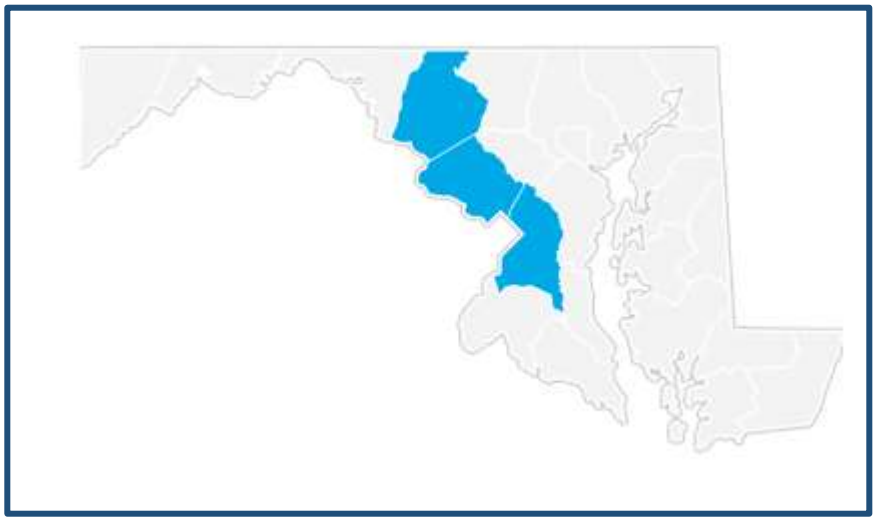
WIOA REGIONAL PLAN

Capital Region

Frederick County MD
Montgomery County MD
Prince George's County MD



December 2020-June 30, 2024

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Capital Region's Approach

The Capital Region is committed to implementing the *Benchmarks of Success for Maryland's Workforce System,* implementing the requirements of the Workforce Innovation and Opportunity Act (WIOA), meeting the needs of our residents and businesses, with a focus on a shared vision of excellence for Frederick County, Montgomery County and Prince George's County. At the time of this plan's writing, the entire state of Maryland is operating under an emergency declaration due to the COVID-19 pandemic and public health crisis. This has placed extraordinary economic strain on Maryland's economy, with many looking to local workforce development boards to find resources and leverage technology in order to ensure job seekers, businesses and youth have access to services and programs that help them survive the current economic crisis. Now, more than ever, thousands are requesting workforce development services during a period when social distancing requirements have placed limitations on local workforce development areas providing in-person services to those in need. The Capital Regions partner have made drastic changes in the delivery of workforce development programs and consistently strengthening partnerships to move our local economy forward.

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

Maryland's Vison: Increase the earning capacity of Marylanders by maximizing access to employment, skills and credentialing, life management and supportive skills.

1. Capital Region Main Strategic Goals:
2. Maximize access to employment;
3. Maximize access to/use of skills and credentialing;
4. Maximize access to/use of life management skills;
5. Eliminate barriers to employment; and,
6. Strengthen and enhance the effectiveness and efficiency of the Capital Region's public workforce system.
7. Increase integration among public workforce system partners and;
8. Streamline services for businesses operating throughout the capital region's counties and municipalities.

Section 1 – Regional Analysis
This Section should provide an analysis of regional economic conditions that includes –

(A) Existing and emerging in-demand industry sectors and occupations [1] and their employment needs.[2]

Economy Overview

2,232,700	1,024,835	$80.6K
Population (2020)	Total Regional Employment	Avg. Earnings Per Job (2020)
Population grew by 48,722 over the last 5 years and is projected to grow by 43,138 over the next 5 years.	*Jobs grew by 41,903 over the last 5 years and are projected to grow by 47,285 over the next 5 years.*	*Regional average earnings per job are $11.0K above the national average earnings of $69.6K per job.*

Takeaways

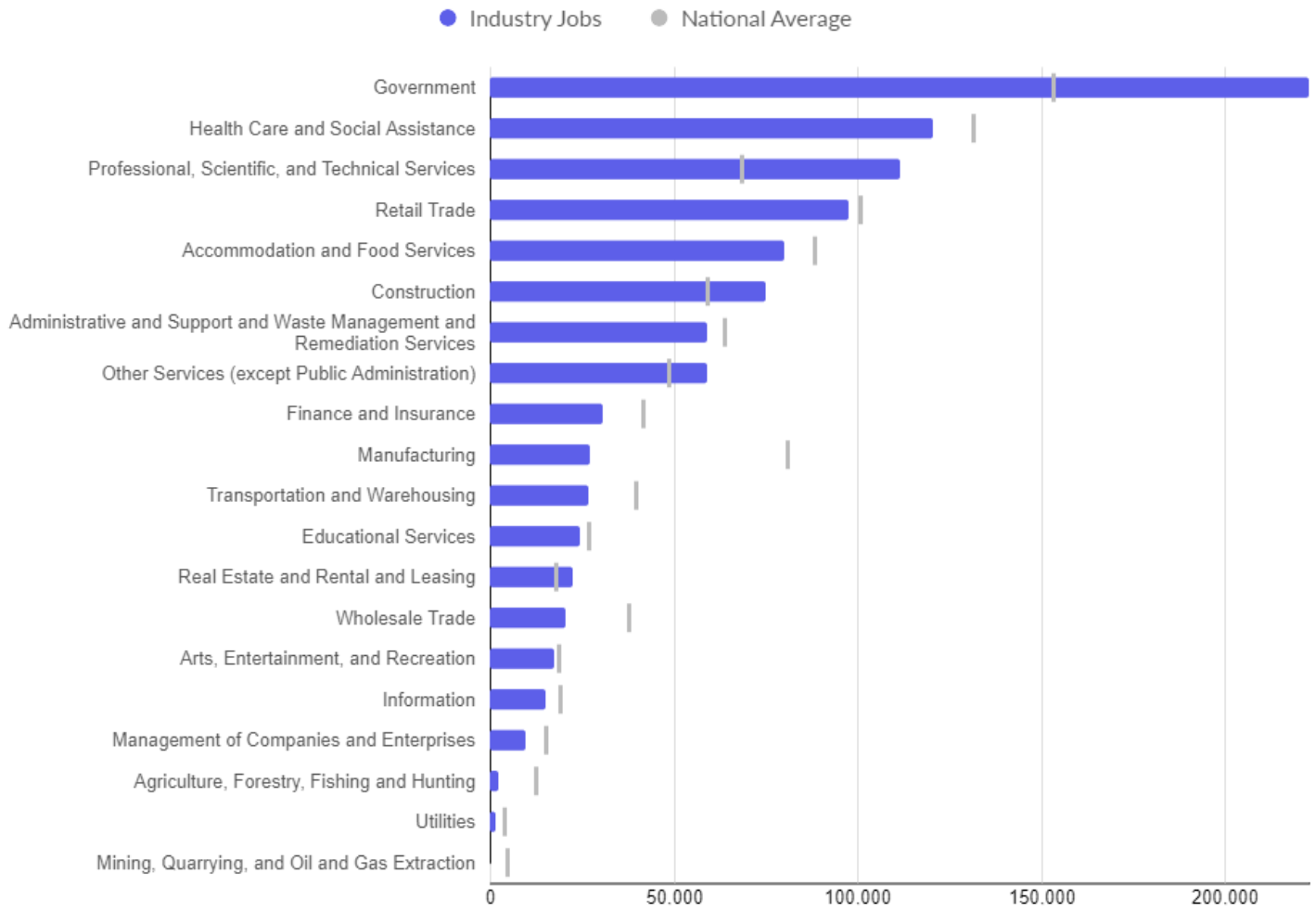
As of 2020 the region's population increased by 2.2% since 2015, growing by 48,722. Population is expected to increase by 1.9% between 2020 and 2025, adding 43,138. From 2015 to 2020, jobs increased by 4.3% in Frederick, Montgomery and Prince Georges Counties from 982,933 to 1,024,835. This change fell short of the national growth rate of 6.2% by 1.9%. As the number of jobs increased, the labor force participation rate increased from 65.8% to 67.8% between 2015 and 2020.

Concerning educational attainment, 22.8% of the selected regions' residents possess a Bachelor's Degree (3.7% above the national average), and 6.1% hold an Associate's Degree (2.1% below the national average). The top three industries in 2020 are Federal Government, Civilian, Restaurants and Other Eating Places, and Education and Hospitals (Local Government).

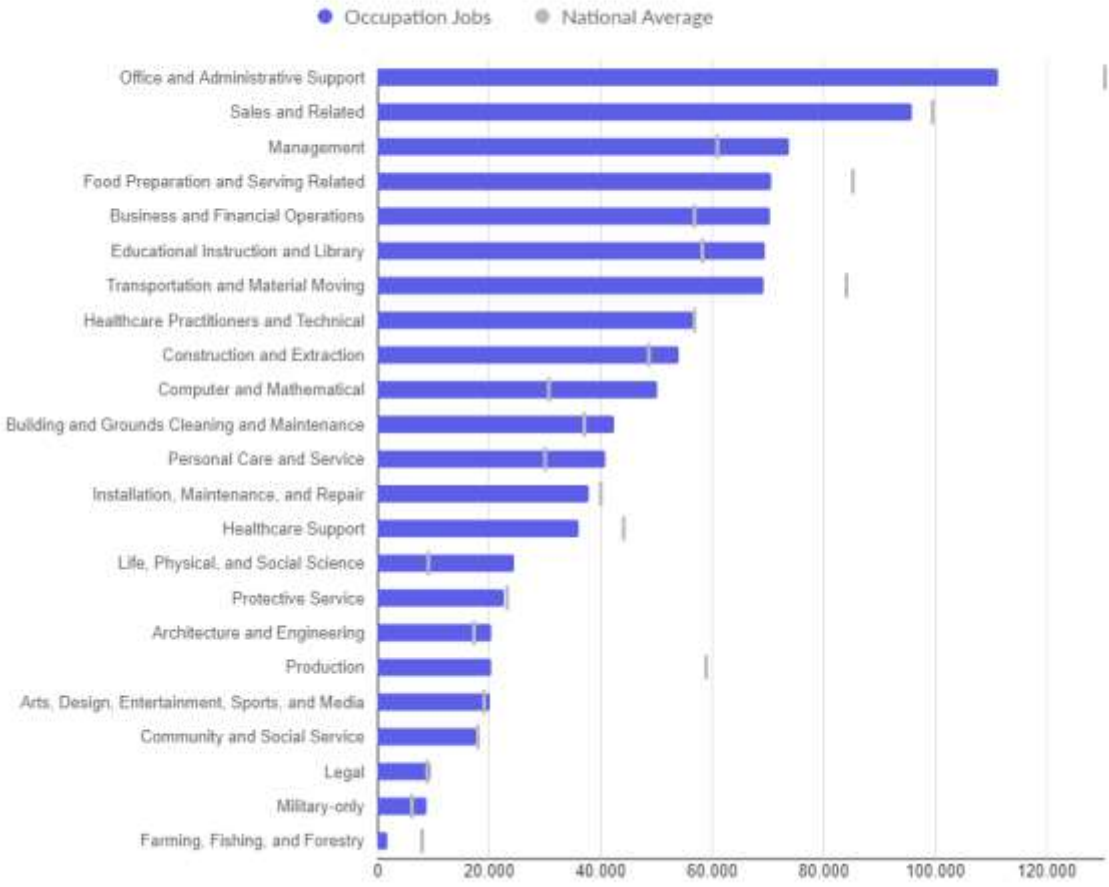
[1] Existing and emerging industries and occupations can be determined in a variety of ways (e.g., projections, location quotients). For your convenience, the Labor Market Information (LMI) Team has provided the Growth Industry Tool (GIT) and the Growth Occupation Tool (GOT) available at: https://www.labor.maryland.gov/lmi/wiagrowthind/got.shtml.

[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.

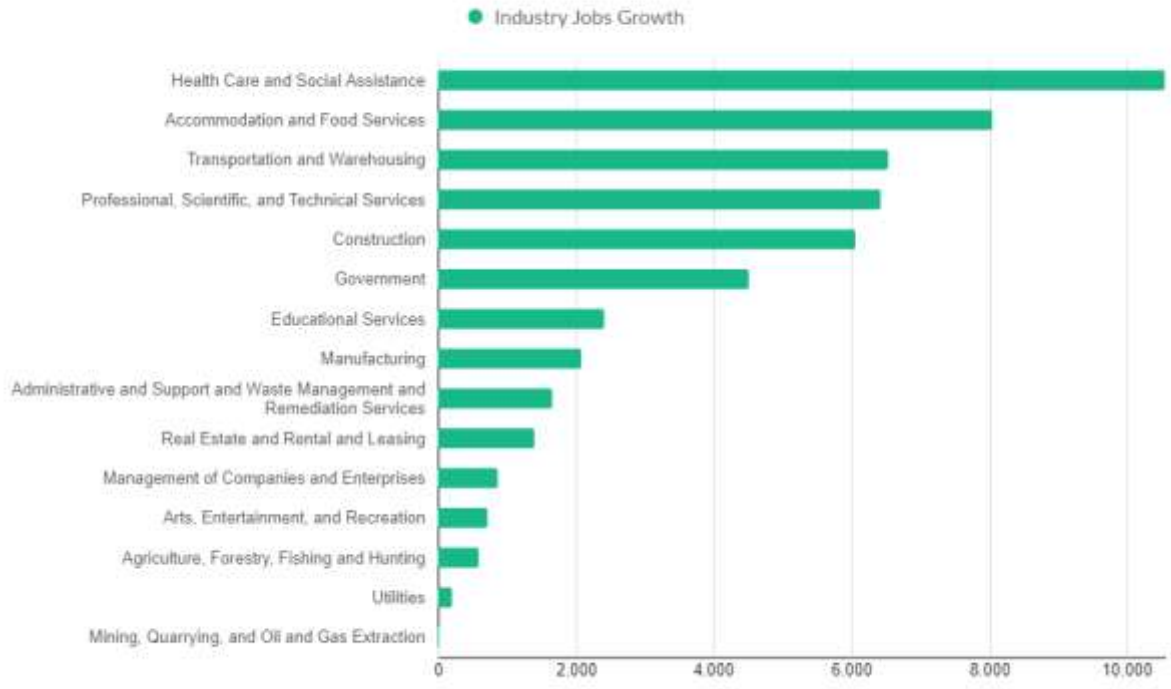
Largest Industries



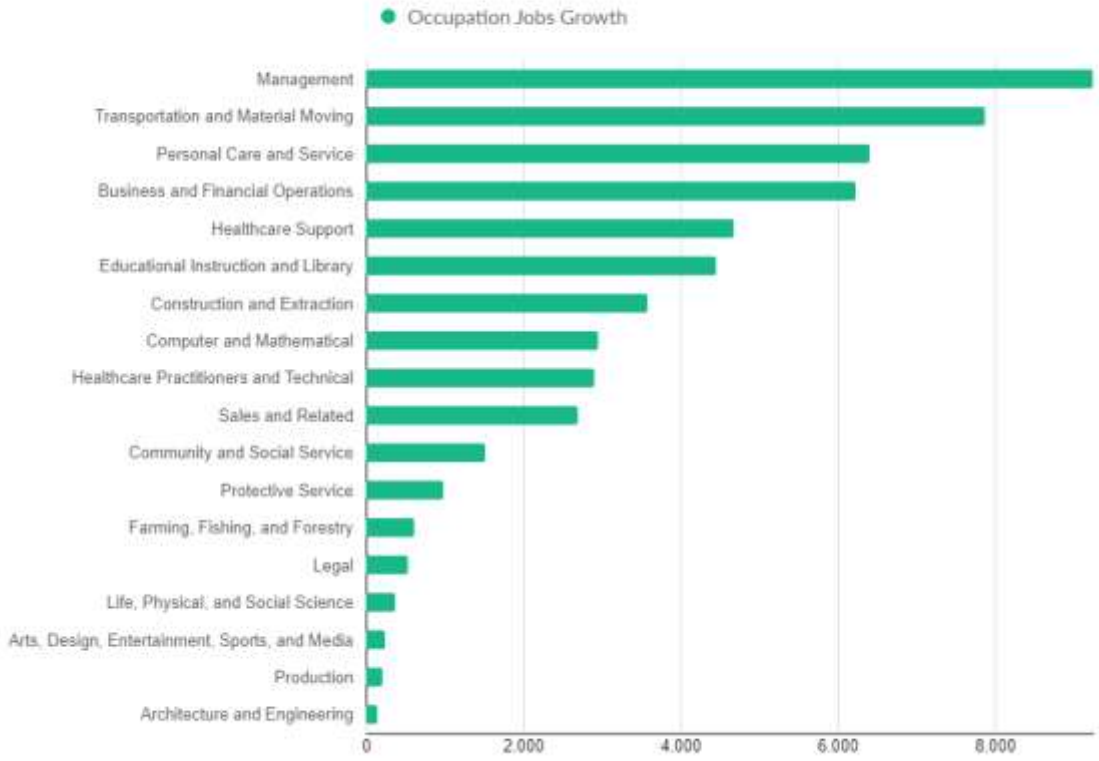
Largest Occupations



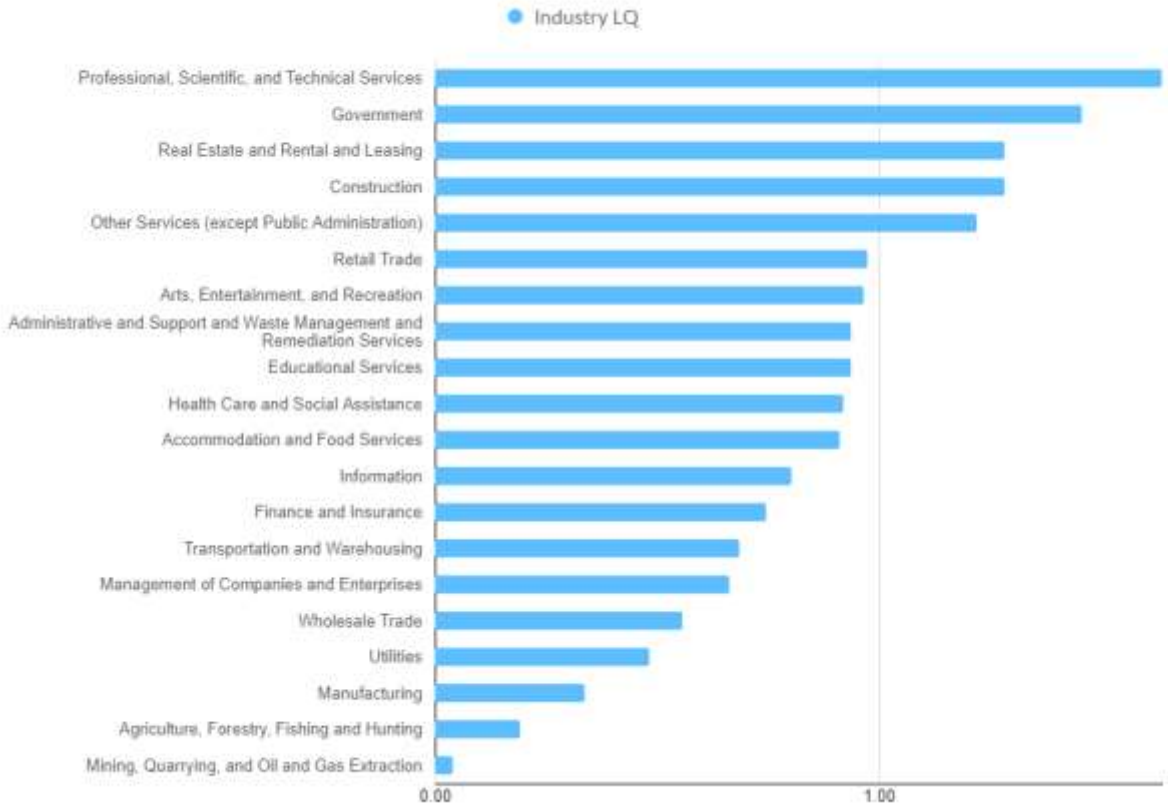
Top Growing Industries



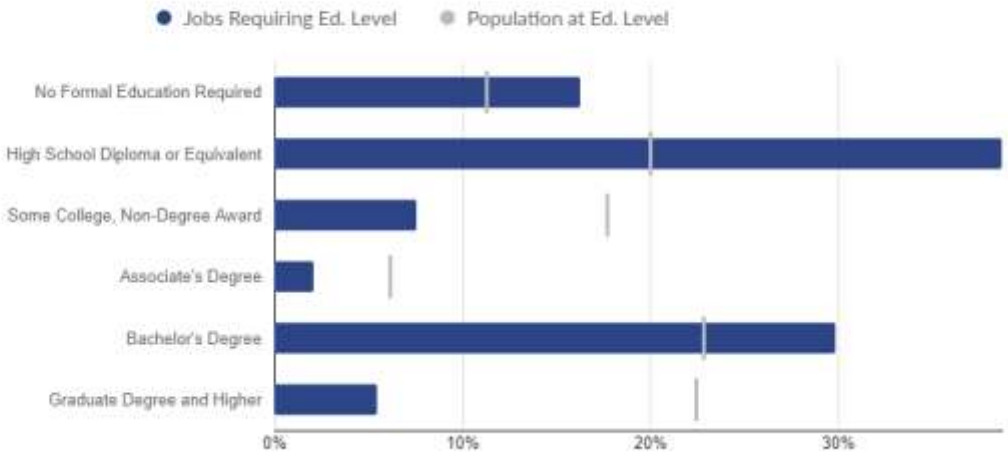
Top Growing Occupations



Top Industry LQ

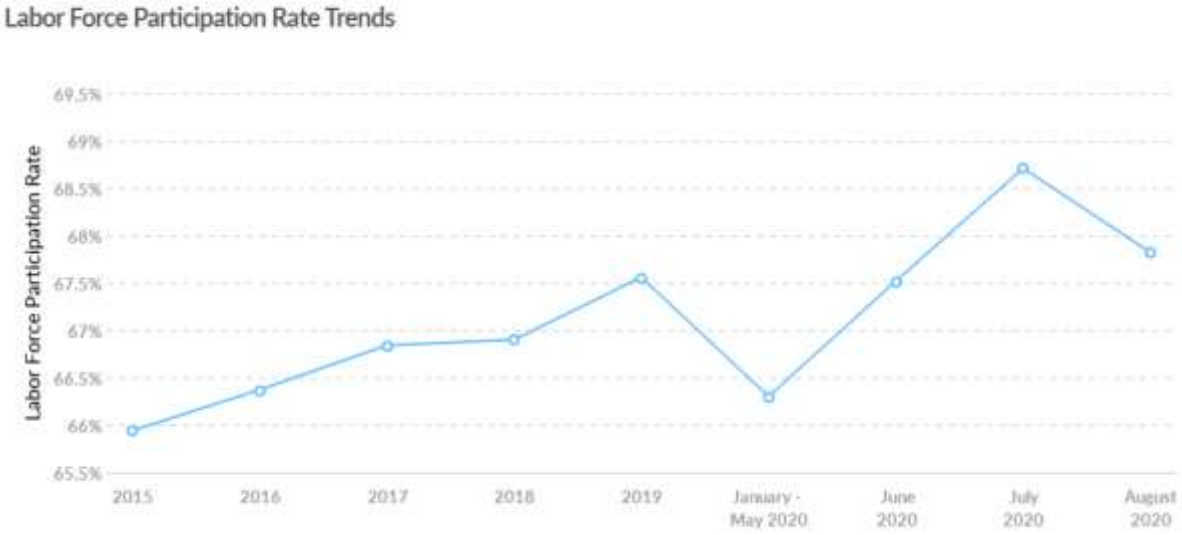


Underemployment



(B) Demographic Characteristics Demographic characteristics of the current workforce, including the educational 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] 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

	Population (2020)	Labor Force (2020)	Jobs (2020)	Cost of Living	GRP	Imports	Exports
Region	2,232,700	1,228,440	1,024,835	131.5	$157.2B	$207.5B	$258.8B
State	6,069,861	3,258,878	3,042,476	126.8	$415.1B	$440.7B	$605.2B
Nation	330,354,682	160,966,313	166,243,585	100.0	$21.1T	$0	$9.0T



[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 (http://www.census.gov/).

Millennials

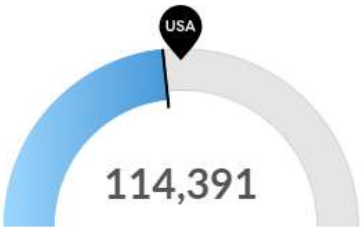
Your area has 452,120 millennials (ages 25-39). The national average for an area this size is 457,633.

Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 652,572 people 55 or older, while there are 626,168 here.

Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 885,338 racially diverse people, while there are 1,470,724 here.

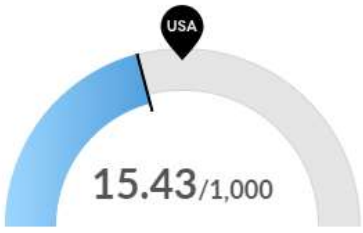


Veterans

Your area has 114,391 veterans. The national average for an area this size is 126,075.

Violent Crime

Your area has 2.2 violent crimes per 1,000 people. The national rate is 3.53 per 1,000 people.

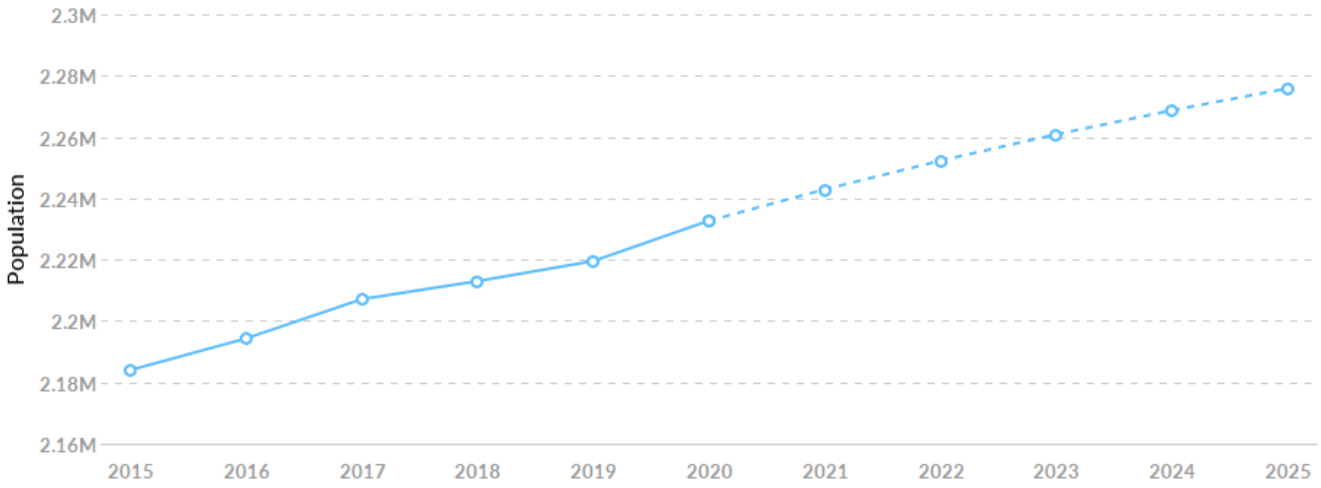


Property Crime

Your area has 15.43 property crimes per 1,000 people. The national rate is 19.79 per 1,000 people.

Population Trends

As of 2020 the region's population **increased by 2.2%** since 2015, growing by 48,722. Population is expected to **increase by 1.9%** between 2020 and 2025, adding 43,138.



Households and Families

In 2014-2018, there were 91,405 households in Frederick County, Maryland. The average household size was 2.67 people.

Families made up 71.4 percent of the households in Frederick County, Maryland. This figure includes both married-couple families (56.7 percent) and other families (14.7 percent). Female householder families with no husband present and own children under 18 years are 5.2 percent of all households. Nonfamily households made up 28.6 percent of all households in Frederick County, Maryland.

In Frederick County, Maryland, 35.5 percent of all households have one or more people under the age of 18; 26.3 percent of all households have one or more people 65 years and over.

In 2014-2018, there were 370,227 households in Montgomery County, Maryland. The average household size was 2.79 people.

Families made up 69.9 percent of the households in Montgomery County, Maryland. This figure includes both married-couple families (54.5 percent) and other families (15.4 percent). Female householder families with no husband present and own children under 18 years are 5.6 percent of all households. Nonfamily households made up 30.1 percent of all households in Montgomery County, Maryland.

In Montgomery County, Maryland, 35.4 percent of all households have one or more people under the age of 18; 28.2 percent of all households have one or more people 65 years and over.

In 2014-2018, there were 308,849 households in Prince George's County, Maryland. The average household size was 2.87 people.

Families made up 65.8 percent of the households in Prince George's County, Maryland. This figure includes both married-couple families (40.1 percent) and other families (25.7 percent). Female householder families with no husband present and own children under 18 years are 8.4 percent of all households. Nonfamily households made up 34.2 percent of all households in Prince George's County, Maryland.

In Prince George's County, Maryland, 32.9 percent of all households have one or more people under the age of 18; 25.7 percent of all households have one or more people 65 years and over.

Nativity and Foreign Born

In 2014-2018, an estimated 89.4 percent of the people living in Frederick County, Maryland were U.S. natives. 50.0 percent of the Frederick County, Maryland population were living in the state where they were born.

Approximately 10.6 percent of Frederick County, Maryland residents in 2014-2018 were foreign-born. 51.5 percent of foreign born were naturalized U.S. citizens and an estimated 80.5 percent entered the country before the year 2010.

In 2014-2018, an estimated 67.7 percent of the people living in Montgomery County, Maryland were U.S. natives. 25.6 percent of the Montgomery County, Maryland population were living in the state where they were born.

Approximately 32.3 percent of Montgomery County, Maryland residents in 2014-2018 were foreign-born. 53.9 percent of foreign born were naturalized U.S. citizens and an estimated 81.2 percent entered the country before the year 2010.

In 2014-2018, an estimated 77.6 percent of the people living in Prince George's County, Maryland were U.S. natives. 24.8 percent of the Prince George's County, Maryland population were living in the state where they were born.

Approximately 22.4 percent of Prince George's County, Maryland residents in 2014-2018 were foreign-born. 43.1 percent of foreign born were naturalized U.S. citizens and an estimated 79.0 percent entered the country before the year 2010.

Foreign-born residents of Prince George's County, Maryland come from different parts of the world. The bar graph below displays the percentage of foreign born from each world region of birth in 2014-2018 for Prince George's County, Maryland.

Language

Among people at least five years old living in Frederick County, Maryland in 2014-2018, 13.7 percent spoke a language other than English at home. Spanish was spoken by 6.8 percent of people at least five years old; 4.9 percent reported that they did not speak English "very well."

Among people at least five years old living in Montgomery County, Maryland in 2014-2018, 40.6 percent spoke a language other than English at home. Spanish was spoken by 16.7 percent of people at least five years old; 14.0 percent reported that they did not speak English "very well."

Among people at least five years old living in Prince George's County, Maryland in 2014-2018, 25.6 percent spoke a language other than English at home. Spanish was spoken by 15.3 percent of people at least five years old; 11.6 percent reported that they did not speak English "very well."

Disability

In Frederick County among the civilian noninstitutionalized population in 2014-2018, 11.0 percent reported a disability. The likelihood of having a disability varied by age - from 4.9 percent of people under 18 years old, to 8.8 percent of people 18 to 64 years old, and to 31.5 percent of those 65 and over.

In Montgomery County among the civilian noninstitutionalized population in 2014-2018, 8.0 percent reported a disability. The likelihood of having a disability varied by age - from 2.7 percent of people under 18 years old, to 5.7 percent of people 18 to 64 years old, and to 26.9 percent of those 65 and over.

In Prince George's County among the civilian noninstitutionalized population in 2014-2018, 9.4 percent reported a disability. The likelihood of having a disability varied by age - from 3.0 percent of people under 18 years old, to 7.6 percent of people 18 to 64 years old, and to 31.1 percent of those 65 and over.

Employment Status and Type of Employer

In Frederick County 66.8 percent of the population 16 and over were employed; 29.7 percent were not currently in the labor force.

An estimated 74.4 percent of the people employed were private wage and salary workers; 20.0 percent were federal, state, or local government workers; and 5.4 percent were self-employed in their own (not incorporated) business.

Class of worker	Number	Percent
Private wage and salary workers	97,887	74.4
Federal, state, or local government workers	26,309	20.0
Self-employed workers in own not incorporated business	7,105	5.4

In Montgomery County 67.6 percent of the population 16 and over were employed; 28.5 percent were not currently in the labor force.

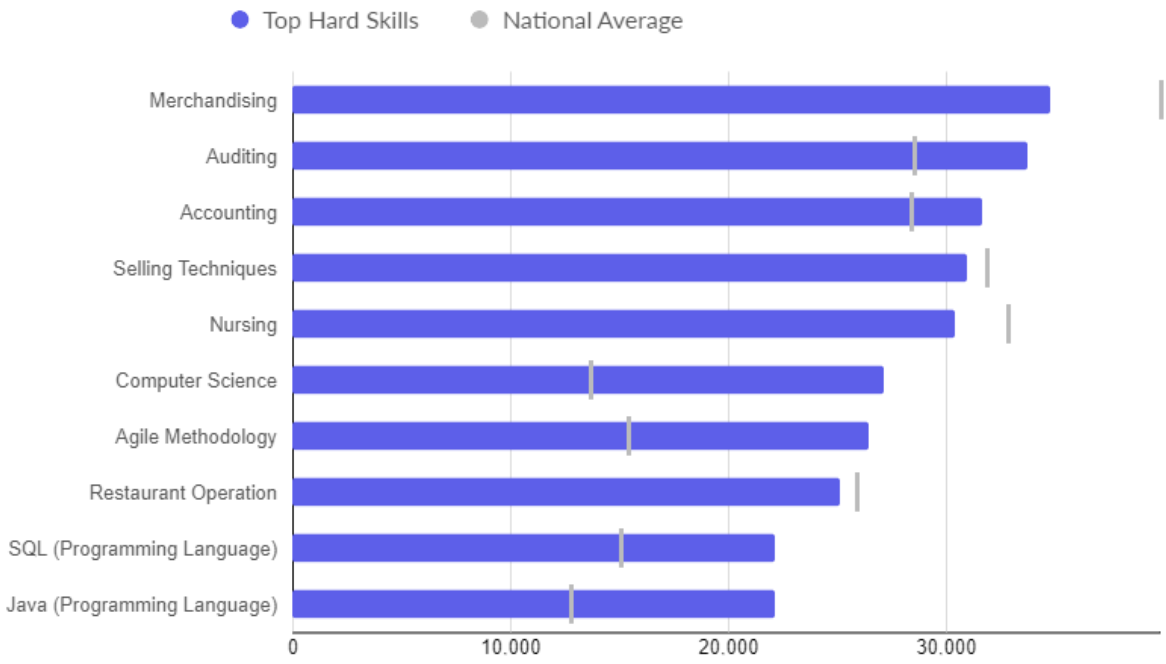
An estimated 72.5 percent of the people employed were private wage and salary workers; 21.3 percent were federal, state, or local government workers; and 6.0 percent were self-employed in their own (not incorporated) business.

Class of worker	Number	Percent
Private wage and salary workers	403,556	72.5
Federal, state, or local government workers	118,595	21.3
Self-employed workers in own not incorporated business	33,501	6.0

In Prince George's County 66.4 percent of the population 16 and over were employed; 28.5 percent were not currently in the labor force. An estimated 69.9 percent of the people employed were private wage and salary workers; 25.9 percent were federal, state, or local government workers; and 4.1 percent were self-employed in their own (not incorporated) business.

Class of worker	Number	Percent
Private wage and salary workers	336,102	69.9
Federal, state, or local government workers	124,599	25.9
Self-employed workers in own not incorporated business	19,735	4.1

The capital regions most requested skills include:



(C) 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 while under a state of emergency declaration because of the COVID-19 public health crisis and pandemic, the capital region and the local boards comprised of it have recognized the challenges in

supporting individuals in training and employment programs. This unprecedented environment has created many barriers for individuals in need of services, including training. Training programs that are offered in online/virtual environments can be a viable solution, but cannot be the only one. The capital region partners will continue to communicate in order to effectively bridge any gaps in service delivery, ensure equal accessibility to programs and services, and work with industry leaders to develop workforce solutions.

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. It has pivoted since March, 2020 and now offers a variety of services virtually and remotely. We are exploring a pilot program to ensure individuals who do not have access to technology can conduct job search activities and training. Hiring support and other recruitment and retention services for businesses are also provided remotely and in partnership with local economic development entities.

The county also has recently been awarded funds to address the opioid crisis and serves as a partner and referral network for local and regional training providers, EARN grantees and other partnerships that support the development of a talent to meet industry and business needs. The county leverages its strong partnership with Frederick Community College. Job seekers are provided access to information on training providers to maximize access and choice. Improvement on the development of a more robust ETPL would increase the availability of options for capital region job seekers. Reciprocal agreements with nearby states would also support this goal.

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, 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, the Covid-19 pandemic and the mandatory social distancing requirements have severely limited current service delivery. The greatest weakness of services currently, is that many services haven't been converted to being offered virtually. With unemployment rates above 10%, Prince George's County has thousands of unemployed job seekers, but our American Job Centers and many service providers are closed.

All of the WIOA programs are being delivered and this includes the program central to addressing the skills gap, need of employers, and specific needs of target populations. Employ Prince George's operates five sector programs, branded as Industry Bridge Programs. Employ Prince George's, Latin American Youth Center and Eckerd Connects operate three out-of-school youth programs and one in-school youth program. Employ 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 partners to execute grants for different populations to include youth and Dislocated Workers. We have a youth grant to engage students year-round in various opportunities. We have a National Dislocated Workers grant, 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 Montgomery College to cover credential programs in IT, healthcare, professional services, etc. We also have an EARN grant to get more minorities trained to be able to obtain positions in the IT field, with a focus on coding and cyber security. These training opportunities will provide a pool of skilled talent for the different organizations expanding into Montgomery County. We also have established MOUs with other partners to offer additional services such as financial guidance, entrepreneurship training and Bio Tech.

In 2019, there were 34,491 graduates in 3 Maryland Counties. This pipeline has grown by 8% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences, General Studies and Humanities, Other", "Business Administration and Management, General", and "Business Administration and Management, General".

School	Total Graduates (2019)	Graduate Trend (2015 - 2019)
University of Maryland-University College	13,046	
University of Maryland-College Park	11,865	
Montgomery College	3,066	
Bowie State University	1,085	
Prince George's Community College	1,064	
Frederick Community College	1,022	
Strayer University-Maryland	731	
Mount St. Mary's University	680	
Hood College	510	
Fortis College-Landover	317	

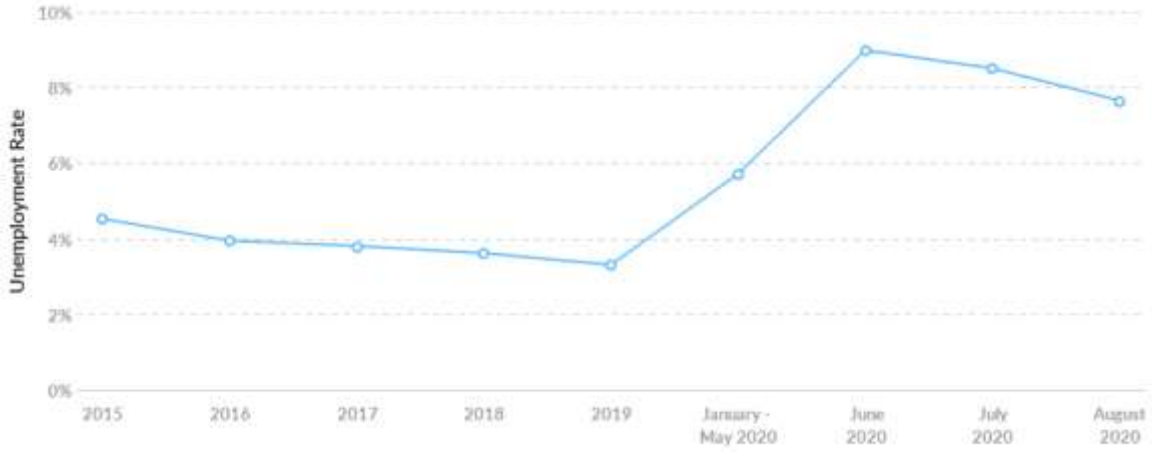
Educational Attainment

Concerning educational attainment, **22.8% of the selected regions' residents possess a Bachelor's Degree** (3.7% above the national average), and **6.1% hold an Associate's Degree** (2.1% below the national average).

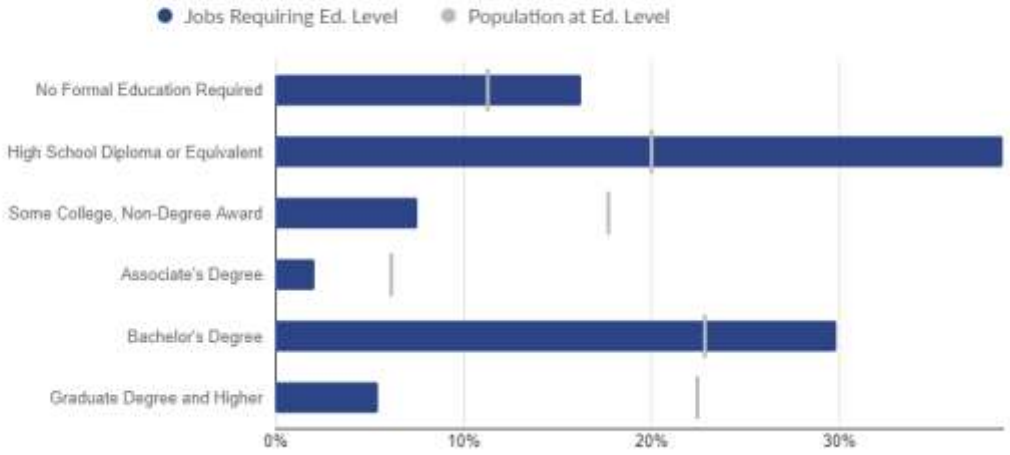
	% of Population	Population
Less Than 9th Grade	6.1%	93,949
9th Grade to 12th Grade	5.1%	78,802
High School Diploma	19.9%	306,503
Some College	17.6%	270,806
Associate's Degree	6.1%	93,259
Bachelor's Degree	22.8%	350,427
Graduate Degree and Higher	22.3%	343,249

Unemployment Rate Trends

Your areas had an August 2020 unemployment rate of 7.65%, **increasing from 4.52%** 5 years before.



Underemployment



Section 2 – Regional Sector Strategies
This Section should –

(A) Identify which in-demand industry sector(s) or occupation(s) the Local Boards in the region is/are serving and why.[4]

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

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 9,000+ businesses employ 96,944 people. Nearly 120 of these businesses have 100 or more workers. Major employers represent a diverse industry base, including, bio-pharma, professional, technical and scientific, manufacturing, healthcare, and construction. Recent expansions of anchor businesses in the 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.

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 will 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

[4] Existing and emerging industries and occupations can be determined in a variety of ways (e.g., projections, location quotients). For your convenience, the 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.

Efforts have been made to establish stronger connections among targeted industry sectors. Frederick's focus on advance 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 the manufacturing industry employers. Frederick Community College is developing an advanced manufacturing program and has purchased curriculum that has been in direct response to the manufacturing business community. In addition, the local board, Workforce Services is supporting their development of a biotech apprenticeship program to support the growing demand in this career path.

The local Board also supports industry partnerships supported by Maryland's EARN program. Currently the Board is partnering with EARN recipient Tech Frederick and recent awardee, 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.

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.

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. Once fully developed the National Harbor area is estimated to host over 15,000 employment opportunities. The National Harbor employment opportunities will greatly increase the existing supply of accommodation/hospitality, retail and food services industry employment opportunities.

The Prince George's County Workforce Development Board plans to open American Job Center National Harbor in the third quarter of Program Year 2020. 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 will also be the home to a University of Maryland Regional Medical Center. The additions above will be great compliments to the home of the Washington Redskins, 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

- Food & Beverage Manufacturing
- Advanced Manufacturing
- Federal Construction & Real Estate
- Professional, Scientific & Technical Services
- Education
- Transportation & Logistics
- Government Services
- Information Technology
- Business Services
- Recreation, Tourism and Hospitality
- Energy & Utilities
- Retail

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.

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
- BioScience

In summary the following chart shows the industries that the Capital Region collectively identifies as priorities:

Industry Sector	Frederick County	Montgomery County	Prince Georges County
Professional, Scientific, Technical	X	X	X
Healthcare	X	X	X
Construction	X	X	X

The Capital Region partners currently enjoy the following collaborations:

EARN grant programs

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, Bio-Science, 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

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.

NOTE: not all efforts to address the needs of in-demand sector(s) or occupations need to be regional. Regions should prioritize those sector(s) or occupation(s) that require a regional approach based on the regional data analysis. Local Boards in a multi-area region may also serve local sectors based on more localized needs.

Section 3 – Regional Service Strategies

This Section should –

(A) Identify and describe which populations and/or service strategies and/or services will be developed on a regional basis.

NOTE: There is no expectation that all service strategies in multi-area regions will be regional, or that regions will have robust strategies in place at the start of the planning timeline. This plan provides the baseline. Local Board(s) are expected to make a good faith effort at exploring options to better integrate service delivery as it makes sense over time.

This is content from the last plan – any additions, changes welcome

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
- Improvement of connections between businesses and skilled/job ready job seekers

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

Having identified the three in-demand industries (Construction, Healthcare, and Professional, Scientific and Technical Services) the Capital Region will enhance our regional approach in the development of regional career pathways. Regional career pathways will align post-secondary training/credentials with employer-validated work readiness skills, standards and competencies to prepare and place job seekers in gainful employment. Additionally, a regional approach to career pathways will increase skills and qualifications of job seekers, align 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 regions in-demand industries each County has overlapping growth industries, growth occupations and gaps in skilled job seekers. It is pertinent that the Capital Region ensure 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 regions 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 of 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. Employer buy-in will lead to long term sustainability and advancement of sector strategies and career pathways in the region.

The most daunting task of the Capital Region's service strategy will be connecting the demand and the supply of the workforce system. After the development of career pathways and sector strategies, the Capital Region must connect the labor force to the employers who are hiring in the region. Increased communication and collaborative programming by the regions 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.

Section 4 – Coordination with Regional Economic Development Organizations
This Section should –

(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.

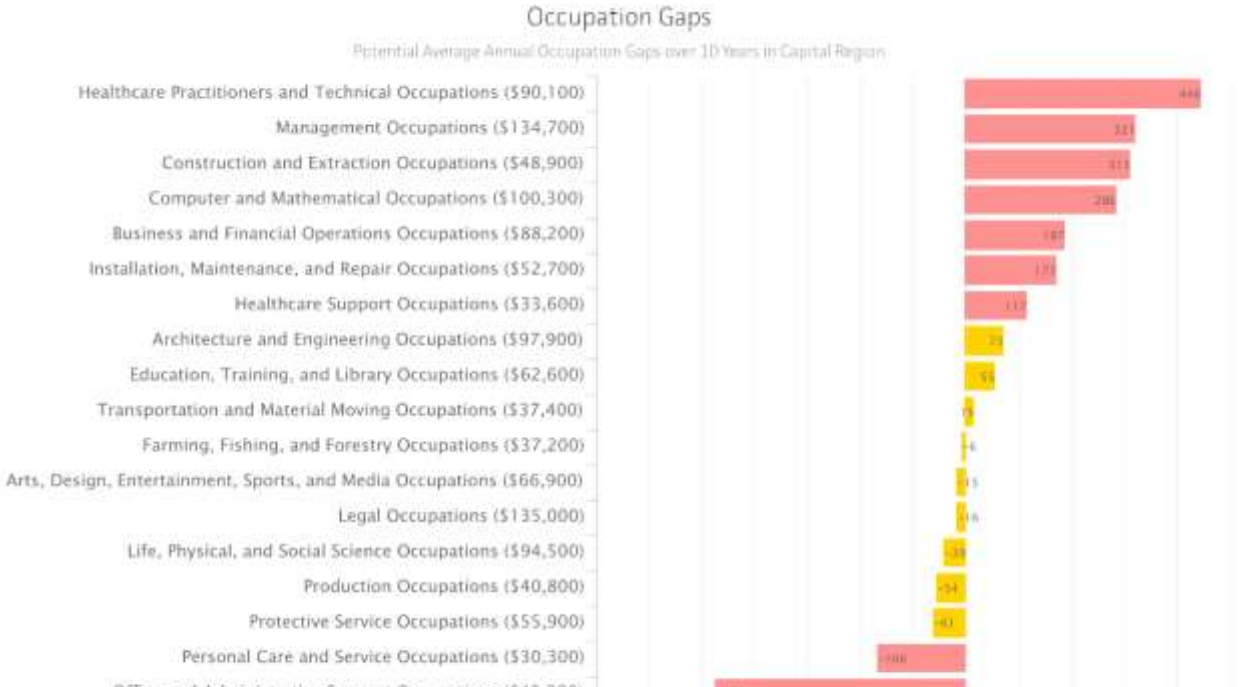
This is content from the last plan – any additions, changes welcome

The Capital Region has already begun collaborative activities in the IT/Cyber and Bioscience sectors with an emphasis on increasing STEM based occupations. For example, Montgomery County and Frederick County are collaborating on many activities funded through the Maryland Tech Connection. Prince George's and Montgomery counties are collaborating with the local community colleges to support mid to high level IT/Cyber jobs through the America's Promise grant.

Within the capital region each local board currently works closely with the local economic development entity to support business retention, expansion and attraction through various talent development activities. Given the commuter patterns within the Capital Region, future coordination goals over the next 4 years include joint training and targeted recruitment programs in targeted sectors within the region. A strong emphasis will be developing regional apprenticeship programs that address in-demand trade occupations.

In order to achieve this goal, meetings with the Capital Region workforce and economic development entities will be scheduled to further explore regional talent development activities. In addition, programs and initiatives will align with Maryland Department of Labor, Licensing and Regulation (DLLR) and Department of Commerce priorities.

The Capital Region will develop plans to address potential occupational gaps identified in the graph below. A sector approach will be used to specifically address the anticipated shortage within Construction, Healthcare, Life Sciences, Education, and Office Support occupations.



Capital Regional Economic Development Organizations

County	ED Organizations
Montgomery County	• 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
Frederick 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
Prince Georges County	• 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

This Section should, as part of the regional service delivery strategy –

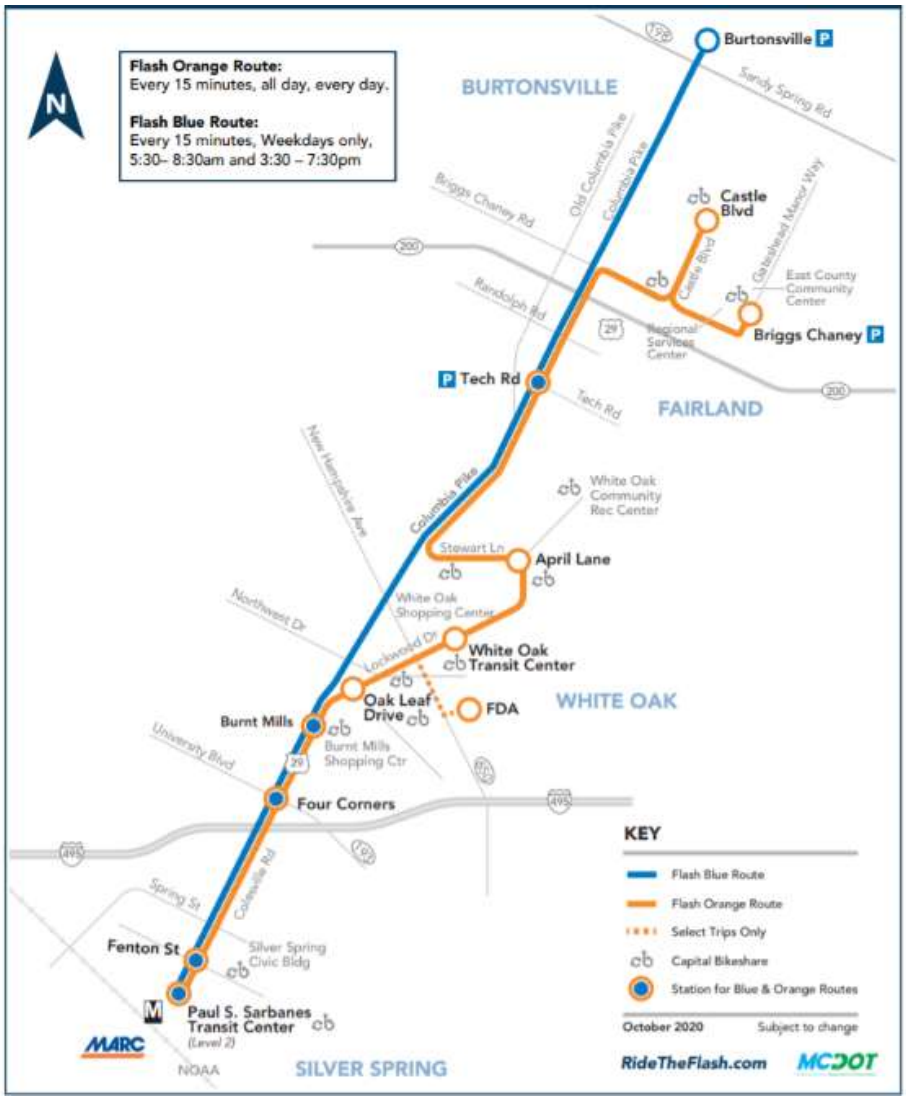
(A) Describe whether transportation or other support services need to be coordinated across the region based on the regional analysis, and if so which services and how.

NOTE: In alignment with WIOA Section 106(c)(1)(F), while not a requirement, should the region wish to coordinate efforts regarding transportation and supportive services, it must be addressed in the regional plan.

Section 5 – Coordination of Transportation and/or Other Support Services

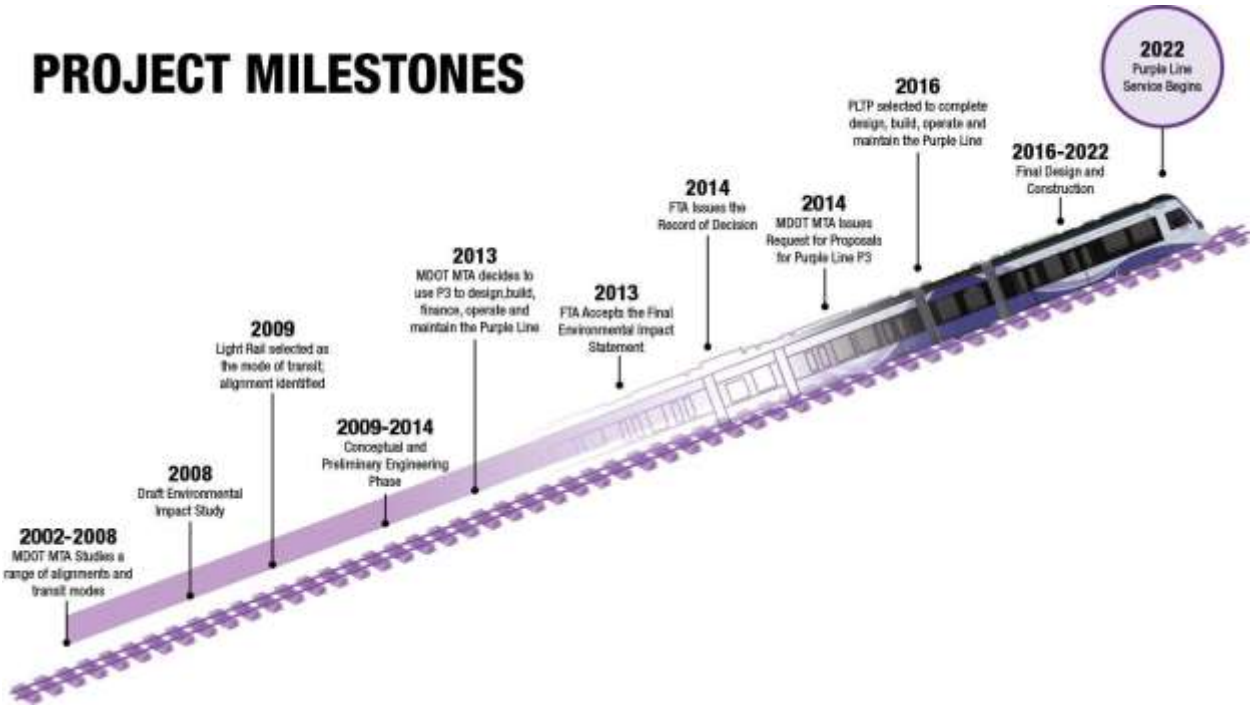
Transportation in the Capital Region presents a challenge in workforce development. Commuter demands to access the highly concentrated employment hubs have exceeded the infrastructure capacity. This results in prolonged commutes as many job seekers work outside the Capital Region or must travel through 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 a 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.

Within Montgomery County there is also the Flash Bus Rapid Transit system. The first piece of the system starts in the most eastern part of the county, an area that has been known to be barren of many opportunities for employment and public transportation. The route currents stops in Silver Spring, a very vibrant area for the county. The great thing about this service is that it is a rapid system with few stops, but at a regular rate, so users do not have to pay a premium fee. The systems are also equipped with wi-fi and outlets to allow people to work on the go and it is low to the ground to allow for wheelchairs and strollers to easily get on and off.



The new Purple Line is a 16-mile light rail line that will extend from Bethesda in Montgomery County to New Carrollton in Prince George's County. 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 be light rail and 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.



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. 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.

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.

Supportive Services

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

This Section should, as part of the regional service delivery strategy –

(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 regional projects. Potential regional braided funding opportunities include joint recruitment events, regional cohort trainings, and supportive service agreements.

Additional joint funding opportunities exist in regional discretionary grant approaches. The partnering boards will look for future opportunities to engage in regional discretionary grant projects that effectively blend funding streams.

Section 7 – Regional Performance Negotiation

This Section should, as part of the regional service delivery strategy –

(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.

NOTE: There is no requirement that a region negotiate a single level of performance on any 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 the 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 utilizing our commuter patterns and other cross regional data we will be able to widen the talent pool and coordinate our training options.