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Baltimore Workforce Development Board Meeting Minutes

Date: December 16, 2022

Time: 8:00a.m-10: 00a.m

Location: Virtual via Zoom

Attendance

Board Members:

Bob Embry, Mark Foster, Marc Broady, Marsha Netus, Marty Schwartz, Marci Hunn, Rachel Pfeifer, Sara Cooper, Melanie Styles, Willy Moore, and Yariela Kerr-Donovan, Lynda Perry, Melanie Williams, Marsha Netus, Tracy Queen, Marc Broady, Tanya Terrell, Angela Whitaker, Neil Wilford, Janet Currie, John Danko, Linda Dworak

Non-Board Members:

Jason Perkins-Cohen, Craig Lewis, Yvette Clark, Mackenzie Garvin, Patti Morfe, Donnice E. Brown, Che Evans, Joe Smith, Joseph Kim, Julia Torchia, Kristi France Gibbs, Krysti Dickerson, Louis Monk, Mika Digiacomio, Kimberly Hamby, Philip Leaf, Rachel Brash, Rosemary Woren, Ryan Smith, Sheldon Caplis, Elizabeth Smith, Shantrice Cooper- McCoy, David Hagans, Ken Lemberg, Kathy Christian, Yvette Diamond

Welcome - BWDB Chair Yariela Kerr-Donovan

Welcomed attendees and special guests to the December 2022 Board meeting and requested all attendees to sign in using the chat function. September 2022 Meeting Minutes were formally approved by the Board.

Nancy Murphy Shared:

Board Strategic Planning Project Outcomes

- Shared understanding and celebration of progress to date on Visions for a Coordinated Workforce System.
- All board members fully engaged, aligned contributing strategically.
- Board is ready and able to lead continued progress toward the vision of a coordinated, equitable citywide workforce system delivering on the promise of economic justice.

Rachel Pfeifer shared:

Baltimore Workforce Development Board Partnerships

- Grads 2Careers
- Y- H2O
- CTE

- Youth Works
- Work Based Learning

Kumasi Vines shared:

The Blueprint for Maryland's Future Five Pillars

The Accountability and Implementation Board (AIB) is responsible for the faithful implementation of the Blueprint for Maryland's Future.

The Five Pillars of the Blueprint:

1. Early Childhood Education
2. High Quality and Diverse Teachers and Leaders
3. College and Career Readiness
4. More Resources to Ensure that All Students are Successful
5. Governance and Accountability

The Blueprint for Maryland Future:

Pillar 3 College and Career Readiness (CCR)

What does College and Career Ready mean?

An education system designed to ensure that all students who enter school are ready to learn and can reach the CCR readiness standard by 10th grade to begin and complete a high quality CCR pathway in 11th and 12th grade:

- prepare students for college,
- offer college credit in high school, and
- provide high quality CTE training or apprenticeship opportunities How will this be measured?
- To be determined empirically based on CCR standard that reflects readiness for postsecondary education/training

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The Blueprint for Maryland's Future:

3.4 Provide High-quality career counseling and CTE programs

- 3.4.1: Middle and high school students access career counseling programs that provide them with individualized career counseling services
- 3.4.2: 45% of high school students shall earn an industry-recognized credential or complete the high school level of a registered apprenticeship (by school year 2030-2031)
- 3.4.3: CTE Committee shall annually submit a deployment plan for CTE Expert Review Teams (ERTs) to AIB and visits 10% of schools annually until all schools are visited at least once
- 3.4.4: LEAs offer a robust set of CTE programs that allow students to earn an industry-recognized credential or postsecondary certificate or complete the high school level of a registered apprenticeship program approved by the Division of Workforce Development and Adult Learning.

The Blueprint for Maryland's Future: MOED and City Schools Career Counseling MOU & Funding

- Provide career counseling for middle and high school age students per a counseling agreement between local workforce board, LEA, and community college
- Career counseling Agreement/MOU is only required by the law in Fiscal years 2024 through 2026
- The state FY 2024 begins July 1, 2023

Funding provided by state through the local workforce board based on funding formula:

- Fiscal year 2024 \$62 x enrollment count (total enrollment)
 - 22-23SY Enrollment for City Schools, enrollment on December 5, 2022, was 76,250 students. Estimated total of \$4,727,500
- Fiscal year 2025 and 2026 will be increased by an inflation adjustment
- Funding begins on July 1, 2023, with an executed and approved MOU submitted

Current MOED & City Schools Partnership

- YPIP- in (4) schools
- Grads2Careers
- Baltimore Promise Workforce Ecosystem
 - Youth-Adult Apprenticeships
- CTE Strategic Plan

Baltimore Workforce Development Board Feedback and Recommendations

- From a business community perspective what is important for the career counselor to provide.
- Should we reserve some of the funding for the career counselor role for youth wrap around support.
- How do we engage youth in the process perspective on what they need from the role of a career counselor.
- If we can't do everything for everyone, what does the career counselor provide at the middle school level vs. the high school level.

Jason Perkins Cohen shared:

Proposed BWDB By Laws Amendments

The Board members moved to reinstitute the 3-year term appointments to be renewed once for board members. Members may return after a one-year break for additional three-year, renewable terms. Institutional members may serve in perpetuity.

The Baltimore Workforce Development Board recommended a revision of the By-Laws as it relates to membership and service terms. As a result of the Covid -19 Worldwide Pandemic and the many transitions, it was determined that realignment of the Board and its service terms would be necessary to stabilize the Board and meet compliance standards. In conclusion, all Board member's current terms will begin newly in January 2023.

Effective January 2023, Terms of appointments are for three (3) years and may be renewed once. Members may return after a one-year break for additional three-year, renewable terms. Institutional members may serve in perpetuity. The Mayor appoints Board members who elect the WDB Chair who must represent business and who will in turn appoint the Vice Chair from among business members of the Board for

a three (3) year term. Approximately one (1) year before the expiration of the term, the Executive Committee shall seek nominations of business members from among the general WDB membership for nomination to succeed the incumbent Chair and Vice Chair. The Executive Committee shall by two-thirds vote select nominees to be recommended for appointment by the Mayor. The Vice Chair shall function in the Chair's role in the occasion of the absence of the Chair. All WDB members are expected to attend full Board meetings. WDB member participation will be reviewed annually to include WDB meeting attendance and participation on committees. If a member is unable to attend 50% of the full Board meetings, the Executive Committee will review their continuing membership. The Executive Committee, by means of a majority vote of a quorum of the Committee, may remove, with cause, a member from its membership, subject to mayoral approval.

**Jason Perkins -Cohen shared:
Proposed Board Term Limits**

The Board members chose to take time to review the proposed Board Term limits and revisit it at the March 2023 meeting.

Willy Moore shared:

The Business Engagement Committee hosted an Employer Practitioner Event at the M&T Stadium, and it was a success. The theme of the day was collaboration.

- 201 registered
- 157 attended
- 25 to 30% of employers attended

**Sara Cooper shared:
Youth Committee**

The primary focus will be bringing on new youth leaders into the partnership.

**Melanie Styles shared:
WSEC Committee**

The Governance Sub Committee engaged a group of practitioners to provide a report of what they want to see and how that data should be governed. The information they provided to the WSEC Committee will be presented in January. The WSEC Governance committee will present a proposed new name for the WSEC Committee.

**Jon Smeton shared:
ARPA-Funded Workforce Projects 2022 - 2024**

The following dashboard contains metrics on the progress and impact of each of the programs

- ARPA: Strategy 1318 Residents Served; 183 Employers served to date
- Apprenticeship Program: 50 apprentices
- Hire Up: 190 Residents Hired
- Community Job Hubs: 309 Clients Served
- GRADS 2 Careers: N/A
- Let's Ride to work: 114 Residents Served
- Youth Works: 73 Youth Hired
- Small Business Wage Subsidy: 168 Subsidies Paid

Meeting concluded by thanking everyone for attending and displaying their continued support.