

Local Workforce Development Boards, Maryland Department of Labor

\$7.0 Million (P00G01.07)

Purpose: Recovery Now Funding

Under the same formula used to distribute fiscal year 2021 Federal Workforce Innovation and Opportunity Act adult funds to local workforce areas, Workforce Development, Maryland Department of Labor, shall distribute funds directly to local workforce development boards. The local boards shall utilize the funds to engage, upskill, and connect residents to employment, including providing subsidized employment opportunities for the unemployed, youth (ages 16-24), including through summer job programs, adults, ex-offenders, and other populations who need reemployment assistance.

June 2 - Program Highlights and Plans to Allocate Remaining Balance:

- All (13) local workforce boards have been approved and funds obligated.
- \$7,000,000 has been obligated as of May 12, 2021.
- Local area monthly reporting tool developed and distributed on May 6, 2021.
- First monthly report due June 3, 2021.

June 2 - Programmatic and/or Implementation Issues:

- None currently

June 2 - Distribution of Funds as of May 12, 2021:

- Southern Maryland - \$328,300.00 - Funds obligated April 1, 2021
- Susquehanna - \$338,800.00 – Funds obligated April 1, 2021
- Baltimore City - \$1,537,900.00 - Funds obligated April 2, 2021
- Prince George County – \$829, 500.00 – Funds obligated April 5, 2021
- Upper Shore - \$267,400.00 - Funds obligated April 12, 2021
- Montgomery County - \$686,700.00 – Funds obligated April 12, 2021
- Lower Shore - \$399,700.00 – Funds obligated April 12, 2021
- Anne Arundel - \$451,500.00 – Funds obligated April 12, 2021
- Frederick - \$247,100.00 - Funds obligated April 15, 2021
- Western Maryland - \$455,000.00 – Funds obligated April 16, 2021
- Howard County - \$336,113.00 – Funds obligated April 29, 2021
- Carroll County - \$218,987.00 – Funds obligated April 29, 2021
- Baltimore County - \$903,000.00 - Funds obligated May 12, 2021

Workforce Investment Board Proposals, Submitted on April 7 and April 21:

April 7 - Local Workforce Investment Board Detail:

- **Upper Shore (Talbot, Dorchester, Caroline, Queen Anne and Kent counties). Awaiting signed agreement.**
 - Utilize the funds to engage, upskill, and connect residents to employment, including providing subsidized employment opportunities for the unemployed, youth (ages 16–24), including through summer job programs, adults, ex–offenders, and other populations who need reemployment assistance.
 - Deliverables
 - 48 participants will receive training services.
 - Adults will participate in skills training that is listed on the Workforce Innovation and Opportunity Act Eligible Training Provider List (ETPL) or training that has been vetted for relevance to demand in the local labor market.
 - Youth may participate in skills training as described for adults, work-based learning, and summer work-based learning.
 - The USWIB will collect WIOA performance data for those who attend training. Work based learning will be assessed using Maryland Division of Rehabilitation Services Forms RS10-d and RS 10-E.
 - Supportive Services that align with the USWIB Supportive Services policy will be available to all participants.
- **Baltimore County – Awaiting signed agreement.**
 1. Baltimore County Department of Economic and Workforce Development (DEWD) will use the Relief Act Local Grant funding for the purchase of two (2) mobile career centers. Our current health pandemic has shed additional light on Baltimore County's more vulnerable residents. DEWD currently operates three (3) brick and mortar Career Centers Eastpoint, Hunt Valley and Liberty (Randallstown).
 - Deliverables:
 - Number of customers served - 300
 - Number of customers receiving job search assistance - 180
 - Number of workshops - 20
 - Number of customers receiving resume assistance - 150
 - Number of customers receiving interview preparation - 75
 - Number of customers being referred to WIOA - 45
 - Number of recruitments - 5

- The 2 MCC will provide the below listed services:

- JOB SEEKERS:

- Career consultation services
- Resume and job search assistance
- Work readiness and computer skill workshops
- Educational resources and support services
- Expungement services
- Mock interviewing
- Job development assistance
- Labor market and career and training information
- Referrals to partner agencies and organizations

- EMPLOYERS:

- Recruitment events
- Pre-employment screening
- Professional staff development and training workshops

- **Baltimore City – Under review**

- Grant will provide subsidized employment and occupational training to unemployed and underemployed Baltimore residents. It will prioritize disadvantaged jobseekers, those likely to face the greatest challenges even as the COVID-19 vaccination becomes widespread, the economy opens, and jobs rebound. Target populations will include public assistance recipients, long-term unemployed individuals, and formerly incarcerated people. This grant will help establish the administrative foundation of Hire Up and will provide subsidized wages for 140 unemployed residents. To serve the greatest number of residents possible, positions will be limited three months. Over the course of a year, positions will be filled four times. MOED has existing WIOA funds to support an additional 40 positions starting in July 2021 (for a total of 200 positions starting in July 2021 including positions funded under the RELIEF Act). In addition, MOED is seeking funding from additional sources to expand the total program size to at least 500 residents.

- Deliverables:

- Recruit and screen unemployed and underemployed city residents to fill 140 three-month subsidized positions
- At least 140 previously unemployed or underemployed residents receive subsidized employment in program
- 6 program enrollees receive occupational skills training, with a 70% credential obtainment rate
- 65% of enrollees who remain in program for at least two weeks obtain unsubsidized employment
- 75% of those who obtain unsubsidized employment are offered \$15/hour or higher as a reported entry wage

- **Frederick – Awaiting signed agreement**

- Funds will be used to assist Frederick County adults, youth and businesses. Those impacted will benefit from having access to job search assistance, technology assistance, access to technology resources, skills upgrades, occupational training, workplace readiness training and resources, and supportive services designed to remediate a variety of barriers. Funds may be used to support a community transportation partnership to assist adults and youth in accessing training, education, or employment opportunities. Funds may also be invested in developing industry and career pathway educational campaigns targeting pipeline development.
- Deliverables
 - # of individuals served (adults and youth)
 - # receiving supportive services # placed in subsidized employment
 - # trained
 - # in unsubsidized employment

- **Southern Maryland (Calvert, Charles, and St. Mary's counties)– Funds Obligated.**

- Purchase of a new Mobile Career Center (MCC) and all IT equipment, furniture, and fixtures. Marketing costs of outreach efforts around MCC and staffing costs for youth services and programs related to MCC. Provide workforce services to the community an average of 4 days per week utilizing the MCC. Provide access to workforce services for “hard to reach” groups through the strategic deployment at libraries, community centers, detention centers, job fairs, recovery centers, and other non-traditional locations.
- Deliverables
 - 40 jobseekers per month in this COVID environment
 - Post-COVID 300 jobseekers per month, 3,600 per year.
 - Marketing the value of our American Job Center services to the citizens and businesses of Southern Maryland so we are no longer ""the best kept secret.""

- **Susquehanna (Cecil and Harford counties) – Funds Obligated.**

- Funds will be used to engage, upskill, and connect residents to employment by providing workforce services based on individual needs and consistent with industry and occupational demands in the region. These services may include, but not be limited to, an array of career and training services including career assessments, career advising, skill enhancement, occupational training, job search assistance and placement, on-the-job training, incumbent worker training, work experience, subsidized employment, and summer employment programs. Supportive services will be provided necessary to support participation in workforce services and employment. Examples include transportation and childcare assistance, records expungement, uniforms and clothes, equipment and tools, driver education training, fees for drivers' licenses and permits and renewals, transportation costs to include bus, taxi, local transit services, Uber and Lyft. Target populations include area residents in need of workforce services to improve employment opportunities, unemployed and underemployed including youth (ages 16-24), adults, ex-offenders, and other populations who need reemployment assistance.

- Deliverables
 - SWN plans to serve 40 participants during this project.
 - 40 will be enrolled in career services.
 - 30 will be enrolled in training.
 - 60% of youth (16-24) will be placed in employment or post-secondary training.
 - 70% of adults will be placed in employment.
 - All participants will receive supportive services that are determined in need of these services to participate in workforce services or employment.

- **Lower Shore (Wicomico, Somerset and Worcester Counties) –Under review**
 - Lower Shore plans to engage in multiple avenues to engage, upskill, and connect residents to employment. The primary avenue for success will be the hiring of a grant manager to ensure that all deliverables are met, reporting is completed, and projects move forward on time.
 - Hire Contract business outreach staff
 - Job Fair marketing
 - Reemployment incentives to businesses
 - Transportation assistance
 - Virtual platforms
 - Professional development
 - Outreach tools
 - Enhanced access to website
 - Online training

 - Deliverables
 - Outreach to 60 businesses
 - Offer four quarterly virtual job fairs
 - On the job training costs for 75 jobseekers
 - Transportation assistance to 100 jobseekers
 - Enroll 100 on job readiness platform
 - Customer service training for center staff
 - Two new virtual learning sessions delivered
 - 10 jobseekers supported and enrolled in online training

- **Anne Arundel County – Under Review**
 - AAWDC will engage county residents who need to reengage in the workforce, potentially switch industries or occupations, and recover from COVID-19. AAWDC will target residents through expanded services and partnerships with businesses looking to hire as the region continues to recover. Extensive outreach will be conducted to both businesses and residents to connect more individuals to services available under both this funding and other AAWDC funding opportunities. Provide job readiness skills, one on one career coaching, skills enhancement, and connection to employment services. Staff will also use subsidized employment options when appropriate to allow businesses to bring workers back sooner and connect residents to employment that otherwise might not be available. Conduct cohorts for 5 Steps to Rapid Employment which AAWDC has used in the past to provide long-term unemployed and dislocated workers the skills and confidence to return to the workforce.

- Deliverables
 - Engage 1,000 residents through outreach, workshops, and intensive services.
 - 100 residents will receive intensive workforce services
 - 44% of participants served will start training or subsidized employment.
 - Of those residents who start skill enhancement training 80% will successfully complete
 - 80% of successfully completers will obtain employment.

- **Montgomery County – Under Review**
 - Strategies:
 - Perform community and social media outreach for recruitment purposes.
 - Initial assessment of skill levels, aptitudes, interest and abilities in relation to program requirements and supportive service needs
 - Provide job search and placement assistance, career counseling, and labor market information on in-demand industry sectors and occupations
Provide recruitment and other business services on behalf of employers
 - Provide referrals to and coordination of activities with partner programs and services
 - Provide workforce and labor market employment statistics information on local occupations in demand and the earnings, skill requirements and opportunities for advancement within those career pathways
 - Provide supportive services and referrals to community partners for assistance
 - Information and assistance regarding filing claims for unemployment assistance
 - Information and assistance regarding establishing eligibility for financial aid assistance for training and education programs

 - Deliverables
 - Populations Served:
 - Automobile Dealer Education Institute Apprenticeship - Ages 18-24
 - Placed in Employment (20); Placed in Apprenticeship (20)
 - Biotech Bootcamp - WIOA & Non-WIOA Customers;
 - Enrolled in training (20); completed training (18); placed in training related employment (16)
 - Mobile Services - WIOA & Non-WIOA Customers;
 - Community Events (60);
 - Number Served/Entered in MWE (300);
 - Number Enrolled in WIOA (75 of Number Served/Entered in MWE);
 - Number enrolled in Training (45 of Number enrolled in WIOA);
 - Credential Attainment (36 of Number Enrolled in Training);
 - WIOA Placements (28 of Credential Attainment);
 - Non WIOA Placements: TBD

- CareerEdge Platform - WIOA & Non-WIOA Customers
 - Number Served (300);
 - Number Receiving Virtual Work Experience Opportunity (50);
 - Number Receiving Professional Development (200).

April 21 - Local Workforce Investment Board Detail:

1. Prince George County – Funds Obligated April 5, 2021

- Conduct a county-wide workforce development engagement effort to connect workers and residents to the Prince George's County Public Workforce System
- Connect County residents and workers to the local workforce system that will connect them to the applicable workforce development services and employment opportunities.
- Purchase mobile unit to complete American Job Center National Harbor and make it amenable to deliver high-capacity virtual services, along with paid marketing to promote local workforce system activities.
- Create and operate a Fast-Track Healthcare Workforce Development Program.
- Staff workforce development programs outside WIOA to enroll, workforce based learning, and occupational skills training.
- Implement virtual workforce development service delivery and training tools.
- Launch the Transportation and Logistics Consortium (TALC), a sector specific program branded as an Industry Bridge Program, to help County residents enter the growing Transportation, Logistics and Distribution Industries in the County.
- Deliverables
 - Engage of 3,000 Prince George's County residents and workers,
 - Host 24 hiring events and job fairs (a minimum of 2 per month),
 - Increase enrollments from FY21 into WIOA Title I programs,
 - Increase the number of job seekers served by the partners located inside of Prince George's County Local Workforce Development Area's American Job Centers,
 - Job fairs - placement rate of 25%,
 - 75% placement rate for participants who receive intensive/training services.

2. Western Maryland – Funds obligated April 16, 2021

- Western Maryland will fund Training and Work Experience for unemployed or underemployed adults and youth.
- Training may be enrollment in certification, apprenticeship, or postsecondary classes for Allegany, Garrett, and Washington County residents.
- Outreach using marketing and advertising for recruitment.
- May be used for On-The-Job Training and incumbent worker working training
- Expand the youth program to youth who are unemployed or first work experience.
- Job Readiness workshops and training will be available along with the summer work experience and WorkKeys assessment.

- Supportive services will be used for Child Care, Drivers License, transportation, clothing, etc., for both the Adult and youth program.
- Deliverables:
 - 50 adults to be served - 60 youth to be served - Over half with supportive service.
 - WMC will partner with other agencies on Job Fairs - outreach
 - Those who are in training 80% will complete and enter employment.
 - Of those who participate in the On -The -Job -Training 90% will complete and continue employment,
 - Youth who enter the programs that are in-school will return to school and out of school youth will either attain employment or enter additional training to continue their Career Pathways.

3. Carroll County – Under Review

- Engage customers with targeted outreach; up skill customer’s digital skills, connect residents to employment; provide subsidized employment opportunities and increase the supportive services offered. The activities will target unemployed youth (including summer job programs), adults, ex-offenders and other underserved populations including those customers currently ineligible for WIOA.
- Hire staff to develop and deliver services under this grant.
- Expand outreach and implement a strategic awareness campaign to underserved areas.
- Reduce the digital divide by 1) providing tablets to customers enrolled in online training and 2) offering basic digital skills training to all customers giving them the tools to better manage their careers and lives.
- Expand Workforce development services by 1) expanding training opportunities, 2) offering incentives for completion of trainings for customers with identified barriers to employment, 3) offering incentives for completion of work experiences for youth and 4) increase supportive services for customers enrolled in training or apprenticeships.
- Update client technology and infrastructure in the American Job Center.
- Deliverables
 - 10 youth placed in paid work experiences and receive support and mentoring
 - 25 customers will secure employment post training services.
 - Mobile services - engage 50 residents least likely to come into the AJC
 - Provide basic computer literacy to 40 customers
 - Develop 5 virtual workshops - Deliver virtual workshops to 100 customers.
 - Train/support 5 individuals who are low-income and under-employed.
 - Cash incentives to 25 customers with barriers for completing training and work experiences.
 - Subsidies to 10 customers with childcare and/or transportation barriers.
 - Purchase 2 virtual subscriptions to enhance selection of learning platforms and job fairs. Provide 24 virtual recruiting events.

4. **Howard County – Under Review**

- Provide services for individuals who do not meet WIOA eligibility criteria but are still in need, such as the ALICE population.
- Provide in-demand training that is not eligible or appropriate for WIOA funding but leads to marketable skills.
- Increase employment opportunities include hiring dedicated staff to increase apprenticeships.
- Fund a trainer who will focus on employment readiness and essential skills.
- Outreach to individuals in specific zip codes with the most in need populations.
- Share an FTE with Anne Arundel County to provide workforce development support on Ft. Meade. The target population is military spouses, transitioning military and others in need of workforce development assistance.

- Deliverables
 - Individuals Served = 164
 - Increased Apprenticeship opportunities within Howard County
 - 12 new registered apprenticeship sponsors and/or 12 new employers participating with existing sponsors.
 - Employment = 115