



Baltimore County Workforce Development Board Quarterly Meeting
Thursday, September 14, 2023 ♦ 8:00 –10:00 am (Networking 7:30 am)

Location: BD Diagnostic Systems
7 Loveton Circle ♦ Sparks, MD 21031

Attendance

<i>Members Present</i>		<i>Members Absent</i>	<i>Guests/ Presenters</i>
<i>In Person</i>		Cynthia Etheridge	Patrick Boxall (KRA - One-Stop Operator)
Mario Aguilera	Mitch Posner	Sally Bartas	Renee Cooper (prospective)
Sheldon Caplis	Laura Riley	Nikole Freeman	Todd Marks (prospective member)
Natalie Edington	Deborah Rowe	Kerry Graves	Alicia Fales (BCPS)
Tyra Franklin	Louise Slezak	Bob Holsey	
Mike Grubbs	Matthew Van Hoose	Matt Jackson	Staff
Anita Hammond	Marcus Wang	Patrick McQuown	Jessica Armacost
Anita Hicks	Chad Waskey	Mike Netzer	Renee Barnes
Jerome Miller	Melissa Werner	Rebecca Pennington	Carol Brooks
Mark Millsbaugh		Mandy Snyder	Mariel Fedde
		Nick Staigerwald	Carlos Melendez
		Lisa Walker	Ronald Parker
			Neishall Schuyler
			Anthony Smith
			Tracy Tyler

Call to Order

Board Chair Mario Aguilera called the meeting to order at 8:07 a.m. welcoming members and staff to the Integrated Diagnostics System Business Unit Headquarters of BD and providing background on the company.

Board Business – Voting Members

Mario presented the following business items on the agenda:

- Asked for a motion to approve the June 8 meeting minutes as official Board documents; members approved unanimously.
- A recommendation for the Board’s consideration to amend the Board Bylaws extending term limits to three (3) two-year terms. A formal resolution for vote and adoption will be presented at the December 14 Quarterly Board Meeting. Advantages of this change:
 - Expands members’ ability to serve throughout the duration of the state’s 5-year strategic local plan framework (optional)
 - Establishes a maximum length of service of six (6) years for all members
 - Current Board members who will reach their two-term limit in June 2024 will have the opportunity to serve another two (2) years if interested
- Set the expectations for the objectives of the meeting.

Remarks from the New Director

Marcus Wang, Director, Department of Economic & Workforce Development (DEWD)

Marcus introduced himself and thanked the Board members for the important work they have done, providing updates on the organizational changes within DEWD and across the County enterprise. Introduced the members of the workforce team to the Board. Highlights of remarks on the County's vision and the agency's new direction:

- DEWD's reorganization across all departments will build the agency's capacity to establish an infrastructure that empowers members to do more for our County, and assure the ideas and recommendations of this Board translate into tangible action and results.
- DEWD is hiring a Boards Manager who will coordinate the work and develop a strategy to leverage the assets of all of DEWD's Boards and Commissions – Workforce Development, Economic Development Advisory Board, Tourism, Arts & Sciences, and newly proposed Agricultural Advisory Board.
- The vision is to be proactive rather than reactive. In five years, Baltimore County will be seen as “best in class” by having an industry sector-based focus on two primary industries that meet three specific criteria:
 - Amount of revenue generated (to fund the essential functions of government and social programs).
 - People – Attract and retain the highest quality individuals/families to come and/or stay in the County because of the opportunities and quality of life that are offered.
 - Must have broad and long-range career ladders for all people no matter where they are on their life and career journey.

Members engaged in an open dialogue which included a discussion of how the new strategic industry focus will translate into the work of the WDB committees, and inform their revised goals and priorities for PY2024 as well as long-range strategic recommendations for the local workforce system. Attendees went around the room to introduce themselves and to identify the companies, industries, organizations, and programs they represent.

Mario shared insights on the current member composition of the PY2024 Board roster. The Executive Committee has identified several candidates who bring a depth of experience and expertise from new and emerging industry and employment sectors to fill five vacant business member seats (all pending the County Executive's final approval):

Construction:	Jeffrey Cooper, Division Vice President – Whiting Turner
Offshore Wind:	Renee Cooper, Director of Operations – US Wind <i>Maynard Smith & Jim Strong, US Wind – Interested in Working Committees</i>
IT/IS:	Todd Marks, President & CEO – Mindgrub
Advanced Manufacturing:	Joseph Simms, Chief Diversity Officer/alternate designee (TBD) – Stanley Black & Decker
Agriculture/Agritourism:	Joan Norman, Owner – One Straw Farm Suzanne Richards, Executive Director - Maryland Agriculture Education Foundation – <i>Interested in Blueprint Maryland and working on career pathways in “Agribusiness”</i>

Strategic Direction, Committee Reports, and Board Discussion

Mario Aguilera, Board Chair / Melissa Werner, Board Vice Chair

Mario and Melissa facilitated an open dialogue with members establishing next steps, priorities, and expectations for PY2024. Provided a level-set and reminded the Board of their on-going discussions with Marcus to re-establish the role/purpose of the Board; will be fleshed out further once the Boards Manager is in place.

Highlights:

- Revisions to Local Area Plan (due on or before June 30, 2024) – TBD - on hold with organizational changes; Committee Chairs should use the “Strategic Recommendations for PY2024” as a guide for their work in the interim.
- Reminder of the invitation to the National Skills Coalition’s “Skills in the States” Conference, November 16-17 in Baltimore City. Please send an email to Carol Brooks if you are planning to attend.
- Call for business members of the Board to serve in a leadership capacity on the Board’s Executive Committee. Please email Carol Brooks (cbrooks@baltimorecountymd.gov) and the appropriate Committee Chair if interested in serving as Co-Chair. See the “Working Committee Summary Document” sent with meeting materials for background on each committees’ work, priorities and status.

Committee Report Outs: Re-assessing/establishing the role, purpose and priorities for PY2024 for the working committees.

Changes to leadership teams (chairs/co-chairs) and activity updates:

- Blueprint Maryland: Anita Hicks is exiting the Board, but will continue to participate in the work of the Blueprint Maryland Committee. Mike Grubbs will fill in as Chair in the interim, but we need a Board business member to serve as co-chair.
- Career Pathways & Building Talent Pipelines: Chad Waskey is stepping down from the Chair role, but will continue to participate in the work of the Career Pathways Committee. Nick Staigerwald will serve as Chair, but we need a Board business member to serve as co-chair.
- Workforce System Operations: Sheldon Caplis will continue to serve in the Chair role for the Workforce Systems Operations Committee, but we need a Board business member to serve as co-chair. Sheldon shared a draft of the WIOA/DEWD Data Dashboard that his committee is developing so that the Board receives a quarterly snapshot of customer trends, services provided and program outcomes at each meeting. Board members and staff are encouraged to send your comments, questions, and suggestions about what’s missing or how we can improve upon the data we collect on the local workforce system to include on this dashboard tool. Respond by email to Carol Brooks (cbrooks@baltimorecountymd.gov) and Sheldon Caplis (sheldon.caplis@gmail.com). We will also continue to explore other sources of real-time data and labor market information, including working with CCBC to get a demo of the Lightcast tool.
- Youth Services: This committee paused its work with the loss of the previous chair as well as key management staff from DEWD’s Youth Services Team. Melissa Werner will continue to lead efforts to re-visit the purpose and priorities for this group once the new management team is in place. We will need Board business members to serve as co-chairs when the committee is reconstituted. Previous members of the Youth Committee are welcome to follow up with Melissa if interested in serving as co-chair, or identifying an alternate committee group that you’d like to support. For more information about the work of the Youth Services Team, see the attached summary of the Summer Youth Employment Program.

September Spotlight: Serving Foreign Born Residents in Baltimore County

Representatives from the Maryland Skilled Immigrant Taskforce were unable to join us at this meeting. They will be invited to present on a future agenda.

Closing Remarks

Mario provided closing remarks, encouraging members to connect with the Committee Chairs after the meeting to express their interests. Mark your calendars for the last WDB Quarterly Meeting of 2023 on December 14. Meetings are scheduled from 8-10 a.m. unless notified otherwise; details and logistics will be provided in advance. WDB Quarterly Meeting Schedule for 2024 will be provided in December. The meeting was adjourned at 10:00 am.