
President's High Growth Job Training Initiative

College of Southern Maryland



Grantee: College of Southern Maryland

Industry Focus: Electric utilities

Key Partners: Constellation Energy Group; Meridian Ventures; Pepco Holdings; The Shaw Group; Southern Maryland Electric Cooperative; CIANBRO; Maryland Department of Labor, Licensing and Regulation; Governor's Workforce Investment Board; public school systems of Charles County and St. Mary's County; Charles County Economic Development Department; and St. Mary's County Department of Economic and Community Development.

Grant Amount: \$1,000,000

Leveraged Amount: \$150,000

Location of Grant Activities: Maryland

Challenge: Maryland energy companies are facing a multi-pronged crisis: 1) a critical shortage of craft workers; 2) inadequate workforce pipeline; and 3) the aging of the "baby boom" workforce. The construction industry is facing similar challenges, with a 20% increase in demand projected through 2014. According to energy company timetables, Southern Maryland will need 4,300 skilled trade workers for energy facility/utility construction through 2013, plus more than 300 permanent facility/utility workers. Competition for skilled employees among energy companies, the Patuxent River Naval Air Station, Andrews Air Force Base, and other high-visibility employers requires aggressive outreach and promotion to attract skilled workers.

Addressing the Challenge: The College of Southern Maryland, the Governor's Workforce Investment Board, and partners in industry, education, and economic development will pursue the following objectives and activities to address the workforce challenges: 1) Increase the number of applicants for energy-related construction jobs through comprehensive outreach, recruitment and assessment strategies; 2) Build regional capacity to train and sustain a skilled construction workforce; and 3) Facilitate long-term sustainability of Center for Energy Education in Maryland/Construction Institute programs and services.

Projected Outcomes:

- Outreach efforts will reach 750 students annually
- 500 individuals will complete training during year one
- Completers placed in jobs will earn an average of \$18 per hour

