

SoMD 2030 Workforce Development

Identify, hire, & retain talent in Southern MD

*Presented by: Jen Brown, SoMD 2030 Workforce Development & TPP Programs Director,
The Patuxent Partnership*



6/12/2023



About SoMD 2030 Workforce Development



SoMD 2030 is a joint initiative of The Patuxent Partnership (TPP) and the Southern Maryland Navy Alliance (SMNA), with funding provided by Naval Air Warfare Center Aviation Division (NAWCAD). This collaborative effort is focused on –

- building up the STEM pipeline
- increasing career opportunities
- partnering with government, industry, and academia

SoMD 2030 connects talented students with paid internships and apprenticeships in Southern MD. It expands the successful **TechJobsRule (TJR) high school apprentice program** which is affiliated with the Apprenticeship Maryland Program (AMP) AND creates **college internship opportunities** with local industry and government leading to → **further education and career opportunities.**

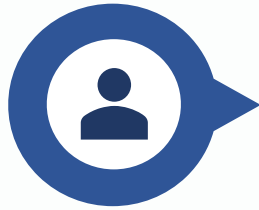
The grant awarded by NAWCAD provides seed funding to get students into jobs in the STEM pipeline.

SoMD 2030 ... Increasing our potential

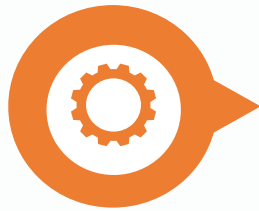


Overview for today's brief

Paid Internships
Hosting college interns for an
8-week summer program



HS Apprenticeships
Sponsoring high school students*
to apprentice during
academic year



Partnerships
Engagement with companies, K-12
schools and higher education
institutions



Spark! Student Career Awareness
Fair (11th – 12th grade)
Data on inaugural student
career fair held March 30th

*students must be enrolled at St. Mary's County
Dr. James A. Forrest Career and Technology Center



Summer College Internship Program

Orientation & Professional Development Opportunities



Orientation & Pax River
NAS Tour: June 12



Program Dates:
Jun 12 – Aug 4



End of Program Social
& Recognition: Aug 3



June
21

TPP DoD Summit for
NAVAIR/ NAWCAD
panels & Networking

AeroPark
Innovation
District/TechPort &
Networking

June
28



July
6

Conflict Resolution



July
11

Professional
Development

401K 101 /
Financial
Responsibility

July
20



July
26

Resume
Updates

8 weeks
(30 hours/wk)

Mid-summer
and end of
summer
evaluations

Company must
provide
meaningful
work



6/12/2023

SUMMER 2023 COLLEGE INTERNSHIP

DATA

TOTAL APPLICANTS

241 started profile | 59 – no resumes

152 COMPLETE PROFILES CREATED

84 students recommended to interviews

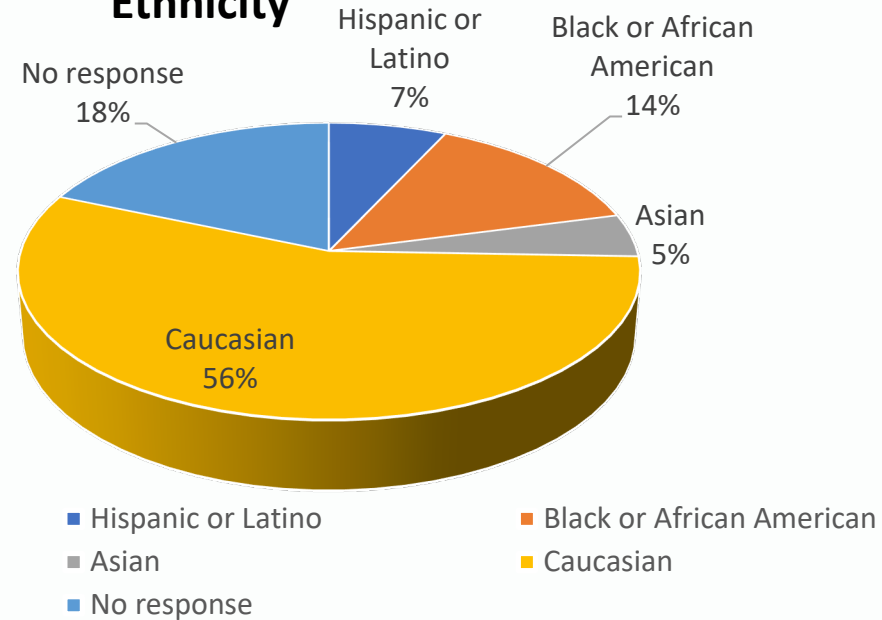
32 companies agreed to host interns

40 TOTAL INTERNS PLACED

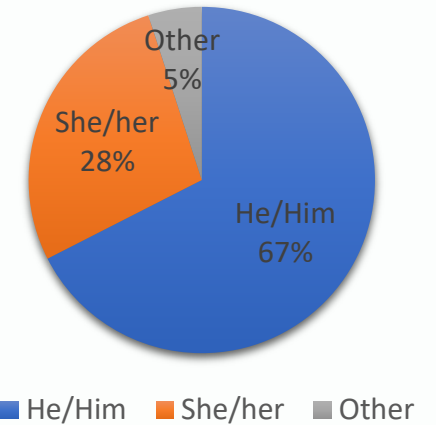


SNAPSHOT: PLACED INTERNS

Ethnicity



Preferred Pronoun



WHERE STUDENTS RESIDE

Anne Arundel

1

Calvert

8

Charles

4

Montgomery

1

St. Mary's

24

Non-MD

2

6/12/2023

5



SUMMER 2023 COLLEGE INTERNSHIP

DATA



SNAPSHOT: PLACED INTERNS

#	Schools Attending
7	College of Southern Maryland
1	East Carolina University
1	High Point University
1	Kalamazoo College
1	Keiser University
1	North Carolina Agricultural and Technical State University
1	Northwestern University
1	Penn State University
1	Pensacola Christian College
1	Shenandoah University
5	St Mary's College of Maryland
5	Towson University
1	University of Georgia
9	Univeristy of Maryland, College Park
1	University of Toledo
1	Virginia Polytechnic Institute and State University
1	West Virginia University

9 Rising Seniors

9 Rising Juniors

22 Rising Sophomores

Internship Job Title	#
Accounting Intern	1
Aircraft Maintenance and Operation Support	1
Analyst Intern	1
Automation Engineer	1
Business Analyst Intern	2
Communications and Outreach Intern	1
Cyber/Software Engineering Intern	4
Data Analyst	3
Finance Intern	3
FMS Export Compliance intern	1
General Contracting Construction Intern	1
Graphic Designer	1
Information Technology Intern	3
Logistics Support	1
Machine Learning Engineer	1
Mechanical Engineering Intern	6
Museum program assistant	1
Quantum computation algorithms & development	1
Software Technical Data Intern	2
Systems Administration Intern	2
Systems Engineer Intern	3



Internship Criteria:

Standards from the National Association of Colleges and Employers (NACE)

To ensure that an experience—whether it is a traditional internship or one conducted remotely or virtually—is educational, and thus eligible to be considered a legitimate internship by the NACE definition, all the following criteria must be met:

1. The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
2. The skills or knowledge learned must be transferable to other employment settings.
3. The experience has a defined beginning and end, and a job description with desired qualifications.
4. There are clearly defined learning objectives/goals related to the professional goals of the student's academic coursework.
5. There is supervision by a professional with expertise and educational and/or professional background in the field of the experience.
6. There is routine feedback by the experienced supervisor.
7. There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.



INTERNSHIP DATA MANAGEMENT: GRAD LEADERS

Companies and students created profiles in SoMD 2030 portal.
All related documents will be uploaded and shared here.



SoMD 2030
Workforce Development
Identify, hire and retain talent in Southern MD

www.paxpartnership.org/somd-2030-workforce

The banner features a collage of icons including a hard hat, a lightbulb, a gear, a person, a laptop, and a SoMD 2030 logo.

Login [? Help](#)

Username *

Password *

1st time user? [Create Account](#)

If you have forgotten your username and/or password, please enter your account email address below to request password reset instructions.



Dashboard

Internship Postings

Resource Library

**POST YOUR
INTERNSHIPS**

Featured Resources

[SoMD 2030 Company Requirements](#)

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Companies uploaded internship job descriptions via the dashboard.



What is



- AMP/Tech Jobs Rule is an initiative with
 - the James A. Forrest Technology Center (Forrest Center)
 - the Strategic Education Office of NAWCAD
 - The Patuxent Partnership
 - and some of TPP's member companies
- Talented high school students who are interested in skilled work in manufacturing, business operations, and STEM fields are given paid apprenticeship opportunities with local industry and the government. These organizations assess the demand for skilled workers in specific areas and complete an interest form.
- Students entering their senior year of high school and have completed at least one to two years at the Forrest Center, are eligible to apply for apprenticeship opportunities. The student recruitment and hiring process is managed by Forrest Center staff and AMP/TJR coordinators.
- An individualized work plan is developed by the apprenticeship coordinator, who works with the industry or government representative, for each apprentice.



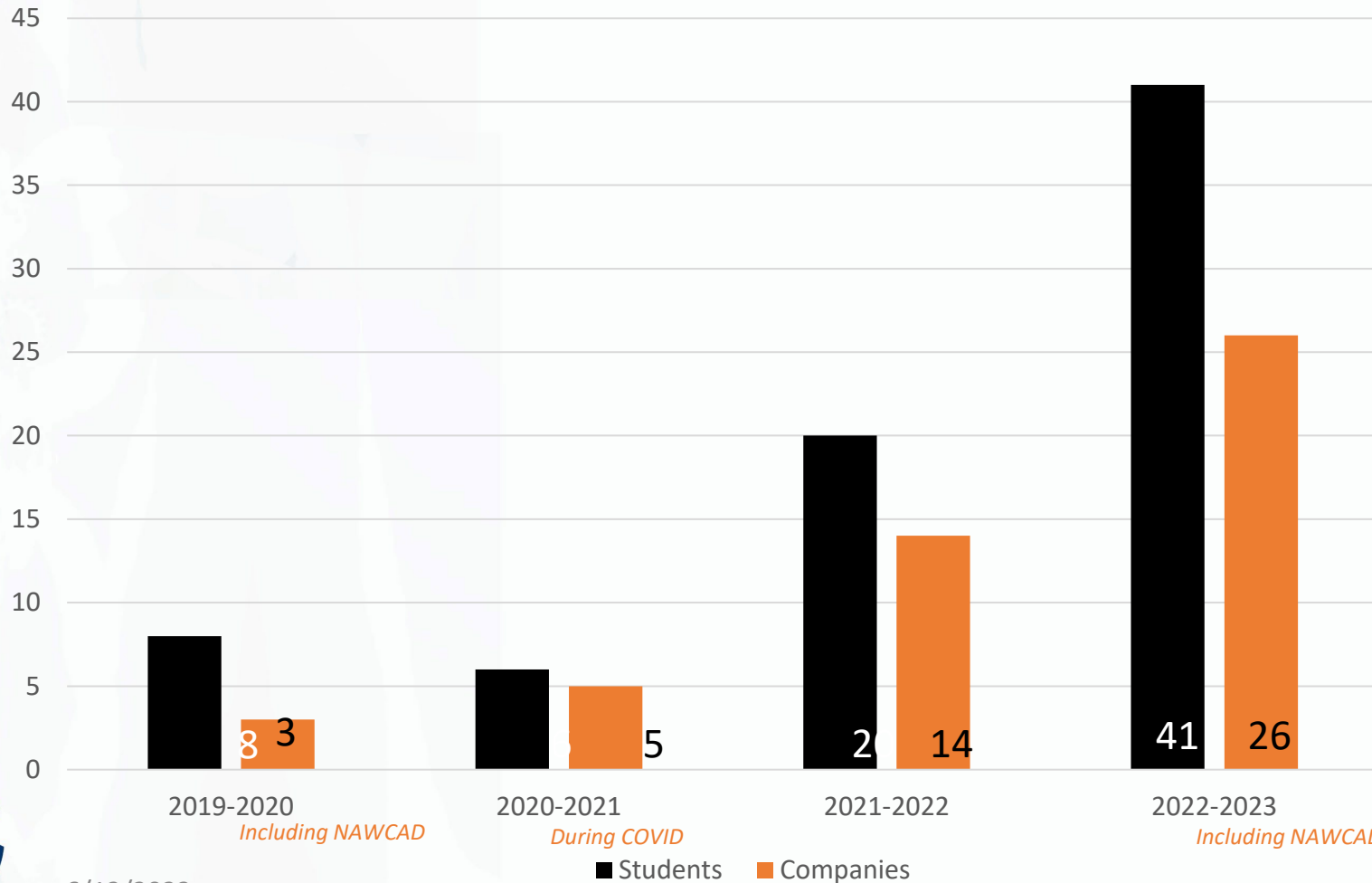


Programs include:

- Automotive Refinishing and Repair
- Automotive Technology
- CADD
- Carpentry
- Diesel Technology
- Electrical Wiring
- Engineering
- Graphic Communications
- Hospitality and Tourism
- IT Networking
- Manufacturing Engineering Technology
- Natural Resources
- Teacher Academy
- TV/Video Production
- Welding

Statistics & Growth

AMP/TJR Participation



SoMD 2030 provided funding to expand the Apprenticeship Program



Support of Blueprint for Maryland's Future



What is the Blueprint for Maryland's Future?



Promise and opportunity for every Maryland child.

The Blueprint for Maryland's Future is a landmark legislation passed in 2021, which includes comprehensive changes to nearly every aspect of Maryland's public education system. Increasing annual education funding by over \$3.8 billion over the next 10 years, the Blueprint will enrich student experiences, accelerate improvements to student outcomes, and improve the quality of education in Maryland.

Delivering opportunity and promise of a better future to every Maryland child, the Blueprint for Maryland's Future will transform the State's prekindergarten through post-secondary systems with extensive policy changes and an unprecedented investment of State and local resources.

Prioritizing equity, the Blueprint prescribes new programs and innovative approaches to catalyze a world-renowned education system that aims to eradicate achievement gaps and ensures opportunity for every student, regardless of family income, race, ethnicity, or ability.


The Blueprint is a product of the recommendations made by the Commission on Innovation and Excellence in Education, more commonly known as the Kirwan Commission, which met over the course of three years (2017-2019). The commission was comprised of a cross-section of stakeholders including education advocates, teachers, legislators, and experts to address education funding and needed approaches to better prepare students for success in the modern workforce. In doing so, the Blueprint's future focus directly benefits students and educators, lifts historically underserved communities, prepares the workforce of tomorrow through college and career readiness, and enhances the State's economic competitiveness. The Blueprint also establishes the new Accountability and Implementation Board (AIB) solely dedicated to ensuring the successful implementation of the Blueprint.



Blueprint for MD's Future – Pillar 3

Pillar 3: College and Career Readiness (CCR)

- Sets a new CCR standard that prepares graduates for success in college and the workforce by ensuring they have the knowledge and skills to complete entry-level credit-bearing college courses and work in high-wage and high-demand industries.
- Ensures that prekindergarten through 12th grade curriculum, standards, and assessments are all aligned with the new CCR standard.



COLLEGE & CAREER
READINESS

- New college and career readiness standard by 10th grade
- Aligned curriculum resources and assessments
- College and career readiness and support pathways
- Expanded career and technical education system



Company requirements for



Your company must be able to support hosting HS apprentices that will work **450 hours** during the academic year (with option to start early in the summer).



Apprentices must have supervisors/mentors that are in the department they are working, not HR.
Companies are approved by MATC as a youth apprenticeship employer.



Students participating in AMP/TechJobsRule are primarily under 18 years of age and will require special permission to access NAS PAX River and WOLF.



Benefits of



How students benefit:

- While in high school, begin an apprenticeship in a high demand career field while also earning credits toward a high school diploma.
- Learn from mentors who are leaders in the field and their companies.
- Get valuable hands-on industry experience.
- Earn money while learning valuable skills.

Benefits for companies:

- Student apprentices have had basic training and are eager to learn. Train apprentice in areas in which your company has recurrent or future demand.
- No retraining. Apprentices are trained in your procedures and policies without having to “unlearn” something learned elsewhere.
- Apprenticeship Coordinators who help to create the Work Plan, monitor student progress, assist company mentors and help instill and reinforce soft skills in apprentices.
- Short term hires with the option to offer full time employment to apprentices.



Registered Apprentice Program



- Registered apprenticeships are jobs where workers “earn and learn.” While working on the job, employees receive one-on-one full-time training from a skilled craftsman as well as related classroom instruction. An apprentice is “sponsored” by an employer or association and is paid according to a progressive pay scale.
- A registered apprenticeship sponsor is a business or association that manages a registered apprenticeship program that has been approved by the [Maryland Apprenticeship and Training Council](#). A sponsor can also be the apprentice employer.
- It typically takes 60 days or less to become a registered apprenticeship sponsor.



Launched in 2018 to raise awareness about registered apprenticeships and encourage job seekers and businesses to engage in apprenticeship opportunities.

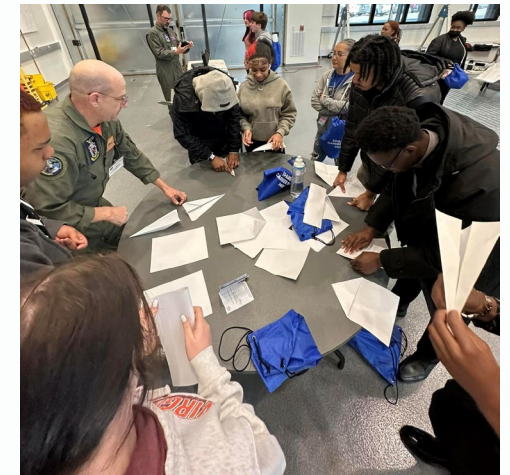


The Patuxent Partnership was named a **MD Apprenticeship Ambassador** in November 2022. Ambassadors are chosen in recognition of their dedication to advancing apprenticeship as Maryland’s premiere workforce solution.



Spark! Student Career Awareness Fair

- The inaugural Spark! Fair was modeled on the Jr. Achievement Inspire Fair (Eastern Shore) 2022 and designed to engage students with **hands-on, interactive learning experiences**.
- It provided students in southern MD with face-to-face interactions and opportunity to dialogue with professionals from the Navy/government, health, commercial and trades that provided an insider's perspective of what it's like to work in a specific industry.
- Students experienced **different functions of the Navy**, specifically in Pax River, as well as opportunities in **health, commercial, and trades** located in their own backyard while learning about the skills and requirements needed to succeed in each field.



SPARK! Student Career Awareness Fair



SPARK! FAIR SNAPSHOT

440 high school students from –

- Calvert County Public Schools
- Charles County Public Schools
- St. Mary's County Public Schools
- St. Mary's Ryken HS
- Home school communities

"I really liked learning about different careers that I haven't considered in the past."

– student attendee



"It was a great way to meet the up-and-coming workforce and introduce our organization."

- company representative

26 Participating organizations (with over 100 representatives engaged at booths):

- NAWCAD Air Systems Group
- NAWCAD DAiA - Integrated Battlespace Simulation & Test
- NAWCAD DAiA - ATD – COLOR
- NAWCAD DAiA - Cyber Warfare Dept
- NAWCAD DAiA- Prototyping, Instrumentation & Experimentation/ Atlantic Ranges & Targets (PIE/ART)
- NAWCAD DAiA - Warfare Effectiveness Dept
- NAWCAD Fab Lab
- NAWCAD UX-24
- NAWCAD WOLF
- Naval Test Wing Atlantic
- U.S. Naval Test Pilot School
- St. Mary's County sheriff's Office
- St. Mary's County Department of Economic Development
- University of Maryland - A. James Clark School of Engineering
- MATRix @USMSM
- MedStar Health
- MedStar St. Mary's Hospital
- Air Combat Effectiveness Consulting Group (ACE Group), LLC
- Boothe's Heating, Air & Plumbing, LLC
- Eagle Systems
- Naval Systems, Inc.
- Northrop Grumman
- Resource Management Concepts, Inc.
- PNC
- Precise Systems, Inc.
- World Financial Group (WFG)



6/12/2023

Success of SoMD 2030 Workforce Development Initiative

Our success is rooted in sustained partnerships.

Relationships and collaboration with –

- NAWCAD, NAVAIR
- Companies in defense industry base as well as community organizations in Pax River
- Local & state government, Dept of Economic Development
- Other associations
- Education partners (K-12 and higher education)



CHALLENGES

- Program management and data analysis
- Housing for interns/relocation
- Recruitment
- Retention of workforce in southern MD/state of MD
- Communication with companies/consistency of staff
- Lack of attention on national security in academic setting
- Generational differences on views of patriotism/service to country



Other Resources - MTIP



- The **Maryland Technology Internship Program (MTIP)** helps Maryland retain top tech talent by increasing the number of paid technical internships offered in the state.
- Administered by UMBC and funded by the State of Maryland, the program offers financial assistance to technology-based businesses, as well as state and local agencies, to hire more interns.
- The Maryland Technology Internship Program can reimburse employers for up to 50% of an intern's wage, up to \$3,000 annually per intern (\$1,800 for the first semester and \$1,200 for subsequent semester).

QUESTIONS ABOUT MTIP - CONTACT:

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