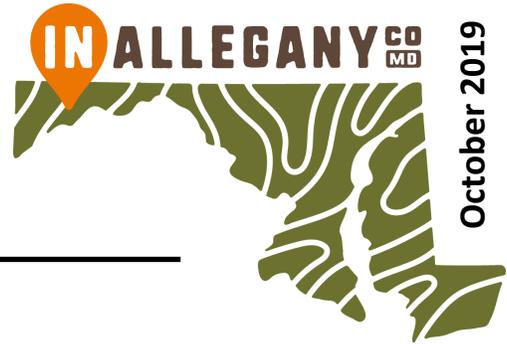


Workforce Development

#inAllegany

Office of Community Services—Allegany County Government



Allegany County's Next Great Business Idea is...

...just waiting to come to fruition. And Allegany County Government is looking to foster that next great idea. By the time the next quarter newsletter comes out in 2020, Western Maryland Works (WMW), a makerspace partnership right here in Allegany County, will be up and running.

With construction underway at a blinding rate, phase one of the facility will be open to Allegany College of Maryland's advanced manufacturing industrial training and welding programs in December 2019. Phase two, which includes computer and IT labs, day-use makerspace equipment, meeting rooms and four fully equipped incubator offices will be ready by the first of the year in 2020.

Each incubator will include over 400 square feet of furnished, Internet connected office space, full access to the day-use equipment areas, and technical support from business leaders in the community, as well as entrepreneurial staff from the county. All in place to help Allegany County's Next Great Business idea become a reality. For more information on Western Maryland Works, check out <https://sites.google.com/view/wmdworks> or visit **WestMDWorks** on Facebook.

Like, Share, Connect!

Allegany County Government has increased their visibility on various online and social media platforms. Social media has helped spread the word on many of the exciting initiatives going on in workforce and economic development, as well as tourism and other community projects.

Currently, the Facebook page **InAllegany**, as well as the hashtag **#inAllegany**, are both being used to highlight various projects and resources in and around our

community. **#inAllegany** is also used on Twitter and Instagram. If you have information relevant to shedding positive light on Allegany County, please feel free to add **#inAllegany** to your post!

WestMDWorks is a Facebook page dedicated to tracking the construction progress and eventual opening of the Western Maryland Works makerspace and training center, as well as highlighting workforce news in our area. Watch the progress as we head towards our planned December opening.

WorkforceAllegany.com continues to serve as the County's workforce portal. Created in response to the Verso closure in April 2019, this site highlights employers, job openings, youth services and apprenticeship opportunities. Individuals may register to receive on-going news and updates on the website.

You Can Get There from Here

On October 1, the Job Access Reverse Commute program (JARC) began as a grant-funded service offered through the use of Allegany Co. Transit buses. JARC was launched as a demand-response, fee-for-service program shuttling 2nd and 3rd shift employees of businesses in the North Branch Industrial Park from their homes to their jobs and back. Riders who call to schedule their rides can pay \$8 per round trip from their residence in Allegany County to employers like WebstaurantStore, Berry Global, Hunter Douglas or Schroeder Industries and back home at the end of their shift. Single rides can also be scheduled at \$4 per trip.

This program is open to Allegany County residents with

a fixed address (from where they can be picked-up) who are currently employed with an employer located in the North Branch Industrial Park. For more information on the program please visit WorkforceAllegany.com/news or call the JARC line at (301) 724-1255.

Management 101

In an ever diversifying job market and workplace environment, it is more crucial than ever to assure that your management team is on par with the goals and mission of your company. A few important things to remember can be the difference between a solid working partnership between managers and their direct reports or a toxic work environment that ultimately affects your bottom line.

In an opinion piece in Entrepreneur Magazine, several key stumbling blocks for managers are highlighted to keep an eye out for. Issues like failing to give recognition, instilling fear as a motivation tactic, running ineffective meetings and fostering an overall negative environment are red flags that employee satisfaction and retention rates will plummet, and you may find yourself caught in a revolving door of employees. Are you constantly replacing and hiring staff, while specific managers stay in place through all the changes? Could there be a reason turnover is higher than it should be?

For instance, managers who instill fear tend to assign blame, withhold information and answer questions in vague, noncommittal ways. They refrain from showing compassion and creating a persona that appears unapproachable. They also thrive on being unpredictable; and that has an effect, because when employees are uncertain, they are fearful.

On the other hand, simple steps to improving office morale can be as simple as adhering to the golden rule. Treat your employees the way you would like to be treated. Good management skills include the ability to communicate effectively. This ability isn't just about delegating. It also encompasses efforts to actively let employees know they are valued. How does your management team show their staff they appreciate their value?

Review your organizational structure to assure that your

management and leadership team is doing their best to foster a workplace that encourages employee participation, recognition and autonomy. Employees were hired because they displayed the talent or motivation you recognized as potentially valuable to your company. Don't let a weak manager or management team be a reason performance suffers at your business.

Grants Updates

Law Enforcement—Protect and Serve

Allegany County Sheriff's Office has received several grants to assist with Community Policing . This includes funding for training, offering FREE Swim events at Dan's Mountain State Park and the Frostburg Pool for the National Night Out campaign, materials for the Superhero's Challenge including Child Id Kits, and promoting deputies as positive role models in our community. Additional funding received is for school and highway safety initiatives, and to combat the opioid epidemic by providing tools and equipment necessary to investigate and effectively ensure public safety.

MDOT Transit Innovation

Funding has been awarded to construct a transit hub and transit shelter in Frostburg near the Center St/College Ave intersection. Having a 21st Century one stop location for all forms of transportation available in Frostburg will be of benefit for students, residents, and visitors.

ARC Funding for Western Maryland Works

Funding has been awarded to purchase the equipment that will be available at Western Maryland Works. This makerspace project is moving fast, and this equipment is the last link to having our grand opening in January 2020.

Allegany County Office of Community Services

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