



Board Meeting: Wednesday, September 18, 2024

Hybrid Location:

Zoom Meeting – See Individual Panelist Zoom Link

IUPAT District Council 51 - 4700 Boston Way, # D, Lanham, MD 20706

Attendees

- | | |
|---------------------|--------------------------|
| 1. Brad Frome^ | 9. Mary Manzoni^ |
| 2. David Diaz^ | 10. Patrick Combs* |
| 3. Dawnn Leary^ | 11. Rebecca Webster* |
| 4. Dr. Tamika Hood* | 12. Senator Jim Rosapepe |
| 5. Erica LeMon^ | 13. Stacey Butler^ |
| 6. Joshua Harold^ | 14. Troy Green^ |
| 7. Kari Pompilii^ | 15. Walter Simmons* |
| 8. Khadijah Allen* | 16. Arika Mitchell * |

*Board Staff Designee^

Welcome

Walter Simmons

The meeting began at 9:20 am.

Approval of Minutes

Brad Frome

Brad Frome presented the June 17, 2024 board meeting minutes.

Motion to approve minutes made by Brian Courtien; seconded by and carried unanimously.

WDB of Strategic Functions Operations Tracker

Walter Simmons

Walter Simmons discussed the Strategic Operations Tracker with the Board, which is essential for maintaining accurate records and guiding future actions. Dr. Tamika Hood is actively working with committee chairs to align projects with the strategic functions, and there is a public survey to promote board openings, indicating a proactive approach to board composition and engagement.

Walter Simmons discussed the organization's strategic functions, emphasizing a return to best practices. He highlighted the need for a contractor for workforce research and labor market analysis and the importance of building sector partnerships. Walter Simmons expressed concerns about the quality of local training providers. He criticized using pre-COVID labor market data for performance evaluation, suggesting that investing in a smaller group of quality providers would better benefit residents and businesses.

OLD BUSINESS

State of the Workforce Report

Dr. Christopher Laney

Dr. Christopher Laney is a Labor Economist and Vice President of Government Affairs at Lightcast, specializing in workforce and economic development. He uses labor market information to promote equitable workforce building and has worked with various organizations on industry strategies, labor market demand, and workforce policies across the U.S. Before joining Lightcast, he managed talent pipeline strategies at CareerSource Suncoast in Florida and developed a major student exploration conference. His research includes a focus on WIOA's impact on economic mobility for disenfranchised young adults and he was the primary researcher for the State of Students Report in Florida from 2015-2020.

Dr. Christopher Laney discussed the workforce in Prince George's County, noting its strengths and challenges. Stating the county's population is growing faster than the state and US averages, but the age dependency ratio is increasing. The labor force participation rate remains below pre-pandemic levels, with older workers showing greater participation while younger workers are declining due to parental support and decreased college enrollment. Additionally, tracking gig economy jobs and the underrepresentation of undocumented immigrants in labor force data were highlighted as challenges.

Walter Simmons emphasized the importance of community engagement and entrepreneurship programs to improve labor force participation, especially among younger and minority populations. He stressed understanding community needs rather than making assumptions when providing services. Additionally, he addressed the issues of drug and alcohol abuse and incarceration as barriers to labor participation. A study or focus groups are needed to better understand these challenges and develop tailored solutions. He also noted that Prince George's County has not yet returned to pre-pandemic employment levels, with the Hispanic and Asian communities experiencing lower unemployment rates compared to other demographics.

Dr. Christopher Laney addressed the difficulties encountered by Prince George's County regarding behavioral health, mental health, and incarceration statistics. He mentioned that the county experiences a greater percentage of adults engaging in binge or heavy drinking and a higher estimated rate of mental health disorders compared to neighboring counties. Dr. Laney underscored that 93% of the jail population consists of males, with 65% being under 45 years old. He stressed the importance of improved data gathering on incarceration figures and possible collaborations with prisons. Additionally, he spoke about the county's income progression and the necessity for a more equitable distribution of income levels. Nevertheless, he noted that even though income levels in the county have increased, the poverty rate has also risen, which does not correspond with trends in surrounding regions or the state.

In addition, Dr. Christopher Laney and the Board discussed the increasing post-secondary attainment in Prince George's County, with a particular focus on the Hispanic population. They noted that the county's population with less than a 9th-grade education is lower than the state and national averages. Dr. Christopher Laney also highlighted the disparity in labor force participation between those with a bachelor's degree and those with less than a high school diploma. They expressed concern about the low graduation rates, increasing dropout rates, and rising absenteeism, particularly among the Hispanic population. The discussion also mentioned the challenges faced by Spanish-speaking immigrants who arrive in the county and cannot complete high school requirements. They suggested that these individuals often enroll in GED programs, which are not considered part of the dropout rate.

Furthermore, discussed the challenges faced by the Hispanic population in Prince George's County, particularly regarding workforce readiness and education. He highlighted the need for better integration

of ESL into CTE tracks and the creation of alternative CTE paths for graduation. Dr. Christopher Laney also points out the importance of addressing mental health challenges among young people and the need for workforce providers to offer tools for managing these challenges. He noted a concerning trend of declining math proficiency rates in Prince George's County and its impact on post-secondary education. In conclusion, the Workforce Development Board discussed the low CTE concentration rates in Prince George's County compared to other jurisdictions.

The Workforce Development Board discussed the challenges and opportunities associated with specific career training programs, focusing particularly on Certified Nursing Assistant (CNA) roles. Dr. Christopher Laney highlighted that while there is a demand for CNAs, many individuals leave the profession within a short period. He noted that the demand for CNA roles is not as strong as for other skills, such as design and writing. Additionally, Dr. Laney pointed out that many CNAs transition to positions as home health aides or in nursing facilities, which tend to be less lucrative compared to hospital jobs. He recommended offering training for higher-paying roles such as Licensed Practical Nurse (LPN) to improve retention rates. Lastly, he emphasized the importance of providing free nursing education to attract suitable candidates into the profession.

Walter Simmons discussed the need for healthcare training that meets the specific needs of healthcare systems. He emphasized the role of the Health Care Advisory Council in deciding how to allocate funding for different jobs. He also mentioned creating a healthcare career center and the possibility of a state-funded model. He pointed out challenges such as limited funding, high dropout rates, and issues with occupational licenses. Walter Simmons stressed the importance of planning strategically and engaging with businesses to tackle these challenges.

Dr. Christopher Laney reviewed industry trends in Prince George's County, highlighting a notable decline in sectors such as food services, real estate, and retail trade. He observed the increasing prevalence of remote work and its potential to enhance labor force participation among women with young children. Dr. Laney also discussed the implications of automation on various job sectors, stressing the necessity for a workforce development board focused on emerging industries.

In conclusion, he made several recommendations, including the enhancement of work readiness programs, the redeployment of displaced workers, increased participation in career training initiatives, strategies to address black unemployment, efforts to close the achievement gap, the utilization of the veteran workforce, and investment in comprehensive, holistic initiatives.

Meeting Adjournment

Brad Frome

The meeting adjourned at 11:00 am.

Next Board Meeting – Wednesday, December 4, 2024

Location: Luminis Health Doctors Hospital-8118 Good Luck Road Lanham Md. 20706



<https://pgcajc.com/workforce-board/>