

**LEGISLATIVE BLACK CAUCUS OF MARYLAND
WORKFORCE DEVELOPMENT
WORKSHOP
Friday, November 5, 2010**

Intent: To develop a working knowledge about the impact of the increasing racial demographic shift in the country on the economic health of the State given the associated workforce challenges. Currently African Americans make up one third of the population of the State of Maryland. Despite the apparent wealth in Maryland, it is also a state of extreme highs and extreme lows in terms of prosperity. This is further exacerbated by the absence of a skilled workforce from specific pockets of the African American community, specifically black males. In addition, there are a number of systemic challenges to full employment pre recession and likely post recession.

Objective: Through an interactive discussion, identify the personal and system barriers for full employment along with the opportunities and legislative solutions to provide greater skills, access and inclusion for African Americans to increase their personal assets through work and work entrepreneurship.

Each workshop has been designed to have a “presenter” identify the issues, data, challenges and opportunities with a panel of expert “respondents” reacting to the presentation and bringing their own expertise to the discussion. Each panel respondent is asked to ensure that his or her comments address the issues as it relates to African Americans and make specific suggestions about potential legislative policy solutions.

Morning Session: **Barriers to viable employment for African Americans (pre and post recession); there are solutions!**

Time: 10:00 to 12:00 pm

Location: Environmental Matters Committee Room 250

Remarks: Delegate Aisha Braveboy

Moderator: E. Kim Rhim, The Training Source, Inc.

Presenter: To identify and discuss the barriers to full employment for African-Americans especially given the economic growth sectors. Providing additional details about specific barriers such as but not limited to: transportation, credit checks, criminal background, skills and race. The targeted population should include low income, working poor and marginal middle class African American citizens. – Evelyn Ganzglass, Director of Workforce Development, CLASP

Panel Respondents: Melissa Broome, Job Opportunities Task Force; Patrice Cromwell, Annie E. Casey Foundation; Pamela Paulk, Johns Hopkins Hospital; Kenya Asli, Economic Empowerment Officer, City of Baltimore; JoAnn Williams, Manager, Career Development, University of Maryland Medical System; Michelle Whelley, President, Central Maryland Transportation Alliance

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Afternoon Session: Workforce challenges faced by African American males; the good news, there are solutions which can change the “wealth status” for families. The bad news, it requires a sea change

Time: 1:00 to 3:00 pm

Location: Environmental Matters Committee Room 250

Remarks: Delegate Rudolph Cane

Moderator: J. Howard Henderson, Greater Baltimore Urban League

Presenter: To identify the historical issues, which are directly related to a number of the challenges faced by African-American males today and to describe the specific challenges (both personal and systemic) that must be addressed to increase the assets of African American males in the State.

Some of the challenges include criminal background, child support, cost of automobile insurance (versus the opportunity for employment in construction), perceived cost of hiring an ex-offender and institutional racism. Shawn Dove, Program Coordinator, Open Society Initiative – Black Male Achievement Project

Panel Respondents: Joe Jones, Center for Urban Families; Jason Perkins-Cohen, Job Opportunities Task Force; Doug Bonner, Berkshires Associates, Timothy Shepard, Watchmen; Rodney Carroll, Business Interface;