

Written Testimony SB 357 2-11-2021.pdf

Uploaded by: Anderson, Stephanie

Position: FAV

MARYLAND WORKFORCE

A L L I N C E

Date: February 11, 2021
Committee: Finance
Legislation: Testimony on SB 372 Joint Committee on Workforce Development
Position: Support

My name is Stephanie Anderson and I am here representing the Maryland Workforce Alliance. The Maryland Workforce Alliance is the statewide coalition that unites trade associations, unions, and non profits to promote a world-class workforce in Maryland. By helping to bridge the skills gap and address critical employment shortages in key fields, we work to forge pathways that connect employers, apprenticeship sponsors, and job seekers.

Maryland Workforce Alliance requests a FAVORABLE report by this committee. This bill would aid in the evaluation of the status of Maryland's public and private-sector workforces. The bill allows for the evaluation of workforce skill shortages and identification of strategies to expand employment opportunities and increase income for Marylanders by improving policies on workforce skills including career and technology education and apprenticeship programs. The bill will allow the Committee on Workforce Development to review the various bodies involved in workforce development programs, including programs under the Maryland Higher Education Commission, and the Governor's Workforce Development Board. This coordination will improve accountability in reviewing workforce programs and provide valuable insight by the legislative branch of government on workforce policies.

For these reasons, we strongly encourage this committee to vote favorably on SB 357.

Respectfully submitted,

Stephanie P. Anderson, Esq.
Maryland Workforce Alliance

HFAM Testimony SB 357 Final.pdf

Uploaded by: DeMattos, Joseph

Position: FAV



**TESTIMONY BEFORE THE
SENATE FINANCE COMMITTEE**

February 11, 2021

Senate Bill 357: Joint Committee on Workforce Development

Written Testimony Only

POSITION: FAVORABLE

On behalf of the members of the Health Facilities Association of Maryland (HFAM), we appreciate the opportunity to express our support for Senate Bill 357. HFAM represents over 170 skilled nursing centers and assisted living communities in Maryland, as well as nearly 80 associate businesses that offer products and services to healthcare providers. Our members provide services and employ individuals in nearly every jurisdiction in the state.

HFAM members provide the majority of post-acute and long-term care to Marylanders in need: 6 million days of care across all payer sources annually, including more than 4 million Medicaid days of care and one million Medicare days of care. Thousands of Marylanders across the state depend on the high-quality services that our skilled nursing and rehabilitation centers offer every day.

The level of commitment and service provided in skilled nursing and rehabilitation centers depends on round-the-clock efforts of the caring, compassionate, dedicated and well-trained professionals for whom service to elders is a core mission. The Maryland long-term and post-acute care workforce, made up of approximately 30,000 individuals from dietary staff and housekeepers to nursing staff and physicians, saves lives and contributes to the well-being of the residents under their care.

Healthcare is a people-helping-people enterprise and there is no substitute for the personal touch and smile of a well-trained caregiver. Additionally, healthcare offers tremendous opportunities for trained workers, right out of school and through college, with many career-advancing opportunities.

Like all healthcare organizations, we are very concerned about meeting workforce needs both now and going forward. Workforce development, recruitment, and retention of both direct and indirect workers across all healthcare settings has always been important. For years, in Maryland and across the nation, healthcare settings have faced staffing shortages in a range of roles. The COVID-19 pandemic has exacerbated these challenges, which makes the need to address workforce issues even more critical.

We often find ourselves focused on public policy problems or most recently enormous healthcare and economic challenges brought on by the ongoing pandemic. This bill reminds us of the opportunity we share to train workers for a rewarding profession and the earning that comes with it, and to lay the groundwork for that individual to build upon their skill set and advance their career.

For these reasons, we support Senate Bill 357: Joint Committee on Workforce Development.

Submitted by:

Joseph DeMattos, Jr.

President and CEO

410-290-5132

MBIA Testimony SB 357.pdf

Uploaded by: Graf, Lori

Position: FAV

February 11, 2021

The Honorable Delores G. Kelley
Senate Finance Committee
Miller Senate Office Building,
3 East Wing 11 Bladen St.,
Annapolis, MD, 21401

RE: Support for Senate Bill 357 (Joint Committee on Workforce Development)

Dear Chairwoman Kelley:

The Maryland Building Industry Association (MBIA), representing 100,000 employees of the building industry across the State of Maryland, supports Senate Bill 357 (Joint Committee on Workforce Development).

This measure seeks to create a committee to evaluate the state workforce, identify strategies to expand employment opportunities, and increase income through workforce skill development.

The results of this committee could help occupations like construction and development, which are currently facing a labor shortage. Many workers left the industry during the recession and never returned. Compounding this problem, many high schools have phased out shop classes, so students who are interested in pursuing construction-related vocations have very limited opportunities to learn or connect with employers in those fields. Home building slows without a strong labor force, keeping families from building strong communities and stunting economic progress in the State.

This committee is a positive step towards reinvesting opportunities for Marylanders to learn technical trades, enter the job market, earn a sustainable income, and contribute to the economic development of the State. MBIA respectfully requests the Committee give this measure a favorable report. Thank you for your consideration.

For more information about this position, please contact Lori Graf at 410-800-7327 or lgraf@marylandbuilders.org.

cc: Members of the Senate Finance Committee

SB 357_Joint Committee on Workforce Development_Su

Uploaded by: Griffin, Andrew

Position: FAV



LEGISLATIVE POSITION:

Favorable

Senate Bill 357

Joint Committee on Workforce Development

Senate Finance Committee

Thursday, February 11, 2021

Dear Chairwoman Kelley and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 5,000 members and federated partners, and we work to develop and promote strong public policy that ensures sustained economic recovery and growth for Maryland businesses, employees, and families. Part of our work includes developing a workforce and talent pipeline that ensures Maryland's continued economic expansion.

Senate Bill 357 establishes a Joint Committee on Workforce Development to 1) evaluate the condition of Maryland's public- and private-sector workforces; (2) monitor workforce skills shortages; (3) identify strategies to expand employment opportunities and increase income for Marylanders through workforce skills policies; (4) monitor workforce educational training; and (5) review and evaluate the effectiveness of relevant programs, policies, and practices, including career and technology education (CTE) programs and apprenticeship programs. This committee would then have review over (1) CTE programs; (2) workforce programs under the Maryland Higher Education Commission (MHEC); (3) the Maryland Apprenticeship and Training Program; (4) the Governor's Workforce Development Board; and (5) other workforce development programs in the State.

The Maryland Chamber of Commerce supports the goals and initiatives outlined in SB 357, and we are actively participating in many of the areas specified by the legislation. Through the Maryland Chamber Foundation, we are engaged in initiatives including business education on workforce best practices, talent pipeline support, workforce development needs and establishing partnerships between businesses and schools to support underserved communities in career-focused education, licensure, CTE, apprenticeships and more¹. We look forward to sharing what we've learned in each of these areas with the Joint Committee on Workforce Development, and to working together to remove barriers and increase access to quality workforce development and talent pipeline opportunities.

For these reasons, the Maryland Chamber of Commerce respectfully request a **favorable report** on Senate Bill 357.

¹ <https://mdchamber.org/foundation/workforce-development/>

SB 357 Joint Committee on Workforce Development.MA

Uploaded by: Kallins, Lauren

Position: FAV



Maryland Association
of Community Services



Maryland Developmental
Disabilities Council

**Senate Finance and Budget & Taxation Committees
SB 357: Joint Committee on Workforce Development**

Position: Support

February 11, 2021

The Maryland Association of Community Services and the Developmental Disabilities Council are committed to improving the opportunities and outcomes for Marylanders with intellectual and developmental disabilities (IDD). One of the most significant challenges facing our community is the high vacancy rate and turnover of the direct support workforce that is the backbone of community inclusion for over 17,000 Marylanders—a crisis that has deepened over the course of the COVID-19 pandemic. While we do not yet have complete pandemic era numbers, prior to the pandemic:

- 1 in 3 direct support staff didn't stay in their jobs 6 months;
- over half of direct support staff did not last a full year (and the vast majority left voluntarily because of high stress, low-wage work-- they can make as much if not more working for retailers and other employers);
- half of all IDD providers had a direct support vacancy rate over 16%;
- 1 in 4 providers had a direct support vacancy rate over 24%.

Our workforce is in *dire* need of additional hires in order to continue to serve all Marylanders with intellectual and developmental disabilities who wish to access community supports. We welcome any effort that would help to raise awareness of the need for employees in this field and promote the availability of career opportunities as a direct support professional supporting the developmental disability community. It is a rewarding and meaningful career with the possibility for career advancement.

We are in strong support of strategies to increase the applicant pool of this essential workforce which plays a critical role in improving the quality of life for thousands of Marylanders with IDD who rely on direct support professionals to make inclusive lives a reality.

Respectfully submitted.

For additional information, contact Lauren Kallins, LKallins@macsonline.org

SB0357_FAV_MTC_Jt. Committee on Workforce Developm

Uploaded by: Kasemeyer, Pam

Position: FAV



MARYLAND TECH COUNCIL

TO: The Honorable Delores G. Kelley, Chair
The Honorable Paul G. Pinsky, Chair
Members, Senate Finance Committee
Members, Senate Education, Health, and Environmental Affairs Committee
The Honorable Jim Rosapepe

FROM: Pamela Metz Kasemeyer
J. Steven Wise
Danna L. Kauffman

DATE: February 11, 2021

RE: **SUPPORT** – Senate Bill 357 – *Joint Committee on Workforce Development*

The Maryland Tech Council (MTC) is a collaborative community, actively engaged in building stronger life science and technology companies by supporting the efforts of our individual members who are saving and improving lives through innovation. We support our member companies who are driving innovation through advocacy, education, workforce development, cost savings programs, and connecting entrepreneurial minds. The valuable resources we provide to our members help them reach their full potential making Maryland a global leader in the life sciences and technology industries. On behalf of MTC, we submit this letter of **support** for Senate Bill 357.

Senate Bill 357 establishes a Joint Committee on Workforce Development to (1) evaluate the condition of Maryland's public- and private-sector workforces; (2) monitor workforce skills shortages; (3) identify strategies to expand employment opportunities and increase income for Marylanders through workforce skills policies; (4) monitor workforce educational training; and (5) review and evaluate the effectiveness of relevant programs, policies, and practices, including career and technology education (CTE) programs and apprenticeship programs.

MTC is pleased to support Senate Bill 357, as it recognizes the need to continue investment in career and technology education programs and other workforce development programs. As reported by the Department of Commerce, local economic development agencies, economists, and various business periodicals, Maryland, due to its well-educated and talented workforce, is a dominant leader in both the biotechnology and cybersecurity industries. Currently, Maryland ranks 4th in the nation's top 10 biopharma clusters in 2019. Maryland ranks first in NIH research and development contract awards, first in federal obligations for research and development on a per capita basis, and first in concentration of employed doctoral scientists. Moreover, as home to the nation's top security agencies such as the U.S. Cyber Command, NSA, DISA and NIST, Maryland is the U.S. headquarters for cybersecurity. Maryland has over 35 incubators and research parks and a talent pool of over 116,000 IT professionals.

Senate Bill 357 would help ensure that we continue to cultivate the next generation of leaders and entrepreneurs and maintain our advantage in the biotechnology and cybersecurity fields. As such, we urge the Senate Finance Committee and the Senate Education, Health, and Environmental Affairs Committee to give Senate Bill 357 a favorable report.

For more information call:

Pamela Metz Kasemeyer
J. Steven Wise
Danna L. Kauffman
410-244-7000

SB 357 Joint Committee on Workforce Development (M

Uploaded by: McCulloch, Champe

Position: FAV



SB 357

**Joint Committee on Workforce Development
Education, Health, and Environmental Affairs Committee
Position: Favorable**

Maryland AGC, the Maryland Chapter of the Associated General Contractors of America, provides professional education, business development, and advocacy for commercial construction companies and vendors, both open shop and union. AGC of America is the nation's largest and oldest trade association for the construction industry. AGC of America represents more than 27,000 firms, including over 6,500 of America's leading general contractors, and over 9,000 specialty-contracting firms, all through a nationwide network of chapters. Maryland AGC supports SB 357 and respectfully urges the bill be given a favorable report.

SB 357 would create a Joint Committee on Workforce Development to oversee the wide range of workforce readiness and development programs and activities already in place across a number of agencies. This would enable the General Assembly to ensure that the programs operated efficiently and effectively, and, equally important, in a coordinated manner. The current scheme results in bills dealing with workforce development being shared among the Economic Matters, Ways and Means, Finance, and Education, Health and Environmental Affairs Committees. What coordination occurs takes place because of the efforts of committed legislators, but they would be even more effective if the structure supported coordinated efforts. This has become even more urgent with the adoption of the recommendations of the Kirwin Commission on career and technical training.

Businesses making decisions on expansion or relocation place a high premium on the availability of a skilled workforce and a government structure that is responsive to developing workforce skill needs. SB 357 would position Maryland to be a leader in progressive and aggressive workforce development. The construction industry has a serious workforce shortage now that will become more severe in coming years as the existing workforce ages. Maryland AGC would welcome the coordination and focus that a Joint Committee on Workforce Development would bring to the table.

Accordingly, Maryland AGC respectfully urges the Committee to give SB 357 a favorable report.

Champe C. McCulloch
McCulloch Government Relations, Inc.
Lobbyist for Maryland AGC

Senate Bill 357- Joint Committee on Workforce Deve

Uploaded by: Witten, Jennifer

Position: FAV



Maryland
Hospital Association

February 11, 2021

To: The Honorable Delores G. Kelley, Chair, Senate Finance Committee

Re: Letter of Support - Senate Bill 357- Joint Committee on Workforce Development

Dear Chair Kelley:

On behalf of the Maryland Hospital Association's (MHA) 60 member hospitals and health systems, we appreciate the opportunity to comment on Senate Bill 357.

A highly trained, fully engaged and diverse workforce is essential for Maryland's hospitals to deliver the best care and provide a superior experience for patients. During the COVID-19 pandemic, we saw how essential our health care heroes are. With more than 108,000 statewide—they kept Maryland hopeful and healthy during the height of the crisis and continue to care for Maryland around-the-clock every day. The state's hospitals and health systems are pillars of their communities and often are the top employers

As the state looks toward a long road to economic recovery, Maryland hospitals are willing and able to support their communities. Statewide, hospitals—either directly or indirectly—account for 8% of all employment. The field is expected to employ 400,000 Marylanders by 2026.¹ Hospital leaders' top priority is to ensure future health care needs are met. There are many areas of the state where jobs in critical professions remain unfilled. By 2030, many of the state's 24 jurisdictions are expected to have shortages in primary care, mental health, and addiction providers.²

Maryland's hospitals support SB 357, which would convene a legislative committee to evaluate the state's workforce programs and identify appropriate strategies for expansion. It is important that, as a state, we drive to bolster and appropriately invest in our workforce. **We recommend the committee consult with experts on private workforce development initiatives.** Having input from experts would improve the committee's ability to identify areas for improvement and work toward solutions.

For these reasons, we ask for a *favorable* report on HB 840.

For more information, please contact:
Jennifer Witten, Vice President, Government Affairs
Jwitten@mhaonline.org

¹ Maryland Department of Labor, Long Term Industry Projections, 2016-2026

² IHS Markit. Maryland Primary Care and Selected Specialty Health Workforce Study

SB0357 -- 2.11.21 -- Joint Committee on Workforce

Uploaded by: Fry, Donald

Position: FWA



TESTIMONY PRESENTED TO THE SENATE FINANCE AND EDUCATION, HEALTH, AND ENVIRONMENTAL AFFAIRS COMMITTEES

SENATE BILL 357 -- JOINT COMMITTEE ON WORKFORCE DEVELOPMENT

Sponsor: Senator Rosapepe

February 11, 2021

**DONALD C. FRY
PRESIDENT & CEO
GREATER BALTIMORE COMMITTEE**

Position: Support with Amendments

Senate Bill 357 creates a new legislative committee composed of five senators and five delegates to oversee workforce development in Maryland. The joint committee would have a variety of responsibilities, including evaluating the condition of Maryland's public and private sector workforce, monitoring skills shortages, identifying strategies to expand employment opportunities, overseeing workforce training funded by the government and the private sector, and reviewing and evaluating the effectiveness of career and technology education programs in public schools and institutions of postsecondary education as well as apprenticeship program. The committee would have review over CTE programs, workforce programs under the Maryland Higher Education Commission, the Maryland apprenticeship and training program, the Governor's Workforce Development Board, and other workforce development programs in the state.

The Greater Baltimore Committee (GBC) is strongly in favor of increased coordination of workforce development efforts throughout the state. We would recommend, with such broad responsibilities beyond traditional oversight responsibilities found in joint committees, that the membership of the committee be changed to include experts from outside of the General Assembly, similar to the Joint Committee on Unemployment Insurance Oversight and the Worker's Compensation Benefit and Insurance Oversight Committee. Additional members should include representative of workforce boards, workforce training programs, community college workforce programs, public school career and technology education programs, private training programs, and representatives of business organizations and employers from relevant industries.

The GBC published *Gaining the Competitive Edge: Keys to Economic Growth and Job Creation in Maryland*, a report that identifies eight core pillars for a competitive business environment and job growth. Senate Bill 357 is consistent with one of the key pillars of economic growth and job creation:

Workforce that is highly-educated and meets Maryland's business needs. Maryland's secondary and higher education institutions must offer access to quality instruction at all levels and cultivate a workforce that is well-suited to a modern economy and to the specific needs of Maryland's business sectors.

Senate Bill 357 is also consistent with the Greater Baltimore Committee's 2021 Legislative Priorities which encourage policymakers to strengthen education and workforce systems to prioritize equity, accountability, and alignment with Maryland's high-growth industry sectors.

For these reasons, the Greater Baltimore Committee urges a favorable report with the amendments referenced above on Senate Bill 357.

The Greater Baltimore Committee (GBC) is a non-partisan, independent, regional business advocacy organization comprised of hundreds of businesses -- large, medium and small -- educational institutions, nonprofit organizations and foundations located in Anne Arundel, Baltimore, Carroll, Harford, and Howard counties as well as Baltimore City. The GBC is a 66-year-old, private-sector membership organization with a rich legacy of working with government to find solutions to problems that negatively affect our competitiveness and viability.

GREATER BALTIMORE COMMITTEE

111 South Calvert Street • Suite 1700 • Baltimore, Maryland • 21202-6180

(410) 727-2820 • www.gbc.org

SB0357_MACC_FWA_B.Sadusky.pdf

Uploaded by: Sadusky, Dr. Bernard

Position: FWA



Senate Finance with the Education, Health, and Environmental Affairs Committee

Testimony Submitted by Dr. Bernard Sadusky, Executive Director
February 11, 2021

SB 357 – Joint Committee on Workforce Development

Position: Favorable with Amendment

The Maryland Association of Community College which represents all of Maryland's 16 community colleges supports SB 357 specifying that a joint committee be established to study and report on the state's workforce development. Maryland's community colleges are the leading provider of educational programming for workforce certification and licensure. In 2019, our community colleges awarded 53,068 licensure and certifications. That is in addition to the number of customized programs for existing industries totally 73,000 participants.

Our community colleges are the primary provider of programs leading to a strong middle class which ensures Maryland's economic vitality. We support the intent of this bill in developing a strong review panel that would be charged with making recommendations to all segments of Maryland's education system that provide programming in this area.

The Committee should recognize that a thorough review and analysis will require technical expertise. **MACC therefore recommends the inclusion of two community college representatives on the Committee; one representing our credit programs of study and one representing our non-credit programs of study that lead to industry credentials.**

SB0357 LOI - 2021.docx.pdf

Uploaded by: Fulginiti, Andrew

Position: INFO

Senate Bill 357

Date: February 11, 2021
Committee: Finance Committee
Bill Title: Joint Committee on Workforce Development
Re: Letter of Information

Senate Bill 357 proposes to create a Joint Committee on Workforce Development composed of ten Senators and Delegates, which would monitor and review current and future operations of the Maryland Department of Labor (MD Labor) programs, including the Governor's Workforce Development Board and the Maryland Apprenticeship and Training Council.

The proposed Joint Committee on Workforce Development would be duplicative of other committees and activities that are happening throughout the State and could lead to conflict. Ongoing monitoring occurs both from state individuals and federal programmatic reporting. From an operational standpoint, additional programmatic oversight would likely involve additional meetings and reporting. It is unclear who will staff the joint committee. The time and resources devoted to this oversight would be resources taken from core duties.

The Governor's Workforce Development Board (GWDB) has a member of both the Senate and House of Delegates who serve at the pleasure of the presiding officers who appointed them. These members currently provide oversight to the GWDB, workforce programs, and workforce initiatives. There are oversight committees for CTE and the Maryland Apprenticeship and Training Program. MD Labor and the GWDB also work with members of the Maryland Higher Education Commission on workforce development programs.

Additionally, the Maryland Apprenticeship and Training Council currently provides oversight to the Maryland Apprenticeship and Training Program. The council is a twelve-member body charged with formulating policies, registering apprenticeship standards and agreements, determining which occupations are apprenticeable, and formulating and adopting standards of apprenticeship that safeguard the welfare of all apprentices.

Beyond the existing State-level oversight of apprenticeship in Maryland, the U.S. Department of Labor (USDOL) provides oversight and technical assistance to the State. It is worth noting that the USDOL recognizes Maryland as a national leader on its apprenticeship expansion efforts.

The Department respectfully requests that the Committee consider this information.