



Carroll County Workforce Development Board Meeting Minutes

Wednesday, September 17th, 2025

Exploration Commons, 9:30am

<p>Quorum? Yes (11/17) Rose Mince, CCC- present Scott Yard, HSP- present Matti Franzén, Best Western- present Julie Givens, MD DOL- present, virtual Mike McHale, Local Union 24- present Sharon Plump, DORS- present Brandon Schweitzer, UMGC- present Zach Tomlin, Tomlin Tech- present Denise Beaver, Carroll County Department of Economic Development Margaret Welliver, Shelter Systems- present, virtual Bryan Zuber, Stratosphere Social- present Jesse McCree, One-Stop Operator- present</p>	<p>Staff & Guests (10) Heather Powell, CCWD Corina Canon, CCWD Eileen Vozzella, CCWD Nathan McConarty, CCWD Scott Singleton, CCWD Shelby O’Leary, CCWD Stan Whiteman, CCWD Tammi Casson, CCWD Ed Singer, Carroll County Government, Local Management Board Teresa Mena, MD DOL</p>
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The meeting began at 9:33 am.

1. **Welcome and Introductions-** Mr. Tomlin thanked the Board for attending and began introductions.

2. **Action Items-**
 - Approve Minutes from the June 18th, 2025, meeting- Mr. Zuber motioned to approve the minutes from the June 18th, 2025, meeting. Ms. Givens seconded the motion. Approval was unanimous.

3. **SCSEP Updates-** Mr. Whiteman shared the following update about the SCSEP program from Christine Garland, CWI Works Senior Director of Workforce Development and Programs:
 - The national SCSEP program, which comprises 78% of the funding has been furloughed not only in MD where CWI Works operates, but nationally since July 1. Thousands of SCSEP eligible individuals have been, in essence, laid off, by this impoundment of funds. US Department of Labor (DOL) did issue a TEGP to state SCSEP and territory providers (who receive 22% of the funding) on July 1, but despite an extension of the PY24 grant, many state SCSEP participants were furloughed in August and early September waiting for access to the PY25 funds when their unspent PY24 funds ran out.

USDOL staff did respond to Congressional Inquiries in July noting in their written responses that the TEGE guidance would be forthcoming, but no date or timeframe was given. USDOL cancelled its monthly SCSEP grantees call this month and last month. There has been no communication from USDOL as to the status of the SCSEP program. The only stated reason for the delay is that the “program is under review.” And there has been misinformation bandied about in the media. For a while this summer, it appeared that the funding process was stalled at OMB, but it seems that hurdle has been cleared, and the barrier is now with USDOL. CWI Works, and other national grantees, remain hopeful that the PY25 funds allocated by Congress for SCSEP eligible individuals will be released soon.

4. CCWD Updates-

- Grant Updates- CCWD has minimized the impact of the cuts of the WIOA funding with staffing changes: With Tammy Haines retirement, Corina Canon has accepted the Employment Services Supervisor role and Alyscia Smothers has been promoted to Corina’s previous position of Employment Consultant. Alyscia’s previous role of Customer Engagement Specialist will not be filled at this time. These changes are effective September 25th. The challenge will be how to redesign the outreach activities as well as the intake processes that were conducted by the CES position.

September is Workforce Development Month. Some of the events and activities include: The Raising the Bar Annual Workforce Development Conference and Youth Forum September 8-10; CCWD ads running at the MVA center; a proclamation from the Commissioners, and a media campaign.

Carroll Community College Adult Education and CCWD are supporting a Registered Behavior Technician cohort training for for ESOL students. There is a need for behavioral technicians in households in Carroll County who have children on the autism spectrum who do not speak English as their first language. This is a great opportunity for people seeking employment who speak multiple languages.

Quarterly Performance Report (Christmas Tree Chart)- Ms. Powell presented the PY 2024 Quarter 4 report to the Board. She stated that this is the first time that Carroll County has had not met or exceeded our performance measures. The three categories that did not meet expectations were Youth Education and Employment Rate QTR2 at 66.7%, Credential Attainment in adults at 55.6%, and Measurable Skills Gains in youth at 50.0%. It is noted that the performance data is measured for participants exited from the program and in each of the performance measures, one participant would have pushed the performance from failing to exceeding.

- Summer Youth Program- Ms. Vozzella reviewed the summer youth employment program. This year, the youth program recruited 38 participants who identified as having barriers to employment such as low income, low literacy, disability, and homelessness. Staff matched the participants with 18 businesses where they worked for 6 weeks in addition to the enrichment days every Wednesday during the program. With the MOU between our workforce partner, DORS participants and staff were also included in the enrichment days this year and the response was very positive and viewed as a best

practice. The total participants' feedback showed 89% of participants believed that the mock interview session was one of the best activities, 83% believed they are better prepared to interview, and 87% believed they are better prepared for their next job. One participant was offered a permanent position after the program had completed by Bazooka Games and another participant was offered to continue as a volunteer at Brian's Safe Haven.

Ms. Vozzella discussed the funding challenges that the program will face in the upcoming years. There is a need for continued advocacy for funding to maintain the program's success, as ARPA funding will not be available next year and the WIOA funds have been trending down since 2022.

Ms. Sharon Plump commented that including the DORS integration program was a success and they are planning to have 10 participants next year.

Ms. Powell thanked Ms. Vozzella, Mr. McConarty and Ms. Galletti (summer intern) for their hard work on the program. She also shared with the Board that Ms. Vozzella has tendered her resignation as of the end of October and highlighted how the program has developed under Ms. Vozzella's leadership.

- Blueprint Update- The Career Development team (Carroll County Workforce Development, Carroll County Public Schools, Carroll Community College partnership) are working on a marketing plan to emphasize the career and counseling program of Blueprint. The team continues to plan for the new school year, planning an expansion to the resume instruction program (RISE), introducing the program in other high schools. They are also working on the senior transitional program, which identifies students in the school system that could or could soon qualify for the young adult program and allows for a warm hand-off to the youth specialists. Ms. Casson and Jenny Adcock from FSK High School had the opportunity to present on the RISE program at the Raising the Bar Conference. The team continues to use Pathful and Transfr VR in the schools to help with career assessment.

5. Strategic Planning Session- Facilitated by Mr. McCree:

- Challenges of Strategic Planning-
 - Identifying long-term goals
 - Reaching a consensus/longevity
 - Maintaining accountability and staying true to the mission
 - Five years is potentially too large of a time to plan due to the pace of change
- Near-Term Strategic Priorities-
 - Challenges in Carroll County
 - Barriers to employment
 - "Benefits Cliff"- difficult to make the next step
 - Skills Gap- there is a need for targeted, quick, and agile training
 - Lack of soft skills across the population
 - Employer/Community engagement
 - Expediate the delivery of our work
 - Top Strategic Priorities

- Apprenticeships/Work-based learning
- Expanding youth employment programs, potentially all year long
- Skills based learning
- Decrease the length of training (less than 100 hours)
- Braiding and blending funding
- Transportation incentives using community resources
- Identifying communities that are not being served (ex: rural pockets)
- Local Partnerships-
 - “Advocacy”= to speak to something
 - Employer Associations, ex: IBEW Local Electrical Union
 - Regional view, ex: SHRM, Chambers of Commerce, etc.
 - Use success stories and storytelling to connect with businesses and develop a call to action
- Funding Diversification-
 - Develop a campaign to mark businesses that are supporting the local workforce, thus encouraging customers to do business with them and providing an incentive for other businesses to do the same.
 - Plan fundraisers for workforce development, similar to a local effort made in Washington County
 - Elevate businesses
 - Adding value to memberships to be able to charge for them
 - Host events/sponsorships
 - Braid funding
- Board Engagement-
 - Focus on skillsets and interests of board members
 - Continue this discussion at the next strategic planning session on November 19th.

Mr. McCree encouraged the Board to take the survey that was sent out to provide further feedback.

6. Member Updates:

- Ms. Mena shared that Building Performance Association, Congolium, and JL Johnson were all approved for school-to-apprenticeship programs.

Ms. Plump motioned to adjourn the meeting at 11:00 am. Mr. Zuber seconded the motion.