

**Workforce Development  
Maryland Congressional Delegation Meeting  
June 3, 2009**

**Presented by  
Dr. Carolane Williams, President, Baltimore City Community College**

Maryland Community Colleges are uniquely positioned to be the “stimulus” needed to reverse unemployment trends; provide short and long-term training; decrease workforce shortages; support business and industry growth; enhance economic development efforts; and, to prepare people today for tomorrow’s careers ...in other words, community colleges are an integral and necessary part of all economic recovery efforts.

Preparing people for the world of work is an important part of the mission of Maryland community colleges. In fact, our Strategic Plan states that we will work with the appropriate state agencies and other interested parties to develop a comprehensive Workforce Creation System so that every Maryland resident will have the knowledge, skills and abilities to be an effective, productive citizen and worker in the 21<sup>st</sup> century.

Investing in Maryland community colleges is an investment in business. For instance, 1 in 13 Maryland workers take classes at a community college in technology, health care, world languages, and other workforce skills. Nearly 400,000 credit and non-credit students attend community colleges each year and about 94% of them stay in Maryland, contributing to the State’s tax base and improving the quality of life for all Marylanders.

In order to fulfill our mission and to leverage limited human, financial and physical resources, partnerships are a necessity. We partner with business and industry; other colleges and universities; K-12 schools; Workforce Investment Boards (WIB); Economic Development entities; agencies and organizations.

Because we offer education and training opportunities that are both accessible and affordable to populations that are most in need, we serve recent high school graduates, the unemployed; underemployed; veterans; career changers; dislocated workers; and, ex-offenders. The community college service continuum includes everything from...Adult Basic Education; GED programs; and, English for Speakers of Other Languages...to non-credit; credit; certificates and transfer degrees and, we offer numerous opportunities for future career development and lifelong learning. Indeed, Maryland Community Colleges are committed to addressing critical workforce shortage areas in Maryland. For instance:

## **Healthcare & Allied Health**

- Maryland is above average nationally in pass rates on Licensed Practical Nurses and Registered Nurses exams. For FY 2006-2007 Practical Nurses had a 98% pass rate and Registered Nurses 93%.
- Maryland community colleges also offer healthcare programs in Certified Nursing Assistants; Dental Hygiene; Health Information Technology (a field expected to grow 18% by year 2016); Surgical Technology; Respiratory Care; and, Physical Therapist Assistants.

## **Bioscience**

The *BioMaryland 2020* report, a strategic plan for Life Sciences in Maryland, mentions that bioscience companies in Maryland employ more than 26,000 people and provide about \$2 billion in revenues and another \$2 billion in wages and salary. A variety of positions will be needed to support the more than 1,800 jobs that have been created, projected, or saved in Maryland's life science industry. Community colleges are responding to this need in new and visionary ways. And, **thanks to funding support like that provided by Sen. Mikulski through the Omnibus Bill**, we can continue working closely with the bioscience industry to produce educated and highly skilled employees for these high demand occupations generated by the new "knowledge" economy. For instance,

- Montgomery Community College is embarking on the creation of a Bioscience Technology Research Park bringing together bioscience, technology & bio-manufacturing companies, entrepreneurs, faculty and students. (\$714,000)
- Baltimore City Community College is establishing a Life Science Institute in the UMB BioPark. This partnership establishes a "bioscience community" consisting of bioscience companies; students; faculty (secondary & postsecondary); and, university researchers, thereby creating a synergistic approach to learning. (\$1.43mil)

## **Science, Technology, Engineering & Math (STEM)**

- Maryland community colleges have devised a variety of programs to increase the number of students going into STEM disciplines. Working closely with secondary schools at all levels, community colleges offer science camps; engineering and robotics competitions; and, math bowls to improve student knowledge and interest in STEM. In addition, articulations with universities have been developed to create seamless pathways for students wanting to further their education.

## **Energy**

- A number of environmental and “green” programs exist, as well as, incorporating green initiatives throughout the curriculum. For example, Anne Arundel has created a new certificate program in alternative and sustainable energy as an outgrowth of their Environmental Center, nationally recognized for its underwater grass replenishment program for the Chesapeake Bay.

### Construction

- Numerous programs that will not only serve BRAC needs, but will also prepare people for the spectrum of career opportunities in the construction industry.

### Teaching

- Statewide Associate of Arts in Teaching (AAT) degree that articulates between all community colleges and state universities
- Recruiting people into teaching, especially those in STEM disciplines; offering Alternative Teacher Certification programs to attract professionals and career changers into teaching; and, providing teacher certification courses that serve as professional development for current teachers.

### Future Considerations

- Community colleges **enroll more than half** of all Maryland residents attending college in the state. However, capital construction for community colleges has significantly lagged behind enrollment increases creating substantial space deficits. In addition, because of aging and inefficient buildings, deferred maintenance costs are increasingly consuming more and more of community college budgets; money that could be spent on serving students and growing new programs to meet workforce needs.
- Continue federal grants that specifically target community college populations such as the economically and academically disadvantaged (PBI; NSF funds to work with the underprepared; etc.)
- To increase the pipeline of highly skilled employees, continue Pell Grant increases, like those in the Spending Bill, and consider streamlining the application process so attending college can once again be, as Sen. Mikulski said.... *“Part of the American Dream...not the American Financial Nightmare!”*
- Support for rural communities with little to no workforce development opportunities because of infrastructure and transportation barriers.