

WorkSource
MONTGOMERY

ANNUAL REPORT

FY 2026

AmericanJobCenter
MONTGOMERY COUNTY, MD

WorkSource
MONTGOMERY
Connecting Employers & Job Seekers

TABLE OF CONTENTS

WELCOME MESSAGES	03
WHO WE ARE / WHO WE SERVE	05
FUNDING INFORMATION	07
AMERICAN JOB CENTER	08
SKILLUP MONTGOMERY	09
DUAL TRACK RE-ENTRY	10
EMPLOYER IMPACT	12
WORKFORCE SERVICES HIGHLIGHTS	13
JOB SEEKER SUCCESSES	14
YOUNG ADULTS	15
APPRENTICESHIPS	16
COMMUNITY WORKFORCE NETWORK	17
COMMUNITY IMPACT	18
MOCO CAP	20
BOARD OF DIRECTORS	22
THANK YOU	23

FROM OUR PRESIDENT & CEO



As we reflect on Fiscal Year 2026 (FY26), I am proud of the impact WorkSource Montgomery (WSM) and our Montgomery County Workforce Development Board continue to make by connecting talent to opportunity and strengthening Montgomery County's economy. This year underscored the importance of a responsive workforce system that helps residents navigate career transitions, supports employers facing talent shortages, and adapts to a rapidly evolving labor market.

Throughout FY26, WSM remained steadfast in its mission to advance economic mobility for residents while helping businesses access the skilled workforce they need. Through strong partnerships with state and local government, businesses, educational institutions, community organizations, and job seekers, we delivered measurable results, including:

- Provided services to over 8,000 new residents and more than 19,000 residents overall.
- Assisted more than 4,000 residents in obtaining employment.
- Provided talent recruitment services to over 1,300 local businesses.
- Delivered career coaching services to more than 95,000 students within Montgomery County Public Schools.
- Added more than 40 organizations to the Community Workforce Network.
- Expanded community-based workforce services through more than $1.5 million in grants to community partners.
- Participated in over 220 community events to increase awareness of workforce services and opportunities.

In response to federal workforce reductions, WSM also expanded support through the Federal Workforce Career Center (FWCC), which opened in October 2025. More than 1,400 former federal employees and contractors received services through the FWCC to help navigate career transitions and connect to new opportunities.

None of this work would be possible without our funders, partners, and stakeholders, and I thank them for their continued support of our mission. I would also like to extend my sincere gratitude to the outgoing Montgomery County Council and County Executive for their unwavering support of WSM and steadfast commitment to workforce development. Their leadership and investment have strengthened our local workforce system.

Looking ahead, WSM will continue to promote economic mobility through our six priorities: System Building, Community Engagement, Business Engagement, Talent Development, Youth Career Education, and Measurable Impact. Together, these priorities will guide our work as we continue strengthening Montgomery County's workforce system and creating pathways to opportunity for residents and businesses.

Thank you to our staff, board members, and partners who make this work possible. I look forward to continuing this work together.

Anthony Featherstone
President & CEO

FROM OUR BOARD CHAIRS



Omar Lazo, Los Chorros
Chair
Montgomery County
Workforce Development Board

As I reflect on Fiscal Year 2026—and on my final year as Chair of the Workforce Development Board—I am proud of how our workforce system has responded to extraordinary change with resilience, focus, and compassion. During my tenure, the Board has navigated challenges ranging from the continuing recovery from the COVID-19 pandemic to more recently, significant reductions in the federal workforce. Each challenge has underscored the importance of a strong, adaptable workforce system—one that can respond quickly to changing economic conditions while remaining centered on the needs of job seekers, workers, and employers. We continue to serve the highest number of Workforce Innovation and Opportunity Act (WIOA) qualified-job seekers in the state, a distinction that reflects both the scale of the need in our communities and the dedication of our staff and partners.

I am especially proud of the programs we have developed to meet the needs of our diverse communities and of our continued commitment to serving people who face the greatest barriers to employment. These accomplishments are possible because of the expertise, collaboration, and resolve of our Board members, staff, community partners, employers, and service providers. Together, we have expanded opportunity, strengthened connections to meaningful employment, and helped ensure that our workforce system remains accessible and responsive. It has been an honor to serve as Chair. I leave this role with deep confidence in the Board's leadership and in the partnerships that will carry this work forward. As we look ahead, I know the Workforce Development Board will continue to innovate, build pathways to opportunity, and meet every challenge with the same commitment that has defined our work to date.

Fiscal Year 2026 was another year of opportunity, challenge, resilience, and meaningful impact for WorkSource Montgomery. As our region confronted significant federal workforce reductions, our mission took on renewed urgency. With support from County leadership and partners across the region, Mobilize Montgomery was formed to respond to this unprecedented challenge, with WSM leading the launch of the Federal Workforce Career Center to help impacted federal workers and contractors navigate career transitions and connect to new opportunities.



Aubrey Watkins III, Ph.D., M.S.
Chair
WorkSource Montgomery
Board of Directors

We also saw the power of partnership through another successful year of MOCOCAP with Montgomery County Public Schools, strengthening connections between education, career exploration, and opportunity for Montgomery County's young people. Throughout the year, we revised the Board's bylaws to strengthen governance policies and increase member engagement and welcomed new Board members with executive leadership and expertise in advancement and finance. We also deepened relationships with philanthropic organizations that share our commitment to an inclusive and responsive workforce system.

As we look ahead, we remain committed to collaboration, equity, and ensuring that every resident has the opportunity to participate in our region's economic future. With strong partnerships and a shared commitment to opportunity, I am confident that WorkSource Montgomery will continue to meet the moment and help our community thrive.

WHO WE ARE

WorkSource Montgomery (WSM) is the county's fiscal agent responsible for local administration of the Workforce Innovation & Opportunity Act (WIOA) and coordination of the public workforce development system in Montgomery County. To put it simply, WSM connects jobseekers to employers and employers to jobseekers. WSM provides local job seekers with comprehensive employment and training services to promote economic sufficiency. For employers, WSM provides a robust set of business services and programs to help meet the talent needs of today and tomorrow.

Additionally, this year we reaffirmed our commitment to equal opportunity, accessibility, and ensuring that our programs and services are welcoming and accessible to all eligible members of our community. Through our Measurable Equity Initiative, WSM conducts a comprehensive review of our policies, communications, programs, service-delivery practices, and data to identify and address barriers to access and strengthen the quality and consistency of services across our workforce system.

WorkSource Montgomery provides employment and training services to local job seekers.

- Job search assistance
- Connections to employers with current job openings
- Access to computers, machines, telephones, and copiers
- Apprenticeship information
- Career and aptitude assessments
- Career counseling
- General information about unemployment Insurance
- Job and career fair participation
- Labor market information and various career ladders
- Occupational skills training
- Referrals to education and professional development
- Training programs
- Referrals to various community support services
- Support services
- Workshops (in-person/virtual)
- Case management services per eligibility

WSM also assists local employers to help meet their current and future hiring needs.

CORE SERVICES

- Applicant screening
- Job fair participation
- Labor market data
- Recruitment and retention strategies
- Recruitment event hosting and marketing
- Registration with Maryland Workforce Exchange (State Labor Database)
- Succession planning
- Other consultative services

TRAINING SUBSIDIES

- Customized cohort training for WSM job seekers and incumbent workers
- On-the-Job Training (OJT) with customized plans and wage reimbursement up to 90%
- Incumbent Worker Training (IWT) grants to upskill current workforce

WHO WE SERVE

WSM and our Workforce Development Board serve all of Montgomery County's unemployed and underemployed job seekers. Our target populations include, but aren't limited to:

- **Disabled**
- **Dislocated Workers**
- **English Learners**
- **Ex-Offenders**
- **Incumbent Workers**
- **Older Workers**
- **Unhoused**
- **Young Adults**
- **Public Assistance**
- **Single Parents**
- **Unemployed**
- **Underemployed**
- **Veterans**
- **Low-Income**





KEY INDUSTRIES

The following shows the number of different industries in Montgomery County that we serve:

- Construction
- Biotechnology & Life Sciences
- Hospitality
- Information Technology
- Transportation & Logistics
- Professional Services
- Healthcare
- Early Care & Education
- Human & Social Services





WSM is a proud partner of the American Job Center Network and operates Montgomery County's comprehensive American Job Center in Wheaton, affiliate centers in Germantown and Silver Spring (East County), and the Justice Empowerment Center in Wheaton, as well as the Re-Entry Job Center within the Montgomery County Correctional Facility.

Our partners include: Maryland Department of Labor, Classroom 2 Community, Job Corps, Montgomery College, Maryland Division of Rehabilitation Services, Montgomery County Department of Health & Human Services, JSSA Jewish Social Services Agency, Montgomery County Community Action Agency, Housing Opportunity Commission, Work Opportunities Unlimited, Latino Economic Development Center, and United Way National Capital Area.

American Job Centers (AJCs) are designed to help businesses find trained and reliable workers and help jobseekers up-skill to enhance their career obtainment and advancement potential. Additionally, AJCs serve as the coordinator for the workforce development system under WIOA. In FY26, there were over 496,000 services offered to job seekers through our virtual and physical American Job Center locations across Montgomery County.

Job Placements by Industry

Professional, Scientific, and Technical Services	781	Construction	185
Admin/Support/Waste Mgt./Remediation Svcs	540	Accommodation and Food Service	240
Health Care and Social Assistance	552	Other Services (except Public Administration)	234
Retail Trade	422	Finance and Insurance	118
Educational Services	279	Transportation and Warehousing	156

Job seekers attended workshops both virtually and in-person, and received training, job search assistance, job placement, and other resources at no cost to them. We conducted an average of 30+ job readiness workshops each month, including sessions focused on AI literacy, personal branding, as well as federal and private sector résumé development.

8,801 NEW RESIDENTS SERVED

19,090 TOTAL RESIDENTS SERVED

496,947 SERVICES PROVIDED TO JOBSEEKERS

EMPLOYERS

- **560** NEWLY REGISTERED EMPLOYERS
- **1,372** TOTAL BUSINESSES SERVED
- **9,621** TOTAL BUSINESS SERVICES OFFERED

JOBSEEKERS

- **15,374** RESUMES CREATED
- **1,653** STAFF ASSISTED JOB ORDERS
- **4,968** STAFF ASSISTED INTERNAL JOB REFERRALS
- **227,654** SELF ASSISTED EXTERNAL JOB REFERRALS

Virtual Career Center: SkillUp® MONTGOMERY

Launched in May 2021, SkillUp® Montgomery offers workforce development and training to local residents through Metrix Learning. It provides access to over 7,000 courses and industry certifications with up to six months of free access. The platform supports flexible, self-paced learning from home and is also available for local businesses for staff training. For more information, visit http://wsm.skillupamerica.org.

1,692
RESIDENTS SERVED

5,459
COMPLETED COURSES

6,616+
HOURS OF TRAINING LOGGED

8,877
LICENSES ISSUED

TOP COURSES & CERTIFICATIONS

Project Management Professional (PMP)® – PMBOK® Guide (2021 Update)
CompTIA A+ 220-1201
CompTIA Security+ SY0-701
Certified Associate in Project Management (CAPM)® – PMBOK® Guide, Seventh Edition-aligned
PMI – Agile Certified Practitioner (PMI-ACP)
CompTIA A+ 220-1202
PL-300: Power BI Data Analyst
CompTIA Network+ N10-009
SHRM – Certified Professional (SHRM-CP)
MO-100: Microsoft Word 2019

If you are interested in gaining an IT Certification, please register online at WSM SkillUp® Montgomery website (https://wsm.metrixlearning.com/sd/sdform.cfm)

In 2025, WSM added a paid certification track to enhance its SkillUp® Montgomery platform. This meant that certain tracks within the platform that required a paid exam to earn the certification, i.e., CompTIA A+, Network+ and Security+, Cisco, etc. were made available for interested residents.

Once all the required courses within a track are completed and passed, residents can take the exam at no cost to them!

MOST POPULAR SKILLS TRACKS

1. Artificial Intelligence 101
2. ICD-10 Medical Coding 1
3. Salesforce
4. Prompt Engineering Essentials
5. Business Writing
6. Artificial Intelligence 102
7. ChatGPT
8. Agentic AI
9. Grammar 101
10. Accounting Basics


EXPLORE CAREERS


FIND TRAINING


GET CAREER COACHING



APPLY TO JOBS


ACCESS RESOURCES

DUAL TRACK RE-ENTRY
EMPOWERING THE JUSTICE-IMPACTED

The Dual Track Reentry Program provides justice-impacted individuals with employment services, training, resources, and support before and after release. Through two connected service tracks, DTR creates a continuous pathway from pre-release preparation at the Montgomery County Correctional Facility to post-release employment and community-based support through the Justice Empowerment Center.

TRACK I
MONTGOMERY COUNTY CORRECTIONAL FACILITY (MCCF)

Track I operates as an American Job Center inside the Montgomery County Correctional Facility (MCCF), providing pre-release services that help participants prepare for employment and continue accessing support after returning to the community. During FY26, the program strengthened its structured cohort model, expanded entrepreneurship and technology-focused instruction, and enhanced career preparation services.

Highlights

- Renovated the MCCF American Job Center to mirror the Justice Empowerment Center, adding a motivational word wall, interactive smart board, and upgraded computers to create a more engaging, technology-driven environment for workforce and educational activities.
- Partnered with Flikshop School of Business to provide entrepreneurship, business development, and AI training, culminating in a Shark Tank-style pitch competition and graduation ceremony showcasing participants' business ideas and technology skills.
- Partnered with From Grass to Grace to deliver the Residential Entrepreneurial Program (REP) at MCCF, the Pre-Release Center (PRC), and Justice Empowerment Center, expanding access to entrepreneurship education across multiple stages of reentry and allowing participants to continue programming following release.
- Delivered Work Readiness Workshops four days a week through the American Job Center, providing consistent instruction in résumé development, interview preparation, job-search strategies, workplace professionalism, and career planning.

Looking Ahead

- Launch another Residential Entrepreneurial Program (REP) cohort across the Montgomery County Correctional Facility (MCCF), Pre-Release Center (PRC), and Justice Empowerment Center in fall 2026, allowing released clients to continue participating following release.
- Host an in-facility job fair in October 2026 to connect participants with employers and community resources before release.

68 COMMUNITY-BASED REFERRALS	**342** CERTIFICATES/ CREDENTIALS EARNED	**216** PARTICIPANTS SERVED
12 VOLUNTEERS	**32** EMPLOYMENT OUTCOMES	**325** TOTAL SERVICES PROVIDED

TRACK II
JUSTICE EMPOWERMENT CENTER

Track II operates as an American Job Center at the Justice Empowerment Center, providing community-based services for justice-impacted individuals following release, including employment readiness, training, work experience, peer support, direct connections to employers, and supportive resources. During FY26, the Justice Empowerment Center expanded its reach and impact, operating full-time five days per week as a central hub for reentry services in Montgomery County.









Highlights:

- Hosted the April 2026 Fair Chance Symposium, connecting more than 250 participants with over 40 employers and resource providers. The event featured a keynote from BJ Paige and mock job fair workshops to help participants prepare and build confidence before meeting employers.
- Partnered with Maryland Legal Aid to host an expungement clinic, providing justice-impacted individuals with legal guidance and resources to help remove barriers to employment, housing, and economic stability.
- Partnered with WSSC to launch the Turning the Tides initiative, connecting justice-impacted individuals with permanent employment opportunities. Five jobseekers were hired by WSSC during the initiative's initial launch.
- Partnered with Give an Hour to expand peer-support services, providing access to trained peer specialists and training individuals with lived experience to support others navigating reentry.

Looking Ahead

- Expand employer partnerships supporting second-chance hiring and direct placement opportunities.
- Continue strengthening the Justice Empowerment Center as the anchor for reentry services.
- Continue the partnership with Give an Hour through monthly peer-support sessions.
- Host another expungement clinic with Maryland Legal Aid in early 2027.

36 SUPPORT SERVICES PROVIDED	**42** CERTIFICATES/ CREDENTIALS EARNED	**146** PARTICIPANTS SERVED
52 TOTAL ENROLLED	**27** EMPLOYMENT OUTCOMES	**655** TOTAL SERVICES PROVIDED

EMPLOYER IMPACT

WorkSource Montgomery's Talent Solutions team continued to strengthen Montgomery County's workforce ecosystem by connecting jobseekers with employers, developing industry-specific talent pipelines, and expanding partnerships that support business growth and workforce development. Through career fairs, hiring events, employer engagement, training programs, and strategic collaborations, the team helped residents access employment opportunities while supporting employers' evolving talent needs.

A key focus during FY26 was connecting talent with opportunity through high-impact career and hiring events. The Talent Solutions team engaged more than ***1,000 jobseekers*** and ***150 employers*** through a variety of recruitment and hiring initiatives, including targeted events for federal workers, healthcare professionals, childcare providers, and justice-impacted individuals. These efforts helped create direct pathways to employment while addressing workforce needs across the county.



The team also advanced workforce development efforts in high-growth industries through innovative training partnerships. Through the BioHub Maryland Training & Education Center at Montgomery County, WSM supported the Biomanufacturing Masterclass, funded through TEDCO's Equitech Growth Fund, preparing participants for careers in Maryland's growing life sciences sector. The Talent Solutions team also partnered with Montgomery College, Montgomery County Government, and the Wireless Infrastructure Association to deliver the 5G Broadband Bootcamp, helping participants gain skills for careers in telecommunications, broadband infrastructure, and next-generation technology fields.

Beyond direct employer services, WSM strengthened partnerships with the Maryland Tech Council, Montgomery County Government, Maryland Department of Labor, Montgomery County Public Schools, Education Strategy Group, TalentReady, and the Montgomery County Chamber of Commerce to support workforce development and business engagement across the region. Through initiatives such as the MoCo Chamber EXCELerator program and the TalentReady Convening, WSM helped support small businesses, expand work-based learning opportunities, and strengthen Montgomery County's future talent pipeline.

KEY HIGHLIGHTS

- Connected ***1,000+ jobseekers*** with employment opportunities through career and resource fairs
- Connected ***360+ jobseekers*** and ***30+ employers*** at the July Federal Workers Career & Resource Fair
- Connected ***201 jobseekers*** and ***23 employers*** through the East County Career Fair
- Graduated ***49 participants*** from the 5G Broadband Bootcamp
- Engaged ***150+ employers*** through hiring events and workforce initiatives
- Connected ***419 jobseekers*** and ***49 employers*** at the October Federal Workers Career & Resource Fair
- Graduated ***23 participants*** from the Biomanufacturing Masterclass
- Connected ***23 justice-impacted jobseekers*** with 10 employers through a dedicated reentry hiring event

9,621	1,653	560	1,372	4,169	22
TOTAL BUSINESS SERVICES OFFERED	JOB ORDERS RECEIVED	NEWLY REGISTERED EMPLOYERS	TOTAL EMPLOYERS SERVED	OBTAINED EMPLOYMENT	HIRING EVENTS

MOBILIZE MONTGOMERY

FEDERAL WORKFORCE CAREER CENTER



In response to unprecedented federal workforce reductions affecting Montgomery County and the Greater Washington region, the Mobilize Montgomery Federal Workforce Career Center (FWCC), operated by WorkSource Montgomery, launched in September 2025 to help displaced federal employees and contractors navigate career transitions and reconnect with meaningful employment opportunities. Through a collaborative network of workforce, education, business, and community partners, FWCC was designed as a rapid-response resource to support residents during a period of significant economic uncertainty.

During its first year, FWCC served more than 1,400 Montgomery County residents through in-person, virtual, and self-paced services. Participants received specialized support including executive-level career coaching, federal-to-private-sector transition guidance, résumé and LinkedIn development, professional branding, interview preparation, job matching, entrepreneurship resources, and connections to industry-recognized training programs. These efforts contributed to more than $7.6 million in restored annualized wages through new employment opportunities.

Strategic partnerships played a critical role in the center's success. Collaborations with community organizations, educational institutions, workforce partners, and employers expanded access to mental health services, food assistance, professional development, technology training, certifications, entrepreneurship support, and employment opportunities. As the center moves into FY27, FWCC will continue to deepen employer engagement, expand hiring events, strengthen training partnerships, and broaden services that support long-term career success and economic resilience.

KEY HIGHLIGHTS

MOBILIZE MONTGOMERY
Supporting the Federal Workforce in Montgomery County, MD

LAUNCHED THE MOBILIZE MONTGOMERY FEDERAL WORKFORCE CAREER CENTER IN SEPTEMBER 2025

SERVED MORE THAN 1,400 MONTGOMERY COUNTY RESIDENTS

RESTORED MORE THAN $7.6 MILLION IN ANNUALIZED WAGES THROUGH REEMPLOYMENT OUTCOMES

PROVIDED EXECUTIVE-LEVEL CAREER COACHING AND FEDERAL-TO-PRIVATE-SECTOR TRANSITION SUPPORT

EXPANDED ACCESS TO TRAINING, CERTIFICATIONS, ENTREPRENEURSHIP RESOURCES, AND SUPPORTIVE SERVICES THROUGH COMMUNITY AND EDUCATION PARTNERSHIPS

STRENGTHENED EMPLOYER PARTNERSHIPS TO CREATE NEW PATHWAYS TO EMPLOYMENT ACROSS MULTIPLE INDUSTRIES



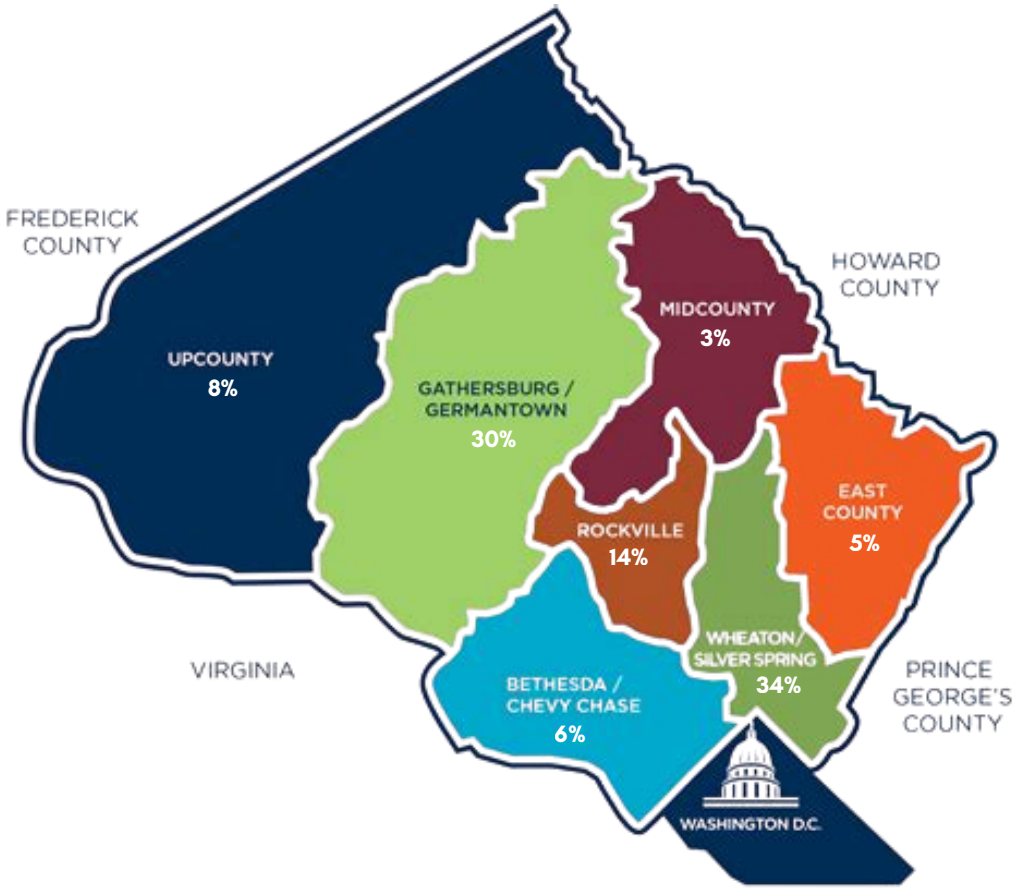






JOB SEEKER IMPACT: WIOA ADULTS & DISLOCATED WORKERS

WSM's goal is to provide opportunities for all Montgomery County residents to be economically mobile. To that end, our organization and Workforce Development Board are committed to creatively deploying Workforce Innovation & Opportunity Act (WIOA) funds to meet the needs of communities we serve. For adults, dislocated workers, and out-of-school youth, the outcomes below are the culmination of WSM's community outreach, intake and assessment, case management, occupational training, job placement, and follow-up services. The map below shows the percentages of Montgomery County residents served by WSM for FY26.



METRICS	ADULTS	DISLOCATED WORKERS
Residents Served	462	241
Employed 2 Quarters After Exit	74.2%	70.3%
Employed 4 Quarters After Exit	71.3%	72.1%
Median Quarterly Earnings	$11,451	$13,994
Credential Attainment	65.8%	51.3%
Measurable Skills Gains	70.4%	85.5%

JOB SEEKER SUCCESSES: YOUNG ADULTS

WorkSource Montgomery's Young Adult programs provide comprehensive services for Out-of-School Youth (OSY), ages 16 to 24, who are not currently in school and face barriers to employment. The program equips young people with the skills, experiences, and credentials needed to achieve meaningful employment or continue their education.

Services include:

- Paid and unpaid work experiences
- Occupational skills training
- Leadership development
- Supportive services and mentoring
- Financial literacy and entrepreneurial skills training
- Guidance and counseling

These offerings address immediate barriers such as housing instability, disabilities, or justice involvement, while also building long-term career pathways in high-demand industries.

OUTCOMES

WIOA Youth Served	228
Employed 2 Quarters After Exit	77%
Employed 4 Quarters After Exit	67.6%
Median Quarterly Earnings	$7,278
Credential Attainment	74%
Measurable Skills Gains	78.4%

HIGHLIGHTS

- ✓ Expanded awareness of the LYFE Program through presentations and outreach efforts with schools, community organizations, educators, advocates, and youth-serving partners across Montgomery County, increasing awareness of paid work experiences, training opportunities, and workforce resources available to youth.
- ✓ Strengthened referral pathways through partnerships with Montgomery County Public Schools (MCPS), CASA Volunteers, the Transitioning Youth Learning Collaborative, the Montgomery County Out of School Time Network, CREA, the MoCo Reconnect Center, and the Maryland Department of Juvenile Services (DJS), helping connect more youth and young adults to workforce services and opportunities.
- ✓ Increased employer engagement and expanded work-based learning opportunities through partnerships with Gohari Health Group, Anchor Point Acupuncture, CASAPLEX, Heritage Care Inc., and Potomac Valley Nursing Home & Rehabilitation Center, creating additional career pathways in healthcare, technology, human services, and professional industries.

APPRENTICESHIPS

Apprenticeship is a proven training model that helps address workforce challenges by providing access to well-paying jobs across diverse industries, including construction, cybersecurity, clean energy, healthcare, and hospitality.

Registered Apprenticeship programs offer workers paid, hands-on experience while earning industry-recognized credentials—allowing participants to gain valuable skills without incurring student debt. These programs create viable, long-term career paths that lead to family-sustaining wages.

In 2023, WSM was named an Apprenticeship Ambassador by the U.S. Department of Labor, recognizing our efforts to build a stronger network of apprenticeship stakeholders. As part of this commitment, WSM became a registered sponsor for the MoCo CAP Career Coach occupation and now employs more than 40 Registered Apprentices across Montgomery County.

Pre-Apprenticeship programs also play a critical role in strengthening the talent pipeline. These short-term training opportunities help individuals meet the technical and academic requirements for entry into Registered Apprenticeships. By providing essential credentials and hands-on experience, they prepare participants to transition into high-demand, journey-level careers.

BENEFITS TO EMPLOYERS

Registered Apprenticeships offer a range of valuable benefits to employers, including:

- **Recruit and Develop a Skilled Workforce**
- **Improve Productivity and Profitability**
- **Flexible Training Options**
- **Tax Credits and Tuition Benefits**
- **Increase Staff Loyalty and Retention**

WSM REGISTERED APPRENTICESHIPS

25
ENROLLED

WSM APPRENTICE CONVERSIONS

56%
COMPLETION

WSM CAREER COACH PRACTITIONERS

43

APPRENTICESHIP PARTNERS

Associated Builders and Contractors, Metropolitan Washington Chapter
Finishing Trades Institute of Maryland, Virginia, D.C., and Vicinities
GSK
Howard Community College
IBEW
IEC Chesapeake Apprenticeship and Training
Ironworkers Local 5 JATC
Miller & Long Co, Inc.
Montgomery College
Steamfitters Local 602 JATC
UA Sprinkler Fitters Local 669 JATC
WANADA Auto Dealer Education Institute (ADEI)

COMMUNITY WORKFORCE NETWORK

During FY26, the Community Workforce Network (CWN) continued to strengthen Montgomery County's workforce ecosystem by connecting community partnerships, investments, data, and strategy. Through the CWN, WorkSource Montgomery strengthened collaboration among community-based organizations, coordinated investments in trusted partners, and supported more connected and measurable workforce service delivery.



Through the FY26 CWN Operations Grant cycle, WSM supported more than 35 funded provider contracts delivering employment, education, training, work-based learning, and supportive services throughout the county. CWN also hosted three capacity-building sessions focused on grant development, artificial intelligence, and multigenerational workplaces.

The inaugural CWN Open House created a new opportunity to strengthen collaboration, funding awareness, and employer engagement across the network. CWN also expanded the Community Asset Map, adding 40 organizations during FY26 and bringing the total to more than 230 organizations, increasing the visibility of community services and referral pathways.

To further expand community-based outreach, CWN launched the NPHC Community Advocates Micro-Grant Pilot in partnership with the Montgomery County National Pan-Hellenic Council (NPHC). The pilot was designed to leverage trusted community organizations and leaders to increase awareness of workforce services, connect residents to training and employment resources, and integrate career development information into existing community programs. The initiative reflects CWN's commitment to expanding workforce access through trusted community partnerships.

30+
FUNDED PROVIDER CONTRACTS

3,074
PARTICIPANT-SERVICE INSTANCES

1,451
TRAINING/ EDUCATION ENROLLMENTS

608
CREDENTIALS OR CERTIFICATIONS EARNED

313
JOB PLACEMENTS

618
PARTICIPANTS RECEIVING SUPPORTIVE SERVICES

610
VERIFIED PARTICIPANT ENROLLMENT RECORDS

225
REPORTED COMPLETIONS

1,542
MEASURABLE SKILL GAINS

40 ORGANIZATIONS ADDED TO THE COMMUNITY ASSET MAP

COMMUNITY IMPACT

The Community Impact team continued to strengthen WorkSource Montgomery's presence throughout Montgomery County by building relationships with community partners, connecting residents to workforce resources, and expanding access to services. Through outreach events, community meetings, mobile unit activities, and strategic collaborations, the team helped increase awareness of WSM programs while connecting residents to employment, training, and supportive services.





A major highlight of FY26 was the launch of the Rent Court Program, which connected residents facing housing instability with workforce and community resources. During its pilot year, the initiative engaged more than 500 residents and generated 205 referrals, leading to its renewal for FY27. The team also continued to expand the Community Asset Map, adding 58 organizations and bringing the total network to 230 community-based organizations and service providers available to residents throughout the county.

Community Impact staff continued to strengthen partnerships through the Community Impact Advisory Committee (CIAC) and active participation in countywide initiatives focused on homelessness, early childhood education, skilled immigrants, and community needs assessment efforts. Together, these efforts helped build a stronger workforce ecosystem and ensured residents had greater access to the resources and services they need to achieve economic mobility.

KEY HIGHLIGHTS

120
NEW COMMUNITY CONTACTS WERE ESTABLISHED

129
MEETINGS HELD WITH COMMUNITY LEADERS AND PARTNERS

220
COMMUNITY EVENTS ATTENDED
INCLUDING MOBILE UNIT EVENTS, TABLING ACTIVITIES, AND PRESENTATIONS

714
REFERRALS GENERATED THROUGH COMMUNITY ENGAGEMENT EFFORTS.

717
RESIDENTS ENGAGED THROUGH THE MOBILE UNIT

230
ORGANIZATIONS IN CAM
58 NEW ORGANIZATIONS ADDED

517
RESIDENTS ENGAGED THROUGH THE RENT COURT PROGRAM

205
REFERRALS GENERATED THROUGH THE RENT COURT PROGRAM PILOT











MONTGOMERY COUNTY CAREER ADVISING PROGRAM



The Montgomery County Career Advising Program (MOCOCAP) continued to expand career-connected learning opportunities for Montgomery County Public Schools students during FY26. Through career coaching, industry engagement, college and trade school visits, workplace experiences, and leadership development opportunities, the program helped students explore career pathways, build confidence in their future plans, and make informed postsecondary decisions.

During the year, MOCOCAP reached over 95,000 students through a variety of career awareness and exploration activities. More than 600 Meet A Pro events connected students directly with professionals representing a wide range of industries, while thousands of students participated in college and trade school visits designed to broaden awareness of educational and career opportunities.

Two major initiatives highlighted the year's progress. Workday on Wheels (WoW) expanded into middle schools across Montgomery County, bringing interactive career exploration experiences directly to students and exposing them to high-demand occupations and career pathways. MOCOCAP also launched the inaugural Future-Ready Student Advisory Council Summit, convening student leaders from across the county to strengthen leadership skills, share ideas, and help shape future career readiness programming.

Independent evaluation findings continued to demonstrate the program's impact, showing that students who participated in multiple career advising experiences reported greater career clarity, stronger confidence in their future goals, and an increased understanding of educational and career pathways. Together, these efforts reinforce MOCOCAP's role in preparing students for success in college, careers, and life.

95k+
students engaged in MOCOCAP activities

195k+
student interactions recorded since program implementation

602
Meet A Pro events connected students with industry professionals

2,600+
students participated in college and trade school tours.

32
Workday on Wheels (WoW) experiences were delivered in 32 middle schools

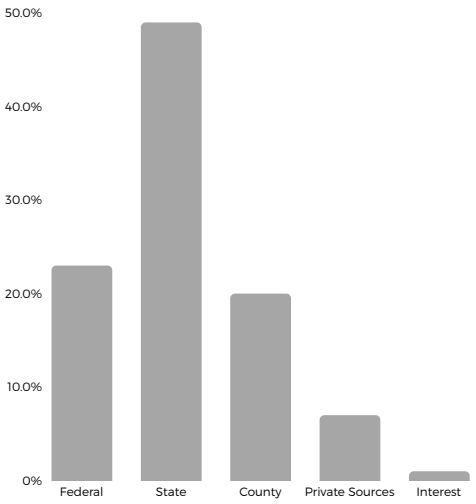
175
student leaders participated in the inaugural Future-Ready Student Advisory Council Summit

Independent evaluation findings showed increased career clarity, confidence, and pathway awareness among participating students.

REVENUE BREAKDOWN

REVENUES BY SOURCE

TOTAL REVENUE $16,773,496



23% Federal
$3,923,179

49% State
$8,227,433

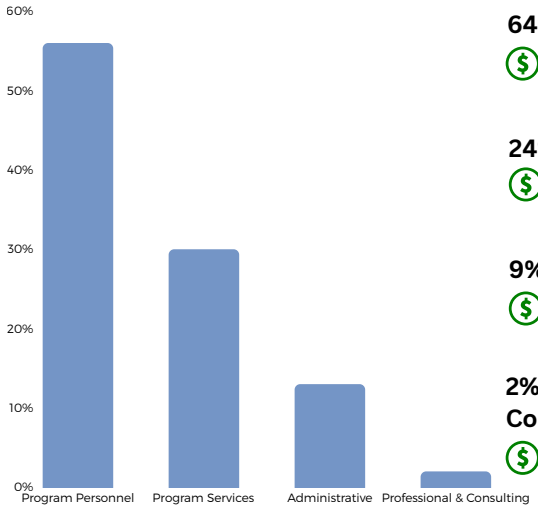
20% County
$3,377,139

7% Private
$1,143,088

1% Interest
$102,657

EXPENSES BY MAJOR CATEGORY

TOTAL EXPENDITURES $16,626,123



64% Program Personnel
$10,704,565

24% Program Services
$4,051,861

9% Administrative
$1,530,290

2% Professional & Consulting
$339,407

OUR FUNDERS

- MONTGOMERY COUNTY DEPARTMENT OF CORRECTIONS & REHABILITATION
- MONTGOMERY COUNTY GOVERNMENT
- MARYLAND STATE DEPARTMENT OF EDUCATION
- MARYLAND DEPARTMENT OF JUVENILE SERVICES
- MARYLAND DEPARTMENT OF LABOR
- DEPARTMENT OF HOUSING & COMMUNITY DEVELOPMENT
- MONTGOMERY COUNTY HEALTH & HUMAN SERVICES
- GREATER WASHINGTON PARTNERSHIP / EDUCATION STRATEGY GROUP
- THE J. WILLARD AND ALICE S. MARRIOTT FOUNDATION
- AVIXA FOUNDATION
- M&T BANK
- LESHNER FAMILY FOUNDATION
- TEDCO
- TRUIST FOUNDATION
- PHILIP L. GRAHAM FUND

OUR PROGRAM GRANTEES

480 Club LLC
Action Youth Media
Alpha Kappa Alpha Sorority Inc. – Xi Sigma Omega Chapter
Alpha Kappa Alpha Sorority Inc. – Theta Omega Omega Chapter
Alpha Phi Alpha Fraternity Inc. – Iota Upsilon Lambda Chapter
American Muslim Senior Society
ARTPRENEURS INC
Autism Society of Maryland
Children and Youth Development
CollegeTracks, Inc
Community Bridges, Inc
ComuniBuild Foundation
Conflict Resolution Center of Montgomery County
Cross Community, Inc
Delta Sigma Theta Sorority Inc. – Potomac Valley Alumnae Chapter
Delta Sigma Theta Sorority Inc. – Montgomery County (MD) Alumnae Chapter
El Poder De Ser Mujer
Empowering the Ages, Inc
Ethiopian Community Center
Fenote Training Academy
From Grass to Grace
GapBuster, Inc
Identity, Inc
IEC Chesapeake Inc
Interfaith Works
Jewish Council for the Aging
Kappa Alpha Psi Fraternity Inc. – The Silver Spring (MD) Alumni Chapter
Kappa Alpha Psi Fraternity Inc. – College Park/Sandy Spring Alumni Chapter
Lion Solutions, Inc
Maryland Multi-Housing Association (MMHA)
MOCO KIDSCO Inc
National Pan-Hellenic Council of Montgomery County, Maryland
Omega Psi Phi Fraternity Inc. – Mu Nu Chapter
Pathways to Excellence, Inc
Phi Beta Sigma Fraternity Inc. – Sigma Sigma Sigma Chapter
Primary Care Coalition
Service Workers Training and Education Program
Sigma Gamma Rho Sorority Inc. – Eta Theta Sigma Chapter
Story Tapestries
Sunflower Bakery
The CareerCatchers Inc
The Primary Care Coalition of Montgomery County
Vietnamese American Services, Inc
WANADA
Zeta Phi Beta Sorority Inc. – Eta Pi Zeta Chapter

WSM BOARD OF DIRECTORS

AUBREY WATKINS III, PH.D., M.S.
David E. Shaw Family Endowed Chair for Innovation. The Jackson Laboratory

AMELIA KALANT
Service Workers Training and Education Partnership (STEP)

ANDRE FRASER
Broadcom

ANDREW BORKOSKI
Atlantic Union Bank

COLIN FRASER
Upling, LLC

EDJAR NDJATOU
Officium, LLC

HAROLD REDDEN
Fitzgerald Auto Mall (Retired)

JOHANNA LESHNER
J. Leshner Consulting, LLC
Association for the Public Defender of Maryland

KIM GREENFIELD ALFONSO, MBA
Results One LLC

LISA MOORE
Fitzgerald Auto Mall (Retired)

LISA RICHARDSON
BioEdge Strategies, LLC

STEVEN BODEN
MCPS Information Technology Foundation Inc.

STEWART EDELSTEIN
The Universities at Shady Grove (Retired)

LOCAL WORKFORCE DEVELOPMENT BOARD

AARON UDLER
Office Pro, Inc.

AMELIA KALANT
Service Workers Training and Education Partnership (STEP)

BARBARA EBEL
Maryland Department of Labor

CHRISTA TICHY
C&T Electrical Contracting

CONRAD SAMUELS
DC Water

COURTNEY HALL
Interfaith Works

DR. DIEDRE PRICE
Montgomery College

GRANT SHMELZER
Independent Electrical Contractors Chesapeake, Inc.

JAMIE CARMEN
Atlantic Coastal Cooling & Heating

DR. JAMES BRIDGERS
Department of Health & Human Services (HHS)

JARED SMITH
Montgomery County Economic Development Corporation (MCEDC)

JEWRU BANDEH
Office of the County Executive

KEVIN ARMSTRONG
Maryland Works

KRYSTAL HOLLAND DAVIS
The Potomac Trust

MARK DRURY
Mark Drury & Associates

MARY LANG
The Universities at Shady Grove

MICHELLE BELL SMITH
1st Choice, LLC

NAGENDER MADAVARAM
American Center for Community Integration Services

NATALIE MITCHELL
MD DOE, Division of Rehabilitation Services

OMAR LAZO
Los Chorros Restaurant

ROXANA MEJIA
International Union of Painters and Allied Trades

SCOTT GOLDBERG
Streamline Management, LLC

SHANT'A JOHNSON
Community Action Agency

DR. SONYA BRUTON
CCI Health Services

STEPHANIE CRANE
United Way of the Greater Capital Area

TODD COHEN
Lockheed Martin

YAMIL HERNÁNDEZ
ExeGi Pharma, LLC

YOMI NTEWO
Sodexo

THANK YOU...

On behalf of WSM and our Local Workforce Development Board, thank you for taking the time to review our FY26 Annual Report. We are grateful to our funders, elected officials, AJC and community partners, grantees, business partners, and job seekers whose partnership and support helped advance our work throughout FY26.

We extend a special thank you to our WSM staff, WSM Board of Directors, and Local Workforce Development Board members for their continued dedication and service to the many communities across Montgomery County.

As we move into FY27, WSM and our WDB will continue building on the progress made this year, strengthening our workforce system, expanding opportunities, and working alongside our partners to meet the evolving needs of Montgomery County residents and businesses.













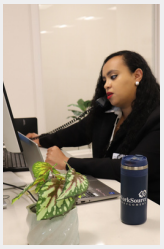
























WorkSource
MONTGOMERY
Connecting Employers & Job Seekers

AmericanJobCenter®
MONTGOMERY COUNTY, MD

STAY CONNECTED

@worksourcemd @worksourcemontgomery

youtube.com/worksourcemontgomery

Visit us online at www.worksourcemontgomery.com

Programs and initiatives offered by WSM are supported in part by the Employment and Training Administration of the U.S. Department of Labor.
Visit www.worksourcemontgomery.com/stevensamendment for this year's award details.