/environment while providing income to the farmer.

Currently there are 17 Farmers markets and 13 CSA's in Frederick County which has had \$2.8 Million in Economic Impact. Each new market helps create 8 jobs and contributes to the buy local movement.

Maryland brewers have had an economic impact of \$925 Million. Over \$11 Million in alcohol excise and sales tax in FY'16. 7.6% of all beer sold in Maryland is Maryland beer. Frederick County is home to 15 acres of hops, 14 licensed breweries with 2 in process.

Frederick County currently has 13 licensed Wineries and 1 in the planning process. There is close to 300 acres of grapes in Frederick County with a growing demand for local vineyards and orchards due to the draw of customers from Metro areas.

Craft Distilleries have seen a 300% growth since 2015 with 4 licensed distilleries in Frederick County.

To encourage continued growth in Frederick County the Office of Economic Development has created a "How to Start a Winery, Brewery, Distillery Guide in 10 steps. In addition, to this guide the Craft Industry has thrived off of collaboration of working together. Similar to the Agricultural Industry many workforce challenges identified for the craft industry are the long hours which include nights and weekends and manual labor.

Michelle suggests that the Maryland Distilleries Guild may offer an opportunity for apprenticeships.

Rob suggests that more details included in job descriptions may encourage more youth to apply.

Amanda asked what transferable skills former farm employees would be able to offer. Katie believed that this may pose a challenge for the older employees, however the others could be absorbed into other employment opportunities.

Program Updates

Patty McDonald, Manager, Business, Employment and Training Programs provided the Board with an overview of the Frederick County Workforce Development Strategies for job seekers and businesses.

Services available for job seekers include training for in-demand skills and occupations via individual or cohort based training as well as work based learning. Patty explained that the sustainability of the industry and employment of the job seeker play a part in considering what occupations are considered high-demand and shared success stories from customers who completed training and obtained employment in fields such as electrician, CDL driver and phlebotomy.

Patty shared information on past and current cohort models in occupational areas such as accounting, MedCerts (medical administration), Tech Connect (in partnership with FCC, includes user support, networking, health IT). Cohorts coming soon include Patient Care Technician, Professional Administrative Assistant, Trades, Manufacturing and Bio-tech. Patty also shared success stories from customers who completed the Accounting cohort and have successfully obtained employment.

Work based learning opportunities for job seekers includes On the Job training (OJT) where the job seeker with some experience connects to an employer seeking specific skills. The job seeker participates in a training plan unique to the position and skills he/she needs to learn and the company can be reimbursed for 50% the employees' wages while they train on site. Transitional Jobs (internships) assist by connecting people who may lack experience to the labor market.

Job search assistance such as "Blueprint for Employment Success" offered customers in the Emmitsburg and Brunswick areas the opportunity to learn comprehensive job search strategy, career exploration/assessment, transferable skills/training, labor market research, resume and interview preparation, network and branding.

Supportive Services may include assisting job seekers with transportation, pre-employment necessities, certification testing, English language development, child care and mental health.

Business Service Strategies include customized recruitment strategies where a customized approach to support a particular need as defined by an employer.

Rapid Response services for closing businesses may include presentations on American Job Center Services, Unemployment benefits and MD Healthcare Eligibility information. Classes may be conducted to offer impacted employees opportunities for computer skills and word processing as well as resume and interview skills.

Incumbent worker training program is growing. This program offers training for a current employee to receive additional training and further their career.

Operator Updates

Frederick's One Stop Operator, Bob Gunter, President, BlueOps, Inc. provided the board with an overview of his role in coordinating services offered by American Job Center partners. Bob is in the process of creating a website which will house all partner regulations.

Membership Updates

Amanda informed board members that David Croghan and Christine Demas have recently resigned from the Workforce Development Board.

Amanda informed the Board that member Mike Dickson submitted a letter of interest in seeking reappointment to the Workforce Development Board. Dwayne **motioned** to recommend Mike Dickson's reappointment to County Executive Jan Gardner, Elizabeth seconded. **Approved unanimously.**

Amanda recognized several Board members for their contributions to customers and the Board this past year:

Anne Paxton
Dwayne Myers
Lisa Morrissey
Mike Dickson
Steve Chafitz
Christine Demas
Helen Propheter
Cindy Trout
Charlie Hunt

Approval of December 2017 Meeting minutes

Adele **motioned** to approve December's meeting minutes, Justin seconded.

Approved unanimously.

Other Business

Teri shared that a participant in the MedCerts cohort has scored the highest on the certification exam. She encourages the Board to participate as a practice interviewer and reiterates how valuable the experience is for customers.

Adele expressed the need to bring benefits counseling information into the AJC for customers. She also mentioned the Frederick County Public School and Maryland Board of Education "Way to Work" grant which will assist 50 students in a workplace learning experience.

Patricia Meyer expressed her appreciation of the collaboration between Frederick Community College, Workforce Services and the Board.

Michelle hopes the information provided in today's meeting will help Board members advocate the services available for businesses and job seekers in the community.

Meeting Adjourned at 9:50am