Ms. Mary Ann Bogarty, WIB President, Vice President, Business Development, Harford Bank
Mr. Mark Kamholz, WIB Vice-President, VP Operations, ATK
Ms. Sheryl Davis Kohl, Treasurer, President/Owner, Beacon Staffing Alternatives
Ms. Linda Burris, Public Affairs Mgr, Delmarva Power
Ms. Barbara Canavan, Superintendent, Harford County Public Schools
Mr. Danny DeMarinis, Director Multinational Strategic Programs, MITRE Corporation
Dr. D’Ette Devine, Superintendent, Cecil County Public Schools
Ms. Renee Edge, Account Executive, Cecil Whig/APG Media of Chesapeake
Dr. Dennis Golladay, President, Harford Community College
Mr. Dion Guthrie, Business Manager – President, Intern’l Brotherhood of Electrical Workers
Mr. Warren Hamilton, President, J. Vinton Schafer & Sons, Inc.
Mr. Raymond Hamm, Jr., Executive Vice-President, PNC Bank
Mr. Bruce Lewis, President & CEO, Total Urgent Care
Mr. Terry Lovell, Vice-President of Human Resources, Union Hospital
Mr. Richard Luzetsky, Labor Exchange Administrator, Division of Workforce Development, DLLR
Mr. Donald Mathis, Director of Alumni Relations, Father Martin’s Ashley
Mr. Barney Michel, Independent Defense Analyst
Dr. Stephen Pannill, President, Cecil College
Mr. Jerome Reyerson, Director, Department of Social Services
Mr. Jim Richardson, Director, Harford County Office of Economic Development
Mr. Mark Steimer, Operations Leader, W. L. Gore
Mr. Dan Schneckenburger, Business Development Director, N. Barton and Associates
Mr. Kevin Walls, Senior Scientist, Bowhead Systems Management, Inc.
Mr. Theodore Wasielewski, HR Manager, Sephora, USA, LLC
Mrs. Lisa L. Webb, CEcD, Director, Cecil County Office of Economic Development
President & Executive Director Message

The Susquehanna Workforce Network, Inc. (SWN) is a private, nonprofit corporation that oversees, coordinates, and plans workforce development programs and services for businesses and individuals in Cecil and Harford Counties in Maryland. SWN is led by the region’s Workforce Investment Board (WIB) and is focused on executing workforce strategies that contribute to the economic competitiveness of the region by creating solutions to address the region’s pressing challenges - jobs and the economy. This is accomplished through strategic public/private partnerships (P3) with business, industry and other governmental agencies, economic development and education that focus on measureable outcomes that support local and regional economic development priorities.

SWN has a 30 year history of collaborative and regional efforts addressing business and industry needs. Through a variety of Federal, State, Local and Private resources, SWN manages and administers programs that help businesses grow and provides employment opportunity for area residents including youth, adults, dislocated worker and various disenfranchised populations. SWN Business Services operations assist the business community attract, retain and develop their workforce. The Susquehanna Workforce Centers assist residents in achieving their career and employment goals. SWN’s Youth Services connect the emerging workforce to entry level employment opportunities and funds services to specialized populations.

Collaborative partnerships continue to be a hallmark of much success in our region and the accomplishments of SWN. In the pages that follow, the Workforce Investment Board and staff of the Susquehanna Workforce Network provide highlights of our past year.

Mary Ann Bogarty  
President  

Bruce England  
Executive Director
Annual Meeting 2014

The Workforce Investment Board of the Susquehanna Workforce Network (SWN) held its 31st annual meeting on June 27, 2014, at Minker Banquet Hall in Perryville, Maryland. The industry focus of this year’s annual meeting was manufacturing. Mr. Mark Kamholz, Vice-President of the Susquehanna Workforce Investment Board and VP of Operations at ATK reflected on the industry focus initiatives conducted this past year in advancing workforce innovations, the effective collaborations among SWN’s economic and workforce development partners and the oversight functions of the Board which insures the workforce needs of the business community and the needs of the job seeker are addressed.

The keynote speaker for the meeting was Anirban Basu, Chairman and CEO of SAGE Policy Group. Mr. Basu focused his presentation on the manufacturing industry as a means to support economic growth. Mr. Basu has extensive experience in the analysis of labor market conditions in the Susquehanna Region (Cecil and Harford Counties) and has facilitated predictive industry growth potential in the region. To enhance the manufacturing industry focus a panel of manufacturing industry experts from the Regional Manufacturing Institute, Maryland World Class Consortia, Maryland Manufacturing Extension Partnership, and Additive Manufacturing discussed their organizational assets that support the industry.
Annual Meeting 2014

Mr. Mark Kamholz, Vice-President of the Susquehanna Workforce Network Investment Board, recognized Frances Bond for her twenty-five years of service to SWN. A Workforce Center participant, Ms. Amy Richardson, was recognized for her achievements. Four youth participants were recognized for their obtainment of diplomas and certifications: Kianna Jackson, Dillion Knapp, Andrew Meisling, and Kaeleigh Martin. The Donald Thomey Workforce Leadership Award given each year to companies that demonstrate a commitment to innovative workforce practices and community leadership were announced. The recipient of this year’s Workforce Leadership Award from Cecil County was AREAS USA, and the Harford County recipient was Worthington Armstrong Venture Enterprise (WAVE).

The Susquehanna Workforce Network, Inc. is a non-profit organization that executes workforce strategies that contribute to the economic competiveness of that region. SWN is led by the regions Workforce Investment Board which oversees, coordinates and plans workforce in Cecil and Harford Counties. The Network operates three Workforce Centers for job seekers, provides workforce attraction, retention and development services to the business community and facilities the delivery of services to youth.
Annual Meeting 2014
Donald Thomey Award Recipients

Harford Community College provides Worthington Armstrong Venture with a $1,000 training voucher for being recognized for innovative career advancement opportunities and employment development and training.

AREAS USA is recognized for the culturally diverse workforce, workplace practices to increase productivity and “Quality of life” benefits. Cecil College provides AREAS USA with a $1,000 training voucher.
Participant Recognition (Workforce Centers & Youth)

Amy Richardson was a dislocated worker in July 2013. By utilizing the many services provided at the Susquehanna Workforce Center – Aberdeen, Amy was able to secure a position with Harford County Government.

Dillion Knapp, Project Crossroads

Andrew Meisling, accepted by Brandy Naughton from Harford Community College

These (3) youth in addition to Kaeleigh Martin, Harford County’s Reconnecting Youth Program who was unable to attend were recognized for overcoming numerous barriers to achieve successful attainment of a high school diploma or an occupational skill certification.

Kianna Jackson, TechBridge
New Initiatives

The Susquehanna Career Sampler is a project funded under the Opportunity Collaborative program initiative by the Baltimore Metropolitan Council. SWN is joined by three partners: Harford Community College (training provider), the Harford Community Action Agency, Inc. (client source), and the Havre de Grace Housing Authority (client source). The project provides economically disadvantaged adults with occupational skills training in four areas: Manufacturing, Engineering, and Technology; Transportation and Warehousing; Information Technology; and Construction and Development. The project provides significant supportive services resources to alleviate employment obstacles. In addition, by using a joint case management approach involving all partners, the Career Sampler project is poised to achieve greater success in meeting the variety of employment barriers and needs of clientele.

The Manufacturing Training Initiative for Cecil and Harford Counties was the recipient of an EARN (Employment Advancement Right Now) grant funded through DLLR. This training initiative was conceived through a manufacturing partnership called the Susquehanna Manufacturing Coalition.

The Susquehanna Manufacturing Coalition is comprised of local manufacturers, offices of economic development, education entities and the Susquehanna Workforce Network. It was formed to address the workforce needs of the manufacturing industry in Cecil and Harford Counties. The Coalition will provide oversight to the innovative training strategies identified in the program which include multiple training components based on the recognized needs of the manufacturing industry and correlated to nationally recognized standards and competencies.

The training project will be delivered over a period of two years. With the focus of meeting the needs identified by the Susquehanna Manufacturing Coalition members, the project includes a priority emphasis on creating skill acquisition and employment opportunities for veterans, under-employed and unemployed residents, high school graduates and incumbent workers. The comprehensive instruction will focus on Foundation Skills, Core Technical Skills, and Occupational Specific Skills. An industry certification will be awarded to successful training completers. Candidates selected for the training will be provided the opportunity to participate in on-the-job (OJT) training and receive priority job placement.
Susquehanna Workforce Centers
Total Served: 25,861

WORKFORCE CENTER SERVICES

- Job Listings
- Labor Market Information
- Workshops on Job Search
- Interviewing Résumés
- Applying for a Federal Job
- Career Assessment
- Proficiency Testing
- Employment Testing
- Skill enhancement and Training Services
- Specialized Services for:
  - Veterans
  - People with Disabilities
  - Dislocated Workers

Mary Ann Bogarty, Workforce Investment Board President presents Certified Professional Résumé Writer’s certificates to Workforce Center staff that successfully passed the exam administered by the Professional Association of Résumé Writers.
Youth Council

The Susquehanna Youth Council is a collaborative body of representatives from Cecil and Harford Counties with special interest or expertise in youth policy.

The Susquehanna Youth Council was created to meet the mandate of Title I, Chapter 2 of the Workforce Investment Act, Section 117(h), which requires the establishment of a Youth Council by the local Workforce Investment Board. The Susquehanna Workforce Investment Board, working with the youth council, is responsible for conducting oversight of local youth programs operated under the Workforce Investment Act, to ensure both fiscal and programmatic accountability.

**Purpose**

- Developing and recommending local youth employment and training policy and practice;
- Broadening the youth employment and training focus in the community to incorporate a youth development perspective: Career Awareness, Exploration, Preparation and Work Continuum, Shadowing, Work Experience, Internship, Employment.
- Establish linkages with other organizations serving youth in the local area.

**Members**

The council is comprised of representatives from:

Department of Juvenile Services, Department of Social Services, Cecil College, Cecil County Public Schools, DORS, Harford Community College, Community Based Organizations and Private Industry

**July 1, 2013 – June 30, 2014 Youth Services:**

**GENERAL SERVICES**

Outreach Activities = 532
Entry Level Job Fair = 158
Summer Job Fairs = 178

**WIA SERVICES**

Intensive Services = 133
Follow-Up Services = 113

**SUMMER WORK EXPERIENCES**

20 (2013)
28 (2014)
Business Engagement

Mission:

- Advance strategies that address the economic and workforce development needs of the business community.
- Cultivate a coalition of partners that efficiently connects the business community with innovative solutions, information and assistance needed to increase their competitiveness and support workforce attraction, retention and development needs.

Business Contacts from July 1, 2013 – June 30, 2014
(Businesses Served 4,040/New Businesses Served 208)

This graph supports the training project which SWN selected and received from EARN, a grant funded through DLLR and explained under New Initiatives
Statement of Activities

Susquehanna Workforce Network, Inc.

Preliminary Statement of Activities

For the Year Ended June 30, 2014

REVENUE BY SOURCE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIA - Adult</td>
<td>$832,382</td>
</tr>
<tr>
<td>WIA - Youth</td>
<td>$456,042</td>
</tr>
<tr>
<td>WIA - Dislocated Worker</td>
<td>$552,994</td>
</tr>
<tr>
<td>Other Sources</td>
<td>$686,466</td>
</tr>
</tbody>
</table>

EXPENSES BY CATEGORY

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative</td>
<td>$180,162</td>
</tr>
<tr>
<td>Program Services</td>
<td>$2,321,034</td>
</tr>
</tbody>
</table>
Performance

The Susquehanna Workforce Network, Inc. is responsible for the effective administration and oversight of the Workforce Investment Act (WIA) and Workforce Center activities in the region. The WIA specifies nine indicators of performance for Adult, Dislocated Worker and Youth activities. The chart below reflects these measures, standards and the performance achieved for Program Year 2013. Additionally, the Wagner Peyser Act, which provides critical resources in the region’s three Workforce Centers has three “Labor Exchange” performance measures.

<table>
<thead>
<tr>
<th>Measure</th>
<th>Standard</th>
<th>Performance</th>
<th>Performance vs. Standard Met* or Exceeded**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entered Employment Rate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>82%</td>
<td>81.2%</td>
<td>√</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>87%</td>
<td>84.9%</td>
<td>√</td>
</tr>
<tr>
<td>Labor Exchange</td>
<td>55%</td>
<td>53.2%</td>
<td>√</td>
</tr>
<tr>
<td>Retention Rate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>87%</td>
<td>92.7%</td>
<td>√</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>91%</td>
<td>93.2%</td>
<td>√</td>
</tr>
<tr>
<td>Labor Exchange</td>
<td>81%</td>
<td>81.9%</td>
<td>√</td>
</tr>
<tr>
<td>Average Earnings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>$15,800</td>
<td>$17,449</td>
<td>√</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>$18,500</td>
<td>$17,358</td>
<td>√</td>
</tr>
<tr>
<td>Labor Exchange</td>
<td>$15,000</td>
<td>$14,322</td>
<td>√</td>
</tr>
<tr>
<td>Youth Attainment of Degree or Certificate</td>
<td>70%</td>
<td>60.6%</td>
<td>√</td>
</tr>
<tr>
<td>Youth Placement in Employment of Education</td>
<td>67%</td>
<td>92.9%</td>
<td>√</td>
</tr>
<tr>
<td>Youth Literacy/Numeracy</td>
<td>69%</td>
<td>89.6%</td>
<td>√</td>
</tr>
</tbody>
</table>

*Meeting standard = achieving 80% of standard  
**Exceeding standard = achieving above standard
CENTER LOCATIONS

34 North Philadelphia Boulevard
Aberdeen, MD  21001

2 South Bond Street – Suite 204
Bel Air, MD  21014

1275 West Pulaski Highway
Elkton, MD  21921

Equal Opportunity Program/Employer