



# **Division of Workforce Development and Adult Learning**

**Employment Advancement Right Now (EARN)  
Maryland**

**Meet the Maryland Grants Team:  
Creating Opportunities**

**November 4, 2015**

# What is EARN Maryland?

- A **paradigm shift** - Industry collaboration with critical and diverse partners to meet changing workforce needs and skills shortages
- A new way of creating sustainable employment and careers for working families in Maryland
- Targets low and no-skilled workers as well as incumbents to eliminate barriers and create responsive career pathways
- By removing barriers between stakeholders, this initiative organizes formal sector partnerships in collaboration with the public workforce system, higher education and community service organizations

# How is EARN Maryland different?

- Industry drives the process –industry must be at the table in a robust and meaningful way
- Each Strategic Industry Partnership (SIP) must include at least 5 employers from the target industry and representatives from 2 diverse entities
- Collaboration and partnerships are key

# What EARN Maryland IS

- Driven by industry experience and data
- Collaborative
- Dynamic and nimble; responsive to changing industry needs
- Industry-wide, long-term solutions to the development of a skilled and responsive workforce

# Lead Applicant can be:

- ▶ Employers
- ▶ Nonprofits
- ▶ Two and four-year institutions of higher education
- ▶ Local Workforce Boards
- ▶ Industry Associations
- ▶ Labor Unions
- ▶ Local Governments
- ▶ Local and regional economic development entities

# Partner Organizations – critical to success of SIP

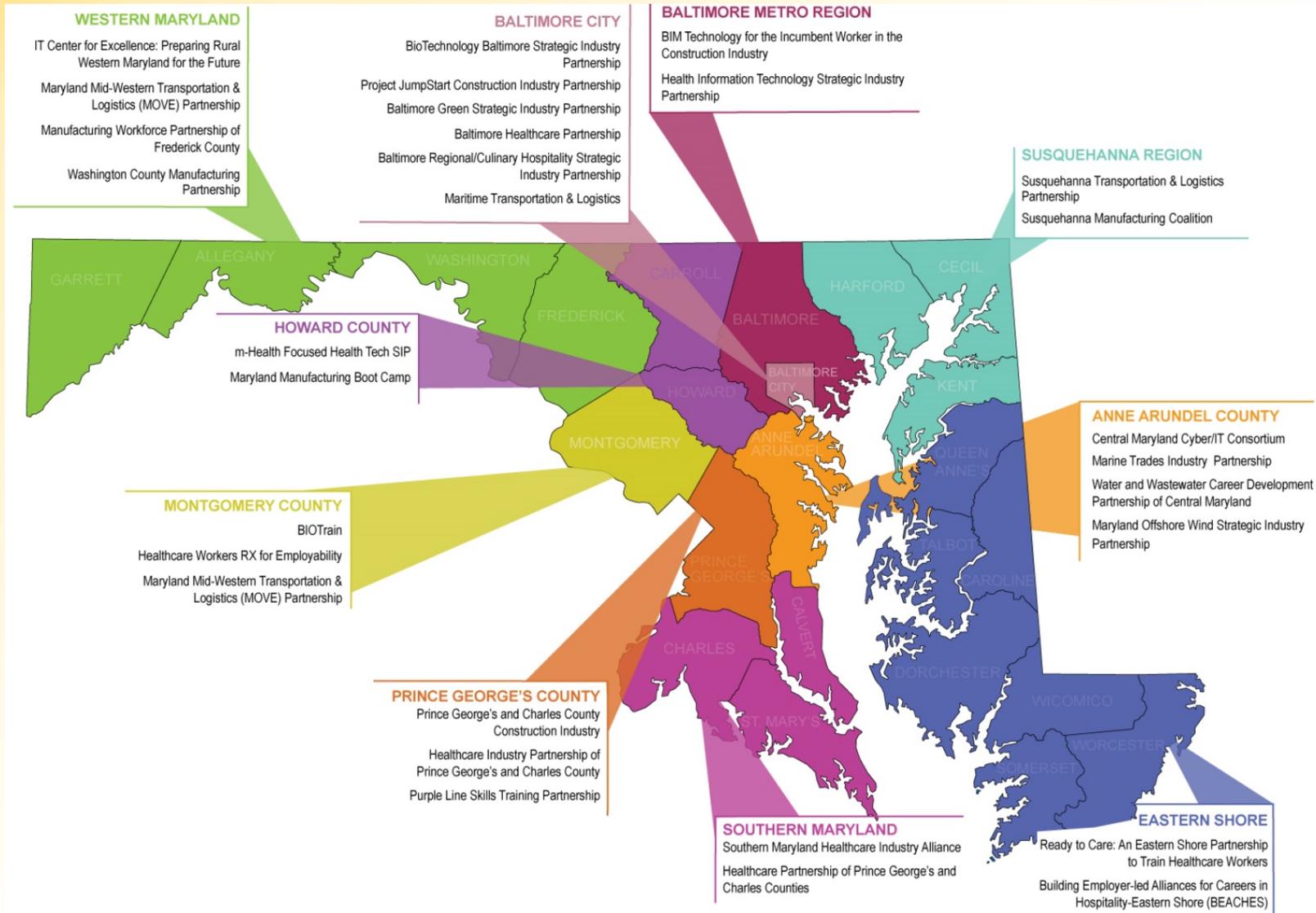
- Any of Lead Applicant organizations plus:
  - philanthropic organizations
  - community-based organizations
  - K-12 programs
  - other training providers and relevant partners

# History of EARN Maryland

- October 2013: Planning Grant Solicitation
- December 2013: Planning Grants Awarded
- January 2014: Implementation Grant Solicitation
- June 2014: 28 Implementation Grants Awarded
- November 2014: Second Implementation Grant Solicitation Released
- December 2014: 12 Implementation Grants Awarded

# EARN Maryland Partnerships

- Currently 40 EARN Maryland Partnerships representing every region of the State
- Industries include:
  - Biotech
  - Cybersecurity/IT
  - Healthcare
  - Manufacturing
  - Transportation and Logistics
  - Construction



# EARN Maryland June 2014-July 2015

- **1,776** Marylanders have received job readiness and occupational skills training
- Over **450**, or **80%** of EARN Maryland participants trained for Entry Level jobs have been placed
- Almost **900** incumbent workers have been trained
- Over **400** industry representatives participating
- EARN has been featured on a national stage
- Systems change within Workforce and Industry

# What does meaningful industry engagement look like - Beginning

- Industry members actively participate in defining COMMON workforce and skills needs and challenges
- Identify different mechanisms to solicit industry input
  - Meetings or workshops
  - Surveys
  - Focus groups
  - Other tools common in your industry
- Meets current industry demands

# What does meaningful industry engagement look like - Middle

- Continued participation in quarterly partnership meetings
- Involvement in training
  - Mock interviews
  - Job Shadowing
  - Tour of facility
  - Mentoring
  - Teaching

# What does meaningful industry engagement look like - End

- Employer partners in the partnership commit to interviewing trainees
  - Provide feedback on interview
  - Placement
- Identify strengths and weaknesses of training program based on industry demand and skills and gaps of trainees

# Common Themes Among Partnerships

- Soft Skills Training
- Industry Engagement/Employer Led Model is working
- Flexibility with grant parameters
- Focus on barrier removal is key

# Healthcare Mentorship Baltimore

## – New Pathways

- Partnering with MCAT on CNA/GNA training
- Technical Training + Job Readiness/Soft Skills
- 100% placed into employment – average wage of \$11.50/hour
- After 6 months of experience: Patient Care Technician

# Maryland Manufacturing Bootcamp – Maryland Manufacturing Extension Partnership

- 7 bootcamps around the State
- 2-6 week customizable program
- Basic life skills, manufacturing skills, employability
- Combination of classroom/OJT experience
- Almost 80% are long-term unemployed or have a criminal background
- 90% offered employment

# Maritime Transportation and Logistics Partnership – MND

- 60 hours of job readiness + 30 hours of industry specific training
- 12 employer partners
- Forklift Certification, OSHA 10, TWIC card
- 72% placed in to jobs - \$13.90/hour
- Global Logistics Associate Certification, Certified Customs Specialist, and Certified Export Specialist in 2016

# Automotive Technicians for Change – Vehicles for Change

- Training entry level automotive technicians
- Focus is on returning citizens
- Partnership includes MOED, Center for Urban Families, Associated Catholic Charities, CCBC
- Open Entry/Exit – up to 6 months
- EARN funding enabled opening of Full Circle Service Center

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# For More Information on EARN Maryland:

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