June 15, 2020

The Honorable Marc Elrich  
County Executive  
Office of the County Executive  
101 Monroe Street, 2nd Floor  
Rockville, Maryland 20850

The Honorable Sidney Katz  
Council President  
Montgomery County Council  
Stella B. Werner Council Office Building  
100 Maryland Avenue  
Rockville, Maryland 20850

Dear County Executive Elrich and Council President Katz,

As your deliberations on formal economic recovery plans and investments begin, we are mindful you must remain focused on managing the public health crisis in which we find ourselves. In response, a group of education and industry leaders along with key employers came together to begin a conversation, as your partner, to help the County frame the work ahead—fostering an economic rebound for our community.

Attached is a summary of our robust deliberations.

Convened by Montgomery College, our meeting was a conversation among partners with these specific goals in mind, as we began our deliberations:

- To work together to help the county decision-makers frame the work ahead to reclaim our future—a future supported by a robust economy that enables our entire community to thrive; and
- Share and document specific economic and workforce development strategies.

Our group was comprised of leaders from the Montgomery County Chamber of Commerce, the Montgomery County Economic Development Corporation, Montgomery Moving Forward, Nonprofit Montgomery, the Maryland Tech Council and The Universities at Shady Grove, along with an array of employers.

Together, we quickly determined ways we can work together and identified goals and specific tasks to advance economic and workforce development plans. Broadly speaking, the concerns
articulated centered around the need for childcare, training and education to close skill gaps and help residents gain jobs, technical support for small businesses, and the need to leverage state and federal grants to advance both economic and workforce development. The attached summary of our conversation explicates these concerns further and enumerates related ideas and tasks to address them.

Our group came together because we know our county stands at a major crossroad—the likes of which we have never seen—and we must work together—education, business, nonprofits and government—to repair our economy and help our community to rebound and emerge stronger.

Individually and collectively, we are ready to engage in the work ahead. We hope this collection of ideas will be of assistance to you. Together, we can repair our economy and reclaim Montgomery County’s future—a future supported by a robust economy that enables our entire community to thrive.

Sincerely,

DeRionne P. Pollard, Ph.D.
President

Attachment
Rebound Montgomery Report

Prepared by the Office of the President

June 15, 2020
Table of Contents

Summary Report 2
Appendices 6
   I. Impact of COVID-19 Summary 14
   II. Impact of COVID-19 Presentation 15
   III. Invitation Email to Participants 43
   IV. Participant List 45
   V. Agenda 47
   VI. Resources 49
Rebound Montgomery Conversation June 1, 2020

Montgomery County’s leadership has worked diligently to guide our community through the current public health crisis. COVID-19 has brought unimaginable loss and suffering, in addition to significant economic disruption. Our county stands at an unprecedented crossroad: we must decide how to repair our economy and help our community to rebound and emerge stronger.

Participants in the conversation

To support our county’s leadership as deliberations on formal economic recovery plans begin, a group of education and industry leaders, along with key employers, began a conversation about the work ahead. Convened by Montgomery College, the group was comprised of leaders from multiple industries and economic spaces: the Montgomery County Economic Development Corporation; the Montgomery County Chamber of Commerce; the Maryland Tech Council; WorkSource Montgomery; the Universities at Shady Grove, Shady Grove Medical Center; Moving Montgomery Forward; Nonprofit Montgomery; leaders and small business owners from the IT, bio-health, and cybersecurity industries. Together the group identified several common goals and specific tasks to advance economic and workforce development plans. We hope that our ideas, outlined in this document, can help frame the economic rebound determined by Montgomery’s leadership.

Individually and collectively, we are ready to engage in the work ahead. Together, we can repair our economy and reclaim Montgomery County’s future as the economic engine of the state—a future supported by a robust economy that enables our entire community and region to thrive.

The conversation agenda

Our conversation was quite robust and productive. At the outset, we set the foundation for our deliberations with a labor market overview to be sure we had a shared understanding of the economic impact of the pandemic, followed by an open dialogue that shared feedback to that overview along with insights, concerns, and fears as to the impacts of crisis on our operations and the future of work. During a breakout session, we engaged in a deep conversation regarding the following questions:

- What needs to be done in order to get people back to work swiftly?
- What needs to be done to help better position local businesses to succeed and access federal funds?
- What are the skill gaps and how do we develop homegrown talent to close those gaps?

We closed our conversation with a discussion of specific strategies for economic and workforce development plans. Many participants came prepared with thoughtful comments and detailed thoughts. We adjourned agreeing to document our conversation and to share it with our county leadership. Our collective thinking is contained in this summary.

Background data

According to available labor market data, the DC region lost over 300,000 jobs in one month between March and April, wiping out 99 percent of the job gains since the last recession. Estimates put the job loss for the county at around 43,000. The bulk of job losses were seen in some of the most vulnerable sectors – leisure and hospitality, education and health services, and trade and transportation. Fortunately, when looking at the industry mix in the region and the county, vulnerable industries make
up smaller portions of the economy, while industries that easily transitioned to remote work are more prevalent and employ a larger portion of workers. This has made the region and the county far less vulnerable in the long-term recovery.

According to the vulnerability index developed by Chmura Analytics and Economics, which measures the negative impact that COVID-19 can have on employment based upon a region’s mix of industries, the DC region ranks 73rd out of 343 metropolitan statistical areas with a score of 90.11, which is below the national average of 100. Montgomery County ranks fifth in the state, with a score of 84.62, which is lower than the DC region. This ultimately bodes well for our recovery both in terms of depth and speed. However, it does not remedy the reality that there are large numbers of employees out of work who will need to pivot and upskill into “lifeboat” jobs and/or short-term training. Many of the jobs lost will not return, so the availability of relevant, short-term training and the willingness of employers to engage in competency-based hiring, in which skills rather than a credential are the proxy for competence, will be vital to putting people back to work and filling employer demand. This will be particularly critical in those industries that are primed to grow in a post-COVID-19 world, such as life sciences, health care, and information technology.

**Conversation themes**

Several themes emerged from the breakout room discussions. Despite the decrease of COVID-19 cases and phased re-openings, many people will be apprehensive about going back to work and customers may be wary of resuming spending activities absent a vaccine. The workplace of the “new normal” will look radically different from the pre-COVID-19 workplace and it will be incumbent upon employers to provide safe environments for their workers to reduce anxiety in an effort to effectively reclaim workspaces and return to face to face operations, and prevent a second wave of cases. This presents opportunities for the skilled trades and construction sectors as businesses transform their physical environments to maintain social distancing while providing their full scope of services. Those who have the choice to work remotely or are continuing remote working may be unwilling to return to work if Montgomery County Public Schools remain closed and they lack adequate, safe, and affordable child care options. The availability of child care services will be a critical component of ensuring a safe return of employees to the workplace, especially for those who cannot work remotely from home due to the nature of their job, lack of access to reliable technology, or deficits in computer literacy. Even with some very quick pivots to remote operations, and services, many companies have struggled to maintain productivity and services levels equal to pre-COVID. Those sectors will now face the challenge of how to safely return or quickly pivot again if there is a second wave of cases that trigger new restrictions. All industries must be willing and able to pivot and adapt, not just in response to a new outbreak, but to new modes and models of work in a post-COVID-19 world.

Another frequent theme that emerged from the discussions was the critical need for multi-sector collaboration to match employees and employers to close skill gaps and return residents to employment. This will take the combined efforts of government, industry, nonprofits, and education to create a robust ecosystem of relevant training for in-demand skills plus a pipeline for developing, upskilling, and matching homegrown talent with in-demand jobs. There are a variety of services for employees and employers now, but they are diffused and often siloed, making access difficult. Bold new steps are required to develop a well-coordinated ecosystem that can provide multiple, connected talent pipelines that meet the needs of both skilled-talent, the under/unemployed, and employers.
Multi-sector collaboration is also needed to allow smaller businesses access to the deep pool of federal grants and recovery resources. Many businesses lack the experience, knowledge, and capacity required to navigate the complex regulations and application processes to secure these funds. Creating a network that matches business or government mentors who have such experience and knowledge with small business mentees is vital. Helping small businesses to identify their needs, understand the process, and access these funds in a timely manner will be crucial to a deeper and more sustained economic recovery. This collaboration will also be necessary to help county businesses re-enter the economy and navigate the new normal of social distancing, operations planning, and phased re-opening.

**Recommendations**

Based on the conversations within small breakout groups and the reconvened larger group, we offer the following recommendations, organized by three major categories: 1) Safe Return to Work; 2) Addressing the Skills Gap; and 3) Bold New Partnerships and Incentives.

**Safely Returning to Work**

1. Expand and ramp-up testing in the county to ensure a speedy and safe re-opening of the economy. Continue to monitor the county’s COVID-19 dashboard indicators and communicate frequently.
2. Support expanded access to high-quality, affordable child care, which will be critical as the county re-opens and people return to onsite work or continue to remote work. The pace of return will be greatly impacted by the availability of child care, especially if Montgomery County Public Schools remain in remote status. The demand for child care is anticipated to increase just as this industry sector itself is in crisis as more people return from remote work, which may require new incentives and assistance to help meet the demand. Several employers noted the need for child care to improve the productivity of remote workers.
3. Provide specific environmental safety guidance to assist businesses in developing testing and safety protocols, contact tracing, and social distancing work environments. Many companies are developing their own testing plans, which could leave many small businesses behind or gaps in workplace safety without coordinated, county-wide strategies and assistance. Additionally, expand education and training to increase the number of skilled practitioners in corporate environmental and safety—this field of work will likely grow exponentially given new demands.

**Addressing the Skills Gap and Employee/Employer Needs**

1. Invest deeply in developing homegrown talent pipelines at MCPS, MC, and USG. Fund and prioritize short-term training that allows those employed in vulnerable occupations to quickly transition to higher paying, in-demand careers and close skills gaps, including new models of virtual training and simulation.
2. Create a more unified and consolidated approach to matching employees with employers to meet demand; strengthen workers with skills training programs to upskill and transition to in-demand jobs; connect employers with education to identify needed skills and develop short-term programs to meet those needs; and develop K-12 guided pathways and career readiness programs that serve students and industry.
3. Create incentives for businesses to hire locally and develop homegrown talent. As remote work proliferates and the ability to work anywhere expands, it will be vital for multi-sector partnerships to develop strategies that incentivize local hiring to prevent a talent drain.

**Bold New Partnerships and Incentives**

1. Provide opportunities to continue the discussion beyond the immediate crisis to address historical, ongoing, and projected economic development needs, such as attracting more IT, cyber, data, and cloud computing companies and leveraging the county’s strength in the life sciences, NIH, NIST, and the FDA in getting a higher percentage of manufacturing jobs.

2. Encourage deeper connections between local businesses, government, and education to address short- and long-term needs where individual industries lack capacity, such as developing and deploying industry sector specific training (such as clinical trials or small business executive coaching) to upskill existing employees to advance productivity. Additionally, investing in and incorporating youth programs, internships, and job corps programs into broader workforce strategies will be critical in addressing underemployment and unemployment among the younger population brought about by COVID and the shifting labor market.

3. Incentivize and encourage large employers in the county to significantly increase their diversity goals over the next 12-24 months by outsourcing services and purchasing to minority, veteran, and women-owned small businesses. Also, extend the period of performance for existing small business contracts, and relax Local Small Business Reserve Program requirements for non-competitive and sole source awards.

4. Engage in and coordinate a countywide effort to better position the county to promote, obtain, and leverage federal grants and workforce training funds to boost the economy and help end this pandemic.
APPENDICES
Economic Impact of COVID-19

Estimated Job Losses Between March - April 2020

DC-VA-MD-WV
Metropolitan Statistical Area (MSA) = **302,800 Jobs**

Montgomery County = **43,819 Jobs**

* Nearly 99% of jobs added since the Recession wiped out
** Estimate over 100% of jobs added since the Recession wiped out

Hardest Hit Industry Sectors March - April 2020

Leisure and Hospitality
- MSA = -142,300
- County = -19,200

Retail and Transportation
- MSA = -48,100
- County = -6,717

Education and Health Services
- MSA = -52,800
- County = -9,251

Industries Best Poised for Recovery

DC-VA-MD-WV MSA
- Outpatient Care Centers
  - 4,605 Unique Job Postings (5% increase) in the last 30 days
- Aerospace Engineering
  - 22,837 Unique Job Postings (6% increase) in the last 30 days
- Information Technology
  - 51,188 Unique Job Postings (6% increase) in the last 30 days

Montgomery County
- Construction/Trades Contractors
  - 454 Unique Job Postings (14% increase) in the last 30 days
- Biomanufacturing
  - 2,613 Unique Job Postings (9% increase) in the last 30 days
- Information Technology
  - 4,062 Unique Job Postings (4% increase) in the last 30 days

Lifeboat Jobs and Training Approach

Higher Paying In-Demand Career

New Portable Skills

Source: Adapted from “Finding the Lifeboats: Getting Americans Back to Work in the Pandemic,” Burning Glass, May 2020
The Impact of COVID-19 on the Regional Economy
2 ½ years to recover the jobs lost during the Recession

303,500 Jobs added since the Recession

99% Jobs added since the Recession wiped out in 1 month

Source: BLS and Emsi, Q2 2020 Data Set
5 years to recover the jobs lost during the Recession

Over 100% Jobs added since the Recession wiped out in 1 month

Source: BLS and Emsi, Q2 2020 Data Set
Job Losses (in thousands) by Sector March - April 2020
DC-VA-MD-WV MSA (not seasonally adjusted)

-142.3 (Government)
-52.8 (Educational and Health Services)
-13.8 (Professional and Business Services)
-48.1 (Trade, Transportation, and Utilities)
-9.9 (Other Services)
-17.2 (Leisure and Hospitality)
-2.7 (Financial Activities)
-3.7 (Information)
-3.9 (Manufacturing)
-7.4 (Mining, Logging, and Construction)

Source: Bureau of Labor Statistics
Percent Employment Change by Sector
March - April 2020 DC-VA-MD-WV MSA
(not seasonally adjusted)

-50%  -45%  -40%  -35%  -30%  -25%  -20%  -15%  -10%  -5%  0%

-44%  -12%  -12%  -7%  -5%  -2%  -2%  -2%  -5%  -2%  0%

Government
Other Services
Leisure and Hospitality
Educational and Health Services
Professional and Business Services
Financial Activities
Information
Trade, Transportation, and Utilities
Manufacturing
Mining, Logging, and Construction

Source: Bureau of Labor Statistics
Estimated Job Losses by Sector Montgomery County

- Government: -2,373
- Other Services: -1,326
- Leisure and Hospitality: -9,251
- Educational and Health Services: -1,897
- Professional and Business Services: -501
- Financial Activities: -478
- Information: -872
- Trade, Transportation, and Utilities: -6,717
- Manufacturing: -1,137
- Mining, Logging, and Construction: 0

Job losses range from -2,373 in Government to 0 in Mining, Logging, and Construction.
The vulnerability index measures the negative impact that the coronavirus crisis can have on employment based upon a region's mix of industries. For example, accommodation and food services are projected to lose more jobs as a result of the coronavirus (over half of jobs lost, on average) compared to utilities and education services (with mild or no job contractions).
DC-VA-MD-WV MSA Economy Snapshot

- Leisure and Hospitality
- Educational and Health Services
- Mining, Logging, and Construction
- Manufacturing
- Government
- Professional and Business Services
- Financial Activities
- Trade, Transportation, and Utilities
- Information
- Other Services

Bubble Size = Number Employed in 2019

Source: Emsi, Q2 2020 Data Set

Rebound Montgomery
Montgomery County is ranked 5th among Maryland’s 24 Counties.

Vulnerability Index - Maryland Counties

Montgomery County: 204.04

- Somerset
- Caroline
- Baltimore City
- St. Mary's
- Montgomery
- Kent
- Howard
- Baltimore
- Dorchester
- Prince Georges
- Harford
- Washington
- Wicomico
- Frederick
- Allegany
- Cecil
- Carroll
- Calvert
- Garrett
- Talbot
- Charles
- Anne Arundel
- Queen Anne's
- Worcester

Rebound Montgomery
Montgomery County Industry Snapshot

- **Leisure and Hospitality**
- **Educational and Health Services**
- **Professional and Business Services**
- **Mining, Logging, and Construction**
- **Trade, Transportation, and Utilities**
- **Financial Activities**
- **Government**
- **Manufacturing**
- **Other Services**
- **Information**

**Bubble Size = Number Employed in 2019**

- **Average Earnings per Worker**
  - $0
  - $20,000
  - $40,000
  - $60,000
  - $80,000
  - $100,000
  - $120,000
  - $140,000
  - $160,000
  - $180,000
Unemployment Rate Seasonally Adjusted

Source: Bureau of Labor Statistics
April Unemployment Claims by Educational Attainment

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Maryland</th>
<th>Montgomery County</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS or Less</td>
<td>49.2%</td>
<td>38.3%</td>
<td>38.5%</td>
</tr>
<tr>
<td>Postsecondary/Associate's</td>
<td>30.8%</td>
<td>31.6%</td>
<td></td>
</tr>
<tr>
<td>Bachelor's and Higher</td>
<td>15.0%</td>
<td>20.0%</td>
<td>8.4%</td>
</tr>
</tbody>
</table>

Source: Maryland Dept. of Labor and BLS
HS or Less = 5 years to recover 76,536 jobs lost
Postsecondary/Associate’s = 8 ½ years to recover 18,390 jobs lost
Bachelor’s and Higher = 55,797 jobs added during the Recession
HS or Less = 17,731 jobs lost; only 5,183 recovered (29%)
Postsecondary/Associate's = 4,177 jobs lost; 2,695 jobs recovered (65%)
Bachelor’s and Higher = 4,622 jobs added during the Recession
Unique Job Postings DC-VA-MD-WV MSA

Mar – Apr = -11.6% decrease

Since January = -46% decrease

Last 30 Days = -28.5% decrease from April
Last 30 Days = -30.8% decrease from April

Mar – Apr = -16.5% decrease

Since January = -49.4% decrease
Job Posting Change by Sector DC-VA-MD-WV MSA

Source: Emsi, Q2 2020 Data Set
Job Posting Change by Sector Montgomery County

- Mining, Logging, and Construction: Mar-Apr Change (16%) vs. Last 30 Days Change (11%)
- Manufacturing: Mar-Apr Change (14.4%) vs. Last 30 Days Change (11%)
- Trade, Transportation, and Utilities: Mar-Apr Change (14.4%) vs. Last 30 Days Change (1%)
- Information: Mar-Apr Change (8.3%) vs. Last 30 Days Change (13%)
- Financial Activities: Mar-Apr Change (11.3%) vs. Last 30 Days Change (14%)
- Professional and Business Services: Mar-Apr Change (9%) vs. Last 30 Days Change (16%)
- Educational and Health Services: Mar-Apr Change (7.2%) vs. Last 30 Days Change (8.8%)
- Leisure and Hospitality: Mar-Apr Change (4.0%) vs. Last 30 Days Change (24%)
- Other Services: Mar-Apr Change (24%) vs. Last 30 Days Change (11%)
- Government: Mar-Apr Change (11%) vs. Last 30 Days Change (24%)

Mar-Apr Change vs. Last 30 Days Change
### MSA Resilient/Non-Resilient Industries (March – April)

<table>
<thead>
<tr>
<th>Industry (6-Digit)</th>
<th>Mar 2020 Unique Postings</th>
<th>Apr 2020 Unique Postings</th>
<th>Change</th>
<th>% Change (Mar - Apr 2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guided Missile and Space Vehicle Manufacturing</td>
<td>739</td>
<td>904</td>
<td>165</td>
<td>22%</td>
</tr>
<tr>
<td>General Freight Trucking, Long-Distance, Truckload</td>
<td>1,973</td>
<td>2,090</td>
<td>117</td>
<td>6%</td>
</tr>
<tr>
<td>Investigation Services</td>
<td>36</td>
<td>125</td>
<td>89</td>
<td>247%</td>
</tr>
<tr>
<td>Miscellaneous Intermediation</td>
<td>629</td>
<td>694</td>
<td>65</td>
<td>10%</td>
</tr>
<tr>
<td>Couriers and Express Delivery Services</td>
<td>356</td>
<td>416</td>
<td>60</td>
<td>17%</td>
</tr>
<tr>
<td>Aircraft Manufacturing</td>
<td>1,576</td>
<td>1,634</td>
<td>58</td>
<td>4%</td>
</tr>
<tr>
<td>All Other Outpatient Care Centers</td>
<td>209</td>
<td>266</td>
<td>57</td>
<td>27%</td>
</tr>
<tr>
<td>Pharmacies and Drug Stores</td>
<td>1,467</td>
<td>1,523</td>
<td>56</td>
<td>4%</td>
</tr>
<tr>
<td>Direct Life Insurance Carriers</td>
<td>317</td>
<td>366</td>
<td>49</td>
<td>15%</td>
</tr>
<tr>
<td>Hobby, Toy, and Game Stores</td>
<td>873</td>
<td>918</td>
<td>45</td>
<td>5%</td>
</tr>
<tr>
<td>Specialized Freight (except Used Goods) Trucking, Long-Distance</td>
<td>4,379</td>
<td>3,578</td>
<td>(801)</td>
<td>(18%)</td>
</tr>
<tr>
<td>General Medical and Surgical Hospitals</td>
<td>5,444</td>
<td>4,506</td>
<td>(938)</td>
<td>(17%)</td>
</tr>
<tr>
<td>Administrative Management and General Management Consulting Services</td>
<td>10,543</td>
<td>9,589</td>
<td>(954)</td>
<td>(9%)</td>
</tr>
<tr>
<td>Engineering Services</td>
<td>12,961</td>
<td>11,832</td>
<td>(1,129)</td>
<td>(9%)</td>
</tr>
<tr>
<td>Computer Systems Design Services</td>
<td>22,379</td>
<td>21,127</td>
<td>(1,252)</td>
<td>(6%)</td>
</tr>
<tr>
<td>Offices of Lawyers</td>
<td>2,702</td>
<td>1,436</td>
<td>(1,266)</td>
<td>(47%)</td>
</tr>
<tr>
<td>All Other Support Services</td>
<td>8,501</td>
<td>7,176</td>
<td>(1,325)</td>
<td>(16%)</td>
</tr>
<tr>
<td>Software Publishers</td>
<td>7,827</td>
<td>6,402</td>
<td>(1,425)</td>
<td>(18%)</td>
</tr>
<tr>
<td>Custom Computer Programming Services</td>
<td>11,719</td>
<td>10,227</td>
<td>(1,492)</td>
<td>(13%)</td>
</tr>
<tr>
<td>Full-Service Restaurants</td>
<td>9,872</td>
<td>7,454</td>
<td>(2,418)</td>
<td>(24%)</td>
</tr>
</tbody>
</table>

Source: Emsi, Q2 2020 Data Set
## County Resilient/Non-Resilient Industries (March – April)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleges, Universities, and Professional Schools</td>
<td>161</td>
<td>253</td>
<td>92</td>
<td>57%</td>
</tr>
<tr>
<td>General Freight Trucking, Long-Distance, Truckload</td>
<td>284</td>
<td>322</td>
<td>38</td>
<td>13%</td>
</tr>
<tr>
<td>Biological Product (except Diagnostic) Manufacturing</td>
<td>84</td>
<td>118</td>
<td>34</td>
<td>40%</td>
</tr>
<tr>
<td>Electronic Computer Manufacturing</td>
<td>19</td>
<td>40</td>
<td>21</td>
<td>111%</td>
</tr>
<tr>
<td>All Other General Merchandise Stores</td>
<td>84</td>
<td>99</td>
<td>15</td>
<td>18%</td>
</tr>
<tr>
<td>All Other Outpatient Care Centers</td>
<td>25</td>
<td>40</td>
<td>15</td>
<td>60%</td>
</tr>
<tr>
<td>Pharmaceutical Preparation Manufacturing</td>
<td>381</td>
<td>395</td>
<td>14</td>
<td>4%</td>
</tr>
<tr>
<td>Postal Service</td>
<td>1</td>
<td>15</td>
<td>14</td>
<td>1400%</td>
</tr>
<tr>
<td>Administration of Public Health Programs</td>
<td>245</td>
<td>255</td>
<td>10</td>
<td>4%</td>
</tr>
<tr>
<td>Convenience Stores</td>
<td>34</td>
<td>44</td>
<td>10</td>
<td>29%</td>
</tr>
<tr>
<td>Offices of Real Estate Agents and Brokers</td>
<td>297</td>
<td>192</td>
<td>(105)</td>
<td>(35%)</td>
</tr>
<tr>
<td>Specialized Freight (except Used Goods) Trucking, Long-Distance</td>
<td>639</td>
<td>519</td>
<td>(120)</td>
<td>(19%)</td>
</tr>
<tr>
<td>All Other Support Services</td>
<td>746</td>
<td>604</td>
<td>(142)</td>
<td>(19%)</td>
</tr>
<tr>
<td>Software Publishers</td>
<td>493</td>
<td>343</td>
<td>(150)</td>
<td>(30%)</td>
</tr>
<tr>
<td>Insurance Agencies and Brokerages</td>
<td>375</td>
<td>215</td>
<td>(160)</td>
<td>(43%)</td>
</tr>
<tr>
<td>Limited-Service Restaurants</td>
<td>484</td>
<td>298</td>
<td>(186)</td>
<td>(38%)</td>
</tr>
<tr>
<td>Custom Computer Programming Services</td>
<td>1,116</td>
<td>924</td>
<td>(192)</td>
<td>(17%)</td>
</tr>
<tr>
<td>Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)</td>
<td>1,762</td>
<td>1,462</td>
<td>(300)</td>
<td>(17%)</td>
</tr>
<tr>
<td>Full-Service Restaurants</td>
<td>1,069</td>
<td>763</td>
<td>(306)</td>
<td>(29%)</td>
</tr>
<tr>
<td>Hotels (except Casino Hotels) and Motels</td>
<td>513</td>
<td>199</td>
<td>(314)</td>
<td>(61%)</td>
</tr>
</tbody>
</table>

Source: Emsi, Q2 2020 Data Set
### MSA Resilient/Non-Resilient Occupations (March – April)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mar 2020 Unique Postings</th>
<th>Apr 2020 Unique Postings</th>
<th>Change</th>
<th>% Change (Mar 2020 - Apr 2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Assistants</td>
<td>919</td>
<td>1,008</td>
<td>89</td>
<td>10%</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>230</td>
<td>304</td>
<td>74</td>
<td>32%</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>205</td>
<td>278</td>
<td>73</td>
<td>36%</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>302</td>
<td>370</td>
<td>68</td>
<td>23%</td>
</tr>
<tr>
<td>Family and General Practitionists</td>
<td>362</td>
<td>406</td>
<td>44</td>
<td>12%</td>
</tr>
<tr>
<td>Interviewers, Except Eligibility and Loan</td>
<td>279</td>
<td>319</td>
<td>40</td>
<td>14%</td>
</tr>
<tr>
<td>Pharmacy Technicians</td>
<td>712</td>
<td>749</td>
<td>37</td>
<td>5%</td>
</tr>
<tr>
<td>Inspectors, Testers, Sorters, Samplers, and Weighers</td>
<td>251</td>
<td>286</td>
<td>35</td>
<td>14%</td>
</tr>
<tr>
<td>Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</td>
<td>221</td>
<td>255</td>
<td>34</td>
<td>15%</td>
</tr>
<tr>
<td>Medical Scientists, Except Epidemiologists</td>
<td>918</td>
<td>942</td>
<td>24</td>
<td>3%</td>
</tr>
<tr>
<td>Managers, All Other</td>
<td>4,737</td>
<td>3,993</td>
<td>(744)</td>
<td>(16%)</td>
</tr>
<tr>
<td>Information Security Analysts</td>
<td>9,146</td>
<td>8,401</td>
<td>(745)</td>
<td>(8%)</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>7,145</td>
<td>6,397</td>
<td>(748)</td>
<td>(10%)</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
<td>3,836</td>
<td>3,061</td>
<td>(775)</td>
<td>(20%)</td>
</tr>
<tr>
<td>Computer Occupations, All Other</td>
<td>11,164</td>
<td>10,367</td>
<td>(797)</td>
<td>(7%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
<td>3,699</td>
<td>2,825</td>
<td>(874)</td>
<td>(24%)</td>
</tr>
<tr>
<td>Marketing Managers</td>
<td>5,101</td>
<td>4,184</td>
<td>(917)</td>
<td>(18%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>5,597</td>
<td>4,525</td>
<td>(1,072)</td>
<td>(19%)</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>5,847</td>
<td>4,710</td>
<td>(1,137)</td>
<td>(19%)</td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>15,394</td>
<td>13,776</td>
<td>(1,618)</td>
<td>(11%)</td>
</tr>
</tbody>
</table>

Source: Emsi, Q2 2020 Data Set
## County Resilient/Non-Resilient Occupations (March – April)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mar 2020 Unique Postings</th>
<th>Apr 2020 Unique Postings</th>
<th>Change</th>
<th>% Change (Mar 2020 - Apr 2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Scientists, Except Epidemiologists</td>
<td>510</td>
<td>540</td>
<td>30</td>
<td>6%</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>839</td>
<td>867</td>
<td>28</td>
<td>3%</td>
</tr>
<tr>
<td>Speech-Language Pathologists</td>
<td>36</td>
<td>49</td>
<td>13</td>
<td>36%</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>202</td>
<td>214</td>
<td>12</td>
<td>6%</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>30</td>
<td>41</td>
<td>11</td>
<td>37%</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>28</td>
<td>39</td>
<td>11</td>
<td>39%</td>
</tr>
<tr>
<td>Pharmacy Technicians</td>
<td>108</td>
<td>119</td>
<td>11</td>
<td>10%</td>
</tr>
<tr>
<td>Detectives and Criminal Investigators</td>
<td>54</td>
<td>63</td>
<td>9</td>
<td>17%</td>
</tr>
<tr>
<td>Biochemists and Biophysicists</td>
<td>51</td>
<td>59</td>
<td>8</td>
<td>16%</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>127</td>
<td>135</td>
<td>8</td>
<td>6%</td>
</tr>
<tr>
<td>Network and Computer Systems Administrators</td>
<td>639</td>
<td>550</td>
<td>(89)</td>
<td>(14%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>272</td>
<td>181</td>
<td>(91)</td>
<td>(33%)</td>
</tr>
<tr>
<td>Information Security Analysts</td>
<td>589</td>
<td>480</td>
<td>(109)</td>
<td>(19%)</td>
</tr>
<tr>
<td>Computer Occupations, All Other</td>
<td>996</td>
<td>886</td>
<td>(110)</td>
<td>(11%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
<td>420</td>
<td>293</td>
<td>(127)</td>
<td>(30%)</td>
</tr>
<tr>
<td>Marketing Managers</td>
<td>553</td>
<td>424</td>
<td>(129)</td>
<td>(23%)</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>1,168</td>
<td>1,017</td>
<td>(151)</td>
<td>(13%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>721</td>
<td>546</td>
<td>(175)</td>
<td>(24%)</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>817</td>
<td>625</td>
<td>(192)</td>
<td>(24%)</td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>1,328</td>
<td>1,023</td>
<td>(305)</td>
<td>(23%)</td>
</tr>
</tbody>
</table>

Source: Emsi, Q2 2020 Data Set
Fastest Growing Skills and Certifications Last 30 Days

**Power Skills**
- Punctuality
- Active Listening
- Patience
- Consumer Engagement
- Team Oriented

**Hard Skills**
- Urgent Care
- Safety Training
- Activities of Daily Living
- Senior Living
- Electrical Systems

**Technical Skills**
- Hibernate (Java)
- Apache Subversion
- Web Pages
- Atlassian Confluence
- Security Policies

**Certifications**
- CNA
- CDL
- CompTIA Security +
- IAT Level II
- LPN
Lifeboat Jobs and Training Approach

**Jobs Impacted**
(unemployed/under-employed)

**Lifeboat Job**
- Skill set match (not credential)
- Learn on the job
- Fills demand
- May initially pay less

**Lifeboat Training**
- Leverage credit for prior learning
- Supplement existing skills
- Develop In-Demand skills

**Transferable Skills**

**Higher Paying In-Demand Career**

**New Portable Skills**

Source: Adapted from "Finding the Lifeboats: Getting Americans Back to Work in the Pandemic," Burning Glass, May 2020
Feeder Jobs, Lifeboat Jobs/Training, Next-Step Jobs, & Transferable Skills

Feeder Occupations

Retail Salesperson
$30,098

Hotel/Motel Desk Clerk
$29,640

Supervisor Food/Restaurant
$43,243

Skills Carried Onboard

Customer Service
Problem Solving
E-Commerce

Lifeboat Job or Lifeboat Training

Lifeboat Job:
Computer User Support Specialist
$34,590 (entry)

426 Job Postings in last 30 days

Lifeboat Training:
CompTIA Security +, Web Development, Cloud

Skills Taken From Lifeboat

Operating Systems
Project Management
System Administration

Next-Step Job

Computer Network Support Specialist
$46,696

Computer Systems Analyst
$59,550

Web Developer
$50,877

Source: Adapted from "Finding the Lifeboats: Getting Americans Back to Work in the Pandemic," Burning Glass, May 2020
Questions & Additional Information:

Kevin Long
kevin.long@montgomerycollege.edu
(240) 567-7972
Invitation to Rebound Montgomery participants

Dear ________,

As you know, our county is at a crossroads. COVID-19 has brought unimaginable personal loss and suffering, in addition to significant economic disruption.

Clearly, the landscape of the local economy has shifted. Some residents are without work while some employers are struggling to find employees—and other employers are struggling to hold on, hoping to emerge on the other side of this emergency.

To help get our community to the other side, I thought it might be productive to bring a small group together to begin a conversation about a recovery strategy to repair our economy.

During such a conversation, we can brainstorm ways to reclaim Montgomery County’s future—to think about how we can help repair our economy and help our community to rebound in order to emerge stronger.

The leadership of our county and state are working mightily to navigate this public health crisis. Our goal for this conversation is to determine how we can work together and to think about goals for economic and workforce development plans. We would do this in an effort to support our leaders as they begin to deliberate formal economic recovery plans and investments.

Montgomery College stands ready to aid in any such effort. Today, our Workforce Development and Continuing Education unit serves tens of thousands each year with programs that prepare people for employment in dozens of sectors. Our degree programs prepare nurses, respiratory therapists, and IT/cloud computing specialists, among others. In years past, we have even worked closely with the US Department of Labor to facilitate specialized programs that serve the unemployed and the underemployed. MC has helped to prepare thousands for the most in-demand areas of the economy. The College is ready to pivot to prepare residents for the new jobs that will evolve in health care, information technology, transportation, artificial intelligence, and more. We are ready to close skill gaps and put people back to work.

We are eager to work with you and our many partners to help the county frame the work ahead to reclaim our future—a future supported by a robust economy that enables our entire community to thrive.

We plan to meet on Monday, June 1, 2020 from 1:00 p.m. to 2:30 p.m. Please respond to Britney Green. If you are able to participate, may I suggest you come prepared with five definitive steps the county needs to take to advance an aggressive and robust repair and/or stimulus strategy for our county? Please include your potential role in helping to accomplish these steps. Again, our conversation should conclude with a framework and/or goals for an economic and workforce development plan.

I look forward to our conversation. Together we can help each other, help our leaders, and help our community emerge stronger from the crisis.

Thank you.

DeRionne
Dr. DeRionne P. Pollard
President
Montgomery College
9221 Corporate Boulevard
Rockville, MD 20871

Phone: 240-567-5264
Fax: 240-567-7217
derionne.pollard@montgomerycollege.edu
## Rebound Montgomery Participants

<table>
<thead>
<tr>
<th>NAME</th>
<th>COMPANY</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mike Berman</td>
<td>Amazon Web Services</td>
<td>Program Manager</td>
</tr>
<tr>
<td>Dr. Luis Branco</td>
<td>Zalgen Labs</td>
<td>Founder and Chief Executive Officer</td>
</tr>
<tr>
<td>Harrison Carvalho</td>
<td>HMB TECH Managed IT Services</td>
<td>Founder; MC alumnus</td>
</tr>
<tr>
<td>Daniel Cochrans</td>
<td>Shady Grove Medical Center</td>
<td>President</td>
</tr>
<tr>
<td>Robyn Dinicola-Wage</td>
<td>The Universities at Shady Grove</td>
<td>Chief Student Affairs Officer</td>
</tr>
<tr>
<td>Mark Drury</td>
<td>Shapiro &amp; Duncan</td>
<td>Vice President, Business Development</td>
</tr>
<tr>
<td>Dr. Stewart Edelstein</td>
<td>The Universities at Shady Grove</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Sharon Friedman</td>
<td>Montgomery Moving Forward</td>
<td>Director</td>
</tr>
<tr>
<td>Gigi Godwin</td>
<td>Montgomery County Chamber of Commerce</td>
<td>President</td>
</tr>
<tr>
<td>Jennifer Hester</td>
<td>The Emmes Company</td>
<td>Vice President</td>
</tr>
<tr>
<td>Dr. Sean Hofherr</td>
<td>GeneDX</td>
<td>Chief Scientific Officer</td>
</tr>
<tr>
<td>Leonard Howie</td>
<td>WorkSource Montgomery</td>
<td>Interim Chief Executive Officer</td>
</tr>
<tr>
<td>Dr. Kazem Kazempour</td>
<td>Amarex</td>
<td>President and Chief Executive Officer</td>
</tr>
<tr>
<td>Mary Lang</td>
<td>The Universities at Shady Grove</td>
<td>Chief Strategy Officer</td>
</tr>
<tr>
<td>Lesley MacDonald</td>
<td>Nonprofit Montgomery</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Jim Muir</td>
<td>Hughes Network Systems</td>
<td>Vice President; PIC MC Board Chair; MC alumnus</td>
</tr>
<tr>
<td>Dr. DeRionne Pollard</td>
<td>Montgomery College</td>
<td>President</td>
</tr>
<tr>
<td>Dr. Sanjay Rai</td>
<td>Montgomery College</td>
<td>Senior Vice President of Academic Affairs; Montgomery County Economic Development Corporation Board member; Maryland Tech Council Board member</td>
</tr>
<tr>
<td>Alexis Reed</td>
<td>Montgomery County Chamber of Commerce</td>
<td>Director, Marketing and Communications</td>
</tr>
<tr>
<td>Martin Rosendale</td>
<td>MD Tech Council</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Ola Sage</td>
<td>Cyber RX</td>
<td>Founder and Chief Executive Officer</td>
</tr>
<tr>
<td>Steve Simon</td>
<td>The Universities at Shady Grove</td>
<td>Interim Director of Marketing and Communication</td>
</tr>
<tr>
<td>Tricia Swanson</td>
<td>Montgomery County Chamber of Commerce</td>
<td>Vice President, Government Relations</td>
</tr>
<tr>
<td>Dr. Gail Wasserman</td>
<td>AstraZeneca</td>
<td>Senior Vice President, PIC MC Board Member</td>
</tr>
<tr>
<td>Ben Wu</td>
<td>Montgomery County Economic Development Corporation</td>
<td>President and Chief Executive Officer</td>
</tr>
</tbody>
</table>

## Facilitators

<table>
<thead>
<tr>
<th>NAME</th>
<th>COMPANY</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Meghan Gibbons</td>
<td>Montgomery College</td>
<td>Director, Presidential Communications</td>
</tr>
<tr>
<td>Name</td>
<td>Institution</td>
<td>Position</td>
</tr>
<tr>
<td>-----------------------</td>
<td>--------------------</td>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>Steve Greenfield</td>
<td>Montgomery College</td>
<td>Dean of Instruction, Workforce Development and Continuing Education</td>
</tr>
<tr>
<td>Dr. Kevin Long</td>
<td>Montgomery College</td>
<td>Director, Planning and Policy</td>
</tr>
<tr>
<td>Amy Prichard Tutt</td>
<td>Montgomery College</td>
<td>Director, Government Relations Operations</td>
</tr>
<tr>
<td>Tykesha Reed</td>
<td>Montgomery College</td>
<td>IT Training Coordinator</td>
</tr>
<tr>
<td><strong>Supporting Staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Richard Cerkovnik</td>
<td>Montgomery College</td>
<td>Director, iSTEM Network</td>
</tr>
<tr>
<td>Britney Green</td>
<td>Montgomery College</td>
<td>Executive Associate</td>
</tr>
<tr>
<td>Margaret Latimer</td>
<td>Montgomery College</td>
<td>Vice President and Provost</td>
</tr>
<tr>
<td>Susan Cottle Madden</td>
<td>Montgomery College</td>
<td>Chief Government Relations Officer</td>
</tr>
<tr>
<td>Mark Nardone</td>
<td>Montgomery College</td>
<td>Director, Biotrac</td>
</tr>
<tr>
<td>Marcus Rosano</td>
<td>Montgomery College</td>
<td>Director, Media and Public Relations</td>
</tr>
<tr>
<td>Donna Schena</td>
<td>Montgomery College</td>
<td>Senior Vice President for Administrative &amp; Fiscal Services</td>
</tr>
<tr>
<td>Dr. Michelle Scott</td>
<td>Montgomery College</td>
<td>Deputy Chief of Staff</td>
</tr>
<tr>
<td>Pete Vidal</td>
<td>Montgomery College</td>
<td>Photographer</td>
</tr>
</tbody>
</table>
Rebound Montgomery
A conversation among partners
Sharing strategies to repair the economy and foster an economic rebound
June 1, 2020
1:00 p.m. to 3:00 p.m.

Meeting goals
- To work together to help the county decision-makers frame the work ahead to reclaim our future—a future supported by a robust economy that enables our entire community to thrive.
- Share and document specific economic and workforce development strategies.

1. GREETINGS (1:00 p.m.)
   Dr. DeRionne Pollard, President, Montgomery College
   (Please sign-in to chat with your name and organization)

2. MAKING THE CONVERSATION WORK—Zoom tools overview
   Tykesha Reed, MC IT Training Coordinator

3. WELCOME AND GENERAL SESSION (1:10 p.m.)
   A. POLL QUESTION
      As the County begins to reopen, what is the one thing you are looking forward to?
   
   B. CONVERSATION FOUNDATION—OVERVIEW OF LOCAL ECONOMY AND IMPACTS OF PUBLIC HEALTH CRISIS
      Dr. Kevin Long, MC Director of Planning and Policy (15 minutes)

   C. OPEN THE CONVERSATION—PROVIDE YOUR PERSPECTIVE—INSIGHTS, FEARS, AND PRIORITIES (15 minutes)
      (Use chat or raise hand functions to respond)

4. BREAKOUT SESSIONS (1:40 p.m.)
   A. A DEEPER CONVERSATION—SMALL GROUP DIALOGUE TO DIG INTO THE KEY QUESTIONS (35 minutes)
      1. What needs to be done in order to get people back to work swiftly?
      2. What needs to be done to help better position local businesses to succeed and access federal funds?
      3. What are the skill gaps and how do we develop homegrown talent to close those gaps?

5. WELCOME BACK TO GENERAL SESSION (2:15 p.m.)
   A. SHARE YOUR CONVERSATION—Reports from breakout groups (10 minutes)

   B. SHARE STRATEGIES—Discuss your five ideas for an economic and workforce development plan (25 minutes)
      (Use chat or raise your hand function to respond)

   C. CONVERSATION WRAP UP—Sum up the discussion and consensus on next steps (10 minutes)
      (Use chat and raise your hand function to respond)
D. POLL QUESTION
What one word are you taking away from today's conversation?

6. CLOSING REMARKS AND ADJOURNMENT (2:55 p.m.)
Educational Resources

- **Growing the workforce—example of a business and academic partnership**  
  Capital CoLab (Collaborative of Leaders in Academia and Business) Greater Washington Partnership  
  Capital CoLAB is an alliance of postsecondary education and business leaders who “work together to enhance digital technology education through development and expansion of the Partnership's Digital Technology Credentials.”

- **U.S. Small Business Administration**  
  8(a) Business Development Program  
  One of the Rebound Montgomery recommendations encourages supporting small businesses. The 8(a) Business Development Program is a good model. It offers a “broad scope of assistance to firms owned and controlled by socially and economically disadvantaged individuals. In particular, it helps these businesses gain a foothold in government contracts.”

- **U.S. Chamber of Commerce Foundation**  
  *Clearer Signals: Building an Employer Led Job Registry for Talent Pipeline Management*  
  As noted in the recommendations, employers should be encouraged to engage in competency-based hiring to help put people back to work and close skill gaps. This will be particularly critical in those industries that are primed to grow in a post-COVID world and meet the county’s demand for skilled talent generally. This report from the U.S. Chamber of Commerce Foundation explores how the business community can transform how it “organizes and communicates hiring requirements for the jobs it relies on most to compete and grow. Through creating more structured data around job profiles, employers can better convey to talent providers and job seekers what the skills and qualifications are that define a highly qualified job candidate.”

Workforce Education and Training

- **Montgomery College**  
  - Certification and credentialing programs  
  - Montgomery College Works for Montgomery County
- **The Universities at Shady Grove**
- **Worksource Montgomery**

Industry Groups

- **Maryland Tech Council**
- **Montgomery County Chamber of Commerce**

Economic Development

- **Montgomery County Economic Development Corporation**