

MEMORANDUM

April 13, 2018

TO: County Council

FROM: Josh Hamlin, Legislative Attorney 

SUBJECT: Bill 15-18, Economic Development – Workforce Development – Green Jobs Apprenticeship Program

PURPOSE: Introduction – No Council votes required

Bill 15-18, Economic Development – Workforce Development – Green Jobs Apprenticeship Program, sponsored by Lead Sponsor Councilmember Huckler and Co-Sponsors Councilmembers Leventhal and Elrich, is scheduled to be introduced on April 17. A public hearing is tentatively scheduled for May 8 at 1:30 p.m.

Bill 15-18 would:

- provide that the County's Workforce Development Corporation must administer a clean energy industry pre-apprenticeship job training program; and
- establish certain criteria for the operation of the pre-apprenticeship job training program.

A memorandum from lead sponsor Councilmember Huckler is at ©5-6.

Background

Under County Code Chapter 30B, Economic Development, the County is empowered to designate a nonprofit corporation as the County's Workforce Development Corporation to implement the County's workforce development policies. Worksource Montgomery, Inc., has been so designated, and has as its mission: (1) to meet the talent attraction, development, and retention needs of strategic industries; (2) to meet the needs of the underemployed and unemployed; and (3) to develop career pathways that lead to sustainable wage jobs and support a thriving mission.¹

Bill 15-18 would require Worksource Montgomery to include in its workforce development programs a clean energy industry pre-apprenticeship job training program, and would

¹ This mission is consistent with the Policy Objectives of the County Workforce Development Corporation set forth in §30B-8.

establish certain criteria for the operation of the pre-apprenticeship job training program. The program would prepare graduates for apprenticeships for skilled work related to renewable energy, energy efficiency and storage, resource conservation, environmental protection, and advanced transportation.

This packet contains:

Bill 15-18

Legislative Request Report

Councilmember Hucker memorandum

Circle #

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Bill No. 15-18
Concerning: Economic Development –
Workforce Development – Green
Jobs Apprenticeship Program
Revised: April 12, 2018 Draft No. 4
Introduced: April 17, 2018
Expires: October 17, 2019
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Hucker
Co-Sponsors: Councilmembers Leventhal and Elrich

AN ACT to:

- (1) provide that the County's Workforce Development Corporation must administer a clean energy industry pre-apprenticeship job training program;
- (2) establish certain criteria for the operation of the pre-apprenticeship job training program; and
- (3) generally amend County law related to workforce development.

By amending

Montgomery County Code
Chapter 30B, Economic Development
Article II, Workforce Development
Section 30B-12

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

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

1 **Sec. 1. Section 30B-12 is amended as follows:**

2 **ARTICLE II. WORKFORCE DEVELOPMENT.**

3 **30B-8. Policy objectives.**

4 (a) The success of Montgomery County's economic development goals is
5 dependent upon a comprehensive and demand-driven system of
6 workforce development that:

- 7 (1) meets the talent attraction, development, and retention needs of
8 strategic industries;
9 (2) meets the needs of the underemployed and unemployed; and
10 (3) develops career pathways that lead to sustainable wage jobs to
11 support a thriving economy

12 (b) To achieve these goals, the County Government may designate a
13 nonprofit corporation as the County's Workforce Development
14 Corporation to implement the County's workforce development policies
15 established by the Workforce Development Board.

16 * * *

17 **Sec. 30B-12. Workforce development program.**

18 (a) The Workforce Development Corporation's Board of Directors must
19 recommend workforce development programs and associated
20 performance measures to the Executive, Council, and Workforce
21 Development Board each year to advance the policy objectives listed in
22 Section 30B-8.

23 (b) The Workforce Development Corporation's workforce development
24 programs may include a plan for sponsorship of private investment,
25 marketing, and advocacy initiatives.

26 (c) The Workforce Development Corporation's workforce development
27 programs must include a pre-apprenticeship job training program that:

- 28 (1) is designed to prepare individuals to enter and succeed in an
 29 apprenticeship program registered by the Maryland
 30 Apprenticeship and Training Council; and
- 31 (2) includes:
- 32 (A) training and curriculum that prepares participants with the
 33 skills and competencies to enter one or more of the
 34 Maryland-registered apprenticeship programs that prepare
 35 workers for careers in the clean energy and environment
 36 industry, including jobs related to:
- 37 (i) renewable energy;
 38 (ii) energy efficiency;
 39 (iii) energy storage;
 40 (iv) resource conservation;
 41 (v) environmental protection; and
 42 (vi) advanced transportation;
- 43 (B) a documented strategy for increasing apprenticeship
 44 opportunities for underemployed and unemployed
 45 individuals; and
- 46 (C) rigorous performance and evaluation methods to ensure
 47 program efficacy and continuous improvement.
- 48 (d) The Workforce Development Corporation’s Board and staff must meet
 49 with the Executive, the Council, and the Workforce Development Board
 50 at least annually regarding the Workforce Development Corporation’s
 51 activities and finances.

LEGISLATIVE REQUEST REPORT

Bill 15-18

Economic Development – Workforce Development – Greens Jobs Apprenticeship Program

DESCRIPTION: The Bill would provide that the County's Workforce Development Corporation must administer a clean energy industry pre-apprenticeship job training program and establish certain criteria for the operation of the pre-apprenticeship job training program.

PROBLEM: The growing "green economy" will be needing more trained workers in coming years.

GOALS AND OBJECTIVES: Establish a workforce development program to prepare graduates for apprenticeships for skilled work related to renewable energy, energy efficiency and storage, resource conservation, environmental protection, and advanced transportation.

COORDINATION: Worksource Montgomery

FISCAL IMPACT: To be requested.

ECONOMIC IMPACT: To be requested.

EVALUATION: To be requested.

EXPERIENCE ELSEWHERE: To be researched.

SOURCE OF INFORMATION: Josh Hamlin, Legislative Attorney, 240-777-7892

APPLICATION WITHIN MUNICIPALITIES: To be researched.

PENALTIES: None.

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MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

TO: Councilmembers
FROM: Councilmember Tom Hucker
DATE: January 31, 2018
RE: Clean Energy Apprenticeship Readiness Program Bill

Enclosed for your review is draft legislation that would establish a new clean energy industry apprenticeship readiness program (ARP) within Worksource Montgomery. I would be honored if you would consider cosponsoring this bill.

I worked closely with Dr. Ellie Giles of Worksource Montgomery (WSM) and Jeff Guido, the Maryland Field Representative for Community Hub for Opportunities in Construction Employment¹ in crafting this bill, which they both enthusiastically support. What we would be establishing, through Dr. Giles at WSM, would be a new County job training program geared at preparing our underemployed and unemployed, youth and transitioning adults, for success in Maryland Apprenticeship Training Council (MATC)²-registered apprenticeship programs and eventual long-term employment in the clean energy construction industry. A key aspect of this type of program is that it is typically accompanied by direct hiring agreements with local construction employers, giving successful program graduates a clear path to a solid, middle class career.

This training program would encompass work related to: renewable energy, energy efficiency and storage, resource conservation, environmental protection and advanced transportation. Specifically, this program would prepare graduates for jobs working on solar systems, green roofs (as are currently being incorporated into some of our public schools), geothermal systems, rainwater catchments, pervious pavement, building thermal walls, wind, natural gas, sewer treatment and work with other types of environmental technology that will improve on these and other renewable sources.

As you know we have significant development scheduled for the coming years in County buildings, schools, in many neighborhoods surrounding the Purple Line, downtown Wheaton and White Oak, all of which will have a significant focus on utilizing renewable sources of energy in construction. This is the opportune time to establish a local job training program in the clean

¹ C.H.O.I.C.E., which is part of of the North American Building Trades Unions (NABTU).

² MATC is a body within the Division of Workforce Development and Adult Learning of Maryland's Department of Labor, Licensing & Regulation (DLLR) and is responsible for formulating apprenticeship policies and registering statewide standards and agreements.

energy industry, ensuring that our workforce reaps the maximum benefit from new construction jobs in these “green” areas. This would also be an excellent way to continue to follow through on the Council’s historic down payment on the achievement gap by providing a new career advancement opportunity for students seeking opportunities outside of traditional classroom settings, which our MCPS Superintendent is supportive of. I also believe that this program could serve as a needed boost to our citizens returning from incarceration by providing them with a new avenue to pursue job training and placements.

Typical requirements for acceptance for these programs in other jurisdictions are:

- 1) proof of County residency;
- 2) proof of having acquired at least a ninth grade math and reading level (in contrast with other programs requiring a G.E.D. or high school diploma); and,
- 3) passing a drug test.

I note that the County there are already some apprenticeship and apprenticeship readiness programs available through MCPS and Montgomery College. However, this type of accredited clean energy construction industry oriented program is not currently offered anywhere. The apprenticeship programs offered by Montgomery College are paid for by the student, are not recognized by MATC and generally do not provide a clear path to this kind of employment. Montgomery College apprenticeship programs are currently limited to traditional construction trades, like carpentry and HVAC systems, and do not include anything close to this caliber in renewable energy construction.

Finally, with respect for the funding for this new County initiative, Dr. Giles and Mr. Guido have expressed confidence that WSM could compete successfully for State Employment Advancement Right Now (EARN) program³ funding as well as federal funds, project labor management funds, funding from private foundations and other sources to support the ARP in the future.⁴

Please let me or Andrea Nunez in my office if you would like to cosponsor this legislation, or if you have any questions. Thanks.

³ Administered through the State’s Department of Labor, Licensing and Regulation (DLLR): <https://www.dllr.state.md.us/earn/>

⁴ In the 2018 legislative session, C.H.O.I.C.E will again pursue legislation to establish an additional dedicated source of state funding for this kind of program from the state’s existing Strategic Energy Investment Fund.