

# **WorkforceAlliance\_FAV\_SB419**

Uploaded by: Dumais, Brigette

Position: FAV

# MARYLAND WORKFORCE ALLIANCE

## SB419

### Labor and Employment: Grant Program for Workforce Skills Assessment Position: FAVORABLE

Madame Chair and Members of the Senate Finance Committee,

The Maryland Workforce Alliance (MWA) is a statewide, multi-industry membership organization representing 35 labor unions, trade associations, and apprenticeship sponsors & intermediaries (see: [mdworkforcealliance.com/members](http://mdworkforcealliance.com/members)). MWA was formed to advocate for an increase in state and local investment in training programs that help Marylanders acquire the skills needed to obtain jobs in high wage, high growth occupations in public and private sectors. Through our work, MWA aims to bridge the skills gap and address critical employment shortages in key fields; and forge pathways that connect employers, apprenticeship sponsors, and job seekers.

MWA supports SB419, establishing a grant program for Workforce Skills Assessment in the Maryland Department of Labor, allowing employers to access financial assistance to measure job-related skills of employees. Providing employers with financial incentives to take on apprentices, and have the ability to track their skills and progress, will ensure the state meets its goal of 45% of students graduating high school with an industry recognized credential. Furthermore, it will help to close the skills gap in sectors facing critical employment shortages by ensuring there is adequate job training through apprenticeships.

Apprenticeships benefit employers in the long term because they provide:

- **A Low Cost, High Return Investment:** When employers hire apprentices, they have lower costs for internal training and recruitment, and they have higher employee retention rates.
- **A Customized Approach to Training:** Apprenticeships are tailored to a specific job role, allowing the role to be tailored to the needs of each business or industry.
- **Related Classroom Instruction:** The integration of on and off-the-job training<sup>1</sup> provides apprentices multiple education pathways to gain the skills that are needed for career readiness.

For employers to gain the full benefits listed above, we must provide them financial assistance through grant programs. The Maryland Workforce Alliance encourages a favorable report on SB419.

Thank you for reading our testimony. Please feel free to contact us if you have any follow up questions.

Respectfully,

Brigette Dumais  
Executive Director  
Maryland Workforce Alliance  
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<sup>1</sup> through robust Career & Technical Education classes in public schools

**JamesKlauber\_FAV\_SB0419**

Uploaded by: Klauber, James S.

Position: FAV



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*Office of the President*

**Senate Finance Committee  
SB 419. Labor & Employment – Grant Program for Workforce Skills Assessments**

**Testimony Submitted by Dr. James S. Klauber, President  
Hagerstown Community College**

**Position: SUPPORT**

I am grateful that you would allow me to submit testimony both in writing and in person today. One of the most challenging aspects of workforce development is working with employers to help them identify the right skills for the jobs they have, and then match those skills to the right applicant so that a long term match can be made. Employers seek applicants who have not only the technical skills, but basic and soft skills as well in hiring new employees. Evidentiary data shows that if you can match skills to ability, everyone benefits through a sustained employment relationship, improved safety ratings, and a decrease in turnover.

In Washington County, we have worked with area employers to implement the ACT WorkKeys product. In our Adult Basic Education program we have been successful in aligning abilities to employer needs. We are beginning work with those coming out of opioid treatment to assess their career readiness and place them in jobs where they will be successful.

Currently, Hagerstown Community College is working with our sister colleges in Garrett and Allegany to expand the work that they are doing in this area. The College of Southern Maryland is also interested in pursuing these assessments within their noncredit and adult education divisions. The ability to assist Marylanders, many of who are difficult to place, into entry level careers through a nationally recognized foundational workforce certification is compelling. Passage of this bill will enable businesses to apply for grants to work with Maryland's community colleges for implementation in their counties.

*Stay close. Go far.*

[www.hagerstowncc.edu](http://www.hagerstowncc.edu)

# **IEC ChesapeakeKevinO'Keeffe\_FAV\_SB419**

Uploaded by: O'Keeffe, Kevin

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February 20, 2020

To: Members of the Senate Finance Committee

From: Independent Electrical Contractors (IEC) Chesapeake

Re: Support for Senate Bill 419 – Labor and Employment – Grant Program for Workforce Skills Assessment

IEC Chesapeake supports Senate Bill (SB) 419 and requests a favorable report. IEC Chesapeake has an extensive apprenticeship training program to develop skilled electricians. There is, and will continue to be, a severe shortage of workers in the skilled trades. SB419 would establish a workforce skills assessment program in the Maryland Department of Labor. This program would assist employers in gaining a better understanding the skill levels of their employees. The assessments of employees' skills could result in individuals joining apprenticeship program in the skilled trades. IEC Chesapeake is always looking to expand its apprenticeship training program for electricians.

Independent Electrical Contractors (IEC) Chesapeake represents members throughout Delaware, Maryland, Virginia, Pennsylvania, and Washington, D.C. Our headquarters are located in Laurel, Maryland. IEC Chesapeake has an extensive apprenticeship program for training electricians. In addition, IEC Chesapeake promotes green economic growth by providing education and working with contractor members, industry partners, government policy makers and inspectors to increase the use of renewable energy.

Thanks for your consideration. If you have any questions, please contact Grant Shmelzer, Executive Director of IEC Chesapeake, at 301-621-9545, extension 114 or at [gshmelzer@iec-chesapeake.com](mailto:gshmelzer@iec-chesapeake.com) or Kevin O'Keeffe at 410-382-7844 or at [kevin@kokeeffelaw.com](mailto:kevin@kokeeffelaw.com).



**MACC\_Fav\_SB0419**

Uploaded by: Sadusky, Dr. Bernard

Position: FAV



## Senate Finance Committee

TESTIMONY

Submitted by

Dr. Bernard Sadusky, Executive Director

February 20, 2020

### **SB 419 – Labor and Employment – Grant Program for Workforce Skills Assessment**

**POSITION: Support**

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Maryland's Association of Community Colleges ("MACC") representing Maryland's 16 community colleges supports SB 419 that outlines a new grant program within the Department of Labor.

The Program will benefit Maryland employers, Maryland's work force, Maryland's education and certification providers, and the State. The information generated by this Program will give Maryland employers the information and tools to make faster employment decisions with a reasonable expectation that their decisions to employ Maryland residents will be successful. Maryland employees will benefit from a resulting sustained and successful employment relationship. By matching skill requirements to an employee's ability, empirical data shows that the resulting employment relationships are sustained longer, safety ratings are improved, and employee turnover is measurably decreased.

This Program will be especially important to disadvantaged and at-risk employees seeking meaningful employment. The data generated by the Program will assist providers of workforce training and certification in their course development and training which will enable students to develop the skills that match the local and regional job market. MACC is proud of the work done by our college in Washington County which is working with local area employers to implement the ACT WorkKeys information product. Our workforce training and certification opportunities at the various community colleges across Maryland continue to have measurable success in aligning employee abilities to employer needs.

A working Maryland is a better Maryland and a work force with the skills required by existing Maryland employers will keep these employers in Maryland as well as attract new employers to the State which will require skills identified by this Program.

For more information - <https://workreadycommunities.org>

<https://workreadycommunities.org/employers>

# **ABC\_FAV\_SB419**

Uploaded by: Zinsmeister, Robert

Position: FAV



The Voice of Merit Construction

FEBRUARY 20, 2020

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Additional representation by:  
**Harris Jones & Malone, LLC**

TO: FINANCE COMMITTEE  
FROM: ASSOCIATED BUILDERS AND CONTRACTORS  
RE: S.B. 419- LABOR AND EMPLOYMENT- GRANT PROGRAM FOR WORKFORCE SKILLS ASSESSMENT  
POSITION: SUPPORT

Associated Builders and Contractors (ABC) supports S.B. 419 which is before you today for consideration. The bill establishes a grant program for Workforce Skills Assessment within the Maryland Department of Labor. The program will provide financial assistance to an employer for the administration of assessments that measure workplace or job-related skills of employees who are State residents.

This service will be quite beneficial to businesses who are attempting to evaluate skill levels in the construction trades.

On behalf of the over 1,500 business members, ABC recommends a favorable report on S.B. 419.

Robert Zinsmeister, Director  
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