

MEMORANDUM

October 23, 2020

TO: Education and Culture (E&C) Committee
Planning, Housing, and Economic Development (PHED) Committee

FROM: Gene Smith, Legislative Analyst

SUBJECT: County's Workforce Development Efforts

PURPOSE: Discuss and make initial recommendation on the Council's designation for the County's Workforce Development Organization

Those expected for this worksession:

Jerome Fletcher, Assistance Chief Administrative Officer, Office of the County Executive
Leonard Howie, Interim CEO, WorkSource Montgomery

The E&C and PHED Chairs requested this meeting to discuss with Executive staff the next steps for the County's workforce development system given that WorkSource Montgomery (WSM) was beginning a new search for its leader (see ©1-3). The Executive's responses to the Councilmembers' requests in the October 8, 2020 memorandum are on ©4-11.

While there is no action before the committees today, Council staff recommends that the committees signal their preference or recommendation regarding the Council's designation of the County's Workforce Development Organization (WDO). WorkSource Montgomery (WSM) is the designated County WDO currently, and its designation expires in June 2021 (see ©12-13). Given that WSM has reset its leadership search and that the designation is set to expire in eight months, this is a good opportunity for the Council and the Executive to ascertain the future direction for WSM as the County's WDO.

I. Summary of Discussion Questions

Council staff summarizes below the discussion questions regarding the committees' consideration of WSM as one of the County's WDOs. Each of these questions are discussed in more detail in Section III.

- Should WSM be redesignated as the County’s WDO?

The Executive does not recommend a different structure and plans to continue implementing certain efforts through WSM.

Council staff believes that the County should continue with WSM as one of the County’s WDOs, with certain conditions highlighted in the additional questions below.

- If the committees do not pursue redesignating WSM as the County’s WDO, what are its options?

The County would need to solicit an RFP to identify a new non-profit to provide specific services. Council staff does not recommend that a public education institution operate the American Job Centers.

- If the committees pursue redesignating WSM as one of the County’s WDOs, should the County define better its role and efforts?

The Executive states that WSM will focus on the recovery structure from the COVID-19 crisis, including items provided by WSM on ©7.

Council staff believes that the County should focus WSM’s efforts on certain core activities, and at a minimum, the operation of the American Job Centers and similar activities.

- Should WSM continue to contract the direct work at the American Job Centers to a third-party like it did previously?

The Executive notes, through current WSM leadership, that WSM will transition away from a third-party contractor for the American Job Centers (see ©6).

Council staff agrees that WSM should hire and operate these centers with its own staff.

- Are there other items that the Council should include or comment on if WSM is considered for redesignation?

Council staff recommends that WSM amend its bylaws to separate the Workforce Development Board and its board to avoid confusion and to improve operations of both boards.

II. Background

The Council has been actively reviewing and participating in the County’s efforts to address the issues of the County’s workforce development system (see ©2). Council staff highlights two major elements germane for today’s discussion.

A. The County's Workforce Development Board

One item that was consistent during the previous Council's review was the importance of reconstituting the County's Workforce Development Board (WDB). The Workforce Innovation and Opportunity Act (WIOA) created local WDBs. WIOA funding is administered by the State and implemented locally through the Executive and the WDB. The State requires that the local workforce areas, which the County is one, establish a WDB and develop a Local Plan to guide implementation of WIOA funding and policies.

The WDB has specific membership criteria and functions as described in the WIOA law. The County Executive is the County's Chief Local Elected Official (CLEO), as defined by WIOA, and appoints members to the County's WDB. The Executive reconstituted the WDB earlier this year, following confirmation by the Council. The County's WDB membership criteria and functions are codified in Executive Order 132-15.¹ The following is a non-exhaustive list of the important functions of the County's WDB:

- In partnership with the County Executive, develop and submit a Local Plan for the County's workforce development system.
- Conduct analyses about the workforce development system, includes identifying challenges, needs, and possible solutions.
- Convene the local workforce development system stakeholders regularly and leverage support for the County's workforce development activities.
- Lead efforts to engage businesses to ensure: 1) business representation on the board; 2) strong linkages between employers and the overall workforce development system; and 3) support of investment activities.
- In partnership with local education institutions, lead efforts to develop and implement career and talent pathways.
- Lead efforts to identify and promote proven strategies to meet the needs of employers and job seekers – including individuals with barriers to employment.
- Maximize use of technology to increase accessibility for all job seekers.
- In partnership with CLEO, conduct oversight of youth programs.
- In partnership with the Governor and CLEO, establish clear performance measures for accountability.
- In partnership with CLEO, identify American Job Center operator(s) and ensure compliance of the operator(s).
- Coordinate activities of local education institutions and training providers.

The WDB aids the County by facilitating certain elements of the workforce development system, but it still requires guidance from the local elected officials about the County's overall vision and structure. The Federal law provides significant deference to the local elected officials to determine the appropriate structure for its workforce development system. The County's current structure is a public-private partnership, where WSM is the County's implementor of the public funding for these services.

¹[https://montgomerycountymd.gov/exec/Resources/Files/132-15\(1\).pdf](https://montgomerycountymd.gov/exec/Resources/Files/132-15(1).pdf).

B. Council's Designation of the County's WDO

County law grants authority to the Council to designate the County's WDO by resolution. The Executive must approve the resolution; however, the Council may readopt the resolution with six affirmative votes if the Executive does not approve it. The designation must be set for five years, but the Council may suspend or revoke a designation before the five years after a period of public notice.

The designation authority allows the Council to signal to the County's workforce development system where the Council expects leadership. The designation process does not supersede or negate the Council's ability to support other entities in the workforce development system. The law allows the Council to appoint one or two entities to lead in the system; therefore, the Council can choose to delegate responsibilities for different aspects of the system to different entities if it chooses.

III. Discussion Questions

Should WSM be redesignated as the County's WDO?

The Executive states that he and his staff are focused on WSM as the County's WDO by supporting its performance and holding it accountable. The Executive also notes that other County partners are busy addressing the COVID-19 crisis, suggesting that it may be more difficult to add new responsibilities to those partners in the current crisis (see ©4-5).

Council staff believes that leadership is critical, not structure, for the future success of the County's workforce development system. A review of the past performances of WSM are warranted, but it is difficult to determine if those issues would persist under new leadership. Based on the timing of the current process, a new leader likely will not be in place and operating until early-2021. This limits the time before the County's designation expires to measure the performance of the organization and determine if redesignation is appropriate.

Council staff believes the County should continue with WSM as one of the County's WDO. Given that a vast majority of WSM's responsibilities were the American Job Centers, Council staff does not believe another partner could assume those responsibilities quickly or efficiently. While WSM is a private organization, the County has significant leverage to address its ongoing performance because nearly 100% of its funding is public. The Executive, along with the WDB, oversees the WIOA implementation, and the Council oversees the County funding and contract implementation. Combined, the County will be able to define clear goals and performance metrics to measure success for WSM.

If the committees do not pursue redesignating WSM as the County's WDO, what are its options?

The WDO can be either a non-profit, a public education institution, or both per the County law. Council staff does not believe one of the public education institutions should assume the role of operating the American Job Centers; therefore, a non-profit must be identified for this role if WSM is not preferred. If the County wants to find a new non-profit to be the County's

WDO for all or part of the efforts, it could solicit a Request for Proposals (RFP) to determine if there is another non-profit that could meet the County's expectations and requirements for these services.

If the committees pursue redesignating WSM as one of the County's WDOs, should the County define better its role and efforts?

WSM's prior focus, as envisioned in 2015, was to become a central leader and facilitator for all elements of the County's workforce development efforts, including the operation of the County's American Job Centers. The organization did not meet expectations for these efforts based on the continued discussions between the Executive, Council, and the organization during the past two years. The workforce development system is large and complex, and WSM is still a relatively new actor in the system. Continuing to expect that one organization will be the one-stop authority for all the County's workforce development system likely will result in continued disappointment.

The Executive states that WSM will focus on the recovery structure from the COVID-19 crisis, and Executive staff will be available to discuss it more fully during the worksession. WSM leadership adds that WSM will focus on its core mission: 1) operate the American Job Centers; 2) grow the East County operation; 3) continue servicing residents through the H.I.R.E. Centers; 4) partner with the County and other entities to maximize funding for dislocated workers; 5) maximize the Maryland Workforce Exchange to ensure well-qualified residents are connected to jobs; and 6) partner with WIOA system partners to ensure resources are made available to residents (see ©7).

Council staff believes that WSM should focus its efforts on the successful operation of the American Job Centers, including the one in the Clarksburg Correctional Facility, and similar activities (e.g., H.I.R.E. Centers) as described by WSM leadership above. These efforts require significant work and partnership with WIAO system partners, public education institutions, and other County partners to ensure that residents receive all available resources as they seek job placement, and hopefully, are placed in jobs. Specifically defining WSM's role does not diminish its need to participate in the broader issues related to the workforce development system; rather, it provides clear understanding of its role and the measurement of success.

The Council should work with the Executive and WSM leadership to focus its contract on a specific role based on the committees' input today. This will allow the new WSM leader to better understand the expectations and focus the organization's resources on meeting that role.

Should the committees prefer to focus the efforts of WSM, the Council can continue to work with other entities to lead on other priorities for the County. This decision may include designating a public education institution as another County WDO or through the budget approval process. These decisions do not need to happen concurrently with the WSM designation.

Should WSM continue to contract the direct work at the American Job Centers to a third-party like it did previously?

The Executive notes, through current WSM leadership, that WSM will transition away from a third-party contractor for the American Job Centers (see ©6). **Council staff agrees that WSM should hire and operate these centers with its own staff.** A third-party operator only adds another layer between the Executive and the Council’s oversight of these important centers and limits the Council’s ability to target resources based on need. If future WSM leadership does not intend to directly operate the American Job Centers with WSM staff, the County should consider an alternative non-profit as the WDO to operate these centers.

Are there other items that the Council should include or comment on if WSM is considered for redesignation?

During the June 2020 update, the interim-CEO for WSM noted that his work included amending WSM’s bylaws to separate the County’s WDB and the private WSM board. Previously, these two boards were combined in the organization’s bylaws. This decision by the previous WSM leadership resulted in significant confusion about the roles and responsibilities of each board and likely hindered the successful operation of the organization. Council staff recommends that the Council only approve a redesignation resolution for WSM if the two boards plan to or are separated. This separation will allow both boards to be more effective and efficient in their distinct roles.

This packet contains:

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MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

October 8, 2020

County Executive Marc Elrich
Executive Office Building
101 Monroe Street, 2nd Floor
Rockville, MD 20850

Dear County Executive Elrich:

As the Council President and Chairs of the Council Committees charged with overseeing workforce development policy in Montgomery County, we were disturbed to learn that Leonard Howie, former Maryland Secretary of Labor and presently the Interim CEO of WorkSource Montgomery (WSM), recently declined the organization's offer to be named full-time CEO. With this unexpected event, the County is at a crossroads for our workforce development efforts.

You are directly chartered, as the highest elected official, with responsibility for our workforce programming by the Federal and State governments. With Mr. Howie's departure, the organization and its efforts will remain stagnant until a new CEO search is conducted, a new CEO is hired, and the CEO hires staff to fulfill the organization's mission. The continued delay in addressing our workforce development deficiencies is unacceptable. WSM is designated as the County's Workforce Development Organization and was designed to advance critical elements of the County's workforce development system – elements that are sorely needed during the unprecedented crisis of COVID-19.

A joint Planning, Housing, and Economic Development and Education and Culture committee session is scheduled for 1:30pm on Wednesday, October 28. After 18 months of discussions and Council worksessions, mostly repeating the same issues, the Council must act within its authority to ensure the County's workforce development system does not fall into further disrepair.

We have asked Council staff to prepare options for immediate action(s) the Council can take to address our workforce development deficiencies. We ask that you or your staff join the discussion to share your vision of workforce development. Below are some questions to aid in preparation for this meeting. Please provide written responses before the meeting, so we can include them in the public record.

- 1) What is your administration's strategy, generally, to the County's workforce development system? Please include specific strategies for:
 - The County's American Job Centers, including the center in the Correctional Facility;
 - Career pathways, including the tech talent pipeline; and
 - Job placement, including efforts for currently unemployed and underemployed.
- 2) Which Federally mandated activities will the reconstituted Workforce Development Board (WDB) prioritize in the next 12 months? Which will it expand to in the next 24-36 months?

- 3) What is your administration's strategy and vision for WorkSource Montgomery? Which Federally mandated activities will WSM focus on to advance the efforts of the WDB?
- 4) What is your administration's strategy and vision for fulfilling the County's workforce development plan, if WSM is not responsible for fulfilling all the elements?

Though you are chartered with leading our global workforce development efforts, the Council has not been idle. In fact, it has been actively and deeply involved in enhancing and improving our workforce development system since the new Council was elected in 2018. Below is an abbreviated history of the major items that were before the Council or its committees for your reference. This list does not include the numerous meetings between you and individual Councilmembers and our staff about this topic to further advance our efforts.

- **The Council discussed the workforce development continuum on March 5, 2019.** Many Councilmembers communicated their disappointment at the quality of the efforts of WSM since its inception in 2015. The Council indicated its support of reconstituting the Workforce Development Board as an immediate action by your administration to "right the ship."
- **The Council added resources to the Department of Corrections and Rehabilitation (DOCR) budget to strengthen the job center at the Correctional Facility in the FY20 Operating Budget.** Following the March 5, 2019 discussion and subsequent follow up by WSM, the Council was not satisfied with WSM's efforts with the Correctional Facility's job center and provided these critical resources to DOCR.
- **The Council adopted legislation to expand its options to the County's Workforce Development Entity in October 2019.** The Council continued to be dismayed at the lack of urgency from your administration and WSM's leadership to address the issues plaguing the County's workforce development system. This legislation provided an option should Council action be required.
- **The joint committees (PHED and E&C) discussed an update with WSM and Mr. Fletcher, Assistance County Administrative Officer, on November 19, 2019.** After nine months of engagement, it was unacceptable to learn from Mr. Fletcher that efforts to reconstitute the Workforce Development Board were still in process.
- **The Council in various resolutions appointed your designated members to the Workforce Development Board in April and May 2020.**
- **The joint committees (PHED and E&C) received an update from WSM and Montgomery College about the County's workforce development efforts, with particular focus on issues due to COVID-19 on June 18, 2020.** The committees were thrilled with Mr. Howie's efforts to orient the reconstituted Workforce Development Board and address the many of the previous deficiencies of WSM. The joint committees, and subsequently the Council, voiced their support for Mr. Howie to become the full-time CEO for the organization believing he would generate the workforce development product our County sorely needed.

We look forward to your administration's responses and participation in the upcoming worksession.

Sincerely,



Sidney Katz
Council President



Hans Riemer
Chair
Planning, Housing, and
Economic Development
Committee



Craig Rice
Chair
Education and Culture
Committee



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

October 22, 2020

Council President Sidney Katz, Councilmember Hans Riemer, & Councilmember Craig Rice
Council Office Building
100 Maryland Avenue, 6th Floor
Rockville, MD 20850

Dear Council President Katz, Councilmember Riemer & Councilmember Rice:

Thank you for your letter dated October 8th outlining your concerns and questions regarding workforce development. I welcome the opportunity to provide clarity to your letter. In addition, my Assistant Chief Administrative Officer, Jerome Fletcher will attend the Committee session on October 28th to further continue this important conversation and answer questions that relate to the responsibility of the Executive Branch and workforce development.

Nearly five years ago, County leadership decided to outsource our economic development and workforce functions and responsibilities. They now reside in third-party organizations that each has a Board and a Chairman for leadership and accountability, Economic Development Corporation and WorkSource Montgomery respectively. Over the past year, I partnered closely with several Councilmembers in an effort to improve our workforce development to better help County residents gain employment, create career pathways, and serve our most vulnerable population.

As we all know, our workforce development efforts have required – and continue to require – improvement to get the results we all desire. Even as a Councilmember I shared your concern about the lack of services to our disadvantaged populations. Upon becoming County Executive, I began with reconstituting the Workforce Development Board, which had been stagnant, all of the members terms had expired and there was confusion about their interaction with the WorkSource Montgomery board. My staff and I worked with the Council and identified and recruited the members for the board while ensuring that it had the correct balance required by the State of Maryland. While that effort took longer than we expected, we currently have a full Board with a great diversity of experience and a willingness to help achieve our goals.

Last December, WorkSource Montgomery was moving forward with the selection of a new CEO knowing that the then current CEO was exiting at the end of the calendar year. On December 13th the County Council sent a letter (see attached) asking that the CEO search be put on hold

because “We believe moving workforce functions to Montgomery College should be considered and will be exploring this option more fully in future worksessions.” Consequently Leonard Howie, a finalist from the search, was made Acting CEO until a decision could be made about the placement of the workforce development programs. He began his work in March, and then the pandemic hit our county and our country.

During that time, Mr. Howie worked to address some of the issues that had been raised around WorkSource Montgomery. In early September, he was offered the job as Executive Director after working for the organization for six months. On Wednesday, September 2nd, Mark Drury, Chair of the Workforce Development Board, announced the decision of the board to appoint Mr. Howie as the new Chief Executive Officer. He explained that the decision had been made not to interview anyone else and offered Mr. Howie the job based on his leadership and actions during the previous six months.

The Workforce Development Board communicated this information to the Planning, Housing, & Economic Development (PHED) Committee via a memo dated September 7. (See attached.) Two days later on September 9th we learned that Mr. Howie had made the decision to decline the offer of the permanent role. We were all surprised by Mr. Howie’s decision. My staff, Councilmembers and I all reached out to Mr. Howie to try – unsuccessfully - to convince him to change his mind. On Monday, September 14th my staff learned that he had accepted the position as director of economic and workforce development for Baltimore County. We wish him the best of luck, and we are confident that he will be successful in his new expanded role, and we appreciate the work he has done in Montgomery County, which has been especially challenging during the pandemic.

While WorkSource Montgomery must now resume its search for an Executive Director, we are fortunate to have a Workforce Development Board in place that we believe will be extremely helpful in the effort to guide the development of WorkSource Montgomery. While the Workforce Development Board Chair will not be able to participate in the committee session, I believe his expertise will be extremely helpful going forward.

Below are the answers to your submitted questions. Because WorkSource Montgomery as the Workforce Development Organization (WDO) is an entity independent of the County, I have asked Mr. Howie for his assistance in responding to these questions. I have made my comments and then included his recommendations.

1) What is your administration’s strategy, generally, to the County’s workforce development system? Please include specific strategies for:

- o The County’s American Job Centers, including the center in the Correctional Facility;
- o Career pathways, including the tech talent pipeline; and
- o Job placement, including efforts for currently unemployed and underemployed.

COUNTY EXECUTIVE RESPONSE: We all agree that our WDO needs to perform its core missions well and that there be sufficient accountability. As you know WorkSource Montgomery is currently the designated WDO. Unless there is a change in our partners to assume the responsibility of the programs, our focus should be making WorkSource Montgomery the best WDO for the County. You will see that the information from Mr. Howie

assumes that WorkSource Montgomery will continue to be the WDO. The partners we discussed prior to the pandemic are having their own capacity issues due to the pandemic but we should continue to engage with them. I concur with WorkSource's recommendations below regardless of whether the WDO is WorkSource Montgomery or another entity is designated.

WORKSOURCE MONTGOMERY RESPONSE:

The County's American Job Centers, including the center in the Correctional Facility;

- Currently, WorkSource Montgomery (WSM) operates its American Job Centers through the services of a contractor (Grant Associates). The Administration believes the function will be better managed if WSM assumes full operational responsibility for these activities. Therefore, we will want WSM to transition away from the contractor relationship and engage in a comprehensive hiring process so that they can build the capacity internally by July 1, 2021.
 - The Correctional Facility leadership and WSM have discussed the recruitment for the vacant positions. WSM will focus on filling the vacant positions with personnel skilled in providing job readiness training and job search services for the customer population. WSM will also build the internal capacity to provide re-entry navigator services to customers once they are released from custody. This re-entry navigator function, however, is not currently within the scope of services provided under WSM's contract with Corrections.
- Career pathways, including the tech talent pipeline;
- WSM will work with career pathway initiatives to identify and refer qualified individuals from its database (Maryland Workforce Exchange) to apply for these opportunities. WSM will also be prepared to lead both general and targeted recruitment efforts supporting the needs of employers and job seekers county-wide.
- Job placement, including efforts for currently unemployed and underemployed.
- WSM will work with MCEDC, Montgomery College, and other County Offices to define employer needs and then to assist employers with designated training and recruitment events.
 - WSM will work with the Workforce Development Board to implement the recommendations of the Economic Revitalization Mission Area's Workforce Development Workgroup – which includes working with unemployed and underemployed individuals (especially those in the hospitality and leisure sector) to identify the skills that are transferable to other in-demand industries.

2) Which Federally mandated activities will the reconstituted Workforce Development Board (WDB) prioritize in the next 12 months? Which will it expand to in the next 24-36 months?

Given Mr. Howie's direct involvement with the issues over the past 6 months, I am including his recommendations, which seem to be good guidance.

WORKFORCE DEVELOPMENT BOARD: Workforce Development Board will focus on ensuring that the local area’s workforce system functions in a cohesive manner as the County plans and implements workforce development activities designed to assist in the County’s economic recovery. This response would be consistent with work needed to: (1) implement the career pathways being planned by the Economic Advisory Group; (2) prioritize the implementation of the Economic Revitalization Workgroup Recommendations; and (3) help WSM transition into the role of the AJC operator by 7/1/21.

3) What is your administration’s strategy and vision for WorkSource Montgomery? Which Federally mandated activities will WSM focus on to advance the efforts of the WDB?

COUNTY EXECUTIVE RESPONSE: WorkSource Montgomery will continue to pivot to the needs of the community right now. Their leadership has been involved in our recovery structure and has created multiple short term and long term objectives to help those displaced by the pandemic. Mr. Fletcher will speak further about these recommendations during the hearing on October 28th.

WORKSOURCE MONTGOMERY RESPONSE:

- WSM will focus on its core mission: to operate the County’s network of American Job Centers (Wheaton and Germantown); to grow the East County operation so that it is at least comparable to the services provided to the residents in Germantown; and to continue servicing residents through the H.I.R.E. (Helping Individuals Reach Employment) Centers in partnership with the Montgomery County Public Library System.
- The County, through the Workforce Development Board and WSM, will maximize the availability and use of State dislocated worker funding; and align those funds with activities and initiatives conceived within the County’s higher education, economic development and workforce development systems.
- Maximize the use of the Maryland Workforce Exchange to ensure that well-qualified residents are ready to participate in career pathways, sector strategies, and other initiatives designed to connect job seekers with training and employment opportunities.

WSM will also work to coordinate the programming resources made available to residents by the WIOA system partners (HHS, MCPS, HOC, etc.)

4) What is your administration’s strategy and vision for fulfilling the County’s workforce development plan, if WSM is not responsible for fulfilling all the elements?

COUNTY EXECUTIVE RESPONSE: The County Executive’s Office is the implementation and operational arm of Montgomery County Government. The pandemic has affected our workforce by seeing extremely high unemployment rates resulting in many displaced workers who need to be “Retrained and Retained”. Our efforts must include taking the skills of displaced workers and training them for current opportunities available. If we lose this population of our County it will reduce our strength, we need to make sure they remain productive in Montgomery County. Our other priorities are to get our unemployment rate back around 3%, keep a sustainable employment rate above 70%, increase employer engagement and career pathway partnership in strategic industries, and enhance community-based partnerships.

A new Executive Director for WorkSource Montgomery will be hired, and we are hopeful that this model will be successful in partnership with the county, our educational institutions and other organizations. We will continue to work with WorkSource Montgomery since they are the designated by County Council as the WDO. I will continue to discuss with Montgomery College to determine if they are willing and how they will be able to have an enhanced role in workforce development. Most immediately, it is my responsibility to ensure that WorkSource Montgomery meets its obligations under WIOA. I also intend to make sure we explore all options available by private providers of services to focus on training and development to the workforce, as it exists in other counties and cities. If Council makes a WDO change, then we will work with whichever provider is designated and would want to help develop the requirements that we want any subsequent provider to agree to. We will continue to provide assistance in various ways as our County recovers from the pandemic to reach better levels than before the crisis.

Thank you,



Marc Elrich



MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

To: Board of Directors, WorkSource Montgomery
From: Montgomery County Council
Date: December 13, 2019
Subject: Request to Pause CEO Search

As you know, this fall the County Council unanimously passed, and the County Executive signed into law, Expedited Bill 19-19. This bill allows educational entities to serve as the designated agency to receive and manage Workforce Innovation and Opportunity Act (WIOA) funds and act as Montgomery County's designated Workforce Development Agency.

In November, the Planning Housing and Economic Development (PHED) committee and the Education and Culture (EC) committee held a joint session to discuss the current status of WorkSource Montgomery. At this meeting, there were concerns voiced regarding the organization's leadership and options raised regarding future direction of workforce development in Montgomery County.

The Council believes we should have further discussions regarding the future direction and placement of this organization. We believe moving workforce functions to Montgomery College should be considered and will be exploring this option more fully in future worksessions.

We understand that WorkSource Montgomery is in the process of your CEO search and that candidate interviews will be occurring next week. We request that you put a hold on this process as we continue our work on this issue. This would prevent any unnecessary hardships that may occur for potential candidates.

Sincerely,

Sidney Katz
Council President

Will Jawando
Councilmember At-Large



Craig Rice
Councilmember, District 2



Nancy Navarro
Councilmember, District 4



Gabe Albornoz
Councilmember At-Large



Evan Glass
Councilmember At-Large



Hans Riemer
Councilmember At-Large

cc: Mark Elrich, County Executive
Andrew Kleine, Chief Administrative Officer, Office of the County Executive
Jerome Fletcher, Assistant CAO, Office of the County Executive
Gene Smith, Council Staff
Dr. DeRionne Pollard, President, Montgomery College

MEMORANDUM

TO: PHED Committee, Montgomery County Council
FROM: Montgomery County Workforce Development Board
DATE: September 7, 2020
SUBJ: WorkSource Montgomery CEO Finalization Status

Council President Katz, Committee Chairperson Riemer, and Councilmembers Friedson and Jawando:

We are happy to inform you that in the Workforce Development Board meeting of September 2, 2020 the Executive Committee reported to the Board that they had completed their examination of the former review, interview and final selection of Leonard Howie as CEO of WorkSource Montgomery. The committee's recommendation was for the "Acting" designation be removed from Mr. Howie's status and that Mr. Howie be confirmed as the Chief Executive Officer for WorkSource Montgomery.

A motion was made, seconded, discussion exhausted and then put to a vote. The Board voted unanimously in support of the motion.

We believe that we are now at the final step and leave it in the hands of the WorkSource Montgomery Board to complete this long awaited confirmation.

We appreciate the support that you have provided to WorkSource Montgomery and to the Workforce Development Board. We look forward to working with the PHED Committee and the entire Council as we carry out our responsibility to advance Montgomery County's workforce development priorities.

Sincerely,

Mark Drury, Chairperson

Resolution No.: 18-295
Introduced: October 13, 2015
Adopted: October 20, 2015

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: County Council

SUBJECT: Designation of WorkSource Montgomery, Inc. as the County's Workforce Development Corporation

Background

1. Montgomery County's goal is to have a comprehensive and demand driven system of workforce development that meets the talent attraction, development, and retention needs of strategic industries; meets the needs of the underemployed and unemployed; and develops career pathways that lead to sustainable wage jobs to support a thriving economy.
2. On October 13, 2015, the County Council enacted Expedited Bill 40-15, *Economic Development – Workforce Development - Amendments*. Expedited Bill 40-15 authorizes the County Government to designate a nonprofit corporation as the County's Workforce Development Corporation. The designation is made by Council resolution approved by the County Executive.
3. To be the County's Workforce Development Corporation, a nonprofit organization must meet Board of Directors, incorporation, bylaws, and reporting requirements. The Workforce Development Corporation's programs may include sponsorship of private investment, marketing, and advocacy.
4. On July 21, 2015, the County Executive transmitted his recommendation that the Council transfer responsibility for the workforce development program from the Department of Economic Development to WorkSource Montgomery, Inc.

Action

The County Council for Montgomery County, Maryland, approves the following action:


WorkSource Montgomery, Inc. is designated as Montgomery County's Workforce Development Corporation. This designation is effective until June 30, 2021 unless it is suspended or revoked by Council resolution.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council

Approved



Isiah Leggett, County Executive

Oct 26, 2015
Date