

# 2023 Maryland CAV Workshop Summaries

## Workforce Development

This document summarizes key takeaways from the Workforce Development workshop hosted by the **Maryland CAV Working Group** in February 2023. The Working Group provides a central collaboration venue for the development and deployment of CAV technologies in Maryland.



## Workforce Development

**What did I miss?** The MD CAV Working Group held a virtual workshop on February 27, 2023, to identify practical applications for the State, the Working Group, and partner organizations to address Maryland workforce needs related to CAVs.

### Who can I contact to learn more?

- MD CAV Working Group ([cavmaryland@mdot.maryland.gov](mailto:cavmaryland@mdot.maryland.gov))
- Guest Speaker: Beverly Thompson Kuhn, [Texas A&M Transportation Institute](#)
- Guest Speaker: Theresa Shafer, [Naval Air Warfare Center Aircraft Division](#)
- Guest Speaker: Elaina Farnsworth, [The Next Education](#)
- Guest Speaker: Jeffrey Smith, [Maryland Department of Labor](#)

**Where can I get more information?** The meeting agenda and presentation materials are posted on the MD CAV Working Group website: [cav.mdot.maryland.gov/working-group](http://cav.mdot.maryland.gov/working-group)

Summary Points	Potential Considerations for State and Local Agencies
<p>Workforce development should include a <b>diverse range of educational opportunities</b> beyond engineering and technical skills, including public involvement and planning.</p> <p><b>Partnerships</b> are critical to address diverse needs and challenges across industries, recognizing this is not a one-size-fits-all approach.</p> <p><b>Students</b> should be immersed early in high-demand proficiencies, including data analytics, computer programming, cybersecurity, machine learning, and artificial intelligence.</p> <p><b>Training</b> for new staff or senior staff to participate in CAV activities and forums can increase understanding of changes and developments in the field.</p> <p><b>Equity and inclusion</b> should be considered in any workforce development activity from the beginning.</p>	<ul style="list-style-type: none"> <li>■ Invest in technology-agnostic, transferable skills for students and staff to remain adaptable and employable as technology continues to advance.</li> <li>■ Partner with trade schools, technical colleges, community colleges, and incubators (e.g., Maryland Innovation Center) on local CAV deployment projects.</li> <li>■ Partner with CAV industry vendors through RFIs to understand CAV use cases and identify skills needed to support successful deployments.</li> <li>■ Communicate across state and local agencies on workforce needs and best practices.</li> <li>■ Provide internships, apprenticeships, and STEM programming.</li> <li>■ Partner with professional organizations like the Institute of Transportation Engineers (ITE) who provide K-12 STEM resources.</li> <li>■ Continue collaboration with <a href="#">FIRST in Maryland</a>, <a href="#">MAGIC</a> and others to provide technology and robotics programs for students.</li> <li>■ Support training efforts through the Department of Labor's Registered Apprenticeship Program.</li> <li>■ Consider hosting an annual meeting, workshop, or webinar to educate the workforce on CAV technologies, potentially organized through the MD CAV Working Group or subgroups.</li> <li>■ Partner with the Maryland Department of Disabilities and other agencies' Equity Offices to include people with disabilities, older adults, veterans, and other underserved communities in workforce development efforts.</li> <li>■ Train and provide opportunities to upskill existing workforce on emerging technologies.</li> </ul>



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