



## **WORKFORCE WORKGROUP**

### **Overview**

Developed by a cohort of Workforce partners in October of 2025, the following document provides a description of the group's reason for being, aims, strategies, as well as the community norms. This description is intended to be a starting point and should be revisited annually (recommend reviewing October 2026), especially in the early stages of the group's development.

### **Purpose Statement**

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.

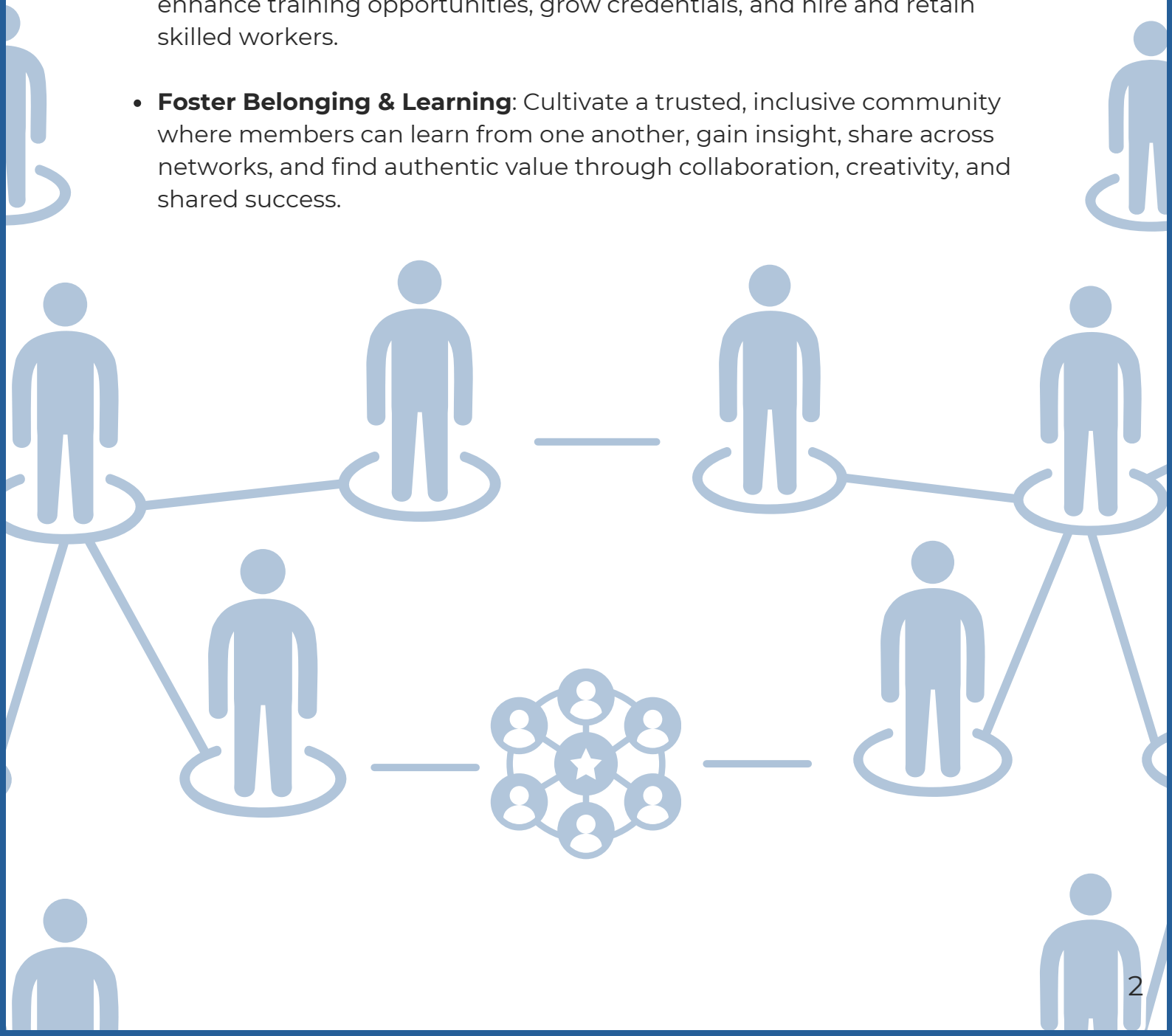
### **Outcome and Targets**

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, inform and grow implementation of strategies that help students, educators and job seekers to become aware of and understand environmental careers, in-demand skills, and pathways to access these opportunities.
- By 2040, increase the number of post-secondary 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.

## Strategies for Success

- **Connect & Coordinate:** Convene stakeholders and strengthen partnerships across education, workforce, and industry to align initiatives and amplify collective impact.
- **Clarify & Communicate:** Define priority workforce needs, skills, and credentials (from learned or lived experiences) that support Bay restoration and resilience, and share information widely to build understanding and access.
- **Assess & Measure:** Establish metrics and evaluate progress toward increasing environmental career awareness, access, and participation.
- **Build & Elevate Capacity:** Support programs, institutions, and employers to enhance training opportunities, grow credentials, and hire and retain skilled workers.
- **Foster Belonging & Learning:** Cultivate a trusted, inclusive community where members can learn from one another, gain insight, share across networks, and find authentic value through collaboration, creativity, and shared success.



## Community Agreements

The norms by which we operate

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We cannot be articulate all the time, it's okay.  
Be courageous, speak up, & give grace.

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No one knows everything, but together we know a lot;  
let's make space for everyone's voice.

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Be aware of who is and who is not at the table. Be mindful of how power,  
privilege and positionality affect content & decision-making.

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Practice presence AND take care of yourself.

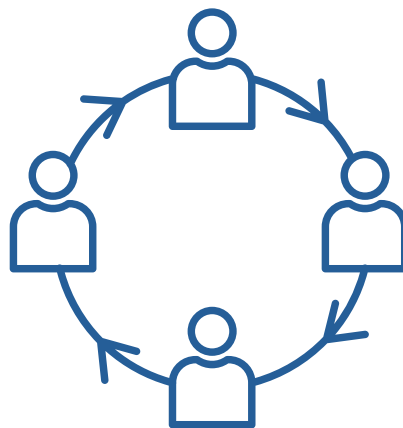
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Foster the assets and possibilities, leave the deficit thinking behind.

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Celebrate this opportunity to work together to achieve common goals.

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Network Development Support Provided By:

LOCAL  
CONCEPTS