



Carroll County Workforce Development Board Meeting Minutes

Wednesday, November 15, 2023

Exploration Commons, 9:30am

Attendees: Zach Tomlin, Chris Abell, Suzy Dyer Gear, Bill Eckles, Brandon Schweitzer, Mike McHale, Matti Franzén, Karen Bernard, Anita Hammond, Steve Berry, Theresa Olson, Maria Buckley, Denise Beaver, Margaret Welliver, Jesse McCree, Stan Whiteman, Tammy Haines, and Shelby O'Leary.

Guests: Aleah Williamson

Mr. Tomlin started the meeting at 9:38am. There was a quorum present.

1. Action Items

- Minutes- Mr. Berry motioned to approve the minutes. Ms. Beaver seconded. The vote was unanimous, the minutes from the September 27, 2023, meeting were approved. Absent board members voted via email.

2. Old Business-

- Annual Convening- Mr. Tomlin shared with the Board some updates about the annual convening. Ms. Powell, Mr. Whiteman, Ms. O'Leary, Mr. Zuber, Mr. Tomlin, and Mr. Abell met on November 8th to begin planning the annual convening. The theme of the annual convening will be "Talent Reimagined", focusing on a target audience of employers in Carroll County. The group discussed the layout of having a keynote speaker and a panel of business owners from in-demand industries. Ms. Beaver and Mr. Tomlin encouraged the board members to volunteer to fill the panel.

3. New Business-

- One-Stop Operator- Mr. McCree discussed the annual convening, the resource sharing agreement, and the American Job Center pop-up events.
 - i. Annual Convening- Mr. McCree recommended focusing on the themes and trends in workforce development, how to connect community in common goal to support workforce development, and the viewpoint of the workforce themselves. He also suggested incorporating sharing about the Blueprint plan and the pros and cons that it presents to workforce as well.

- ii. *Resource sharing agreement*- He reported that the resource sharing agreement is mostly completed, with just one or two outstanding agencies that need to return their signature pages.
- iii. *American Job Center Pop-Up Events*- Mr. McCree suggested using labor market data and GIS data to find out where the pop-ups will be the most successful in 2024. He will be meeting with a tech company in Silicon Valley, GetLab, to discuss a potential partnership. GetLab is setting up a foundation that will help reach underserved populations with technology.
- *National Apprenticeship Week*- Mr. Singleton was introduced by a video from Sheila Jackson, Apprenticeship Navigator for Division of Workforce Development and Adult Learning of Maryland Department of Labor. National Apprenticeship Week (NAW) is November 13-19, 2023. Mr. Singleton shared with the Board that the Carroll County Commissioners issued a proclamation and recognized the value of apprenticeships in Carroll County. He acknowledged the work that Maryland Department of Labor, Carroll County Public Schools, Carroll Community College, and local businesses have done to further apprenticeships. He expressed that apprenticeships help with economic development, adjusting inequities, building good jobs opportunities, and the emerging youth. NAW helps address the challenges with apprenticeships that effect all industries and encourages discussions on how to meet those challenges. Nationally and state-wide, each day of NAW was focused on a specific topic:
 - i. Monday November 13th- Youth
 - ii. Tuesday November 14th- New and Emerging Industries
 - iii. Wednesday November 15th- Underserved Populations
 - iv. Thursday November 16th - Women
 - v. Friday November 17th – Veterans

Mr. Singleton likened investing in apprenticeships with the Orioles investing in the minor leagues with their farm system. The Orioles may have initially been slow to success in the first couple years of the program, but with time they have become successful because of the great players rising to their team that they invested in. Similarly, apprenticeships do the same thing for workforce development, investing in the youth and underserved communities can provide the same success.

Mr. Singleton concluded by reporting on the work that board members have done to support apprenticeships:

- Mr. Berry and Kelly Koermer with Carroll Community College, Ms. Torpey with Heidelberg Materials, and Sheila Jackson with MD DOL presented a new registered apprenticeship in mill work machinery to Maryland Apprenticeship Training Council and were approved. Carroll Community College will provide the education

piece with CNC routing and Heidelberg Materials will provide the employer piece. The existing employees who had been part of the unofficial apprenticeship program will be grandfathered into this new program as well.

- Ms. Dyer-Gear with Carroll Lutheran Village has set up apprenticeships via the Blueprint plan for youth for healthcare, maintenance, and culinary.
- Mr. McHale continues their work electrical apprenticeships.
- Carroll County Public Schools had two students at FlowServe in Taneytown who participated in welding apprenticeships.

Mr. McHale brought to the attention of the board that some of the projects involving offshore wind have been cancelled due to high interest rates.

Mr. Singleton shared that there are more emerging apprenticeship opportunities on the horizon as well as conversations with other counties about best practices.

4. Presentation- Economic Development

Ms. Beaver shared an overview of Carroll County Department of Economic Development.

Carroll County Statistics: Carroll County has 4513 private businesses with 48,340 employees. The Carroll County pillars have been established in Carroll County for a long time and continue to invest, expand, and grow in the county. They are Knorr Brake company, McDaniel College, Springfield Hospital Center, Penguin Random House, Integrate Fairhaven, EVAPCO, Shelter Systems, Heidelberg Materials (formerly LeHigh Cement), Fairlawn Tool Inc, Hahn's of Westminster, Carroll Hospital, Carroll Community College, Performance Food Service, Carroll Lutheran Village, FlowServe, H&S Bakery, and Northop Grumman. Carroll County has a nice balance with its diverse in the local economy, which proved to be very effective during COVID when some industries had to shut down, others were able to pivot and stay open. Ms. Beaver shared the top ten taxpayers as a percentage of total assessable base: BG&E, Penguin Random House, Carroll Lutheran Village, Heidelberg Materials, Eldersburg Sustainable, Stag Hampstead LLC, Colonial Pipeline Company, Comcast, Verizon, Potomac Edison Company, Fairhaven Inc, and Wal-Mart Real Estate. She also reported that Carroll County has a very low unemployment rate of 1.5%, which is lower than the state and national rates. This is a benefit to employees but is a challenge for employers.

Department of Economic Development: Economic Development is a department of Carroll County Government. Economic Development office works on business attraction, expansion, and retention in Carroll County as well as assisting with agricultural and small business development. Carroll County Workforce Development (CCWD) and the Office of Tourism, including the Carroll County Farm Museum, are incorporated into Economic Development as well. CCWD serves businesses and citizens with their workforce needs, partners with Carroll County Public Schools and Carroll Community College to provide

pillar 3 of college and career readiness of the Blueprint plan, was named RMI “Champion of Manufacturing” with the welding truck trainings, and holds job fairs/recruitment events for local businesses. Carroll County Grown is a large part of Carroll County’s economy with 1174 farms and 78,000 acres of preserved acres of farmland. Another important part of Carroll County are its wineries, breweries, and distilleries. Carroll County Tourism is doing well and bringing in 131.7 million dollars in sales in 2021. The Carroll County Farm Museum is 142 acres, has 53 buildings, and is one of the largest venues in Carroll County. It holds annual events, weddings, field trips, etc.

Development & Business Highlights: Ms. Beaver shared that businesses want to locate in Carroll County because of the local labor force, quality of life, education, business climate, and land prices. Economic Development get their business leads from existing business growth, site locators, brokers, and the Maryland Department of Commerce. Business Highlights-

- *Penguin Random House*- A distributor of books that has signed a 5-year lease of 1,035,000 square feet of space in Hampstead. They now occupy 2.4 million square feet of space in Carroll County. The building has the largest roof-mounted solar array in Maryland (23 acres). They recently hired 150 new employees for a total of over 1,000 employees.
- *Ridge Engineering, Inc*- A 85,000 square foot expansion of a resident defense contractor in Hampstead. They have 50 new employees for a total of 180. A \$20 million capital investment.
- *Hahn’s of Westminster*- A manufacturer of quality meat products in Westminster. They purchased 10 acres in Hampstead to build a new 54,000 square foot facility. They will hire 90 new employees for a total of 180. A \$30 million capital investment.
- *Westminster Station*- A 30,000+ square feet of in-line retail featuring Taco Loco, Jersey Mikes Subs, Tropical Smoothie Café, Blaze Pizza, and a free-standing CVS. A phase II is under construction currently to include Outback Steakhouse and a Sprouts Farmers Market. A \$40 million capital investment.
- *Len Stoler Chevrolet*- Constructed and opened a new 23,000 square foot dealership in Westminster. A \$20 million capital investment.
- *Hexagon Purus*- A global leader in zero emissions solutions including hydrogen high pressure systems and battery/fuel cell electric vehicle supplies in Westminster. A 60,000 square foot building with 100 new employees for a total of 140. Exceeded \$1 million capital investment.
- *Near Communications*- A provider of used telecommunications/networking equipment in Sykesville. They purchased a 12,000 square foot building and constructed a complementary 70,000 square foot building. A \$6 million capital investment.
- *Long Reach Farms*- A proposed planned commercial center on route MD 26 in Eldersburg of 31,200 square feet ground floor retail space and 34 residential units on the second-floor story.

Ms. Beaver shared that the Maryland Department of Commerce supports Carroll County through the MD Economic Assistance Authority Fund, Partnership for Workforce Quality, Job Creation Tax Credit, and More Jobs for Marylanders. Through that partnership, \$20,748,744 has been invested in Carroll County in the last three years.

Land Development Highlights: Ms. Beaver shared available property for businesses.

- *Carroll County Commerce Center-* A 30-acre mixed use business park that will be 396,000 square feet at full build out in Westminster. A potential future buildout investment of \$95 million.
- *Westminster Technology Park-* A business park in Westminster with seven acres or up to 250,000 square feet of space remaining. A potential future buildout investment of \$60 million.
- *West Branch Trade Center-* An industrial park in Westminster with 25 acres remaining which could provide for an additional 350,000 square feet. A potential future buildout investment of \$80 million.
- *North Carroll Business Park-* A mass grading of 35-acre park in Hampstead with 30 acres finished currently. There are industrial lots offered for sale at \$250,000. With completion in the fall of 2023, there will be over 300,000 square feet of industrial space to market. A capital investment of \$5 million and an estimated value of \$70 million at buildout.
- *Coppermine Panther Plex-* Formerly North Carroll High School in Hampstead. They are redeveloping into a state-of-the-art campus featuring athletics, theatre, and performing arts. It will include new turf fields for lacrosse and soccer and facilities for physical therapy and sports medicine.
- *Beaty Properties-* St. John Properties is proposing a new mixed-use development in Eldersburg to include a single family, senior housing, and flex/industrial product. A 121-acre parcel would contain 300,000 square feet of flex space. A \$53 million estimated value at buildout on non-residential portion.
- *Liberty Exchange II-* St. John Properties is developing a new business park on MD 26 in Eldersburg. 80,000 square feet is proposed on a 12-acre parcel. Total project investment estimated at \$20 million.
- *Mount Airy Crossing-* A new mixed-use development proposed for 500 single and multi-family units, including high-quality senior living units in Mount Airy. A 91-acre parcel will provide over 130,000 square feet of complementary commercial uses. A capital investment estimated at \$40 million (non-residential). Projected to produce \$14 million one-time impact fees and revenues to the town.

5. CCWD Updates-

- Blueprint- CCWD has hired Tammi Casson as the Career and College Readiness Manager and Ashley Joslyn as the Career Navigator.

Mr. Eckles shared that CCWD, Carroll County Public Schools, Carroll Community College continue to work well together to complete the Blueprint objectives. Pathful was initially delayed due to a new state law that requires an expert to certify accessibility qualifications before the software could be used. They were able to gain that certification and now Pathful is being used within the school system.

- *Youth and Young Adult Standing Committee*- Ms. Haines reported on the results of the last meeting:
 - i. Summer youth program review- The youth team shared a video of Juliana sharing her experience with the program. Some of the employers that participated in the program.
 - ii. Blueprint- Mr. Eckles shared the same Blueprint update with the Board that was shared with the youth committee.
 - iii. Committee Direction- The CCWD youth team lay out a mentoring program that meets WIOA qualifications that fits pathways for participants. The committee discussed what the critical components of a 12-month out of school youth mentoring program are.
- *AJC Construction Update*- Mr. Whiteman informed the Board of the upcoming construction project at the American Job Center. Contractors will be installing a new HVAC system into the center. The second floor of CCWD and the first-floor offices of Carroll Community College Adult Education and the Healing and Care Center will be shut down starting mid-March through September. The resource room will be open until August and then shut down for a short time and reopen in September as well. CCWD is working on a planning on where staff will work and meet with customers.

6. Member Updates-

Ms. Buckley shared that DORS hosted webinars with businesses in their region for Disability Employment Awareness Month in October. They invited consumers state-wide to attend and ask questions to the employers. The webinars were successful, and 30-40 consumers attended each week.

Mr. Berry shared that MDOL applied for a national grant to start a hospitality & business management apprenticeship program and Carroll County was selected as a sub-recipient. Carroll Community College will be hiring an apprenticeship coordinator by January 1 to assist with this new work. They are also working with community to set up an advisory board to map out the curriculum. They will be using the existing credit program and adding in hospitality courses. Mr. Berry suggested that if board members knew of anyone who would like to serve on that advisory committee, contact Kelly Koermer or himself.

Mr. Abell moved to adjourn the meeting at 11:35am and Ms. Plump seconded. Approval was unanimous.