



Carroll County Workforce Development Board Meeting Minutes

Wednesday, February 19th, 2025

Exploration Commons, 9:30am

Quorum? No (13/18) Molly Sherman, CTIC- present Karen Bernard, DSS- present, virtually Rose Mince, CCC- present William Eckles, CCPS- present Matti Franzén, Best Western- present Julie Givens, MD DOL- present Kimberley Grade, Lifebridge Health- present Mike McHale, Local Union 24- present Sharon Plump, DORS- present Brandon Schweitzer, UMGC- present Zach Tomlin, Tomlin Tech- present Scott Yard, HSP- present Bryan Zuber, Stratosphere Social- present	Staff & Guests (8) Jesse McCree, One-Stop Operator Joana Winningham, MD DOL Teresa Mena, MD DOL Heather Powell, CCWD Stanley Whiteman, CCWD Tammy Haines, CCWD Scott Singleton, CCWD Shelby O’Leary, CCWD (virtual)
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The meeting began at 9:40 am.

- Welcome and Introductions-** Mr. Tomlin thanked the Board for attending and began introductions. He introduced Molly Sherman and Kimberley Grade as new board members. Mr. Tomlin also informed the Board that Matt LeFavre has resigned from the Board.
- Action Items-**
 - Approve Minutes from the November 13th, 2024, meeting- Mr. McHale approved the motion, and Mr. Eckles seconded the motion. The minutes were unanimously approved.
- Old Business-**
 - Local Plan Update Committee- Ms. Powell shared that the local plan update is due to the state on April 1st, but the local areas are awaiting further clarifying instruction on the DEI portion.
- New Business-**

- a. Partner Updates/Federal Funding Q&A session- Ms. Powell and Mr. McCree led a discussion on federal funding updates and the potential impacts on the future of workforce development under the new administration.
 - They said to expect at least a 10% budget cut from USDOL (WIOA) and to expect that certain programs that were cut from other departments will be added to the Department of Labor.
 - They stressed the importance of lobbying about the work that is being done to the decision-makers. In addition,
 - Ms. Powell also reported on Maryland House Bill 772; the state is debating whether the career readiness portion should only be done in the schools, which would remove CCWD from the Blueprint plan. She will keep the Board abreast of the outcome.
 - Another noteworthy concern is the potential influx of jobseekers due to the federal layoffs. Ms. Powell reported that CCWD and Labor partners are ready to assist the impacted workers and assist them in securing appropriate resources. Rough estimates show over 3,400 residents are employed by the federal government, and there are over 700 federal civilian jobs in Carroll County.
5. Presentation Focus: **Untapped Talent: Internationally Trained Professionals** – Joana Winningham, New Americans Initiative Coordinator with the Division of Workforce Development and Adult Learning of the Maryland Department of Labor, presented on “Untapped Talent: Internationally Trained Professionals”. She shared that 4.3% of the population in Carroll County is internationally born, and 37.9% of that number have a bachelor’s degree or higher. The top countries of origin are El Salvador (12%), India (6.1%), Korea (5.7%), Russia (5.4%), and the Philippines (5%). The definition of an internationally trained professional (ITP) is a work-authorized, internationally born and trained worker with at least two years of formal or informal education, training, or on-the-job experience that has led to special skills, training, knowledge, and/or abilities for certain types of work. She introduced the Skilled Immigrant Task Force (SITF), which collaborates across organizations to advance workforce system accessibility and career opportunities for internationally trained individuals in Maryland. Members include Maryland’s Departments of Labor and Human Services, Adult Education providers, refugee resettlement agencies, immigrant-serving nonprofits, American Job Centers, and more. Ms. Winningham shared the benefits of having ITPs in the workforce, including language and cultural growth, providing global perspectives, higher retention rates, motivation and dedication, and limiting the need for interpretation services. She also shared hiring best practices, such as focusing on skills and abilities, recognizing international education/training, assessing for possible exclusions of applicants, and holding panel interviews. She concluded with ways to engage with ITPs: pair new hires with an employee mentor, work with adult education providers for English upskilling, encourage populations to apply, and connect with skilled immigrant task force members.
6. **CCWD Updates:**
 - a. Workforce Updates- The Blueprint team continues to hold regular meetings with students and work cooperatively with the career coaches in the middle schools. A new addition to services includes “office hours” for the CCWD career navigators at every high school, giving them access to career coordinators and the ability to work one-on-one with students. CCPS and Carroll Community College will hold a career readiness day to learn about future pathways. The students are utilizing the Pathful and Naviance

software for career exploration. Mr. Whiteman added that the students will have access to Transfr virtual reality headsets throughout the 2025 school year.

- b. One-Stop Operator- Mr. McCree shared that the Resource Sharing Agreement and WIOA partner MOU was successfully extended for another year. He also reported that he conducted the Section 188 Review, explained what the Review encompasses, and that the Carroll County American Job Center passed compliance and received the recommendations.

- 7. **Member Updates:** Ms. Mena shared that Roof Right is now a youth apprenticeship sponsor. She is working to renew the sponsorship contract with Carroll Community College, including revisions to the hospitality program.

Mr. Zuber motioned to adjourn the meeting at 11:15 am. Mr. McHale seconded the motion. The next meeting is scheduled for May 21, 2025.

Submitted by Shelby O'Leary 3/19/2025