



OFFICE OF THE PRESIDENT

June 15, 2020

The Honorable Marc Elrich  
County Executive  
Office of the County Executive  
101 Monroe Street, 2<sup>nd</sup> 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

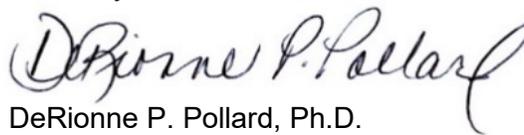
The Honorable Marc Elrich  
The Honorable Sidney Katz  
June 10, 2020  
Re: Rebound Montgomery  
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articulated centered around the need for childcare, training and education to close skill gaps and help residents gain jobs, technical support for small 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,

A handwritten signature in black ink, reading "DeRionne P. Pollard". The signature is fluid and cursive, with the first name being the most prominent.

DeRionne P. Pollard, Ph.D.  
President

Attachment



# **Rebound Montgomery Report**

Prepared by the Office of the President

June 15, 2020

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## **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 73<sup>rd</sup> 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.

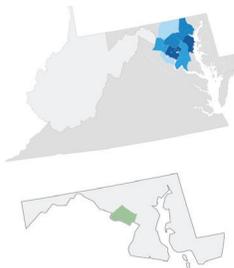
#### Bold New Partnerships and Incentives

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\***

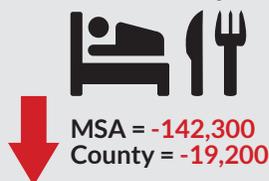
Montgomery County = **43,819 Jobs\*\***

\* Nearly 99% of jobs added since the Recession wiped out

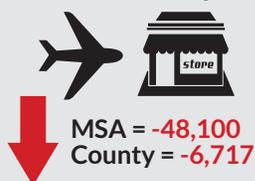
\*\* Estimate over 100% of jobs added since the Recession wiped out

## Hardest Hit Industry Sectors March - April 2020

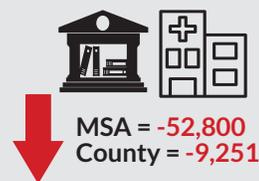
### Leisure and Hospitality



### Retail and Transportation



### Education and Health Services



## 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

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



**JOB OPENINGS**

### 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

### Higher Paying In-Demand Career



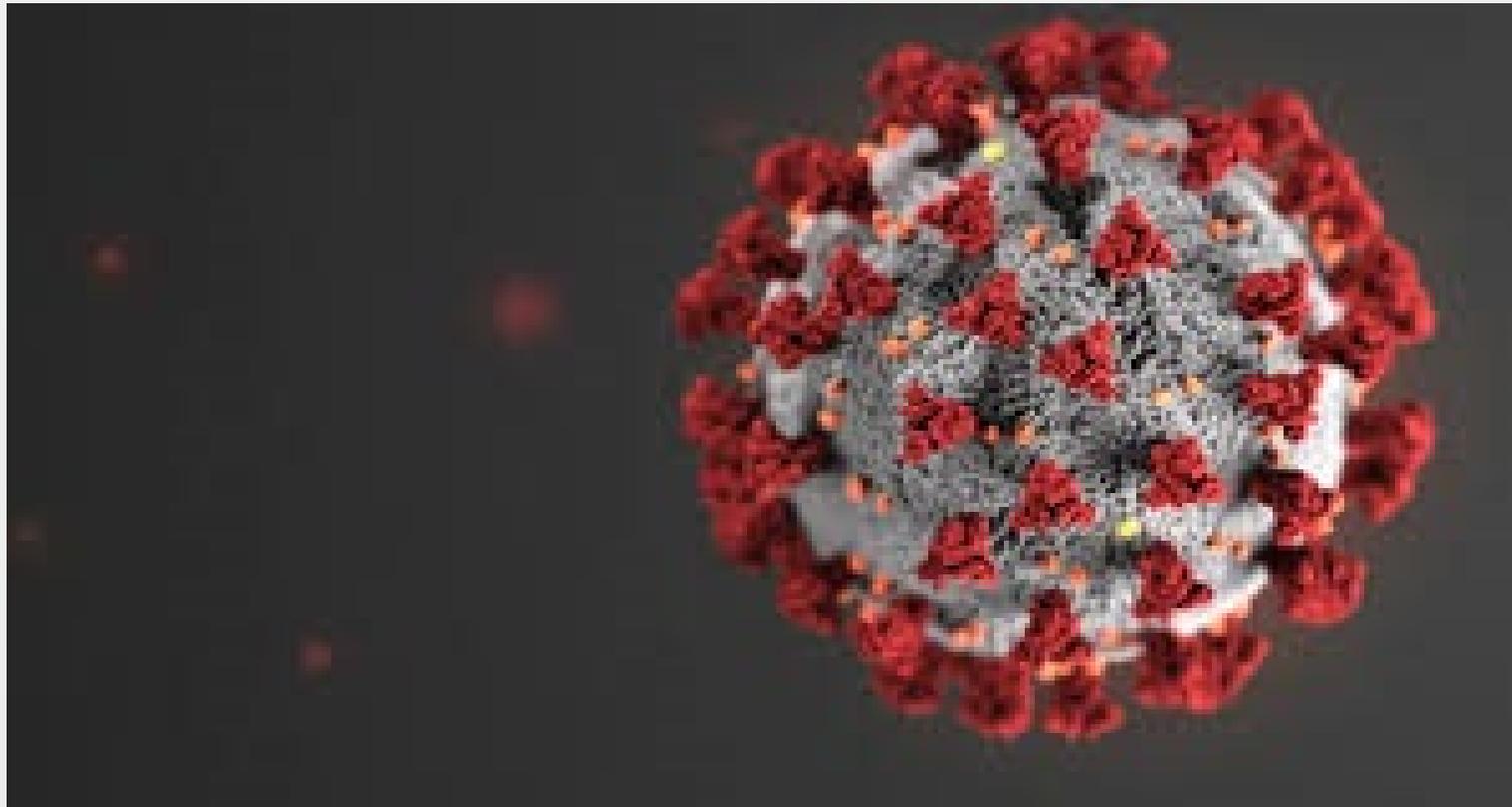
**NEW SKILLS**

### New Portable Skills

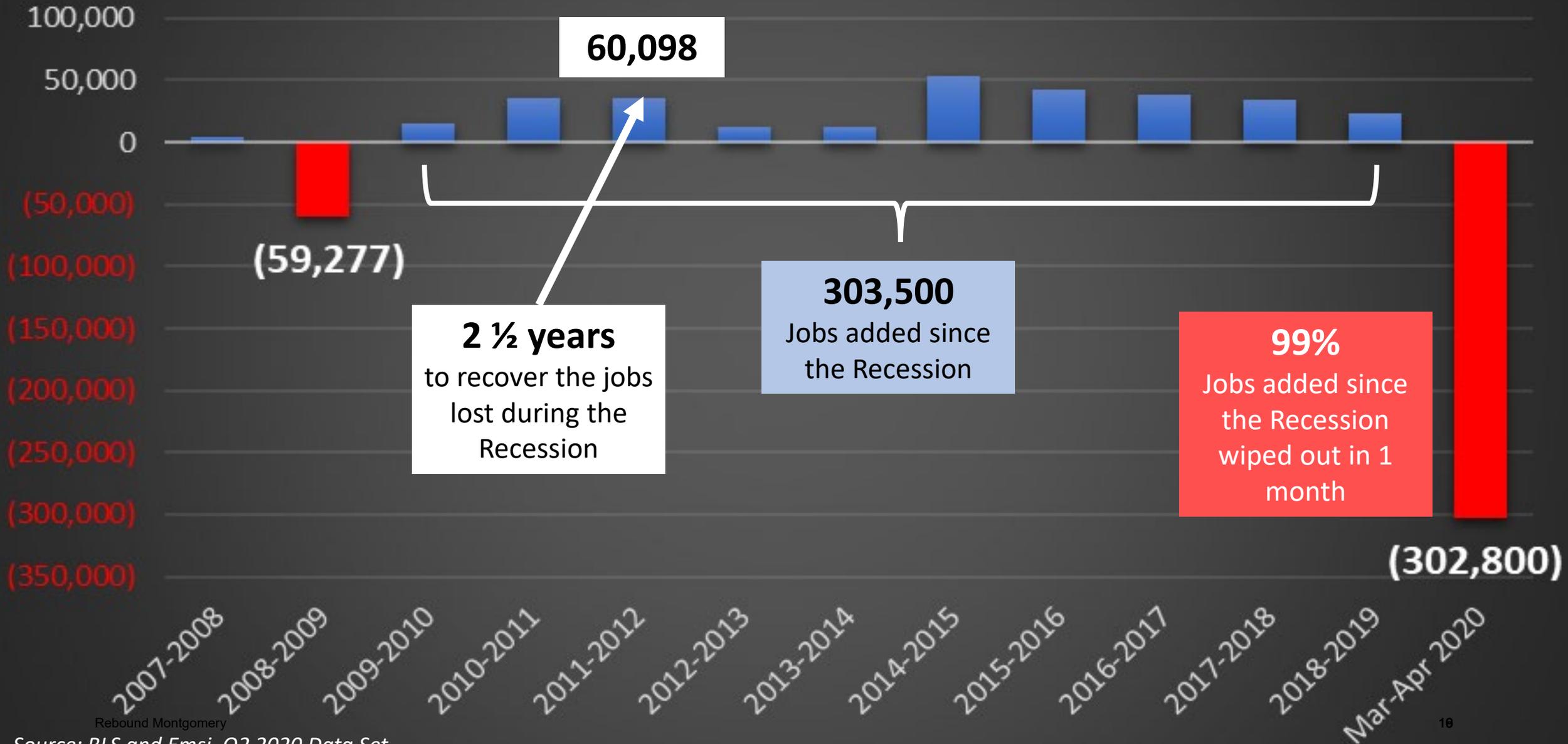


Rebound **Transferable Skills**

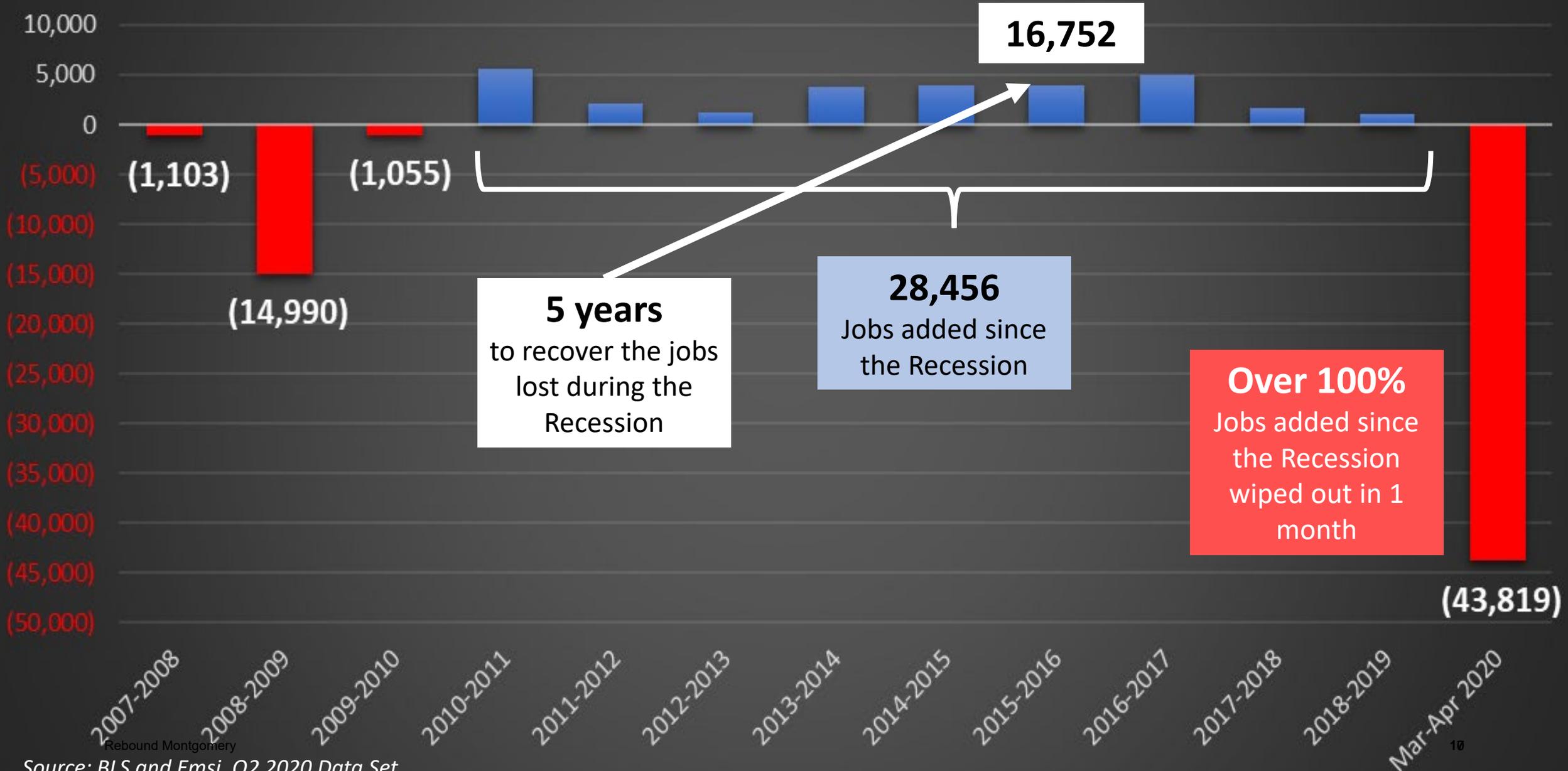
# The Impact of COVID-19 on the Regional Economy



# Job Losses/Gains DC-VA-MD-WV MSA



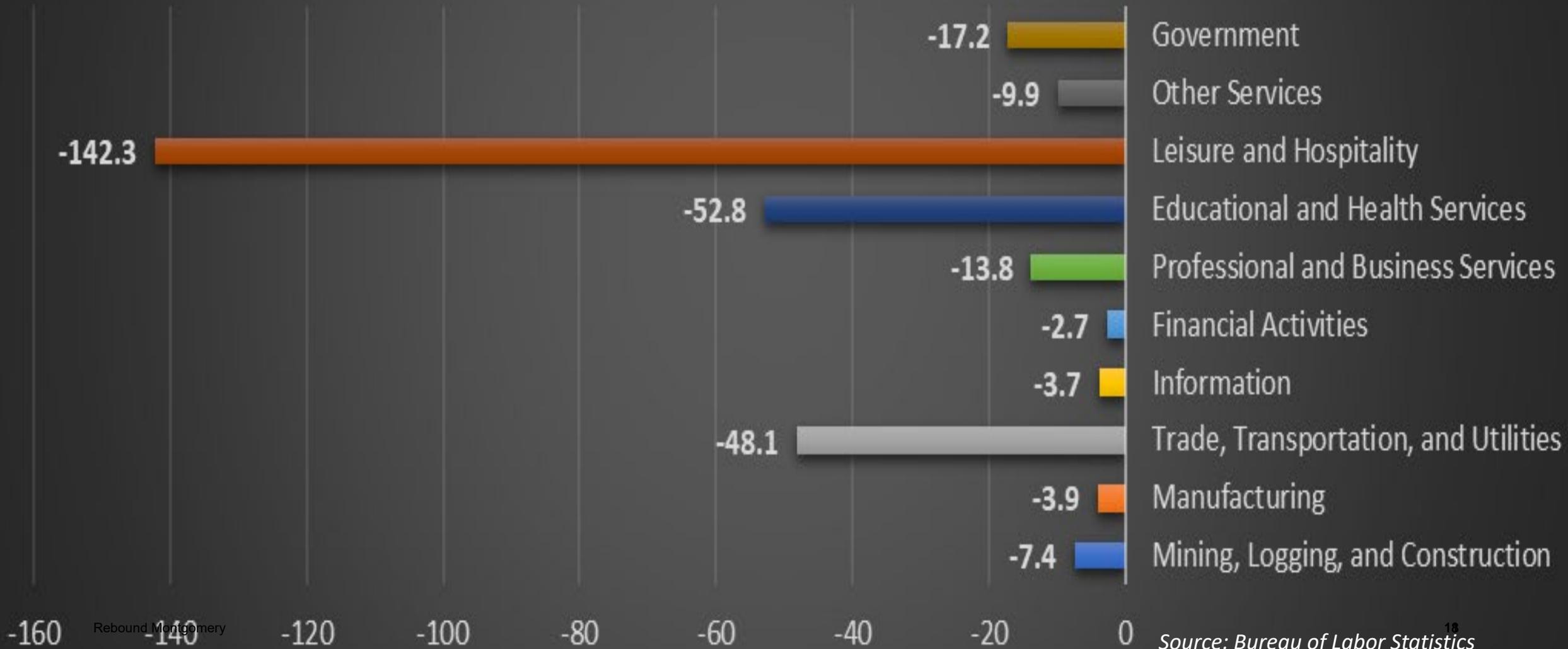
# Job Losses/Gains Montgomery County



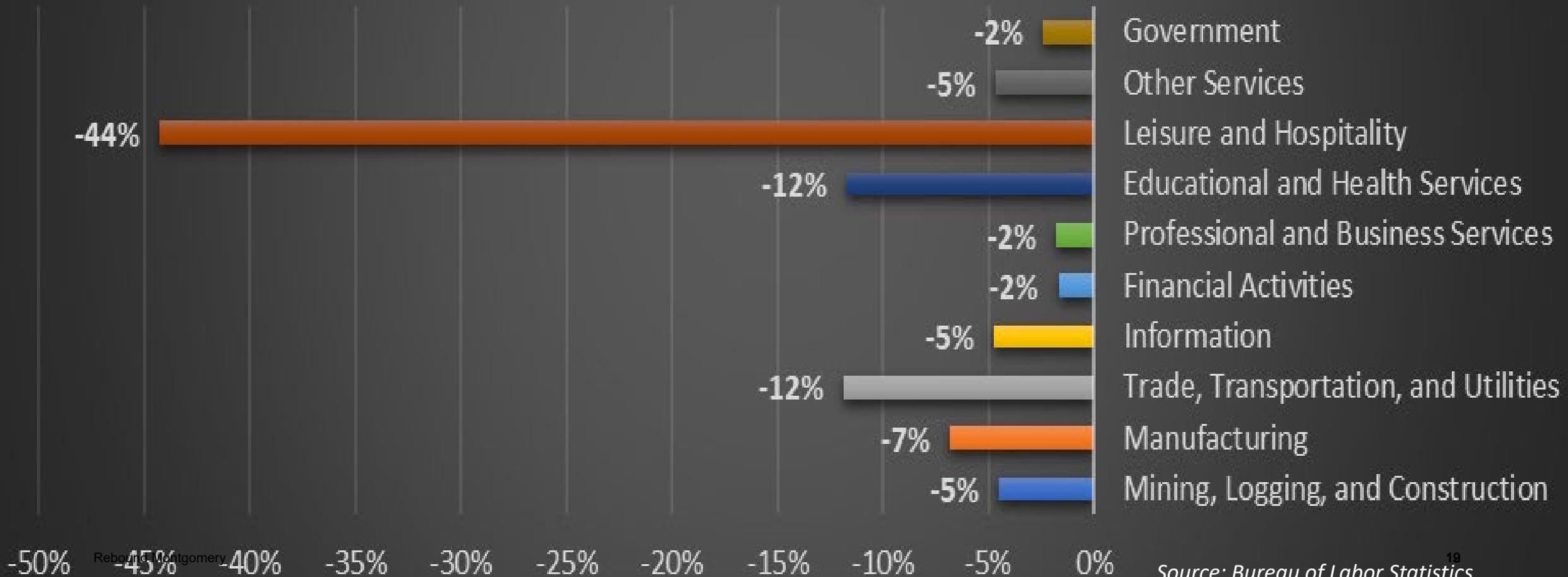
Rebound Montgomery  
Source: BLS and Emsi, Q2 2020 Data Set

# Job Losses (in thousands) by Sector March - April 2020

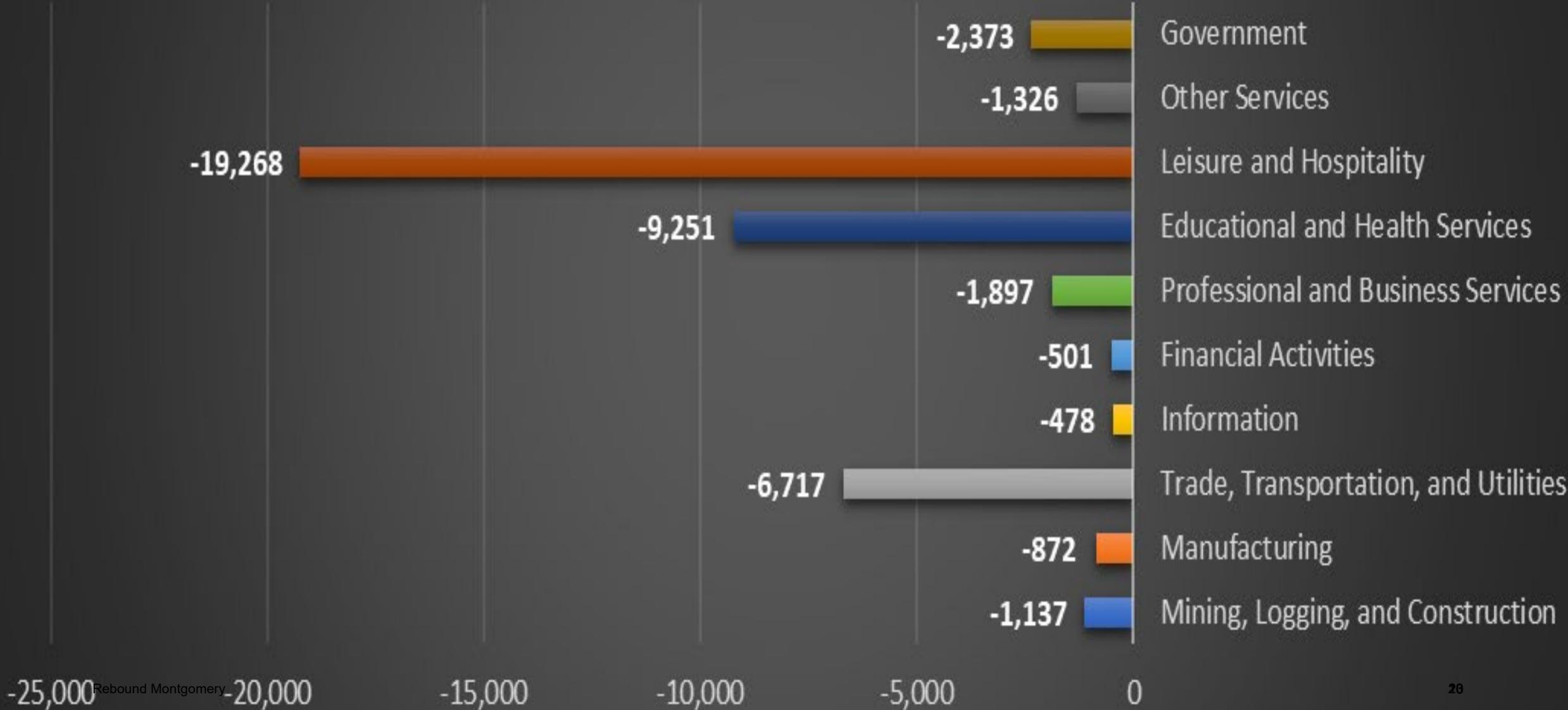
## DC-VA-MD-WV MSA (not seasonally adjusted)



# Percent Employment Change by Sector March - April 2020 DC-VA-MD-WV MSA (not seasonally adjusted)



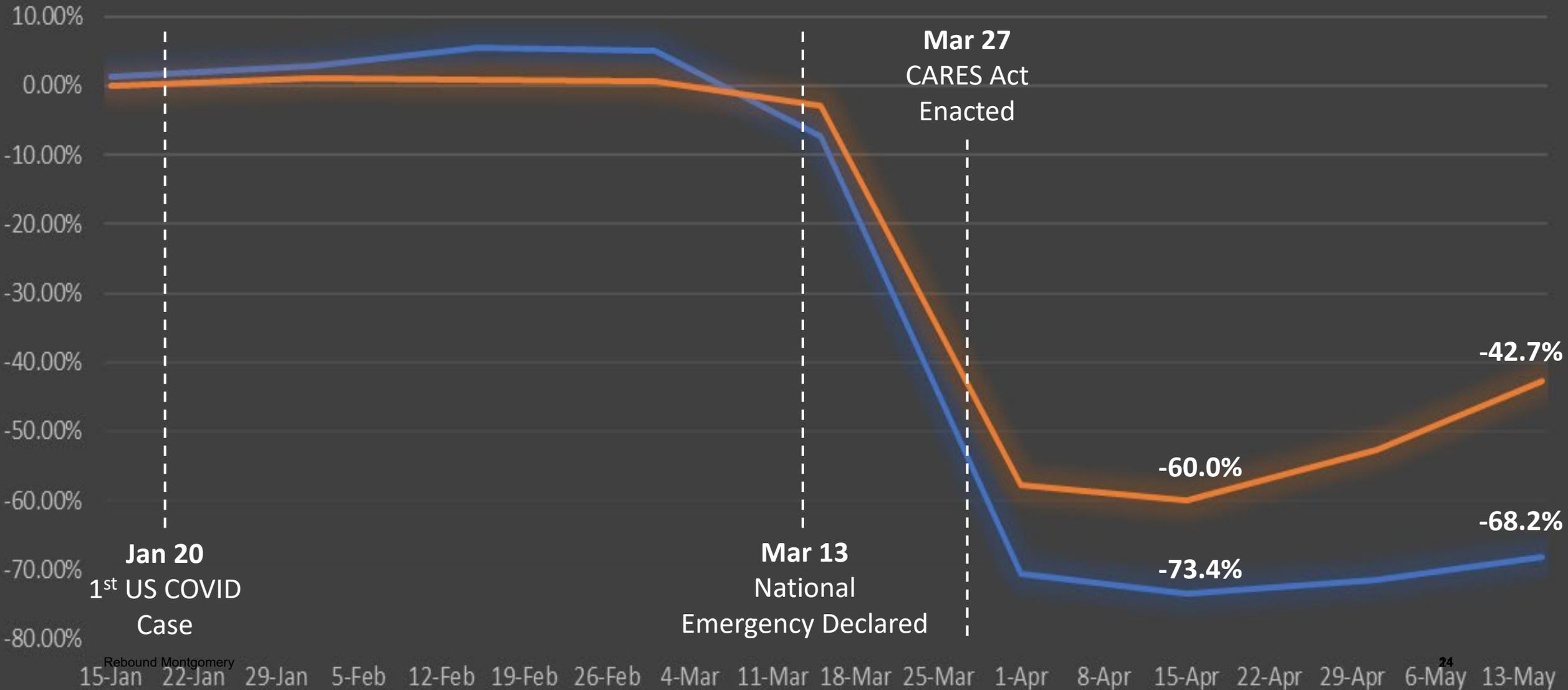
# Estimated Job Losses by Sector Montgomery County



# Percent Change in Hourly Employees in Small Businesses

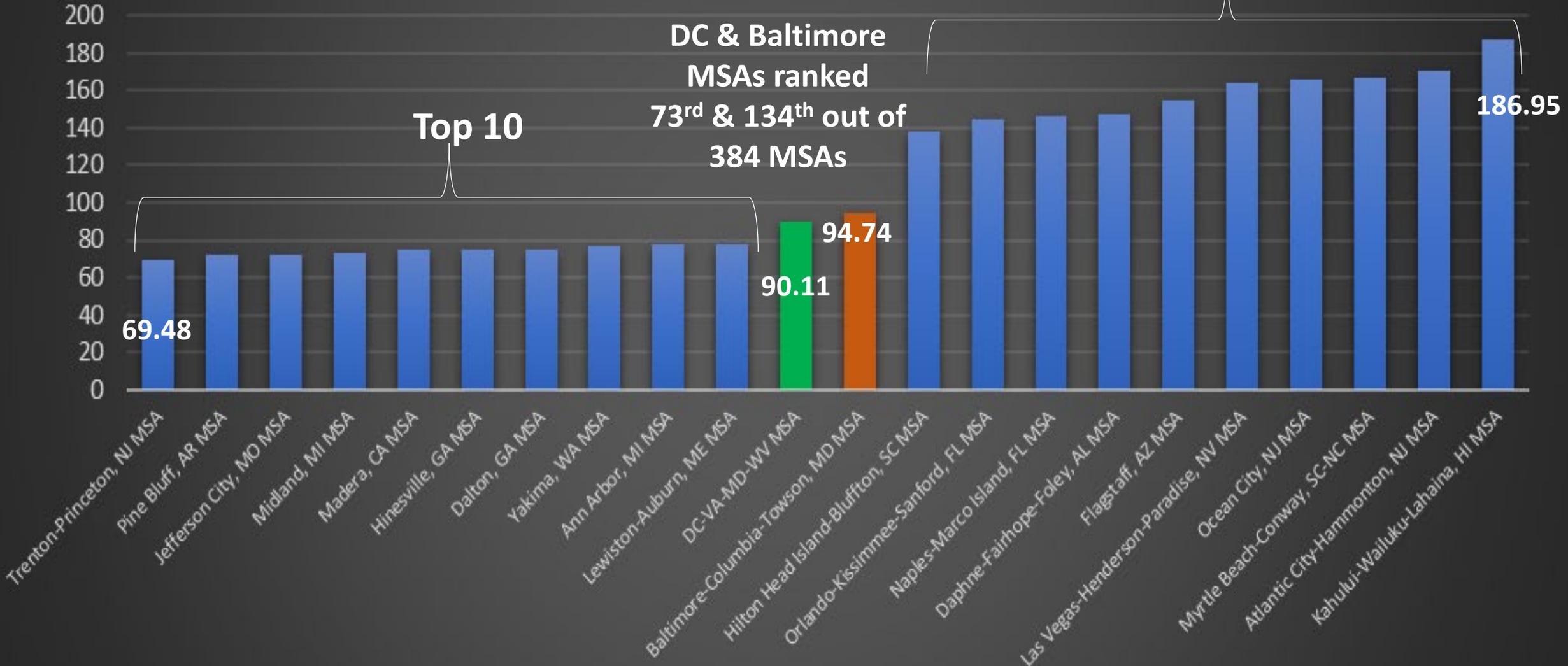
Source: Opportunity Insights Economic Tracker

DC-VA-MD-WV MSA United States



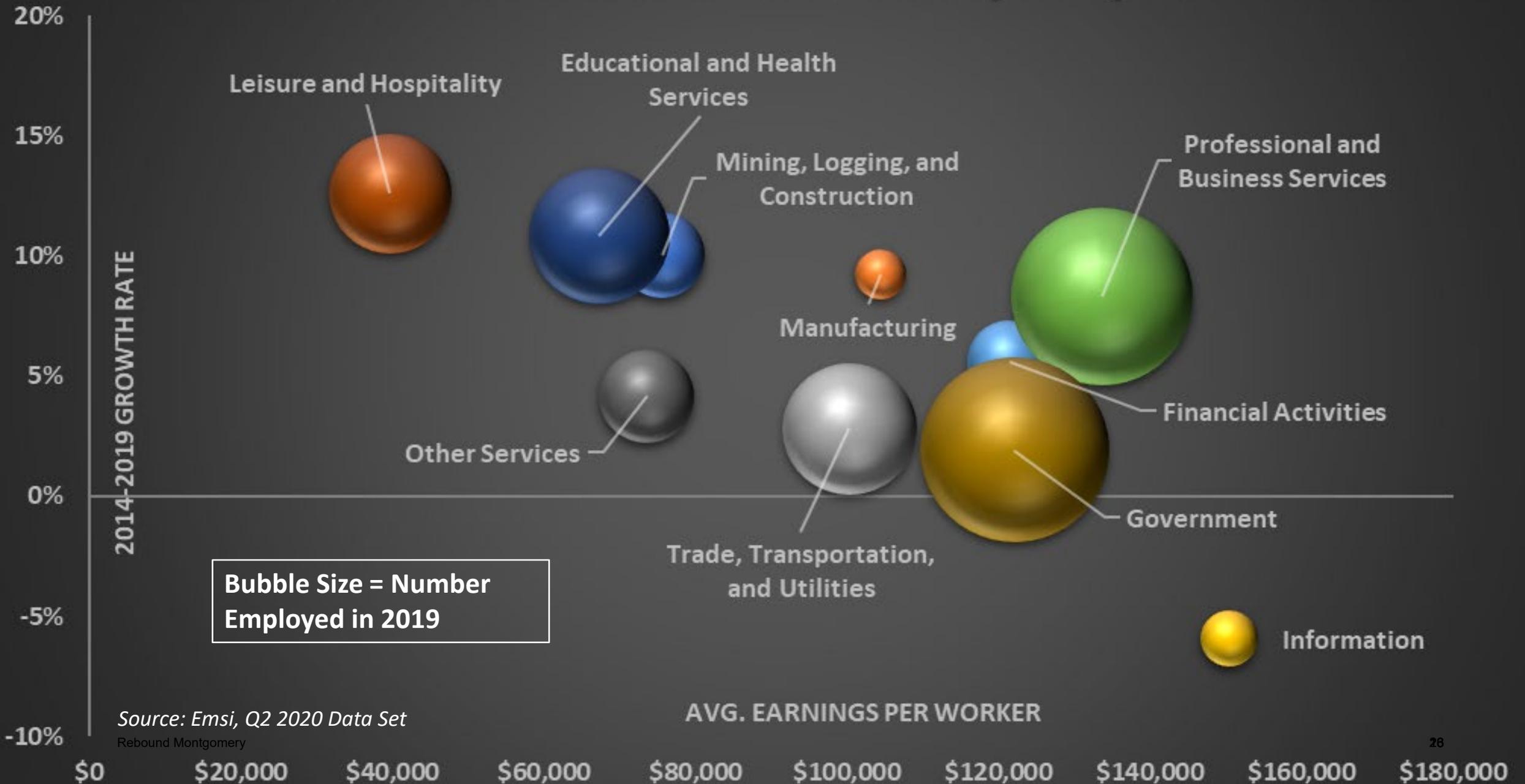
# Vulnerability Index

Bottom 10

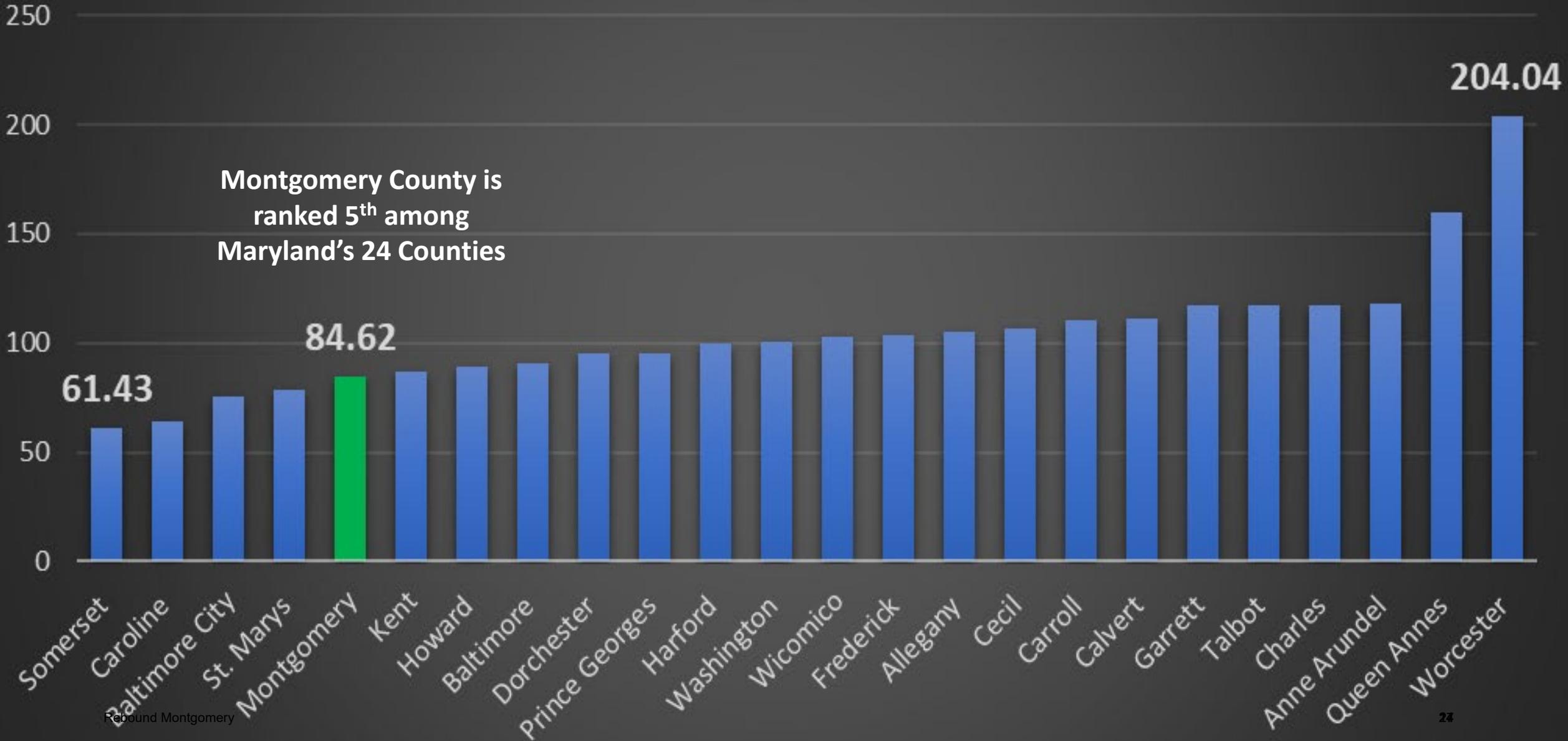


The vulnerability index measures the negative impact that the coronavirus crisis can have on employment based upon a region's mix of industries. For example, accommodation and food services are projected to lose more jobs as a result of the coronavirus (over half of jobs lost, on average) compared to utilities and education services (with mild or no job contractions).

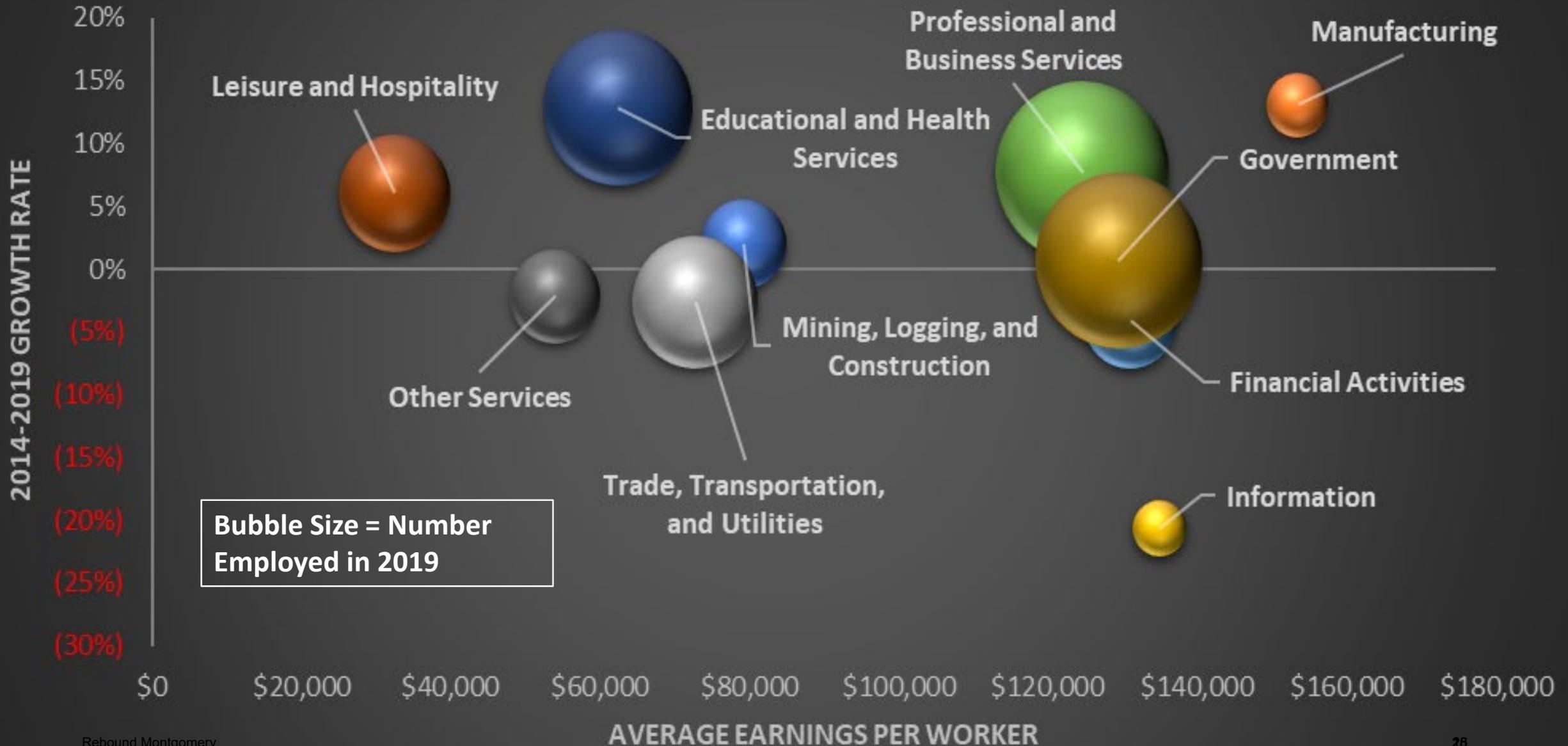
# DC-VA-MD-WV MSA Economy Snapshot



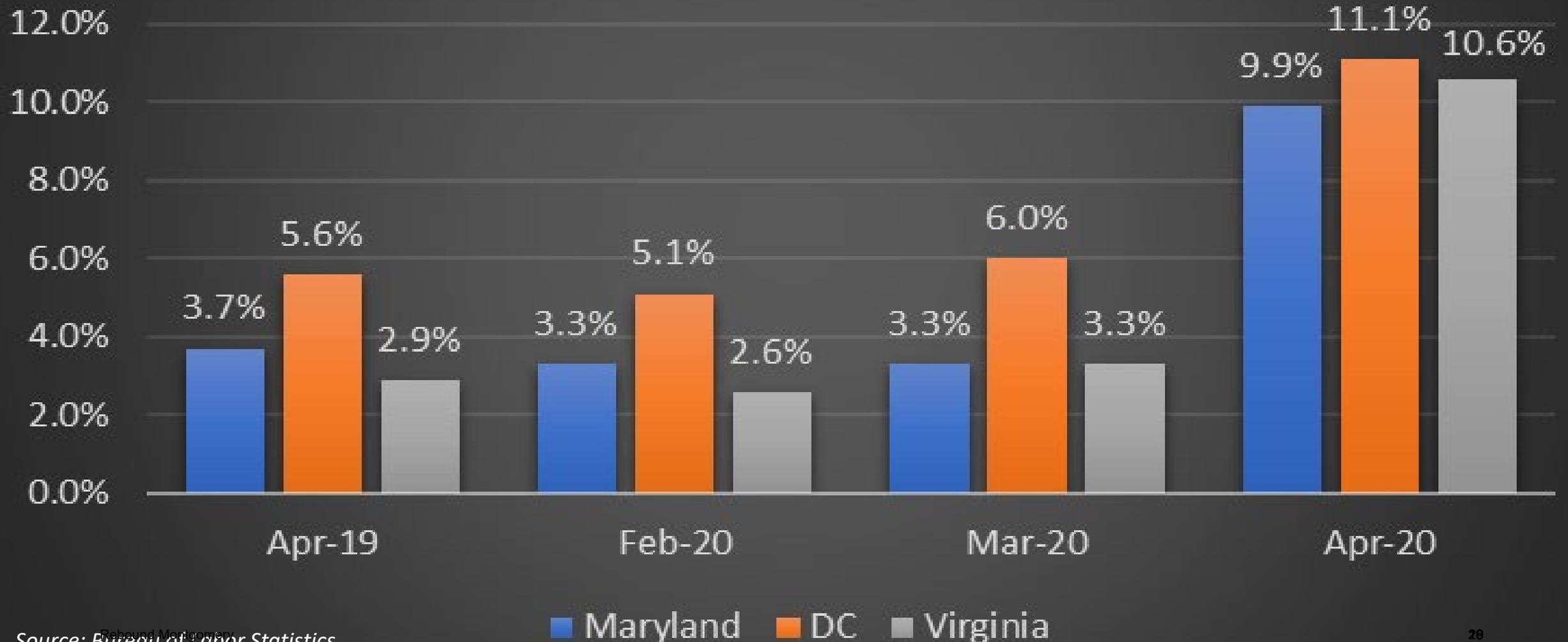
# Vulnerability Index - Maryland Counties



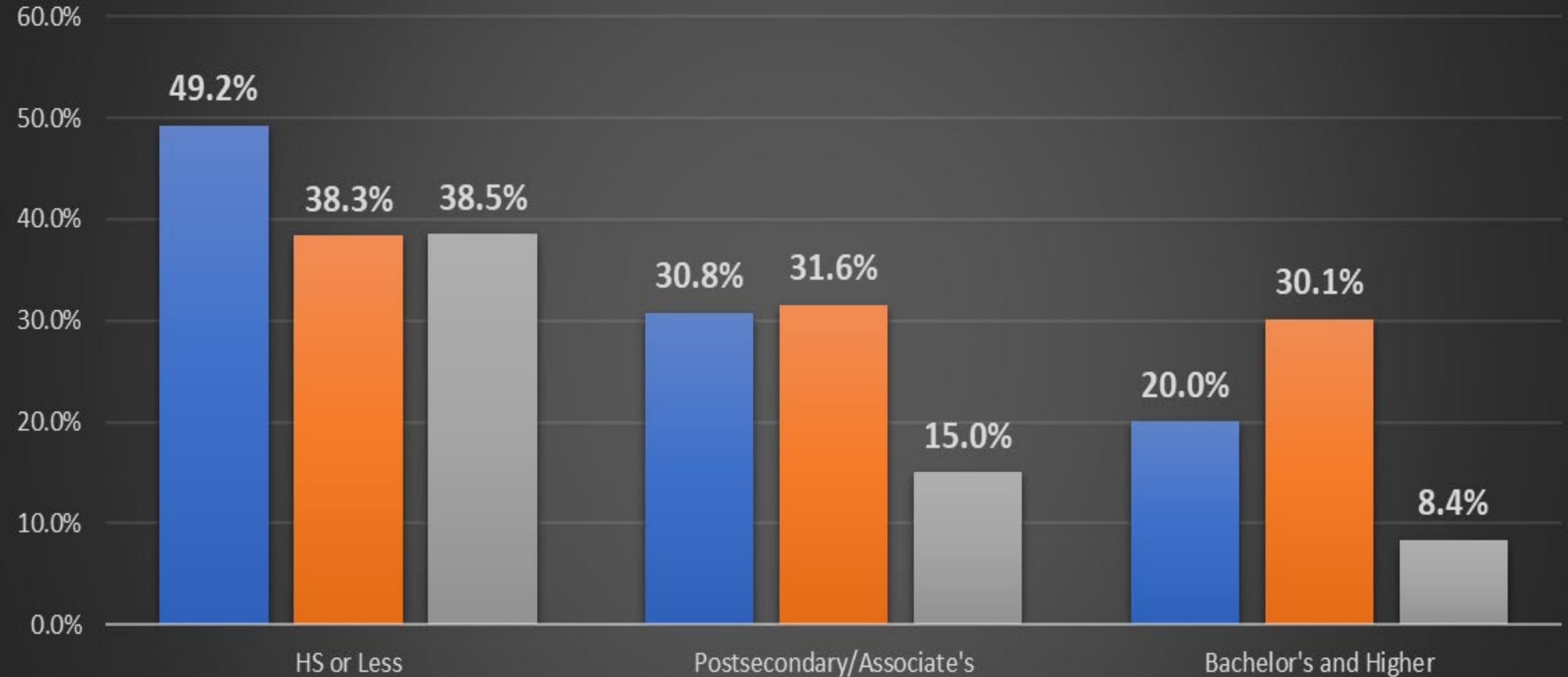
# Montgomery County Industry Snapshot



# Unemployment Rate Seasonally Adjusted



# April Unemployment Claims by Educational Attainment

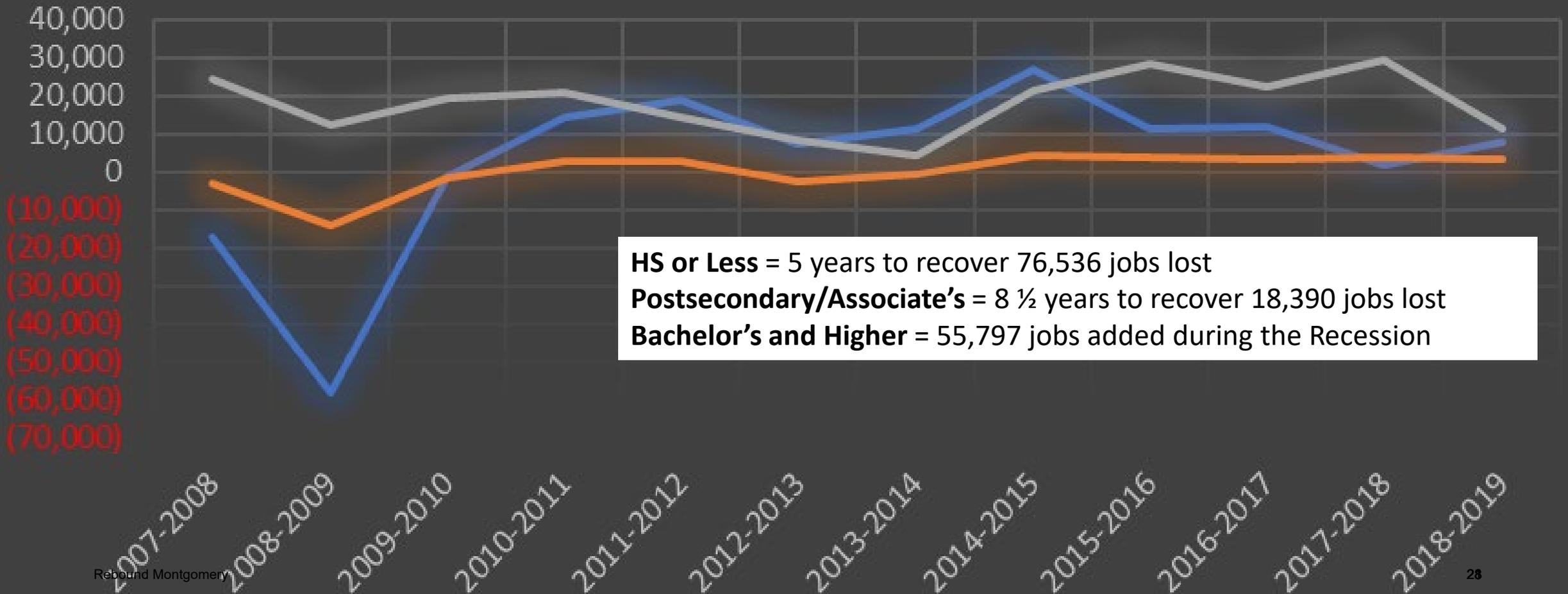


# Job Gains/Losses by Educational Attainment

## DC-VA-MD-WV MSA

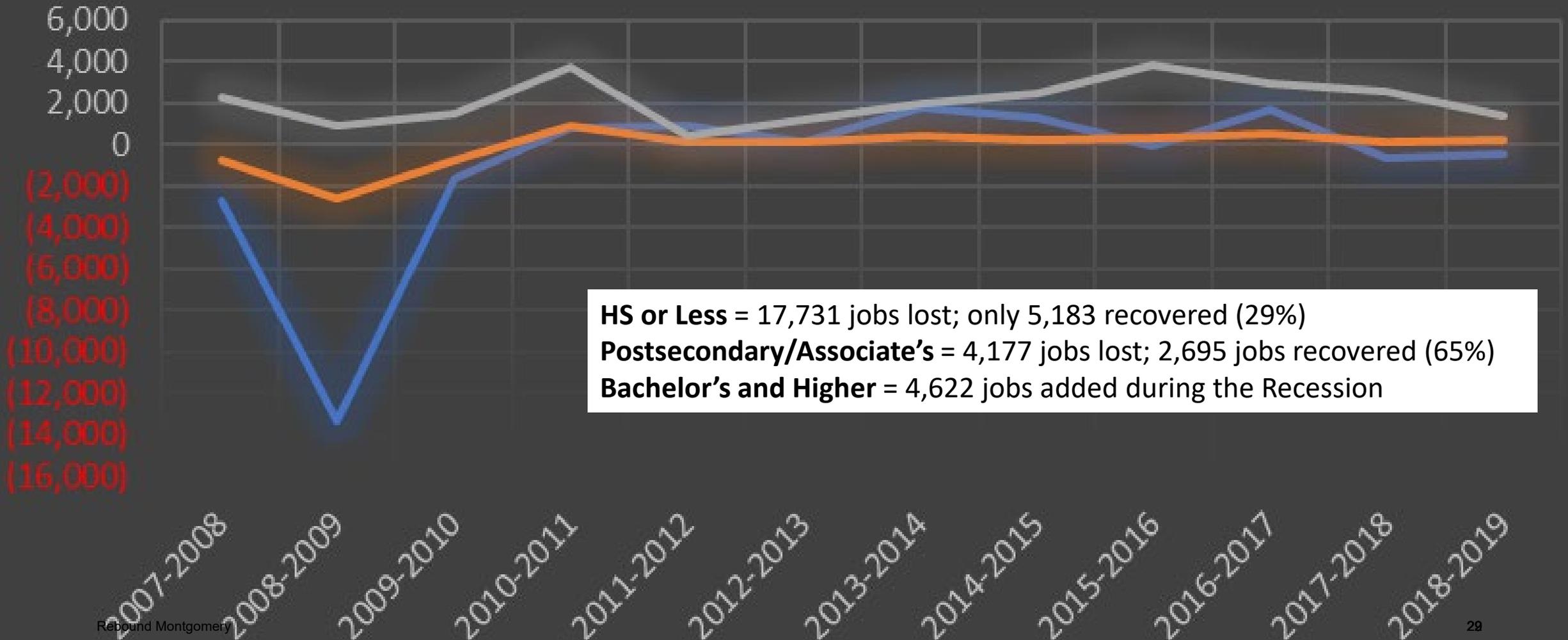
Source: Emsi, Q2 2020 Data Set

— HS or Less    
 — Postsecondary/Associates    
 — Bachelor's and Higher



# County Job Gains/Losses by Educational Attainment

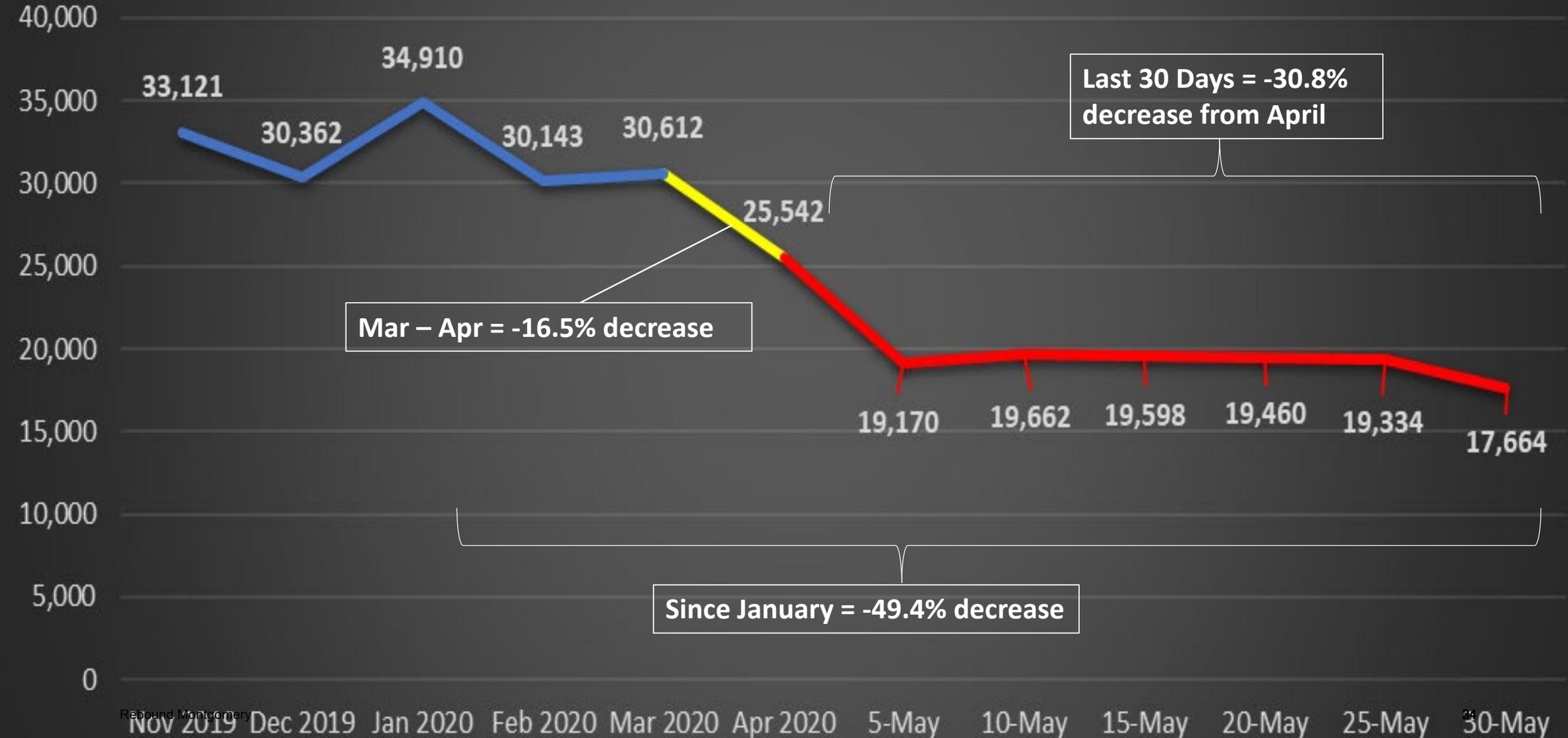
— HS or Less    — Postsecondary/Associates    — Bachelor's and Higher



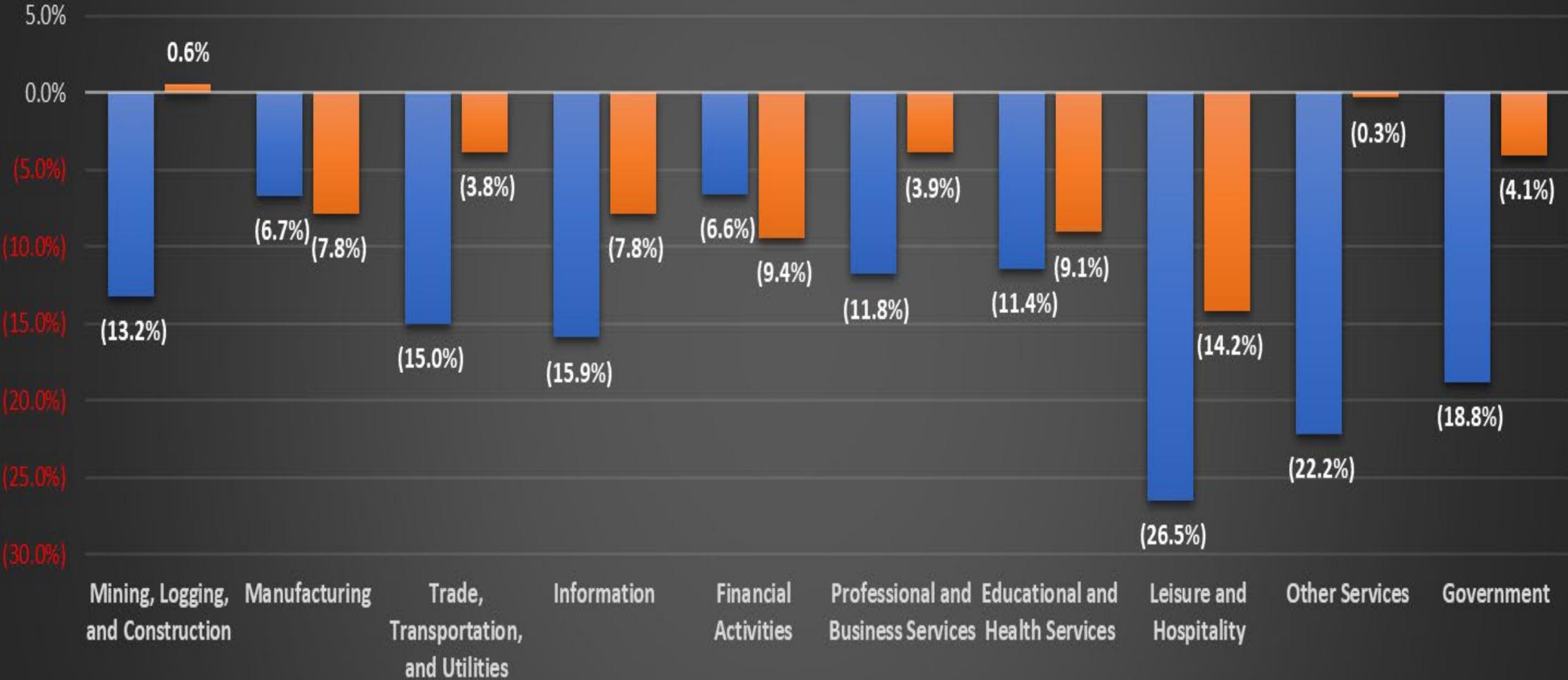
# Unique Job Postings DC-VA-MD-WV MSA



# Unique Job Postings Montgomery County

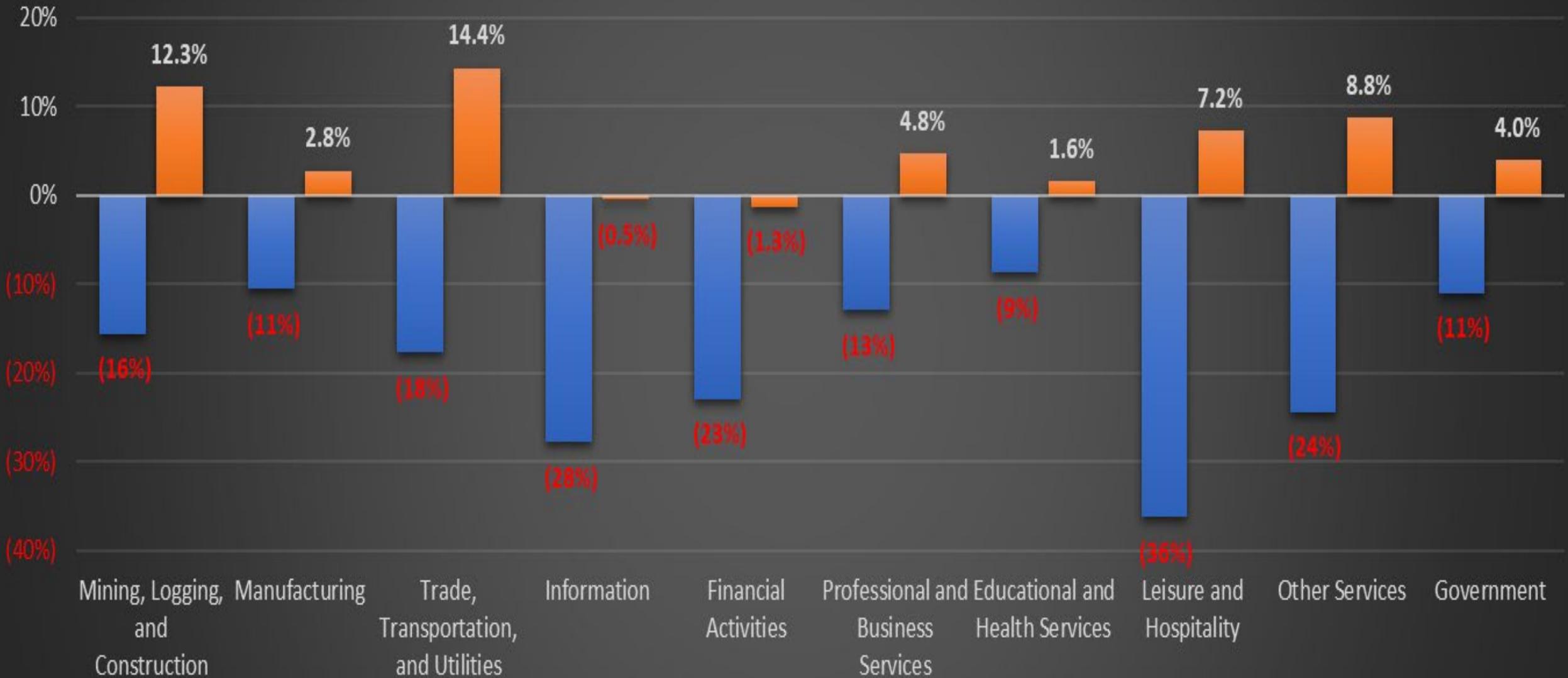


# Job Posting Change by Sector DC-VA-MD-WV MSA



Rebound Montgomery  
 Source: Emsi, Q2 2020 Data Set

# Job Posting Change by Sector Montgomery County



# MSA Resilient/Non-Resilient Industries (March – April)

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

Rebound Montgomery

# County Resilient/Non-Resilient Industries (March – April)

Industry (6-Digit)	Mar 2020 Unique Postings	Apr 2020 Unique Postings	Change	% Change (Mar 2020 - Apr 2020)
Colleges, Universities, and Professional Schools	161	253	92	57%
General Freight Trucking, Long-Distance, Truckload	284	322	38	13%
Biological Product (except Diagnostic) Manufacturing	84	118	34	40%
Electronic Computer Manufacturing	19	40	21	111%
All Other General Merchandise Stores	84	99	15	18%
All Other Outpatient Care Centers	25	40	15	60%
Pharmaceutical Preparation Manufacturing	381	395	14	4%
Postal Service	1	15	14	1400%
Administration of Public Health Programs	245	255	10	4%
Convenience Stores	34	44	10	29%
Offices of Real Estate Agents and Brokers	297	192	(105)	(35%)
Specialized Freight (except Used Goods) Trucking, Long-Distance	639	519	(120)	(19%)
All Other Support Services	746	604	(142)	(19%)
Software Publishers	493	343	(150)	(30%)
Insurance Agencies and Brokerages	375	215	(160)	(43%)
Limited-Service Restaurants	484	298	(186)	(38%)
Custom Computer Programming Services	1,116	924	(192)	(17%)
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	1,762	1,462	(300)	(17%)
Full-Service Restaurants	1,069	763	(306)	(29%)
Hotels (except Casino Hotels) and Motels	513	199	(314)	(61%)

Rebound Montgomery

# MSA Resilient/Non-Resilient Occupations (March – April)

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

Rebound Monitor

# County Resilient/Non-Resilient Occupations (March – April)

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

# 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

## Higher Paying In-Demand Career

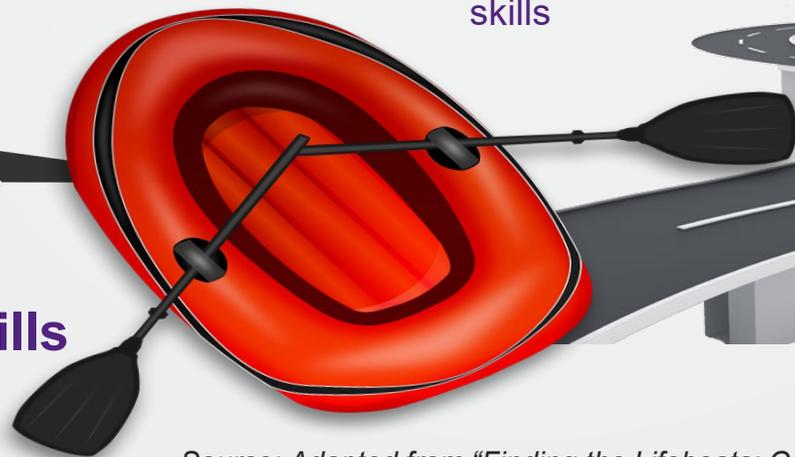


new skills

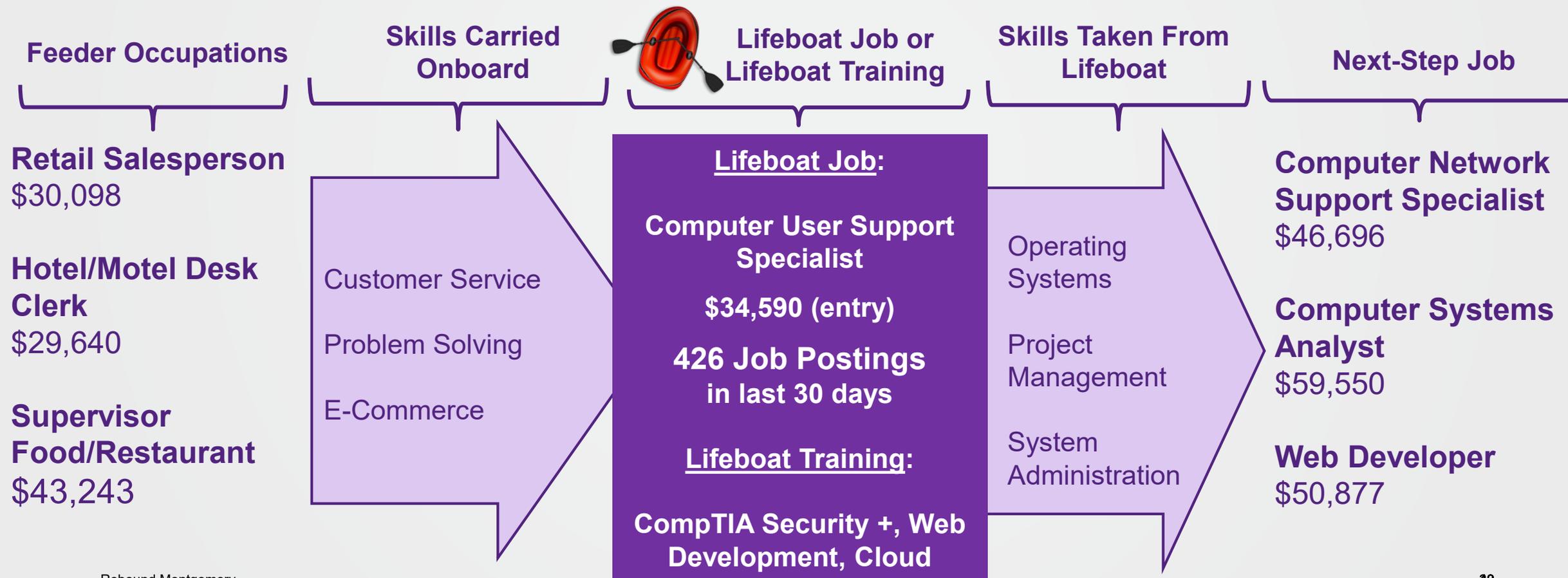
## New Portable Skills



## Transferable Skills



# Feeder Jobs, Lifeboat Jobs/Training, Next-Step Jobs, & Transferable Skills





## Questions & Additional Information:

Kevin Long

[kevin.long@montgomerycollege.edu](mailto:kevin.long@montgomerycollege.edu)

(240) 567-7972



**MONTGOMERY COLLEGE**

## 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

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

Steve Greenfield	Montgomery College	Dean of Instruction, Workforce Development and Continuing Education
Dr. Kevin Long	Montgomery College	Director, Planning and Policy
Amy Prichard Tutt	Montgomery College	Director, Government Relations Operations
Tykesha Reed	Montgomery College	IT Training Coordinator
<b>Supporting Staff</b>		
Dr. Richard Cerkovnik	Montgomery College	Director, iSTEM Network
Britney Green	Montgomery College	Executive Associate
Margaret Latimer	Montgomery College	Vice President and Provost
Susan Cottle Madden	Montgomery College	Chief Government Relations Officer
Mark Nardone	Montgomery College	Director, Biotrac
Marcus Rosano	Montgomery College	Director, Media and Public Relations
Donna Schena	Montgomery College	Senior Vice President for Administrative & Fiscal Services
Dr. Michelle Scott	Montgomery College	Deputy Chief of Staff
Pete Vidal	Montgomery College	Photographer

**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 SESSSIONS (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.)

## Rebound Montgomery Resources

### 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](#)