



Tuesday December 12, 2017
TIC Gums, Inc.
10552 Philadelphia Rd, White Marsh, MD 21162
9:30am – 11:30am

Meeting Minutes

Attendees:

Brian Briggs, Chair
Del. Ned Carey
Loretta Eggleston
Sen. Katherine Klausmeier
Saundra Lamb
Patrick Nolan
Christine Ross
Scott Simmons
Phil Tulkoff
Dr. Willie E. May
Craig Wanner

Company

TIC Gums
Maryland General Assembly
Boilermakers Local S 50
Maryland General Assembly
Semforex
Orbital ATK
Maryland Chamber of Commerce
McCormick & Company
Tulkoff Food Products
University of Maryland College Park
The Whalen Company

Ex-Officio Members:

Workforce Panel Members

Sharon Markley, Maryland Department of Commerce
Gary Bockrath, Governor's Workforce Development Board
Elaine Carroll, Jane Addams Resource Corporation (JARC)
Linda Gilmore, Office of Workforce Development
Michael Netzer, Executive Dean, Community College of Baltimore County

National Association of Manufacturers (NAM) Update Member

Drew Greenblatt, Marlin Steel and Chair of Small and Medium Manufacturers (SMM) Group

Commerce Staff:

Kris Shock
Todd Sabin
Jen LaHatte

Business Community Attendees:

Colin Jesien, Arnold Packaging
Mike DiGiacomo, Governor's Workforce Development Board

I. Call to Order

Brian Briggs called the meeting to order and welcomed members and guests.

II. Review and approval of September 25, 2017 minutes

Upon motion duly made and seconded, the minutes of September 25, 2017 meeting were approved.

III. Workforce Resource for Manufacturers in Maryland Panel Discussion

Sharon Markley acted as moderator for the panel discussion and members gave brief introductions. Ms. Markley described her role at Commerce and identified workforce as one of the top needs for business and emphasized how Career and Technical Education (CTE) supports these business needs. Ms. Markley then gave an overview of the WorkSmart program.

Mike Netzer addressed the Board and stated that 32% of career choices made by students are based on what their parents did. He proposed that money can be spent to expose students and parents to manufacturing as a career, but this ultimately needs to be owned by “manufacturing” and is not an education problem. In overcoming the poor perception of manufacturing as an attractive career to young adults, the answer is not in robotics itself, but in their applications such as manufacturing.

Linda Gilmore addressed the Board and emphasized the value in apprenticeships as a career pathway to advanced manufacturing. She went on to provide a program overview of (Employment Advancement Right Now) EARN and how it supports this pathway. She then gave an update stating that under 300 companies are involved with the apprenticeship program with 3,000 students going through these apprenticeships.

Gary Bockrath gave an overview of the Governor’s Workforce Development Board (GWDB) and its taskforce group on Advanced Manufacturing. He stated that students lack soft skills and many are not ready to enter the workforce, and there is a need for better branding of advanced manufacturing and skill trades. He went on to state that of the 75% of students that go to college only 50% of these graduate and the 50% that don’t graduate are underserved. There needs to be a way to brand skill trades to that group. He noted that industry is involved in school programs, but only on a limited basis. He is in favor of finding a way to convince students and parents that manufacturing is a fun place to work such as problem solving, hi-tech, clean workplace, etc. He stated that manufacturing’s image needs to change and this image needs to get to students early while in school. He then showed a video featuring Mike Rowe addressing the need for more vocational education in the United States.

Elaine Carroll gave a brief introduction and her background in social work. She then went to describe the work performed at Jane Adams Resource Corporation (JARC) which focuses on hands-on instruction in welding, Computer Numerical Control (CNC), and other skills for entry level

positions while gaining nationally recognized certifications. She described JARC's recruiting and registration efforts and process. In addition to hard skills, JARC provides resume writing, personal finance, and interviewing skills while working with employers to develop the skills they are seeking. She described the students at JARC are hungry for the education they need to get these trade jobs. She went on to inform the Board of the work JARC conducts with employers to "up-train" incumbent workers which includes custom training; where needed. She stated the JARC was employer led which accounts for much of their success.

Senator Klausmeier added to the panel discussion by informing the Board of a Lions Club scholarship to a career pathway other than obtaining a college degree.

IV. Board Open Discussion on Workforce

Sharon Markley discussed the Eastern Shore program the Office of Strategic Industries & Entrepreneurship at Commerce is working on to facilitate discussion among high schools, area companies, and region economic developers as partners in meeting workforce needs.

Christine Ross gave an overview of the Maryland Registered Apprenticeship Tax Credit, as well as potential legislation to protect employers from on the job liability by hiring for second chance employees. She also discussed the Adult High School Pilot Program to establish an alternative method for adults who did not graduate and get them back to earn their diploma through Career and Technology Education (CTE) programs. She suggested the use of externship to expose teachers to manufacturing in order to have the modern production environment become part of their lesson plan as they are the key driver in exposing students and teachers to manufacturing.

Phil Tulkoff stated the need to start this exposure in the Junior High School level.

Sandra Lamb noted the need to raise visibility and take the supply side (students) and focus on giving them opportunities in manufacturing.

Linda Gilmore agreed with Ms. Lamb and proposed finding organizations to partner to expose students to manufacturing as a business. She introduced the Frederick County Youth Apprenticeship Pilot Program as not an official apprenticeship, but its purpose was exposure of students to industry and go from the Youth Apprenticeship to a formal apprenticeship.

Dr. May stated the need for to 2-3 week workshops for teachers to get enthused about advanced manufacturing by having demonstrations on welding and other manufacturing environments like biopharmaceuticals. He noted his work with Manufacturing USA and its 14 institutes. He closed by stating the need to demonstrate the "coolness" of manufacturing.

Brian Briggs gave closing comments of the workforce panel discussion by stating the need to make sure resources are available to students to gain visibility into the industry. He went on to address the need to create an environment where students from our top schools stay in Maryland potentially through co-ops and apprenticeships.

V. National Association of Manufacturers (NAM) Update

Drew Greenblatt stated some polling numbers conducted by NAM showing that 94.6% were optimistic about the future of manufacturing, there is only 2.6% unemployment in the industry, the average wage is \$85K, and 97% offer health insurance. In Maryland, only 4% of the population is employed in manufacturing, yet produces 5.5% in total manufacturing output. He continued by stating 33% more products were made in Maryland since 2005.

Mr. Greenblatt stated Maryland performs well in three (3) areas of manufacturing: chemical products, computer and electronics, and food and beverage. He then addressed exports by stating Maryland had \$3 billion in exports in 2016 with our free trade agreement partners, 88% of exports are from small business, and 13.2% was employed in trade in 2011. Maryland has 23 agreements with other countries and these free trade agreements are good for the state.

Mr. Greenblatt then presented his opinions on proposed tax reforms, instant expensing, bilateral agreements, the North American Free Trade Agreement (NAFTA), regulations and the More Jobs for Marylanders Program. (Presentation on file.)

Discussion among Board members and Mr. Greenblatt led to unemployment insurance and the use of temp agencies in order to reduce risk. Gary Brockrath interjected that unemployment insurance starts day 1 of employment in Maryland and suggested postponing it for 90 days. Mr. Greenblatt agreed that manufacturers would be willing to take more chances in hiring if there was less risk in regards to paying unemployment insurance.

VI. Closing Remarks

In respect to members' time, Chairman Briggs kept closing remarks brief. Sandra Lamb introduced material to be distributed to members for review that asked the Board to consider adding a component to the goals of MMAB in supporting small manufacturers. The next meeting of the Board will be held at McCormick & Company on March 28, 2018.

VII. Adjournment

There being no further discussion, the meeting was adjourned at 11:35am by Chairman Briggs.