



2017 HUMAN SERVICES CONFERENCE  
MARYLAND COMMUNITY ACTION PARTNERSHIP  
FACING THE FUTURE TOGETHER | MAY 4, 2017

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# What is EARN Maryland?

- A **paradigm shift** – Industry collaboration with critical and diverse partners to meet changing workforce needs and skills shortages
- Targets low and no-skilled workers as well as incumbents to eliminate barriers and create responsive career pathways
- Organizes formal sector partnerships in collaboration with the public workforce system, higher education and community service organizations

# EARN Maryland Solicitation for Implementation Grant Proposals

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- Requirements
  - ✓ SIP must identify Lead Applicant and include at least **5** employer partners and **2** diverse entities
  - ✓ Must be industry-led
  - ✓ Clearly identify training needs
  - ✓ Include leveraged funding

# What does meaningful industry engagement look like? Beginning

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- Employer and industry partners identify common workforce and skills needs and challenges
  - ✓ Meetings/Workshops
  - ✓ Surveys
  - ✓ Focus Groups
  - ✓ Other Common Tools within Specific Industry

# What does meaningful industry engagement look like? Middle

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- 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

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- Employer partners in the partnership who are committed to interviewing trainees
  - ✓ Provide feedback on interview
  - ✓ Placement
- Identify strengths and weaknesses of training program based on industry demand and skills as well as gaps of trainees

# Who can be the lead applicant/diverse entity?

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- Employers
- Nonprofits/community-based organizations
- Two and four-year institutions of higher education
- Local Workforce Boards
- Industry Associations
- Labor Unions
- Local Governments
- Local and regional economic development entities
- Other relevant partner entities at DLLR's discretion



# EARN Maryland Partnerships

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- Currently, 46 EARN Maryland Partnerships exist representing every region of the State
- Industries Include the following areas:
  - Biotech
  - Cybersecurity/IT
  - Healthcare
  - Manufacturing
  - Transportation and Logistics
  - Construction



# EARN Maryland by the Numbers

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- Over 1,400 or 82% of EARN Maryland participants trained for entry level jobs and have obtained employment
- Over 3,000 incumbent workers have been trained
- Over 650 employer/industry partners have participated
- For every \$1 invested, \$14.88 in economic activity is created

# Best Practices

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- Essential Skills Training
- Continual Employer Engagement
- Flexibility with Grant Parameters
- Focus on Barrier Removal *is Key*

# Governor Hogan's Investment

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- An additional \$1 million per year for three years for green jobs training
- \$3 million in Fiscal Year 2018 for cyber jobs training
- Solicitation expected in Summer 2017

# Current EARN Maryland Partnerships

- For a summary of our current partnerships, please visit:

<http://www.dllr.state.md.us/earn/earngrantpartners.shtml>



# Contact Information

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