



## Workforce Action Team Meeting

November 14, 2025  
12-1pm

Attendees: Julie Lawson, Meredith Lemke, Daniel Koval, Bart Merrick, Trystan Sill, Grayson Shultz, Jane Sinclair, Joe Schell, Marisa Baldine, Megan Sommers Bascone, Rachel Felver, Rick Mittler

### Meeting Minutes

See the [meeting webpage](#) for posted meeting materials.

#### I. Outcome and Target Language (12:10 - 12:25pm)

**Julie Lawson** provided an update on the Workforce Outcome and Target language that has been approved by the Management Board (MB) and the Principal Staff Committee (PSC), and is awaiting approval at the Executive Council (EC) Meeting on December 2nd. Please navigate to the bottom of this document to see the current language.

##### Discussion:

**Rachel Felver:** shared a link for the new Watershed Agreement document that was shared to the EC; it is not officially out, more of a soft launch at the moment

(<https://www.chesapeakebay.net/files/documents/CBWA-2025-IV-Final-Facing.pdf> )

#### II. Technical Assistance Status (12:25-12:35)

Details about the Technical Assistance programming being offered by Local Concepts LLC were shared, along with how the new Workforce Workgroup will be able to use deliverables from this project.

##### Discussion:

**Julie Lawson:** We have had the opportunity to apply and get pro bono technical assistance, who is offering network science training and network building. As a new workgroup, and one that is designed to tie across all other outcomes, this is a great opportunity to build a strong platform from the beginning. We intentionally invited the coordinator of the Water Quality GIT, and the chair of the SAV Workgroup to participate to take what we learn and spread throughout their networks.

- Seven people on the team working with Local Concepts LLC
- Hoping what comes out of this will help when drafting management strategies
- Local Concepts will help develop strategies on:
  - Connecting and coordinating
  - Clarifying and communicating
  - Assessing and measuring
  - Building and elevating capacity

- Fostering belonging and learning
- We have this assistance through next spring of 2026
- Major deliverable from this will be a Communications Plan to get the word out of what the Workforce group will be doing

**Bart Merrick:** I'm noticing that the strategies for success are anchored in the Landscape Assessment and will build off of that; wanted to note that and the opportunity as a new workgroup to look at the approach a little differently.

### III. Beyond 2025 Update (12:35 - 12:50)

An update on the Beyond 2025 process was shared, including details on the proposed new structure of the Goal Teams and Workgroups and the process of developing Management Strategies.

#### Discussion:

**Rachel Felver:** The revised watershed agreement is going to EC

- Recommendations to streamline and simplify the structure and governance has moved through MB and PSC; the governance and accountability team produced 2 one pagers that will be presented to the EC to be recommended
- The structure background does have a proposed new structure for the bay program to be signed off on; my understanding is that MDNR and Bay commission will be working on an interim structure to guide the partnership in between the EC and June of 2026. After June of 2026, the new structure will be put into place.
  - GAT Recommendations:
    - <https://www.chesapeakebay.net/files/documents/2025-Governance-Recommendations-for-Executive-Council.pdf>
    - PSC becoming the Policy Steering Committee, but will remain as higher up decision making
    - MB is not here, awaiting if something ad-hoc will replace it or what that will look like
    - 6 goal teams have been streamlined into 4. Workforce is underneath the new Engaged Communities goal team
    - Structure underneath the new goal teams is still being worked on

#### Discussion on Management Strategies (MS):

**Rachel Felver:** MB agreed that management strategies will be developed over the next 18 months, and updated/modified every 6 years moving forward (2033 check in)

- More on this process will be discussed at the December 11th MB meeting. Rachel asked them personally to discuss how the Communications Team could help in that process
- They will also discuss if the Management Strategies will be at GIT level or workgroup level

**Julie Lawson:** Our GIT leadership thinks it makes sense to have one GIT level management strategy, as the majority of the workgroups have similar focus and intent. But other GITs are so broad, that there is no way they could have one broader management strategy to cover every workgroup; we can advocate for each other's needs rather than saying each GIT does it the exact same way.

#### MS vs. Workplan:

- The Management Strategies are more foundational documents highlighting the group's goals, existing research behind them, what partners will be included and the work they will focus on, etc.
- Workplan is the work and actionable steps that gets done based on the Management Strategy

**Trystan Sill:** If we know that there will be certain elements on the MS and workplan, maybe we could start creating a spreadsheet or list of resources, and sectioning out things that could be done first. What were you imagining in terms of getting work done?

**Julie Lawson:** I think taking 18 months to do a Management Strategy just keeps the process of talking what we will do instead of actually doing it; I think we should make progress on what you said: sectioning out resources, finding contacts at sister agencies, thinking out action plans, having conversations with other workgroups/outcomes of their challenges/barriers, reviewing the landscape assessment and figuring out what is actionable, making a timeline for what is actionable, etc.

**Bart Merrick:** Some of those actions along conversing with the workgroups and other outside organizations can also inform what is written in the management strategy too. Help achieve both aspects

**Julie Lawson:** For me, this is my day job; I will still be doing my day job and report back on the progress I'm making; it's helpful to align that work with the work needed for this workgroup. In 6 weeks DC will have an assessment on in-demand careers in the green economy.

- **Bart Merrick:** that assessment could serve as a template for other jurisdictions

**Trystan Sill:** Requested data about green careers, got data from Maryland Higher Ed Commission – went through the data and pulled out info about green career related degrees. Also a report about the status of the geoscience workforce from Lora Harris.

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|------------------------|--------------------------|
| • AGRICULTURE          | • HEALTH/PLANNING/DESIGN |
| • CLIMATE              | • HORTICULTURE           |
| • ECOLOGY              | • LANDSCAPE              |
| • EDUCATION            | • MARINE                 |
| • ENERGY               | • RECREATION             |
| • ENGINEERING          | • SAFETY                 |
| • ENVIRO SCIENCE       | • STEM                   |
| • FOREST/TREES         | • SUSTAINABILITY         |
| • GEOGRAPHY/GEOSPATIAL | • WILDLIFE/FISHERIES     |

**Julie Lawson:** did similar research about what degrees are offered in DC. Similar challenge about determining which degrees are “green”.

**Julie Lawson:** Stakeholders Advisory Committee recs:

**“Recommendation #2: Engagement with Jurisdictional Departments of Labor to Advance the new Workforce Outcome**

We commend the partnership for the *Watershed Agreement's* new Outcome for workforce development. This addition under the Engaged Communities Goal reflects a key element of stewardship that was previously missing and provides a logical

connection between student environmental literacy and pathways to building the workforce for future generations to become environmental stewards within their communities. While community volunteer efforts have been a driver in advancing Bay Watershed recovery, living wage green careers are essential to accelerating this momentum. We encourage you to explore existing and new resources to lay a strong foundation for this new Outcome. Specifically,

1. We recommended that the Governors and DC Mayor of the Executive Council engage and collaborate with the existing expertise in their labor departments to better understand state and local workforce needs.

We offer these suggestions for actionable steps:

- Conduct a watershed-wide workforce study.
- Develop tools to track workforce development.
- Secure funding to support these efforts.”

#### **IV. Wrap-Up / Updates from Workforce Action Team members:**

**Bart Merrick:** Advance CTE held a meeting last month in DC to go over a Playbook, a process for getting skilled competencies in the green economy started up. Playbook will be a good thing to share once it's done. DE, DC, and CBF were involved. Relates to how K-12 space overlaps.

**Julie Lawson / Daniel Koval:** CUSP Symposium (Chesapeake Stormwater Network)

**Trystan Sill:** MDNR unit in the early phases of workforce development support – training programs, field experiences, to increase implementation, design, maintenance. They have a handful of funding to figure out what to do with. Trystan is assessing needs and then will be interviewing partners.

Other:

- [The biggest careers that have now vanished](#)

Action items

- ☐ Follow up to Workgroup about the CRC roundtable
- ☐ Make a google form to set up a bimonthly recurring meeting for 2026

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#### **Workforce Outcome and Targets Language**

Increase the ability of all job seekers in the watershed to understand, participate in and succeed in career pathways that positively support the Chesapeake Bay watershed.

- By 2040<sup>35</sup>, inform and grow implementation of strategies that help students, educators and job seekers to become aware of and understand environmental careers and the in-demand skills and pathways to access these opportunities.

- By 20~~40~~<sup>35</sup>, increase the number of post-secondary institutions and training providers offering industry recognized credentials that support Chesapeake Bay Watershed Agreement Goals and Outcomes.
- By 20~~40~~<sup>35</sup>, engage employers to support greater hiring and retention of workers trained in fields necessary to support Chesapeake Bay Watershed Agreement Goals and Outcomes.

Note: The Management Board and Principal Staff Committee decided on a Program-wide time horizon of 2040 across all outcomes.