Chesapeake Bay Program
Science. Restoration. Partnership.

October 16, 2026

# Workforce Workgroup

## Bimonthly Meeting

# Agenda

1. **Membership Updates**
   Clarifying roles and responsibilities
2. **Management Strategy Updates**
3. **Chesapeake Progress**
   Approving language for our Outcome description
4. **Indicator Jobs**
   What is our process for identifying the jobs we track?
5. **Workplan Development**
   Low-key brainstorm
6. **CTE Action Team Update**

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# Membership Updates

# Workforce WG Members (signatories)

| Signatory | Primary | Alternate |
|---|---|---|
| Delaware | Jon Wickert | |
| District of Columbia | Julie Lawson | Pat Phillippe |
| Maryland | Trystan Sill | Jane Sinclair |
| New York | vacant | |
| Pennsylvania | vacant | |
| Virginia | Grayson Shultz | Megan Sommers-Bascone |
| West Virginia | Mary DeWees | |
| Federal | Bart Merrick | Shannon Sprague |
| Chesapeake Bay Cmsn | Marel King | Anna Killius |

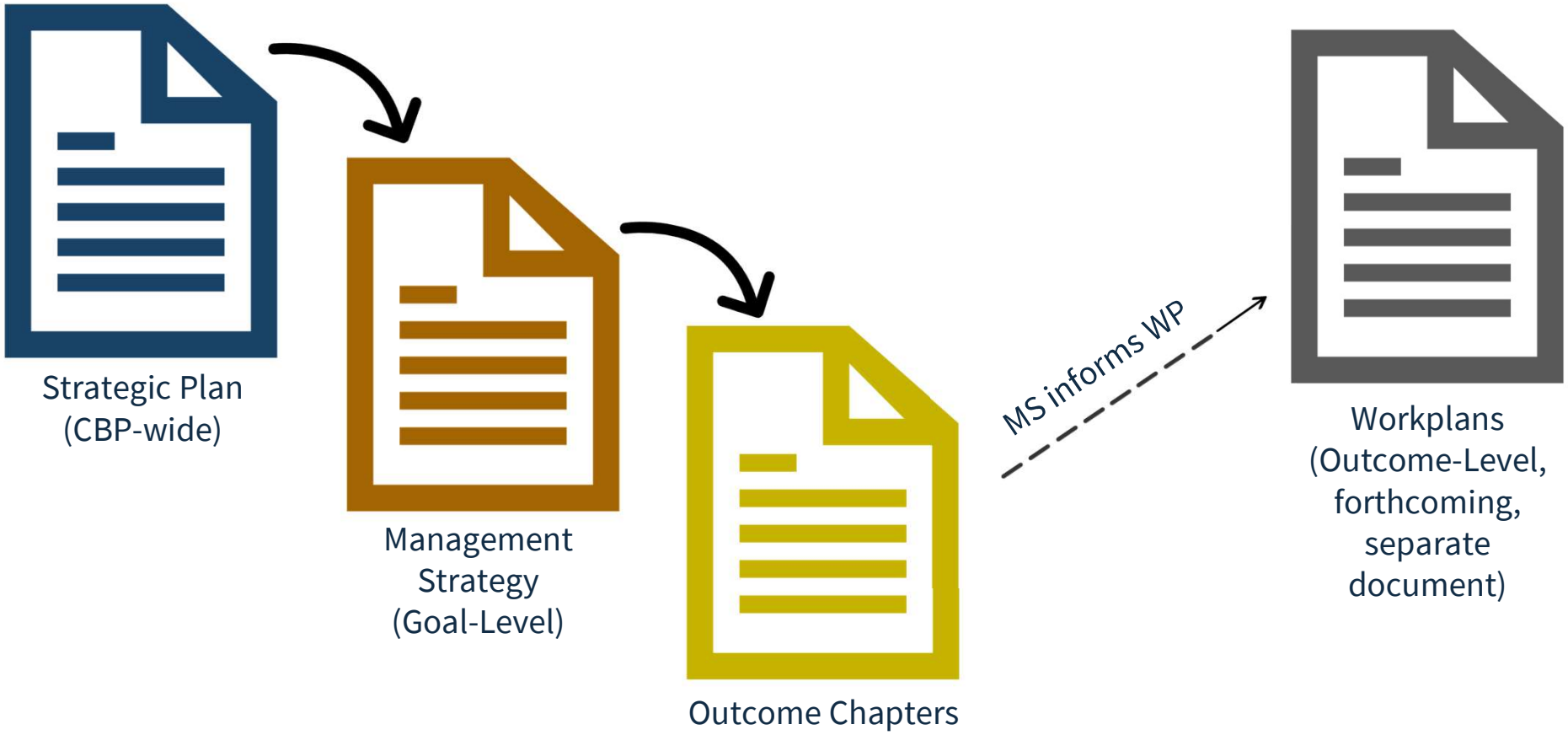
# Workforce WG Members (at-large)

| Name | Affiliation |
|---|---|
| David Wood | Chesapeake Stormwater Network |
| Lori Lilly | Howard EcoWorks |
| Beth Ginter | Trystan Sill |
| Erin O'Grady | Alliance for the Chesapeake Bay |
| Sushanth Gupta | Metro Wash Council of Governments |
| Lora Harris | UMCES |

# Workforce WG Members (non-voting)

| Name | Affiliation |
| --- | --- |
| Abel Olivo | Stakeholders Advisory Committee |

# Strategic Plan Vocabulary



# Strategic Plan Timeline

**OCTOBER 22, 2026**

Send Strategic Plan draft to Policy Steering Committee (PSC).

(Chapters due Oct. 19)

**DECEMBER 3-18, 2026**

PSC approves draft Strategic Plan for Public Feedback Period release via email.

**APRIL 2027**

Present revised Strategic Plan to PSC.

Receive and incorporate input

**MAY 2027**

Goal Teams approve Strategic Plan




**NOVEMBER 5, 2026**

Present draft Strategic Plan chapters to PSC. Receive and incorporate PSC input.

(Revisions due Nov. 20)

**JANUARY 5 – 31, 2027**

Strategic Plan Public Feedback Period

**JUNE 2027**

**PSC approves Strategic Plan**

**Goal Teams approve Workplans**

# Management Strategies Drafting Updates

Outcome Subchapter Outline:

- Outcome and target(s) language
- Baseline and current condition
- Monitoring progress and indicators
- Outcome Situation Analysis
  - Challenges + within vs. outside of CBP's ability to influence
- Snapshot of signatory programs
- Management Approaches – *broad actions to address challenges to goal/outcome attainment*
- Participating partners
- Appendix 1: Signatory statutory authorities driving outcome attainment

# Goal Level: Cross-Outcome Challenges

1. Fragmented coordination and communication across organizations and jurisdictions limit collective action.

1. **Uneven capacity, governance structures, and geographic coverage create inconsistent implementation across the watershed.**

1. Limited political commitment, investment, and institutional support constrain resources, leadership attention, and sustained support toward outcomes.

1. **Sustaining resources, partnerships, staffing, leadership, and workforce pipelines**

1. **Inconsistent metrics, data sharing, and evaluation approaches limit understanding of collective impact and adaptive management.**

1. Translating awareness into sustained participation and opportunities for action

# Goal Level: Cross-Outcome Management Approaches

- **Management Approach 4.0.1:** Strengthen coordination, capacity-building, and knowledge exchange mechanisms to support more consistent implementation of Outcomes across jurisdictions, organizations, and communities.

- **Management Approach 4.0.2:** Build and sustain organizational, leadership, and workforce capacity needed to support long-term community engagement efforts.

- **Management Approach 4.0.3:** Establish shared approaches for measuring engagement and using data to guide adaptive management.

# Workforce Outcome Challenges

| *Challenges associated with Changing Environmental Conditions are denoted with an asterisk (*).* | Within CBP's ability to influence | Outside of CBP's ability to influence |
|---|---|---|
| Lack of funding for workforce development programs for green careers | X | |
| Lack of organizational capacity to apply for/host workforce development opportunities | X | |
| Lack of technical assistance providers providing strategic support to increase awareness and opportunities of green sector jobs | X | |
| **Low organizational capacity/ insufficient funding to coordinate outreach and engagement to students and jobseekers (e.g., career fair attendance, materials distribution)** | X | |
| **Low organizational capacity/ insufficient funding to coordinate outreach and connect employers with training providers** | X | |
| Lack of access to funding for professional development, training opportunities, and upskilling to attract and retain prospective jobseekers | X | |
| Prevalence of low-paid and seasonal entry-level positions create economic barriers such as long-term job insecurities and retention challenges | | X |
| Difficulty recruiting and retaining workers for jobs that occur outdoors (e.g., BMP maintenance) with increasing extreme weather* | | X |
| Lack of networks connecting jobseekers to training providers | X | |
| Need for increased transparency in application and hiring processes, including salary transparency | | X |
| Need for a shift toward skills-based hiring practices that are not highly restrictive to degree or background requirements | X | |
| Lack of capacity building funding to support NGOs in their real-time Human Resources/Administrative needs. | | X |
| Policy and economic shifts could have impacts on certain sectors (e.g., visas, immigration, Artificial Intelligence) | | X |

# Workforce Outcome Challenges

| | Within CBP's ability to influence | Outside of CBP's ability to influence |
|---|---|---|
| Lack of clear definitions of "green careers" and "green workforce" | X | |
| **Need for the identification of job codes associated with green careers and sectors** | X | |
| Lack of clear pathways to support progression from entry to higher level roles | X | |
| Chesapeake Watershed Agreement-related jobs not prioritized by state labor offices | X | |
| Lack of universally accepted or required credentials and certifications | | X |
| **Need to identify existing and emerging industry-recognized credentials and understand their accessibility and value*** | X | |
| **Need for an increase in internship, apprenticeship, and work-based learning opportunities to increase K-12 student awareness of and interest in green careers** | X | |
| Career awareness programming is seldom included in existing environmental literacy programming in meaningful/impactful ways. | X | |
| **K12/CTE Instructors lack access to and awareness of resources that support programming related to CBP job areas/need areas.** | X | |

# Workforce Outcome Management Approaches

- **Management Approach 4.6.1:** Engage schools and workforce development partners to increase student, educator, and job seeker awareness and understanding of skills and pathways to participate in green careers.

- **Management Approach 4.6.2:** Increase access to, and attainment of, Industry Recognized Credentials (IRCs) that support Chesapeake Bay Watershed Agreement goals and outcomes.

- **Management Approach 4.6.3:** Engage employers to support greater hiring and retention of workers trained in fields necessary to support *Chesapeake Bay Watershed Agreement* goals and outcomes.

# Chesapeake Progress

## Workforce Outcome: Why It Matters

Improving the recruitment, training and retention of employees in the environmental sector will help build the workforce that is needed to restore the Chesapeake Bay.

# Indicator Jobs

Current Indicator Jobs List

Proposed Process for Identifying Indicator Jobs:

- Request for Goal Team/Workgroup to identify specific jobs/job types that are essential for achieving outcomes/targets (Marisa Baldine)
- ID Jobs with a spectrum of entry opportunities (Graduate Degree – High School)
- Develop metrics for indicator jobs (annual openings, annual earnings, ”good jobs,” career pathways, critical-ness for CBP goal attainment)
- Other ideas for how to ID/Select indicator jobs

# K-12 Career & Technical Education Action Team

First meeting: **August 26, 1:00-2:00pm**




**Agenda**

- Introductions
- K12 CTE Action Team Purpose Discussion/Brainstorm
- CBP Process/Timeline/Logistics
- Discuss/brainstorm proposed management strategy(ies)
- Connecting education and workforce workgroups
- CTE in practice conversation/sharing
- Future meetings - preferences on scheduling

# Round Robin

Time to share aspects of their ongoing work to discuss opportunities for awareness, mutual support and collaboration

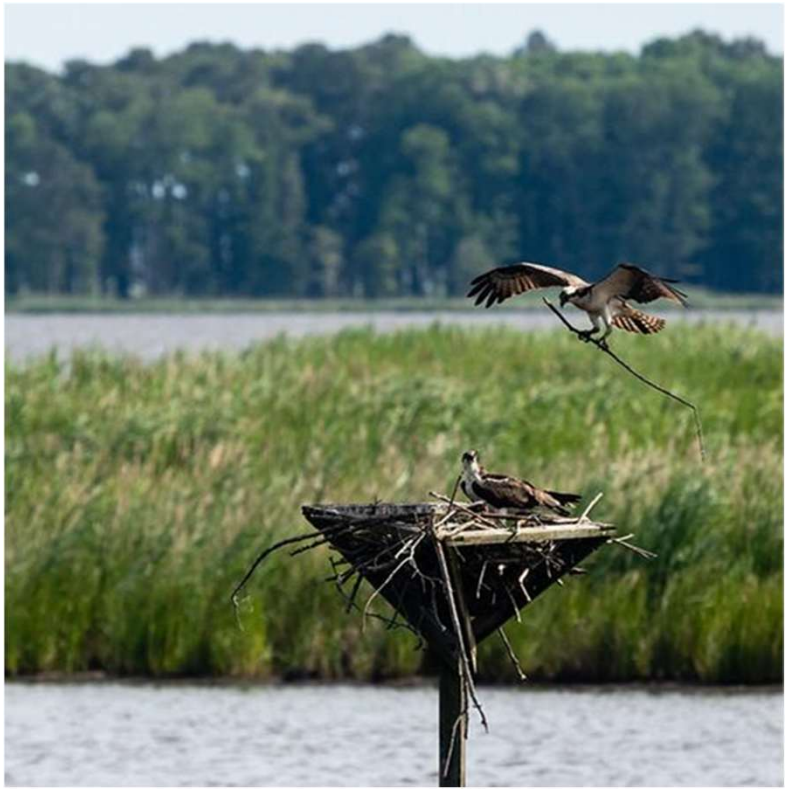


Photo by Will Parson/Chesapeake Bay Program

# Thank you!

*Questions? Reach out!*

Co-chairs:

- Julie Lawson, julie.lawson@dc.gov
- Bart Merrick, bart.merrick@noaa.gov

Staffers:

- Daniel Koval, kovald@chesapeake.org
- Meredith Lemke, lemkem@chesapeake.org

Next meeting: *Friday, December 18 - reschedule?*