GREATER WASHINGTON PARTNERSHIP

FROM BALTIMORE TO RICHMOND.
FOSTERING UNITY. ADVANCING GROWTH.

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# THE CAPITAL REGION FROM BALTIMORE TO RICHMOND

Our region has great diversity, tremendous assets and immense potential.

We've changed the narrative on the region. We're thinking big about our future.

OUR REGION

The super-region—Maryland, Virginia, and the District—stretching from Baltimore to Richmond has an intertwined economic future.

Our region has the **3rd** largest economy in the United States and the **7th** largest in the Global Economy.
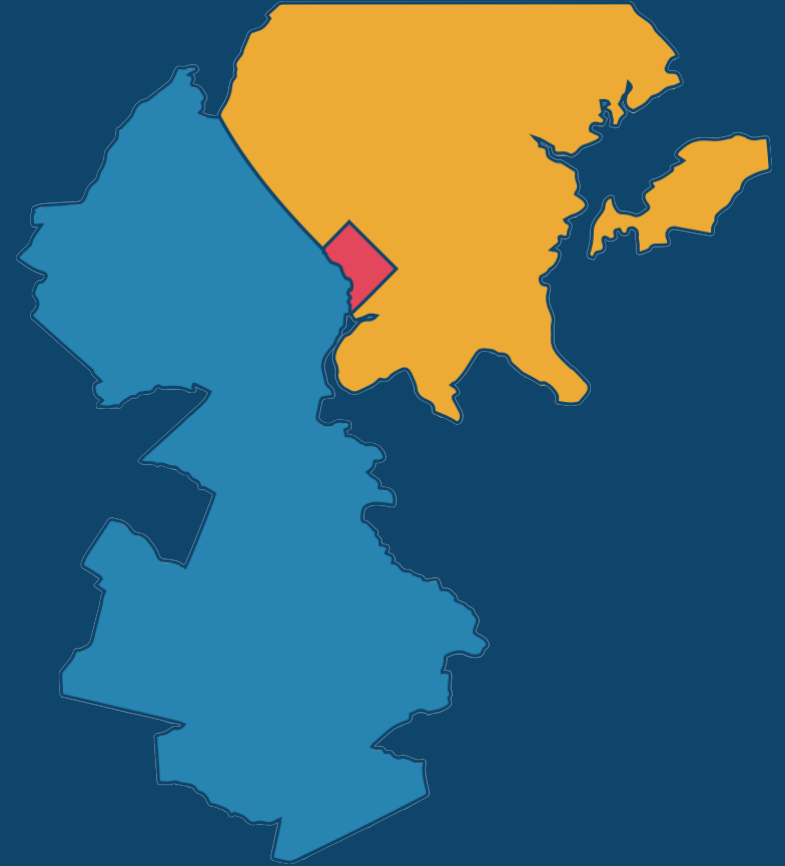
115

federal labs and federally- funded research and development centers

45%

of the population 25 years+ hold Bachelor's degree or higher

184

languages spoken; 175 international embassies

FORTUNE 1000

53

Fortune 1000 companies headquartered in MD, DC, VA

4

significant airports, two major shipping ports

CAPITAL COLAB

The Capital CoLAB is an action-oriented partnership of employers and academic institutions focused on developing the talent needed for the jobs of today and tomorrow.

Vision: The Capital Region will have the most diverse Digital Tech workforce in the country.

Mission: Build the Capital Region's diverse digital tech ecosystem by partnering with employers and educators to build industry-aligned digital tech pathways that ensure inclusive growth.

Key Outcomes: By 2025, CoLAB will (i) have engaged over 45,000 students and adult learners in digital tech pathways (ii) ensure at least 50 percent of the people we engage are from underrepresented populations, and (iii) double the number of partner organizations working to scale CoLAB initiatives.
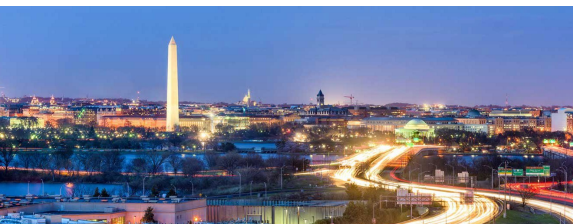
EMPLOYER PARTNERS

K-12 EDUCATION PARTNERS

BALTIMORE CITY

FAIRFAX COUNTY/NORTHERN VIRGINIA

MONTGOMERY COUNTY

PRINCE GEORGE'S COUNTY

DISTRICT OF COLUMBIA

UNIVERSITY PARTNERS

KEY FINDINGS FROM OUR TECH TALENT REPORT

1 By 2025, the forecasted supply gap is about 50% for tech talent and about 67% for tech adjacent talent.

2 Tech talent demand is concentrated among a few occupations.

3 Workers need to improve their digital literacy to execute the same tasks as before, and automation will enhance this need.

4 Though the Capital Region's tech and tech adjacent workforce is more diverse than that of our peers, Black and African American and Hispanic and Latino tech workers are underrepresented compared with the region's workforce overall.

TECH AND TECH ADJACENT GAP BY 2025

FIGURE B: ANNUAL TECH AND TECH ADJACENT TALENT GAPS THROUGH 2025

|	2018*	2019	2020	2021	2022	2023	2024	2025
Tech Gap	18,897	21,811	20,153	20,711	20,647	19,016	19,901	17,037
Tech Percent Gap	58%	60%	57%	59%	59%	56%	57%	49%
Tech Adjacent Gap	36,156	43,802	42,030	43,640	44,287	42,821	44,620	41,893
Tech Adjacent Percent Gap	65%	69%	68%	70%	71%	70%	72%	67%

REGIONAL EMPLOYER SIGNALING AT SCALE

The CoLAB's ultimate vision is to serve as the go-to employer signaling body for high demand, digital tech occupations and skills in the Capital Region. Through the CoLAB, employers take a proactive role in communicating their needs to regional stakeholders. The strength of the Employer Signaling System (ESS) emerges in its ability to directly influence the pathways of digital tech ؛students as well as to structurally shift regional thinking about foundational education for the next generation of workers.

Employer Signaling System determines the future skillsets needed for Capital Region workers
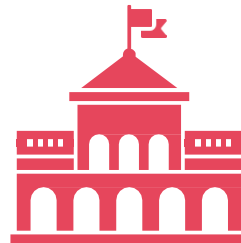
CoLAB ؛education partners react, directly tailoring curriculum to meet the Credential standards and changing the dialogue around workplace demand.

As education bodies move in tandem to react to the ESS signal, non-CoLAB members – including government, nonprofit, and private actors – shift to follow suit. ؛

MOVING THE SYSTEM FORWARD
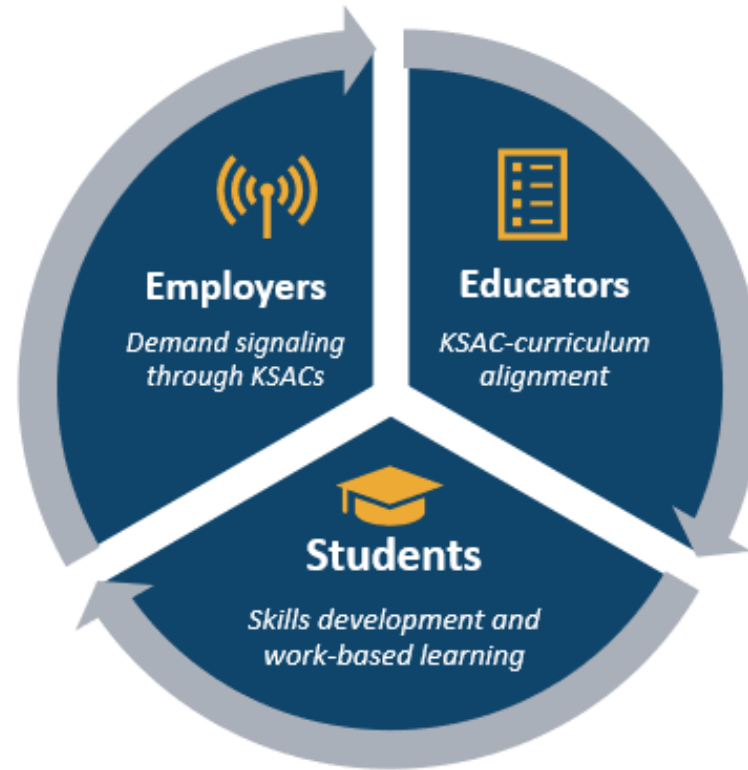
DIGITAL TECH CREDENTIAL PROGRAM

GENERALIST CREDENTIAL

Data Analysis,
Visualization & Security

For undergraduate students pursuing degrees in non-technical fields such as HR, logistics, and finance

Incorporates knowledge, skills, and abilities needed by industry for entry-level positions in a wide variety of occupations

SPECIALIST CREDENTIAL

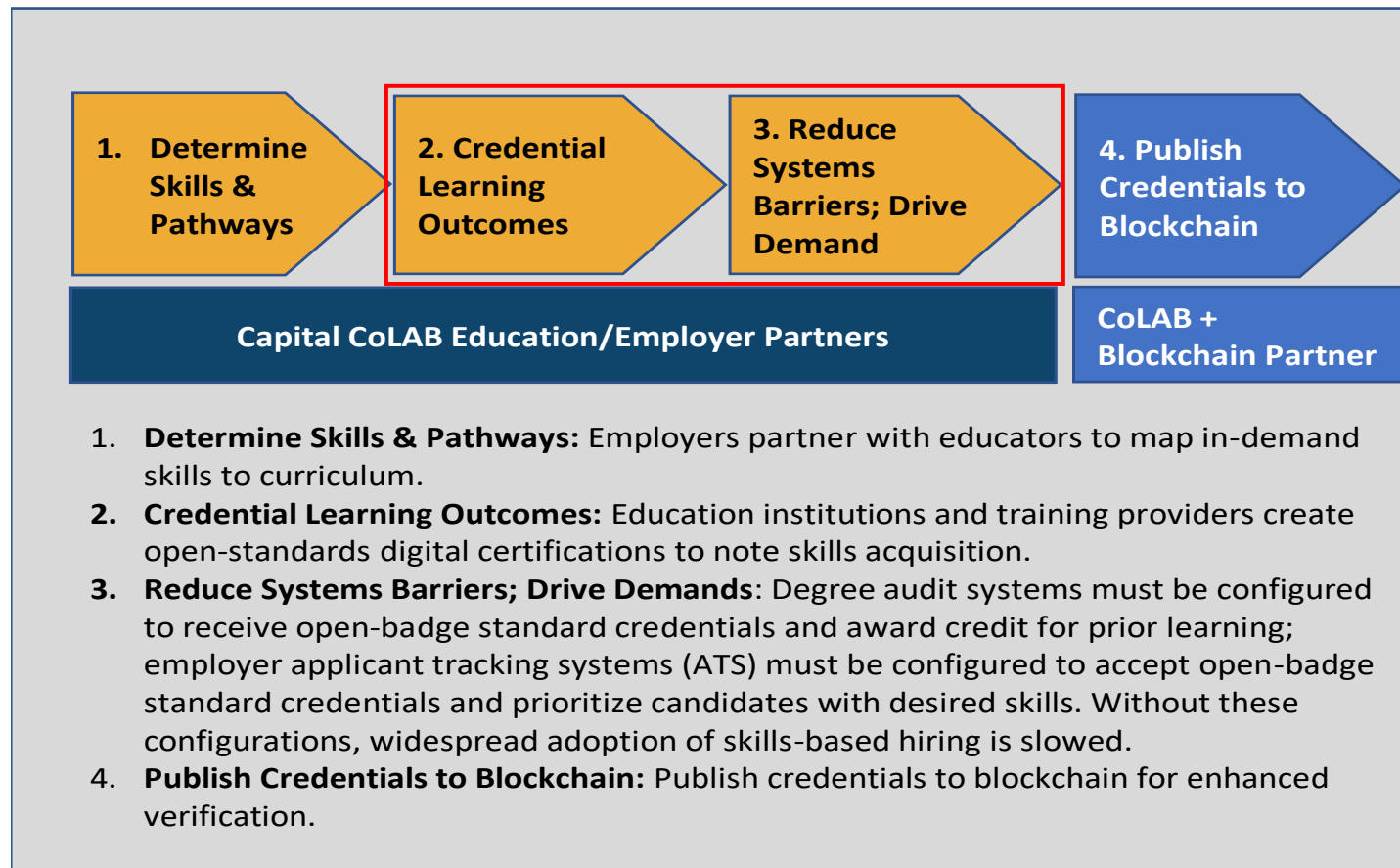Cybersecurity   Machine Learning   Data Analytics

For undergraduate students pursuing 4-year degrees in technical fields such as computer science, statistics, and engineering

Baseline knowledge, skills, and abilities needed by industry for entry-level technical careers

BUILDING THE BLOCKCHAIN

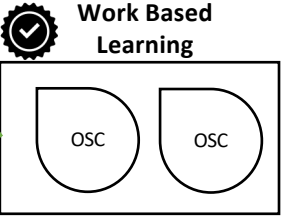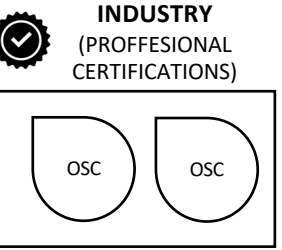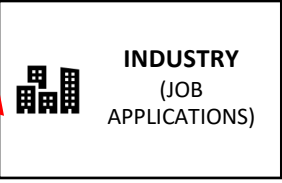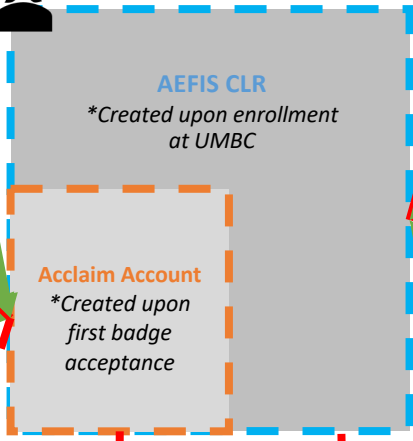| 1. Determine Skills & Pathways	2. Credential Learning Outcomes	3. Reduce Systems Barriers; Drive Demand	4. Publish Credentials to Blockchain
Capital CoLAB Education/Employer Partners			CoLAB + Blockchain Partner

1. **Determine Skills & Pathways:** Employers partner with educators to map in-demand skills to curriculum.
2. **Credential Learning Outcomes:** Education institutions and training providers create open-standards digital certifications to note skills acquisition.
3. **Reduce Systems Barriers; Drive Demands**: Degree audit systems must be configured to receive open-badge standard credentials and award credit for prior learning; employer applicant tracking systems (ATS) must be configured to accept open-badge standard credentials and prioritize candidates with desired skills. Without these configurations, widespread adoption of skills-based hiring is slowed.
4. **Publish Credentials to Blockchain:** Publish credentials to blockchain for enhanced verification.