



FY 22 ANNUAL REPORT

BUILDING SUCCESS



__OUR STORY__OUR STATS__OUR TEAM__OUR FUNDING__

OUR BOARD

Patricia Ba...er__Gloria Dent__Thomas Foard [chair]__Kathy Hall__
...Walker Townshend__Brad Pegenoff [past member]__

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Click here to visit our sites

Click on a month to see what we did

OUR STAFF
Douglas Allers_Lydia Anderson_Pamela Bageant_Shavon Banks_Ethel Barrett_
Darian Battle_Rebecca Benner_Tracey Brooks_Tyler Callahan_John Carey_Angelica Casas Leal_JC Ching_Niecv Cottman_Marci Crane_Soma
Datta_Tyneikia De Jesus_Laura Dickson_Michelli Drish_Lisa Dunaway_Carl Edge
Gillis_Danae Green_Kimberly Gussow_Leda Hernandez_Aisha
Patrice Knight_Milena Kornyl_Carl Kushinsky_Waynette Lamorell_Bil
Ernestine Milliner_Elisa Minarick_Shameka Molock_Kirkland Murray_Brandy N
Gil Plaks_Leslie Prewitt_JoAnn Reeping_Nancy Rupp_Marcus Sales_Heidi Shaw_Katasha Smart_Yolanda Stewart_Adrienne Stewart-Chapman_Samantha Stallybrass_Symone Thomas_
Mykel Townes_Amanda Valenti_Scott Wallace_Spencer Washington Jr_Barry Watkins_Kara Weekley_Andrea Willey_Mary Young_Milous Young

OUR MISSION

We are a nonprofit organization that enhances the economic vitality of Anne Arundel County by developing and implementing workforce solutions. We build and maintain a pipeline of skilled talent to meet the demand of businesses and prepare residents with the in-demand skills that lead to family-sustaining employment



OUR VISION

Every Anne Arundel County business has the skilled workforce needed to be competitive in a global economy and all Anne Arundel County residents have met their full career potential

OUR VALUES

We are driven by three core values which guide the organization in ensuring Anne Arundel County is the best place for all

INNOVATION



We exercise creativity and vision to drive purposeful change that impacts both businesses and job seekers

We partner with public and private entities to effectively address the workforce needs of the region and maximize impact

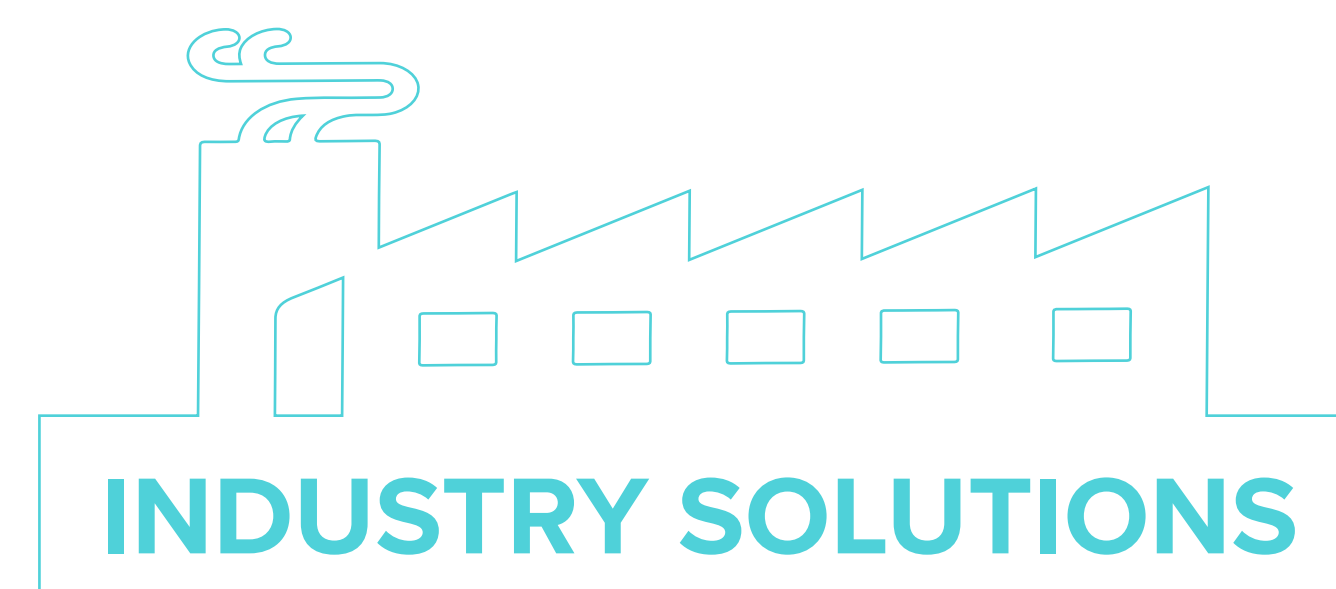
COLLABORATION



EXCELLENCE



We are a premier workforce provider delivering products and services that lead to meaningful results



Businesses
413
Received Services

Businesses Engaged in
53
Industry Collaboratives

Participants Became
671
Career Ready

858
Residents Served

Pre-Screened Candidates
70%
Were Interviewed

Industry Solutions
26
Implemented

Career Ready Participants
67%
Gained Employment

of Participant in Intensive
70%
Services Gained Employment

97%
Satisfaction Rate

Skilled Candidates
186
Added to the Pipeline

86%
Satisfaction Rate

of Employed Participants
91%
Earning \$15/hr or More

OUR BOARD

Patricia Baldwin__**Brenda Boultwood**__**Vanessa Carter**__**Gloria Dent**__**Thomas Foard** [chair]__**Kathy Hall**__

Dr. Tanya Millner__**H. Walter Townshend**__**Brad Pegenoff** [past member]__



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Rebecca Benner__**Tracey Brooks**__**Tyler Callahan**__**John Carey**__**Angelica Casas Leal**__**JC Ching**__**Niecy Cottman**__**Marci Crane**__**Soma Datta**__

Tyneikia De Jesus__**Laura Dickson**__**Michelli Drish**__**Lisa Dunaway**__**Carl Edgecombe**__**Denise Elliott-Bourdeaux**__**Michelle Farris**__**Arnold Gamble**__**Fran Gedepoh**__**Rodney Giles**__**Brenda Gillis**__

Danae Green__**Kimberly Gussow**__**Leda Hernandez**__**Aisha Hope**__**Katesha Horne**__**Sara Ironman**__**Amanda Trice**__**Yolonca Johnson**__**Ashanta Johnson**__**Chuck Knapp**__

Patrice Knight__**Milena Kornyl**__**Carl Kushinsky**__**Waynette Lamorell**__**Bill Lanasa**__**Bekki Leonard**__**Ryan Levine**__**Louise Lynch**__**Erica Matthews**__**Timothy McJunkin**__**Shadia Mckoy**__

Ernestine Milliner__**Elisa Minarick**__**Shameka Molock**__**Kirkland Murray**__**Brandy Norgard**__**Chioma Obi**__**LaToya Oeur**__**Temitope Olawoyin**__**Racquell Owens**__**Jason Papanikolas**__**Lauri Petroy**__

Gil Plaks__**Leslie Prewitt**__**JoAnn Reeping**__**Nancy Rupp**__**Marcus Sales**__**Heidi Shaw**__**Katasha Smart**__**Yolanda Stewart**__**Adrienne Stewart-Chapman**__**Samantha Stallybrass**__**Symone Thomas**__

Mykel Townes__**Amanda Valenti**__**Scott Wallace**__**Spencer Washington Jr**__**Kara Weekley**__**Andrea Willey**__**Mary Young**__**Milous Young**__

OUR FUNDERS



OUR EXPENSES

___STAFFING___
\$4,538,058.87
___PARTICIPANT TRAINING___
\$1,455,147.37
___SUPPORTIVE SERVICES___
\$4,598,285.70
___OTHER PROGRAM COSTS___
\$41,553.67
___OPERATIONS___
\$1,040,398.44
___TOTAL___
\$11,673,444.05

OUR FUNDING STREAMS





__IN-PERSON SERVICES START AGAIN__

__After being closed for over a year due to COVID, the Anne Arundel County Career Center and AAWDC's Community Career Connection offices reopened in the summer for in-person services. Traffic was slow to pick up but there was a steady increase in office visits throughout the year. Staff continued to deliver virtual and hybrid services to ensure every resident could participate in workforce services__



__CUSTOM CNA/GNA TRAININGS WITH LOCAL BUSINESSES__

__AAWDC partnered with Baltimore Washington Medical Center to offer customized CNA training for administrative support workers, and environmental and dining service staff who were suited for upskilling into a patient care position. The first cohort was extremely successful with all 24 participants moving into new positions at BWMC. After the success of the cohort, AAWDC provided additional cohorts for BWMC and used the model with other healthcare businesses such as Luminis Health Anne Arundel Medical Center and Doctors Community Medical Center__



__FUTURESUCCESS__

__AAWDC's FutureSuccess Summer Internship Program successfully completed after returning to in-person internships this year. Over 230 applications were received for the program and 137 youth and young adults started internships in June. In August 133 youth and young adults completed their 6-week internships and 12 were offered permanent employment at their internship host site after summer__



__UNION CONSTRUCTION HIRING EVENT__

__AAWDC partnered with the City of Annapolis and Alderwoman Pindell Charles to host the Union Construction Hiring Event at the Pip Moyer Center. The interactive event featured nine Maryland Trades Unions with the goal of attracting new apprentices. Thirty-four residents attended the event__

IWSF | IDA

In response to the tornado destruction caused by the remnants of Hurrican Ida, AAWDC partnered with the Anne Arundel County Executive's Office to launch the Impacted Workers Support Fund – Ida. The Fund supported residents who lost wages/ income due to the damage caused to local businesses. 119 impact residents were approved for assistance through the fund



CAREER CLUB AT MEADE HIGH

AAWDC Career X staff launched an extracurricular Career Club at Meade High School. Sophomores, juniors, and seniors participated in the club where they explored career opportunities and prepared to enter the workforce after graduation



_Lisa [Successful Career ReStart participant]

CAREER RESTART LAUNCH

AAWDC launched Career ReStart, an intensive boot camp for county residents seeking new or better employment. In the course, participants develop powerful self-marketing tools and implement strategies that provide confidence and courage that result in rapid employment. Participants attended classes virtually or in person and completed assignments including a career assessment and updated resume. During the year 103 residents completed the boot camp and 97 residents completed all assignments and received a \$500 stipend



_Sheila [Successful participant who received a stipend]

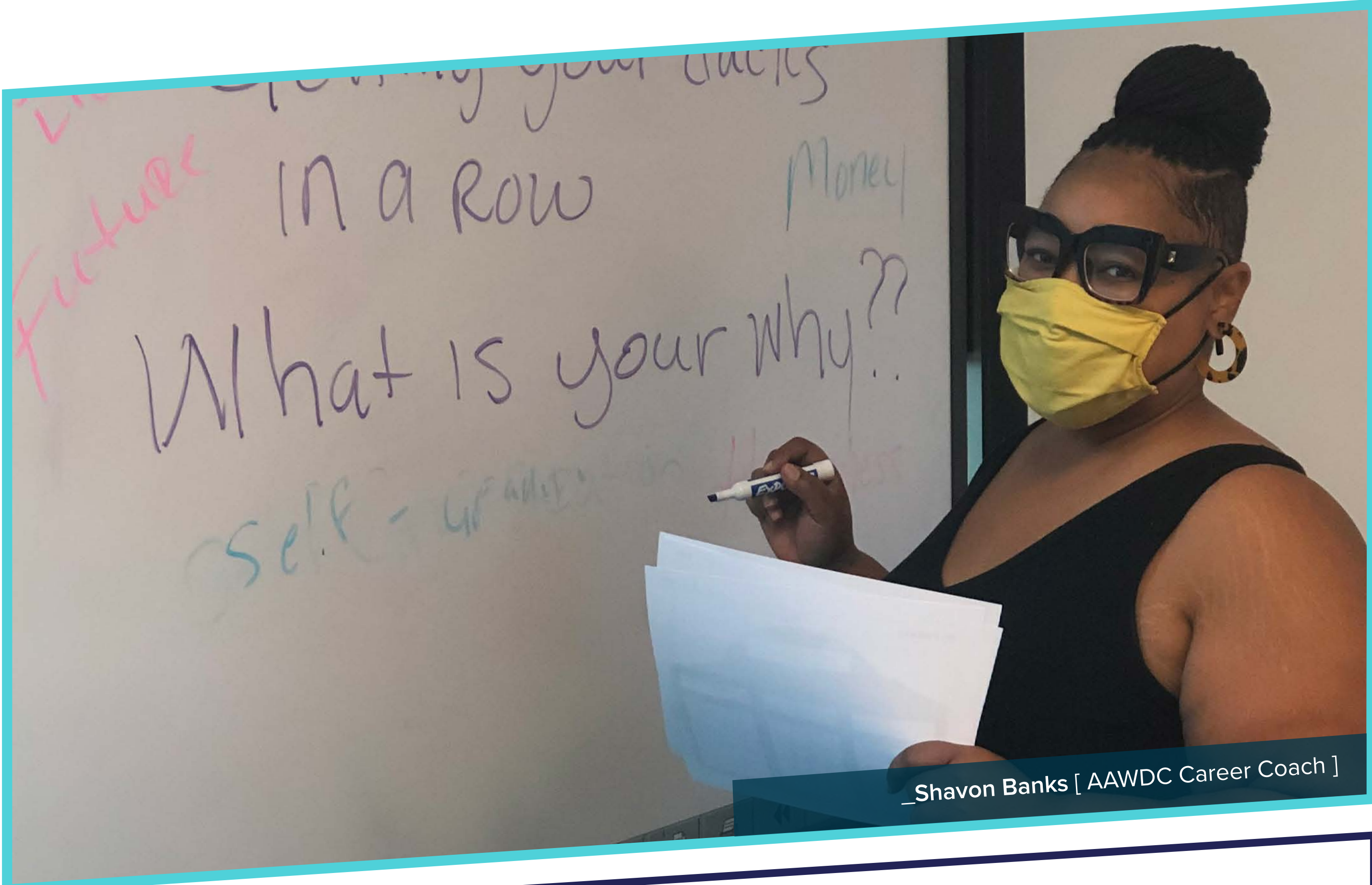
CREATING ECONOMIC OPPORTUNITY FOR ALL

AAWDC launched a stipend support program aimed at creating economic opportunity for all through accessible career development services. The program was created to support residents as they complete workforce services and seek new or better employment. Three categories of stipends were created to support individuals as they complete occupational training, study for industry credentials, and connect to new employment



CDL & SCHOOL BUS DRIVER TRAINING & HIRING

To address the impact of the national CDL driver shortage, AAWDC launched a campaign, training, and hiring initiative to increase the pipeline of CDL drivers. The two prong campaign focused on training and hiring for school bus drivers in partnership with the AACPS bus contractors and the Anne Arundel County Executive's Office and an awareness and training for CDL drivers to support the entire transportation industry



_Shavon Banks [AAWDC Career Coach]

__RE-ENTRY WORKFORCE FRIDAYS LAUNCH__

__AAWDC partnered with the Anne Arundel County Police Department to host Workforce Fridays as part of the police department's Re-Entry & Community Collaboration project. AAWDC provided job readiness workshops including Workplace Excellence soft skills training, resume writing, expungement, and job search strategies to participants during the Friday sessions. In addition, staff provided one on one career coaching to participants and made connections to employment opportunities__



__SCHOOL SYSTEM HIRING__

__Anne Arundel County Public Schools (AACPS) faced major workforce shortages across all departments. AAWDC partnered with AACPS and other agencies that provide services to school-aged youth to host two major hiring events during the year. Both events were extremely successful with over 580 candidates attending to connect with open positions in the school system and their partners__



__FT. MEADE MOA SIGNING__

__On December 7th, AAWDC signed a Memorandum of Agreement with the Anne Arundel County Executive's Office, the Howard County Executive's Office, the Howard County Office of Workforce Development, and Ft. George G. Meade. The first-of-its-kind agreement created a partnership to provide enhanced workforce services for transitioning service members, active-duty spouses, and veterans connected to Ft. Meade. A Military Career Coach employed by both AAWDC and the Howard County Office of Workforce Development is housed at Ft. Meade to provide intensive workforce services under this agreement__



__Kayla [Jumpstart graduate]

__CAREER JUMPSTART LAUNCH__

__After the initial success of Career ReStart, AAWDC launched Career JumpStart a three-week career exploration and readiness series for youth and young adults. The series covers soft skills, resume and interview, life skills, and career pathway exploration. Over 145 out-of-school youth participated in the series during the year__

__CHILDCARE ASSISTANCE PROGRAM__

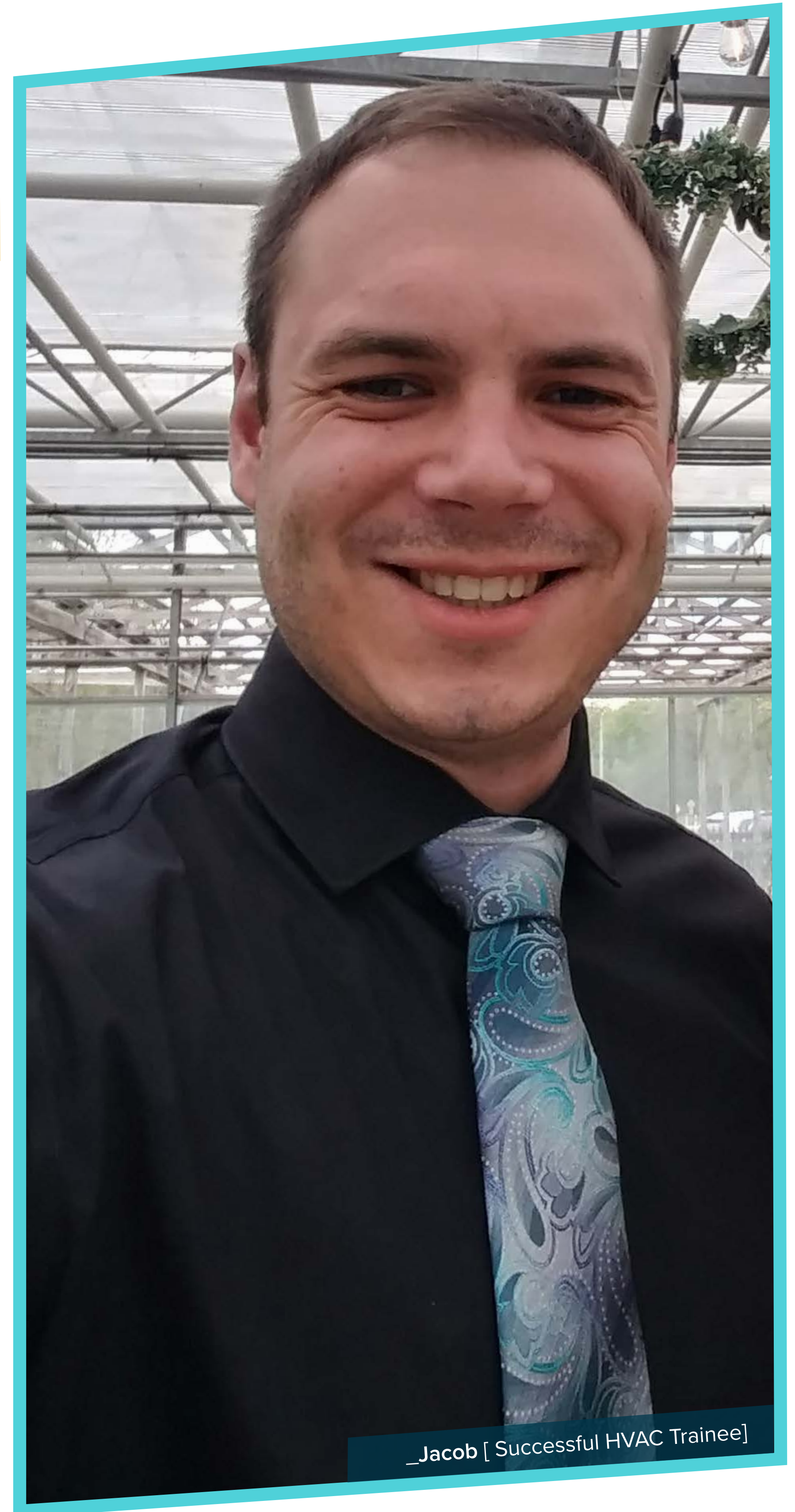
__In December AAWDC's Childcare Assistance Program ended. The program launched as the economy reopened and residents began returning to work. Residents who could not return to work, could not work full-time, or had their work hours changed due to COVID were provided childcare assistance payment. AAWDC paid up to \$250 a week per child for qualified families. During the first half of the fiscal year over 50 families received support through this program. AAWDC continues to provide childcare assistance as needed for individuals receiving intensive career development services__

IET COHORT AT MCIW

AAWDC in partnership with the Maryland Department of Labor launched the first IET cohort at the Maryland Correctional Institute for Women in Jessup. This was a pilot program where inmates earned hospitality certifications while completing their GED. The academic and occupational teachers worked together to ensure consistency in teaching

SUCCESS IN SKILLED TRADES

Jacob was a Treatment Assistant where he helped others to reshape their lives for the better. He came to AAWDC looking to transition into a skilled trades career as an HVAC apprentice. Jacob started HVAC pre-apprenticeship training at the beginning of the year and successfully completed it in April. In June he was hired as an HVAC/Warehouse Apprentice with Fresh Air Concepts in Linthicum



_Jacob [Successful HVAC Trainee]



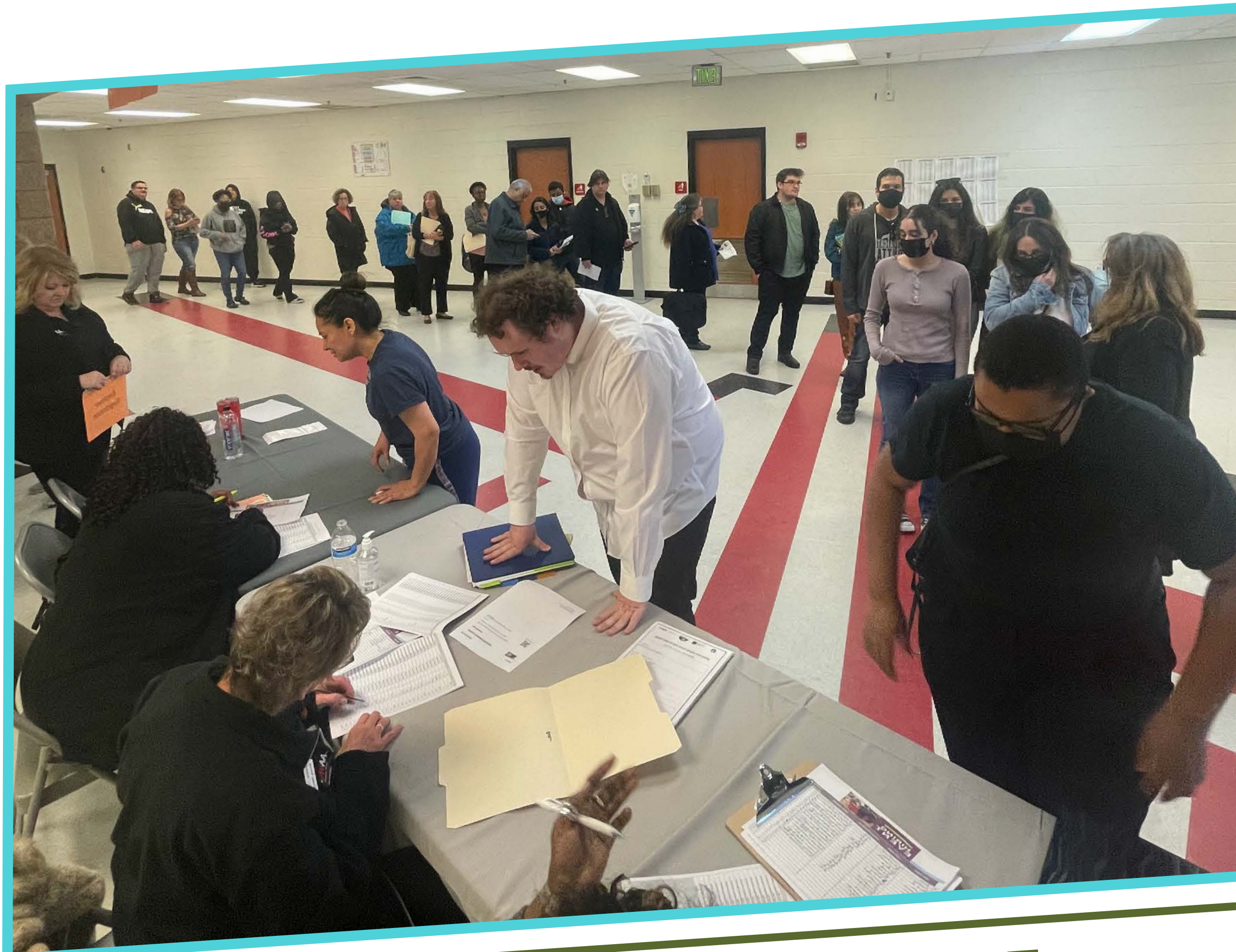
LOCAL HIRING IN SEVERN

__AAWDC partnered with Arundel Community Development Services (ACDS) to support the local hiring effort for the construction of the Severn Intergenerational Center. AAWDC's Community Services team launched an interest form, canvased local neighborhoods, and held several information sessions at the local library to connect local residents to the employment opportunities created through this project__



CAREER X INTERNSHIP PLACEMENT

__Through AAWDC's Career X course, high school seniors complete an internship aligned to their career goals their last semester of school. This year students were placed in opportunities including a bakery assistant and a real estate office. One student Jamarian completed his internship at Weisman Electric and was hired full-time with the company__



__NORTH COUNTY HIRING EVENT__

__AAWDC partnered with North County High School to host our annual Spring Community Hiring Event. Over 55 businesses with current openings set up tables in the school's gymnasium where they met over 365 residents looking for new or better employment opportunities. The event was an enormous success for everyone in attendance__



__MEADE VILLAGE COMMUNITY GARDEN__

__After the success of AAWDC's Community Garden at our Community Career Connection @ Freetown Village office last year, staff decided to expand the project to Meade Village. The container garden is located at AAWDC's Community Career Connection office in the community and staff grow fruit, vegetables, and herbs which are then provided to the community residents at no cost. Staff started the project to make an impact on health and reduce the food insecurity of the community residents they work with every day__



TAKE YOUR FIRST STEP HIGH SCHOOL SENIOR HIRING EVENT

__AAWDC's annual Take Your First Step Hiring Event returned in-person at the Anne Arundel County Career Center in partnership with AACPS. The yearly event connects graduating high school seniors with local businesses that have open entry-point positions. Over 110 students visited the center throughout the day to meet with 17 local businesses. The event was very successful, and businesses were impressed with how prepared the students were for the event__



_EXPANDING WORKFORCE REACH THROUGH PUBLIC LIBRARIES _

__AAWDC strengthened our partnership with Anne Arundel County Public Library (AACPL) to reach more residents in need of workforce services. Workforce development resources and information about services were placed in all 16 library locations throughout the county and AAWDC's Community Services staff started meeting clients in targeted library locations on a regular basis__

LAUNCH GOOGLE CERTIFICATIONS FOR OUT-OF-SCHOOL YOUTH

__Through a partnership with the National Association of Workforce Board and Google, AAWDC launched the Google Career Certificate Program for Anne Arundel County young adults. The program provides participants the opportunity to earn certificates in areas such as IT Support, Data Analytics, Project Management, and User Experience Design. After completion participants share their resumes with an employer consortium of over 150 companies that have committed to considering graduates for entry-level roles__



DIGITAL LITERACY TRAINING

__In May AAWDC launched a Digital Literacy course to help individuals interested in entering IT careers or who needed entry-level computer training for employment. Participants first complete an assessment to determine their level of digital literacy. Classes are taught live online, with the first class being in person. After completion of the course participants take the Microsoft Digital Literacy credential test__



__BUS DRIVER & ATTENDANT NEW HIRE & RETENTION BONUS PROGRAM__

__Anne Arundel County Public Schools (AACPS) faced major workforce shortages across all departments. AAWDC partnered with AACPS and other agencies that provide services to school-aged youth to host two major hiring events during the year. Both events were extremely successful with over 580 candidates attending to connect with open positions in the school system and their partners__



__BOT-A-THON LAUNCH__

__AAWDC launched our first-ever Bot-a-Thon training for six county youth and young adults. The training began in June and will continue throughout the summer. During the eight-week training, young adults will develop essential soft skills and gain valuable hands-on experience designing Chat Bots. Participants will also gain the knowledge and skills needed to sit for the AZ-900, AI-900, and AZ-104 Azure Administrator certificates__

APPENDIX

*Understanding Our Finances

In FY22 our largest expanse category was Supportive Services. Compared to previous years this category was the largest portion of expenses because AAWDC was asked to implement the Bus Driver & Attendant Retention & New Hire Bonus program on behalf of Anne Arundel County. The program included \$4.2 million bonus payments to bus drivers and attendants under the supportive services category. The second largest category of expenses was staffing costs, which is in line with previous fiscal years. Our staff are the backbone of AAWDC and are critical in delivering customized, individualized services to businesses and job seekers daily.

The operations line item includes facilities costs for all AAWDC offices and the entire Anne Arundel County Career Center. As the lease holder for the Career Center, AAWDC manages all costs for the critical building which acts as the hub for multiple workforce system partners to deliver in-person and virtual services to Anne Arundel County businesses and job seekers.

*Understanding Our Metrics

AAWDC delivers services under four focus areas: Business Solutions, Industry Solutions, Career Development, and Community Services.

The business solutions team provides Anne Arundel County businesses customized services to help them attract, retain, and upskill. Our metrics measure:

- The number of businesses we provided services to that help them remain competitive
- The percent of pre-screened candidates that are interviewed by the businesses to ensure we are providing valuable candidates to reduce the time and cost to fill an open position.
- The satisfaction rate of our businesses to ensure they find value in the services provided.

The industry solutions team partners with businesses in high-growth industries to build a skilled talent pipeline and address industry-wide workforce challenges. Our metrics measure:

- The number of businesses engaged in industry collaboratives which drive our work to identify workforce challenges and develop solutions to the challenges.
- The number of industry solutions that were developed by industry collaboratives and implemented by AAWDC to address challenges faced by our top industries.
- The number of skilled candidates added to the pipeline to increase the workforce that is in-demand by businesses.

The career development team helps county residents start, transition, and advance their career leading to a family-sustaining wage. Our metrics measure:

- The number of participants who became career ready as a result of career coaching and training services and are prepared to enter the workforce.
- The percent of clients that found new or better employment during the fiscal year after working with career development staff.
- The satisfaction rate of residents to ensure they find value in the services provided

The community services team uplifts county residents by bringing career services into communities and making workforce development more accessible. Our metrics measure:

- The number of residents who received workforce services from the community team.
- The percentage of clients who were enrolled in intensive, one-on-one services and entered new or better employment during the fiscal year.
- The percentage of those clients who were placed in employment and make \$15/hr or more, higher than the current minimum wage.