Workforce Development *for* Homeless Service Providers

Neishall Schuyler
WIOA Operations Manager

Baltimore County Department of Economic and Workforce Development

Erin Roth
Deputy Assistant Secretary

Maryland Department of Labor, Division of Workforce Development and Adult Learning

Dylan McDonough
Policy Analyst

Maryland Department of Labor, Division of Workforce Development and Adult Learning

Session Objectives

- Provide a broad overview of the workforce system's vision, customers, and goals.

- Dive into 3 key workforce resources:
    - American Job Centers
    - Registered Apprenticeship
    - EARN Maryland

- Explore how to effectively partner.

North Star

Two Main Customers

Businesses

Jobseekers

North Star

Increase the earning capacity of Marylanders through focusing on 5 main goals:

1. Maximize access to employment.

2. Maximize access to skills and credentialing.

3. Maximize access to life management skills.

4. Eliminate barriers to employment.

5. Strengthen and enhance the effectiveness and efficiency of the workforce system through collaboration.

Workforce Innovation and Opportunity Act

WIOA: 2 Types of Customers

Employers

Jobseekers

OUR SERVICES

- ✓ **Career Consultation**

- ✓ **Career Assessments**

- ✓ **Business Services**

- ✓ **Résumé and Interview Assistance**

- ✓ **Labor Market Information**

- ✓ **Pre-Vocational and Vocational Training**
- ✓ **Youth Services**

- ✓ **Supportive Services**

American**Job**Center®

WHAT WE DO

Professionally trained staff help jobseekers get started on or advance in a career path by equipping them with the knowledge, strategies and tools they need to prepare for and connect to their next employment opportunity.

Whether they are looking for a new position in their current field or planning a career change, everything they need is at their fingertips when they visit a Career / American Job Center.

We work with people at all stages of their career from entry-level to executive. Professional and knowledgeable staff will work with jobseekers to help them achieve their goals and succeed in today's ever-changing job market.

AmericanJobCenter®

Federal Eligibility Criteria
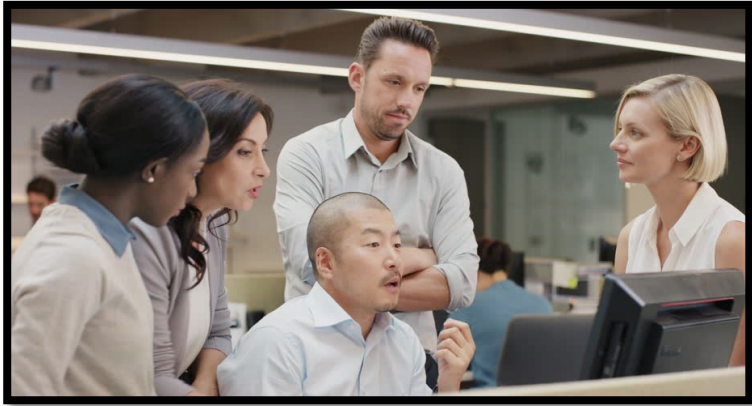
- Basic Math and Reading Assessment
- Age 18+
- Social Security Number
- Citizenship/Authorized Non-Citizen
- County Residency
- Income
- Selective Service Registration
- Documentation of Highest Level of Education
- Documentation of Household Size

Let's Talk Training...

- WIOA funded training requires an application.

- Applications are approved on a case-by-case basis.

- Approvals are based on labor market demand, likelihood of obtaining employment, and fit for the individual. Everyone is NOT approved.

- Training providers and programs are limited based on WIOA federal policy.

Referral to Education Services…

- Basic Education
- English Language Learners

Supportive Services...

Allowable Supportive Services	Disallowed Supportive Services
Local transportation costs and limited private auto repairs associated with work or training	Fines and penalties, such as traffic violations, late finance charges, and interest payments
Childcare and dependent care costs	Entertainment, including tips
Housing and food	Contributions or donations
Legal aid	Vehicle or mortgage payments
Medical and prescription services (pre-employment physical, required shots, etc.)	Refundable deposits
Assistance with books, fees, school supplies, computer equipment and related internet service and other necessary items for students enrolled in postsecondary education classes	Computer equipment cannot be used to enhance or build the infrastructure needed to support local Internet service.

Supportive Services…

Allowable Supportive Services	Disallowed Supportive Services
Uniforms or other required work attire, hygiene, haircuts, eyeglasses, and work or material-related training costs	Pet food
Payments and fees for employment and training-related applications, tests, and certifications. (e.g., background check, fingerprinting, certification exam fees)	Items for members and friends
Employment-related professional memberships	Out-of-state job search and relocation expenses already covered by the prospective employer
Translation services	Alcohol or tobacco products
Work and training-related licenses, permits and tests	
Reasonable accommodations for individuals with disabilities	
Out of state job search and relocation for a new job	
Incentive payments	

Official Definition

Apprenticeship is an **earn-and-learn** strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.

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Official Definition

Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.

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Registered Apprenticeships

Key Components

On-the-Job Training (OJT) must:

- Consist of at least 2,000 hours per year of the apprenticeship.

- Take place at the work site under the direction of a highly skilled journeyworker(s).

+

Related Instruction (RI) must:

Have at least 144 hours of related instruction per year of the apprenticeship.

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Registered Apprenticeships

General Requirements

Individual apprenticeship programs set their own requirements

- Most require apprentices to be 18+

- You must be physically able to perform required tasks

- Access to transportation, especially for trades

- Most, but not all, require a high school diploma

- Many require drug test

- You may have to pass specific tests in math and English. Individual program requirements may vary.

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Registered Apprenticeships

Sample Industries and Occupations
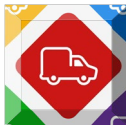
Healthcare

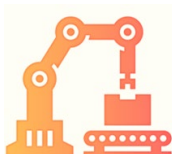Information Technology

Biotechnology

Emergency Management

Transportation and Logistics

Retail

Hospitality and Tourism

Manufacturing

Public Sector

Shipbuilding

Construction

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Registered Apprenticeships

Maryland Apprenticeship Locator

THE DEPARTMENT OF LABOR
Maryland Apprenticeship Locator

Search Options

Be An Apprentice

Hire An Apprentice

✓ County

✓ Type of Apprenticeship

✓ Occupation, Industry, or Sponsor

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Pre-Apprenticeship

Pre-Apprenticeships

Pre-apprenticeship training allows participants to:

- Explore and learn about exciting careers

- Qualify to meet minimum standards for selection to an RA program

- Get a start on career-specific training with viable career pathway opportunities

- Build the literacy, math, English, and work-readiness skills employers desire

- Advance into a Registered Apprenticeship program

EARN Maryland

What is EARN Maryland?

- Sector strategy initiative
- Eliminate barriers and creates responsive career pathways for:
  - Low and no-skilled workers
  - Incumbent workers
- State-funded grant program meant to be collaborative, flexible, and nimble to meet industry demand

Strategic Industry Partnerships

Strategic Industry Partnerships (SIP) *must* include:

- 5+ employer and industry partners

- 2 "diverse entities"

  Higher Education, Non-Profit or Community Based Organizations, Local Workforce Development Boards, Local Governments

Collaboration is <u>key</u> – each partner plays a unique role in program's success.

Role of Employers

- Identify common workforce and skills needs and challenges
- Participate in training
  - Teaching, Mock Interviews, Job Shadowing, Tour of Facility
- Commit to interviewing trainees
  - Provide interview feedback
  - Be involved in placement
  - Identify strengths and weaknesses of training program

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Role of Diverse Entities

Participant Management

Recruitment to Placement

- Pipeline Development, Recruitment and Screening
- Case Management
- Job Coaching
- Wrap Around Services
- Placement

Partnership Management

- Entity/individual lead– credibility with industry, trust of diverse set of partners
- Coordination and accountability among partners
- Continuous feedback loop with employers – success of training graduates, training modules, screening design

Job Readiness / Essential Skills Training

EARN By The Numbers

As of October 2022

More than 11,000 incumbent workers have received training, attaining new credentials, certifications and/or skills

Over 8,000 individuals have obtained employment through EARN

DID YOU KNOW?

For every $1 of State funding invested into EARN, an additional $17.34 in economic impact is created.

$1

$17.34

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EARN Partnerships by Industry

65 Total Partnerships

Healthcare = 13

Construction = 7

Green = 6

Transportation and Logistics = 5

Hospitality and Tourism = 2

Automotive = 2

Cyber/Information Technology = 18
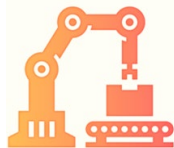
Biotechnology = 4

Childcare = 1

Manufacturing = 7

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EARN Resources

EARN MD Website- http://www.labor.maryland.gov/earn/

Find:

- Annual Reports
- Jobseeker Tool
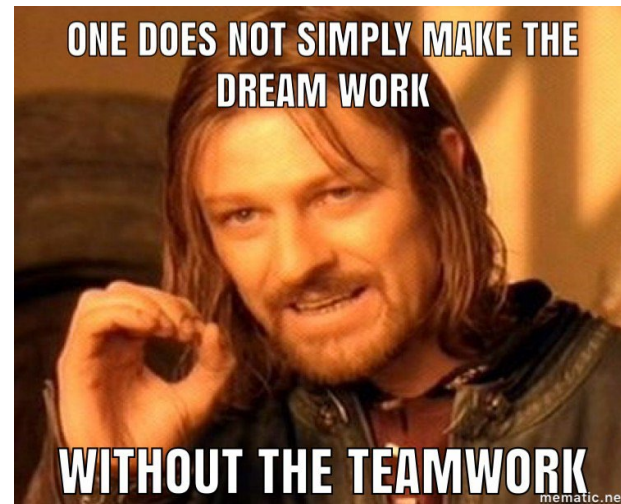- EARN MD Partnerships
- EARN MD Pressroom

Success Stories

Bridging the Gap

Making connections can be challenging. What are ways that the two systems can better work together to ensure access to services?

1. Maximizing resource payments between providers
2. Long-term data sharing agreements
3. Intentional, warm hand-offs with ongoing support
4. Other ideas?

Questions?

Erin Roth

erin.roth@maryland.gov

Neishall Schuyler

nschuyler@baltimorecountymd.gov

Dylan McDonough

dylan.mcdonough@maryland.gov