



Serving as the workforce investment board for the Lower Shore of Maryland

## SECTION I. VISION AND STRATEGY

### Economic and Labor Market Context

#### **Provide a detailed analysis of your LWIB's economy, the labor pool and the labor market context.**

Two of the industry clusters currently identified for the Lower Shore are healthcare and construction. The chart below depicts current labor market information and forecasts for employment in those areas:

Top Occupations 2014	2006 Employment	2016 Employment	2006-2016 Employment Change		2006-2016 Replacement Openings
<b>Occupations with the Largest Employment Changes 2006-2016</b>					
<b>Healthcare</b>			Number	Percent	
Nursing Aides, Orderlies and Attendants	1015	1260	250	19.5	90
Registered Nurses	1670	1985	310	15.9	275
<b>Construction</b>					
Carpenters	1195	1280	85	6.7	160
<b>Occupations with the Most Replacement Openings 2006-2016</b>					
<b>Healthcare</b>					
Registered Nurses	1670	1985	310	15.9	275
<b>Occupations with the Fastest Growth Rates 2006-2016</b>					
<b>Healthcare</b>					
Physical Therapists	185	255	70	27.5	20
Home Health Aides	475	725	245	34.5	45
<b>Construction</b>					
Plumbers, Pipefitters & Steamfitters	415	445	30	6.7	115

#### **What is the LWIB's vision for ensuring a continuum of education and training opportunities that support a skilled workforce?**

Lower Shore will cluster skills around currently available occupations, i.e. Allied Health and Construction Trades, and emerging occupations, i.e. Aerospace. Merging separate skill sets such as certified nursing assistants with medical records and office skills will



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produce a more marketable individual for a career in Allied Health. Support for the development of pre-apprenticeship programs in commercial construction trades has also been sought. Training linked to STEM (Science, Technology, Engineering, and Mathematics) will be developed to support emerging occupations in Aerospace.

**What is the LWIB's vision for ensuring that every youth has the opportunity for developing and achieving career goals through education and workforce training, including the youth most in need of assistance, such as out-of-school youth, homeless youth, youth in foster care, youth aging out of foster care, youth offenders, children of incarcerated parents, migrant and seasonal farmworker youth, youth with disabilities, and other youth at risk?**

Using these funds in accordance with the rules and regulations that govern Workforce Investment Act programs, Lower Shore will complement the on-going work with youth aging out of foster care by focusing on a high quality work experience component that includes job readiness skills, etc. Long-term employment opportunities will be sought for out-of-school youth. Lower Shore will fund programs that support out-of-school youth and support school vendor efforts that support out-of-school youth.

### Local Strategies

#### **Service Delivery Strategies, Support for Training**

**Describe innovative service delivery strategies the LWIB has or is planning to undertake to maximize resources, increase service levels, improve service quality, achieve better integration or meet other key state goals.**

Work with local Departments of Social Services to identify young adults who can participate in the programs described earlier, i.e. pre-apprenticeship programs, combined classes and classes designed to enhance marketability of individuals. Transportation and child care payments will be offered to individuals who need that support. The possibility of purchasing class time or whole classes for groups of individuals who are ready to take the next step (certified nursing assistant to licensed practical nurse) will be investigated. Expanding the use of Maryland Business Works for local employers wishing to move current employees up the career ladder and offering housing rehabilitation skill sets will also be explored. Lower Shore will support the expansion of green workforce training in conjunction with local community colleges.

### SECTION II. SERVICE DELIVERY



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### Adult and Dislocated Worker Services

#### **Describe local strategies and policies to ensure adults and dislocated workers have universal access to the minimum required core services.**

Lower Shore will work with local community colleges to develop new, collaborative training that combines earning a GED with technical training.

#### **Describe how the LWIB will integrate resources provided under the Wagner-Peyser Act and WIA Title I for adults and dislocated workers, as well as resources provided by required One-Stop partner programs, to deliver core services.**

Lower Shore will provide in-kind support for evening computer labs. In addition to continuing to refer individuals to Wagner Peyser and WIA services, customers can also avail themselves of services offered through the Computer Resource Lab. Microsoft Office and other software are available; participants learn at their own pace. These resources will be expanded when the One-Stop Job Market moves from its current location to a larger facility in November 2011.

#### **Describe the LWIB's vision for increasing training access and opportunities for individuals including the investment of WIA Title I funds and the leveraging of other funds and resources.**

In 2010, Lower Shore increased the amount of funding available for a 2-year career scholarship from \$5,000 to \$8,900 per individual. Lower Shore also changed their policy to allow applicants with college or advanced degrees to access WIA funds.

Lower Shore will be expanding the list of training providers to include the universities and other colleges will provide increased access and opportunities for training.

#### **Describe the LWIB's allocation plans for investing in skills training and support services.**

Lower Shore plans to spend at seventy per cent (65%) of the resources for training and support services.

### Youth Services

#### **Describe the LWIB's strategy for providing comprehensive, integrated services to eligible youth, including those most in need.**

Lower Shore intends to spend all ARRA youth funds in 2011. Any unexpended funds will be used to extend the work experience for out-of-school and in-school youth.



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Summer youth employment opportunities will be delivered via the year-round youth program providers in Somerset and Worcester County School Systems. Lower Shore will also fund work readiness and/or work experience training for out-of-school youth in Wicomico County.

The classroom component of the summer youth employment program will consist of approximately two weeks of work readiness. Most of the time will be spent at worksites, as this program focuses on work experience.

Extending the work experience and offering transportation and day care support payments will be offered in an effort to supplement the work experience for out-of-school youth.

#### Veterans' Priority of Service

**What policies and strategies does the local have in place to ensure that, pursuant to the Jobs for Veterans Act (P.L. 107-288)(38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor?**

Veterans' services are provided locally through a regional Veterans' office established at the One-Stop Job Market in 2004. It is staffed by an on-site representatives employed by DLLR in a designated office to allow privacy. Eligible veterans (those who meet WIA adult income guidelines) are given priority over non-veterans for all services available. Veterans must meet the specific program eligibility criteria in order to receive veterans' preference.

#### Service Delivery to Targeted Populations

**Describe the LWIB's strategies to ensure that the full range of employment and training programs and services delivered through the state's One-Stop delivery system are accessible to and will meet the needs of dislocated workers, displaced homemakers, low-income individuals, migrant and seasonable farm workers, women, minorities, individuals training for nontraditional employment, veterans, public assistance recipients and individuals with multiple barriers to employment (including older individuals, limited English proficiency individuals and people with disabilities).**



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All One-Stop Job Market customers seeking employment and/or training are directed to the Maryland Workforce Exchange to register, prepare a resume and receive a training packet (if applicable). A wide array of information is available from the receptionist and/or brochures and flyers regarding partner agencies, services, workshops, etc. The One-Stop Job Market is one of the scheduled stops for Shore Transit, the area's public transportation system.

### SECTION III. OPERATIONS

#### Transparency and Public Comment

**Include a description of the process the local will use to make the Plan available to the public and the outcome of the local's review of the resulting public comments.**

Lower Shore will post the plan at [www.lswa.org](http://www.lswa.org). A list of comments received will be made available for review and inspection.

#### Monitoring and Oversight

**Describe the monitoring and oversight criteria and procedures the local will use in monitoring and providing oversight of the additional funds provided under the Recovery Act, particularly plans to monitor summer employment, including summer employment worksites.**

Tri-County Council's fiscal staff will ensure that Recovery Act funds and regular WIA funds are not co-mingled by tracking Recovery Act funds separately. Any documentation, statements, etc. will be clearly distinguishable. Two staff persons being hired with Recovery Act funds will monitor individual worksites along with the summer employment program vendors. A monitoring tool and worksite handbook are being developed for this purpose.



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Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Michael Pennington, Tri-County Council Director

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Zoraida Maldonado-Williams, WIB President

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Milton Morris, Workforce Director