Capital Region WIOA Plan

Updated for 2023 - 2024

Frederick County // Montgomery County // Prince Georges County

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CAPITAL REGION'S APPROACH

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards to engage in an integrated regional, and local workforce planning process to prepare, submit, and obtain approval for a single, collaborative regional plan that incorporates local procedures for each of the local areas within the given workforce planning region. This plan serves as an update to the four-year action plan submitted in 2020 to develop, align, and integrate service delivery strategies to support the region's vision and strategic and operational goals for its workforce and economy.

This current plan comes at a crucial time for the Capital Region. The COVID-19 pandemic had unprecedented impacts on the regional workforce and economy, and strategic recovery efforts can help ensure that the region rebuilds toward a more prosperous and equitable future. This Regional Plan aims to align regional planning members along specific approaches to achieve the vision and objectives provided in the State Plan. Fulfilling this vision requires partners to collaborate intentionally and regularly across agencies, programs, and funding streams to align strategic efforts, investments, and service delivery activities to meet shared outcomes within common in-demand industry sectors.

This updated plan focuses on meeting the state's formal guidance while also considering the temporary and permanent effects of the pandemic on the region. This plan aims to highlight the themes and objectives that will assist in the steady recovery from the COVID-19 pandemic while fostering relationships with partners and working towards more equitable opportunities for workers in the region. A vital component of this Regional Plan involves identifying target and growth opportunity industries and occupational pathways within those industries; this objective remains clear in the update.

The Capital Region is defined as the following counties: Frederick County, Maryland; Montgomery County, Maryland; Prince George's County, Maryland.

The Capital Region relies upon the following to drive findings and strategies:

1. The current labor market information available to identify the current state of the labor market and local economy.
2. Collaboration with regional and industry leaders to get details beyond labor market data.
3. Consideration toward macroeconomic influences and equity ramifications.

The Capital Region Planning unit's work will continue to align with the vision of a thriving population and strong economy in the region while establishing strategies and goals to meet the needs of youth, job seekers, workers, and businesses across the Region. These strategies are built around the Benchmarks of Success as defined by Maryland's state plan.

The region recognizes the importance of a coordinated and innovative regional workforce development system. We strive to create a workforce system that presents a seamless face of public workforce throughout the Capital Region but preserves local boards' flexibility to innovate in serving local workforce needs.
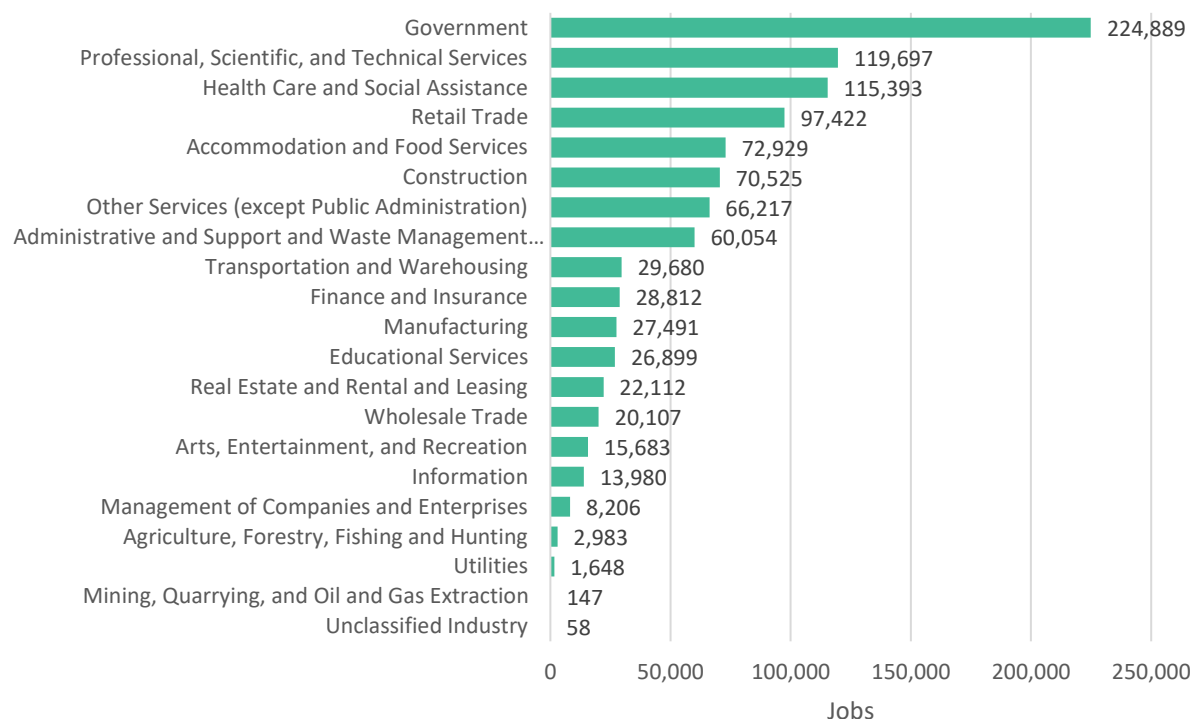
SECTION 1: REGIONAL ANALYSIS

A. EXISTING AND EMERGING IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS[1] AND THEIR EMPLOYMENT NEEDS.[2]

Existing and emerging in-demand industries can be identified in a variety of ways. This analysis will use three measures (number of jobs, change in jobs, and location quotient) to determine in-demand industries.

The top three industries in 2022 in terms of number of jobs are Government, Professional, Scientific, & Technical Services, and Health Care & Social Assistance. Combined, over 450,000 people in the Capital Region were employed in these industries in 2022, representing over 40% of employment in the region.

Figure 1.1: Largest industries by number of jobs, 2022. Source: Lightcast 2023.1

| Industry	Jobs
Government	224,889
Professional, Scientific, and Technical Services	119,697
Health Care and Social Assistance	115,393
Retail Trade	97,422
Accommodation and Food Services	72,929
Construction	70,525
Other Services (except Public Administration)	66,217
Administrative and Support and Waste Management…	60,054
Transportation and Warehousing	29,680
Finance and Insurance	28,812
Manufacturing	27,491
Educational Services	26,899
Real Estate and Rental and Leasing	22,112
Wholesale Trade	20,107
Arts, Entertainment, and Recreation	15,683
Information	13,980
Management of Companies and Enterprises	8,206
Agriculture, Forestry, Fishing and Hunting	2,983
Utilities	1,648
Mining, Quarrying, and Oil and Gas Extraction	147
Unclassified Industry	58

Between 2017 and 2022, the Professional, Scientific, and Technical Services industries had the largest growth in the number of jobs in the region, adding over 6,000 jobs in five years. Additionally, Transportation and Warehousing added almost 5,000 jobs during that time period, which represents a 20% increase in employment. Government, the top industry in terms of number of jobs, also experienced strong job growth.

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[1] Existing and emerging industries and occupations can be determined in a variety of ways (e.g., projections, location quotients). For your convenience, the Labor Market Information (LMI) Team has provided the Growth Industry Tool (GIT) and the Growth Occupation Tool (GOT) available at:
https://www.labor.maryland.gov/lmi/wiagrowthind/got.shtml.

[2] There are a variety of methods to determine employment needs (e.g., employer surveys, real-time Labor Market Information (LMI)). Real-time LMI (e.g., Advertised Job Skills, Job Opening Counts, and Certifications Advertised) is available at: https://mwejobs.maryland.gov/vosnet/Default.aspx.

Figure 1.2: Top growing industries by job growth, 2017 to 2022. All industries not included experienced negative job growth during the period. Source: Lightcast 2023.1.
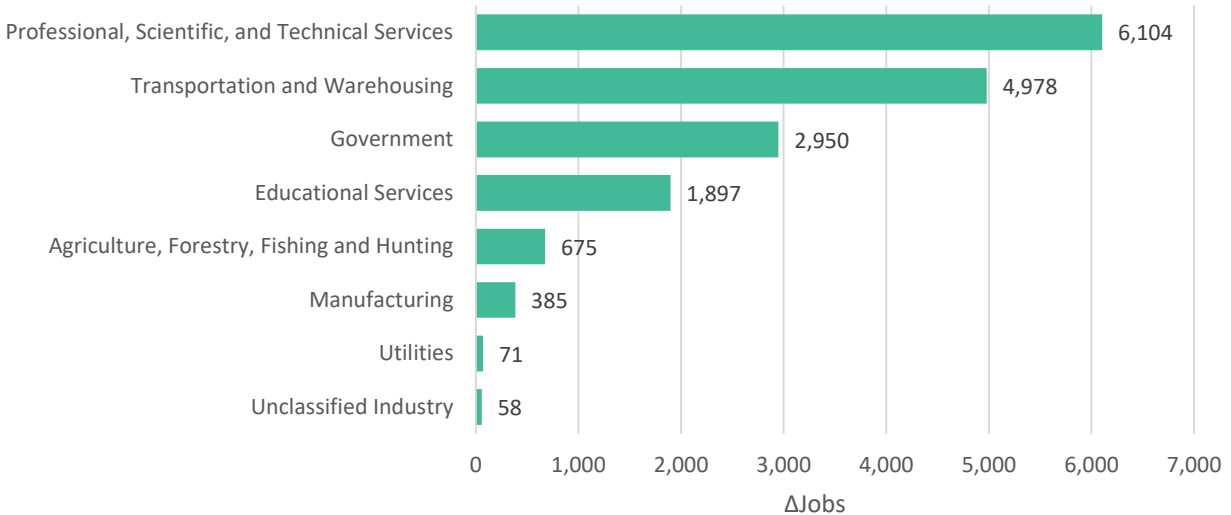
The final measure used to identify in-demand industries is location quotient (LQ). The LQ measures a region's specialization within an industry relative to a larger area. In this case, the LQ is comparing the Capital Region's specialization in an industry to the nation as a whole. With LQ, an industry with a value greater than one is considered to be concentrated or specialized in the region. Figure 1.3, below, shows the industries that the Capital Region is specialized in.

Figure 1.3: Location quotient, 2022. Source: Lightcast 2023.1.
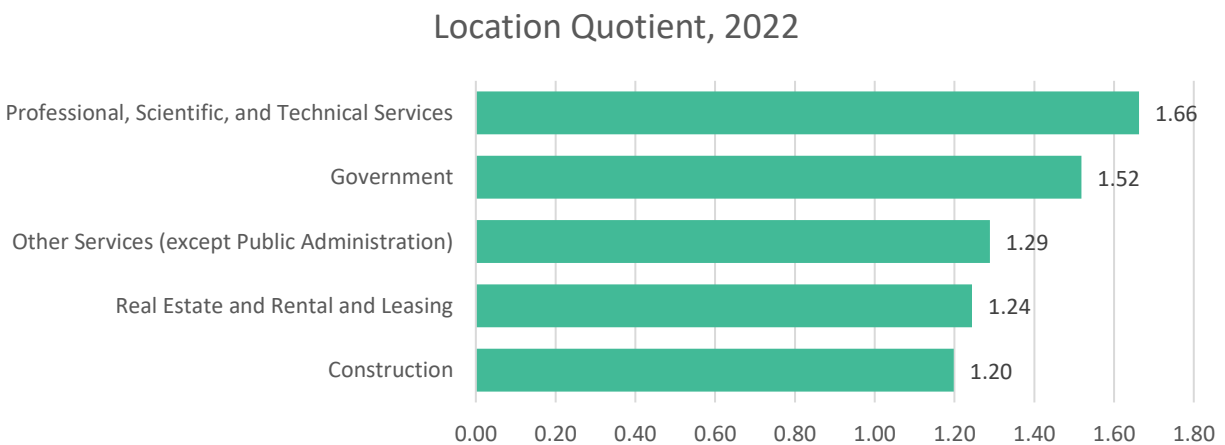
As with industries, in-demand occupations can be determined in a variety of ways. The most in-demand occupations in the Capital Region, by the number of jobs, were Office and Administrative Support, Sales and Related, and Management. Combined, these three occupations represent over 25% of employment in the region.
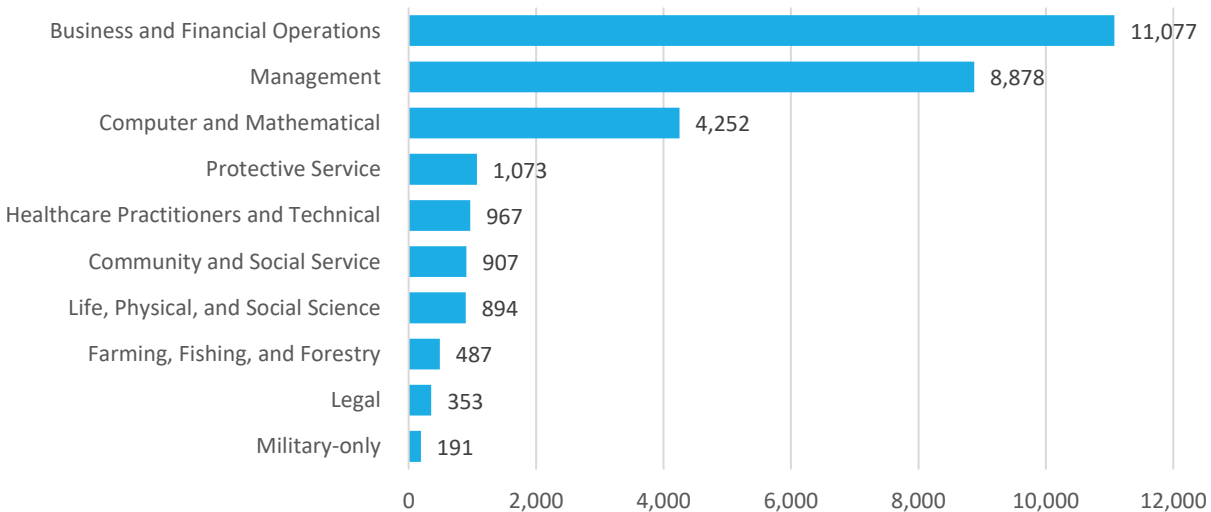
Figure 1.4: Largest occupations in the Capital Region by number of jobs, 2022. Source: Lightcast 2023.1.

Occupation	Jobs
Office and Administrative Support	107,909
Sales and Related	87,519
Management	82,756
Business and Financial Operations	79,401
Educational Instruction and Library	71,294
Transportation and Material Moving	66,710
Food Preparation and Serving Related	66,668
Healthcare Practitioners and Technical	56,765
Computer and Mathematical	53,867
Construction and Extraction	48,347
Building and Grounds Cleaning and Maintenance	44,571
Healthcare Support	37,420
Personal Care and Service	36,640
Installation, Maintenance, and Repair	36,347
Life, Physical, and Social Science	25,460
Protective Service	22,970
Architecture and Engineering	20,196
Arts, Design, Entertainment, Sports, and Media	19,991
Production	19,160
Community and Social Service	18,876
Legal	10,158
Military-only	9,758
Farming, Fishing, and Forestry	2,149

Jobs

Emerging occupations include Business and Financial Operations (added 11,077 jobs between 2017 and 2022), Management (8,878 new jobs), and Computer and Mathematical (4,252 new jobs).

Figure 1.5: Top growing occupations by growth in jobs, 2017 to 2022. All occupations not included experienced negative job growth during the period. Source: Lightcast 2023.1.

Top Occupation by Job Growth 2017 to 2022

Occupation	Growth
Business and Financial Operations	11,077
Management	8,878
Computer and Mathematical	4,252
Protective Service	1,073
Healthcare Practitioners and Technical	967
Community and Social Service	907
Life, Physical, and Social Science	894
Farming, Fishing, and Forestry	487
Legal	353
Military-only	191

B. DEMOGRAPHIC CHARACTERISTICS OF THE CURRENT WORKFORCE, INCLUDING THE EDUCATION AND LITERACY LEVELS, WITH EMPHASIS ON YOUTH, ADULTS IN TRANSITION, AND INDIVIDUALS WITH DISABILITIES. DESCRIBE HOW THE REGION'S DEMOGRAPHICS ARE CHANGING AND THE PLANNING IMPLICATIONS FOR THE ANTICIPATED WORKFORCE OF THE FUTURE.[3]

Since the 2020 plan, the population has increased by 4.8%, to 2,340,761 individuals. The population is projected to continue growing, reaching a population of 2,622,923 people by 2027, a 12% increase.

Figure 1.6: Capital Region Population, 2017 to 2027. Source: Lightcast 2023.1.
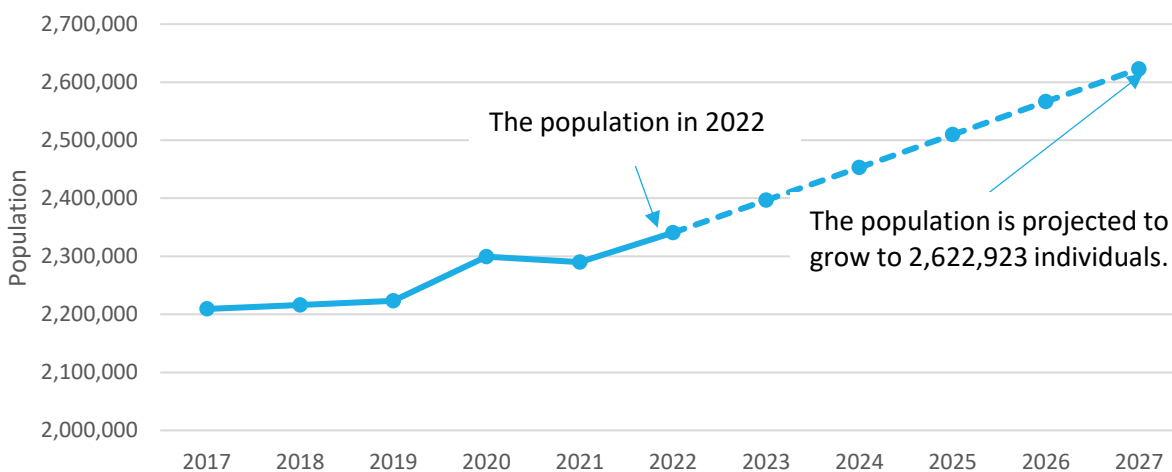
Population Demographics

The Capital Region is a diverse area, with people from a wide range of ethnic and racial backgrounds. Over the next five years, the racial and ethnic makeup of the Capital Region is not predicted to change substantially. The gender breakdown is also projected to remain constant, with women representing 51% of the population and men representing 49%.

However, the age distribution is expected to change within the next five years. The percentage of the population that is 60+ is projected to grow. This may impact the available workforce, since those that are 60+ are at risk of retiring.

Further information on population characteristics can be seen in Figure 1.10, below.

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[3] The Maryland Department of Planning (http://planning.maryland.gov/) and the U.S. Census Bureau offer a wealth of data pertaining to demographic characteristics (https://www.census.gov/).

Figure 1.7: Race/ethnicity of Capital Region residents in 2022 and (projected) 2027. Percentages represent the percent of the population of each race/ethnic group. Source: Lightcast 2023.1.
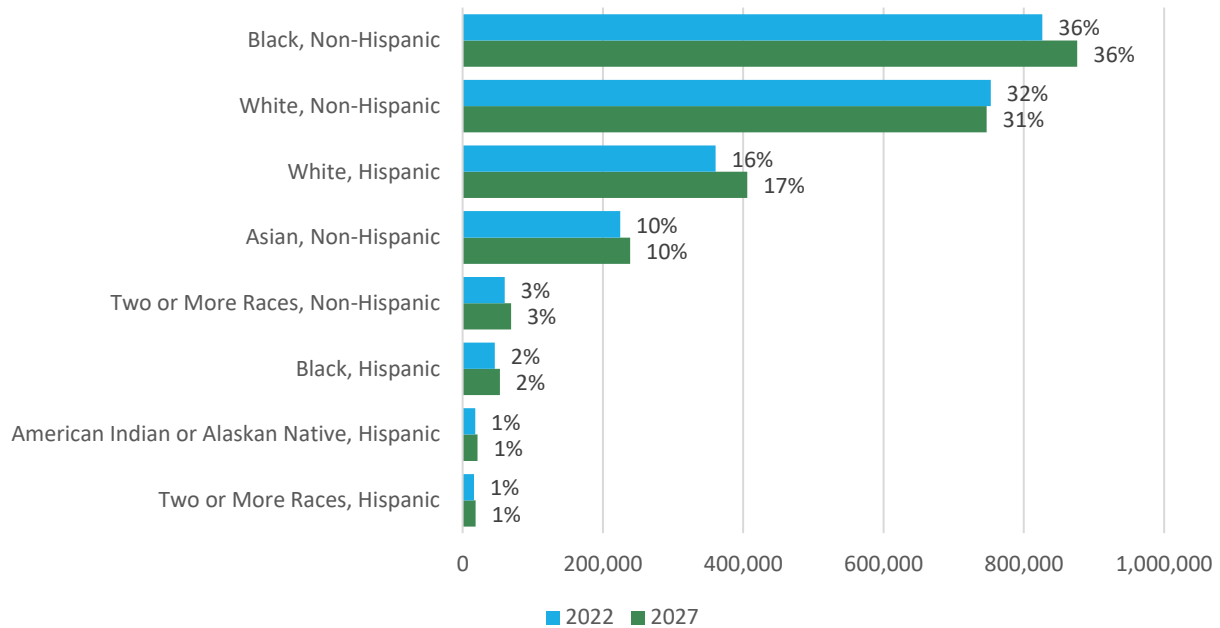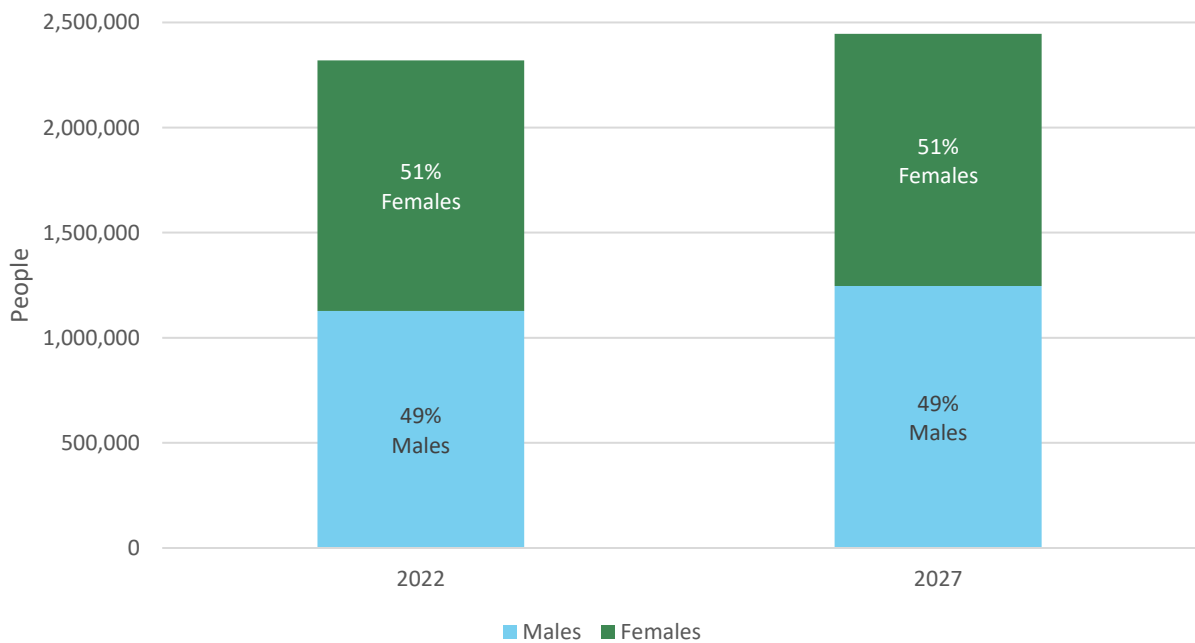

Figure 1.8: Capital Region by gender. Source: Lightcast 2023.1.

Figure 1.9: Ages of Capital Region residents in 2022 and (projected) 2027. Percentages represent the percent of the population in that age group. Source: Lightcast 2023.1.
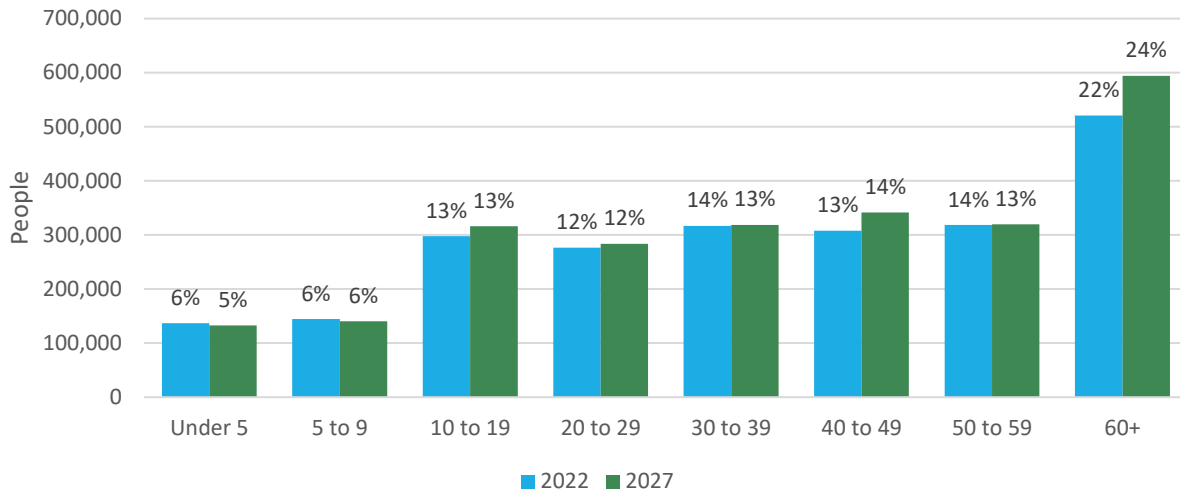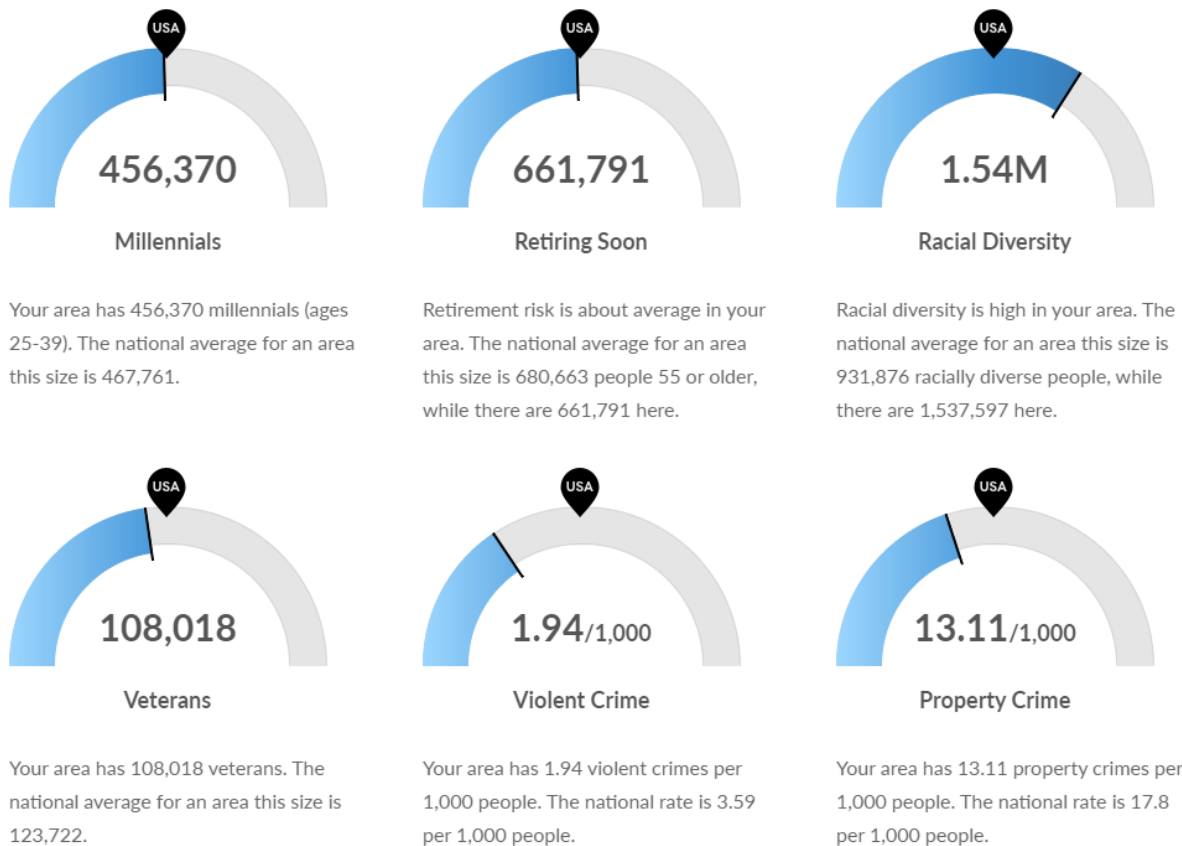

Figure 1.10: Capital Region Population Characteristics. Source: Lightcast 2023.1.

456,370

Millennials

Your area has 456,370 millennials (ages 25-39). The national average for an area this size is 467,761.

661,791

Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 680,663 people 55 or older, while there are 661,791 here.

1.54M

Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 931,876 racially diverse people, while there are 1,537,597 here.

108,018

Veterans

Your area has 108,018 veterans. The national average for an area this size is 123,722.

1.94/1,000

Violent Crime

Your area has 1.94 violent crimes per 1,000 people. The national rate is 3.59 per 1,000 people.

13.11/1,000

Property Crime

Your area has 13.11 property crimes per 1,000 people. The national rate is 17.8 per 1,000 people.

Households and Families[4]

Frederick County

In 2021, there were 97,615 households living in Frederick County, Maryland. The average household size was 2.69 people.

Families made up 71.8% of households in Frederick County, Maryland. This figure includes both married-couple families (56.7%) and other families (15.1%). Female householder families with no spouse present and own children under 18 years are 5.5% of all households. Nonfamily households made up 28.2% of all households in Frederick County, Maryland.

In Frederick County, Maryland, 35.3% of all households have one or more people under the age of 18; 28.4% of all households have one or more people 65 years and over.

Montgomery County

In 2021, there were 383,308 households living in Montgomery County, Maryland. The average household size was 2.74 people.

Families made up 69.7% of households in Montgomery County, Maryland. This figure includes both married-couple families (54.2%) and other families (15.6%). Female householder families with no spouse present and own children under 18 years are 5.3% of all households. Nonfamily households made up 30.3% of all households in Montgomery County, Maryland.

In Montgomery County, Maryland, 34.7% of all households have one or more people under the age of 18; 29.8% of all households have one or more people 65 years and over.

Prince George's County

In 2021, there were 337,336 households living in Prince George's County, Maryland. The average household size was 2.78 people.

Families made up 64.2% of households in Prince George's County Maryland. This figure includes both married-couple families (39.2%) and other families (25.0%). Female householder families with no spouse present and own children under 18 years are 7.8% of all households. Nonfamily households made up 35.8% of all households in Prince George's County, Maryland.

In Prince George's County, Maryland, 31.4% of all households have one or more people under the age of 18; 27.8% of all households have one or more people 65 years and over.

Capital Region

In total, there were 818,289 households in the Capital Region in 2021. Of these, 67.7% were families. This figure includes both married-couple families (48.3%) and other families (19.4%). Female householder families with no spouse present and own children under 18 years are 6.3% of all households. Nonfamily households made up 32.3% of all households in the Capital Region.

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[4] Source: 2021 American Community Survey 5-Year Estimates.

Over one-third of all households in the Capital Region have one or more people under the age of 18; 28.8% of all households have one or more people 65 years and over.

Nativity and Foreign Born[5]

Frederick County

In 2021, an estimated 88.5% of the people living in Frederick County, Maryland were U.S. natives. 50.1% of the Frederick County, Maryland population were living in the state where they were born.

Approximately 11.5% of Frederick County, Maryland residents in 2021 were foreign-born. 61.6% of foreign-born were naturalized U.S. citizens and an estimated 78.2% entered the country before the year 2010.

Montgomery County

In 2021, an estimated 67.1% of the people living in Montgomery County, Maryland were U.S. natives. 25.9% of the Montgomery County, Maryland population were living in the state where they were born.

Approximately 32.9% of Montgomery County, Maryland residents in 2021 were foreign-born. 57.1% of foreign-born were naturalized U.S. citizens and an estimated 69.3% entered the country before the year 2010.

Prince George's County

In 2021, an estimated 76.0% of the people living in Prince George's County, Maryland were U.S. natives. 26.2% of the Prince George's County, Maryland population were living in the state where they were born.

Approximately 24.0% of Prince George's County, Maryland residents in 2021 were foreign-born. 44.6% of foreign-born were naturalized U.S. citizens and an estimated 65.8% entered the country before the year 2010.

Capital Region

Foreign-born residents of the Capital Region come from different parts of the world. The bar graph below displays the percentage of foreign-born from each world region of birth in 2021 for the Capital Region.

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[5] Source: 2021 American Community Survey 1-Year Estimates.

Figure 1.11: Place of birth for foreign-born Capital Region residents. Source: 2021 American Community Survey 1-Year Estimates.
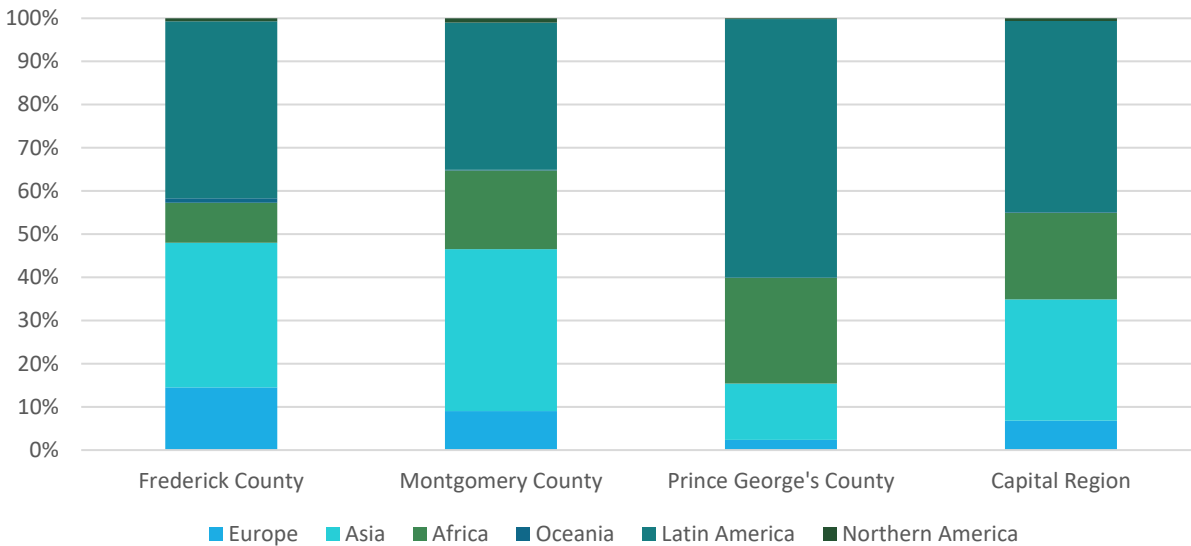
Language[6]

Among people at least five years old living in Frederick County, Maryland, 14.3% spoke a language other than English at home. 4.6% reported that they did not speak English "very well." Spanish was spoken by 7.3% of people at least five years old.

Among people at least five years old living in Montgomery County, Maryland, 41.5% spoke a language other than English at home. 14.8% reported that they did not speak English "very well." Spanish was spoken by 17.1% of people at least five years old.

Among people at least five years old living in Prince George's County, Maryland, 28.2% spoke a language other than English at home. 13.0% reported that they did not speak English "very well." Spanish was spoken by 17.4% of people at least five years old.

Disability[7]

In Frederick County among the civilian noninstitutionalized population in 2021, 10.1% reported a disability. The likelihood of having a disability varied by age – from 4.6% of people under 18 years old, to 8.0% of people 18 to 64 years old, and to 31.5% of those 65 and over.

In Montgomery County among the civilian noninstitutionalized population in 2021, 8.6% reported a disability. The likelihood of having a disability varied by age – from 3.3% of people under 18 years old, to 6.1% of people 18 to 64 years old, and to 26.3% of those 65 and over.

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[6] Source: 2021 American Community Survey 5-Year Estimates.
[7] Source: 2021 American Community Survey 5-Year Estimates.

In Prince George's County among the civilian noninstitutionalized population in 2021, 9.8% reported a disability. The likelihood of having a disability varied by age – from 3.0% of people under 18 years old, to 8.1% of people 18 to 64 years old, and to 29.5% of those 65 and over.

In the Capital Region, 9.3% of the civilian noninstitutionalized population reported a disability in 2021. The likelihood of having a disability varied by age – from 3.3% of people under 18 years old, to 7.2% of people 18 to 64 years old, and to 27.8% of those 65 and over.

Literacy

The Program for the International Assessment of Adult Competencies (PIAAC) measures the cognitive and workplace skills of adults ages 16 to 74 in the United States. Those with literacy levels at or below Level 1 lack basic literacy skills, while those with Level 3 literacy levels are considered to be proficient in reading and writing. Literacy levels vary throughout the Capital Region, with Montgomery County having the highest levels of adult proficiency and Prince George's County having the lowest.

Table 1.1: Adult literacy levels. Source: PIAAC 2012/2014/2017.

	AT OR BELOW LEVEL 1	AT OR ABOVE LEVEL 3
Maryland	20%	49%
Frederick County	14%	56%
Montgomery County	17%	60%
Prince George's County	30%	37%

C. KNOWLEDGE AND SKILLS NEEDED TO MEET THE EMPLOYMENT NEEDS OF THE EMPLOYERS IN THE REGION, INCLUDING EMPLOYMENT NEEDS IN IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS.

Lightcast™ captures online job postings and then parses and extracts information from them to provide detailed information on the skills, experience, knowledge, and certifications required for jobs in a specific area. Based on that information, the top specialized skills, employability skills, software skills, qualifications, and education levels for jobs in the Capital Region from February 2021 to February 2023 can be found below.

Figure 1.12: Top specialized skills in the Capital Region. Source: Lightcast 2023.1
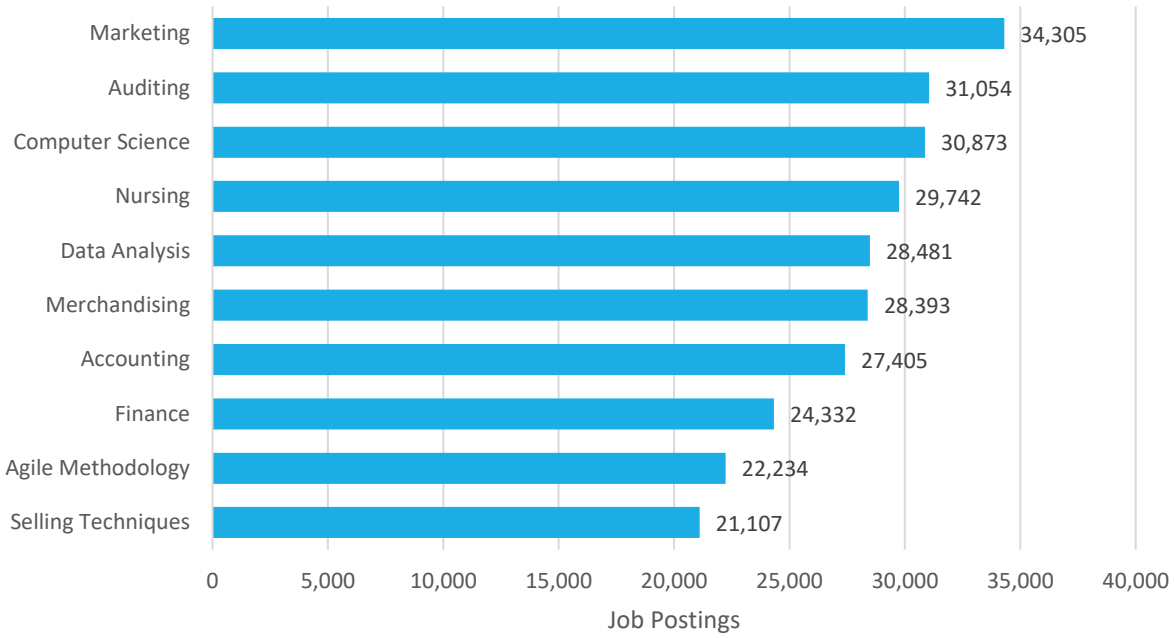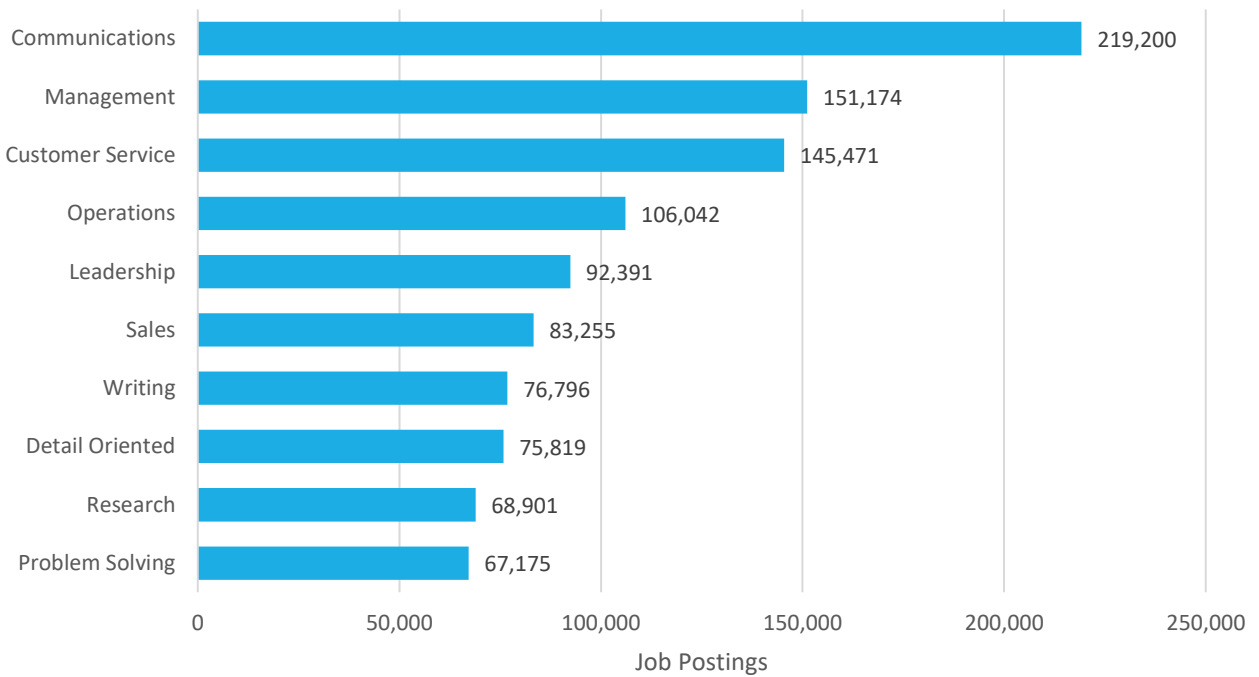
Skill	Job Postings
Marketing	34,305
Auditing	31,054
Computer Science	30,873
Nursing	29,742
Data Analysis	28,481
Merchandising	28,393
Accounting	27,405
Finance	24,332
Agile Methodology	22,234
Selling Techniques	21,107

Figure 1.13: Top employability skills in the Capital Region. Source: Lightcast 2023.1.

Skill	Job Postings
Communications	219,200
Management	151,174
Customer Service	145,471
Operations	106,042
Leadership	92,391
Sales	83,255
Writing	76,796
Detail Oriented	75,819
Research	68,901
Problem Solving	67,175

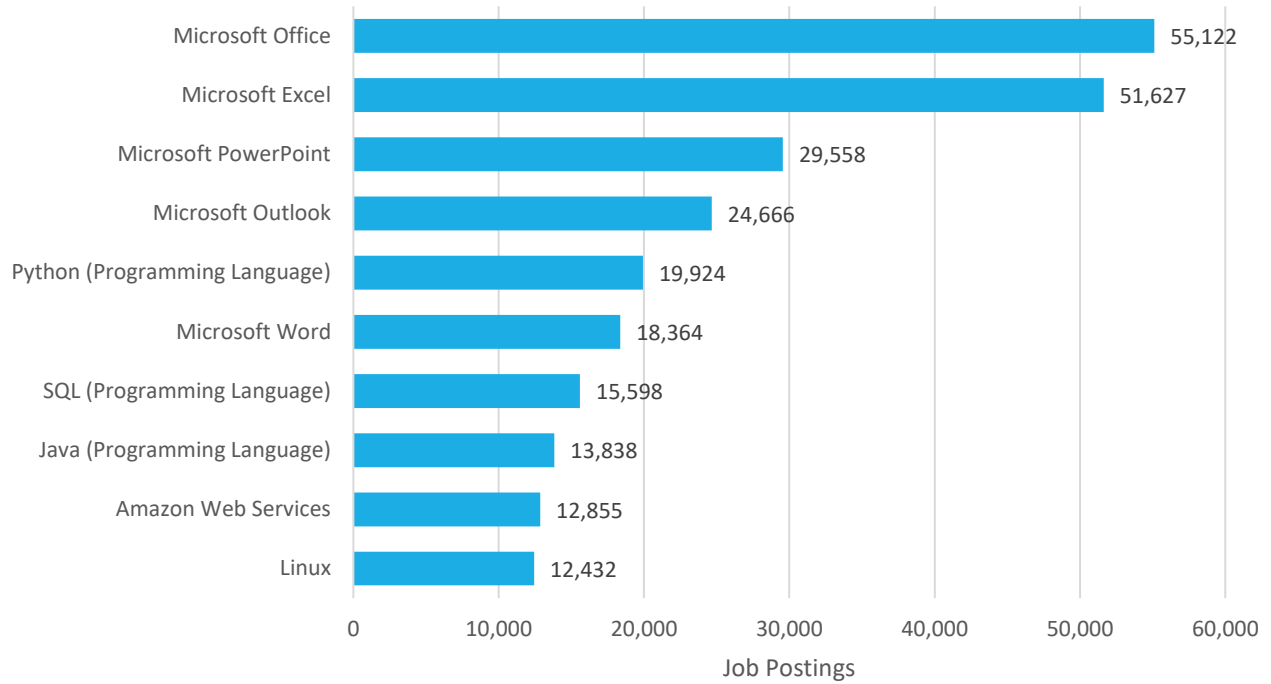*Figure 1.14: Top software skills in the Capital Region. Source: Lightcast 2023.1.*

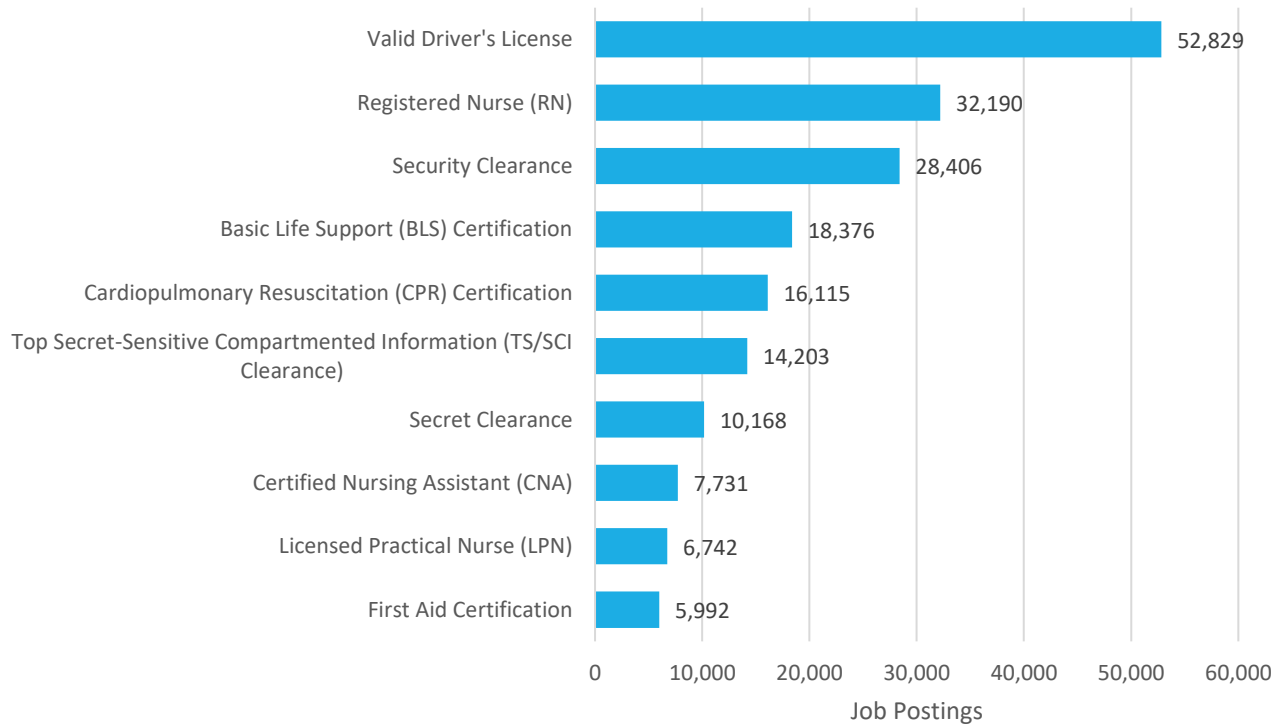*Figure 1.15: Top qualifications in the Capital Region. Source: 2023.1.*

Table 1.2: Education level of job postings in the Capital Region. Source: Lightcast 2023.1.

Education Level	Unique Postings	% of Total
No Education Listed	225,383	40%
High school or GED	124,978	22%
Associate's degree	43,329	8%
Bachelor's degree	192,640	34%
Master's degree	64,459	11%
Ph.D. or professional degree	31,751	6%

D. ANALYSIS OF THE WORKFORCE IN THE REGION, INCLUDING CURRENT LABOR FORCE EMPLOYMENT/UNEMPLOYMENT DATA, LABOR MARKET TRENDS, AND THE EDUCATIONAL AND SKILL LEVELS OF THE WORKFORCE IN THE REGION, INCLUDING INDIVIDUALS WITH BARRIERS TO EMPLOYMENT.

The total labor force[8] in the region is about 1.2 million people. The Capital Region alone accounts for almost 38% of the labor force in the entire state.

*Figure 1.16: Comparison of the Capital Region to Maryland and the United States. Source: Lightcast 2023.1.*

	Population (2022)	Labor Force (Nov 2022)	Jobs (2022)	Cost of Living	GRP	Imports	Exports
Region	2,319,052	1,176,272	1,024,931	132.1	$173.7B	$245.8B	$330.2B
Maryland	6,218,969	3,170,789	3,002,390	126.7	$458.4B	$520.5B	$743.7B
United States	334,161,482	164,270,900	166,730,882	100.0	$24.6T	$0	$11.2T

Employment in the Capital Region has decreased since 2017 due to the COVID-19 pandemic, reaching a low in 2020. However, employment has grown since then (see Figure 1.17). In the next five years, this growth is expected to continue, leading to a total projected employment of 1,063,918 in 2027.

[8] The labor force includes those who are employed and unemployed.

Figure 1.17: Regional Employment, 2017 to 2027. Source: Lightcast 2023.1.

Total regional employment in 2022 is 1,024,931.

Employment is projected to grow to 1,064,918.
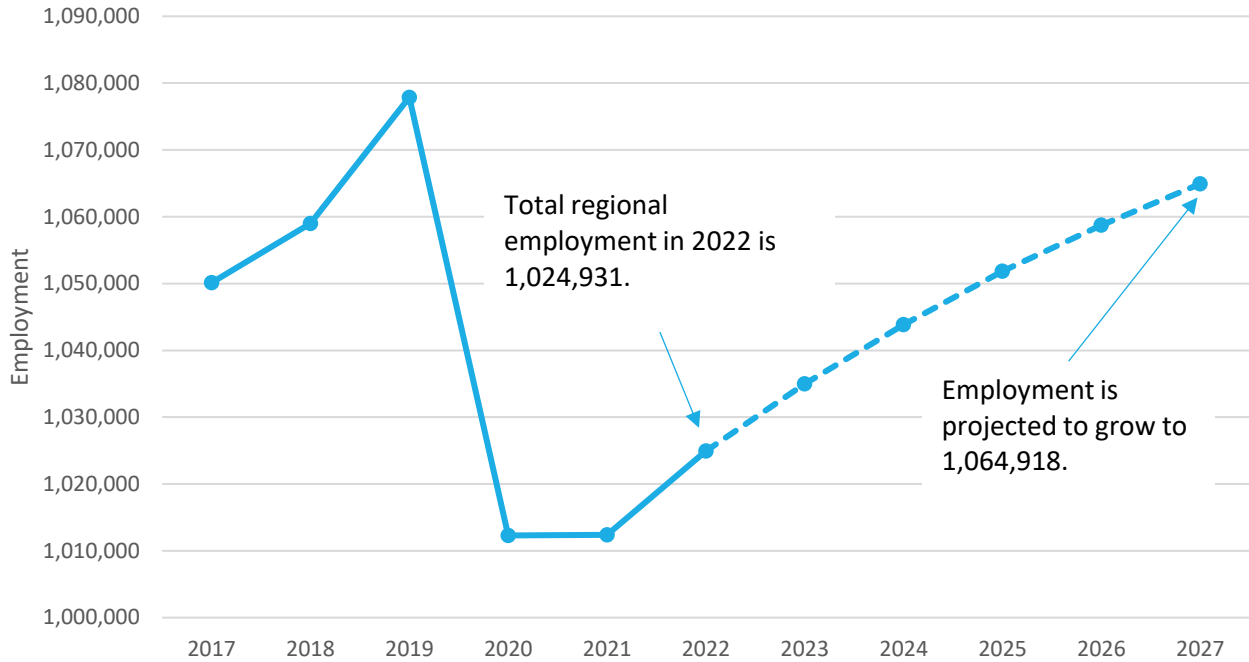
As employment fell, the unemployment rate increased. The average annual unemployment rate in 2020 was 6.97%. Since then, the Capital Region has experienced significant recovery in the number of jobs, resulting in an unemployment rate of just 3.14% in December 2022.

Figure 1.18: Capital Region unemployment trend. Source: Lightcast 2023.1.
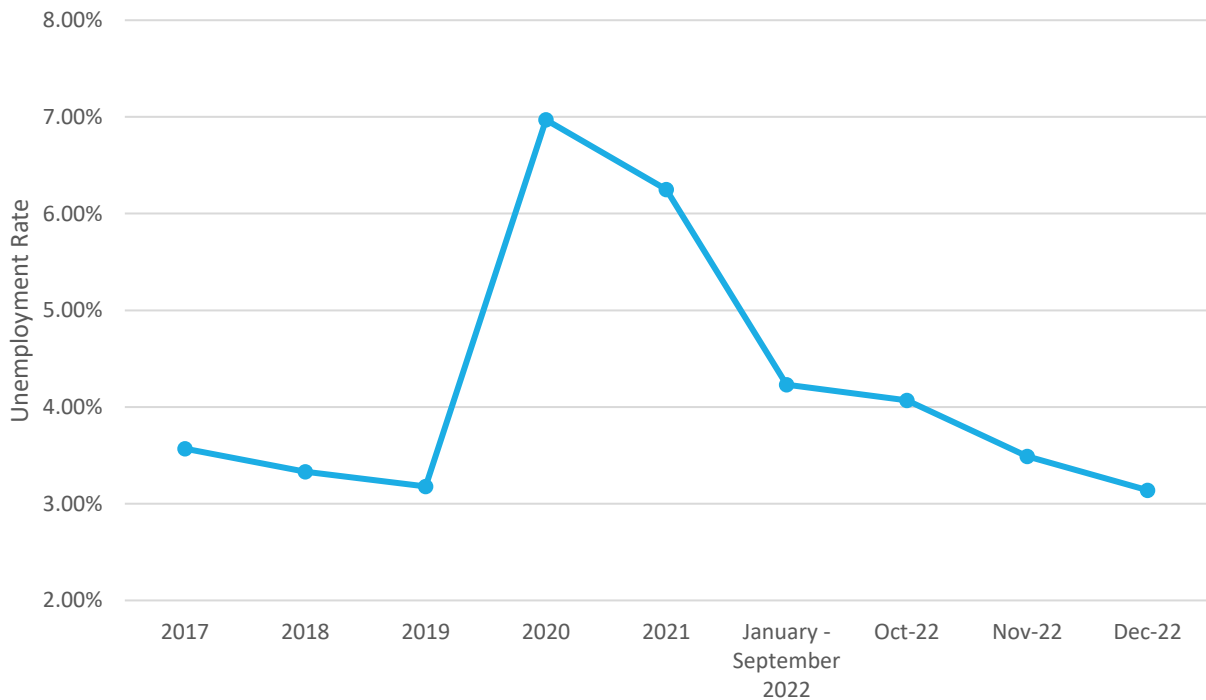
One lasting impact of the Covid-19 pandemic has been the decrease in the labor force participation rate. Since 2019, the labor force participation rate has fallen by over 6.5 percentage points.

Figure 1.19: Labor force participation rate in the Capital Region, 2017 to November 2022. Source: Lightcast 2023.1.
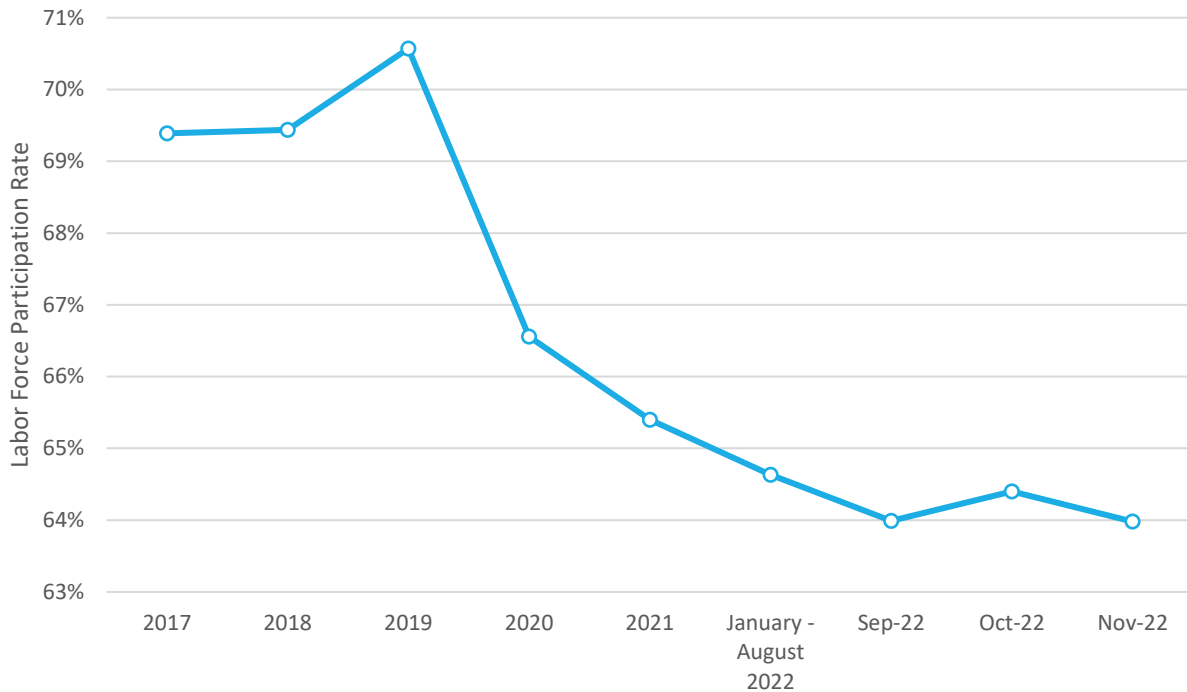
Employment Status and Type of Employer

To better understand the trends in labor force participation and employment, the following section will dive into the labor force participation rate by county, as well as workers by class by county.

Frederick County

In Frederick County, 57.9% of the population 16 and over were employed; 40.2% were not currently in the labor force.[9]

An estimated 74.3% of the people employed were private wage and salary workers. 20.7% were federal, state, or local government workers and 5.0% were self-employed in their own (not incorporated) business or unpaid family workers.

Table 1.3: Frederick County workers by class of worker. Source: 2021 American Community Survey 5-Year Estimates.

Class of worker	Number	Percent
Private wage and salary workers	104,567	74.3%
Federal, state, or local government workers	29,138	20.7%

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[9] Source: Lightcast 2023.1.

Self-employed workers in own not incorporated business workers and unpaid family workers	6,965	5.0%

Montgomery County

In Montgomery County, 63.1% of the population 16 and over were employed; 34.9% were not currently in the labor force.[10]

An estimated 72.0% of the people employed were private wage and salary workers. 21.3% were federal, state, or local government workers and 6.6% were self-employed in their own (not incorporated) business or unpaid family workers.

Table 1.4: Montgomery County workers by class of worker. Source: 2021 American Community Survey 5-Year Estimates.

Class of worker	Number	Percent
Private wage and salary workers	405,426	72.0%
Federal, state, or local government workers	120,623	21.4%
Self-employed workers in own not incorporated business workers and unpaid family workers	36,906	6.6%

Prince George's County

In Prince George's County, 61.4% of the population 16 and over were employed; 36.0% were not currently in the labor force.[11]

An estimated 69.1% of the people employed were private wage and salary workers. 25.8% were federal, state, or local government workers and 5.1% were self-employed in their own (not incorporated) business or unpaid family workers.

Table 1.5: Prince George's County workers by class of worker. Source: 2021 American Community Survey 5-Year Estimates.

Class of worker	Number	Percent
Private wage and salary workers	347,265	69.1%
Federal, state, or local government workers	129,769	25.8%
Self-employed workers in own not incorporated business workers and unpaid family workers	25,807	5.1%

Educational Attainment

Concerning educational attainment, 23.6% of the Capital Region's residents possess a Bachelor's Degree (2.8% above the national average), and 6.3% hold an Associate's Degree (2.5% below the national average). The educational pipeline has grown over the past five years, with over 37,000 individuals graduating in 2021 alone.

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[10] Source: Lightcast 2023.1.
[11] Source: Lightcast 2023.1.

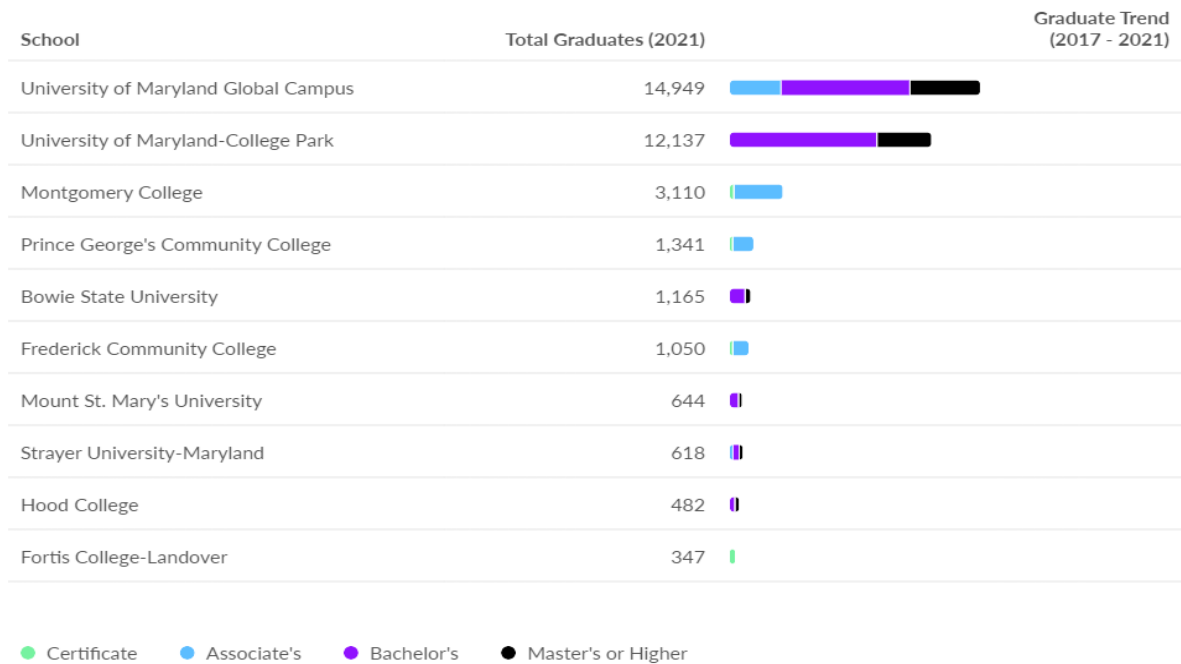*Figure 1.20: Educational attainment in the Capital Region. Source: Lightcast 2023.1.*

Educational Attainment

Concerning educational attainment, **23.6% of the selected regions' residents possess a Bachelor's Degree** (2.8% above the national average), and **6.3% hold an Associate's Degree** (2.5% below the national average).

	% of Population	Population
Less Than 9th Grade	5.7%	91,551
9th Grade to 12th Grade	4.7%	75,353
High School Diploma	19.5%	313,552
Some College	16.4%	262,896
Associate's Degree	6.3%	101,562
Bachelor's Degree	23.6%	379,152
Graduate Degree and Higher	23.8%	381,364

Figure 1.21: Capital Region Educational Pipeline. Source: Lightcast 2023.1.

In 2021, there were 37,032 graduates in Capital Region. This pipeline has grown by 14% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences, General Studies and Humanities, Other" (Associate's), "Business Administration and Management, General" (Master's or Higher), and "Information Science/Studies" (Bachelor's).

School	Total Graduates (2021)	Graduate Trend (2017 - 2021)
University of Maryland Global Campus	14,949	
University of Maryland-College Park	12,137	
Montgomery College	3,110	
Prince George's Community College	1,341	
Bowie State University	1,165	
Frederick Community College	1,050	
Mount St. Mary's University	644	
Strayer University-Maryland	618	
Hood College	482	
Fortis College-Landover	347	

● Certificate ● Associate's ● Bachelor's ● Master's or Higher

## Individuals with Barriers to Employment

English Language Learners

As discussed earlier in the plan, over 700,000 Capital Region residents speak a language other than English at home, with Spanish being the most commonly spoken language. Of all individuals in the Capital Region, 12.8% report speaking English less than "very well." To best serve the needs of these individuals, there may be some need to identify programs and resources for these populations.

Individuals with Disabilities

In the Capital Region, 9.3% of the population reported living with a disability in 2021. This increased with age, as older residents were more likely to report having a disability than younger residents.

Figure 1.22: Types of Disabilities in the Capital Region, 2021. Source: 2021 American Community Survey 5-Year Estimates.
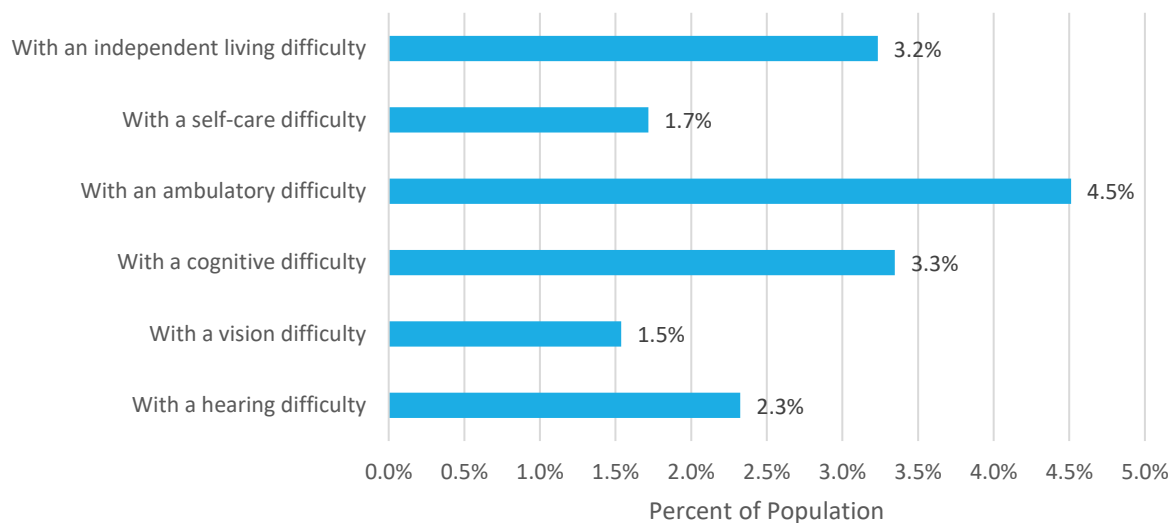
Justice-Involved

Between FY 2016 and FY 2021, 3,355 Capital Region residents were released from Maryland Department of Corrections custody, an average of 463 individuals per year. In FY 2021, 463 Capital Region residents were released. While Montgomery County has a local reentry agreement with the Maryland Department of Public Safety and Correctional Services, the other two counties in the Capital Region do not.

COVID-Impacted

While the Capital Region's economy has recovered in many ways, there may still be remaining barriers. A March 2023 survey of workforce partners within the region asked, "During the COVID-19 public health crisis, the Capital Region's jobseekers faced many barriers to accessing workforce services, including career/occupational training. Do you believe this is still a challenge? If so, please explain." Seventy percent of respondents indicated that they do still believe this is a challenge. Responses indicated that childcare, transportation (within and between counties), mental health, and housing costs remain a barrier for job seekers.

E. **ANALYSIS OF THE WORKFORCE DEVELOPMENT ACTIVITIES (INCLUDING EDUCATION AND TRAINING) IN THE REGION, INCLUDING AN ANALYSIS OF THE STRENGTHS AND WEAKNESSES OF SUCH SERVICES, AND THE CAPACITY TO PROVIDE**

> SUCH SERVICES, TO ADDRESS THE IDENTIFIED EDUCATION AND SKILL NEEDS OF THE WORKFORCE AND THE EMPLOYMENT NEEDS OF EMPLOYERS IN THE REGION.

The Capital Region has administered various employment and training programs. It is important to note that due to the state of emergency declaration because of the Covid-19 public health crisis and pandemic, the Capital Region and the local boards comprising it have faced unprecedented challenges in supporting individuals in training and employment programs.

Frederick County Workforce Services has leveraged county/local funds to provide basic career services and create stronger connections between the adult education and English Language Learning populations. Many services are offered virtually and remotely in addition to in person. E-learning on-demand classes are available to jobseekers for basic career activities like job searching, resume review, and interview preparation. Continued hiring support and other recruitment and retention services for businesses are available and offered in partnership with local economic development entities. The College Connections Toolkit will help the Frederick County business community connect with local & regional college and university students and graduates to build and access the local talent pool.

Grant-funded programs to develop a highly-skilled local workforce include Frederick Business Works where current employees can skill up with industry-recognized credentials and advanced training; SkillUp Frederick County where incumbent employees can access over 3,500 online training programs; and a Business Education Series where monthly virtual workshops are offered to businesses as an opportunity to learn the latest results-oriented workforce development techniques to expand their workforce and drive their company forward after facing the hardships of the pandemic.

The county also operates Resilient Frederick County (RFC), a workforce development program providing one-on-one services for individuals impacted by substance use disorder to grow their workplace skills and reduce barriers to employment. The county leverages its strong partnership with Frederick Community College to support the development of a talent to meet industry and business needs. Finally, jobseekers engaging with workforce services are provided access to information on training providers to maximize access and choice. This could be improved with the development of a more robust ETPL and reciprocal agreements with nearby states.

Prince George's County has a plethora of workforce development services offered by its public workforce system, branded as the Prince George's County American Job Center Community Network (AJCCN), www.pgcajc.com. Built on a core WIOA principle of partnership, the AJCCN includes a collective of American Job Centers, community-based organizations, government agencies and faith-based organizations providing a full range of services connecting job seekers to employment and businesses to qualified job seekers in Prince George's County. The AJCCN, with its many partners, leverages multiple funding sources and community resources to provide high-quality career services, education, training, and supportive services to the doorsteps of job seekers throughout Prince George's County. The AJCCN has over 40 partners providing a wide range of services to job seekers and businesses.

While a strength of the AJCCN is its numerous partners and services, optimizing service delivery after the interruptions caused by the Covid-19 pandemic continues to be a goal for the network. Currently, the AJCCN boasts 150 members.

Several programs are being delivered to address the skills gap, needs of employers, and specific needs of target populations. Industry Bridge Programs are led by Business Advisory Councils, comprised of Business Leaders in the DC Metropolitan Area, that ensure each program is aligned with current industry trends

and produces job seekers who can immediately contribute and be productive on the job. Employ Prince George's, Adams and Associates dba Achieve Workforce Academy, and Eckerd Connects operate three out-of-school youth programs and one in-school youth program. Prince George's and the Department of Family Services operate the Older Workers Program and Senior Community Services Employment Program, targeting older workers. Lastly, Employ Prince George's operates three additional demographic-specific programs that target veterans, ex-offenders/returning citizens, immigrants, and refugees.

Montgomery County has collaborated with 29 community organization partners to execute grants for different populations, including Young Adults, Dislocated Workers, Domestic Violence Victims, English Learners, Immigrants, Disabled, and Older Workers. They administer a youth grant to engage students year-round in various opportunities. We have utilized ARPA funds to supplement our WIOA funds to assist job seekers that have lost their jobs due to the pandemic, which is being executed with the assistance of our community partners to cover credential programs in IT, healthcare, professional services, etc. These training opportunities will provide a pool of skilled talent for the different organizations expanding into Montgomery County. They have established MOUs with other partners to offer additional services such as financial guidance, entrepreneurship training, and Bio-Tech.

SECTION 2: REGIONAL SECTOR STRATEGIES

A. IDENTIFY WHICH IN-DEMAND INDUSTRY SECTOR(S) OR OCCUPATION(S) THE LOCAL BOARDS IN THE REGION IS/ARE SERVING AND WHY.

Frederick, Montgomery, and Prince George's counties all enjoy a favorable and strategic position within the Capital Region. Its diverse economy and industrial base have proven to be strong economic drivers for sustained job growth.

Frederick County

Frederick County is Maryland's largest county in size: 663 square miles. The City of Frederick, the county seat, is intersected by five interstate and national highways that provide easy access to Baltimore (46 miles), Washington, DC (44 miles), Gettysburg, PA (32 miles), Harpers Ferry, WV (21 miles), and Leesburg, VA (25 miles). Frederick County has the second largest concentration of biotech companies in the state, with over 80 biotech firms calling the county home. There is a strong network of local support for industry and business success.

Frederick County's 9,500+ businesses employ almost 150,000 people.[12] Over 120 of these businesses have 100 or more workers. Major employers represent a diverse industry base, including biopharma; professional, technical, and scientific; manufacturing; healthcare; and construction. Recent expansions of anchor businesses in biopharma and current and projected growth in professional, technical, and scientific industries show that the local economy continues to grow.

In addition to these industries, Frederick County has long been recognized for its strong agricultural base, which remains influential in the area and offers emerging opportunities that connect restaurant and retail businesses that are capitalizing on the "farm to glass" and "farm to table" trends.

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[12] 2021 estimates from the US Bureau of Economic Analysis.

Based on data, stakeholder feedback, and keeping economic self-sufficiency in mind, Frederick's local area priority industries for workforce development, training, and career pathway planning for 2020-2024 include:

- Professional, Technical and Scientific
- Healthcare and Social Assistance
- Manufacturing/Advanced Manufacturing
- Construction/Trades
- Administrative and Support and Waste Management and Remediation Services
- Warehouse, Transportation and Logistics

Frederick County Industry Sector Strategies

Efforts have been made to establish stronger connections among targeted industry sectors. Frederick's focus on advanced manufacturing industry has led to an assessment of skills and engagement of the Manufacturers Roundtable to discuss training needs. Local workforce and economic development staff have collaborated with the local community college to design an appropriate program that meets pipeline needs for manufacturing industry employers. In response to the changing manufacturing and supply chain industries and needs amplified by COVID-19, Frederick Community College (FCC) launched training programs to prepare students for transportation, warehousing, biotechnology systems and maintenance, and manufacturing technology. Grant funding allowed FCC to outfit an advanced manufacturing lab and now teach students marketable skills for the industry. The focus of these programs is to offer short-term, hands-on, and affordable noncredit opportunities for students. In addition, Frederick Workforce Services, has supported the development of a biotech apprenticeship program to support the growing demand in this career path. Now, FCC hosts a registered biotechnology apprenticeship program for the Biological Technician occupation.

The local Board also supports industry partnerships supported by Maryland's EARN program. Currently, the Board is partnering with EARN recipient Asian American Center – Community Healthcare Workers training program. The local board has supported workforce development grant applications from local and regional partnerships through letters of support, ensuring a strong referral network, and maintaining open communication.

Montgomery County

Montgomery County's 42,000+ businesses employ over 700,000 people.[13] Over 700 of these businesses have 100 or more workers. Major employers represent a diverse industry base, including: professional, technical, and scientific, construction, retail trade, health care and social assistance, accommodation and food services, information, and manufacturing.

Montgomery County is not only home to government, research, think tanks, and non-profit organizations; it is also in a region considered a top international tourism destination fueling a robust hospitality economy. Each major industry sector in the region has unique characteristics and opportunities.

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[13] 2021 estimates from the US Bureau of Economic Analysis.

WorkSource Montgomery identifies key industries by analyzing growth patterns, local industry concentrations, and projected labor needs in family-sustaining occupations, and then facilitates Industry Alliances within these sectors. WorkSource Montgomery pulls together employers, training providers, and key community and industry stakeholders to develop industry-led solutions to meet the unique needs of Montgomery County's high-growth industries.

Solutions include customized training for entry-level workers, career pathways for incumbent workers, industry-specific recruitment strategies, professional development, industry awareness campaigns, and other customized solutions.

Industry Alliances are currently formed in Construction, Cybersecurity/IT, Healthcare, Hospitality, and Bioscience. Additionally, Montgomery County offers entrepreneurial skills training through BuildEd, the 21st Century Entrepreneurship Workshop.

Prince George's County

Prince George's County is a diverse, high-value, and continually expanding county with an equally diverse economy. Unique in location, Prince George's County borders the nation's capital, Washington, D.C., and is home to numerous federal agencies, including the Internal Revenue Service, Census Bureau, NASA Goddard, and Joint Base Andrews. Prince George's County also borders Alexandria, Virginia, and several large counties in Maryland: Montgomery, Anne Arundel, and Howard. The County's surroundings have given way to a well-developed transportation and mass transit network in the metropolitan areas and express access to two major transit hubs: Ronald Reagan Washington National Airport and Union Station.

Prince George's 30,616 businesses employ over 485,000 people. Over 340 of these businesses have 100 or more workers. Major employers represent a diverse industry base, including: retail trade, health care and social assistance, construction, accommodation and food services, and educational services.

Located in Prince George's County, National Harbor is a mixed-use waterfront development and home to MGM National Harbor Resort, Gaylord National Resort & Convention Center, Tanger Outlets and a host of restaurants, hotels, retail shops, apartments, and businesses. Within the National Harbor area, there is estimated to be over 16,000 employment opportunities. The National Harbor employment opportunities have greatly increased the number of accommodation/hospitality, retail and food services industry employment opportunities available for individuals to pursue.

The Prince George's County Workforce Development Board opened the American Job Center National Harbor in October 2021. Along with the development of National Harbor, Prince George's County is home to a growing retail industry that has been sparked by the addition of Woodmore Town Center, a 245-acre mixed-use development that includes Wegmans, Costco, Best Buy, Nordstrom Rack, Starbucks, Men's Warehouse and much more. Prince George's County is also now home to a University of Maryland Regional Medical Center in Largo, in addition to being the home of the Washington Commanders at FedEx Field in Landover.

The Prince George's County Workforce Development Board has identified the following industries as the primary in-demand industries of focus for the Prince George's County public workforce system:

- Healthcare & Social Services
- Advanced Manufacturing
- Food & Beverage Manufacturing
- Construction & Real Estate

- Professional, Scientific, & Technical Services
- Transportation & Logistics
- Information Technology
- Recreation, Tourism, & Hospitality
- Retail
- Education
- Government Services
- Business Services
- Accommodation and Food Services

Capital Region

The Capital Region collectively identifies priority sectors to include Professional, Scientific and Technical, Healthcare, and Construction.

The Capital Region partners currently collaborate on various initiatives. Several industry-led programs funded by the Maryland EARN grants are being implemented across the Capital Region. These grants bring together industry-identified demands with our training organizations to provide certifications and credentials supporting the unemployed and underemployed in the region. This successful program has increased the talent pipeline significantly. Targeted industries include Healthcare, Bioscience, Construction, Sustainable Energy, and Transportation.

Capital Region partners have begun to discuss ideas around collaborative industry-specific hiring events and joining efforts for training individuals for high demand occupations. Opportunities for enhanced collaboration may include:

> Local business services staff members communicating with one another about regional employer needs and opportunities and may also conduct coordinated mass recruiting services

> Conducting regional business engagement activities, such as summits, forums, and roundtables for the targeted sectors and working towards standardizing common programs and services

> Developing a regional demand occupation list, training providers list, and sharing information about the related career pathways

> Coordinating business services on a regional basis, including outreach, recruitment, and applicant referral

> Applying for workforce development grants as a regional consortium

> Aligning CTE programming across the educational institutions to align with the regions in-demand industries

> Coordinating and developing partnerships with the regions' community-based organizations to ensure wrap-around services are provided to priority populations

> Aligning business services program eligibility and processes to improve coordination of business services activities for employers operating across the region

> Innovative staffing solutions will be explored to provide staff for WIOA funded services at regional locations for all residents

The top priorities for workforce and economic development partners within the Capital Region are (in order of priority):

1. Regional training initiatives that create strong workforce pipelines.
2. The development of regional partnerships with Career and Technical Education programs that help align in-demand industries regionally.

Other priorities include (not ranked):

3. Agencies across the Capital Region workforce systems prioritize supportive services through their engagement with community-based organizations.
4. Coordinating business services events, such as job fairs, regionally, to address workforce needs across all counties.

Capital Region partners will continue to explore opportunities to collaborate over the next few years and are committed to assessing the needs of shared industry priorities and capacities to provide regional workforce solutions.

B. DESCRIBE THE CURRENT STATUS OF REGIONAL COLLABORATION IN SUPPORT OF THE SECTOR/OCCUPATION, AND IDENTIFY ANTICIPATED NEXT STEPS AND TIMELINES FOR AT LEAST THE FIRST TWO YEARS OF PLAN IMPLEMENTATION.

The Capital Region frequently catalyzes conversations between regional employers and education providers. The regional partners know that direct connections and communications between the supply and demand side of the talent economy can alleviate inefficiencies and increase the effectiveness of education and training programs available. Besides serving as a connector between these two groups, the partners collaborate to develop cohort training that provides workers with sustainable wages and upward career mobility in established and growing sectors.

Industry clusters are important because they provide a coherent picture of the local economy and opportunities for development or growth. Industry clusters can also have multiplier effects, as firms within clusters attract similar workforces, attracting more employers and creating a feedback loop that strengthens the local labor market. The Capital Region partners have collaborated on various initiatives. The Educational Partnership for IT Careers (EPIC) program is a regional partnership with MedCerts to provide training grants to customers in information technology. The program approaches the skills gap among Capital Region residents with careers in Information Technology and Cybersecurity Industries. The EPIC program boasts a 64% completion rate with participants across the Capital Region.

The framework, relationships, and lessons learned from this project will drive the Region's sector-based programs in the future. These initiatives are driven by the region's employer and workforce needs. The strategy moving forward is to continue developing a broader range of sector-based partnerships, including business-led partnerships with input from Regional economic development groups. Collaboration across partners and the Region will continue to focus on work with community colleges with talent development efforts and industry-recognized credential attainment and is recognized as a necessity. At the core, the mission is to move the unemployed and the underemployed, especially those with less education, into high-growth, higher-paying jobs offering sustainable wages and benefits that require education and training beyond high school. Collectively, all three workforce development boards are attuned to the increasing state and national attention given to low-wage work and thus prioritize working with employers that offer jobs with good wages and benefits and that have a history of investing in and supporting employees' ongoing training and advancement.

SECTION 3: REGIONAL SERVICE STRATEGIES

A. IDENTIFY AND DESCRIBE WHICH POPULATIONS AND/OR SERVICE STRATEGIES AND/OR SERVICES WILL BE DEVELOPED ON A REGIONAL BASIS.

The Capital Region is a combination of three diverse counties and workforce areas. The demographics, economies, and labor forces of each county are vastly different, with varying needs. Consistent among the region are three opportunities to improve services to workforce customers, businesses, and job seekers, along with improving the efficiency of the regional workforce system:

- Creation of regional career pathways
- Development of regional sector strategies, including regional business services events, and collaboration among community-based organizations.
- Improvement of connections between businesses and skilled/job-ready jobseekers

Capitalizing on the opportunities above will improve the efficiency, effectiveness, and competitiveness of the Capital Region.

In the three identified in-demand industries (Construction; Healthcare; and Professional, Scientific, and Technical Services), the Capital Region has begun to implement programs to enhance our regional approach to developing regional career pathways. These pathways align post-secondary training/credentials with employer-validated work readiness skills, standards, and competencies to prepare and place job seekers in gainful employment. With regional initiatives such as Biotech Bootcamps and Community Health Worker programs, career pathways will continue to increase the skills and qualifications of job seekers, align the public school system and post-secondary institution programming with the needs of the business community, and increase the employment outcomes of the workforce areas.

Regional sector strategies are a necessity for the success of the Capital Region's Career Pathways and system alignment. Along with the region's in-demand industries, each County has overlapping growth industries, growth occupations, and gaps in skilled job seekers. It is pertinent that the Capital Region ensures that the entire workforce system is operating in accordance with the business community. Sector strategies will help the Capital Region align the skills required by employers with the region's educational offerings and bridge the gap between job seekers and employers. The Local Workforce Development Boards have existing connections through regional grants, projects, and affinity groups that will aid in the process of convening the required partners. Along with assisting the Board in convening the required partners, the local directors will partner to ensure the sector strategies are driven by employers.

Now that the development of career pathways and sector strategies has been initiated, the Capital Region must connect the labor force to the employers who are hiring in the region. Increased communication and collaborative programming by the region's business services units will help identify the real-time needs of employers in the region. After effectively identifying employment opportunities, the region will need to develop a strategy to connect qualified job seekers from across county lines. This will be a fluid process that may lead to innovative data-sharing methods and/or workforce technology. Strengthening collaboration and communication efforts between workforce development, community-based organizations, especially local non-profits, and employers' buy-in will lead to long-term sustainability and advancement of sector strategies and career pathways in the region.

SECTION 4: COORDINATION WITH REGIONAL ECONOMIC DEVELOPMENT ORGANIZATIONS

A. IDENTIFY REGIONAL ECONOMIC DEVELOPMENT SERVICES AND PROVIDERS IN THE REGION AND DESCRIBE HOW THE LOCAL BOARD(S) WILL COORDINATE SERVICES WITH THESE SERVICES AND PROVIDERS. DESCRIBE THE CURRENT STATE OF COORDINATION WITH ECONOMIC DEVELOPMENT AND THE ANTICIPATED NEXT STEPS DURING THE FOUR-YEAR PLAN PERIOD.

The Capital Region has already begun collaborative activities in the IT/Cyber sectors with an emphasis on increasing STEM based occupations. For example, Montgomery County and Prince George's County have collaborated on Educational Partnership for IT Careers (EPIC), a workforce development program designed to bridge the skills gap and connectivity between Capital Region residents and careers in the Information Technology and Cybersecurity Industries. EPIC has a focus on skills development through occupational skills training, apprenticeships, and work-based learning. Montgomery County and Frederick County are collaborating on many activities funded through the Maryland Tech Council. All three Capital Region counties were awarded an America's Promise grant in 2016 to spur collaboration with the local community colleges and support mid to high level IT/Cyber jobs that are key to the region.

Within the Capital Region, each local board currently works closely with the local economic development partners to support business retention, expansion, and attraction through various talent development activities. A survey delivered to economic development partners in the Capital Region indicated that economic development stakeholders working directly with business and industry in the Capital Region counties are most interested in:

> Coordinating business services events, such as job fairs, regionally are essential in addressing workforce needs across all counties.

> Regional training initiatives that create strong workforce pipelines.

Given the appetite among stakeholders for more regionally coordinated businesses services to support employers and regional career training initiatives to support jobseekers, the Capital Region will explore how to strategize around these opportunities. Over the next year, the region will explore how businesses services embedded in the public workforce system can be leveraged regionally alongside similar services offered by economic development agencies. Additionally, the region will scale regional training initiatives, like that of the IT/Cybersecurity trainings through EPIC. To scale, the counties will consider what training initiatives could be started in one of the three priority sectors that cross all three regions: Professional, Scientific, and Technical; Healthcare; and Construction. Planning around these initiatives should consider what funding opportunities can be pursued, how to engage target populations across all counties in potential regional training initiatives, who the high-quality occupational training providers are in the region, and more.

The following chart lists the economic development organizations that exist in the Capital Region.

Frederick County	Montgomery County	Prince George's County
•Frederick County office of Economic Development •City of Frederick •Chamber of Commerce •Minority Business Vision Program •Small Business Development Center •Frederick Innovative Technology Center	•Montgomery County Economic Development Corporation •Rockville Economic Development Inc. •City of Gaithersburg Economic Development •Chambers (Regional and demographic groups) •Latino Economic Development Center •Small Business Development Center	•Prince Georges Economic Development Corporation •Local, Regional & International Chambers •Municipal Economic Development Entities •Small Business Development Center •Business Incubators and Accelerators

SECTION 5: COORDINATION OF TRANSPORTATION AND/OR OTHER SUPPORT SERVICES

A. DESCRIBE WHETHER TRANSPORTATION OR OTHER SUPPORT SERVICES NEED TO BE COORDINATED ACROSS THE REGION BASED ON THE REGIONAL ANALYSIS, AND IF SO WHICH SERVICES AND HOW.

TRANSPORTATION

Transportation in the Capital Region presents a challenge in workforce development. Eight percent of households have no private vehicles and are dependent on transportation to meet their needs. Further, over 15% of workers in the region work outside of their county of residence. This varies by county, with 30% of workers in Frederick County commuting to work outside, compared to 10% in Montgomery County. Commuter demands to access the highly concentrated employment hubs have exceeded the infrastructure capacity. This results in prolonged commutes as many job seekers work outside the Capital Region or must travel through congested corridors from their residence within the region through Interstates 270 or 495 and other crowded traffic routes closer the D.C. area. Support services such as bus passes and reduced fee programs offered through the transit system and workforce programs will continue to be offered under each local area's supportive services policies. While transportation supports are offered individually through each local area, collaboration amongst workforce systems to address regional transportation planning challenges is a weakness for the region. In a survey of workforce partners, 29.2% of respondents said that the Capital Region workforce systems do not collaborate well to address regional transportation challenges, while 45.8% said that they did not know. The large degree of uncertainty could be a further indication of the need for collaboration across workforce systems.

Table 3: Percentage of the workers that work outside of their county of residence. Source: 2021 American Community Survey 5-Year Estimates.

Frederick County	Montgomery County	Prince George's County
30.0%	10.3%	17.8%

The Maryland Transit Administration (MTA) Commuter Bus provides transportation between counties, as well as to Washington DC. However, some routes only provide weekday service, which could pose a challenge for those who work weekends and depend on public transportation.

The new Purple Line is a planned 16-mile light rail line that will extend from Bethesda in Montgomery County to New Carrollton in Prince George's County. Construction is currently underway; the Purple Line is expected to begin service in 2026. It will provide a direct connection to the Metrorail Red, Green and Orange Lines at Bethesda, Silver Spring, College Park, and New Carrollton. The Purple Line will also connect to MARC, Amtrak, and local bus services. The Purple Line will operate mainly in dedicated or exclusive lanes, allowing for fast, reliable transit operations.

Twenty-one stations are planned. MTA is taking the lead on this project, with the support and close coordination of a team that includes the Washington Metropolitan Area Transit Authority, Montgomery and Prince George's counties, the Maryland-National Capital Park and Planning Commission, State Highway Administration, and local municipalities in the project area. Almost half of survey respondents

felt that the Purple Line Corridor is a good example of how regional initiatives can address the transportation needs of the Capital Region residents.

The Governor also pledged a nearly $2 billion investment in improving roads and bridges across the state. One of the improvements would be to reduce congestion on I-270 in both Montgomery and Frederick counties. Further,

Source: Maryland Transit Administration   THE WASHINGTON POST

the MTA is in the process of updating the Maryland Statewide Transit Plan, which provides a vision for transit for the next 50 years. This includes increasing the regional connectedness of transit throughout the state. The Capital Region views these transportation investments as critical in order to support the diverse industries within the region and provide workers with reliable and efficient transportation options. We anticipate that infrastructure improvement will be a tremendous benefit for talent development activities throughout the region.

SUPPORTIVE SERVICES

The specific supportive services policies for each local area are found in the individual Local WIOA Plans. At this time, the Capital Region has not adopted a Regional Supportive Services Policy. However, in an effort to better coordinate services, the three local workforce boards will explore developing regional standards. The local areas of the Capital Region may also determine on a case-by-case basis, that a regional strategy in supporting transportation or other supportive services is needed in order to connect workers to training and/or employment opportunities within the Region.

The Capital Region will work together to leverage the multiple avenues and access points to provide efficient and effective services and systems for our customers with barriers to employment (i.e., displaced homemakers, ex-offenders, homeless, cultural barriers, disabilities, limited English language, low levels of literacy, low income, veterans, and disconnected youth). The Capital Region will continue to work together to coordinate services and to implement innovative strategies to meet the needs of individual with barriers throughout the job acquisition, training, and business recruitment processes.

SECTION 6: REGIONAL COST ARRANGEMENTS

A. DESCRIBE COST ARRANGEMENTS IN THE REGION FOR COSTS ASSOCIATED WITH ITEMS 1 THROUGH 5 ABOVE, WHICH MAY INCLUDE THE POOLING OF ADMINISTRATIVE COSTS.

Capital Region Boards currently manage costs separately for common goals but will work together to align and braid funding for regionally focused projects. Potential regional braided funding opportunities include joint recruitment events, regional cohort trainings, and supportive service agreements.

Additional collaborative funding opportunities are in regional discretionary grants. The three local boards will identify potential grant opportunities that would support the regional workforce and economic goals described in this plan.

SECTION 7: REGIONAL PERFORMANCE NEGOTIATION

A. SINGLE AREA REGIONS MAY DESCRIBE THE PROCESS USED TO NEGOTIATE PERFORMANCE. DESCRIBE HOW A REGION CONSISTING OF MULTIPLE LOCAL WORKFORCE DEVELOPMENT AREAS WILL COLLABORATIVELY NEGOTIATE AND REACH AGREEMENT WITH THE GOVERNOR ON LOCAL LEVELS OF PERFORMANCE AND REPORT ON PERFORMANCE ACCOUNTABILITY MEASURES.

It is a priority for the Capital Region to be industry-focused and committed to meeting the identified talent development needs. Due to the diverse demographics within the region, each local area negotiated performance levels separately. However, the Capital Region agrees to support the attainment of individual performance measures through collaborative programming as the opportunity arises.

The Capital Region looks forward to supporting priority projects as identified by the Maryland Department of Commerce and our local economic development entities. We believe that talent development will drive many of these projects, and by utilizing our commuter patterns and other cross-regional data, we will be able to widen the talent pool and coordinate our training options.

Signature Page

By signing below, the Local Board Chairs request approval of the Capital Region's 2023-2024 Workforce and Innovation Opportunity Act Regional Plan Update.

_____   _____

Dwayne Myers
Chair, Frederick County Workforce Development Board   Date

_____   _____

Gabriel Martinez Cabrera
Chair, Montgomery County Workforce Development Board   Date

May 1, 2023

_____   _____

Brad Frome
Chair, Prince George's County Workforce Development Board   Date