



#Putting Marylanders Back to Work

## Benchmarks of Success for Maryland's Workforce System

Policy Committee

10:30 – 11:30 AM, November 1, 2018

Conference Call

**Attendees:** Erin Roth, Francine Trout, Bruce England, Charles Hunt, Jennifer Moore, Lauren Gilwee, Lloyd Day, Mary Sloat, Matthew Jackson, Patricia Meyer, Sara Muempfer, Shamekka Kuykendall, Shomare Braxton, and Natalie Clements

**Handouts:** Agenda and Draft Policy Recommendations Report

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### Minutes

#### I. Introductions

- This is the last Policy Committee meeting of the year. Members should start thinking about how they would answer the following: Are you able to continue participation next year? Do you have ideas for new members? What policy priorities and deliverables would you like to see us focus on in 2019? Ideas for continuous improvement?
- The WIOA Alignment Group will provide guidance on items to consider in planning for the committee logistics and deliverables for 2019. Additionally, the WIOA Alignment Group is conducting qualitative and quantitative analyses of the committees' success, challenges, etc. for 2018.
- The Regional and Local Plan Guidance was issued in October. The final document was sent out the committee and is available on the DLLR website at:  
<http://www.dllr.maryland.gov/employment/wioaplanguide.pdf>.
- The Policy Committee's charge for 2018 was to come up with a series of recommendations that are important to the implementation of the *Benchmarks of Success*, keeping in mind the vision and goals of increasing the earning capacity of Marylanders by maximizing access to employment, skills and credentialing, life management skills, and supportive services.
- All of the committees are made up of a diverse membership including State and local representatives of all of the State Plan partners. This diversity is crucial to the *Benchmarks of Success*' fifth Strategic Goal to strengthen and enhance the effectiveness and efficiency of Maryland's workforce system. The partners need to work together as a system in order to streamline services for better outcomes for businesses and jobseekers.
- In the committee's second meeting, members brainstormed policy topics and decided on three priorities to focus on in 2018, including how best to ensure customer voice, the

opioid epidemic, and K-12 connection point through youth apprenticeship. After each discussion, committee leadership drafted recommendations based off of the conversation, and members voted on their top recommendations for inclusion in the Policy Recommendations Report. The report includes the recommendations that the majority voted to include.

## **II. Review of Policy Recommendations Report and Feedback**

- Committee members submitted many comments; however, the group does not need to discuss grammatical, formatting, or writing style comments. Instead, the call will focus on substantive comments that require decisions or clarification.
- Business needs were discussed alongside all of the 2018 policy priorities; however, there was not a meeting specifically focused on business issues. This could be a focus in 2019 if the committee is interested.
- The report contains recommendations for the WIOA Alignment Group and Executive Steering Committee; operationalizing the recommendations is not within the scope of this Committee and its report. Instead, it will be the role of the WIOA Alignment Group or Executive Steering Committee to determine next steps and consider options e.g. allocating state resources, pursuing legislative action, etc.
- The committee recognizes that Job Seeker Advisory Groups are not the only mechanism that can be used to gain job seeker input in decision-making; however, it should be recognized as a best practice. The policy recommendation to establish Job Seeker Advisory Groups will be expanded to also include focus groups, surveys, and/or customer feedback groups.
- The Regional and Local Plan Guidance includes a prompt on including customer voice in decision making. Local Workforce Development Areas will have the opportunity to plan how best to include jobseeker customers in their plans.
- DHS provided a clarification that substance use recovery does not count as a “medical exemption” for the Temporary Assistance for Needy Families (TANF) Work Participation Rate (WPR). The last recommendation of the “Workforce Solutions to the Opioid Epidemic” section will be reworked along the lines of: Each Local Department of Social Services has an Addiction Specialist to provide recovery services to recipients of Temporary Assistance for Needy Families benefits. Individuals may be required to participate in work activities when they are not job ready due to substance use. The Policy Committee recommends the Addiction Specialists partner with the local workforce system to define and create a common understanding of “work readiness”.
- Maryland is one of six states to receive funding from the United States Department of Labor to pilot workforce solutions to the opioid epidemic. DLLR received \$1.9 million. Secretary Schulz is now on the Opioid Operational Command Center and is regularly meeting with Maryland Department of Health. DLLR is currently developing a policy for this new grant. Committee members interested in participating in the policy process should email Erin Roth or Natalie Clements.
- Monday, November 5<sup>th</sup>, DLLR is co-hosting a full day event, “Opioids in the Workplace”. Committee members interested in attending this event should reach out to Erin Roth.
- The Youth Apprenticeship recommendation concerning the More Job for Marylanders Act will be revised to closer match the fiscal note language, without changing the meaning

of the recommendation. Additionally, the population list will be connected to the WIOA target populations.

- The recommendation to incentivize 6-12 grade teachers and community college instructors to shadow industry sites to enhance lesson planning and foster instructional connections to workforce development came up upon consideration for a similar incentive program in Hawaii, where instructors receive a small stipend to job shadow at industry sites in the summer in order to match curriculum to industry needs.
  - Maryland used to have a similar incentive program, but no longer has funding available. Baltimore City additionally had a similar program in the past.
  - The Policy Recommendations Report does not need to operationalize this incentive; however, the committee notes that there would need to be a way to fund such an initiative, and to evaluate its success.
  - The recommendation will be left as is in the report.
- The “Perkins V” Act recently passed, and the Maryland State Department of Education is developing a new plan. The act is more aligned with WIOA in definitions and target populations. The plan will go out for public comment, and Erin Roth will share it with the committee when it does. LiLi Taylor is DLLR’s point person on the plan.

### **III. Next Steps**

- The Committee leadership will work together to update the Policy Recommendations Report according to the meeting discussion.
- The committee leadership will present the updated Policy Recommendations Report to the WIOA Alignment Group and the Executive Steering Committee.
- Committee members should start thinking about what their 2019 participation will look like, including membership capacity, policy interests, and members that should be added. The WIOA Alignment Group will provide guidance on 2019 planning.