



2022



EARN
MARYLAND

ANNUAL
REPORT

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The Honorable Larry Hogan, Governor
The Honorable Delores Kelley, Chair, Senate Finance Committee
The Honorable C.T. Wilson, Chair, House Economic Matters Committee

Re: MSAR 9663

Dear Governor Hogan and Chairmen Kelley and Wilson:

I am pleased to present you the 2022 annual report for the Employment Advancement Right Now (EARN) Maryland program. As Maryland's economy, employers, and workforce continue to recover from the unprecedented challenges stemming from a global pandemic, industry-led, nimble programs like EARN have continued to play an important role in the state's workforce development efforts.

Since its inception in 2014, the EARN program has been recognized on a national level for its implementation of sector strategies by organizations like the National Skills Coalition, the Deloitte Center for Government Insights, and the John F. Kennedy School of Government at Harvard University. As of October 2022, over 8,000 unemployed and underemployed individuals have obtained employment as a result of their participation in EARN. More than 11,000 incumbent workers have benefitted from training, leading to increased skillsets and improved business outcomes for Maryland employers, including cost savings, increased productivity, and decreased attrition.

While the program is having a profound impact on the state's business community and workforce, it continues to be a sound investment for the State. In a recent study on the economic impact of EARN, the Business Economic and Community Outreach Network (BEACON) at Salisbury University found that for every dollar the state invests into the program, an additional \$17.43 in economic activity is created. The national average for similar programs is about \$3.41.

The Department is proud of the program's progress in 2022 and looks forward to sharing the continued growth and success in the years to come.

Best Regards,



Tiffany P. Robinson
Secretary

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COMMONLY USED ABBREVIATIONS


AACF	Asian American Center of Frederick
AAWDC	Anne Arundel Workforce Development Corporation
ARPA	American Rescue Plan Act
ASE	Automotive Service Excellence
BACH	Baltimore Alliance for Careers in Healthcare
BEACON	Business, Economic, and Community Outreach Network
CAMI	Cybersecurity Association of Maryland, Inc.
CCBC	Community College of Baltimore County
BCCC	Baltimore City Community College
CDL	Commercial Driver's License
CHW	Community Health Worker
CMMC	Cybersecurity Maturity Model Certification
CNA	Certified Nursing Assistant
CISSP	Certified Information Security Systems Professional
Commerce	Maryland Department of Commerce
DHS	Department of Human Services
DSP	Direct Support Professional
EARN	Employment Advancement Right Now
FMCSA	Federal Motor Carrier Safety Administration
FSET	Food Supplement Employment and Training
FY	Fiscal Year
GJC	Good Jobs Challenge
GNA	Geriatric Nursing Assistant
IT	Information Technology
JARC	Jane Addams Resource Corporation
MEA	Maryland Energy Administration
MEP	Manufacturing Extension Partnership
NCCER	National Center for Construction Education & Research
MOU	Memorandum of Understanding
PCT	Patient Care Technician
RA	Registered Apprenticeship
ROI	Return on Investment
SEEC	Seeking Employment, Equality and Community
SIP	Strategic Industry Partnership
TPR	Training Provider Registry
WTP	Workforce Training Plan

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EARN MARYLAND

2022 Annual Meeting

 MARYLAND DEPARTMENT OF LABOR
 SECRETARY

 MARYLAND DEPARTMENT OF LABOR
 DEPUTY SECRETARY

MARYLAND'S NATIONALLY RECOGNIZED WORKFORCE SOLUTION

Established in 2014, Employment Advancement Right Now (EARN) Maryland is the State's nationally-recognized workforce solution. The purpose of EARN is to create industry-led Strategic Industry Partnerships (SIPs), advance the skills of Maryland's workforce, grow the State's economy, and increase sustainable employment for working families. The program is industry-led, and intentionally designed with the flexibility to ensure that Maryland's businesses have the talent they need to compete and grow.

Through the work of each SIP, the EARN program seeks to fulfill the following goals:

- Address business workforce needs by focusing on industry sector strategies that seek long-term solutions to sustained skills gaps and personnel shortages;
- Address the needs of workers by creating formal career paths to good jobs, and sustaining or growing middle class jobs;
- Encourage mobility for Maryland's most hard-to-serve jobseekers through targeted job readiness training; and
- Foster better coordination among the public and private sectors and workforce, economic development, and education partners across the State.

The success of EARN is seeded in meaningful collaboration among a diverse group of stakeholders including employer and industry partners, non-profit and community-based organizations, and workforce, economic development, and education partners. Recognizing that a workforce system disconnected from business fails to meet the needs of jobseekers, EARN places employers in the center of the identification of workforce needs and skills gaps, the development of curriculum, and the design of training programs.

While traditional workforce programs look to training entities or higher education to fill this role, the EARN model requires business to drive this process. Based upon

industry-identified skills gaps, employers are challenged to develop responsive curriculum that will effectively meet their workforce needs. Leading program development breeds confidence from employers that program participants will possess the relevant skills to become contributing employees who will help improve their business.

Once these needs are identified and curriculum is developed, members of the SIP set out to implement their Workforce Training Plan (WTP). These partnerships are considered "strategic" because the development of stakeholders is thoughtful and is meant to cut across traditional workforce, education, and social services system silos. To that end, because partnerships are comprised of diverse organizations with unique strengths, each is able to leverage their central expertise, which yields the greatest level of success for program implementation. For instance, non-profit and community-based organizations are especially adept at recruitment, screening, and providing case management services for barriered populations, whereas higher education partners are especially nimble in effectively delivering curriculum around technical skills. The symbiotic, complementary composition of EARN SIPs has significantly contributed to the success of this model.

EARN's unique program design and implementation of sector strategies has been recognized as a best practice by numerous organizations, including the National Skills Coalition and the Urban Alliance. In 2018, EARN was named one of the Top 25 programs in the Innovations in American Government Award competition by The Ash Center for Democratic Governance and Innovation, a leading research center at the John F. Kennedy School of Government at Harvard University. The program highlights exemplary models of government innovation and advances efforts to address the nation's most pressing public concerns. Additionally, the Deloitte Center for Government Insights cited EARN as a best practice for public-private partnership. The program will be highlighted in a book expected to be published in 2023 by the Harvard Business Review as a best practice for achieving effective government.

As of October 2022

More than 11,000 incumbent workers have received training, attaining new credentials, certifications and/or skills

Over 8,000 individuals have obtained employment through EARN



Based upon the feedback provided by employer and industry partners, EARN continues to focus on two distinct subsets of the workforce: unemployed and underemployed individuals and incumbent workers.

Historically, employers across the state, regardless of industry, have identified challenges around finding candidates that have the appropriate skillsets to fill their open positions. The pandemic has exacerbated this issue, with most employers identifying unprecedented difficulty with recruitment. Thus, EARN has played a critical role in the development of a steady pipeline of qualified

workers with the appropriate skillsets who are ready and able to work. As of October 2022, more than 8,000 individuals have obtained employment through EARN.

In addition to cultivating talent for entry-level positions, employers identify incumbent worker training as a tool that is necessary to support expansion, retention, and increased competitiveness. Employer partners state that incumbent training leads to increased productivity, cost savings, wages, and job retention. As of this report, more than 11,000 incumbent workers have participated in training offered through EARN.



ADEI students in class.

EXPANDING REACH AND GROWING CAPACITY

CONTINUED GROWTH

In 2022, the *Winter 2021 Solicitation for Implementation Grant Proposals* process was completed. The Solicitation was released in December of 2021, and a Pre-Proposal Conference was attended by more than 100 prospective applicants. Eighteen proposals were received in March of 2022. Each proposal was thoroughly vetted and went through a technical, fiscal, and programmatic review by EARN staff.

Proposals that meet all technical requirements are reviewed by a panel comprised of industry and workforce subject-matter experts. Review teams are comprised of staff from sister agencies, including the Maryland Energy Administration (MEA), Department of Commerce (Commerce), Governor’s Workforce Development Board, in addition to internal Labor staff. Representatives from the Annie E. Casey Foundation and World Education also participated. Review teams consider whether the proposal meets program requirements, examines the innovation being proposed, gauges industry engagement and commitment, and vets the partnership’s plan for sustainability in the absence of EARN funding. Scores are compiled and a recommendation is made for the Secretary’s review. This proven process ensures that quality partnerships, which are truly employer and industry driven, receive EARN funding.

In June of 2022, ten new SIPs (listed below) were awarded funding. These partnerships include more than 70 employer partners, and it is expected that nearly 400 individuals will benefit from training opportunities. A description of each SIP can be found later in the report, beginning on page 25.

Strategic Industry Partnership	Lead Applicant
Capital Region Healthcare Training Partnership	1199 SEIU
Advancing Careers in Population Health	Community College of Baltimore County
Rescue 2040	Jack and Nancy Dwyer Career Development Center
Green Infrastructure SIP	Howard EcoWorks
Prince George’s Auto Technician Training	Auto Dealer Education Institute
Medical Office Technology Training	Health Tech Alley
Groundwork Culinary Kitchen Training Program	Paul’s Place
Smoothstack IT Apprenticeships	Smoothstack
Cybersecurity Talent Catalyst Program	Cybersecurity Association of Maryland Incorporated
Medicinal Cannabis Workforce SIP	CannaWorkforce

New grantees attended an in-person, day-long orientation in July of 2022. Grantees learned about reporting requirements, the external evaluation of the program, and had an opportunity to hear from veteran grantees who imparted advice and highlighted best practices and lessons gleaned from their experience with EARN. The day concluded with a peer-to-peer learning opportunity where new grantees had the opportunity to meet their peers, discuss industry trends, and talk in detail about the implementation of their project plans. In the early months of implementation, the EARN team provided in-depth technical assistance and support to ensure projects got off to a successful start.

ADDED INVESTMENT IN KEY INDUSTRIES

Since the inception of EARN in 2014, funding for the program has more than doubled, with the Fiscal Year (FY) 23 budget totaling just over \$9 million. Updates on the impact of investments into key industries are provided below.

Cyber/Information Technology

Beginning in FY 2018, the budget for EARN has included a \$3 million targeted investment into Cyber and Information Technology (IT). This added investment has allowed EARN to grow the number of Cyber and IT grantees from three to nearly 20. Funding has allowed grantees like Per Scholas and NPower to expand to different geographic locations, and several have increased capacity with increased funding, leading to more individuals trained each year. To date, the program has placed more than 2,000 individuals into employment in the industry and provided training for over 1,900 incumbent workers.

Additionally, the increased investment has allowed the Department to invest in creative programs to further meet the goals of EARN. For instance, cybersecurity threats continue to pose a significant challenge to the manufacturing sector, making them vulnerable to ransomware attacks. As Federal requirements and regulations change, manufacturers have identified the need to create and expand training programs to support the cybersecurity sector in manufacturing. As such, the Maryland Manufacturing Extension Partnership (MEP) will provide cybersecurity to manufacturers that align with Department of Defense requirements.

Green and Clean Energy

As part of his 2017 Environmental Package, Governor Hogan made a \$3 million targeted investment into the EARN program to train individuals for careers in solar, wind, hydroelectric, and other Tier 1 renewable industries. The funding, which was provided through the Maryland Strategic Energy Investment Fund, provided \$1 million per year for three years through FY 2020. Because EARN grantees have two years to spend funding, the last projects under the Memorandum of Understanding (MOU) were scheduled to conclude in the Spring of 2021. Due to the COVID-19 pandemic, the MOU between MEA and Labor was extended, providing two grantees additional time to spend down funds.

In total, close to 600 individuals enrolled in training efforts funded through the MOU, including more than 115 incumbent workers. Of those enrolled in entry-level programming, over 360 individuals completed training, of which, 309 obtained employment. This equates to a nearly 85% placement rate.

The Clean Energy Jobs Act, which passed during the 2019 Legislative Session, presents another opportunity for the growth of EARN Maryland. The legislation provides up

to \$8 million to support clean energy job development through the utilization of Registered Apprenticeship (RA), Pre-Apprenticeship, and Youth Apprenticeship via EARN. Though legislative requirements have precluded funding from being awarded to this point, the Department is optimistic that recent activities in the offshore wind space, including the development or execution of project labor agreements by leading employers like Ørsted and US Wind, will be the catalyst to move this effort forward.

GROWING CAPACITY

EARN grantees are required to provide leveraged funding, which is often provided through securing additional funding from federal, state, and or local government, philanthropic, or corporate partners. Several grantees were awarded grants in 2022, which will allow their programs to offer enhanced services, meet changing industry demand, and serve more individuals. A few of these projects are highlighted below.

Good Jobs Challenge

In July of 2021, the United States Department of Commerce's Economic Development Administration announced a series of programs, collectively called *Investing in America's Communities*, to equitably invest the \$3 billion it received from President Biden's American Rescue Plan Act (ARPA), to help communities across the country build back better. One of these initiatives, the Good Jobs Challenge (GJC), focuses on industry-driven, employer-led skills training that connects individuals to high quality jobs that provide good pay, benefits, and growth opportunities. After several internal conversations, Labor decided to pursue this opportunity to support the development of a pipeline of skilled talent to support the emerging offshore wind clean energy industry. Given that the goals of the GJC were quite similar to that of EARN, Labor partnered with several successful EARN grantees working in industries that are relevant to offshore wind, including manufacturing, transportation and logistics, and the skilled trades.

In August of 2022, Labor learned that the *Maryland Works for Wind* initiative was one of 32 projects selected for funding, out of a highly competitive field of over 500 applicants. It is expected that the \$22.9 million grant will allow more than 4,300 individuals to benefit from training opportunities. Seven EARN grantees will receive more than \$5 million collectively to develop and implement training to prepare individuals for careers in offshore wind.

Train Up

As part of Baltimore City's COVID-19 economic recovery strategy, coupled with ARPA funds, Mayor Brandon Scott announced Train Up in September of 2021. The goal of the program is to provide occupational training in high-demand sectors, coupled with workforce supports including financial empowerment counseling, adult education, legal services, and behavioral health supports. Eleven EARN grantees will receive funding totaling just over \$6 million over the next two years to provide training in in-demand industry like healthcare, biotechnology, and IT.

Community Health Worker Training Program

The COVID-19 pandemic highlighted the need for community health workers (CHW) in underserved communities. In September of 2022, the Asian American Center of Frederick (AACF) was awarded nearly \$2.4 million from the United States Department of Health and Human Services through the Health Resources and Services Administration. This funding will be utilized to train nearly 150 individuals over the next three years.

“We're very excited about our return to east Baltimore. It'll give us an opportunity to train more Baltimore City residents to meet the growing demand for laboratory professionals in Baltimore's thriving life sciences community.

Aaron has been a breath of fresh air in the kitchen! He is constantly looking to learn more and helps wherever needed. He is a superstar and will go far in the establishment.”

EXPANDING GEOGRAPHIC REACH

In years past, several grantees, including NPower and Per Scholas, have utilized EARN funding to expand programming to different geographic areas. In 2022, three grantees successfully expanded programming to new areas.

Vehicles for Change

Seeking to replicate its successful program based in Baltimore County, Vehicles for Change launched training in Prince George's County in early 2022. Employer partners like Darcars, Ourisman, Pepboys, and Jiffy Lube are partnering closely on the effort and look forward to hiring successful graduates of the program. EARN funding will allow 30 students to participate in training. Just a few months later, training was launched on the Eastern Shore of Maryland in Salisbury. The Greater Salisbury Committee and Pohanka have been important partners in the expansion. Funding will be used to pilot the program for 25 interns.

BioTechnical Institute of Maryland

Recognizing the need to serve all Baltimore City residents, the BioTechnical Institute of Maryland expanded to a second location in November of 2022. Located at the Hoen Lithograph Building in East Baltimore, the expansion will accommodate continued growth to meet increasing employer demand. Of the expansion, Executive Director Dr. Brandy Carter said, “We're very excited about our return to east Baltimore. It'll give us an opportunity to train more Baltimore City residents to meet the growing demand for laboratory professionals in Baltimore's thriving life sciences community.”

Maryland Food Bank

After a successful expansion to Baltimore City in 2021, the Maryland Food Bank partnered with Wor-Wic Community College to launch training in Salisbury in March of 2022. This expansion will significantly help the region, which heavily relies on the food and beverage industry as a component of tourism. The first cohort that completed training experienced a 100% placement rate, with an average starting wage of \$15.50 per hour. Employers are already reaping the benefits of the program, with one stating, “Aaron has been a breath of fresh air in the kitchen! He is constantly looking to learn more and helps wherever needed. He is a superstar and will go far in the establishment!”



Students graduating from the JARC program.

COLLABORATION WITH SISTER AGENCIES

As prescribed in the Labor and Employment Article § 11-706(a)(1) of the Maryland Annotated Code, EARN should collaborate with sister agencies to ensure a highly trained and qualified State workforce. Since inception, EARN has partnered closely with several sister agencies, including the Maryland Transit Administration and the Department of Natural Resources to meet this call.

In 2022, a new partnership was developed that will help to stymie a critical issue threatening State government. In response to the growing number of ransomware attacks, the Maryland Department of Information Technology (DoIT) is partnering with EARN grantee Baltimore Cyber. In October of 2022, Baltimore Cyber received EARN funding specifically to provide training to state employees. It is expected that 100 individuals from a variety of State Agencies will be trained in 2023, some of whom will be prepared to earn the Certified Information Security Systems Professional (CISSP) certification.

The Department of Labor also continues to partner closely with the Department of Human Services (DHS) on their implementation of the Food Supplement and Employment Training Program (FSET). Funded by the United States Department of Agriculture, the program connects people who receive monthly food supplemental benefits (SNAP, food stamps) to industry-led training programs. FSET requires a cost match with non-federal funding. Participating programs are reimbursed up to 50% of allowable program costs, thus increasing the state and other non-federal funders' investment and growing the number of Marylanders that receive in-demand skills training. Because EARN is a state-funded program, SIPs have the means to provide the cost match.

To maximize access, Labor and DHS have worked together to provide outreach and education on the opportunities available to leverage different funding sources, including EARN and FSET. As a result, the number of EARN grantees receiving FSET funding has significantly increased over the past few years. Currently, 14 EARN grantees are utilizing FSET funding. In September, Labor and DHS partnered to provide an overview of the program to new EARN grantees who were awarded funding through the Solicitation process. This will ensure partners have a basis for program requirements ahead of the next FSET application process.

SERVING THOSE WITH BARRIERS TO EMPLOYMENT

One of the charging goals of EARN is to encourage mobility for Maryland's most hard-to-serve jobseekers by providing in-demand training and reducing barriers to employment. To that end, partnerships implementing training for unemployed and underemployed individuals focus on underserved populations with barriers to employment, including lack of transportation, homelessness, addiction, childcare needs, and criminal justice involvement.

Because EARN was created in the spirit of collaboration, a variety of organizations are tasked with working together to meet the needs of a given industry. Non-profit and community-based organizations often play a large role in EARN partnerships, as they are especially adept at removing any barriers that may hinder success in the workplace. To maximize the odds for success, partners take a holistic, whole-person approach to ensure all barriers are met prior to entering employment. Examples of barrier removal include record expungement, stipends for training, help with transportation costs, and mental health supports.

In light of the pandemic, grantees reported an uptick in the need for wraparound supports, particularly around behavioral health support. To that end, grantees forged partnerships with organizations who are able to provide these services, ensuring trainees have the support they need to not only be successful in training and beyond, but to live a healthy life. While some of the psychological impacts brought on by the pandemic may have dissipated over the last year, grantees report seeing significant added value in providing mental health supports to participants, and thus have kept these services as a permanent fixture in their programming.

With the rising cost of fuel and high demand for vehicles, a lack of reliable transportation continues to be the most pervasive barrier faced by EARN participants. Public transportation can be time-intensive and unreliable, and many employers and/or job sites are not located on a public transportation route. This challenge is compounded for industries like the skilled trades where job sites may change on a regular basis, making the need for reliable transportation a critical component of job placement and retention.

Partnerships continue to tackle this barrier through a variety of means, including partnering with rideshare services like Uber and Lyft, providing bus tokens, or purchasing gas cards for participants. Some grantees have pivoted to other creative options. For example, Civic Works enhanced its successful car match program, which provides a one-to-one match to the savings participants are able to accrue during their training, which is then applied towards the purchase of a vehicle. In response to increased costs for the purchase of second-hand vehicles, Civic Works increased its car match support amount by 50%, or from \$1,000 to \$1,500, and expanded the program to cover a range of different needs related to vehicle ownership, such as assistance with car repairs and affordable auto loans.

Due to the intentional flexibility of EARN funding, partnerships are able to deploy innovative solutions to alleviate other barriers for participants. For instance, a participant enrolled in training offered by the Jane Addams Resource Corporation (JARC) was court-ordered to install a breathalyzer device on a vehicle. He was able to save up enough funding from working odd jobs to purchase a vehicle and cover two-monthly payments for the breathalyzer. EARN funding allowed him to cover the installation of the breathalyzer, emissions, inspection, tags, and title fees for his vehicle. Because of this, when he obtained employment earning \$23 per hour, he was able to successfully travel to and from work.

Another participant was referred to an ophthalmologist after he expressed difficulty with his vision. During his visit, he received eyeglasses that removed his visual barrier, free of cost to him. With this barrier removed, he is now able to perform his work safely.



JARC students working in class.

IMPACTS OF EARN

Changing Lives

While the impact EARN is making on the business community cannot be understated, the program is changing the lives of countless Marylanders. Below is a small sampling of stories from successful EARN participants.



While serving a 22-year sentence of incarceration, Michael enrolled in automotive training offered through Labor's Correctional Education program. He was recommended for the Vehicles for Change program by his automotive instructor and was able to enroll in training while on work release. He worked hard in training and was able to earn six Automotive Service Excellence (ASE) certifications. Upon his release from incarceration, Michael obtained full-time employment at a local body shop.

Kenny, a father to three girls, was working in retail when he enrolled in EARN training offered by Civic Works. "When you're not making much money, you don't feel good about yourself," he said. "I wanted to get a better future, to get my license cleared out, to have a better career." He earned several industry-recognized certifications during training, and through Civic Works, was able to access driving lessons and begin the process of regaining his Maryland driver's license. Upon completion of training, he obtained employment earning \$19.50 an hour.

Before enrolling in the SANS Cyber Workforce Academy, James, a veteran from the Maryland Air National Guard, was employed as a correctional officer. He completed training and obtained employment as a System Engineer. He was recently promoted and is now a cyber engineer earning nearly \$60 per hour.

Kiren was working for a large retailer when he enrolled in training at Jane Addams Resource Corporation (JARC). After dropping out of high school, he struggled to find the right career path, but thought welding sounded interesting. During training, he was able to earn four industry-recognized certifications and was able to earn his high school diploma through the GED® process. Soon after training, he was able to earn employment as a welder.



Prior to his Per Scholas training, Danny was self-employed and working part time, with annual wages of \$25,000. After performing poorly at a job interview for an entry level help desk position, Danny followed the recommendation of that potential employer and came to Per Scholas to get the skills needed to successfully enter the technology industry. Skeptical at first, Danny soon realized the value of the technical and professional development training he was receiving. Within three months of graduation, Danny accepted a full time, mid-level position with Oracle earning an annual wage of \$52,000 plus benefits.

Araibyn joined the training offered by Maryland New Directions after a failed attempt at trying to obtain his Commercial Driver's License (CDL). He completed training with perfect attendance and though he was unsuccessful at passing the learner's permit exam the first time, with the support of his job coach, he was quickly able to schedule a retest. The second time was a charm, and he passed the exam, earning passenger, air break, general knowledge, and school bus endorsements. Soon after, he obtained employment earning \$20 per hour.

Thelma was unemployed receiving a voucher for housing assistance when she enrolled in training offered by the Baltimore Cyber Academy. A single mother, she was interested in a stable career to support her family. She was able to earn her CompTIA A+ certification and received supportive services related to transportation. Thelma was able to obtain employment earning nearly \$60 an hour, and is working to obtain her CompTIA Sec+ certification which will increase her earning potential. Of her experience she said, "I'm Still Standing Community Corporation was recommended to me by a friend of mine. I was so grateful that she shared this program with me. From the beginning the atmosphere has been very positive... I have learned a great deal and have already earned my complete Comptia A+ certification. I am looking forward to earning my second certification Security + in the near future."

POSITIVE IMPACT ON ECONOMY

The overarching goal of EARN is to provide a more highly skilled workforce for Maryland employers. As has been highlighted in the preceding pages of this report, this means providing in-demand training to individuals who are unemployed or underemployed. For those who complete training, the vast majority obtain employment, increasing their earnings. Additionally, incumbent workers who participate in training increase their skillsets, which may lead to increased wages and/or earning potential. Increased earnings result in more money being funneled back into the economy, which is a benefit for the State.

On an annual basis, the Business, Economic, and Community Outreach Network (BEACON) of Salisbury University performs an economic impact study to calculate the Return on Investment (ROI) for EARN Maryland. The ROI is utilized to determine the effectiveness and efficiency of the public funding invested into the program. The calculations, which are standardized across a wide variety of geographic and industry sectors, utilize large amounts of data supplied by each grantee. The ROI calculation uses two inputs: the EARN funds invested by the Department in the current year and the dollar value of leveraged resources invested by SIPs. The outputs tracked include changes in participant earnings, the value of retained jobs, and multiplier impacts of new jobs and increased wages (i.e. how additional earnings trickle down to the economy due to increased disposable income). The calculation also takes into account the number of participants placed into jobs, net new jobs created, and net new wages created per \$100,000. The analysis for FY22 shows that for each dollar the State invests in EARN, an additional \$17.34 is created in economic impact.

EMPLOYER FEEDBACK

EARN utilizes a dual-customer approach in that the program is meant to help Maryland's workforce and employers alike. While the program is succeeding in growing the pipeline of qualified workers and providing valuable opportunities to incumbent workers, employers



continue to express satisfaction with the program, and identify additional benefits as a result of their participation in the program, including cost savings, increased revenue, and marked growth in diversity among the workforce.

Employer Satisfaction

As part of their evaluation, BEACON recently surveyed employer and industry partners who participate in EARN to ascertain their perspective on the effectiveness of the program. When asked to rate the competitive advantage of EARN participants, 68% of survey respondents stated that they have a significant competitive advantage over their peers, with 30% responding that EARN participants have at least some competitive advantage. Nearly 99% of respondents expressed that their participation in EARN is worth the investment and has had a positive impact on their business.

Cost-Savings and Increased Revenue

Employers identify improved business outcomes, including cost savings and increased revenue, as a result of their participation in EARN. Because employers participate in the identification of skills gaps and development of curriculum, training is tailored to meet the specific needs of employer and industry partners. Upon completion of training, successful participants are connected directly with employer partners with open positions. This steady pipeline of applicants with employer-identified knowledge, skills, and abilities has led to lowered expenses around recruitment, screening, and interviewing of job applicants. This has been especially critical over the course of the pandemic where, universally, employers are struggling to find candidates for their open positions. Once hired, there is also less cost associated with onboarding and training because EARN graduates have the baseline skills necessary, as identified by those employer partners, to be successful in their open positions.

Training for existing employees is an essential, yet often cost-prohibitive tool for growth and expansion. This is especially true for smaller companies that may have limited training budgets. The availability of EARN funding to leverage opportunities for their current workforce has identified as a conduit for increased competitiveness, retention, and productivity.

Growing Diversity

As highlighted in past reports, several partners, including Baltimore Cyber, SANS Institute, and Per Scholas have made concerted efforts to increase the representation among women and minorities in the IT and cybersecurity industries. During the pandemic, EARN grantee Tech Frederick formed a task force with the mission of identifying and addressing the hindrances that Frederick's underrepresented groups are facing which limit their access and advancement in tech. The task force is led by a diverse group of tech leaders within the local business community along with Tech Frederick staff. After identifying youth as a clear focus, the task force formed a close partnership with Frederick County Public Schools and has developed and facilitated programming specifically to engage underrepresented youth. This has included a *Day of Tech* exploratory experience where students join interactive breakout sessions led by diverse tech leaders to discuss potential pathways for them in a tech discipline. The reinvigoration of Girls Who Code in two local middle schools has resulted as well.



IDENTIFICATION OF STATEWIDE TRAINING NEEDS AND TRENDS

The Labor and Employment Article §11-709(b)(4) of the Maryland Annotated Code requires EARN SIPs to identify skills gaps, workforce shortages, and areas of opportunities within their industry. Based upon these needs, SIPs are challenged to develop innovative Workforce Training Plans (WTPs) that will efficiently and effectively bridge these identified gaps.

Based upon feedback from employer and industry partners, EARN SIPs are providing training to four distinct subsets of the workforce:

Unemployed/Underemployed: Employers continue to identify the need for a pipeline of qualified individuals to fill their open positions. Unemployed refers to an individual without a job and who is available for work. Underemployed refers to an individual who is either working part-time but desires full-time employment, who works full-time but earns wages at or minimally above minimum wage, or who is working in employment not commensurate with the individual's demonstrated level of education and/or skill achievement.

Incumbent: An incumbent worker is an individual who is employed already in the target industry and who seeks to obtain additional training or credential. Employer partners identify incumbent worker training as a vital conduit for growth, expansion, and increased business outcomes. However, this training is costly, making it difficult for employers to invest with existing budgetary constraints. Therefore, many partnerships have been utilizing EARN funds to upskill incumbent workers, which has led to improved productivity, cost savings, wages, and job retention.

Career Changers: While EARN funding has likely always provided training to this subset of the workforce, the COVID-19 pandemic significantly increased the number of individuals looking to change careers.

Preparatory: Preparatory training serves individuals who are not ready to enter the workforce but would benefit from training and education. Employer and industry partners identify preparatory training as an important tool for preparing the future workforce for employment opportunities in the coming years.

JOB READINESS, ESSENTIAL SKILLS, AND WRAPAROUND SUPPORTS

Given EARN's focus on providing training and employment opportunities to unemployed and underemployed individuals, job readiness training is a vital component of programming for EARN SIPs. Job readiness training is training for the purpose of assisting and supporting low- and no- skilled workers in overcoming individual barriers to employment and developing the skills required to maintain employment. Job readiness training may include development of professional skills, literacy advancement, transportation, childcare, and financial stability services, including financial coaching. In light of the pandemic, many partners updated job readiness curriculum to prepare individuals for the possibility of remote work. Some topics include how to work professionally in a virtual environment, as well as increased training on email etiquette, and how to utilize virtual meeting platforms.

Regardless of industry, region, or subset of the workforce, employer partners overwhelmingly identify the need to further develop and teach essential skills. In fact, employers identify that essential skills are equally critical, if not more important, than technical skills when evaluating a candidate. Examples of essential skills include, but are not limited to: skills related to professionalism, problem solving, timeliness, interpersonal communication, and customer service.

While the implementation of essential skills training may vary, all partnerships have some component of this training throughout their programming. Some SIPs teach essential skills in a classroom setting, whereas others model this through a simulated work environment. For instance, the Careers in Manufacturing Program, which is implemented by JARC, embeds essential skills into day-to-day training, which mimics workplace expectations and reinforces high standards for personal accountability.

CAREER PATHWAY DEVELOPMENT

One of the core goals of EARN is to create formal career paths to jobs with family-sustaining wages. While it is true that many grantees are providing training for entry-level roles, partnerships have been intentional about creating programs that are responsive to industry-demand while ensuring individuals in more entry-level roles receive training to advance to mid-level positions.

To that end, some partners have developed programs which provide incumbent worker training opportunities for program alumni who have completed entry-level training. For example, in 2022, Baltimore Cyber launched training for incumbent workers who have completed entry-level programming or are employed with members of their SIP. A particular focus of this effort is the training for the Certified Cybersecurity Maturity Model Certification (CMMC) Professional (CCP), which is in high demand. Entry Level CMMC assessors can expect to earn a minimum of \$60,000 annually.

To combat an exceedingly high attrition rate for direct support professionals (DSP), the Maryland Direct Support Professional Consortium, led by Seeking Employment, Equality and Community (SEEC), seeks to increase retention through the development of career pathways for its workforce. In close partnership with the Maryland Developmental Disabilities Administration, the partnership developed a DSP II credential, which provides opportunities for DSPs to become more highly skilled and leads to advancement opportunities and wage increases. In response to industry feedback, the consortium recently developed a mentoring program to provide added support for the workforce. Since inception, more than 350 individuals have participated in training opportunities offered by the SIP, and employers report a marked increase in retention, which is extraordinary given pandemic-related challenges.

REGISTERED APPRENTICESHIP

In September of 2022, the Maryland Apprenticeship and Training Program (MATP) reached a historic milestone, having more than 12,000 apprentices registered, which is the highest in state history. Given the close ties between registered apprenticeship (RA) and the EARN model, Labor staff work closely to ensure that EARN grantees understand the nuts and bolts of the apprenticeship model and are able to access resources to explore developing their own programs. For instance, the EARN Annual Meeting featured a presentation on RA.

In alignment with Labor's focus on registering programs in non-traditional industries, and as a result of Labor's concerted efforts across departments, several EARN grantees operating in the healthcare space have been approved as RA sponsors. Most notably, the Baltimore Alliance for Careers in Healthcare (BACH) is an approved sponsor for several occupations, including medical assistant, environmental care supervisor, and surgical technician. Since its approval, BACH has registered more than 100 apprentices.

In addition, Humanim is also a RA Sponsor and is focusing on providing earn and learn opportunities for Direct Support Professionals (DSPs). To date, more than 100 apprentices have been registered. The Asian American Center of Frederick (AACF) was approved by the Maryland Apprenticeship Training Council in July of 2022 and will soon be registering apprentices being trained as Community Health Workers.

TRANSPORTATION AND LOGISTICS

In February 2022, the Federal Motor Carrier Safety Administration (FMCSA) released new regulations that significantly impacted requirements for Entry-Level Driver training. These regulations are meant to improve highway safety by ensuring that entry-level drivers of commercial motor vehicles complete certain requirements, including adequate training in theory and behind-the-wheel training. Training providers are required to be approved and added to a federal Training Provider Registry (TPR).

Because EARN grantees are tasked with being up-to-date on industry trends, partners worked together to share information so that curriculum was appropriately updated to be responsive to the regulations. Meetings were also

held with the Maryland Motor Truck Association and FMCSA. Currently, all EARN grantees offering CDL training are included on the TPR and in compliance with these regulations. It is expected that interest in EARN-funded CDL programs will increase as a result of these regulations being in place. The regulations also are impacting state and local agencies, many of whom have to identify third-party TPRs since they can no longer train CDL operators internally.

Cybersecurity

In 2022, the United States Department of Defense (DOD) mandated cybersecurity assessments occur for all Defense Industrial Base vendors. In total, this new mandate impacts more than 300,000 vendors and is expected to create more than 6,000 well-paying jobs nationwide, many of which will be in this region. To be responsive to this requirement, demand has skyrocketed for the Cybersecurity Maturity Model Certification (CMMC), a DOD program to ensure that contractors properly protect sensitive information. Employers participating in the Intrusion Countermeasures Education and Training (ICET) Partnership have identified CMMC training as a pressing need. As such, Baltimore Cyber will provide training to 50 individuals, which includes 40 hours of instructor-led and hands-on training and covers the cost of certification. This effort is an example of EARN's ability to quickly pivot to meet the rapidly evolving needs of employer and industry partners.

“ We were able to provide three additional summer internships to promising young engineers from our local community. One of these yielded a full-time engineering position at Hardwire. We appreciate the continued support from MEP and look forward to continuing with this program next year!



SKILLED TRADES

Since the inception of EARN, employers in the skilled trades have expressed difficulty in attracting and retaining employees. Coupled with a rapidly aging workforce, this issue has been compounded by an increase in remote work offered by other industries, which is often not applicable to these industries. As such, EARN SIPs are implementing creative strategies to raise awareness for the skilled trades and overcome some of the stigma associated with these industries.

The Rapid Advanced Manufacturing Partnership, led by the Maryland Manufacturing Extension Partnership (MEP), offers internship experiences to college students, a demographic that typically does not consider the industry for employment opportunities post-graduation. Exposure to the day-to-day operations of a manufacturing plant helps break down the stigmas associated with the industry and illustrates the wide array of opportunities available upon graduation. Interns contribute to meaningful projects that often lead to cost savings and improved processes for participating employers. The partnership will continue offering internship opportunities in 2023 and seeks to bolster relationships with Historically Black Colleges and Universities which will also grow diversity in the industry.

Historically, employers from the marine trades industry have expressed that they experience significant challenges filling their open positions. As their workforce ages, they seek young talent, but find it difficult to find interested candidates. This challenge has been compounded by the fact that boat sales significantly increased during the pandemic as people sought hobbies that lent themselves to social distancing. This means that demand and open positions have increased, making the Marine Trade Association of Maryland's (MTAM) internship program a lifeline for many employers.

The program offers a six-week paid internship program, where interns have the opportunity to work with an industry employer. This program elevates awareness of careers in the marine trades industry and, more often than not, results in offers of full-time employment at the completion of the internship. The partnership is pursuing the establishment of a new Registered Apprenticeship (RA), program for the occupation of Marine Service Technician. The RA will infuse related instruction.



MEP Bootcamp students.

TRACKING SUCCESS, ACCOUNTABILITY, AND PARTICIPANTS

CULTIVATING SUCCESS THROUGH TECHNICAL ASSISTANCE AND PEER-TO-PEER COLLABORATION

Labor's EARN staff strive to provide exceptional customer service and work closely with each SIP to provide customized support through the duration of the grant. The development of a strong working relationship with each grantee allows staff to better understand the challenges and successes of each partnership and helps to ensure accountability. Staff work with partnerships to highlight accomplishments of training programs and to implement technical assistance plans if outcomes are not being met. Program staff strive to work collaboratively with each partnership, with the goal of creating an environment of trust and support that allows continuous improvement and innovation.

EARN staff also seek to cultivate strong working relationships among grantees. Regular peer-to-peer learning opportunities allow grantees to learn from one another, which can help improve program outcomes and bolster success.

On November 3, 2022, the Department hosted the EARN Annual Meeting in-person for the first time in three years. This convening, which was attended by representatives from all SIPs, provided the opportunity for partners to come together and receive updates on EARN and other Department initiatives, including RA. The meeting was co-hosted by BEACON, who provided an update on their independent evaluation of EARN, as well as changes to reporting templates.

The afternoon was spent in a peer-to-peer learning session where grantees were grouped with other organizations implementing training in their industry. Ample time was set aside to discuss industry trends, challenges, solutions, and best practices. Each group then shared out with the larger audience to foster cross-sharing across industries. The meeting provided an excellent platform for grantees to network and collaborate, and the Department was glad to be able to host this safely in-person in 2022.

MEASURING AND EVALUATING SUCCESS

Additionally, Labor staff work with grantees to develop goals and measures of success for their individual partnerships. Due to the flexible composition of EARN, each partnership is unique in its goals and there are different means to measure success. Many elements are considered when developing goals, including cost per participant, average industry training costs, level of services provided, length of training, and the number of participants to be served.

Similarly, there are a variety of different means utilized to evaluate SIP success. Quantitatively, EARN partnerships are evaluated based upon the number of unemployed or underemployed participants who complete training and are placed into employment or the number of incumbent workers trained. Program staff review the ROI, as calculated by BEACON, along with indicators such as new employers engaged and leveraged funding. Success can also be measured qualitatively. EARN staff take into consideration employer feedback, systems change brought forth as a result of the partnership, and participant success stories.

On a quarterly basis, grantees are required to submit the following reports to the department:

- Quarterly Narrative Report – tracks all programmatic activity, including project activities, program highlights, challenges and success stories;
- Quarterly Financial Report – tracks projected versus actual expenditures and leveraged resources;
- Entry Report – captures all required demographic data; and
- Exit Report – captures all required outcome data.

Programmatic oversight is provided to ensure that the partnership is on track to meet timelines, outcomes, and other deliverables outlined in the Grant Agreement and that data are complete and accurate. Fiscal oversight is provided by at least three staff at the department to confirm expenditures are allowable and reasonable.

Per the Labor and Employment Article § 11-709(b)(4) of the Maryland Annotated Code, EARN Maryland partnerships are required to collect and track certain demographic data for all participants taking part in EARN funded training, including sex, race, national origin, income, county of residence and education attainment. Following the completion of training, partnerships must track certain outcome data, including whether or not each participant obtained a new credential or certification, identifiable skill, a new employment position or a title or wage promotion. The required metrics covering July 1, 2021 through June 30, 2022 are included as Appendix A to this report.

THIRD PARTY EVALUATION

The EARN Maryland program continues to partner with BEACON at the Perdue School of Business at Salisbury University to evaluate the effectiveness of the program. The broad areas for evaluation include assessment of the value to trainees, the value to employers, and the quality and effectiveness of the partnership and systems change among and within the industry and partner institution.

The staff at BEACON work closely with staff from each of the SIPs to understand challenges and successes of the individual programs. This is done through individual and sector-based meetings. These interactions frame the report that BEACON submits to the Department each year. This report, which includes all interview, case study, reporting, evaluation and accountability documents and tools, provides an independent evaluation of EARN's impact.

In this report, BEACON highlights the economic impact study completed in 2022. As highlighted earlier in this report, for every dollar the state invests, an additional \$17.43 in economic activity is created. The nationwide average ROI for workforce development programs is \$3.41. This further illustrates the value of the industry-led model and the EARN program's impact on economic and workforce development in Maryland.

To ensure that the program is meeting its goal of improving Maryland's business climate through the implementation of an industry-led model, BEACON disseminated an Employer Satisfaction Survey to employer and industry partners. The goal of this survey is to ascertain the program's progress and effectiveness in serving employers. Employers are asked to rate the competitive advantage EARN participants have over other candidates, the impact participation in the program has had on their business, and whether or not they believe EARN is a worthy investment of their time.

Sixty-eight percent of employers surveyed indicated that EARN participants have a significant advantage over their peers, with 30 percent indicating that there is some advantage. More than 98 percent of respondents indicated that the investment into EARN is worth their time, and 96 percent feel that EARN has had a positive impact on their business. Employer and industry partners had the opportunity to provide open-ended feedback. A sampling of this feedback is provided below.



EARN training participants are being trained and certified in skills that are in high demand in the market, thereby providing them with a significant competitive advantage.

I believe the training provides a foundation for the participants and is beneficial when considering other intangible aspects that are key in shaping a long-term employee.

The EARN program allows us to seek training opportunities and offer them to staff members that we may not otherwise be able to do.

Thanks to this program we have trained around 60 people in 2021-2022 free of charge.

Almost 70% of the trainees got jobs or received title promotions by this moment.

From the last two graduating classes, we have been fortunate enough to have hired over half of them. They have all been very knowledgeable, enthusiastic and eager to learn. They have become great assets to our business and we look forward to hiring more.

Recruiting in today's environment continues to be a challenge but working with MEP has been very helpful.



This year, employers were also asked to identify their most pressing workforce needs. Overwhelmingly, employers identified the ability to fill open positions with individuals that possessed the right skillsets as their biggest challenge. Employers identified retention and upskilling or reskilling of workers as a large need. These identified needs align with programming currently being provided by EARN grantees, which solidifies their ability to engage with employers and develop curriculum responsive to industry needs.

CURRENT EARN MARYLAND STRATEGIC INDUSTRY PARTNERSHIPS

The following section provides a list of the SIPS that were active in 2022, the region in which they are operating, and a brief programmatic update. Partnerships that were awarded funding through the December 2021 Solicitation process are italicized.

CYBER/IT

IT Center of Excellence

Region: Western Maryland

Led by Allegany College, the IT Center of Excellence continues to provide employer-identified training opportunities to incumbent workers in Western Maryland. Through the first three quarters of 2022, more than 50 incumbent workers received training in a variety of topics, including Cisco Certified Network Associate Networking, Computer Security Incident Response, and Information Technology Infrastructure Library Foundations. Since inception, nearly 600 individuals have participated in training.

In October, the partnership held its sixth annual *Tech at the Gap* conference, a professional development and networking opportunity meant to highlight Western Maryland as a thriving region for tech companies. More than 170 individuals were in attendance. The partnership will continue to provide valuable training opportunities in 2023 in topics such as Certified Ethical Hacker and AWS Cloud.

Tech Frederick

Region: Western Maryland

To ensure training offerings are in-demand and relevant, Tech Frederick distributes a bi-annual needs assessment to employer and industry partners. Based upon those results, the partnership deploys the identified training offerings. In 2022, more than 100 incumbent workers participated in training. Topics included Azure, Architecting Amazon Web Services (AWS), Content Creation, Digital Project Management, and Security Engineering on AWS. Many of the individuals that participated in training report increased compensation and/or responsibilities as a result of their newly acquired skills.

In addition, Tech Frederick is in the process of spearheading the *Regional Maryland Comparative Pay and Benefits Study*, which will serve as a useful tool to keep employers abreast of competitive pay practices and trends to attract and retain local talent. The partnership received continued funding in 2022, which will allow more than 200 incumbent workers to participate in training.

Participant Feedback: “As an IT manager I wear many hats. The training Tech Frederick offers gives me the ability to keep the company I work for ahead in technology. I have implemented 100% of what I learned into production, moving 60% of the company into a cloud-based platform. The many courses that I’ve taken, if they were full price I would not be able to afford them and the company would have requested an outside contractor to perform the tasks needed thus leaving me without the needed experience. **Not only has Tech Frederick been helpful in the advancement in my company’s IT infrastructure, it has also given me more experience and knowledge that makes me a valuable company asset.”**

Building an IT and Cybersecurity Talent Pipeline

Region: Anne Arundel County

Led by the Anne Arundel Workforce Development Corporation (AAWDC), this partnership seeks to meet the need of its diverse employer partners by providing customized training based upon industry-identified skills gaps. The partnership targets a wide array of jobseekers, including those who are looking to start, transition into, or advance their careers in IT. Candidates are assessed based on their knowledge, skills, and abilities, which are captured through technical hands-on cyber assessments. Based upon the results of the assessment and the goals of the jobseeker, training is then customized to maximize effectiveness. Individuals also receive industry mentorship, on-job-training, and have the ability to earn industry-recognized credentials offered by CompTIA including Security+, A+, and IT Fundamentals+. The partnership received continued funding which will be used to train 40 individuals in 2023.

Participant Success Story: Prior to enrolling in training, John had been unemployed for quite some time. He enrolled in CompTIA A+ training offered by AAWDC and took advantage of coaching sessions that helped increase self-confidence and improved interviewing skills. Soon after he completed training and earned his credential, he obtained employment as a Systems Engineer earning a six-figure income.

Intrusion and Countermeasures Education and Training

Region: Baltimore City

Led by Baltimore Cyber, the Intrusion and Countermeasures Education and Training Partnership provides a blend of technical and hands-on training to unemployed and underemployed individuals. Students have the opportunity to earn industry-recognized certifications, such as CompTIA A+, Network+ and Security+, and work through hyper-realistic scenarios of real-world cybersecurity threats on a state-of-the-art range. The partnership continues to focus on providing opportunities for underrepresented populations, including women and people of color, and to date, nearly 275 individuals have obtained employment upon completion of training. In response to industry demand, the partnership expanded to offer training for incumbent workers in 2022, including training and certification for the Certified CMMC Professional Certification (CCP).

Participant Success Story: Sarah was unemployed when she began training with Baltimore Cyber. She worked hard throughout training and was able to earn several industry-recognized certifications. **Upon completion of training, she was offered a full-time position with a telecommunications company in Maryland as a Tech Support Engineer at a starting annual salary of \$93,600 with full benefits.**

Partnership for Tech Talent

Region: Montgomery County and Baltimore City

Led by Per Scholas, the Partnership for Tech Talent provides an array of training offerings to students at their Silver Spring and Baltimore City campuses. Students have the opportunity to earn industry-recognized certifications like CompTIA A+, Network+, and the Google IT Support Professional Certificate, and are prepared for positions such as Help Desk, Desktop Support, and Cyber Analyst. To date, more than 450 individuals have obtained employment, and recent placement data shows an average hourly wage greater than \$23 per hour. Per Scholas remains focused on long-term engagement and investment in alumni, providing upskilling and advancement opportunities. Both campuses have received continued EARN funding, which will allow training to continue in 2023 and beyond.

Industry Feedback: “TEKsystems has collaborated to provide employment opportunities to qualified Per Scholas graduates, as well as direct investment into expansion of their training programs, hiring hundreds of graduates over the years. Throughout our engagement with Per Scholas’ learners, we have repeatedly been impressed with their preparation, commitment, and potential. We remain committed to considering qualified Per Scholas graduates for available technical positions.”

Susquehanna IT/Cyber Partnership

Region: Susquehanna

Led by the Susquehanna Workforce Network, the Susquehanna IT/Cyber Partnership seeks to grow the talent pipeline in the region for a wide array of diverse employer and industry partners, including Bowhead, University of Maryland Upper Chesapeake Health System and the Aberdeen Proving Ground Army Alliance. Due to the composition of the partnership and differing needs of employer partners, customized training is offered that leads to industry-recognized certifications. Over the past year, training was offered to prepare individuals for a myriad of roles, including Healthcare IT Technician and Computer Support Technician. To date, more than 60 individuals have obtained employment, and the partnership will continue its efforts into 2023.

Participant Success Story: Jeremy enrolled in training offered by the Susquehanna IT/Cyber Partnership after being laid off. He was able to enroll in accelerated, intensive training, and ultimately obtained the CompTIA Advanced Security Practitioner (CASP+) certification. **Within three weeks of completing training, Jeremy obtained employment, and is now earning an annual salary of more than \$120,000.**

SANS Cyber Workforce Academy

Region: Statewide, with a focus on the Capital and Central Regions

The SANS Cyber Workforce Academy continues to develop a diverse talent pipeline by providing training opportunities to underrepresented populations, including women, people of color, and veterans. Students receive advanced technical training around topics such as hacker tools and techniques, incident handling, and security essentials. Training culminates with the opportunity to earn industry-recognized certifications including the Global Information Assurance Certification and the Global Certified Incident Handler. Over the past twelve months, the onboarding of an Outreach Specialist has helped increase outreach and employer engagement. To date, nearly 120 individuals have obtained employment, and 2022 placements averaged nearly \$48 per hour. The partnership will continue to offer this critical training in 2023.

Participant Success Story: Amy was working part-time as a substitute teacher when she enrolled in training offered by the SANS Cyber Workforce Academy in 2018. Upon completion of training, she was able to obtain employment as an engineer earning \$90,000 annually. **In 2022, she secured employment at a different company where she is currently earning \$110,000 annually.**

NPower Tech Fundamentals Program

Region: Baltimore

“Before joining NPower, I was job-hopping and did not know which path to take towards my future. NPower gave me an opportunity to grow and pave a future for myself in the IT industry.”

The goal of the NPower Tech Fundamentals Program is to transform the lives of marginalized young people by preparing them for entry-level tech careers. To accomplish this, students enroll in an instructor-led virtual training that prepares them to earn industry-recognized certifications like CompTIA A+, ITF+, and several Google certificates. In addition, students are exposed to leading technologies like Cisco and AWS. To further hone their newly acquired skills, students also have the opportunity to participate in a paid internship or a project-based learning experience. Based upon student input, the partnership is updating the curriculum to include several offramps for students who may wish to obtain employment more quickly. To date, more than 250 individuals have obtained employment with employers like Capital One, TESCO, and T. Rowe Price earning an average of nearly \$45,000 annually.

Participant Success Story: Before enrolling in this training, Dante was job-hopping and felt hopeless with no career direction. While enrolled, he worked overnight at a warehouse to supplement his income. On his days off, he would stay after class for tutoring or self-study sessions. His hard work paid off, as he was able to earn his CompTIA ITF+ certification and landed an internship at Under Armour. Dante is now an IT Support Specialist at NexGen Healthcare and has increased his salary by 37%.



MTF Cohort 8 first day of class.

UMBC Training Centers' Technical Career Pathways

Region: Central Maryland

Led by UMBC Training Centers, this partnership is working to address the workforce training needs of the military, intelligence community, federal civilian agencies, and the commercial sector through a blend of classroom and hands-on technical training. In 2022, training was offered to prepare students for a variety of roles, including cybersecurity analyst and software developer. Students are prepared to test for industry-recognized certifications including CompTIA A+, CompTIA Network+, CompTIA Security+, PenTest+, and Certified Ethical Hacker. In the fall of 2022, the partnership reassessed employer and industry demand, and will pivot in 2023 to provide training opportunities largely for incumbent workers.

Participant Feedback: “Prior to enrolling in this program, I struggled with meaningful employment for a few years after leaving the Navy because I felt I had no ‘real skills’ to put on my resume which would qualify me for a decent income. While my prior military experience and security clearance certainly helped me find a job, I largely credit UMBC to my current career success. I currently work for Northrup Grumman as an Information Systems Security Officer, where I use many of the skills and information I learned in the program daily. UMBC’s program was the catalyst which launched me full-speed in to a successful career in cybersecurity.”

Baltimore Cyber Academy

Region: Baltimore City

The Baltimore Cybersecurity Academy, led by I’m Still Standing Community Corporation, is providing training to unemployed and underemployed individuals to prepare them for careers in cybersecurity. Students are able to earn industry-recognized credentials, such as CompTIA A+, Security+, and Network+, and receive hands-on experience through lab training. To date, more than 70 individuals have obtained employment, with recent job placements averaging nearly \$30 per hour.

Participant Success Story: The Baltimore Cyber Academy was recommended to Thelma by a friend. She worked hard throughout training and was able to earn her CompTIA A+ certification. She is currently employed in local government and is actively preparing to test for her CompTIA Sec+ certification.

Advancing Careers in IT

Region: Baltimore

Due to staff turnover, this partnership did not offer any training in 2022.

Maryland Cyber Skills Alliance

Region: Statewide

The Maryland Cyber Skills Alliance, led by CompTIA, is seeking to address the growing shortage of skilled cybersecurity professionals through implementation of the CompTIA Tech Career Academy. The program offers 16 weeks of virtual instructor-led training, which provides students with baseline security skills and prepares students to test for the CompTIA A+ certification. Upon successful program completion, students are prepared for immediate employment in entry-level IT job roles, such as Help Desk Technician and System Support Specialist. Humanim continues to play an integral role in the partnership, providing case management and assisting with job placement activities. To date, nearly 90 individuals have obtained employment, and the partnership will continue its work into 2023.

Health IT SIP

Region: Central Maryland

The Health IT SIP, led by the Community College of Baltimore County (CCBC), continues to engage large healthcare employers, such as Frederick Memorial Hospital, Mercy Medical Center, and LifeBridge Health, to provide integral training opportunities for incumbent workers. Training topics in 2022 included agile fundamentals, project management, and value-based care. Since the program began, nearly 250 incumbent workers have received training, many of whom report earning wage increases or title promotions as a result of participation in training. Based upon industry feedback, in 2023 the partnership will offer training in project management, data management and security, and value-based care.

Industry Feedback: “The agile coursework provided me the opportunity to organize my projects more efficiently. I am now able to quickly and succinctly provide updates on projects. I am also able to use tools learned in meetings to identify barriers and provide next steps. I manage multiple stakeholders/work groups and the course has definitely provided me tools and insights to organize, facilitate, collaborate, and achieve goals.”

Advanced Cybersecurity Training Consortium

Region: Statewide

In close partnership with all 16 of Maryland’s Community Colleges and more than 20 employer partners, the Advanced Cybersecurity Training Consortium (ACT) continues to provide training to increase the employability of students completing two-year higher education programs. Students have the opportunity to hone the technical skills learned through their formal education through accessing Baltimore Cyber’s state-of-the-art range, where they work through hyper-realistic scenarios of real-world cybersecurity threats. To date, nearly 400 individuals have obtained employment. In 2022, the partnership launched programming to target incumbent workers, where individuals will have the ability to earn mid-level certifications such as Certified Ethical Hacker and CompTIA CySA+, which will increase earning potential. The partnership will continue to implement in-demand programming based upon employer feedback in 2023.

Participant Success Story: Prior to enrolling in the ACT training, Sarah was unemployed. Upon completion of training and earning several industry-recognized certifications, she accepted a full-time position with AWS on their Cloud Security team at a starting salary of \$92,000 per year plus benefits.

Cybersecurity Education and Certification Program

Region: Baltimore

The Cybersecurity Education and Certification Program led by the Community College of Baltimore County changed its focus in 2022. Based upon feedback from employer partners like Seculore Solutions, Exelon, and Edwards Performance Solutions, the partnership is now providing training solely for incumbent workers. Students receive classroom instruction in preparation to obtain or renew highly sought-after certifications, like CompTIA Security+, Network+, PenTest+, or

Linux+. The partnership also offers additional exam preparation and vouchers for exams, which limits the financial burden for the students. The partnership intends to train more than 50 students with current funding.

Participant Feedback: “CCBC was instrumental in my ability to pass the exams and I am extremely grateful for everything that the cybersecurity/IT program has done for me. I’m looking forward to the future thanks to CCBC. Thank you for the EARN grant program. It’s a great value and opportunity.”

Maryland Cyber Security Operations Center Training Partnership

Region: Statewide

Led by Transmosis, this partnership is preparing individuals for careers in cybersecurity as Security Operations Center (SOC) analysts. Phase one of training is conducted in partnership with Cybrary and provides content training that prepares students to test for the CompTIA Sec+ certification. Phase two prepares students for the configuration, operation, and management of an industry leading SOC platform through a 12-week externship. The final phase of training provides hands-on experiential training and allows students to further hone the skills learned in the previous phases. Students are actively enrolled in training, which is expected to conclude in 2023.

Education Partnership for IT Careers

Region: Baltimore City

In 2022, ByteBack continued to provide opportunities for underrepresented Baltimore City residents. Students start the program with a course in digital literacy, which helps individuals with little-to-no tech experience form a solid foundation. From there, students have the option to choose between two different training tracks. The first, Information Technology, prepares students to test for the CompTIA A+ certification, while the Administrative track offers certification in Microsoft Office Specialist. Students also receive essential skills and job readiness training. The partnership continues to provide support to individuals who recently completed training. ByteBack will receive additional funding in 2023, which will be used to train 50 individuals.

Smoothstack IT Apprenticeships

Region: Statewide

Description: Smoothstack, awarded funding through the *Winter 2021 Solicitation for Implementation Grants* process, will utilize EARN funding to grow its RA program in Maryland. The goal of the SIP is to provide earn-and-learn opportunities to underrepresented communities by removing barriers to entry. Apprentices have the opportunity to select between two different training tracks: cybersecurity or software development. The program includes immersive training, mentorship, and real-life work experience. The Related Instruction, a core component of the Registered Apprenticeship model, is front-loaded during the first 16 weeks of the program, allowing students to hone their newly acquired technical skills in the workplace. It is expected that approximately 75 individuals will benefit.

Cybersecurity Talent Catalyst Program

Region: Howard County

Description: Led by the Cybersecurity Association of Maryland, Inc. (CAMI), this new partnership seeks to accelerate the cybersecurity workforce pipeline through providing vital training opportunities to unemployed and underemployed individuals, and upskilling incumbent workers. In partnership with eight employers, Howard Community College, and the Columbia Workforce Center, the partnership will offer training opportunities to 48 individuals in a variety of topics, including Cloud Fundamentals, CompTIA A+, Security Compliance, and Project Management. The partnership will also offer work-based learning practicums for unemployed or underemployed individuals.

TRANSPORTATION/LOGISTICS

Susquehanna Transportation and Logistics SIP

Region: Susquehanna

Led by Cecil College, the Susquehanna Transportation and Logistics SIP continues to provide in-demand training opportunities for individuals to become commercial truck drivers. Students receive scholarships to participate in training that prepares them to test for CDL-A and CDL-B licensure. Employer partners, such as DOT Foods, CF Logistics, and TMC Transportation, continue to express interest in hiring graduates and attend training to talk about employment opportunities with their companies. Students continue to obtain employment at a high rate, averaging nearly \$25 per hour. To date, nearly 175 individuals have obtained employment as a result of participation in the program. The partnership will continue to offer these vital training opportunities in 2023.

Participant Success Story: Though Tyler possessed a CDL for well over a decade, it was revoked following an accident. He was also unable to pass his DOT physical. After focusing on himself and getting healthy, he was able to access scholarship funds. Soon after completion of training and successfully passing his CDL exam, he was able to transition off of disability and was reemployed in the industry.

Mid-Maryland MOVE

Region: Montgomery County

Mid-Maryland MOVE continues to work with employer partners, such as the Washington Area Metropolitan Area Transit Authority (WMATA), and Montgomery County Public Schools, to provide in-demand training to meet the growing demand for CDL drivers. In 2022, Mid-Maryland MOVE focused on providing CDL-A and CDL-B with passenger and school bus endorsements, moving away from previous offerings as employer demand for those topics dwindled. The partnership leverages its relationship with WorkSource Montgomery to maximize the level of support provided to students. Since inception, nearly 130 individuals have secured employment, with recent wages averaging \$24 per hour. The partnership will continue to offer training in 2023.

Participant Success Story: Michael completed training in 2019, just before the COVID-19 pandemic began to impact Maryland. Though he was able to earn his CDL, he feared the unknowns associated with the pandemic and decided to stay with his current employer. **In November of 2021, he decided to seek career advancement, and armed with his CDL, obtained employment at Ride-On earning 50% more than he was earning at his prior job. He recently received a promotion and is earning \$25 per hour!**

Western Maryland MOVE

Region: Western Maryland

Led by Hagerstown Community College, this partnership continues to provide training to meet the needs of transportation and logistics-focused employers in Western Maryland, offering CDL-A, CDL-B, Forklift Operator, and Diesel Mechanic training. Employer partners include DM Bowman, Allied Waste Industries, and Staples Distribution Center. In addition to employers, the Western Maryland Consortium and Horizon Goodwill Industries play a critical role in grant activities. Since inception, the partnership has placed close to 350 individuals into employment. Western Maryland MOVE will continue to provide training in 2023.

Participant Feedback: “Once I came in and talked to everyone, I knew this is where I wanted to learn how to drive a truck. This was a great experience! I got everything I needed here and then some. I start with TMC Transportation this weekend.”

Maritime Transportation and Logistics Partnership

Region: Baltimore

In response to extreme employer demand, the Maritime Transportation and Logistics Partnership continues to provide meaningful training opportunities to Baltimore City residents. Led by Maryland New Directions, the consortium closely partners with nearly 30 employer and industry partners, including the Maryland Transit Administration, H&S Bakery, Annapolis Bus Company, Pompeian Olive Oil, and Baltimore County Public Schools. The partnership offers two training tracks: the Maritime Transportation Distribution and Logistics (MTDL), which prepares individuals for work at the Port of Baltimore, and the Commercial Transportation Careers (CTC) program, which prepares students to become commercial truck drivers. Over the last year, starting wages for program graduates have steadily increased, with current wages more than \$17.50 per hour.

Participant Success Story: Soon after completing CTC training, Aishia obtained her DOT care and Commercial Learner's Permit. She found herself with several offers from employers to provide behind-the-wheel training. She ultimately selected American Limo, who has a contract with Baltimore City Public Schools. She successfully completed training and earned her CDL B with passenger and school bus endorsements. She is now earning \$21 per hour with full benefits.

Anne Arundel County Transportation Industry Collaborative

Region: Anne Arundel County

Led by AAWDC, the Anne Arundel County Transportation Industry Collaborative continues to provide training for nearly 15 industry partners like MTC Logistic, Coach USA, and MBG Enterprises. The partnership is providing training in preparation for CDL-A and CDL-B licensure, in addition to diesel mechanic training. The most recent grant boasted an 83% placement rate with wages over \$20 per hour. The partnership received additional funding to continue training into 2023, and it is expected that 40 individuals will benefit from training.

Participant Success Story: Though he had held a CDL-B license for several years, he had aspirations to move up in his career and obtain his CDL-A. AAWDC worked with him to accommodate his schedule so that he could participate in training while maintaining his current employment. He was very motivated and began applying for positions as soon as he began training. His perseverance paid off, and he landed a job with Pitt Ohio before even completing training.

BIOTECHNOLOGY

Baltimore BioTechnology SIP

Region: Baltimore

Led by Baltimore BioWorks, this partnership provides customized training to meet the needs of its more than 50 employer and industry partners. Training ranges from basic laboratory techniques and instrumentation to bio-manufacturing. In addition, the partnership works closely with Baltimore City Community College (BCCC), utilizing funds to support degree and certificate training in Laboratory Animal Sciences, and Biotechnology. Since inception, the partnership has helped nearly 400 individuals obtain employment, some of whom have also continued to pursue further education. **Most notably, 100% of students trained under the partnerships most recent grant obtained employment.** The SIP received continued funding in February of 2022 to support an additional 43 students.

Participant Success Story: Two graduates of this program went on to pursue higher education upon completion of training recently earned four-year degrees.. One student received a Bachelor's of Science from Towson University, while the other completed studies at the University of Notre Dame. One began a Ph.D. program at the University of Maryland in the fall of 2022, receiving a \$32,000 stipend and full tuition remission. Both students attribute their success to participation in the training offered by the Baltimore BioTechnology SIP.

BioTrain

Region: Montgomery

Employers participating in BioTrain, led by Montgomery College continue to identify a strong need to upskill their current workforce. As such, in 2022, BioTrain worked closely with employer partners like AstraZenca and BioQual to provide training for incumbent workers in topics like cell culture and biomanufacturing. Feedback on the courses is overwhelmingly positive, with nearly 90% of students indicating that they would recommend the training. BioTrain intends to continue to offer incumbent training in 2023, in addition to bringing back the successful bootcamp program that was launched in 2021.



Biotrain students learning new skills in the lab at Montgomery College

Employer Feedback: “This training will be used to replace a portion of our in-house training that is being delivered to new hires in their first few months. This will free up bandwidth for our staff to focus more on the operations by not having to devote time to administering this training in-house in the future.”

Baltimore BioPrep

Region: Baltimore

Led by the BioTechnical Institute of Maryland (BTI), Baltimore BioPrep provides a combination of classroom and hands-on lab skills training to prepare individuals for entry-level careers in biotechnology. In 2022, Baltimore BioPrep placed 88% of its graduates into employment with an average starting wage of \$20 per hour. To expand its reach and serve a larger number of Baltimore City residents, BTI expanded to a new site in East Baltimore in the fall of 2022. Additionally, a partnership with Associated Black Charities allowed for a pilot program which offered additional training to students in topics such as emotional intelligence, interpersonal relationship, and self-care. The goal of the pilot is to provide participants with the tools to navigate their workplace environments despite racial barriers. Given the positive response to the pilot, BTI hopes to expand these efforts in 2023.

Participant Success Story: Aaron was working a minimum wage job before he found out about the BTI BioSTART to Laboratory Associates training program. Following graduation, he was quickly able to obtain an entry-level position with a local employer. Due to the acute shortage of skilled laboratory technicians, he has been aggressively recruited by prominent life science companies, and his pay rate has increased substantially. Aaron accepted a position in November 2022, making nearly \$25.00 an hour with full benefits.

Medicinal Cannabis Workforce SIP

Region: Statewide

Description: The Medicinal Cannabis Workforce SIP applied for funding to train individuals to meet the demand of the quickly growing medicinal cannabis industry. Given the expected growth and demand of this emerging industry, the Department awarded the SIP a planning grant to further develop curriculum and engage additional employer partners. In October of 2022, the Medicinal Cannabis Workforce SIP was awarded implementation grant funding to pilot a program for 10 participants.



Power52 cohort 19 students successfully completed training and graduated the program.

GREEN

Clean Energy Training Partnership

Region: Howard and Baltimore County

Led by Power52 and in close collaboration with more than 30 industry partners, the Clean Energy Training Partnership is preparing unemployed and underemployed individuals for careers in the solar industry. The program, which is accredited by the National Center for Construction Education & Research (NCCER), includes 225 hours of classroom instruction, 75 lab hours, and 20 hours of job readiness training. Students earn industry-recognized certifications, like OSHA 10, First Aid/CPR, and NCCER credentials. To date, more than 110 individuals have obtained employment.

Notably, 100% of the most recent cohort was placed into employment at an average starting wage of \$21.50 per hour. The partnership received additional funding in June of 2022, which will be used to train nearly 40 individuals.

Participant Success Story: At just 19 years old, Avery was the youngest student in his cohort. He was referred to training by a counselor at his high school and had been through many hardships in his life. He excelled in training, earned several industry-recognized credentials, and was ultimately hired by 410Solar earning \$20 per hour.

Solar Installation Training Partnership

Region: Baltimore City

The Solar Installation Training Partnership, led by Civic Works, continues to provide in-demand training to unemployed, underemployed, and incumbent workers. Entry-level training focuses on the foundational technical skills required by employers, coupled with hands-on experience to further hone those skills. Students have the opportunity to earn industry-recognized certifications, like OSHA 30, and also receive intensive job-readiness training. Incumbent workers are provided training to prepare for mid-level positions in topics that include leadership, project management, and customer service. Nearly 90% of students who complete training are placed into employment, and more than 120 incumbent workers have participated in training. The partnership is on track to meet the deliverables for its recent grant, which was awarded in January 2022.

Participant Success Story: Before enrolling in Civic Works, Shimon was working an administrative position as a records keeper. “I came to the point where I realized desk jobs weren’t for me,” Shimon said. “The amount of money that was offered for jobs I could get wasn’t enough to survive on.” Shimon applied himself to the program, gaining the

certifications, technical skills, and employment skills necessary to succeed in the solar industry. He received supportive services around transportation. “The assistance with buying a car was helpful. It also really helps that Civic Works starts us off with tools,” Shimon explained. “A lot of times when we’re up on the roof and someone asks for tools, I have it.” After graduating, Shimon was quickly hired by 21st Century Power Solutions, where he currently makes \$16 an hour as a Solar Installer.

Wor-Wic Welding SIP

Region: Eastern Shore

The demand for welders and metal fabricators on the Eastern Shore is expected to skyrocket to meet the needs of the emerging offshore wind industry. In preparation for this demand, the Wor-Wic Welding SIP is providing relevant, in-demand training for entry-level positions. The partnership offers two training tracks. The first track is an 18-week welding course that teaches stick, flux core, MIG, and TIG welding. Students have the opportunity to test for 12 different American Welding Society certifications. The second track, a newly implemented metal fabrication course is 14 weeks and prepares students to earn up to ten OSHA certifications. To date, nearly 130 individuals have obtained employment with employers such as Chesapeake Shipbuilding, Delaware Elevator, Crystal Steel, and Cambridge International. The partnership received additional funding in 2022 which will allow nearly 30 individuals to participate in training.

Participant Success Story: Loretta, a single mom, found herself unemployed as a result of the pandemic. After completing the metal fabrication program, she said, “my confidence skyrocketed thanks to the instructor. Not long after graduating, I was offered employment from Delaware Elevator. As of right now, I am their only female welder-fabricator! Thanks to my supervisors and coworkers, I’m continuing to grow and learn – including how to operate a forklift and crane, as well as additional welding skills. I passed my weld test, so now I am a certified welder. **All I can say is thank you for offering the opportunity, especially to single parents like myself, to better our lives.**”

Solar Installation Training and Examination Partnership

Region: Western Maryland

The Solar Installation and Training Examination Partnership, led by Hagerstown Community College, focused on providing training for unemployed, underemployed, and incumbent workers. In 2022, the partnership offered Construction Equipment Operator training and a pre-apprenticeship program in close collaboration with the Independent Electrical Contractors and Associated Builders and Contractors. Due to low enrollment, the partnership will not continue beyond 2022.



A student poses with training equipment at Hagerstown Community College

Participant Success Story: “I am applying for IEC Chesapeake in the winter to better my career path. Operating machinery is something I am fairly good at. I am extremely grateful for the opportunity I have been given to obtain the knowledge I have now and further educate myself. For that, I say thank you.”

Energy Efficiency Strategic Industry Partnership

Region: Baltimore City

In partnership with nearly 20 employer partners, the Energy Efficiency SIP is providing training to unemployed, underemployed, and incumbent workers. Unemployed and underemployed participants receive relevant technical training and earn several certifications including the Department of Energy (DOE) 56-hour Weatherization Installer Fundamentals certification, OSHA 30-hour Construction Safety, and the EPA 8-hour Lead Renovation, Repair, and Painting certification. Incumbent workers receive training in leadership, project management, energy analysis, and sales skills, and are prepared to pass industry-recognized certifications like Building Performance Institute (BPI) Building Analyst and Envelope Professional. To date, nearly 160 participants have been placed into employment and 150 incumbent workers have received training.

Employer Feedback: “Civic Works was instrumental in getting my business off the ground as a new, local contractor, especially in the first two years. Through my partnership with Civic Works, I was introduced to various government programs, such as the Maryland Energy Administration, to improve and better communities in the Baltimore area. The incumbent training is wonderful, we’d love to see more of that - especially for a small business, having incumbent training offered at a discount has been very beneficial to our company. We went from just starting out to becoming a multi-million, woman-owned MBE company.”

Water and Wastewater Career Development Partnership

Region: Statewide

Led by the College of Southern Maryland, the Water and Wastewater Career Development Partnership focuses on providing training to water and wastewater operators from across the state. A relatively new mandate requires all operators to be fully certified in order to retain employment. However, nearly 80% of test takers fail the exam on their first attempt. To alleviate this challenge, this partnership is providing training that better prepares operators for the exam. This includes specific test preparation and an intense focus on math skills. The training has proven to be successful, with nearly 60% of students passing the examination. In 2022, 70 students enrolled in training. The shift to virtual instruction has allowed employers from across the state, including the Anne Arundel County Department of Public Works, the City of Salisbury, and the Washington Sanitary Suburban Commission to send employees to training with minimal disruptions.

Employer Feedback: “[This program] saves us thousands of dollars in training money. We have found that employees who take the program seriously and put in the work have passed their certification exam the first time. We fully support this program and hope to see it continue.”

Green Infrastructure SIP

Region: Central Maryland

Description: The goal of the Green Infrastructure SIP is to empower diverse workforces to understand, respect, and restore our natural systems for this and future generations. With a focus on stormwater management, ecological restoration, and sustainable landscaping, the SIP is providing training in topics such as environmental literacy, safety, tools, and job readiness. Participants will also have the opportunity to earn the Chesapeake Bay Landscaping Professional – Associate (CBLP-A) certification.

HEALTHCARE



Dewi posed for a photo after receiving her CHW certification from AACF.

Community Health Worker Partnership

Region: Western Maryland

Led by the AACF, this partnership is providing training to grow the number of Community Health Workers (CHWs) in Western Maryland. Upon completion of training, students are able to obtain employment in a variety of settings, ranging from hospitals to Local Health Departments, and through their work, make a meaningful impact in the community by providing services to marginalized populations. In July of 2022, AACF was approved as a RA Sponsor by the MATP. This will bolster opportunities for those trained through EARN and increase earning potential. Since inception, nearly 80 individuals have obtained employment and 41 incumbent workers have benefitted from training.

Participant Success Story: Dewi immigrated from Singapore in 2017. She was working as an office manager when she learned about the training offered by AACF. She earned her practicum hours through working on meaningful projects, like assisting with COVID vaccination implementation. Dewi received her CHW certification from the Maryland Department of Health in December of 2021 and has been employed as a CHW ever since.

Baltimore Healthcare Partnership

Region: Baltimore

In 2022, the Baltimore Healthcare Partnership, led by the Baltimore Alliance for Careers in Healthcare (BACH), continued to closely partner with the seven major hospitals in Baltimore City and a wide array of community-based organizations to provide training to unemployed, underemployed, and incumbent workers. Based upon employer feedback, the partnership provided training to prepare individuals to become certified in the following roles: Certified Nursing Assistant (CNA), Geriatric Nursing Assistant (GNA), Patient Care Technician (PCT), and Pharmacy Technicians. Since inception, the partnership has placed more than 900 individuals into new positions and provided critical upskilling opportunities for many incumbent workers. BACH continues to focus on developing career pathways for healthcare workers and currently serves as a RA Sponsor, offering pathways that include Environmental Care Supervisor, Surgical Technologist, and Licensed Practical Nurse.



BACH staff receives a 2022 Maryland Apprenticeship Award from Lt. Governor Rutherford.

Participant Success Story: Before enrolling in training offered by the Baltimore Healthcare Partnership, Katrina was working as a Resident Care Assistant and dreamed of going to nursing school. She heard about the training opportunity from a coworker and enrolled. She was ultimately accepted and placed with Genesis. She is currently working towards the prerequisites to enroll in BACH's License Practical Nurse RA program, which will provide further advancement opportunity.

Healthcare Mentorship Maryland

Region: Baltimore Region and Western Maryland

Healthcare Mentorship Maryland, led by Pressley Ridge, continued to provide valuable training opportunities to individuals in the Baltimore Region and Western Maryland in 2022. Students are prepared for certification and employment as CNAs, GNAs, and PCTs. The partnership recently held a roundtable with employer and industry partners, in which they solicited feedback on current needs, skills gaps, and challenges. This ultimately led to curriculum updates, which will ensure training remains current and relevant. The partnership has placed more than 160 individuals into employment, which represents an impressive 94% placement rate for those who complete training. Healthcare Mentorship Maryland will continue to offer these critical training opportunities in 2023.

Participant Success Story: “My experience with Pressley Ridge was amazing. The program helped my career in so many ways. Before entering the program, I was working jobs that did not have a career pathway or allowed me to make a livable wage. Thanks to this opportunity, I now work as a CNA in a field that is in demand! Pressley Ridge points their students in the right direction – towards longevity, livable pay, benefits, and resources.”

PharmaTech Connect

Region: Baltimore City

PharmaTech Connect, led by Goodwill Industries of the Chesapeake, prepares students for careers as pharmacy technicians. In partnership with CVS Health and BCCC Goodwill offers a 18 week pre-certification program, where individuals complete all prerequisites to sit for Maryland's Pharmacy Technician Certification Exam, including CPR training, Pharmacy Calculations and Pharmacy Theory courses. Upon completion of classroom training, students

participate in a 160-hour Pharmacy Technician Clinical provided by CVS Health. Through a grant with the Baltimore City Mayor's Office of Employment Development, students also have the opportunity to earn a national certification, which will increase earning potential. To date, the partnership has successfully placed nearly 60 individuals into new employment.

Participant Success Story: A new American, first applied for the program in 2018. At the time, she did not score high enough on the Tests of the Adult Basic Education (TABE) test, making her ineligible to enroll. Determined, she began taking courses at a local community college and was able to earn her high school diploma via GED®. Three years later, she re-took the TABE test and scored high enough to start training. She completed training in May, and less than three weeks later obtained employment with CVS Health earning \$16.25 per hour.

Healthcare Partnership of Maryland

Region: Prince George's, Charles, and Anne Arundel counties

Led by IT Works Learning Center, this partnership works closely with nearly 30 employer partners to solve the staffing shortage plaguing the healthcare industry. Students are prepared for positions as CNAs, GNAs, and PCTs. This partnership intensely focuses on providing supportive services for students to maximize the likelihood of success in the workplace. By design, employer partners are involved in programming before training begins, interviewing prospective students for open positions. This intimate involvement has helped nearly 90% of those who complete training, or close to 270 individuals, to obtain employment. In recent years, the partnership has expanded its geographic reach and is now offering training in several counties, including Prince George's, Charles, Anne Arundel, Baltimore, and Baltimore City.

Participant Success Story: While enrolled in training, Rosa was experiencing personal difficulties, including housing and food insecurities, which were impacting her ability to fully participate in the course. The partnership provided several supportive services, including funds for food, uniforms, and transportation assistance, so that she could complete training. As of this report, Rosa has been gainfully employed for three months at Luminis Doctors Community Medical Center. She reports that she has regained her financial footing and has expressed interest in mentoring future students in the program.



Students graduating from Humanim.

Baltimore Regional Healthcare/Higher Education SIP

Region: Baltimore and Harford Counties

The Baltimore Regional Healthcare/Higher Education SIP, led by Humanim, offers a nine-week training, which aims to prepare participants for careers as administrative assistants in the healthcare and higher education fields. Students have the opportunity to earn industry-recognized certifications, including Microsoft Office and the Professional Certificate of Excellence from the Association of Administrative Professionals. Classroom training is augmented by advanced professional soft skills development, wraparound and financial stability reports,

and a 2-week hands-on learning experience where students have the opportunity to hone their newly acquired skills in a real-life work environment. **Leveraging the support of anchor employers like Johns Hopkins University, Towson University, Mercy Medical Center, Morgan State University, and University of Maryland Medical System, nearly 100% of students who complete programming have been placed into employment.**

Participant Success Story: A mother to nine children, Leah was working the night shift at Target when she enrolled in the training offered by the Baltimore Regional Healthcare/Higher Education SIP. She excelled throughout training and worked closely with Humanim's Employment Consultant to update her résumé, highlighting the transferable skills from her previous employment. Upon completion of training, the team at Humanim was so impressed with Leah, they hired

her for an administrative role. Leah regularly speaks to cohorts, who are often so impressed with her professionalism that they cannot believe she is a recent graduate.

Maryland Direct Support Professional Training Consortium

Region: Montgomery

Led by SEEC, this partnership provides training for incumbent workers who are currently employed as DSPs, an occupation that supports people with intellectual and developmental disabilities. Since inception, this partnership has been hyper-focused on increasing the retention of DSPs through the creation of a true career pathway. The development of the DSP II training and mentor training has led to improved outcomes for employers, including increased costs savings, productivity, and retention. To date, the consortium has enabled nearly 275 DSPs to become credentialed as a DSP II. In 2023, in addition to continuing this work, the partnership will develop, pilot, and scale a training for frontline supervisors.

Participant Success Story: “The Mentor training is a must for every DSP. It touches on the most sensitive topics we encounter in our day-to-day interactions with the people we support which we are uncomfortable discussing. It also equips you with the necessary tools needed to communicate effectively, which is the foremost trait a DSP should have. The Mentor training has made me more confident, knowing I can also pass down knowledge and experience to a mentee.”

Ready to Care

Region: Eastern Shore

Led by the Eastern Shore Area Health Education Center, Ready to Care works in close partnership with Cecil College, Chesapeake College, and Wor-Wic Community College to provide training that prepares unemployed and underemployed individuals for careers in healthcare. The partnership has experienced great success throughout its participation in EARN, helping more than 160 Eastern Shore residents to obtain employment. Given the dire need for healthcare workers, Ready to Care will continue to closely partner with community college partners to provide training to 45 students in 2023.

Participant Success Story: Nancy was working in what she described as a service industry position that did not have much room for advancement. Her wage at this job was \$11.75 per hour. After completing the EARN funded CNA training and receiving her certification, she was able to find placement as a CNA in a private home setting. Her wages increased to \$25 per hour in this new position. Nancy’s new wage is more than twice her previous wage. Nancy notes she is incredibly thankful for the training and shares her experience with others who might want to improve their career options.

Specialized Nursing Bridge Program

Region: Montgomery County

The Specialized Nursing Bridge Program, led by Adventist, continues to focus on improving retention among first year nurses through their nurse preceptor training program. Nurse preceptors educate, evaluate, socialize, and serve as role models for nurses transitioning from student roles to clinical practice or those transferring from a different unit or hospital. While nurse preceptors have increased responsibility, frequently they are not provided training. The Specialized Nursing Bridge Program aims to bridge the gap by providing individuals who serve in this critical role with the tools they need to be effective.

Training topics include emotional intelligence, crucial conversations, and unit-based training. In 2022, 64 individuals participated in training, who in turn, provide support and resources to many frontline healthcare workers.



Adventist nurse preceptors pose for a photo with their training books.

Participant Success Story: “Working with a nurse preceptor and being a part of the academy has been very rewarding. I learned a great deal about working successfully with a team. It was an honor to work with such dedicated staff who are committed to making our workplace a place where patients can receive compassionate care. I feel that I have made lifelong friends here and really grew in my nursing career.”

Capital Region Healthcare Training Partnership

Region: Capital Region

Description: Led by 1199 SEIU Training and Upgrade Fund, the Capital Region Healthcare Training Partnership will provide training to 40 individuals. Partnering with Montgomery College and Prince George’s Community College, the SIP will provide training and certification for individuals interested in becoming CNAs. In an effort to provide a career pathway for healthcare workers, the SIP will also partner with MedCerts to provide training for incumbent workers interested in becoming a pilot care technician (PCT).

Advancing Careers in Population Health

Region: Baltimore Metro

Description: The COVID-19 pandemic highlighted the need for healthcare professionals to be trained in the area of population health. Population health is as an interdisciplinary, customizable approach that allows health departments to connect practice to policy for change to happen locally. Advancing Careers in Population Health, led by CCBC, will educate and train incumbent workers to better understand the multiple social determinants of community health, and how to study and leverage data to define opportunities for interventions to improve the health of populations. It is expected that 80 individuals will be trained in topics such as Population Health Fundamentals, Social Determinants of Health and Health Equity, Motivational Interviewing, and Care Across the Continuum.

Rescue 2040

Region: Baltimore

Description: Rescue 2040, led by the Jack and Nancy Dwyer Workforce Development Center, seeks to create a supportive career pathway for unemployed and underemployed individuals to obtain employment in healthcare. The partnership will train and place CNAs, provide support after training completion, and reward retention through additional training opportunities. It is expected that nearly 70 individuals will participate in training and be placed with employers like FutureCare, LifeBridge Health, and Springwell Senior Living.

Medical Office Technology Training

Region: Central Maryland

Description: The Medical Office Technology Training, led by Health Tech Alley, seeks to provide a highly skilled workforce for the niche industry that intersects healthcare and IT. The partnership will provide training in healthcare fundamentals and digital literacy to unemployed and underemployed individuals in preparation for roles in the healthcare setting. It is expected that 20 individuals will participate in training.

MANUFACTURING

Susquehanna Manufacturing Coalition

Region: Susquehanna

Led by the Susquehanna Workforce Network, this partnership continues to work closely with Harford Community College and Cecil College to provide in-demand training to jobseekers in the Susquehanna region. In 2022, the partnership offered courses to prepare entry-level workers for careers in manufacturing, where they learned skills related

to logistics, the supply chain, and welding. To date, nearly 80 individuals have obtained employment, and 60 incumbent workers have received training, increasing their skillsets and becoming more valuable to their employer. Employer partners, including W.L. Gore, PlastiPak Packaging, and Thymly Products remain engaged in the program.

Participant Success Story: Michael, an unemployed veteran, had significant barriers to employment when he enrolled in training offered by the partnership. He enrolled in the Production Technician training and worked closely with staff to update his résumé and improve his interview skills. Throughout training, it was determined that Michael had excellent leadership skills and should be applying for mid-level positions. Michael received multiple job offers and ultimately accepted a position where he is earning \$30 per hour.

Careers in Manufacturing Program

Region: Baltimore City

JARC continues to provide in-demand training to support the needs of manufacturers. In addition to technical training in welding and computer numerical controls (CNC), the Careers in Manufacturing Program offers intensive essential skills training and comprehensive wraparound services. Based upon feedback from JARC's nearly 30 employer partners, the partnership added CNC lathe training in 2022 to broaden employment opportunities for graduates. Additionally, in response to the growing need for metal fabrication, the curriculum was updated to include metal inert gas (MIG) welding. To date, nearly 170 individuals, many of whom have barriers to employment, have obtained employment. JARC will continue to provide training opportunities in 2023.



JARC students pose for a photo in their manufacturing training class.

Participant Success Story: Jahmal grew up in Baltimore City and was exposed to welding early on during his high school years where he attended Mergenthaler Vocational Technical School. He enjoyed working with his hands and learned a variety of different welding techniques, but decided to pursue a career in boxing. Once he retired from boxing, he began looking for a new career path that would provide him with financial security so that he could plan for his future. Traditional college didn't feel like the right path for Jahmal; he was used to living a fast paced, mentally and physically challenging lifestyle. Of his choice to pursue JARC training, he said, "You got to stay sharp when you're welding, or you can burn yourself or mess up a job...for me it was the next best thing outside of boxing, it keeps me sharp and you always got to be aware of your surroundings – just like boxing."

Jahmal developed his leadership skills while working with other trainees in class. Because of his background and previous experience, he was able to quickly learn new techniques taught in the classroom. Jahmal is gainfully employed and hopes to become a welding instructor one day.

Manufacturing Bootcamp and Incumbent Worker Training Program

Region: Statewide

Led by the Maryland MEP, the goal of this project is to help Maryland manufacturers grow their workforce, increase profits, and improve processes. To meet these critical goals, MEP is providing customized training for incumbent workers dependent upon employer need. In 2022, the partnership provided training to more than 100 incumbent workers in topics such as leadership, six sigma lean, and production automation. The partnership also held a successful bootcamp at Crystal Steel to meet challenges related to onboarding new staff. Finally, the partnership launched a Human Resources Peer Group in the Summer of 2022, which regularly brings together employers to discuss pressing workforce issues such as hiring and retaining employees, compliance, compensation, and company culture. The partnership will continue its efforts in 2023 and expects to train 250 individuals.

Industry Feedback: "I think all of us walked away with more tools and techniques to do our jobs better."

PrintSIP

Region: Statewide

After an extended pause due to the pandemic, PrintSIP, led by the Printing and Graphics Association Mid-Atlantic, relaunched training in 2022. Twenty incumbent workers participated in training focused on graphic communications. The partnership will continue to offer training in 2023.

Rural Maryland Manufacturing Partnership

Region: Statewide

Formerly the Washington County Manufacturing Partnership, the Maryland MEP broadened the scope of this project to include all rural regions of the state. Moving forward, the partnership will be able to provide training opportunities to manufacturers in Western and Southern Maryland, and on the Eastern Shore. Manufacturers across Maryland identify a need to upskill their current workforce, particularly as mid-to-high level employees are retiring. As such, the partnership provided leadership training to nearly 100 incumbent workers in 2022. Since inception, nearly 750 individuals have participated in training.

Industry Feedback: “The Executive Leadership Series went very well. The material was very relevant and there was a lot of engagement. So many times, trainings feel like death by PowerPoint, but this was really enjoyable, and we got great feedback from our employees.”

Rapid Advanced Manufacturing Partnership

Region: Statewide

As manufacturing companies continue to implement new technologies and streamline processes, the role of upskilling the workforce increasingly important. To that end, the partnership focuses on training incumbent workers in a variety of topics, including lean six black belt, welding, and automated lazer. The partnership also tries to address the challenge of attracting young talent to the industry through their internship program. The goal of the program is to expose students to the manufacturing industry and serves as a powerful recruitment tool for participating employers. In 2022, the program had its largest cohort, with 33 interns placed with manufacturers across the state. Interns were matched with meaningful projects that made a difference for the companies, and in several cases, led to cost savings and investments in new processes.

Participant Feedback: “During my internship with Hardwire, I worked on a commissioned project involving body armor, assisted with nesting and drawing in AutoCAD and Solidworks respectively, and learned how to properly use various commonly-used machines in fabricating, including the Gerber and brake press. Additionally, I assisted in speeding up the manufacturing process for some of the products we make.”

Automated Facilities and Logistics Technician Program

Region: Baltimore

The Automated Facilities and Logistics Technician Program, led by CCBC, did not hold training in 2022 due to difficulties experienced in securing an instructor.

CONSTRUCTION

BetterU University (formerly Project JumpStart)

Region: Baltimore City

In 2021, the Job Opportunities Task Force (JOTF) announced that it would be ending its relationship with Associated Builders and Contractors as it related to Project JumpStart. In order to continue their mission to eliminate barriers and increase access to skills training, job opportunities, and higher wages for low-income workers, JOTF developed BetterU Construction Training. The program is an 87-hour pre-apprenticeship program that includes skills training in construction math, tools, safety skills, and industry certifications. Students are prepared for entry-level positions in electrical, plumbing, and carpentry, and JOTF has partnered with IEC Chesapeake. This rebranding launched in September with 12 students.

Suburban Maryland Construction Initiative

Region: Central Maryland

Led by the Finishing Trades Institute (FTI), the partnership provided training to unemployed, underemployed, and incumbent workers in 2022. In response to industry demand, the partnership offered pre-apprenticeship training. Students earned several industry-recognized certifications, like OSHA 10, Fall Protection, and Scaffold User Erector Dismantler. In total, 25 individuals were placed into employment, many of whom are now Registered Apprentices with the Maryland Apprenticeship and Training Council. The partnership also trained more than 180 incumbent workers in topics like lead paint removal, coating application, and First Aid/CPR. FTI will continue to improve



FTI students receiving on-the-job training to prepare for employment as apprentices in the construction field.

Industry Feedback: “EARN has transformed the way that the Finishing Trades Institute approaches workforce development. There is no doubt that our members are more highly skilled as a result of our participation in the program, helping our contractors to become stronger and more profitable.”

Remediation and Construction Industry Partnership

Region: Baltimore City

In partnership with nearly 40 employer and industry partners, the Remediation and Construction Industry Partnership (RCIP), led by Civic Works, is providing in-demand training to grow the pipeline of qualified workers to be Brownfields Remediation and Stormwater Management Technicians. Participants earn a wide array of certifications including EPA Asbestos Supervisor, Lead Abatement Worker, OSHA 40 Hour Hazardous Site Worker Protection and Emergency Response, OSHA Confined Space Operations, OSHA Bloodborne Pathogens, and OSHA Fall Protection. To date, more than 200 individuals have obtained employment, with recent wages averaging more than \$18.50 per hour. RCIP received additional funding in June of 2022 which will be used to train nearly 70 individuals.

Participant Success Story: Lauran graduated from Civic Works’ RCIP Module 1 Infrastructure and Remediation Technician Training Program in January 2022, demonstrating throughout the training his industrious and committed nature. Prior to enrolling with Civic Works, Lauran faced several systemic barriers to employment due to his experience with the criminal justice system, financial instability, and lack of access to transportation. These barriers also limited opportunities for Lauran to develop key employability skills. Lauran felt lost and unfulfilled in his work. “My life before enrolling with CSC was difficult because I was working jobs that I didn’t want a career in. Plus, I had no idea what career path I wanted to take,” he said. “CSC helped me find that path and make my mind up on what I want to do.”

Through Civic Works, Lauran was also able to access comprehensive supportive services, the most useful of which was assistance around obtaining his driver's license. In particular, Lauran expressed the value of the job-readiness skills he gained through Civic Works. Before enrolling in the training program, Lauran hadn't understood the importance of honing his interview skills, such as conducting research on employers or having questions prepared, and arrived underprepared for job interviews. After graduating, Lauran applied his skills and was able to secure employment with Stella May Contracting, where he currently makes \$17/hour as a Gas Laborer.

Creating a Pipeline for Green Jobs Region: Anne Arundel County

Led by AAWDC, this partnership seeks to grow the number of workers in the skilled trades by offering pre-apprenticeship opportunities to unemployed and underemployed individuals. Participants have the opportunity to earn an array of industry-recognized certifications, including National Center for Construction Education and Research (NCCER), Occupational Health and Safety Administration (OSHA), and First Aid/CPR. The partnership works closely with Independent Electrical Contractors – Chesapeake and Associated Builders and Contractors – Chesapeake Shores to ensure successful participants are connected to RA opportunities. Over the most recent grant period, more than 80% of individuals who completed training obtained employment, earning an average wage of more than \$18 per hour. Many of these individuals went on to become Registered Apprentices with the Maryland Apprenticeship and Training Council.

Participant Success Story: Mr. Moore was referred to the program by a family member. He was working in food service, but given the impacts the pandemic had on the industry, was looking to start a different career. He enrolled in training and earned several industry-recognized certifications. Mr. Moore was able to take advantage of supportive services, including help with transportation costs. Upon completion of training, Mr. Moore obtained employment at M.C. Dean as a Registered Apprentice.



MTAM student poses for a photo in his training class.

Marine Trades Industry Partnership Region: Statewide

Led by the Marine Trades Association of Maryland (MTAM), the Marine Trades Industry Partnership continues to work diligently to meet the needs of dozens of employers in the boating industry. Incumbent worker training remains a high priority for the partnership. In 2022, training was offered in a variety of employer-identified topics, including American Boat and Yacht Council Systems and Standards, and marine electrical technician training. Additionally, like many of the skilled trades, the marine trades is experiencing difficulty recruiting a pipeline of workers to fill the positions of retiring baby boomers. As such, the partnership continues to implement their successful internship program. Students learn technical skills and receive hands-on experience with industry employers. To date, nearly 75 individuals have obtained employment in the industry upon completion

of the internship program. The partnership is also focused on launching a Marine Service Technician RA program.

Industry Feedback: "Josh is a great addition to our team and it is thanks to the MTAM that many young people like him are interested in working in the marine industry. As our experienced technicians share their knowledge and experience, it can re-energize them as they see through the trainee's eyes what a dynamic industry this is."

Eastern Shore Construction Alliance Region: Eastern Shore

The Eastern Shore Construction led by Wor-Wic Community College is poised for growth, but hampered by the lack of a skilled workforce. In response to feedback from employer partners, this program provides a comprehensive, holistic

curriculum that addresses the multi-faceted challenges of retaining a highly qualified workforce, including specific skills training in construction and job readiness skills. Students hone technical skills by completing hands-on projects, including drywall and cabinet installation. In addition, students go on field trips to job sites and regularly meet with employers, which helps to bolster employment connections. Given low enrollment, the partnership will not receive funding in 2023.

Industry Feedback: “The quality of individuals from Wor-Wic’s construction program is high. The graduates are a real asset to my company.”

Herbert J. Hoelter Vocational Training Center SIP

Region: Baltimore City

Due to personnel changes, this partnership did not implement training in 2022.

Susquehanna HVAC-R Partnership

Region: Susquehanna

Employers in the Susquehanna region report a critical shortage of HVAC-R installation technicians. In response to the lack of skilled workers, this partnership is providing pre-apprenticeship training to unemployed and underemployed individuals. In addition to the fundamental concepts regarding HVAC-R installation, repair, and maintenance, students have the opportunity to earn industry-recognized certifications offered by NCCER and the Environmental Protection Agency. Students who successfully complete training receive a starter tool kit, which is required by most employers for employment.

Construction Workforce Partnership of Southern Maryland

Region: Southern Maryland

This partnership is providing invaluable training that targets unemployed, underemployed, and incumbent workers in the construction industries. The pre-apprenticeship program prepares students with basic construction skills, such as excavation safety and flagger. Students are prepared to earn several industry-recognized certifications, such as OSHA 10, CPR/First-Aid, and NCCER. The partnership is also delivering safety training for incumbent workers.

Participant Success Story: Whitney, a navy veteran and single mom, joined the program when she found herself unemployed. With aspirations to become a welder, she thought the program would give her a leg up. She is currently applying for RA programs.

Architectural Metal and Glass Initiative

Region: Central Maryland

The goal of the Architectural Metal and Glass initiative, led by FTI, is to ensure that industry partners have a highly-skilled workforce to grow and be successful. In 2022, the partnership focused on providing training to incumbent workers. Topics included fall protection, OSHA 10, lead abatement, and welding. The training allows contractors to be more competitive and increases the likelihood of bidding on and securing new projects. Since inception, more than 800 incumbent workers have participated in upskilling opportunities. The partnership will continue its work in 2023.

Industry Feedback: “Meeting the industry needs during a pandemic enabled the FTI to showcase our dedication to the industries that we represent. It also allowed us to utilize all the tools and equipment around us to not only meet the benchmarks set, but surpass them. EARN has provided a space for the FTI to make the necessary advancements of our SIP and we are grateful of the opportunities that EARN has provided us.”

Pre-Apprenticeship Construction Training Program

Region: Baltimore

Led by the Living Classrooms Foundation, this program is providing skills training to unemployed and underemployed Baltimore City residents. The students receive instruction based upon the NCCER Construction Skills Curriculum and participate in essential skills training one day per week. Employer and industry partners, like Associated Builders and Contractors, Southway Builders, and Whiting Turner find this partnership to be mutually beneficial as they are working on projects in Opportunity Zones that come with local hiring requirements. To date, 83% of those who completed training have obtained employment.

Participant Success Story: Kenneth completed the Construction Skills May 5. Upon completion, he obtained employment at TR Construction and swiftly moved into the role of supervisor because of his excellent work ethics. He is currently earning \$22 per hour.

AUTOMOTIVE

Automotive Technicians for Change

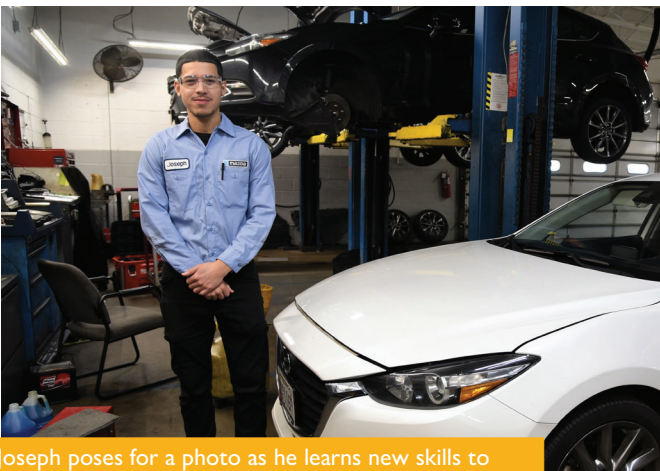
Region: Baltimore

Led by Vehicles for Change, this program is training individuals, many of whom are returning from incarceration, to be automotive technicians. Automotive Technicians for Change, which lasts for up to six months, operates as a simulated work environment and provides hands-on experience and training, preparing interns to earn ASE certifications. The program offers comprehensive barrier removal and essential skills training, which is vital to participant success when they enter employment. In 2022, the program expanded to Prince George's County in the capital region and Salisbury on the eastern shore. To date, more than 175 individuals have obtained employment with industry partners like DarCars, Toyota, and JiffyLube. Vehicles for Change will continue to implement training at all three locations in 2023.

Participant Success Story: Alexis enrolled in the Vehicles for Change program while incarcerated and participating in work release. Though she began with limited knowledge in auto repair, she was able to earn 10 Automotive Service Excellence (ASE) certifications. Upon release from incarceration, Alexis quickly obtained employment earning \$23.50 per hour.

Prince George's Auto Technician Training

Region: Prince George's County



Joseph poses for a photo as he learns new skills to earn his certifications to become a master technician

Description: The Washington Area New Automobile Dealers Association's Auto Dealer Education Institute is utilizing EARN funding to expand their successful RA program to Prince George's County. In partnership with Prince George's County Public Schools and Employ Prince George's, the SIP will help dealers like DARCARS and Pohanka Automotive Group, to quell a critical staffing shortage and ensure technicians are highly trained. Students have the opportunity to earn several ASE certifications, and upon completion of the program, have the work experience and education to become ASE-certified master technicians.

CHILDCARE

Montgomery Alliance for Early Childhood Education

Region: Montgomery

Employers in the childcare industry report a critical shortage of qualified workers to fill open positions, a challenge that was worsened by the pandemic. To address this need, this partnership, led by Montgomery College, is offering courses that lead to the industry-recognized Child Development Associate certification. Job training, English language skills development, basic education, and workforce readiness are included in the structured curriculum. Though long-lasting COVID-19 restrictions led to a significant backlog in the certification process, students continue to receive support. To date, nearly 30 students have obtained employment.

HOSPITALITY

FoodWorks Culinary Training Program

Region: Baltimore

Led by the Maryland Food Bank, the FoodWorks Culinary Training Program provides 12 weeks of classroom and hands-on training which prepares individuals for positions in the culinary industry. In 2022, the partnership expanded its geographic reach, launching programming on the Eastern Shore. Students earn the ServSafe Food Handler certification and hone their technical skills through hands-on experience in a commercial kitchen. The partnership has significantly ramped up the delivery of supportive services and barrier removal for students, which has led to improved outcomes. Nearly 100 individuals have obtained employment as a result of participation in this training. The Maryland Food Bank received continued funding in June of 2022, which will be used to train 90 individuals in Baltimore and on the Eastern Shore.

Employer Feedback: “Jake has been a breath of fresh air in the kitchen! He is constantly looking to learn more and helps wherever needed. He is a superstar and will go far in the establishment!”

Groundwork Culinary Kitchen

Region: Baltimore City

Description: Led by Paul’s Place, the Groundwork Kitchen Culinary Training Program, provides participants with 12-weeks of intensive culinary training in preparation for careers in the hospitality industry. The Southwest Partnership and the University of Maryland Baltimore Community Engagement Center will work closely with the SIP, and employers include Baltimore Station, Gertrude’s, Hotel Revival, LifeBridge Health, and University of Maryland. It is expected that 50 individuals will participate over a twelve-month period.



FoodWorks students learning culinary skills in the kitchen.

UTILIZING DATA

EARN Maryland SIPs are required to utilize qualitative and quantitative data in the development of their Workforce Training Programs.. This ensures that industry's most immediate workforce needs are met and that trainees are well-positioned for meaningful employment and advancement opportunities. The requirements contained within the Solicitation for Implementation Grant Proposals mirror the enabling statute's contingent funding requirements of evidence of workforce shortages and a demonstrated need for worker training. The Winter 2021 Solicitation for Implementation Grant Proposals required that the WTP developed with EARN funds be both data-driven and experience-driven. This means that the Plan prepared by the SIP must assess and address:

- Data-based evidence of shortages in skilled employment within the target industry over a sustained period of time or as projected, based upon planned large-scale programs or large-scale industry changes, and identification of specific high-demand occupations or sets of occupations at different skill and salary levels within the identified target industry.
- Real experiences from target industry employers regarding actual and projected gaps in skills training and job readiness. In development of the plan, prospective grantees should focus on ways to obtain input from a broad base of employers in their target industry and region in order to define common workforce needs. Some industries may have more internal data whereas other industries may rely more heavily on the experience of industry partners.
- Both qualitative and quantitative measures are important. SIPs should take into account both qualitative data provided by the target industry through varied collection methods (interviews, surveys, focus groups, roundtable discussions, etc.) and quantitative labor market and industry-specific data. Consideration may be given to such issues as understanding high demand occupations in industry, projected job growth by occupation, analysis of gaps between supply and demand of employees, understanding the root causes of these gaps, and characterizing the needed skills to close any gaps.

Applicants prepared a Data Source List that included all existing data sources that were used to support the development of their proposal. This information is included as Attachment B.

Conclusion

As is evident throughout the pages of this report, EARN continues to change the lives of many Marylanders, while helping employers to increase productivity, cost savings, wages, and job retention.

Appendix A

In order to ensure accountability, the Department requires EARN Maryland Partnerships to comply with specific reporting requirements. These measures are meant to track the metrics set forth in the Labor and Employment Article § 11-709(b)(4) of the Maryland Annotated Code. Statutorily required data are presented below. The data below covers the time period July 1, 2020 to June 30, 2021.

By Sex

Sex	# of Participants	Percentage of Whole
Male	2,715	59%
Female	1,900	41%
Not specified	23	<1%

By Race

Race	# of Participants	Percentage of Whole
White	1,410	30%
Black/African American	2,408	52%
Asian	252	5%
Native American/American Indian	17	<1%
Hawaiian/Pacific Islander	10	<1%
Hispanic/Latino	330	7%
Two or More Races	115	2%
Other	57	1%
Not Specified	39	1%

By Income

Income Level	# of Participants	Percentage of Whole
Less than \$10,000	1,871	40%
\$10,000 to \$14,999	128	3%
\$15,000 to \$24,999	371	8%
\$25,000 to \$34,999	451	10%
\$35,000 to \$49,999	633	14%
\$50,000 to \$74,999	454	10%
\$75,000 to \$99,999	363	8%
\$100,000 to \$149,999	185	4%
\$150,000 to \$199,999	56	1%
\$200,000 or more	20	<1%
Unreported or Incalculable	106	2%

By National Origin

National Origin	# of Participants	Percentage of Whole
American	3,436	74%
North American (excluding USA)	103	2%
Central and Latin America	206	4%
European	89	2%
African	419	9%
Middle Eastern	31	1%
Asian	183	4%
Oceania	3	<1%
Two or More Identified	34	1%
Other	54	1%
Not reported	80	2%

By County of Residence

County of Residence	# of Participants	Percentage of Whole
Allegany County	53	1.1%
Anne Arundel County	297	6.4%
Baltimore City	1,165	25.1%
Baltimore County	621	13.4%
Calvert County	35	0.8%
Caroline County	17	0.4%
Carroll County	75	1.6%
Cecil County	42	0.9%
Charles County	89	1.9%
Dorchester County	13	0.3%
Frederick County	324	7.0 %
Garrett County	6	0.1%
Harford County	159	3.4%
Howard County	157	3.4%
Kent County	6	0.1%
Montgomery County	467	10.1%
Prince George's County	481	10.4%
Queen Anne's County	28	0.6%
Somerset County	15	0.3%
St. Mary's County	48	1.0%
Talbot County	19	0.4%
Washington County	125	2.7%
Wicomico County	64	1.4%
Worcester County	42	0.9%
Outside of Maryland	255	5.4%
Not reported	35	0.8%

By Educational Attainment

Education Level	# of Participants	Percentage of Whole
Some High School or Less	193	4%
High School Diploma/GED/Equivalent	1,856	40%
Some College	835	18%
Associate's Degree	307	7%
Bachelor's Degree	984	21%
Advanced Degree (Master's, PhD, other)	359	8%
Trade School	78	2%
Other/Undisclosed	26	1%

Credential or Certification – 2,301

Identifiable Skill – 3,089

A new Employment Position – 1,212

A Title Promotion - 387

A Wage Promotion – 1,278

Appendix B

The following is a sampling of data sources used by EARN Maryland SIPs in the identification of training and skills needs.

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LMI 2021: This report was transmitted to the Cybersecurity Association of Maryland, Inc. in October 2021 by Carolyn Mitchell, Director, Office of Workforce Information and Performance/Division of Workforce Development and Adult Learning, Maryland Department of Labor. Its data sources include: Employment & Wage Data: Maryland Department of Labor; Occupational Employment & Wages Statistics; 2020 Employment Projections: Maryland Department of Labor; Long-term Occupational Employment Projections; 2018-2028 Real-Time LMI: Maryland Workforce Exchange; Online Advertised Jobs Data

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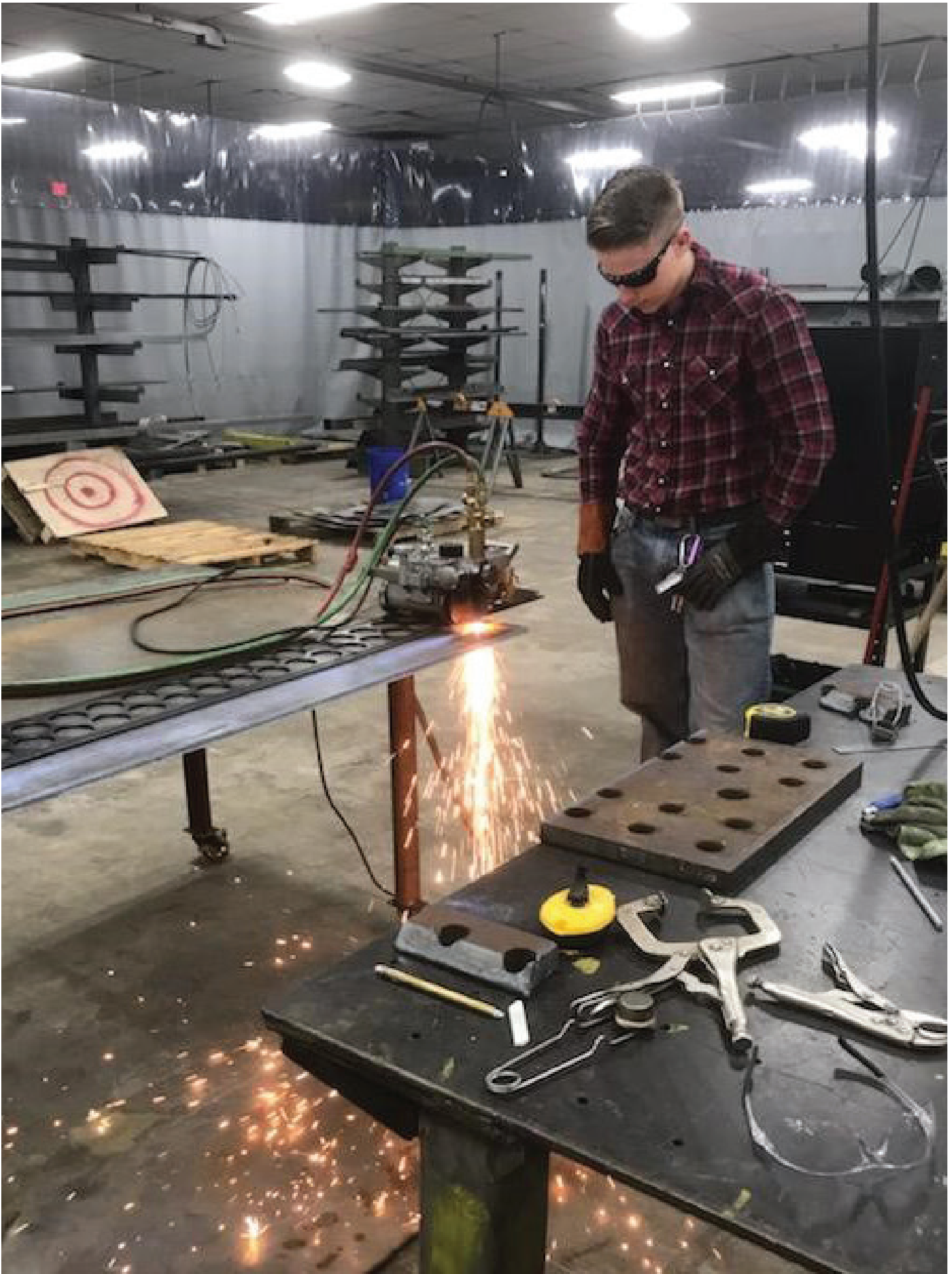
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