

Workforce Development Board

Investing in People

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HR Answerbox

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Department of Economic Development

Charles Hunt
Department of Labor, Licensing, and
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Lisa Morrissey
Amore Enterprises, LLC

Dwayne Myers
Dynamic Automotive

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Department of Social Services

Monica Kolbay
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Division of Rehabilitation Services

Susan Pacific
Frederick Regional Health System

Rick Weldon
Frederick County Chamber of
Commerce

*“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 Joint meeting with the Business and Industry Cabinet

December 14, 2018

8:30am

Board Members Present: Amanda Haddaway, Chair, Cindy Trout, Vice Chair, Teri Bisceglia, , Kim Duncan, Richard Griffin, Charlie Hunt, Dr. J.J. Lin, Patricia Meyer, Lisa Morrissey, Susan Pacific, Anne Paxton, Helen Propherer, Justin Saltzman, Leslie Slaby and Rick Weldon.

Board Members Absent: Steve Chafitz, Mike Dickson, Monica Grant, Monica Kolbay, Dwayne Myers and Elona Novitski

Staff Present: Jenni Allnutt, Joyce Bouchard, Tom Byrne, Michelle Day, Max Douge, Jen Eberhardt, Bob Gunter(OSO), Lori Jones, Wes Leatherman, Latrice Lewis, Patty McDonald and Jessica Mills

Guests Present:, Lee Forman (proxy for Dwayne Myers), Katrina Wyand-Yurish, MC Keegan-Ayer, Heather Gramm, Whitney Hahn, Denise Jacoby, Margaret Nusbaum, Tamar Osterman.

8:30am Welcome, Pledge of Allegiance and Introductions

Amanda welcomed everyone and called the meeting to order.

Panel on “Innovation in Education and Workforce Development”:

Amanda welcomed panelists, Dr. Kristine Pearl from FCPS Career and Technology Programs, Patricia Meyer from FCC Continuing Education and Workforce Development, Dr. Joanne Horn from the Center for Research and Education in Science and Technology (CREST) and Chris MacLarion, DLLR Apprenticeship and Training.

Michelle started the conversation by asking the panelists to take a moment to share their insights on innovative programming which will address the workforce shortage.

1. Dr. Kristine Pearl, discussed Career and Technology Education’s (CTE) role in preparing students for careers. Currently they offer 22 programs, along with 17

program advisory boards with industry partners. CTE is working with each board to analyze needs and interests and expanding computer programs. CTE is also working with Department of Labor, Licensing and Regulation youth apprenticeship program to develop a program which can be used statewide. As of now they have 18 students and 25 employers participating in this youth apprenticeship program.

Dr. Pearl shared that goals are measured by the numbers of students who participate and complete the program and noted that programs may offer college credit in addition to course completion or a recognized industry certification.

When asked if there were plans on expanding the Lynx program, Dr. Pearl responded stating that Dr. Alban is interested in expansion and is currently looking at data and staffing.

2. Chris MacLarion discussed apprenticeships as paid on the job, customized training to meet customer and employer needs. Chris went on to explain how Dynamic Automotive is currently using both youth and registered apprenticeship programs to fill vacant positions and plan for the future. Lee Forman from Dynamic Automotive expressed how they once were unable to hire high school students but with the apprenticeship program they now cannot hire them fast enough. Chris also provided an example of how Prince Georges County is utilizing apprenticeships to fill hard to fill vacancies.

Members were very impressed and interested in learning more and bringing apprenticeship to Frederick. Michelle asked, “What can the board do to communicate this valuable opportunity to local business owners?” Dr. Pearl suggested starting with youth apprenticeship and informed the board of a Youth Apprenticeship forum offered at FCC on Wednesday, December 19th at 9:45am.

3. Dr. Joanne Horn discussed how CREST aims to support science and technology based businesses by partnering with higher education. CREST is currently working on a Bio-engineering program in Frederick. Dr. Horn explained that businesses are looking for specific training which are not necessarily degree programs. CREST is trying to create pathways and pipelines of employees and have begun to place graduate students with businesses. CREST currently sees a need for Med-Techs nationwide and they are trying to match these students with local employers. They are looking to expand current programming and creating research opportunities for high school science teachers in addition to working with the local agriculture industry.

Dr. Horn shared that CREST connects employers to talent through job fairs. She also expressed that talent can submit their résumé directly to CREST who would make the match and connection. Dr. Horn shared the only requirement for employers is to be willing to hire and train employees.

4. Patricia Meyer from Frederick Community College (FCC) shared that Maryland is a dynamic place for workforce education and FCC is promoting a pathway and

alignment from high school to higher education. FCC has 85 degree, short-term, certificate training programs. 39 businesses participated in internships and FCC has expanded externships to non-credit programs. Their Adult Education program can help increase literacy for employees. FCC has offered incumbent worker programs for local employers to offer training in areas like Microsoft Excel. Patricia shared that the Promise grant begins in the fall 2019 and FCC is working to expand dual enrollment with FCPS. FCC is educating their program managers on apprenticeships. Patricia also shared that the State of MD is offering scholarships for non-credit workforce training programs (up to \$2000) for healthcare and trades programs.

WDB Business

Youth Scholarship Thank-you notes

Anne briefly spoke about the scholarship recipients and shared the Thank you notes that were received.

IMPAQ-Maher grant

Michelle shared that she has been given permission from Amanda and Cindy to apply for a \$20,000 grant opportunity which will assist the Board's Youth fund. She is now seeking approval from the full board to proceed with the application.

Helen **motioned** to approve and Rick **seconded**.

Approved unanimously.

Membership Updates

Amanda presented a letter of interest and résumé from Katrina Wyand-Yurish for consideration to the Board.

Rick **motioned** to forward Katrina's consideration to the County Executive, Charlie **seconded**.

Approved unanimously.

September's meeting minutes

September's Board meeting minutes were provided to the Board for approval.

Richard **motioned** to approve minutes as written, Helen **seconded**.

Approved unanimously.

Other Business

Amanda reminded the Board that her term would be ending in June and that Cindy will be stepping into the Chair position. Cindy and Michelle presented Amanda with a gift of thanks. Amanda also took time to recognize Michelle on her recent achievement of obtaining her Certified Workforce Development Professional credential and recent nomination as President to the Maryland Workforce Association.

Meeting Adjourned at 9:56am