Workforce Action Team Meeting - October 2026

October 16, 2026
10:30 am - 12:00 pm EST

Visit the meeting webpage for meeting materials and additional information.

Purpose: The purpose of this meeting is to discuss Bay Program membership, Management Strategy drafting updates, indicator development progress, and cross-jurisdictional collaboration opportunities.

Action Items

- For workgroup members:
  - If you're on other Goal Teams or Workgroups, please make sure that leadership is aware of the request for indicator job type recommendations (sent by Marisa Baldine), and if they're not, we can resend it.
    - Key question asked: What jobs/job types are essential for achieving outcomes/targets?

- For leadership team:
  - Connect with John Wolf / GSAT on mapping indicator jobs using SOC classes.

Meeting Minutes

I. Welcome + Introductions — 10:30 – 10:40

Participants were invited to introduce themselves. – *Icebreaker:* Favorite fall activity

Lead: Julie Lawson, DOEE
Requested Action: Non-decisional
Materials: None

II. Bay Program Membership Updates — 10:40 - 10:50

Workgroup leadership presented about the membership structure for CBP, voting vs. nonvoting membership, what consensus is, and other Governance and Management Framework details.

Lead: Julie Lawson, DOEE
Requested Action: Non-decisional; discussion only
Materials:
- Presentation Slides
- Governance and Management Framework

Notes:

- See the presentation slides for visuals and descriptions on membership, voting, consensus, and structure.

III. Management Strategy Drafting Updates 10:50 - 11:00

Participants received updates on the drafting status of the workforce sub-chapter of the Management Strategy, and what Management Strategy timeline is as it moves forward to the Goal Team and the PSC.

Lead: Julie Lawson, DOEE
Requested Action: Non-decisional; discussion only
Materials:
- Presentation Slides
- Workforce Draft Management Strategy

Notes:

- The total Strategic Plan will be about 200 pages for the entire Bay Program. There will be an Introduction and a chapter for each of the four Goals within the new Watershed Agreement. Each Goal chapter will have sub-chapters for each of their outcomes (like Workforce).
- The Engaged Communities Goal Management Strategy was approved by Engaged Communities Goal Team members to be submitted to the PSC for further review.
- The Policy Steering Committee will discuss and provide feedback on the Management Strategy for each Goal on November 5th.
- The expectation for signatory workgroup members is that your PSC representative has already been briefed before the November 5th meeting so that PSC representatives can come prepared to share comments about each Management Strategy and Outcome subchapter as is necessary.

IV. Discussion: Chesapeake Progress Language Approval 11:00 - 11:05

Participants provided brief feedback on the Workforce purpose statement that will be listed on Chesapeake Progress. This purpose statement should include: Up to three sentences that explain why achieving the outcome is important to restoring, conserving and protecting the Chesapeake Bay and its watershed.

- "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."

Lead: Julie Lawson, DOEE
Requested Action: Review this purpose statement and provide feedback.
Materials: Presentation Slides

Discussion:

Ashley Traut: Should the tie-in with education be covered in this element? Why you should be doing green careers?

Bart Merrick: Improving awareness, recruitment, training, and retention. Bart agrees with adding an education reference.

Trystan Sill: Agree with Ashley and like the 'awareness' term as it handles everyone, not just k-12 or just adults. I would want to tweak the very end of the sentence: 'workforce that is needed to restore the chesapeake bay' - restore feels past conditions, want to focus on future conditions as well.

- Something about changing environmental conditions (resilient)
- Bart Merrick: "restore and support resilience in the Chesapeake Bay"

Lori Lilly: I would consider adding inclusive or diversified in front of workforce

Pat Philippe: 'The environmental sector will help build the workforce that is needed' - a way to say 'build and maintain', something like "the environmental sector will help create career pathways that are needed to etc etc etc."

- Pulled labor market information, and some careers have growth over 10 years that look promising, which is why I include career pathways in that language as a way to build on that
- Bart Merrick: maybe....workforce and supporting pathways needed...

Marel King: Tie it to the Agreement, "needed to achieve the vision of the Agreement"

Improving the awareness, recruitment, training and retention of employees in the environmental sector will create the inclusive career pathways that are needed to restore and support resilience as envisioned in the Chesapeake Bay Watershed Agreement.

Trystan Sill: Do we only want to focus on the environmental sector? "Jobs needed to help us achieve our goals"

Improving the awareness, recruitment, training and retention of workers will create the inclusive career pathways that are needed to restore and support resilience as envisioned in the Chesapeake Bay Watershed Agreement.

Trystan Sill: Reframe or rephrase to be more of a why statement? "We're doing this work to get this result."

Lori Lilly: Improving the awareness, recruitment, training and retention of a diversified workforce and the career pathways needed to restore and support resilience of the Chesapeake Bay as envisioned in the Chesapeake Bay Watershed Agreement.

> **Lori's version, edited:** *Improving the awareness, recruitment, training and retention of an inclusive workforce and the career pathways needed to restore and support resilience of the Chesapeake Bay as envisioned in the Chesapeake Bay Watershed Agreement.*
>
> Julie - We achieved consent on sending this to Catherine.

V. Discussion: Identifying Indicator Job Species 11:05 - 11:30

Participants provided feedback on the process of identifying indicator job species to track the Workforce targets.

Lead: Bart Merrick, NOAA
Requested Action: Volunteers requested to support this process
Materials: Presentation Slides; Indicator Job List

Workgroup Member Action Item: If you're on other Goal Teams or Workgroups, please make sure that leadership is aware of the request for indicator job type recommendations (sent by Marisa Baldine), and if they're not, we can resend it. Key question asked: What jobs/job types are essential for achieving outcomes/targets?

Workgroup Leadership Action Item: Connect with John Wolf / GSAT on mapping indicator jobs using SOC classes.

Notes:

- William Forrester helped make the jobs list. Pat Philippe ran the list through LightCast in relevant Bay watershed geographies.

- Marisa Baldine sent a request out to Goal Teams/Workgroups – What jobs/job types are essential for achieving outcomes/targets?
    - That request is circulating and we're receiving responses, e.g., from Forestry WG.

Wanted input from the workgroup:

- What are the criteria that we should use to evaluate which jobs end up on our final list? For Example:
    - What does Lightcast offer?
    - Are they considered "good jobs"?
    - How critical are they to CBP goal attainment?

Trystan Sill: Are the jobs seasonal or year round? (significant barrier to job security)

- Bart Merrick: Should seasonal jobs be part of the list, or not?
    - Ashley Traut, Tom Flynn, Lori Lilly: include
    - Trystan Sill: Acknowledge that they are seasonal jobs
    - Mike McMahon: Could compare seasonal jobs to internships

Ashley Traut: Potential big category is horticulture and arboriculture and they have specific seasons with more potting/ transport jobs. This could get really broad. The environmental / climate work can go to any field of work, so how far do we go? And are we allowed to put environmental advocacy?

- Bart Merrick: Can look into where advocacy shows up in job codes

Marel King: I'm not sure advocacy is the right job to include, but communications or education could cover some ground related to recruiting and awareness.

Trystan Sill: Trying to understand the process of creating this list – So we're going to look at the Goals, and then environmental jobs, and consider which jobs are super critical to get these goals met.

Ashley Traut: Recommends landscape design/architecture

Trystan Sill: Is there a way to link IRCs to these?

- Bart Merrick: Yes, and I agree that we should do that. Will Forrester got a start on that too.
- Ashley Traut: Would that include registered apprenticeships?
    - Bart Merrick: Yes

Trystan Sill: Can we also note which Agreement Goals each of these are linked to?

- Bart Merrick: yes

Lori Lilly: I really like this presentation/dataset and how it's laid out including growth into the future. The question is, how we're choosing which ones we monitor. I don't think we'd monitor things like Game Wardens that have extremely low numbers of jobs. I think we should have a threshold for the number of jobs to help us decide which would be on our list. We should also consider how many types of career paths funnel into a particular career.
Also we should set numbers:

- X amount we're tracking with bachelors degrees
- X amount with high school diplomas, etc.

John Wolf: Bart - I'd like to investigate which of these could be mapped at various scales using the SOC classes. I will follow up with you.

VI. Workplan Development Timeline **11:30 - 11:40**

Participants began brainstorming workplan actions using the Management Approaches - this is a collaborative, low-pressure activity to generate ideas in any format. Serious drafting will begin in February.

Lead: Julie Lawson, DOEE
Requested Action: Non-decisional
Materials: None

Discussion:

Julie Lawson: Asked for brainstorming related to actions under 3 Management Approaches

- Bart Merrick: K12 CTE Action Team had documents that covered potential ideas for Management Approach 4.6.1

Mike McMahon: What sort of actions would be taken under 4.6.3?

- Julie Lawson- Pat spoke about employer roundtables that DC WIC has been doing to bring together employers in a sector to discuss their needs and outlooks. I have been doing some one on one with employers at DOEE and found them helpful in helping modify our programs to make sure they are meeting the needs of employers and they can hire the people DOEE is training. Want to support employers with hiring. But we welcome your ideas.
- Bart Merrick- Mike, in my mind are things like mentoring programs and opportunities for cohorts of people in specific job areas...just ideas though.

Alec Lynde: Thinking back on management approaches, specifically 4.6.2 - We should think about how we are engaging the organizations that provide credentials/certifications to make those credentials more accessible and/or helping to define career pathways based on credentials/certifications vs. formal education

- We don't have a ton referenced about engaging employees, prospective employees, or folks who are interested in changing career fields.

VII. Education + Workforce: K-12 Career & Technical Education Action Team Update 11:40–11:45

Bart provided a brief update regarding the status of the K-12 CTE Action Team following 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:

- We're working on creating a resource or a list of terms that need to be well-defined so that we have a shared language and definitions. For example: "work-based learning" is defined differently across jurisdictions.
- The K12 CTE team is also looking into innovative ways to fund this work. Ex: Perkins money; use of discretionary funds in DE; etc.
- Current representatives: Candice Mott, Will Forrester, Jon Wickert, Judd Pittman
  - Working on representation from NY, WV, and VA
  - We are seeking folks in state departments of education that work on CTE

VIII. Round Robin / Intentional Collaboration 11:45 – 12:00

Participants shared aspects of their ongoing work to discuss opportunities for mutual support and collaboration.

Requested Action: Non-decisional
Materials: None

Ashley Traut: Climate Crew Network is starting a partnership with PowerCorpsPHL. 500hrs of free consulting over the next 18 months. They are a national leader in green workforce development.

Trystan Sill: I attended the Raising the Bar Conference → presented about the data we've been crunching in MD about graduation rates and how CBP is working on getting this list of indicator jobs. People are very excited and curious about this work. If you're interested in talking to students about this, reach out to your local schools.

Krysta Hougen-Ryall: Environmental educators in our region are going to meet quarterly with career counselors to increase awareness of green careers and job shadow opportunities.

IX. Adjourn **12:00**

Next Meeting: Friday, December 18, 2026 – 10:30am-12:00pm EST (keeping this date)

Attendance:

- Bart Merrick, NOAA
- Julie Lawson, DC DOEE
- Meredith Lemke, CRC
- Daniel Koval, CRC
- Melissa Lauterbach, Chesapeake Stormwater Network
- Mike McMahon, MDE
- Lori Lilly, Howard Ecoworks
- Alec Lynde, Howard Ecoworks
- Grayson Shultz, VA Gov
- David Wood, CSN
- Erin Trouba, PA Ag
- Mary DeWees Jones, WV DEP
- John Wolf, USGS
- Trystan Sill, MD DNR
- Cassie Davis, DEC
- Joseph Schell, DE DNREC
- Trinity Lee, Alliance for the Chesapeake Bay
- Sydney Hall, Alliance for the Chesapeake Bay
- Megan Sommers-Bascone, VA DEQ
- Ashley Traut, Greater Baltimore Wilderness Coalition
- Pat Philippe, DC EOM
- Marel King, CBC
- Krysta Hougen-Ryall, NOAA
- Ashleigh McKinney, DE DNREC