



Baltimore County Workforce Development Board Quarterly Meeting

Thursday, March 9, 2023 ♦ 8:00 –10:00 am (Networking 7:30 am)

Location: Tradepoint Atlantic

6995 Bethlehem Blvd. Suite 100 ♦ Sparrows Point, MD 21219

Attendance

<i>Members Present</i>			<i>Members Absent</i>	<i>Guests/ Presenters</i>
<i>In-Person</i>		<i>Virtual</i>	Louise Slezak	Chuck Cook (Bus. Network for OSW)
Mario Aguilera	Mary Hough	Tyra Franklin		Alicia Fales (BCPS)
Sally Bartas	Matt Jackson	Nikole Freeman		Ken Lemberg (GWDB)
Sheldon Caplis	Jerome Miller	Anita Hammond		Jennifer Lynch (Baltimore County)
Natalie Edington	Mike Netzer	Anita Hicks		
Cynthia Etheridge	Mitch Posner	Leonard Howie		
Kerry Graves	Mandy Snyder	Patti Madigan		
Mike Grubbs	Nick Staigerwald	Patrick McQuown		
David Hahner	Chad Waskey	Mark Millspaugh		
Bob Holsey	Melissa Werner	Rebecca Pennington		
		Deborah Rowe		
		Matthew Van Hoose		
		Lisa Walker		
			<i>Staff</i>	
			<i>In-Person</i>	<i>Virtual</i>
			Carol Brooks	Renee Barnes
			Chauncy Butcher	Danielle Fleming
			Neishall Schuyler	Carlos Melendez
			Katie Taylor Fleming	Bea Tripps
				Tracy Tyler

Call to Order

Board Chair Mario Aguilera called the meeting to order at 8:10 a.m. welcoming members attending in-person and virtually, and thanking Board Member Chad Waskey of Tradepoint Atlantic (TPA) for hosting the meeting. Chad gave welcoming remarks and provided an overview of current initiatives and development at TPA and its connection to the Offshore Wind Industry. Members participated in an optional tour of TPA after the meeting.

Introduction to the Offshore Wind Industry

Chuck Cook, Vice President of Policy and Outreach - [Business Network for Offshore Wind](#)

[Click here](#) to download the presentation slides or see the attached .pdf sent as an addendum to these meeting minutes

The Business Network is a membership based not-for-profit organization that partners with industry and government to build an innovative supply chain that will create and sustain jobs, benefiting local economies and ensuring a cost-effective clean energy portfolio. They advance this through collaboration, education, and innovation, bringing together global developers, policymakers, academia, and leading experts to grow this new and vital offshore wind industry that provides a practical solution to climate change and creates well-paying jobs.

The Offshore Wind Industry is very focused on the east coast right now for geographic and demand reasons. Key components of an offshore wind project includes:

- Wind Turbine Generators
- Wind Turbine Generator Foundations and Substructures
- Inter Array Cables
- Offshore Substation Platforms (OSP) / Offshore Substation Structures (OSS)
- Export Cables
- Onshore Substations

In 2014, the Maryland Public Service Commission (PSC) formally adopted rules to govern the award of offshore wind renewable energy credits (ORECs). In 2017, the PSC awarded ORECs to Skipjack and MarWin after a lengthy application and review process. To receive the OREC, the PSC must determine there is “positive net economic benefit” to the State of Maryland:

- Required to use port facilities in the greater Baltimore region and Ocean City for construction, operations and maintenance activities.
- Developers must invest collectively at least \$76 million in a steel fabrication plant in Maryland and together fund at least \$39.6 million to support port upgrades at the Tradepoint Atlantic shipyard
- 2021 - \$450m in tower, monopile, and array cable facilities (~750 jobs)
- Must create combined 15,321 direct jobs
- Significant in-state spending, and women, minority, veteran-owned

Five main phases of project lifecycle (local opportunities by year):

- Siting/Permitting – Ongoing
- Manufacturing – 2024/2025
- Construction/Installation – 2026
- Operations/Maintenance – 2027 and beyond
- Decommissioning – (at end of project cycle)

2030 Workforce Demands: 12,300-49,000 Trained/Skilled Workers

- 81.5% Manufacturing and Supply Chain
- 7.2% - Development
- 4.3% - Maritime Construction
- 3.8% - Operations & Maintenance
- 3.3% - Ports and Staging

Required Skill Sets and Certifications

OSW occupations are plentiful and offer highly-skilled, high-paying full-time jobs and career paths. Jobs in the OSW industry have the highest earnings potential for workers across the green energy sector. The Business Network is partnering with local Boards and workforce partner organizations to promote these career opportunities. The biggest barrier they currently face is building a skilled talent pipeline because not enough people are aware that these jobs are coming.

- Monopile/Tower Factory Skills – Welders, Iron Workers, Steel Fabrication, Roll Bending, Rigging, Electricians, Crane Operators, Fork Lift/Transportation, Yard Support/Rigging, QA/QC and Certification Inspectors
- Subsea Cable Manufacturing – Machine Operators: Extruder, Drawing, Standing, Assembly, Screening, Jacketing, Rewind Line and Testing
- Onshore Marshalling/Preassembly – Laborer, Rigger, Longshoreman, Crane Operator, Truck Driver, Customs Broker/Freight Forwarder, QA/QC, Logistical Manager
- Operations/Maintenance – Marine Crew, Wind Technicians, Foundation Support Maintenance, Marines Services Technician/Coordinator, Operations Engineer

WELDING (AWS CERTIFIED)		ELECTRICIANS
Tack Welding		HV Electricians
Outer L Seam Welding		QUALITY
Sub-Arc Welding (Outer Cir-Seam Weld & Inner Cir Seam Weld)		ISO 9001
Progressive Welding (Inner Welding)		ISO 9008
MIG Welding		ISO 9015
TIG Welding		ISO 14001
WIND TECHNICIAN TRAINING REQUIREMENTS		
HS Diploma/GED		Turbine Technician Training
Working at heights and in confined spaces		Working with Digital Tools
High-Voltage Switching		Specialized Technician Training (major/ advanced repairs)
Several Years of Relevant Experience		

- All global offshore wind developers have agreed to follow the [Global Wind Organization \(GWO\) safety and technical training standards](#), a non-profit body found by leading wind turbine manufacturers and operators.
- The Business Network for Wind has an entire track for recruiting and training workers to prepare them for careers in the OSW industry. They are partnering with local workforce areas around the state and serve as a resource as we launch OSW industry/employer engagement efforts and develop on-ramps to these emerging career pathways to build a skilled labor force to meet projected demand.

Board Business – Voting Members

Mario presented the following business items on the agenda:

- Asked for a motion to approve the December 8 meeting minutes as official Board documents; members approved unanimously.
- Reminded members of the County and State’s requirement of timely submission of annual financial disclosure (2022) to maintain the Board’s compliance with local and state ethics policy. Deadline is April 30.
- Announced new Board member, Mandy Snyder Vice President of Development - Junior Achievement of Central Maryland
- Reviewed the vision and purpose of the local Workforce Development Board and the key roles that members play as conveners, analysts, brokers, advocates and capacity builders.
- Set the expectations for the critical objectives for the meeting.

Committee Reports and Board Discussion

Blueprint Maryland Committee

Anita Hicks, Gray & Son – Chair / Mike Grubbs, BCPS – Co-Chair

SHORT TERM PRIORITIES (2023)

- Stand up the Blueprint MD Committee (Jan-Mar)
- Identify and engage additional subject matter expertise to invite to our committee and conversations
- Engage Board members to be active sponsors/participants in youth apprenticeships, Summer Youth Program, volunteer activities and career exploration/hiring events (youth/adult)
- Work collaboratively across WIOA workforce partners to plan and schedule joint Career Exploration / Hiring Fairs annually in the Spring and Fall
- Act as a sounding board for the execution of the MOU and CE’s vision for Blueprint Maryland

LONG TERM OBJECTIVES/STRATEGIES

- Identify strategies to support BCPS and CCBC in achieving performance goals and long-range vision as WDB workforce partners
- Develop strategies to engage more employers across industry sectors in participating in local workforce system’s programs and services; Identify potential challenges and concerns that may hinder employers’ participation.

Career Pathways Committee

Chad Waskey, Tradepoint Atlantic – Chair / Nick Staigerwald, BALC – Co-Chair

SHORT TERM PRIORITIES (2023)

- Stand up the Career Pathways Committee (Jan-Mar)
- Gather Industry Partners that educate & source workforce that are changing careers, CE or joining the workforce
- Early identification of employers' needs - Clearly highlight & define employers with gaps in workforce talent
- Identify sources to understand supply/demand – Skilled labor for talent pipelines for existing and projected occupational demand
- Create a survey/study to better understand workforce advancement challenges

LONG TERM OBJECTIVES/STRATEGIES (In development)

- Create a direct connection between employers' workforce needs and customers' skills and credentials; build the scaffolding that leads to producing skilled talent pipelines through Baltimore County's Career Centers that gets them connected to gainful employment on career pathways with projected demand
- Conduct and/or analyze economic and labor market research and data to understand the composition, trends and analytics of Baltimore County's industries and labor force
- Convene employers to find out anecdotal insights to build upon analytic data

Workforce System Operations Committee

Sheldon Caplis, Caplis Consulting – Chair / Mitch Posner, CAN – Co-Chair

SHORT TERM PRIORITIES (2023)

- Stand up the WF System Ops Committee (Jan-Mar)
- Review and provide updates to AJC and WIOA partner sections in the local plan (Mar-Apr)
- Review, research and analyze updated demographic data on the unemployed, underemployed, and ALICE populations in Baltimore County (Mar-Apr)
- Research/compile list of County nonprofits to plan and host a convening/dialogue between service providers and American Job Centers/WIOA partners (Apr-May)
- Familiarize ourselves with the programs & services at the AJC's to establish internal benchmarks for success

LONG TERM OBJECTIVES/STRATEGIES

- Increase client referrals at the AJC's
- Inventory partners & their service and referral models to identify gaps and develop recommendations for process improvement
- Re-establish and strengthen partnerships across workforce system
- Develop targeted outreach, marketing and engagement strategies

Youth Services Committee

Sally Bartas, Choice Hotels International – Chair, Melissa Werner, Columbia Threadneedle Investments – Co-Chair

SHORT TERM PRIORITIES (2023)

- Stand up the Youth Services Committee (Jan-Mar)
- Engage employers to be active sponsors/participants in the Summer Youth Employment Program and other activities and career exploration/hiring events targeted to youth
- Connect with the Youth Services Team to learn more about our programs and services as they currently exist.

Next Steps -

- Alice Data Requested
- Review Existing Employers And Consider How We Reach Future Partners
- Access Data On Mental Health And Barriers To Reach Students.

LONG TERM OBJECTIVES/STRATEGIES (Still in development)

Charter And Mission -

- Provide A Framework For Youth Services Programs
- Help Drive Further Awareness To Employers And Drive Engagement Within Both Public And Private Entities.
- Create An Outreach Strategy For Our Youth Services Partners And Create A Timeline And Objectives For Growth
- **What Does Success Look Like?** Students Knowing Where They Are Going On Their Career Roadmap
- "Not Every Kid Is Going To College, But Every Kid Is Going To Work."

DEWD & Workforce System Updates

Chauncy Butcher, Senior Manager – Workforce Development / Carol Brooks, Senior Workforce Analyst

Chauncy provided a brief update on grant funded new hires and progress on non-WIOA grant initiatives under the County Executive. Carol shared the revised timeline for revisions to the local area plan (extension granted to July 1), and mentioned opportunities for greater collaboration across the WDB and Economic Development Advisory Board.

Closing Remarks

Mario wrapped up the discussion and provided closing remarks reminding members that the Board is officially “Under Construction”; strategic planning activities will continue throughout the coming program year (2024).

Mark your calendars for the WDB Quarterly Meetings – 2023:

March 9 / June 8 / September 14 / December 14

Meetings are scheduled from 8-10 a.m. unless notified otherwise; details and logistics for all meetings will be provided in advance.

The business portion of the meeting was adjourned at 9:30 am. Members were invited to take a bus tour of TPA.