

**MEMORANDUM**

June 6, 2014

TO: County Council

FROM: Robert H. Drummer, Senior Legislative Attorney 

SUBJECT: **Public Hearing:** Bill 27-14, Schools and Camps – Career Pathways Program

Bill 27-14, Schools and Camps – Career Pathways Program, sponsored by Councilmembers Berliner, Navarro, Branson and Riemer, Council President Rice and Councilmembers Floreen, Andrews and Elrich, was introduced on May 6. A Planning, Housing and Economic Development Committee worksession will be scheduled at a later date.

The goal of the Bill is to establish easily communicated career pathway networks that identify job skills needed for employment with local employers and connect County residents with workforce training that can prepare them for a household-supporting career that matches the individual's goals and skills with local employer need.

**Background**

Bill 7-09, Schools and Camps – Workforce Investment Scholarship, enacted on May 12, 2009 and signed into law on May 20, 2009, established the framework for a workforce investment scholarship that would provide scholarships for students who are in an undergraduate degree program preparing the student for a needed occupation in the County. However, due to the recession, the program was never funded and the Executive did not appoint members to the Workforce Investment Scholarship Board established in Bill 7-09 to administer the scholarship program.

Bill 27-14 would establish a career pathways program with a career pathways manager. The Bill would also modify the workforce investment scholarship to support the career pathways program, eliminate the workforce investment scholarship board, and authorize the Executive to enter into agreements to administer the program.

The career pathways manager would be part of the Department of Economic Development and would identify career pathway positions that match the workforce needs of private sector employers in the County. The scholarships would fund the necessary training, and the Executive would be authorized to enter into agreements with Montgomery College or other County-based educational or business institutions to provide training and employment opportunities.

The Bill also includes a transition clause that would require the DED Director to implement phase 1 of a program to provide training and career navigation services for entry-level jobs in the health industry.

This packet contains:

Bill 27-14

Legislative Request Report

Circle #

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Bill No. 27-14  
Concerning; Schools and Camps –  
Career Pathways Program  
Revised: April 16, 2014 Draft No. 10  
Introduced: May 6, 2014  
Expires: November 6, 2015  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Councilmembers Berliner and Navarro

**AN ACT to:**

- (1) establish a career pathways program;
- (2) create a career pathways manager position;
- (3) modify the workforce investment scholarship to support the career pathways program
- (4) eliminate the workforce investment scholarship board;
- (5) authorize the Executive to enter into agreements to administer the program; and
- (6) generally enhance workforce development in the County.

By amending

Montgomery County Code  
Chapter 44, Schools and Camps  
Sections 44-46, 44-47, 44-48, 44-49, and 44-50

<b>Boldface</b>	Heading or a defined term.
<u>Underlining</u>	Added to existing law by original bill.
[Single boldface brackets]	Deleted from existing law by original bill.
<u>Double underlining</u>	Added by amendment.
[[Double boldface brackets]]	Deleted from existing law or the bill by amendment.
* * *	Existing law unaffected by bill.

*The County Council for Montgomery County, Maryland approves the following Act:*

1           **Sec. 1. Sections 44-46, 44-47, 44-48, 44-49, and 44-50 are amended as**  
 2 **follows:**

3 **Article IV. [Workforce Investment Scholarship] Career Pathways Program.**

4 **44-46. Legislative findings.**

5           (a) The economic development of the County requires a well-prepared,  
 6           educated, trained, and adaptable workforce to meet the current and  
 7           future needs of County businesses.

8           (b) The County workforce needs the tools and resources to successfully  
 9           compete in a complex global economy.

10          (c) County workforce training should encourage [students] County  
 11          residents to prepare for those occupations that are most needed in the  
 12          County.

13          (d) The Department of Correction and Rehabilitation's Pre-Release and  
 14          Re-Entry Services works to provide better employment opportunities  
 15          for offenders returning to the community in order to reduce recidivism  
 16          and improve public safety.

17          (e) [County workforce training should provide equal opportunity for  
 18          women to train for careers in science, technology, engineering, and  
 19          mathematics and generally encourage gender equity in all careers]  
 20          Easily communicated career pathway networks must be established  
 21          that identify job skills needed for employment with local employers  
 22          and connect County residents with workforce training that can prepare  
 23          a student for a household-supporting career that matches the student's  
 24          goals and skills with local employer need.

25          [(e)] (f) Montgomery College and the Universities at Shady Grove  
 26          provide high quality higher education training in the County.

27 [(f)] (g) A [workforce investment scholarship program] career pathways  
 28 program that identifies career pathways and matches students with  
 29 appropriate workforce training to meet the needs of private sector  
 30 employers would promote economic development in the County.

31 **44-47. [Workforce Investment] Career Pathways Program.**

32 (a) *Definitions.*

33 In this Article, the following terms have the meanings indicated:

34 [*Board* means the Workforce Investment Scholarship Board created in  
 35 Section 44-48.]

36 Career pathways means a workforce development strategy designed  
 37 to support an individual's transition from education into and through a  
 38 career pathways position.

39 Career Pathways Manager means the employee in the Department of  
 40 Economic Development who is responsible for managing the career  
 41 pathways program.

42 Career pathways position means a job that leads to a household-  
 43 supporting entry-level job with an identified pathway to one or more  
 44 higher level positions that requires specialized workforce training.

45 *Director* means the Director of the Department of Economic  
 46 Development or the Director's designee.

47 (b) The [Director] Career Pathways Manager must administer a  
 48 [workforce investment] career pathways [scholarship] program that:

- 49 (1) awards [workforce investment] career pathways scholarships to  
 50 students in an undergraduate degree, non-degree, or internship  
 51 program at the Universities at Shady Grove, Montgomery  
 52 College, or other accredited training program which prepares  
 53 [students] a student for a career identified as a career pathways

- 54                    position that is in demand by private employers in the County[:
- 55                    (A) one of the County's 10 most needed occupations;
- 56                    (B) certification by the State Department of Education to
- 57                    teach mathematics or science in a Maryland public
- 58                    school; [[or]]
- 59                    (C) a degree in engineering, mathematics, or a natural
- 60                    science; or
- 61                    (D) a degree in early childhood education or early childhood
- 62                    special education].
- 63                    (2) requires a student who receives a [workforce investment] career
- 64                    pathways scholarship to agree to work in the County [as a
- 65                    mathematics or science teacher, as an engineer, or in one of the
- 66                    County's 10 most needed occupations] in a career pathways
- 67                    position for at least the number of years the student receives the
- 68                    scholarship; and
- 69                    (3) requires the repayment of the scholarship by a student who does
- 70                    not complete a [degree] training program or who does not
- 71                    satisfy other conditions of the scholarship.
- 72                    (c) [The Executive must adopt regulations under Method 2 implementing
- 73                    the scholarship program after considering the Board's
- 74                    recommendations.] The [regulations must govern the award of
- 75                    workforce investment] career pathways scholarships [covering] may
- 76                    cover tuition, books, fees, and related expenses to attend an
- 77                    undergraduate degree program or a non-degree program at:
- 78                    1. Montgomery College [for the first 2 years]; [and]
- 79                    2. the Universities at Shady Grove [for the last 2 years]; or
- 80                    3. any campus for one of the participating Universities at Shady

81 Grove [for the last 2 years] if the degree program is not offered  
 82 at Shady Grove.

83 **44-48. [Workforce Investment Scholarship Board] Career Pathways**  
 84 **Agreements.**

85 (a) [*Creation*] Career Navigation Services. The [County] Executive  
 86 [must appoint, subject to confirmation by the County Council, a  
 87 Workforce Investment Scholarship Board, consisting of 3 members]  
 88 may enter into an agreement with Montgomery College, the  
 89 Universities of Shady Grove, any of the participating Universities at  
 90 Shady Grove, or the County’s Business Development Corporation to  
 91 provide career navigation services to students who receive a career  
 92 pathways scholarship.

93 (b) [*Composition; appointment of members*] Career Pathways  
 94 Scholarship Administration. The Executive may enter into an  
 95 agreement with Montgomery College, the Universities of Shady  
 96 Grove, or any of the participating Universities at Shady Grove to  
 97 administer the career pathways scholarship program at their  
 98 institution.

- 99 [(1) One member must be nominated by the Director.  
 100 (2) One member must be nominated by the President of  
 101 Montgomery College.  
 102 (3) One member must be nominated by the Executive Director of  
 103 the Universities at Shady Grove.]

104 (c) [*Chair; vice chair*] Internship Programs. The [Board must annually  
 105 select one member as chair and another as vice chair, and any other  
 106 officers it finds necessary] Executive may enter into agreements with  
 107 private sector employers and the County’s Business Development

108 Corporation to provide employment for graduates of the Career  
 109 Pathways Program.

110 [(d) *Terms; reappointments.* The term of office of each member is 3  
 111 years. A member continues in office until a successor is confirmed.

112 (e) *Compensation.* A member receives no compensation for serving on  
 113 the Board.

114 (f) *Quorum.* A quorum is a majority of the members of the Board.

115 (g) *Meetings; reports.* The Board may meet at the call of the chair as  
 116 frequently as required to perform its duties, but no less than 4 times  
 117 each year. The Board must submit an annual report on December 31  
 118 to the Executive and Council summarizing its activities, needs, and  
 119 recommendations, and the degree to which the goals of the Board are  
 120 being met.]

121 **44-49. Duties of [Board] the Director.**

122 The [Board] Director and the Career Pathways Manager must work together  
 123 to:

124 (a) [recommend regulations governing the award of workforce  
 125 investment scholarships] facilitate collaboration between public  
 126 agencies, non-profit organizations, and private sector employers to  
 127 help design, implement, and evaluate the Career Pathways Program;

128 (b) [recommend an annual Workforce Investment Scholarship budget  
 129 request to the Director for inclusion in the Executive’s recommended  
 130 annual operating budget] identify career pathways positions that  
 131 match the workforce needs of private sector employers in the County;

132 (c) [adopt procedures as necessary to achieve the purposes of this Article,  
 133 and keep a record of its activities and minutes of all meetings] submit  
 134 an annual Career Pathways Program budget request to the Executive;

- 135 [and]
- 136 (d) [make recommendations to the Executive and the Council on the
- 137 [workforce investment scholarship program] identify private sector
- 138 employers in the County who regularly hire people for career
- 139 pathways positions; and
- 140 (e) implement and use a technology platform to track skills associated
- 141 with open positions with local employers, curriculum at the
- 142 Universities at Shady Grove, Montgomery College, or other education
- 143 provider addressing those skills requirements, and students skills
- 144 profiles and efforts to obtain the skills necessary to become employed.

145 **44-50. [Duties of the Director] Reports.**

146 The [Director] Career Pathways Manager must report annually on or before

147 January 15 to the Executive and the Council on the progress of the Career

148 Pathways Program. The report must include:

- 149 (a) [must provide staff services and administrative support to the Board]
- 150 each career pathways position that has been identified;
- 151 (b) [must annually specify the County's 10 most needed occupations as
- 152 defined in the regulations] the number of residents served by the
- 153 Career Pathways Program;
- 154 (c) [must submit an annual Workforce Investment Scholarship Program
- 155 budget request to the Executive] each agreement entered into with an
- 156 educational institution or a private sector employer under Section 44-
- 157 48; [and]
- 158 (d) [may enter into an agreement with Montgomery College, the
- 159 Universities at Shady Grove, or one of the participating Universities at
- 160 Shady Grove to administer the scholarship program] graduation rates
- 161 for students in the Career Pathways Program;

162 (e) employment rates for graduates of the Career Pathways Program  
163 within:

164 (1) 6 months after graduation;

165 (2) 1 year after graduation;

166 (3) 3 years after graduation; and

167 (4) 5 years after graduation; and

168 (f) the types of positions held by graduates.

169 **Sec. 2 Transition.**

170 The Director must implement Phase 1 of an expanded and enhanced  
171 program to provide residents with skills training for entry level jobs that have a  
172 path to career advancement. The Director may enter into an agreement with  
173 Montgomery College to administer this program. This program must include:

174 (a) clear identification of employment opportunities and associated skills  
175 needed by local employers;

176 (b) community connectors who will help people understand career  
177 opportunities and improve access to education and employment;

178 (c) career navigation to assist individuals who are in training programs to  
179 complete their education and find a job; and

180 (d) training for jobs that provide an entry into health industry careers.

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182 *Approved:*

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Craig L. Rice, President, County Council

Date

185 *Approved:*

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Isiah Leggett, County Executive

Date

## LEGISLATIVE REQUEST REPORT

Bill 27-14

### *Schools and Camps – Career Pathways Program*

<b>DESCRIPTION:</b>	The Bill would establish a career pathways program with a career pathways manager. The Bill would also modify the workforce investment scholarship to support the career pathways program, eliminate the workforce investment scholarship board, and authorize the Executive to enter into contracts to administer the program.
<b>PROBLEM:</b>	The County workforce needs the tools and resources to successfully compete in a complex global economy.
<b>GOALS AND OBJECTIVES:</b>	The goal is to establish easily communicated career pathway networks that identify job skills needed for employment with local employers and connect County residents with workforce training that can prepare a student for a household-supporting career that matches the student's goals and skills with local employer need.
<b>COORDINATION:</b>	DED
<b>FISCAL IMPACT:</b>	To be requested.
<b>ECONOMIC IMPACT:</b>	To be requested.
<b>EVALUATION:</b>	To be requested.
<b>EXPERIENCE ELSEWHERE:</b>	To be researched.
<b>SOURCE OF INFORMATION:</b>	Robert H. Drummer, Senior Legislative Attorney
<b>APPLICATION WITHIN MUNICIPALITIES:</b>	Not applicable.
<b>PENALTIES:</b>	None.