



Chesapeake Bay Program
Science. Restoration. Partnership.

Workforce Workgroup Meeting - August 2026

August 21, 2026
10:30 am - 12:00 pm EST

Microsoft Teams meeting

Join: <https://teams.microsoft.com/meet/21002162463049?p=a78Kty10FV8Tl8CS7f>

Meeting ID: 210 021 624 630 49

Passcode: wZ2Pb9Gs

Visit the [meeting webpage](#) for meeting materials and additional information.

Purpose: The purpose of this meeting is to hear from Pat Philippe about the work of the DC Workforce Investment Council; to discuss Management Strategy drafting updates and indicator development/ data collection opportunities; to hear a recap of the Choose Clean Water Coalition meeting on workforce challenges/needs; and to discuss other general updates.

Meeting Minutes

I. Welcome + Introductions

10:30 – 10:45

Participants were invited to introduce themselves. – *Icebreaker:* What's one piece of good news from your life right now?

Lead: Julie Lawson, DOEE

Requested Action: Non-decisional

Materials: None

II. Employer Engagement - DC Workforce Investment Council (WIC)

10:45 – 11:05

Participants heard about the ongoing employer engagement work that the DC Workforce Investment Council is conducting. The Workforce Workgroup will consider using this initiative as an example for framing how success is measured for the Workforce Outcome's third target: *"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."*

Lead: Pat Philippe, DC WIC, and Julie Lawson, DOEE

Requested Action: Non-decisional

Materials:

- [DC Workforce Investment Council Roundtable 5.26.26](#)

Key Points:

- The Workforce Investment Council has been hosting and refining Sector Roundtable Models in order to move from provider-driven workforce planning to employer-driven workforce planning. WIC wants the employer voice to be involved from the beginning to share about design, recruitment, retention, etc of workforce programs. Including employers in this process will identify skills gaps, hiring barriers, and emerging occupations.
- Sectors are selected using labor market indicators such as projected growth, wages, openings, and strategic priorities. WIC reviews and validates the employer demand through the sector roundtables.
 - DC's high demand sectors include:
 - Business and office administration; construction; education; healthcare; hospitality, retail, tourism, and entertainment; information technology; security and law enforcement; transportation, infrastructure, and utilities.
 - DC is moving away from in demand sectors and towards in demand occupations
- Roundtable Planning:
 - 30-40 target businesses are identified. They note that other similar events often have more community organizations present; they want to specifically bring in businesses and employer voices.
- Roundtable Deliverables:
 - Meeting summaries, employer recommendations, training implications for ETPL (Eligible Training Provider List), and policy recommendations.
 - Success measures: number of employers engaged, number of people registered, employee satisfaction, new employer partnerships, ETPL improvements influenced by employer input
- Lessons learned:
 - Focus on employer voices and engagement / maximize discussion
 - Share results so participants can see the impact of their work
 - Treat roundtables as an ongoing engagement strategy
- WIC is excited about working on a business engagement consortium to bring everyone (including employers) to one table and reduce redundancy of folks reaching out to the same employers.

Discussion:

- Lori Lilly: Are there any corollaries you see in the sectors you referenced, to the model where we're trying to connect employees and trainees with a very wide and broad base?
 - Pat Philippe: Folks who go through construction training focused on labor or HVAC have an expectation that they could be a Program Manager. Want training providers to train towards the occupation rather than the sector to help with skillset mismatch.
 - Need to discuss with employers, what are you willing to invest in training and which skills are vital for employees to enter with.
- Trystan Sill: How do you determine the priority industries/sectors?
 - Pat Philippe: This is one of the reasons we're having the roundtables and we're trying to see if these sectors are still in demand. Healthcare is moving toward the top of the list. Ex) healthcare and training boards are recommending occupation shifts as well (eliminating CNA, increasing demand for patient care techs).
 - Julie Lawson: I'm seeing a similar shift - demand for foresters is going down, demand for forest conservationists is going up.
 - Bart Merrick: Data related to that - <https://www.onetonline.org/link/summary/45-4011.00>
 - Pat Philippe: Can use Lightcast labor market information about industry growth and also current demand to determine priority industries/sectors. We look at occupations, and occupations roll up into sectors. We also look at which occupations provide a livable

wage. We also look at whether there are stackable credentials. (Job growth, livable wage, stackable credentials)

- Bart Merrick: WIC sits in an interesting place between the workforce and employers. We're recognizing that we won't be able to meet the CBWA goals without the workforce for it. What is a key piece of advice as a next step for us to dig in on?
 - Pat Philippe: Be clear on what you're trying to accomplish, and be realistic. There's a lot of demand for a lot of these jobs, but is there the supply? If the supply isn't there, how do you convince a recent high school or college graduate to get into a particular sector? You also have to prepare for a multigenerational workforce. The new generation needs to be attracted to the industry and the older generations need to be upskilled or reskilled.
- Pat Philippe: Me and my colleague would like to support this work in any way we can.

III. Management Strategy Drafting Updates

11:05 - 11:25

Julie provided updates on the drafting of the workforce sub-chapter of the Management Strategy and asked the workgroup members for any feedback needed by the small drafting group.

Discussion focused on indicator development for the three workforce targets (see page 13 of the [Watershed Agreement](#) for target language).

Lead: Julie Lawson, DOEE and Daniel Koval, CRC

Requested Action: Non-decisional; discussion only

Materials: Presentation Slides

Discussion Questions:

- What data do you currently use for tracking workforce related developments?
- What is manageable for your jurisdiction/organization to collect and report?

Key Points:

- The drafting group is working on identifying indicator job species to use for tracking. There will be engagement with other workgroups to understand what credentials and jobs are in high demand for their sectors. These indicator job species will assist with identifying Industry Recognized Credentials of value. Annual sectors will also be monitored based on local living wages.

Action Item: Review the draft Management Strategy and provide comments by Friday, September 4th.

Workgroup leadership will compile and address feedback before sending it to the Goal Team for review on September 11th. The final draft is to be submitted to the Policy Steering Committee by October 19th.

IV. Choose Clean Water Webinar Recap

11:25 - 11:45

On July 24th, Choose Clean Water Coalition hosted a feedback session in partnership with Workforce Workgroup leadership to discuss workforce development challenges that nonprofit partners face across the watershed. Participants were given a summary of feedback received and how it will be considered and incorporated into the Workforce Management Strategy subchapter. See the materials below for more information on the feedback from the webinar.

Lead: Julie Lawson, DOEE and Meredith Lemke, CRC

Requested Action: Non-decisional

Materials:

- [CCWC Workforce Webinar Summary](#)

V. Education + Workforce: K-12 Career & Technical Education Action Team Update 11:45–11:55

Bart provided a brief update regarding the status of the K-12 CTE Action Team and the agenda for the team's first meeting on August 26th.

Lead: Bart Merrick, NOAA, and Meredith Lemke, CRC

Requested Action: Non-decisional

Materials:

- [K-12 CTE Action Team Agenda - August 2026](#)

Key Points:

- This action team will bring together career and technical education leads throughout the region to co-develop the management approaches and indicators for targets within the workforce/education nexus.
- Note: Action teams are designed to be short-term; this one will focus on the first target within the workforce outcome. Once the work of this action team is completed, participants are welcome to create a community of practice to continue these discussions and progress made.
- **Request for Action:** If you are connected to the CTE director in your state, we welcome you opening up lines of communication between them and the Action Team and/or the Workgroup.

VI. Round Robin / Closing Remarks

11:55 – 12:00

Participants were invited to share aspects of their ongoing work to discuss opportunities for mutual support and collaboration.

Lead: Meredith Lemke, CRC and Julie Lawson, DOEE

Requested Action: Non-decisional

Materials: None

DC:

- Green Zone Environmental Program (GZEP) just wrapped up. 21 seasonal staff - 7 have transitioned into internships with DOEE. Pathway brightspot - More than 40 DOEE employees started in those roles.

David Wood (CSN):

- Chesapeake Urban Stormwater Professional (CUSP) training program. Registration is open for the policy and MS4 fall training. The program is free thanks to NFWF and there is a partnership with Morgan State University to earn CEUs.

Bart Merrick (NOAA):

- Chesapeake Bay Internship Program (CBIP), run by CRC. 2 weeks ago was the internship symposium. This is a way to support pathway awareness. <https://chesapeakestormwater.org/cusp/>
- Increases awareness of/access to the Staffer program as well.
- Sydney focused on career awareness and facilitated an experiential career awareness program. The hands-on career fair was impactful.
- Bart reached out to her to see if she'd like to provide her perspective to the WF WG.

Howard EcoWorks – EcoAmbassador Program and READY Program

- Partnership with Maryland Service Year Program and Maryland Dept of Labor Program

UMD Minor – Chesapeake Bay: Watersheds and Water Resources

VII. Adjourn

12:00

Next Meeting: Friday, October 16, 2026 – 10:30am-12:00pm EST

Attendance:

Meredith Lemke - CRC
Daniel Koval - CRC
Bart Merrick - NOAA
Krysta Hougen-Ryall - NOAA
Elise Trelegan - NOAA
Julie Lawson - DC DOEE
Pat Philippe - DC Workforce Investment
Council
Mary DeWees - WV DEP
Joseph Schell - DNREC
Mike McMahon - MD Dept of the Environment
Torend Collins - MD Dept of Service and Civic
Innovation
Trystan Sill - MD DNR
Erin Trouba - Penn State Extension's Center for
Ag Conservation Assistance Training

Megan Sommers-Bascone - VA DEQ
Brian Scott - Groundwork RVA
Sarah Brzezinski - EPA CBPO
John Wolf - USGS
Erin O'Grady - Alliance for the Chesapeake Bay
Jordan Gochenaur - Alliance for the Chesapeake
Bay
Trinity Lee - Alliance for the Chesapeake Bay
Lori Lilly - Howard EcoWorks
David Wood - Chesapeake Stormwater Network
Missy Lauterbach - Chesapeake Stormwater
Network
Sushanth Gupta - MWCOG
Serena Moncion - ICPRB
Marel King - Chesapeake Bay Commission