



Upper Shore Workforce Investment Board
Tuesday, April 23, 2024
5:30 PM
Chesapeake College, Dorchester Building, Second floor
Agenda

- I. Call to Order- Scott Warner
- II. Local Advisory Committee meeting
 - a. Adam Tolley
- III. Minutes February 27, 2024 (board vote for approval)
 - a. Program participation, labor market information, budget snapshot
- IV. DORS-USWIB Summer Youth Program
 - a. \$284,589 (board vote for approval)
- V. Artificial Intelligence Conference: April 5th, 2024: update
- VI. RFP for OSO and Contractual Temporary Services
 - a. Update
- VII. Blueprint for Maryland's Future: update
- VIII. One Stop Operator Report-Samantha Parker
- IX. Executive Director Report-Dan Schneckenburger
- X. Announcements
 - a. Regional Job Fair: May 16, 2024; Chesapeake College
 - b. Board meeting: May 28, 2024 (5:30 p.m.)
- XI. Adjourn

Board Members will adhere to provisions of the Upper Shore Workforce Investment Board Conflict of Interest Policy when conducting the business outlined in this agenda.

The Upper Shore Workforce Investment Board is an equal opportunity employer/program
Auxiliary aids are available upon request to individuals with disabilities.



USWIB Board Meeting: 2/27/24, Chesapeake College, 5:30 p.m.

Attendees: Bill Bailey, Mary Ellen Carter, Bill Christopher, Beverly Churchill, Cliff Coppersmith, Jim Cutter, Jena Paquin, Terenda Thomas, Scott Warner

Guests: Dan Schneckenburger, Ellen Lafrankie, Samantha Parker, Erin Silva, Debbie Bowden

- I. Call to Order 5:34 p.m. by Scott Warner, Chair
- II. Maryland Economic Dashboard presentation
 - a. Erin Silva, Eastern Shore Regional GIS Cooperative
Presented dashboards, including Manufacturing Industry Dashboard, a Manufacturing Workforce Dashboard, a Transferable Skills Dashboard, and the Maryland State Economic Dashboard. The tools are free and publicly accessible.
4 dashboards
 - 1) Manufacturing Industry Dashboard: Utilizes data from the Quarterly Census of Employment and Wages, which is produced and maintained by the U.S. Bureau of Labor Statistics. Shows data at the state, regional and county levels including the number of establishments, employees, wages, and location quotients.
 - 2) Manufacturing Workforce dashboard: Shows quarterly workforce data, including worker demographics, new hires, job changes, and compensation.
 - 3) Transferable Skills Dashboard: Provides tools to economic and workforce development specialists to analyze the occupational landscape. The information provided is organized into three pages: Overview, Occupations, and Technology Skills.
 - 4) Maryland State Economic Dashboard: Shows population information, labor force information, unemployment rates, housing costs/affordable housing, and income levels.
- III. Envistra LLC (Debbie Bowden)
 - a. Contractor for the Business Development role
Debbie Bowden is providing support for businesses for WIB through Incumbent Worker Training funds. The Incumbent Worker Training funds must be disbursed by November of this year. Kent, Queen Anne's and Dorchester counties are included in the Incumbent Worker Training funding. There is a \$1500 training cap

per employee, and a \$5000 training cap per company. The training must lead to certification.

ARPA funds have been mostly spent out except for about \$100,000, which is earmarked for registered apprenticeships. There may be some further opportunities to get some additional funds to continue. Debbie will be working with businesses to fund some of the required courses for apprentices. These funds will help companies save money and potentially be able to hire more employees.

IV. Minutes December 19, 2023 (board vote for approval)

a. Program participation, labor market information, budget snapshot

The meeting was one individual short of a quorum. Dan Schneckenburger will send out the minutes to poll for approval. Then the minutes can be posted on the website in order to be in compliance.

Cliff motioned for approval of the minutes from the 2/22/23 meeting. It was seconded by Bill Christopher; amend to get approval via email; motion carried unanimously.

Scholarship totals through February 25, 2024: There are 62 people in training with a total cost of \$134,000. Dislocated Worker Funds from previous years have been transferred into WIOA Adult funds. The demand for workforce training is still very high. The CDL program is still the dominant training request. Healthcare continues to be in demand.

Support for Communities grant: Funds are designated for support workers who are treating those with Opioid addiction or those who are in recovery, especially first responder support.

EARN grant: Chesapeake College with the support of WIB is applying for \$200,000 to support industries, such as manufacturing, welding, and other skilled trades. This could include incumbent workers or those at the entry level. Dan Schneckenburger will have to sign off on the grant.

V. MD Labor changes regarding Rapid Response: update

The responsibility for coordinating the Rapid Responses has changed. The previous coordinators from MD Labor have had to pivot to supporting registered apprenticeships; therefore, the WIB will now be responsible for coordinating the Rapid Response. This will include reaching out to the employers and supporting representatives. This is not in the state or local plan, which means we have a choice

whether to do this or not. Dan Schneckenburger has more meetings with Labor for contact information for agencies who attend rapid responses. Dan Schneckenburger can apply for a grant to cover the costs.

Budget snapshot: The WIOA Adult funds are the bulk of the scholarships. Once the funds are below \$100,000, the WIB will do another transfer of funds.

SNAP money is in further discussions with DSS. DSS has started referring more individuals for scholarships.

VI. Artificial Intelligence Conference: April 5, 2024

Planning for the Artificial Intelligence Conference has been ongoing since December. The conference will include three panels and a keynote speaker to kick off the event. Over 100 people have already registered. The press release for the event will go out next week.

VII. Blueprint for Maryland's Future: update

The WIB is engaging all five counties by holding bimonthly meetings to share best practices, updates on activities, and other relevant information. An industry recognized credential is required for the program. Dan Schneckenburger is working on the issue of what credentials are recognized with the AIB. AIB has to agree which credentials/programs will count. A Blueprint coordinator is on our staff and is doing blueprint part-time. If it grows, the WIB may have to transfer her completely.

VIII. One Stop Operator Report-Samantha Parker

Samantha Parker reported on American Job Center activities since the last meeting. March 4, 2024 will be the next quarterly meeting. During the meeting, the groups share trends that they are observing. The Artificial Intelligence conference has gone out on the listserv. The registration link for the Professional Development was sent out. The cap for participants is seventy, and twenty-five individuals have registered so far. Representatives from two of our other partners is needed. The focus of the professional development is customer service.

IX. Executive Director Report-Dan Schneckenburger

Dan Schneckenburger reported on his activities since the 12/19/23 meeting. He attended the Rural Maryland Council Legislative breakfast and Executive Board Meeting and was asked to be on the Executive Board. He also attended the Maryland Workforce Association retreat in the Southern Maryland region. Mr. Schneckenburger was accepted into Leadership Maryland class of 2024.

X. Announcements

- a. Board meeting: April 23, 2024 (in person; Chesapeake College)
- b. Regional Job Fair: May 2024, Chesapeake College
- c. Board meeting: May 28, 2024 (5:30 p.m.)

XI. Adjourn

Cliff Coppersmith made the motion to adjourn the meeting. It was seconded by Bill Christopher. The meeting was adjourned at 7:45 p.m.

FY24 7.1.23 - 6.30.24		
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Scholarship Authorizations	5 Counties	FY24 7.1.23 - 6.30.24
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Training	Count of Training	Sum of Total Cost
CDL (A, B, Hazmat, Passenger E	116	\$ 363,865.00
Dental Assistant	16	\$ 34,880.00
Infection Control	15	\$ 6,000.00
EMS	12	\$ 14,023.00
Nursing Assistant	10	\$ 18,735.00
EMT	8	\$ 10,895.00
Welding	7	\$ 10,959.00
Phlebotomy	6	\$ 9,208.00
Medical Billing/Coding	5	\$ 15,000.00
HVAC	5	\$ 3,425.00
Clinical Medical Assistant	5	\$ 19,775.00
Pharmacy Technician	4	\$ 12,000.00
LPN	4	\$ 12,834.00
Expanded Functions	2	\$ 1,400.00
Radiology Technician	2	\$ 2,370.00
Dental Hygienist	1	\$ 5,191.00
Certified Medicine Aide	1	\$ 800.00
Information Technology	1	\$ 1,498.00
Accounting	1	\$ 2,838.90
Electrical	1	\$ 685.00
Public Safety Training	1	\$ 850.00
IT Support Professional	1	\$ 4,000.00
Peer Recovery Specialist	1	\$ 2,500.00
Registered Nurse	1	\$ 1,535.00
LPN to ADN	1	\$ 1,305.00
Grand Total	227	\$ 556,571.90

7/1/24 - 4/11/24

Unemployment Rate by County		Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024
Maryland		2.3	2.1	2.1	2.8	2.9	2.9
Allegany County		2.9	2.7	2.8	4.1	3.8	
Anne Arundel County		2.0	1.8	1.8	2.3	2.4	
Baltimore city		3.2	2.9	2.9	4.0	3.8	
Baltimore County		2.4	2.2	2.1	2.9	2.9	
Calvert County		1.9	1.7	1.8	2.3	2.4	
Caroline County		2.1	2.0	2.0	2.7	2.7	
Carroll County		1.8	1.5	1.6	2.2	2.3	
Cecil County		2.3	2.2	2.1	3.0	3.0	
Charles County		2.3	2.1	2.1	2.8	3.0	
Dorchester County		2.2	2.1	2.1	3.4	3.4	
Frederick County		2.1	1.9	1.9	2.5	2.6	
Garrett County		2.2	2.1	2.5	3.8	3.5	
Harford County		2.1	1.9	1.9	2.6	2.7	
Howard County		1.9	1.6	1.7	2.2	2.3	
Kent County		2.2	2.0	2.2	3.8	3.4	
Montgomery County		2.0	1.8	1.8	2.3	2.7	
Prince George's County		2.4	2.2	2.2	2.9	3.1	
Queen Anne's County		1.8	1.6	1.7	2.3	2.4	
Somerset County		3.3	3.0	3.0	4.5	4.3	
St. Mary's County		2.0	1.7	1.9	2.4	2.6	
Talbot County		2.2	2.2	2.2	3.0	3.0	
Washington County		2.5	2.2	2.2	3.1	3.2	
Wicomico County		2.6	2.4	2.6	3.6	3.6	
Worcester County		2.7	3.6	3.9	6.3	5.5	

Note: Not Seasonally Adjusted data

Published by Division of Workforce Development and Adult Learning.

Overview of Current Economic Conditions in Maryland

Maryland Department of Labor
1100 N Eutaw St
Baltimore, MD 21201

January 2024





Overview of Current Economic Conditions in Maryland

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1. Introduction

Maryland’s economy was heavily impacted by COVID-19. Between February and April 2020, Maryland lost 392,500 total nonfarm jobs and the unemployment rate jumped from 3.5 percent to 9.0 percent. As of September 2023, Maryland’s economy has still not fully recovered – the state has 11,300 fewer total nonfarm jobs and 33,600 fewer private-sector jobs than it did in February 2020. In contrast, total nonfarm employment nationwide has grown by 3.0 percent since February 2020. Understanding the long-term and short-term dynamics in Maryland’s economy will help policymakers create an economy that provides all Marylanders with pathways to work, wages, and wealth.

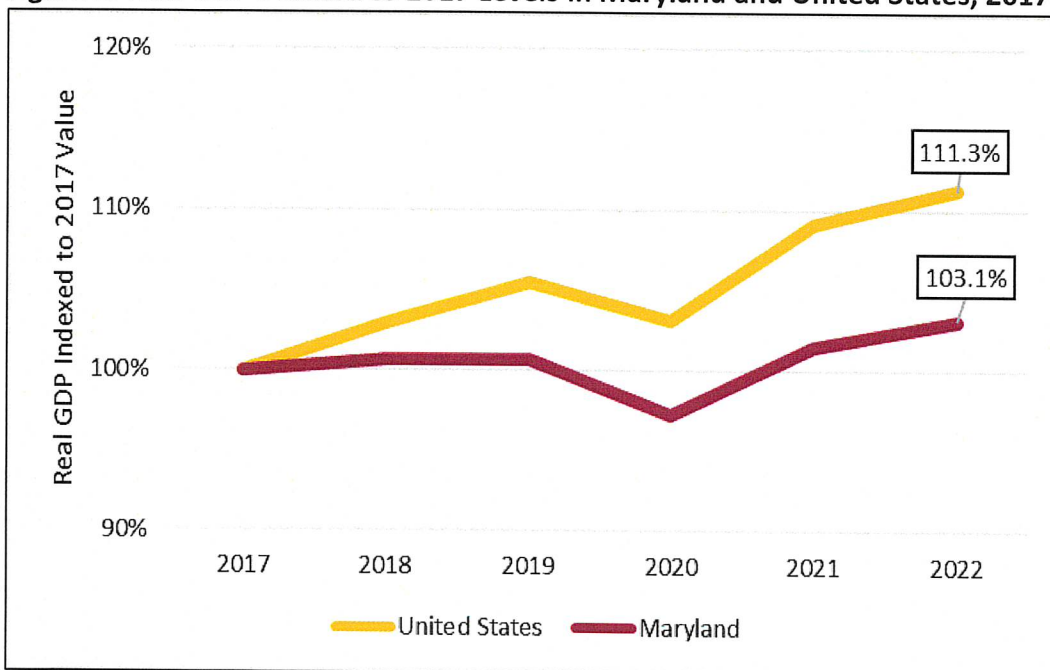
This document covers the following topics:

- Trends in Maryland’s gross domestic product (GDP),
- Employment growth during the economic recovery,
- The changing nature of Maryland’s labor force, and
- An overview of Maryland’s top industries and occupations.

2. Trends in Maryland’s GDP

Even before COVID-19, Maryland’s economy was not living up to its full potential. Between 2017 and 2019, the nation’s real (inflation-adjusted) GDP grew by 5.5 percent. However, over the same timeframe, Maryland’s GDP only rose by 0.7 percent. As shown in Figure 1 below, the national real GDP was 11.3 percent larger in 2022 than 2017 levels. In contrast, Maryland’s real GDP grew by only 3.1 percent over that same five year period.

Figure 1: Real GDP Indexed to 2017 Levels in Maryland and United States, 2017 – 2022



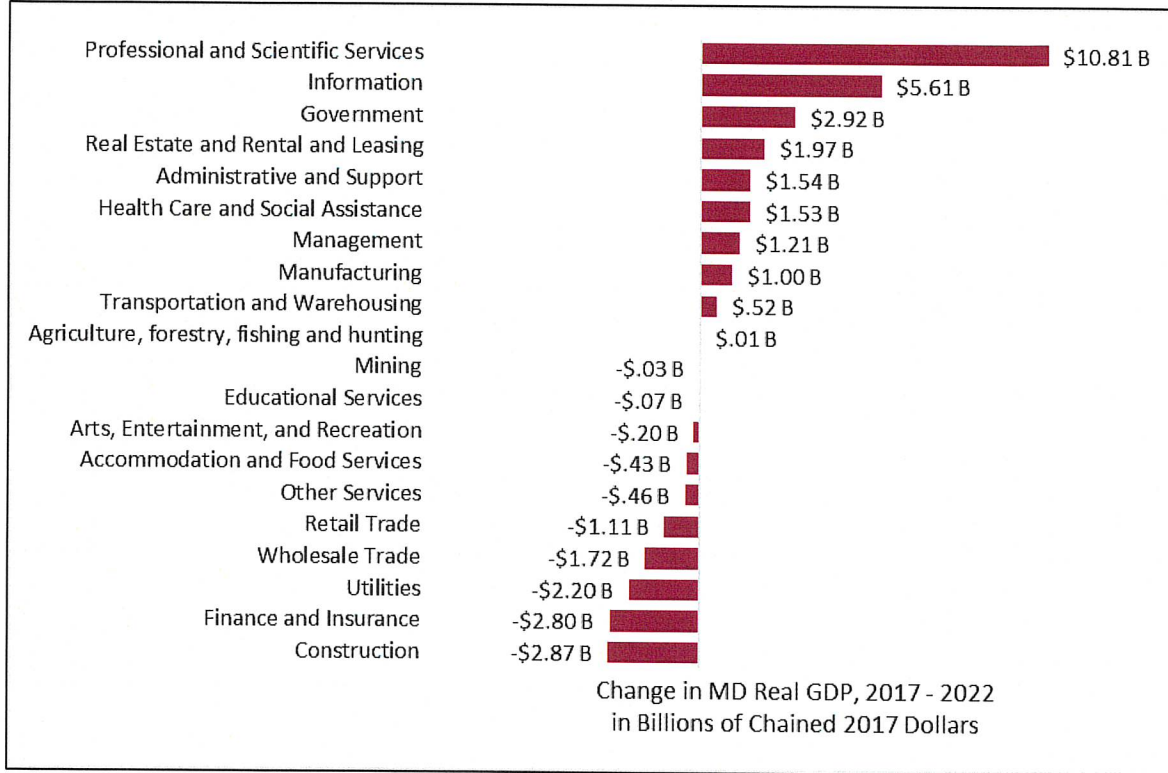
Source: Bureau of Economic Analysis



Overview of Current Economic Conditions in Maryland

Figure 2 below shows how Maryland’s real GDP has grown over the past five years by high-level industry.¹

Figure 2: Change in Maryland Real GDP By Industry, 2017 – 2022



Source: Bureau of Economic Analysis

Maryland’s *Information* sector expanded by the second largest amount, with real GDP rising by \$5.6 billion between 2017 and 2022. Growth in this sector was largely driven by the *Publishing Industries (Except Internet)* subsector, which grew by \$3.9 billion. Maryland’s *Data Processing, Hosting, and Other Information Services* subsector grew by \$840.8 billion between 2017 and 2022. Maryland recently enacted an incentive program to exempt data centers from paying sales and use taxes. The focus on data processing and hosting may lead to future growth in this subsector.

The rise in real GDP in Maryland’s *Real Estate and Rental and Leasing* sector is good news, with growth occurring largely in the past two years. Between 2017 and 2019, Maryland’s real GDP in the sector fell by \$2.2 billion. In 2020, real GDP in the sector fell by another \$394 million. In 2021, real GDP rose by \$1.8 billion and in 2022 it rose by another \$2.7 billion. It is important to note that this increase in value is separate from the nationwide rise in property values – real GDP controls for inflation.

¹ Industries in this figure correspond to two-digit North American Industry Classification System (NAICS) codes. NAICS codes classify businesses by their work product and two-digit codes are the broadest codes available.



Overview of Current Economic Conditions in Maryland

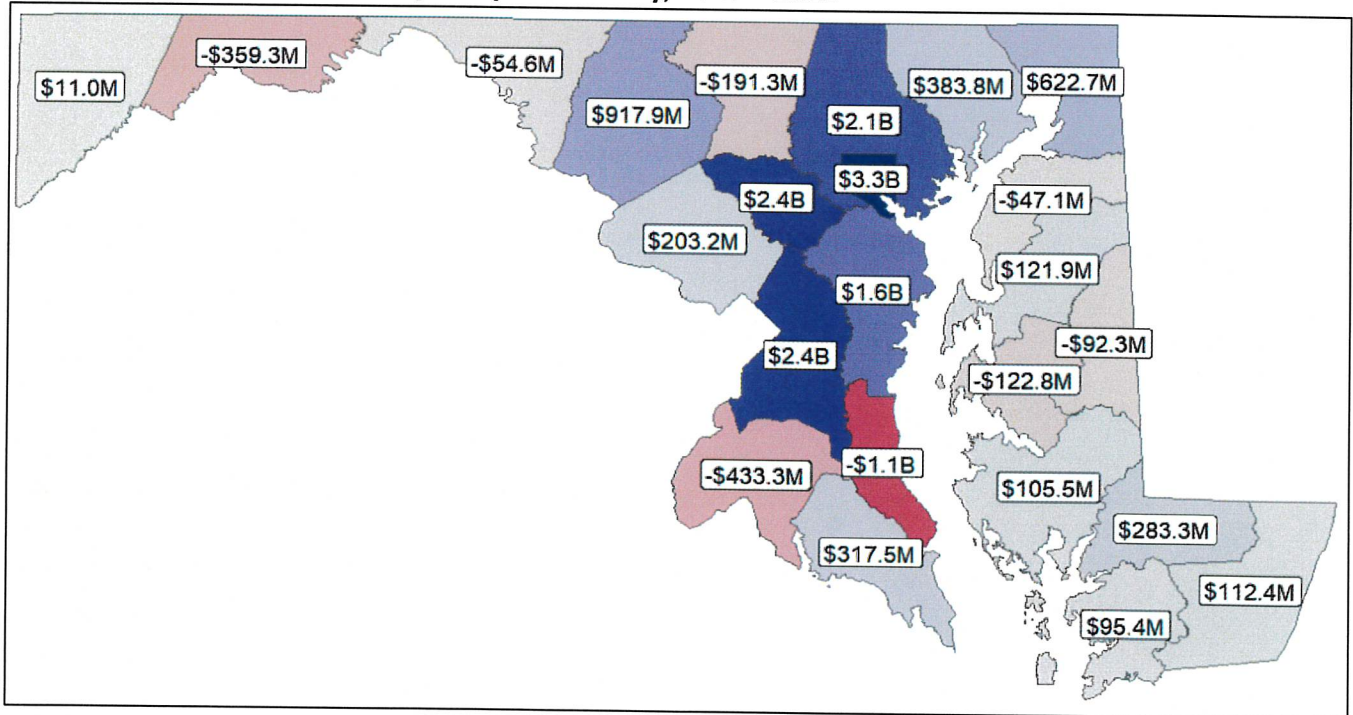
Although 10 of Maryland’s 20 high-level industry sectors grew between 2017 and 2022, only two sectors grew at a faster rate in Maryland than nationally – *Government and Agriculture, Forestry, Fishing, and Hunting*.

Maryland’s *Government* sector grew by 3.6 percent in Maryland versus 2.8 percent growth nationally. This was largely the result of growth in *Federal Civilian GDP* which grew by 9.4 percent in Maryland between 2017 and 2022. Maryland’s *Agriculture, Forestry, Fishing, and Hunting* sector expanded by 0.6 percent in Maryland between 2017 and 2022 while the national sector contracted by 3.8 percent. In Maryland, the growth was largely due to strength in the *Farms* subsector, which grew by 1.0 percent.

Figure 3 shows how Maryland’s real GDP has varied by county between 2017 and 2022.

In total, Maryland’s real (inflation adjusted) GDP grew by \$6.4 billion in 2022. As mapped below in Figure 3, most of the growth in Maryland occurred in the Baltimore metropolitan area. Baltimore City alone expanded by almost as much as Frederick, Montgomery, and Prince George’s counties combined.

Figure 3: Change in Real GDP by Maryland County, 2017 – 2022



Source: Bureau of Economic Analysis

Baltimore City’s growth largely occurred in 2022. Between 2017 and 2021, Baltimore City’s real GDP grew by \$464 million for a growth rate of 1.0 percent. Between 2021 and 2022, Baltimore City’s real GDP increased by over \$2.8 billion for a growth rate of 5.9 percent. In 2021, the main driver of GDP



growth for the city was the *Information* industry. According to BEA, the sector's contribution to real GDP grew by \$1.1 billion. Statewide, real GDP from the *Information* sector grew by 20.7 percent in 2021; in Baltimore City the sector grew by 34.8 percent. The growth appears to be tied significantly to increased worker productivity – BEA estimates that Baltimore City employment in the sector grew by “only” 4.3 percent in 2022.

The second strongest sector for Baltimore City between 2021 and 2022 was *Government* which grew by \$542 million in real GDP. Nearly half of this sector's statewide growth in real GDP in 2022 occurred in Baltimore City. Finally, Baltimore City's *Real Estate and Rental and Leasing* sector expanded by \$439 million for a 7.5 percent growth rate, well above the state growth rate of 4.5 percent.

Despite generating the most real GDP of any county in 2022 (\$93.8 billion), Montgomery County's growth over the past five years has been relatively slow. Some of this slowdown is due to the county's *Real Estate and Rental and Leasing* sector. This industry contracted by \$2.3 billion in the county over the past five years. Although the industry's contribution to real GDP in Montgomery County was greater in 2022 than in 2019, changing demand in the commercial real estate sector and rising vacancies in the county's market, even before COVID-19, serve as headwinds for the county's growth. Despite the relative weakness of this sector in Montgomery County, the county's *Professional, Scientific, and Technical Services* sector expanded between 2017 and 2021 by \$2.9 billion. This strong growth illustrates that despite the headwinds it faces, the county has significant assets to draw upon.

The largest drop in real GDP between 2017 and 2022 came in Calvert County. Real GDP fell by \$1.1 billion (a drop of 21.0 percent). This decline is largely due to a \$660 million decline in the *Utilities* sector. The county's *Construction* industry has also been hit hard; although 2017 data is suppressed by BEA, the industry contracted by \$136 million between 2018 and 2022.

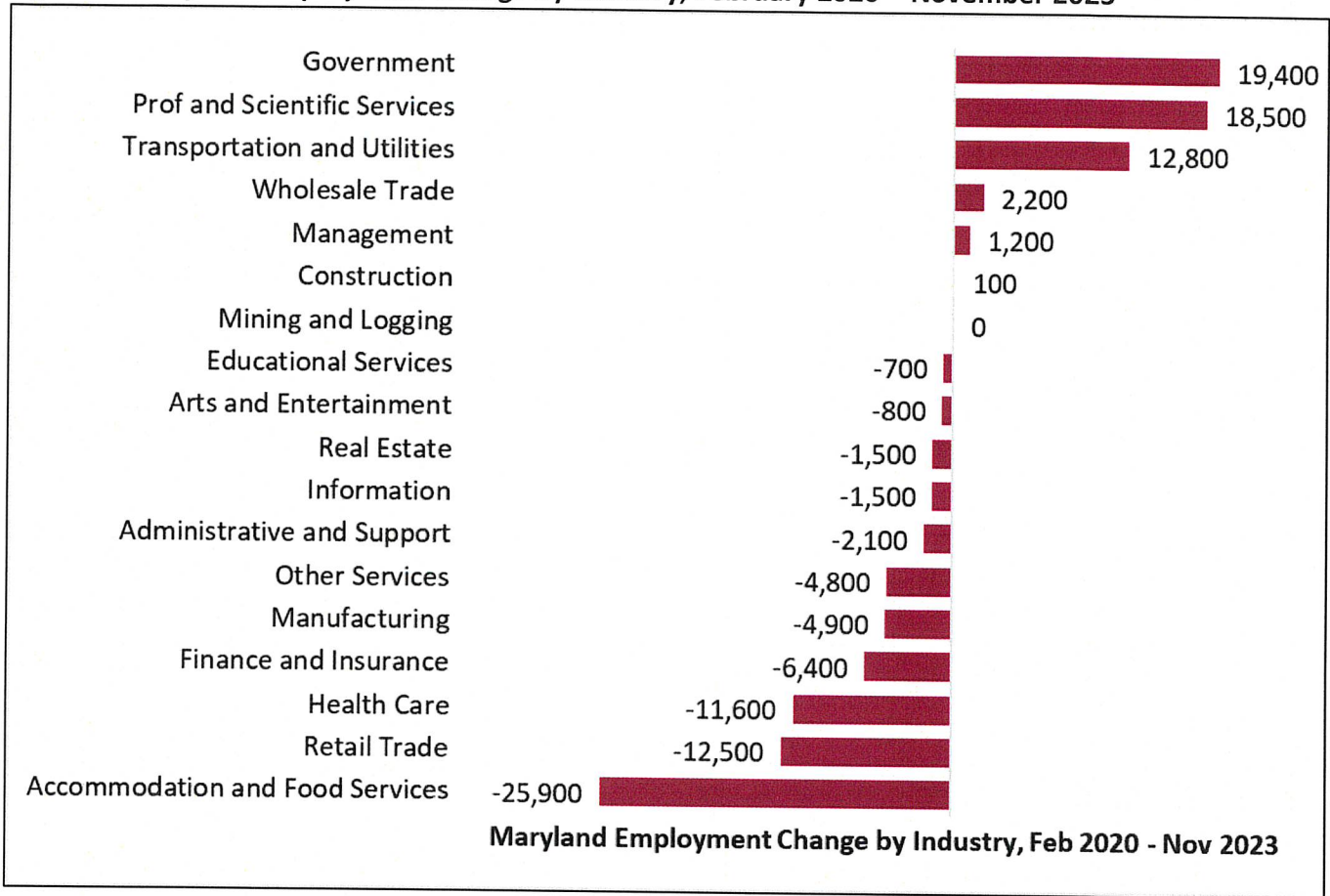
3. Maryland's Jobs Recovery

While Maryland faces long-term challenges with indicators such as GDP growth, the state also faces some short-term challenges in recovering from the pandemic. Maryland's total nonfarm employment growth rate ranks 45th between February 2020 and November 2023. The state's private-sector growth rate over the same period ranks 47th. Figure 4 shows how employment has changed by industry in Maryland between February 2020 and November 2023.



Overview of Current Economic Conditions in Maryland

Figure 4: Maryland Employment Change by Industry, February 2020 – November 2023



Source: Bureau of Labor Statistics, CES Program

As Figure 4 shows, employment in Maryland’s *Government* sector has grown the most of any of the state’s high-level industries. Since February 2020, the sector has added 19,400 jobs and Maryland has the fourth-best growth rate in the nation. Maryland’s growth is largely due to an increase in *Federal Government* jobs – since February 2020 the subsector has added 13,900 jobs.

Maryland’s *Professional, Scientific, and Technical Services* sector has also seen strong growth. The industry added 18,500 jobs between February 2020 and November 2023. Although this is strong growth in terms of the number of jobs, Maryland’s growth could be larger. Maryland ranks 35th for growth in this industry since February 2020 and the state’s 7.1 percent growth rate lags the 13.0 percent growth seen at the national level.

Maryland’s *Transportation, Warehousing, and Utilities* sector has added 12,800 jobs since February 2020. While the sector’s growth rate ranks 18th since February 2020, growth in Maryland has slowed over the past year. Between November 2022 and November 2023, Maryland’s *Transportation,*



Overview of Current Economic Conditions in Maryland

Warehousing, and Utilities sector has actually contracted by 600 positions and the state's growth rate ranks 27th.

Among Maryland's high-level industries, none has contracted more than *Accommodation and Food Services*. Since February 2020, the industry has lost 25,900 jobs. Maryland has the 49th ranked growth rate since February 2020. The state's *Health Care and Social Assistance* sector has also been slow to recover. Since February 2020 Maryland has lost 11,600 jobs in the industry and has the 48th ranked growth rate.

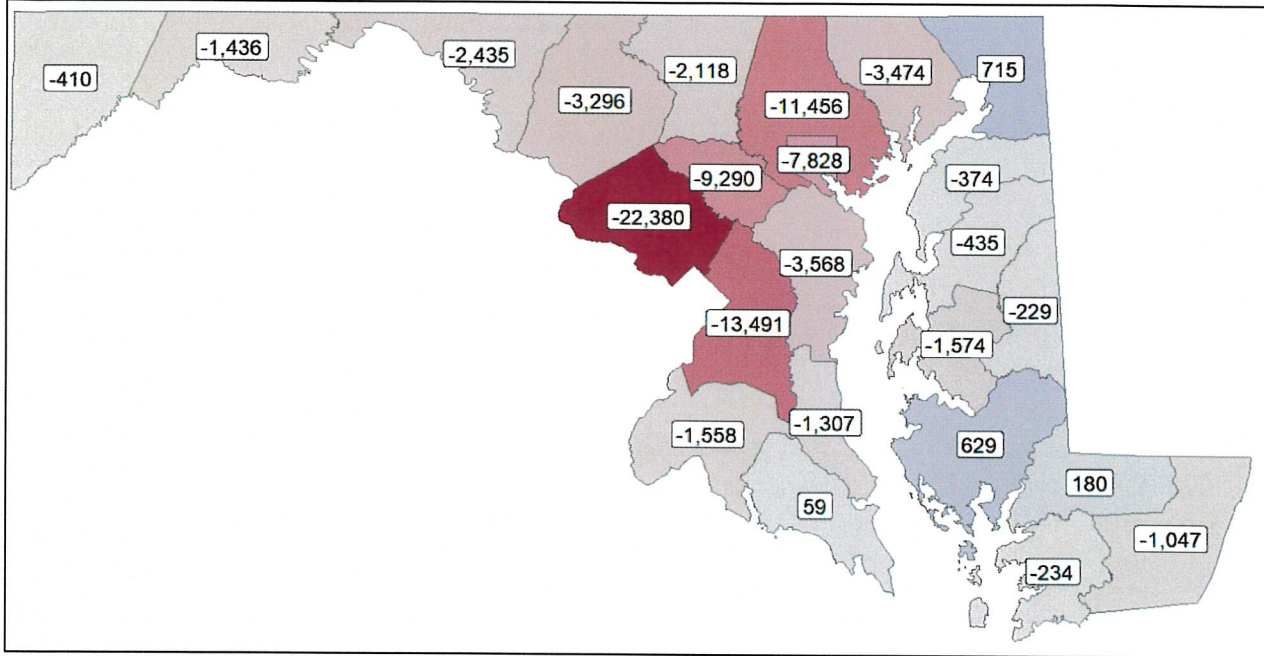
As employment patterns vary by industry, they also vary by geography. Figure 5 on the next page shows the change in private-sector employment by county between 2019 and 2022. Note that county data will not match the monthly employment data discussed above, as they are from different programs that report on different timeframes.

As Figure 5 highlights, Montgomery County has seen the largest decline in private-sector employment of any Maryland County. Between 2019 and 2022, employment fell by an estimated 22,380 jobs. The largest declines were in *Accommodation and Food Services* (a loss of 4,666 jobs) and *Administrative and Support and Waste Management and Remediation Services* (a loss of 4,105 jobs). *Manufacturing* added the most jobs of any industry in the county over the three-year period, expanding by 924 jobs.

Howard County and Baltimore City saw declines in employment even with the counties' large increases in GDP, as noted above and seen in Figure 3. A likely reason is that the two counties have seen a drop in employment in many industries that contribute less to GDP per employee than other industries. For example, the two industries that have lost the most employment in Howard County are *Arts, Entertainment, and Recreation* (a loss of 1,687 jobs) and *Administrative and Support and Waste Management and Remediation Services* (a loss of 1,593 jobs). GDP per capita is lower in these industries than, for example, *Professional, Scientific, and Technical Services* which added 1,043 jobs in Howard County between 2019 and 2022.



Figure 5: Annual Average Private Employment Changes by County, 2019 - 2022



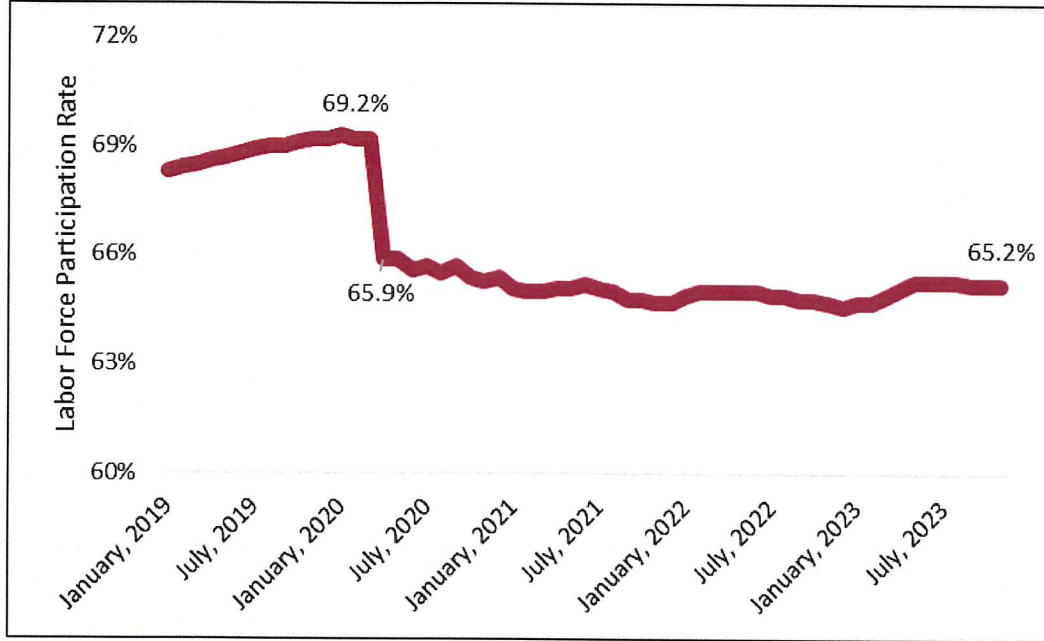
Source: Bureau of Labor Statistics, QCEW Program

4. Maryland's Changing Labor Force

One of the challenges Maryland faces in regrowing employment is a labor force that has changed post-pandemic. The labor force includes all Maryland residents who are employed or are actively looking for work. In February 2020, as Figure 6 on the next page illustrates, 69.2 percent of Marylanders were in the labor force. However, that number fell to 65.2 percent as of November 2023. This is even below the labor force participation rate from April 2020 of 65.9 percent.



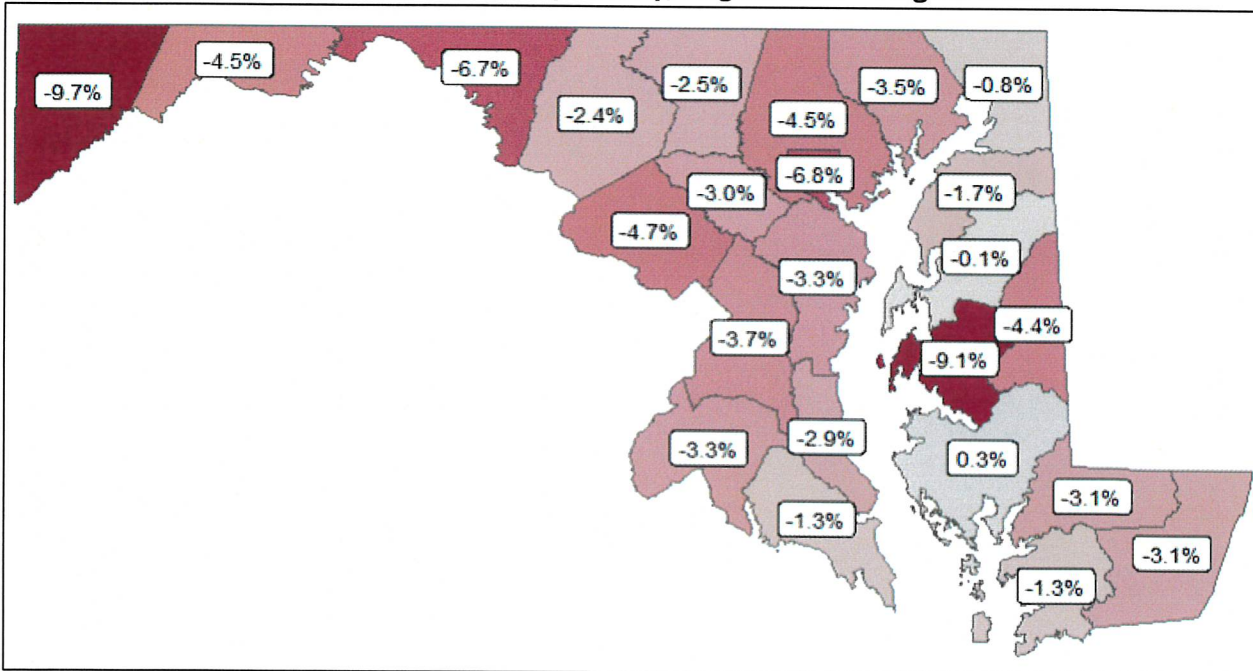
Figure 6: Maryland’s Labor Force Participation Rate, January 2019 – November 2023



Source: Bureau of Labor Statistics, LAUS Program

Figure 7 below shows the percent change in each county’s labor force between August 2019 and August 2023. This is a different timeframe than in Figure 6 because county data is not seasonally adjusted.

Figure 7: Percent Change in Labor Force by County, August 2019 – August 2023



Source: Bureau of Labor Statistics, LAUS Program



Overview of Current Economic Conditions in Maryland

Garrett County had the largest percentage drop in its labor force of any Maryland county, with its labor force falling by 9.7 percent. Washington County in Western Maryland had the fourth largest drop at 6.7 percent. Although Talbot County had the second largest drop in labor force across Maryland counties, the Eastern Shore did not have as consistent of a drop. In fact, Dorchester County (bordering Talbot County) was the only county in the state to see an increase in its labor force between August 2019 and August 2023.

BLS publishes annual data on the demographic composition of each state’s labor force. This data allows policy makers to understand which groups are increasing or decreasing their participation in the economy. As Figure 8 shows, between 2019 and 2022 BLS estimates that Maryland’s labor force contracted by 115,000. The majority of this drop came from “prime age workers,” those aged 25 to 54. The labor force participation rate for workers 55 and older fell by more (5.3 percentage points compared to 2.1 percentage points for workers aged 25 to 54), but this group is relatively smaller in Maryland and, thus, influences the losses less.

Figure 8: Maryland Labor Force Changes by Age, 2019 - 2022

Group	Labor Force 2019	Labor Force 2022	Change in Labor Force, 2019 - 2022
Total	3,300,000	3,185,000	-115,000
Residents Aged 16 to 24	387,000	387,000	0
Residents Aged 25 to 54	2,021,000	1,943,000	-78,000
Residents 55 years and older	893,000	855,000	-38,000

Source: Bureau of Labor Statistics, LAUS Program

According to the annual data from BLS, the drop in Maryland’s labor force among workers aged 25 to 54 has come almost entirely from women. Between 2019 and 2022, 29,000 prime age men joined the labor force and 107,000 prime age women left it in Maryland.

Figure 9: Changes in Maryland’s Labor Force by Sex For Workers Aged 25 to 54, 2019 - 2022

Group	Labor Force 2019	Labor Force 2022	Change in Labor Force, 2019 - 2022
Total	2,021,000	1,943,000	-78,000
Men	992,000	1,021,000	29,000
Women	1,029,000	922,000	-107,000

Source: Bureau of Labor Statistics, LAUS Program

BLS also provides more detailed age breakouts, as shown below in Figure 10. BLS estimates that the majority of labor force exits among Maryland prime age women are concentrated in the age range of 45 to 54 years of age. This age group also had the largest drop in labor force participation of the three detailed age groups with a decline of 7.1 percentage points.



Figure 10: Labor Force Dynamics by Age for Prime Age Women in Maryland, 2019 - 2022

Age Group for Prime Age Women	Size of Labor Force, 2019	Labor Force Participation Rate, 2019	Size of Labor Force, 2022	Labor Force Participation Rate, 2022	Change in Labor Force, 2019 - 2022	Change in Labor Force Participation Rate, 2019 - 2022
25 to 34 years	357,000	81.6%	320,000	81.7%	-37,000	0.1%
35 to 44 years	314,000	83.7%	314,000	77.9%	0	-5.8%
45 to 54 years	358,000	85.3%	288,000	78.2%	-70,000	-7.1%
Total	1,029,000	83.5%	922,000	79.3%	-107,000	-4.2%

Source: Bureau of Labor Statistics, LAUS Program

While younger Maryland women fell out of the labor force, this was largely the result of aging and demographic changes since the group’s labor force participation rate actually rose slightly. Although the number of women between the ages of 35 and 44 in Maryland’s labor force remained flat, because this group’s population rose their labor force participation actually fell by 5.8 percentage points.

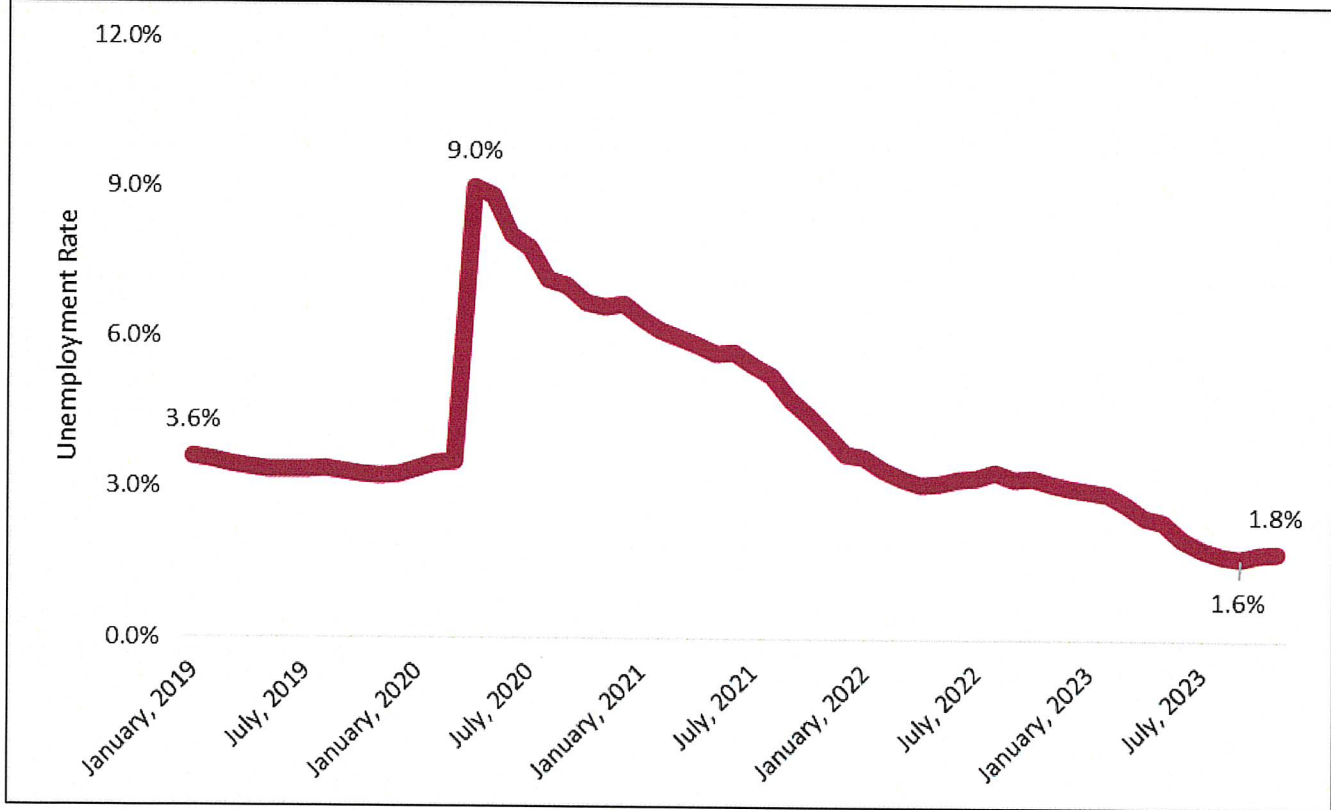
The data from BLS does not address why these women left the labor force. Throughout the pandemic, childcare was a challenge and may be a cause of women staying out of the labor force. The data from BLS and similar data from the US Census suggests that the drop in labor force participation is occurring with women over the age of 35 or women with school-age children. Additionally, many of the industries hit hard by job losses (such as *Accommodation and Food Services* or *Health Care and Social Assistance*) tend to employ more women than men. Former workers in those industries may be discouraged from looking for work, given the persistent job losses in those industries.

4.1 Maryland’s Unemployment Rate

The drop in Maryland’s labor force has implications for the state’s unemployment rate. Currently, as Figure 11 shows, Maryland has an unemployment rate of 1.8 percent (the lowest rate in the country). This is only slightly above the record low set in September 2023 of 1.6 percent. This means Maryland is doing a nation-leading job in connecting workers who want work with employment. Maryland will continue to work to ensure workers who have dropped out of the labor force can re-enter.



Figure 11: Maryland Unemployment Rate, January 2019 – November 2023

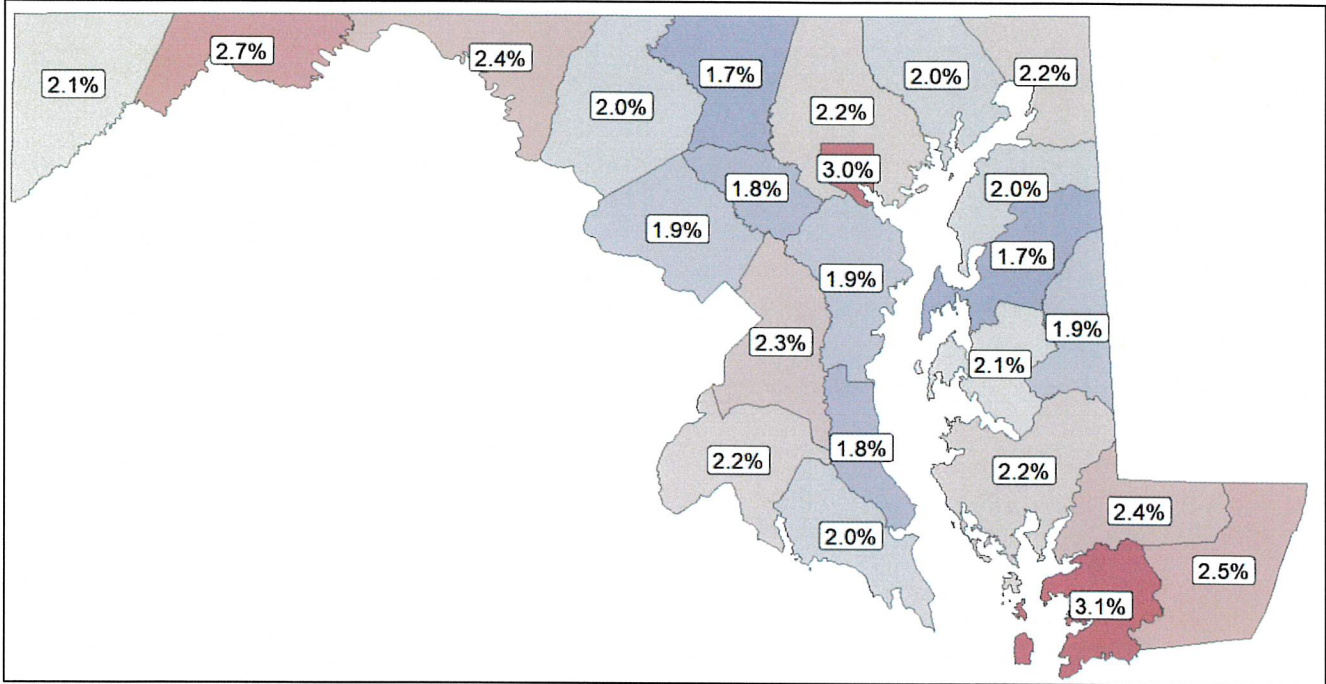


Source: Bureau of Labor Statistics, LAUS Program

Figure 12 shows the unemployment rate by county as of October 2023 (county data lags state slightly and is not seasonally adjusted). Maryland’s non-seasonally adjusted unemployment rate in October was 2.1 percent. The highest unemployment rate in the state in October 2023 was in Somerset County which had a 3.1 percent unemployment rate. Baltimore City was close behind with a 3.0 percent unemployment rate. Carroll County and Queen Anne’s County had the lowest rates in October 2023 at 1.7 percent. Howard County and Calvert County each had a 1.8 percent unemployment rate.



Figure 12: Non-Seasonally Adjusted Unemployment Rate by County, October 2023



Source: Bureau of Labor Statistics, LAUS Program

5. Maryland’s Top Industries and Occupations

This section contains tables (one on each page) showing Maryland’s largest industries and occupations. In addition to considering an industry or occupation’s size, this section also contains data on annual wages and location quotients. A location quotient measures how concentrated an industry is in a given area compared to the country as a whole. A location quotient of 1 indicates that employment is just as concentrated in Maryland as in the rest of the country. A location quotient of 2 indicates that there is twice as much employment in an industry in Maryland compared with national employment patterns.



Overview of Current Economic Conditions in Maryland

Figure 13: Maryland's Top Industries (4-Digit NAICS) by Employment in 2022

Industry	2022 Employment	Annual Wages per Employee, 2022	Employment Location Quotient
Restaurants and other eating places	169,858	\$25,235	0.91
General medical and surgical hospitals	93,370	73,896	1.12
Computer systems design and related services	85,022	131,863	1.95
Grocery and convenience retailers	57,900	32,968	1.19
Employment services	57,522	65,818	0.85
Building equipment contractors	56,152	81,382	1.34
Offices of physicians	54,261	101,512	1.1
Services to buildings and dwellings	49,032	40,992	1.27
Management, scientific, and technical consulting services	48,857	113,391	1.54
Architectural, engineering, and related services	39,570	106,229	1.4
Scientific research and development services	39,189	131,481	2.51
Warehousing and storage	39,149	40,492	1.17

Source: Bureau of Labor Statistics, QCEW Program



Overview of Current Economic Conditions in Maryland

Figure 14: Maryland's Top Industries (4-Digit NAICS) That Employ Over 5,000 Workers by Location Quotient in 2022

Industry	2022 Employment	Annual Wages per Employee	Employment Location Quotient
Scientific research and development services	39,189	131,481	2.51
Navigational, measuring, electromedical, and control instruments manufacturing	15,861	137,217	2.13
Computer systems design and related services	85,022	131,863	1.95
Facilities support services	5,282	58,640	1.92
Beer, wine, and liquor retailers	5,708	30,634	1.86
Grantmaking and giving services	5,006	88,374	1.85
Private households	6,711	34,100	1.8
Pharmaceutical and medicine manufacturing	10,629	163,670	1.75
Educational support services	5,692	74,887	1.69
Management, scientific, and technical consulting services	48,857	113,391	1.54

Source: Bureau of Labor Statistics, QCEW Program

Figure 15: Maryland's Top Occupations (6-Digit SOC) by Employment in 2022

SOC Code	Occupation	Employment, 2022	Average Annual Salary	Location Quotient
11-1021	General and Operations Managers	78,370	\$116,510	1.30
41-2031	Retail Salespersons	67,170	\$33,830	1.03
41-2011	Cashiers	60,280	\$30,440	1.02
35-3023	Fast Food and Counter Workers	52,640	\$30,090	0.89
29-1141	Registered Nurses	49,790	\$87,990	0.91
53-7065	Stockers and Order Fillers	48,660	\$36,360	0.96
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	47,610	\$44,910	1.46
43-4051	Customer Service Representatives	47,110	\$42,570	0.92
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	38,080	\$34,360	0.99
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	36,660	\$37,880	0.70

Source: Bureau of Labor Statistics, OEWS Program



Overview of Current Economic Conditions in Maryland

Figure 16: Maryland’s Top Occupations (6-Digit SOC) That Employ Over 5,000 Workers by Location Quotient in 2022

SOC Code	Occupation	Employment, 2022	Average Annual Salary	Location Quotient
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	5,980	\$144,260	11.13
39-9099	Personal Care and Service Workers, All Other	5,630	\$32,440	5.31
35-9099	Food Preparation and Serving Related Workers, All Other	7,000	\$32,440	4.78
15-1299	Computer Occupations, All Other	23,380	\$124,240	3.15
15-1212	Information Security Analysts	9,070	\$135,920	3.1
19-1042	Medical Scientists, Except Epidemiologists	5,810	\$105,830	2.94
15-1231	Computer Network Support Specialists	8,470	\$91,200	2.81
33-1012	First-Line Supervisors of Police and Detectives	6,440	\$107,250	2.74
15-1253	Software Quality Assurance Analysts and Testers	9,170	\$119,870	2.62
43-9199	Office and Administrative Support Workers, All Other	7,390	\$45,480	2.37
15-1241	Computer Network Architects	7,370	\$150,450	2.37
17-2199	Engineers, All Other	6,020	\$117,880	2.24
11-9199	Managers, All Other	19,560	\$135,670	2.02
13-1082	Project Management Specialists	29,810	\$102,250	1.98
13-1199	Business Operations Specialists, All Other	36,600	\$100,780	1.9

Source: Bureau of Labor Statistics, OEWS Program

Although Maryland’s economy has faced challenges over the past several years, the state is rebounding. Real GDP is above pre-pandemic levels and Maryland’s jobs recovery continues. As of November 2023, Maryland has the lowest unemployment rate of any state for as long as BLS has maintained records. Policymakers can leverage the assets driving Maryland’s key industries and occupations to continue future growth.

USWIB BUDGET REPORT

4/11/2024

11-Apr-24

	Blueprint 463	RMEDF 468	SNAP TALBOT 471	ARRA 472	SNAP QAC 475	Unencumbered 479	Adult 482	Dislocated Worker 483	Youth 484/485	Rapid Response 488	SNAP Dorchester 490	SNAP Kent 494	SNAP Caroline 496	Opioid 498	Summer Youth 499	TOTAL
TOTAL BUDGET	68,473	129,980	55,767	727,892	104,317	358,629	472,555	775,773	413,891	30,000	4,434	130,020	82,683	90,299	28,491	3,473,205
TOTAL PAYROLL EXPENSES	12,380	0	891	91,329	957	2,750	101,499	276,356	115,439	1,779	0	1,348	904	1,557	0	607,188
TOTAL OPERATING EXPENSES	214	3,988	8,480	422,480	23,033	119,255	286,525	151,895	92,064	625	4,434	872	53,582	35,603	25,981	1,229,031
TOTAL AVAILABLE	56,082	129,969	54,663	214,084	80,327	236,624	84,531	347,522	206,388	27,597	0	127,801	28,197	53,139	2,510	1,636,986

A graphic for an Artificial Intelligence Conference. It features a central glowing blue brain with a human hand pointing at it from the left and a robotic hand pointing at it from the right. The background is dark with various hexagonal icons representing AI, data, and technology. The text 'ARTIFICIAL INTELLIGENCE' is in large white letters, and 'CONFERENCE' is in white letters on a teal background below it.

ARTIFICIAL INTELLIGENCE CONFERENCE

Artificial Intelligence in the Government Business, and Academic World

Event Info

April 5, 2024 from 8:00am—12:00pm

Chesapeake College

1000 College Circle, Wye Mills, MD 21679, (AUD) TPAC: Todd Performing Arts Center

Registration & Additional Information

https://bit.ly/WIB_AI_Reg





Upper Shore Workforce Investment Board One Stop Operator Report – March 2024

Parker Consulting respectfully submits the following report outlining work in of the Upper Shore Workforce Investment Board’s One Stop Operator Initiative.

Section A – Narrative Highlighting Areas of Success and Areas of Improvement

March included the hosting of our quarterly meeting with all partners. The focus of the meeting was on updates and business climate. Registration for the Spring Professional Development was completed and supervisors met with the presenter for a pre-training conversation. Details and final registration for the Spring Professional Development was completed.

One additional task that arose is the need for a meeting between DOL and DSS to discuss the status of the Able-Bodied Workers without Dependents waiver and how this will impact with an influx of needs. Parker Consulting is facilitating a meeting in April for planning among partners.

Section B – Update of Current Progress

Convene an American Job Center (AJC) Partner meeting in each County quarterly.

- Follow up with AJC Partners who miss two consecutive quarterly meetings and determine interest in participating in meetings.
- Attend meetings to represent the AJC partnership as needed.
- Gather data at quarterly meetings and report to USWIB.

The third quarterly meeting was held virtually March 4, 2024 with 35 member partners in attendance. There are no partners missing from those meetings, so there is no need to follow up for required attendance. The agenda included a full partner update as well as an update from our business partners about the regional business climate.



Minutes from the meeting are attached to this report, along with the data submitted by partners. Additionally, Parker Consulting attended and reported out in the February Board of Directors meeting.

The final quarterly meeting of the year will be hosted virtually in June 2024 with the speaker of the Spring Professional Development event as a guest speaker for follow up of how the training is being implemented.

Convene a Professional Development Committee of AJC Partners (RFP and MOU)

- Implement Professional Development Opportunities for AJC Partners and Stakeholders
- Work with Chesapeake College to provide Continuing Education Units as documentation of Professional Development Opportunities

The Spring Professional Development event is scheduled for April 2, 2024 with a topic “Customer Service” and Pat Porras providing facilitation. There was a meeting of supervisors with the presenter as well as a professional development meeting on March 5, 2024. The supervisors met with the presenter to ensure that topics reflect the needs of each department. Afterward the professional development subcommittee met to finalize logistics and review evaluation components. Registrations went out and slots filled quickly. A confirmation email was sent to all registrants the week before the event.

After planning was complete, DOL set a required Veterans training to be hosted at Chesapeake College right after the Spring Professional Development is complete. Collaborations are in place to complete these trainings jointly next year.



Section D – Completed Deliverables

Evaluate the service delivery in each County relative to the AJC MOU based on information reported at the quarterly meetings. (RFP and MOU)

Complete. Parker Consulting has called or emailed all AJC locations monthly since the beginning of this contract. Responses are consistent and clear.

Convene AJC business services workers for a facilitated discussion of business services.

- Create a business services strategic plan based on facilitated discussion.

This item has been completed and accepted.

Convene AJC Partners with Participant training funds to ensure that funds are being used to supplement rather than supplant. (RFP and MOU)

This item has been completed and accepted.

Convene AJC Partners and Stakeholders to create a referral process flowchart. (RFP and MOU)

- Include Equal Opportunity as a referral “Partner.”
- Include a discussion of the Maryland Workforce Exchange as a tool for the referral process.

This item has been updated and a new version created for each county.

Convene AJC Partners and Stakeholders to discuss lessons learned from Covid-19 service delivery.

- a. **Create a report for the USWIB on lessons learned from Covid-19 AJC service delivery. (RFP)**

This item has been completed and accepted.

Create and implement a communication tool to provide information and opportunities to AJC Partners and Stakeholders

The address for the listserv is uppershoreajc@parker.consulting. Partners were reminded during the quarterly meetings about this service and were encouraged to share information about services and events through the listserv. Email communications have also encouraged partners to share information through the listserv.

Listserv usage in up. In February I reported that Job Fairs were being posted on the Listserv. This was addressed at the quarterly meeting and Job Fair posting has increased.

Joint Five County Quarterly Meeting Minutes

Date: March 4, 2024 Time: 9:00am – 11:00am

Attendees: Samantha Parker, Darren Pruitt, Jacqueline Trieu, Jess Ferrio, Cherelle LaBove, Nadine Clark, Janet Hilty, Allayne DeShields, Juana Blue, Pam Luby, Carol Bloodsworth, Sharon Egerson, Jo Powers, Daniel Schneckenburger, Jena Paquin, Kendall Teague, Milahn Trusty, Dorcas Bell, Lori Loder, Nancy Andrew, Shari Blades, Katie Blanchard, Sara Richards, Shartinese Rochester, Susan Coppage, Sheonte Blake, Brenda Horrocks, Delmar Warrick, Rebecca Burrows, Ellen LaFrankie, Katie Wright, Denise Kline, Paula Erdie, Connie Dean, Terenda Thomas

- 1) Samantha Parker initiated the meeting, welcoming everyone and everyone introduced themselves to the new partners.
- 2) **USWIB Update** - Daniel Schneckenburger announced a conference on artificial intelligence at Chesapeake College on April 5th. Daniel noted that a regional job fair is being planned for May. Daniel also discussed the ongoing expansion of the business community and the expected demand for summer staff, particularly in the hospitality sector.
- 3) **Business Trends and Labor Market Challenges** - The group had a discussion about current business trends in the business community. Rebecca noted a high demand for skilled workers, but companies struggle to find them, and micro hiring events have been restarted but received feedback about candidate quality. Samantha added that businesses are waiting for interest rates and inflation to drop before hiring for growth, so they are hiring to maintain current positions, but not add new. This information was provided by Nancy LaJoyce of the Department of Commerce. Darren suggested focusing on local employee development classes as local businesses struggle with finding skilled labor. The group agreed on the importance of keeping an eye on labor market trends to better assist those seeking employment.
- 4) **Partner Updates** -
 - a) **Title I** - Ellen LaFrankie provided updates on scholarships, training, and education, noting a dip in authorizations from June to September but a rise from September to December. She also discussed the increasing trend of EMS classes and community support for recovery specialists.
 - b) **Title II** - Denise Kline announced plans to start a GED class at the Talbot County Detention Center and sought more adult education instructors, particularly for ESL. Samantha also highlighted a need for instructors and encouraged Denise and Katie to post job listings on the Listserv.
 - c) **Title III** - Terenda Thomas updated the team on the youth apprenticeship program, and Darren Pruitt discussed plans for a joint upper and lower shore business symposium.
 - d) **Social Services** -
 - i) Juana Blue discussed the status of the ABAWD requirements and discretionary waivers requested by the State for some recipients, noting that these waivers are month to month and will be requested again in June. Samantha clarified the previous conversation about the waiver expiration, and expressed concern about potential

influx of people not required to follow job or training opportunities. Terenda asked about the proposed collaboration to assist those not covered by the waiver and the next steps for addressing them. Juana and Carol mentioned that many of their clients have been exempt or have had waivers, but there's no follow-up loop. They agreed on the need to discuss the situation and possibly set up a meeting to work out a plan.

- ii) Juana announced the second annual resource day, emphasizing the importance of volunteer skills development in their agency. Carol Bloodsworth gave an update on rebuilding their team, hiring Dorcas Bell as the upshore regional work participation specialist, and plans to fill other positions. Lori Loder mentioned the upcoming end of the interview waiver for their ABAWD population by May 30 first, leading to more interaction with the people they serve.
 - iii) Samantha expressed gratitude towards their ancillary partners and highlighted the diversity in each of the counties despite similar regulations.
 - e) Connie Dean shared an update about a successful career awareness fair organized in collaboration with various partners, emphasizing the importance of inter-partner collaboration.
 - f) Jo Powers announced the initiation of digital literacy and tech training programs at the Talbot County Free Library.
- 5) **One Stop Operator Report** - Samantha Parker provided an update on the planning for Professional Development on April 2, 2024. Registration for the event has been shared on the Listserv.

FY24 AJC Quarterly Meeting Dates

June 3, 2024 @ 9am (virtual)

Professional Development Save the Date

April 2, 2024 – 8am-1pm (Chesapeake College)

6. Data Submitted from Partners

Perkins	Credentials By County	Annual Student Count
		Caroline 138 Kent 40 QA 132 Talbot 103 Dorchester 98

Challenges related to delivery of Perkins programs includes adequate recruiting of special populations and funding for equipment and lab expenses. To help address this challenge, Chesapeake has obtained an FY23 & FY24 Perkins grant for a CTE Student Success Navigator to help recruit and support students through to success. An additional challenge is implementation of the Maryland Blueprint (Kirwan) legislation. Chesapeake is glad to work with county school systems to plan to meet expanded CTE dual enrollment opportunities for students.

Division of Rehabilitation Services (Quarter 1 – July – September 2023)	420 VR total	1 are in employed status	# Pre-EIs – 296
Our Annual Conference this year with Maryland Works will be on May 16th and May 17th in Towson			

DORS Business Services

Department of Social Services (Sept 1 – current)	# served in TANF/FIA	Talbot - Obtaining Child Care, customers with physical and mental health issues, transportation, and issues with MD Think Infrastructure.	Caroline - staff shortages, system issues
	Talbot – 79 Caroline – 183 Kent – Queen Anne’s – 50 Dorchester - 93	Dorchester - Eligibility system issues still continue but continue to be worked on. Currently have 1 worker handling all TCA cases but have a new worker starting soon and a TCA supervisor starting in March. Upper Shore Regional Work Participation Specialist has been hired and is off to a great start getting to know the 5 counties and running reports to get us back on track	QA - Consumer portal of E&E is not user friendly and customer continue to report issues applying/recertifying online. E&E System issues are still being identified and report.

Department of Labor September 1 through November 30, 2023	Walk-In Clients Dorchester – 427 Caroline - Kent – 131 Queen Anne's – 34 Talbot – 536	Unemployment Clients Dorchester – 71 Caroline - 27 Kent – 23 Queen Anne's – 8 Talbot – 191	Veterans Services Dorchester – 17 Caroline - 13 Kent – 14 Queen Anne's – 0 Talbot – 44	SCEP Served Talbot – 37 Caroline – 15
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DOL Business Services - 2020 points of contact reported for 5 counties of The Upper Shore for 295 individual businesses

Veteran Businesses engaged – 90 with 638, Job Order Services 811, 32 Veterans/12 were newly enrolled in MWE/9 still in case management, 660 Services.

Upper Shore Workforce Investment Board - 12/4/23 - 2/27/24

Authorizations	Number of Requests for Training
62	191

Caroline	
Training	Total
CDL	6
Infection Control	4
EMS	4
CDL-A	2
Phlebotomy	2
Public Safety Training	1
CDL-B	1
Welding	1
Nursing Assistant	1
Grand Total	22

Dorchester	
Training	Total
CDL	6
EMT	4
Infection Control	2
HVAC	2
CDL-B	1
LPN	1
Grand Total	16

Kent	
Training	Total
HVAC	1
CDL	1
Grand Total	2

Queen Anne's	
Training	Total
CDL	4
EMS	3
Infection Control	2
Radiology Technician	1
Peer Recovery Specialist	1
EMT	1
Grand Total	12

Talbot	
Training	Total
Infection Control	7
CDL	2
Electrical	1
Grand Total	10

Operational

- M-F 8:30-4 all locations
- wib@chesapeake.edu

Events/Information/Trends

- Artificial Intelligence Conference is on April 5, 2024 from 8:00am—12:00pm. For more information and to register for the event, please go to <https://www.uswib.org/ai-conference>.
- The Job Fair will be scheduled for the spring. The date will most likely be in May.



Executive Director's Report: 4/23/24

I last reported to the board of directors on 2/27/24, and also with the steering committee on 4/16/24, which also convened in to closed session. The majority of my time has been to plan and support the Blueprint for Maryland's Future educational project, execute our A.I conference, transition to Envistra LLC for business services activities in registered apprenticeship programs and Incumbent Worker Training, and continue to meet the community.

Meetings with local government:

-No official meetings scheduled, but have seen many of them during the current General Assembly session in Annapolis, and attend the virtual briefings from the Eastern Shore Delegation every Friday morning. The session adjourned on 4/8/24.

Economic development/ community meetings:

- Eastern Shore Economic Recovery Project (Scott Warner; MSRC)
 - Monthly meetings: March 5 and 19; April 16
 - Multiple Summer Career Enrichment Program meetings (SCEP)
- Talbot Chamber Business Awards dinner, 2/29 (St. Michaels, MD)
- GWDB Expert Review Team, QAC high schools, March 5
- Multiple meetings with Blueprint coordinators/staff concerning MOU's with all five counties
 - AIB MOU reviews: March 26 and 27 (all five counties)
 - Regional five county meeting, April 10
- Professional Training Day, all AJC partners, April 2 (Chesapeake College, TPAC)
- DWDAL-WIOA Audit entrance conference, April 3 (virtual)
- Artificial Intelligence Conference, April 5 (Chesapeake College, TPAC)
- Pre-bid meetings on RFP's for OSO and Temporary Contractual bidders, April 10
- Maryland Workforce Association, monthly meetings (all WIB directors)
 - Attended MWA retreat, April 11, 12, Timonium, MD (Baltimore County)
- Multiple FSK-Port of Baltimore briefings and workforce initiatives, March/April
- Meeting to meet youth and ex-offenders, Neighborhood Service Center, 4/17 (Easton)
- Leadership Maryland, Class of 2024, first cohort, April 18 and 19 (Ocean City)

UPPER SHORE WORKFORCE INVESTMENT BOARD & CHESAPEAKE COLLEGE

Job Fair

Thursday

May 16, 2024

2:00-6:00pm

1000 COLLEGE CIRCLE, WYE MILLS, MD 21679
HPAC MULTI-PURPOSE ROOM

FREE & OPEN TO THE PUBLIC! | FIND YOUR NEXT GREAT OPPORTUNITY

REGISTRATION IS NOT REQUIRED FOR JOB SEEKERS.

COME PREPARED WITH
RESUMES & DRESS
PROFESSIONALLY

CANDIDATES OF ALL AGES
& EXPERIENCE LEVELS
INVITED TO ATTEND

COMPANIES WILL BE
LOOKING TO FILL FT
& PT POSITIONS

BUSINESSES

Please email Debbie Bowden at envistrallc@gmail.com for more information or to register.



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MAP: Scan the QR code using
the camera app on your phone.
<https://bit.ly/CampusMap24>.

