

# Workforce Development Board

## *Investing in People*

Dwayne Myers, Chair  
Dynamic Automotive

Dr. Philip Brown  
Phoenix Mecano

M.C. Keegan-Ayer  
Frederick County Council

Dani Adams  
Frederick County Building Industry  
Association

Jackie Byerly  
Department of Social Services

Ramenta Cottrell  
City of Frederick  
Department of Housing and Human  
Services

Molly Coughlan  
Country Meadows Retirement  
Communities

Richard Griffin  
City of Frederick  
Department of Economic Development

Jenna Freeman  
Maryland Department of Labor

Vacant  
Citizens Services Division

Monica Kolbay  
ArachnidWorks, Inc.

Patti Maluchnik  
Georgetown Insurance Service

Jennifer Szabo  
Adult Education & Family Literacy/FCC

Dr. Molly Carlson  
Frederick Community College

Susan Pacific  
Frederick Regional Health System

Anne Paxton  
Frederick County Public Schools

Sharon Plump  
Division of Rehabilitation Services

Katie Stevens  
Office of Economic Development

Justin Saltzman  
Verita Real Estate Advisors

Emily Snyder  
Horizon Farm Credit/Rocky Point  
Creamery & Farm

***“A Frederick County where every person has the opportunity to maximize his or her career potential and all local employers have the human resources they need to grow and prosper and Frederick’s workforce system is the “go to” for businesses who need skilled employees.”***

### Frederick County Workforce Development Board

June 9, 2023

8:30am

**Board Members Present:** Dr. Philip Brown, Dani Adams, M.C. Keegan-Ayer, Molly Carlson, Jenna Freeman, Lara Fritts, Kelli Goetz, Monica Kolbay, Patti Maluchnik, Dr. Kristine Pearl, Emily Snyder, Jennifer Szabo,

**Board Members Absent:** Dwayne Myers, Jackie Byerly, Ramenta Cottrell, Molly Coughlan, Richard Griffin, Anne Paxton, Sharon Plump, Justin Saltzman

**Staff Present:** Kara Fritz, Crystal Lagoda, Wes Leatherman, Patty McDonald, Mae McDowell, Jessica Mills

**Guests Present:** Kimberley Levine, Carmen Voso

---

### **8:31 am Welcome and Introductions and thanks**

Philip Brown, Board Chair welcomed everyone, called the meeting to order and began introductions.

### **Youth Scholarship**

Monica shared the committee is working on identifying contacts for businesses within the scholarship industries in effort to outreach for support of the fund. Monica also shared that she is developing a full marketing strategy to brand this scholarship.

The committee looked at almost 200 applications this year and were able to narrow down to 5 recipients.

The committee is still working to raise \$27,000 this year. Dani offered to reach out to businesses that may be members of FCBIA.

### **Blueprint for Maryland’s Future updates and discussion**

Kara provided the board with an overview of Pillar 3 of the Blueprint legislation that requires providing high quality career counseling in schools and CTE programs. Kara shared that the MOU has been completed and executed by all parties.

She also shared that Workforce Services participated in interviews for the FCPS Career Coach Coordinator and coaches and announced that FCPS has hired 21 coaches and 1 coordinator. The coaches will start work the beginning of July and Workforce Services will be hosting and providing training.

Kara asked the board to consider hosting business visits for the coaches to learn about their industries. Monica asked if specific industries were needed, Kara shared all business volunteers are welcome. Dani asked Kara to attend her upcoming association breakfast to share and make the ask.

### **Industry Insight discussion**

Board members were encouraged to share and discuss trends and what is happening in their industries.

Patti shared they are having difficulty in finding qualified support staff in the insurance industry and experiencing a lot of turnover. Monica shared she is hearing similar situations from customers she works with.

Philip shared his observations that the field is changing and they are looking for a “learning mindset” and people that recognize that changes are happening within each industry and want to be a part of the change.

Patty McDonald shared her experience that there is a gap and students are missing opportunities to connect with industries for internships, etc.

Dani shared information on Project Guide, a pre-apprenticeship program geared towards construction and trades. She recommends businesses be willing to let students “try it out”.

Monica asked if students know “who to connect with to seek out internship opportunities and do businesses know who to reach at the schools?” Patty shared information on a new toolkit FCWS just launched called ‘College Connections’, which is designed to connect businesses to local/regional college students & graduates to assist with building the local talent pool. Another tool called handshake is available for students & graduates to look for local employment/internship opportunities, however not all employers are using this tool and few schools are making this connection.

Philip shared that many interns they have hosted have been connected by former employees or those who are aware that Phoenix Mecano has these opportunities. Philip encourages the board to recommend seeking/exploring internship opportunities for their young adults.

### **Membership Nomination**

Carmen Voso and Kimberley Levine submitted a letter of interest and resume for membership consideration to the Workforce Development Board.

Patti Maluchnik submitted a request for reappointment to the Board.

Philip asked for a motion to nominate Carmen and Kimberly to the Board and reappoint Patti.

Dani **motioned** for approval, Monica **seconded**.

**Approved unanimously.**

**Approval of March 2023 meeting minutes**

The Board was presented with the minutes from the March 2023 Workforce Development Board meeting.

Patti **motioned** for approval, M.C. **seconded**.

**Approved unanimously.**

With no further business to discuss Patti **motioned** for the meeting to be adjourned. M.C. **seconded**. Meeting **adjourned** at 9:06 am.

