



Chesapeake Bay Program
Science. Restoration. Partnership.

Workforce Action Team

February 20, 2026

Agenda

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**Chesapeake Bay
Program Updates**

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2026 Education Summit
Workforce Outcome will be included as a topic.

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**Workforce Technical
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Collaborative Learning
Knowledge sharing opportunities among current WFAT members.

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Wrap-Up



Chesapeake Bay Program Updates

- Management Strategies

- One strategic plan with a collaborative executive summary, followed by four chapters: one management strategy for each goal
- Drafting led by Goal Chairs
- Template to be approved by June 2026

- Engaged Communities Goal Chairs

- Approved at February MB meeting:

Julie Lawson, DC DOEE

Julia Wakeling, DC DOEE

Chesapeake Bay Program Updates



Photo by Will Parson/Chesapeake Bay Program

- Structure & Governance
 - Feb – June: coordination and drafting of an updated governance and structure document by CBP Leadership
 - June: Revised Framework drafted for PSC approval
 - Potential creation of Workforce Workgroup

2026 Education Summit

Planning Body	Chesapeake Bay Program Education Workgroup at the direction of the CBP EC and PSC
Audience	<u>Leaders</u> from federal, state, and non-governmental entities. Ex) Secretary-level representatives from the education, environment, agriculture and natural resource agencies of each state.
Purpose	Share innovative practices, and coordinate between federal, state and non-governmental leaders about the future of environmental education in our region to achieve the Watershed Agreement.



2026 Education Summit

Where? In person across multiple jurisdictions.

- Attendance is by invitation.

When? May 5th, 2026

Three Outcomes:

- Student Environmental Literacy Experiences
 - School District Environmental Literacy Planning
 - Workforce
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2026 Education Summit

Workforce Outcome: 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.

Targets:

- By 2040, inform and grow implementation of strategies that help **students, educators and job seekers** become aware of and understand environmental careers and the **in-demand skills and pathways** to access these opportunities.
- By 2040, increase the number of **postsecondary institutions and training providers** offering **industry-recognized credentials** that support *Chesapeake Bay Watershed Agreement* Goals and Outcomes.
- By 2040, engage **employers** to support greater **hiring and retention** of workers trained in fields necessary to support *Chesapeake Bay Watershed Agreement* Goals and Outcomes.

Technical Assistance Updates



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Establish the new Workforce Workgroup - based on network science and collaborative leadership

- New outcome - opportunity
- Intersection with all the GITs
- New partners/voices to CBP conversations (training providers, labor boards)

Goal: a thriving workgroup based on collaborative leadership and diverse perspectives and - trusted relationships across other outcomes and all signatories, who contribute to the work.

Technical Assistance Updates

[Workforce Group Description](#) and [Information Sheet](#)

Purpose: The Workforce Workgroup exists to strengthen and align efforts that build a skilled, informed, and connected workforce supporting the health and sustainability of the Chesapeake Bay watershed. We bring together educators, employers, training providers, and community partners to identify and remove barriers, elevate best practices, and coordinate strategies that expand access to environmental and watershed-related career pathways for all job seekers.

Strategies:

- Connect and Coordinate
- Clarify and Communicate
- Assess and Measure
- Build and Elevate Capacity
- Foster Belonging and Learning



Technical Assistance Updates

Potential Workgroup Participants ([google sheet](#))

- Departments of Labor
 - Landscape businesses and trade associations
 - Workforce development NGOs
 - Community colleges
 - Workforce boards from Bay jurisdictions (state level and local)
 - K12 Career and Technical Education (CTE) professionals
 - Policy experts, especially those involved in climate action plans
 - Agency HR staff
 - Agribusiness or agricultural trade associations
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Collaborative Learning Opportunities



Photo by Will Parson/Chesapeake Bay Program

For 2026, we want to tackle any learning gaps we have as a team.

What topics or speakers would you like to recommend?

Member Share Outs



Photo by Will Parson/Chesapeake Bay Program

For group awareness:

- Programs, funding, relevant legislation, etc.
- Opportunities for mutual support and collaboration



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Thank you!

Any questions? Get in contact with Julie, Bart, Meredith, or Daniel.



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