



Local Success Stories – Innovative Work & Learn Models

The Workforce Innovation and Opportunity Act (WIOA) provides a tremendous opportunity to make our regional workforce system more responsive to the current and projected needs of employers. Through collaborative business, labor, education, and government partnerships, employers get the talent they need, and workers receive the training and work experience necessary to get and keep good jobs with advancement opportunities in high-growth industry sectors. Here are some great examples from Baltimore County:

Cybersecurity/IT



Dunbar Security Solutions provides innovative cybersecurity solutions for finance, retail, healthcare, and education, offering the same level of protection for digital assets that they've provided for physical assets for over 90 years.

Chris Ensey, Chief Operating Officer - Dunbar Security Solutions; Chair – CyberWorks, MD Training Provider: TeleCommunication Systems (TCS) – Alan Gush

"We want to take on a mentorship role. We want to enable folks that want to get in this space to achieve greatness in cybersecurity so that Maryland stays relevant; so that Baltimore County becomes a core area of competency in Maryland."

Chris chairs CyberWorks, an industry-led, workforce development program designed to help Maryland companies fill their cybersecurity needs with qualified candidates, while simultaneously helping individuals start careers. Businesses involved are committed to helping build a pipeline of future cybersecurity/IT workers that meet business demand and move the industry in Maryland forward.

Property Management/Real Estate



WPM is one of the region's premier management organizations, with a proven track record of success committed to delivering unparalleled property management services association, commercial and investment real estate clients.

Linda Goldberg, Director of Human Resources – WPM Real Estate Management Training Provider: CCBC – Certified Apartment Maintenance Tech Program – Jay Bouis

"When you're talking about people who may not have had any models of people who had long term employment, or they haven't had any role models coming out of high school or wherever they are coming out of...they get that through the program. They get that hands-on."

Linda has been an active Board member for The Community College of Baltimore County and avid supporter of the Certified Apartment Maintenance Technician (CAMT) program. With a hands-on laboratory training focus combined with engaging local employers to provide on-site experiences, this training model has shown strong placement results in the industry.

Business Services/Corporate Operations



Toyota Financial Services is a leading provider of automotive financial services, offering an extensive line of financing plans and vehicle and payment protection products to Toyota customers and dealers in the U.S.

John Ridgeway, Corporate Manager - Toyota Financial Services

"To me it's more than mentoring. I know we use mentoring as a label, but it really builds relationships when you take a humanistic approach to leading people."

John and Toyota Financial have partnered with the Baltimore County Department of Economic and Workforce Development on multiple talent development initiatives. They have recently been named one of the most community-minded companies in the nation by The Civic 50.

Transportation/Automotive



For close to a century, family-owned Middleton & Meads has been one of the area's leading truck repair facilities, and now offers computerized diagnostic equipment for brake, engine and vehicle laser alignment as well as total fleet management services for mechanical, collision and painting requirements.

Blair Middleton, President – Middleton & Meads Co., Inc.

Training Provider: CCBC Diesel Mechanic Program – Nancy Kukay

"Life has dealt them whatever blows. But sitting down with these students and having the one-on-one conversations, you get to learn their stories and watch them rise to the challenge that's presented them."

Middleton and Meads has made available its facility as a training location for an innovative partnership with CCBC and DEWD to train diesel technicians, some of whom have been hired by the company at the end of training.



Vehicles for Change Inc. (VFC) empowers families with financial challenges to achieve economic and personal independence through car ownership and technical training.

Nikki Zaahir, Director, Automotive Transportation Internship – Vehicles for Change

Training Provider: Vehicles for Change Center for Automotive Careers

"It has been challenging trying to get individuals to see that the automotive industry is alive and well...they typically leave here and go to work at large corporations like Toyota, Nissan, Hyundai and Honda."

A VFC study found that 75 percent of VFC recipients got better jobs and/or boosted their earnings an average of \$7,000 within the first year. The Center for Automotive Careers (CAC) is a new program component of Vehicles for Change (VFC) that serves individuals from the Baltimore area. The goal of CAC is to train unemployed and underemployed individuals for jobs in automotive services. The CAC currently consists of an automotive detail training program. In 2015, the program added a paid internship program for men and women who are ASE certified who were recently released from prison.

Hospitality/Food Services



The Maryland Food Bank (MFB) is a nonprofit hunger-relief organization that aims to meet the immediate needs of Marylanders while working to find long-term ways to reduce hunger. MFB has partnered with communities across the state to distribute food to individuals and families in need; currently distributing more than 100,000 meals per day—nearly 37 million meals annually.

Manny Robinson, Interim Director, Food Services & Education – Maryland Food Bank

Training Provider: FoodWorks – Culinary Training Program in partnership with CCBC

"We're trying to work on a FoodWorks 2.0 to help meet that [food service industry] demand, and be more innovative in trying to train students that will walk into these jobs."

Through a unique collaboration with the Community College of Baltimore County (CCBC), the FoodWorks (FW) Program offers a fresh start to low-income individuals with 12 weeks of intense culinary training and ServSafe® certification. While most of the students in the program participate to develop a career, every minute of their training in the kitchen goes towards preparing meals for hungry Marylanders. By the end of a training session, a FW class will have cooked approximately 50,000 meals. FW graduates have been hired at some of the region's leading venues in the hotel and restaurant industry, earning an average starting wage of \$13 per hour. The MFB has also proudly hired some of its very own FW graduates to act as mentors for the program and help produce meals in the kitchen.