

**Open Work Session
Grant Program Workforce Development
November 21, 2017**

Mr. Wayne Strausburg, Director of Administration, and Dr. Ray Hoy, President of Wor-Wic Community College, came before Council. Mr. Cannon said they are looking at a new endeavor a little different from the prior Wor-Wic Scholarship Program they had before, as this is specifically for Workforce Development, as opposed to high school graduates. Dr. Hoy said Council brought this up early on last year when discussing the Economic Impact Scholarship, and Executive Culver thought it was a great idea and asked him to take a look at this. He said last year they focused their efforts on the Economic Impact Scholarship, and then came forward with this proposal, and hopefully Council has received the information and has had an opportunity to review it. He said, just for an overview, the program is designed to provide tuition and fee scholarships for Continuing Education and Workforce Development course offerings to residents who have lived in Wicomico County for at least two years. He said it can be for a course, or a series of courses, that prepare for certification, licensure, and entry-level job training. He said the objective is to identify a certain dollar figure to be allocated to these scholarships that will be accessed on a first-come first-serve basis. He said the other program is last dollar funding, and this program is a little different because, in the noncredit arena, there is very little scholarship availability. He said Pell scholarships are not eligible for noncredit training, so what they are looking at is having an economic test to determine how much need an individual has. He said this will be based on a sliding scale, probably at 25 percent, 50 percent, 75 percent, and 100 percent contribution, if claimed necessary, toward the cost of those training programs. He said they have a number of programs currently offered, and they always add to and subtract from those based on the needs of local businesses and industries, but, again, these are licensures and certifications. He said he believes Council received a list of some of those offerings, and he has an updated list he will provide today. He said, as was indicated, this would be changed from time to time as different offerings became available. He said this is just an example, and also includes the current tuition rates for these courses. He said the applicants have to be 18 years of age, and have to be a high school graduate, as anybody who has not graduated from high school will be offered an opportunity through the Adult Education Program, which is a free education in order to earn their GED, or other award that leads to the Maryland High School Diploma. He said the student has to have demonstrated financial need, and be in good financial and disciplinary standing at the college. He said they sometimes have people who come back to the college attempting to get into the noncredit arena after either owing the college some money, or have had disciplinary issues with the institution, and the college is just not going to have this as a workaround for those types of issues that may exist. He said the applicant has to indicate what their career goal is, and it has to be consistent with the course work they are requesting. He said in some cases there are a series of courses within some areas, for example, EKG Technician, where there are a series of three courses for that type of training they have to go through. He said they would have to successfully complete the first course before being able to participate in the second, and successfully complete the second in order to be able to participate in the third. He said their range of offerings include the Truck Driver Training Program, which has had great success with those completers getting jobs, as well as Certified Nursing Assistant, which is another area where 100 percent of the people can get jobs. He said Medicine Aide is another area where the hospitals have been coming to Wor-Wic, and, in fact, they are going to be developing programs specifically for PRMC in that arena, because they are in such high demand and high need. He said these are the types of offerings they have included on the list, and this is an overview.

Mr. Joe Holloway said he will ask Dr. Hoy a question that the gentleman who came before Council previously, Brian Newton, would not answer, to which Dr. Hoy responded, maybe he could not answer it. Mr. Joe Holloway said Mr. Newton would not answer it because he was afraid to lose his job. He said if they have a pool of money and have to decide where best to spend it, would this program be more beneficial for the County than the other tuition program the County has. He asked Dr. Hoy, if he had his druthers, which program would he rather see, instead of both, to which Dr. Hoy responded, they both have a value. He said the nice thing about this particular program is it is short-term training, and puts somebody immediately into the workforce. He said it is also for people who need entry-level skills to get a first job who might not otherwise, or they never went to college, presumably, and they do not have some of that skillset, as well as this program being available for older adults. He said this has a great deal of value in that respect. He said the other program Mr. Joe Holloway is referring to, the Economic Impact Scholarship, which is in place now, has great value because it provides an opportunity for people who probably otherwise would not have gone to college. He said it allows them to be able to go to college, afford to go to college, hopefully become successful, stay in their community, and fill jobs that are going to be different from these jobs, because they are going to have the higher level skills than these individuals. Mr. Joe Holloway said, so you did not answer the question, to which Dr. Hoy responded, he did not answer the question because he thinks they are both very good. Mr. Joe Holloway said he noticed there is tuition, as well as fees. He then asked if Dr. Hoy is suggesting payment for tuition and fees, to which Dr. Hoy responded, yes. Mr. Joe Holloway said he noticed with some of the courses, the fees are a lot higher than the tuitions, and vice versa, to which Dr. Hoy responded, there is a good reason for that. Mr. Joe Holloway said he does not know if this is the time to say what he wants to say or not, because it basically addresses both programs, if they keep both programs, and he would like Council to think about this, as well as Mr. Strausburg. He said the County is giving away tax payers' dollars to people who need it, hoping it will do some good. He said the history so far with the other program has not been too good. He said, whether they do this program or not, and whether they keep the other program or not, he would like to see the County roll these over into a forgivable loan program. He said the County can set the money aside so they know it is there, and whoever enters these programs has to sign a loan. He said the free tuition for Workforce Development, basically, is to keep brain power in the County. He said they could set this up so they had to stay and work in the County for two years, three years, or whatever they come up with. He said if they finish college, do their due diligence, got through the program, got everything done, and worked for a couple of years, the County would forgive the money. He said if they did six months and dropped out, they would have to pay it. He said if they finished the program and moved out of the area, they would have to pay it. He said this would be easy to keep up with, as there is plenty of financial ability at the college who he is sure can keep up with this, to which Dr. Hoy responded, he does not agree with that. He said it is not that he does not think they have great ability, but he does not think they have the staff to try to manage that type of up keeping. Mr. Joe Holloway said the college has classrooms with people taking accounting courses, and maybe this would be a good learning tool for them, to which Dr. Hoy responded, absolutely. He then said they can increase their budget to hire more people to do that, to which Mr. Joe Holloway responded, he said the students could do it. He said he thinks this is something Council and the Executive's Office should explore for both of these programs. Mr. Strausburg said, as Mr. Joe Holloway knows, the County sends officers to Wor-Wic for the Correctional Officer Training. He said the County pays for it, and they do sign an agreement that if they leave prior to two years, they have to reimburse the County for those costs. He said he understands what Mr. Joe Holloway is saying, but he questions if someone comes into the program and finds they are not academically able to meet those requirements, whether they say it is a 2.0, a 2.25, or a 2.5. He asked would they then be held responsible for repaying a loan because they simply were not academically able to achieve, to which Mr. Joe Holloway responded, if they are not academically able to achieve, the taxpayers are going to have to

pay it, so somebody is going to have to pay it. He said should the taxpayers be saddled with having to pay it because this person cannot achieve. He said he is sure there is going to be a group of people who in the end can be forgiven, and there are going to be those types of situations, but these folks should have some skin in the game. He said they really should, because the County is giving it away, and giving it for free. He said, as Mr. Strausburg knows, when they went to the dinner the college held, the young lady who got up and touted the program as being very helpful for her made the statement that when she graduates, she is going to the other side of the Bay. He said this is being done as an Economic Development Program to keep people in Wicomico County so they have better employees, so he thinks they need to do something to hold their feet to the fire a little bit to make it work. Dr. Hoy said one of the concerns he has about that is recognizing many of the students who go through this successfully will transfer onto a four-year institution. He said if they transfer on to Towson or College Park, they have left for two years, and does that mean they have to repay, even though they may very well come back to this area upon completing a Bachelor's Degree. He said, historically, 90 percent of their students stay in the community, even after they have gone on and earned advanced degrees, so this is an issue. Mr. Joe Holloway responded, the way to handle that is they would set the loan up for ten years, eight years, or however long they wanted to, and within those years they would have to work so many years in Wicomico County, so there are ways to make this work. Mr. Cannon asked if what Dr. Hoy is saying is that Workforce Development students go on to earn higher degrees, to which Dr. Hoy responded, no, the discussion switched to the other program, and he knows they are not here to talk about that program today, but it is tough to talk about one without the other. Mr. Joe Holloway said he was talking about both, and that they have to work in Wicomico County for two or three years, and it does not have to be the exact two years after they graduate, but it might be two years within an eight-year period. Mr. Cannon said Wor-Wic has a proven track record, and does track Workforce Development more so than regular students, and he thought these students were easier to track, to which Dr. Hoy responded, they are not easier to track, but they do try to track everybody. He said, actually, the Maryland Higher Education Commission does the follow-up studies, and they use the University of Baltimore Jacob France Institute that actually does follow-up, because they track people by social security number, which Wor-Wic cannot do. He said they look at employment records in the State of Maryland to find out if people are still in the State, if they have continued their education, if they are working, where they are living, and that sort of thing. He said Wor-Wic gets the information from them. Mr. Cannon clarified it is a general overview, and not specifically targeted at these students, to which Dr. Hoy responded, correct. Mr. Hall said this has been referred to as a "giveaway program", but it is really an investment in the future. He said, when looking at the economic status of Wicomico County and what is here, as far as income and the opportunities for people here, if they do not invest, if they do not make a commitment to the people in their community, how are they going to get any better. He said this is not necessarily "giving away", as they are not giving away tax payers' money, but they are investing in what tomorrow is going to be in their community. He asked Dr. Hoy what the dollar figure is that was put on this program, to which Dr. Hoy responded, it is whatever dollar figure Council would come up with. He said one of the things Executive Culver talked about was maybe \$50,000 a year, and, again, on a first-come, first-serve basis, and then find out how much of that has drawn down, how much interest there is, and see what the return is. He said, again, based on economic needs, somebody might get 25 percent or 50 percent, and they will see how far the money goes. He said, honestly, he does not know how to judge it at the moment. He said their program is modeled after Garrett County's program, which was introduced in 2010, and they have been doing this ever since that period of time, so they have seven years' history in terms of how this is working for them. He said they started with the high school graduates and expanded it to do this sort of thing as well. He said he believes they started the high school graduate program in 2006, so it was four years later when they introduced this aspect of it. He said he agrees with Mr. Hall completely, and sees this as an investment as well. Mr. Joe Holloway clarified he did not mean

to say they would not get the tuition. He said if they do the work and pass, it will get paid for them. He said they are not taking it away from anybody who does the work, it is a forgivable loan, and they do not have to pay it back. Mr. Kilmer said it seems like Mr. Joe Holloway's idea for this as a forgivable loan would probably be much easier, because it seems unlikely that people are going to become a Certified Pool Operator just on a whim, but they go into that because they think they have an economic opportunity. He said most people, he would think, in all of these programs would be going into them specifically because they think they can get a welding job, or a truck driving job, so a forgivable loan program, he would think, would probably be fairly easy to manage. He said they can probably disagree on that, but he knows there are other Counties with promise scholarship programs that are forgivable loans. He said they do not have to reinvent the wheel on any of this, and can borrow ideas from others, and he thinks this is workable, if that is the path they want to take. He said, looking at HVAC Technician being \$3,700, and Quality Control Statistics Measurement being \$324, he wonders if someone comes in for that, or for the truck driving school, and they get ten of those people, they will use way more money than someone who wants Medical Terminology, which is \$33, to which Dr. Hoy responded, that course does not stand by itself. He said they will not get an employability skill with that, but it is a combination of that, Medical Coding, and Medical Billing. He said they need to take all of these classes, and they just happen to be separate because some people who are already in the field come in and need refreshers, so they have separate classes. Mr. Kilmer asked if there has been thought given to situations, such as, if there are ten people who want more expensive programs, the money will dry up a lot quicker than if there are 30 people who want the lesser programs, and he wonders if this is something that has been thought about, because it is not just tuition. Dr. Hoy responded, clearly, this is worrisome when doing something like this, and they have had people who have made contributions to this type of scholarship in the noncredit arena, and they know that is obviously an issue there where one person can eat up a scholarship, if you will. He said, candidly, no, they have not looked beyond first-come first-serve, which seems like an easy way to handle it, but it is going to go fast. He said, typically, the higher-cost programs are going to lead to higher-paying jobs. He said he does not disagree with an opportunity for repayment, especially with this particular program. He said he will caution Council the college is not bankers, they do not have a banking arm, and he does not know how they would collect it, but he does not disagree. He said, presumably, these people will get a job immediately, and hopefully the repayment would not start until six months or a year after they have gotten work. Mr. Joe Holloway clarified, he thinks Dr. Hoy misunderstood him, and the students do not have to repay if they stay here and work, to which Dr. Hoy responded, it is two different subjects, and he was responding to Mr. Kilmer's question about making this particular program a repayable one. Mr. Kilmer said he was going off of what Mr. Joe Holloway had suggested, to which Dr. Hoy responded, he was not suggesting that, but he thought Mr. Kilmer was. Mr. Kilmer said, no, he was not suggesting that either. Mr. Joe Holloway said if they stay and work in Wicomico County, or if they live in Wicomico County but work in Worcester County, that would be fine too, and he is not talking about County lines, to which Dr. Hoy responded, it would have to be a regional thing, he would think, in that they would have to either live here or work here. Mr. Strausburg added, it should be based on where they pay their taxes. Mr. Joe Holloway said if the student goes through the program, they do not have to pay it back, but the County would make sure to have the money to pay Wor-Wic. Mr. Cannon said it seems to him they are approaching this, at least initially, on a first-come first-serve basis, but is there any way to work this so that it is geared towards careers the County needs. He said he does not think it is going to benefit anyone to do this program for people who are trying to get CDL licenses, because his guess is they have 1,000 of those people standing in line and quite committed to make the payments necessary to achieve this, whereas, as stated earlier, they cannot get plumbers. He said maybe they can create a program where anybody who is interested in getting in the field of plumbing would automatically have a scholarship if they wanted to enter, but more targeted toward what they know is needed in Wicomico County. Dr. Hoy said he will first respond to Mr.

Cannon's first point, and there are plenty of jobs in CDL. He said, however, there are many people who cannot afford it, as it is a big-ticket item at just under \$4,000, and the college works with these people who cannot get it on a credit card, they cannot get it from a family member, and they cannot get it from a bank, and then they cannot go to school. He then said that is just unfortunate, because there are jobs available in our community for people who would truly be interested in that type of occupation. He said, therefore, having a possible support system for them really makes a big difference. He said he believes Mr. Cannon will find that all the classes listed lead to jobs that are in their community. He said he just had a meeting with the healthcare community, to include the CEOs and HR Directors from all the regional healthcare entities, and he was talking to them about the future, and what they should be looking at in terms of programs for the future, and one of those things was Medicine Aid coming to the top. He said that was not a high-yield area in the past, but they are changing some of the care plans and the way they do work, and that is becoming a larger field. He said they have to stay in touch and in tune with what the local job market is. He said most of the courses on this sheet have jobs available for them, to his knowledge, at this time. Otherwise, they stop offering them, and then they transition to those courses that do have jobs available. He said the nice thing about noncredit courses is they can be very fluid with it. He said the process is not the same as developing a curriculum for a one or two-year program of study. He said with these programs, they can respond pretty rapidly. He said the Maryland Higher Education Commission has to approve their course offerings before they offer them, but they go through that process in a very rapid fashion, and they approve them within three months, so it does not take them as long to get those things going. Mr. Cannon asked about considering taking the opportunity for some public-private partnerships, where the County could be giving half towards the CDL license if a corresponding company might want to commit to the other half, such as actually going to the businesses in the community and saying here is what the County is bringing to the table, and ask what that business would like to do. Dr. Hoy said they do have a number of businesses that do step up and pay for people to come and take classes with them. He said an example would be Delmarva Power, as they are having a very challenging time getting people to be linesmen. He said the biggest hurdle is their ability to pass an assessment of their qualitative abilities, some of their writing abilities, and being able to read blueprints, and they do an assessment for each person. He said Delmarva Power came to Wor-Wic asking if they would create a boot camp so these people could pass these skills on their assessment. He said Delmarva Power then goes out and recruits people and pays for them to go through this assessment program Wor-Wic has. Dr. Hoy said they are not teaching them how to do the line work, but they are training them to be job-ready for that particular industry, and Delmarva Power pays for it. He said then there are a lot of companies that are one-offs, meaning they need one or two people, maybe in a doctor's office, or something like that, and they are not necessarily paying for people to do this sort of thing. He said that would be nice, but it would be a lot of work to try to find all the different partners to do that. He said they do have a number of people who come in and say they want to support people going into "X", and they may only be able to support one person. He said they could look for a dollar-for-dollar match for something, if Council wants to put a program together like that, and encourage Wor-Wic to go out and raise money. He said the challenge is that this is very localized to one County, whereas Wor-Wic supports three Counties, and a lot of the people who support Wor-Wic are trying to support all three Counties as well. Mr. Cannon said that was actually going to be his next comment, whether this would be a good time to appeal to Somerset and Worcester Counties to get involved in the same type of program, and work through the Chambers of Commerce to try to find these businesses. He said he would not put the onus on the community college itself, but maybe the local Chambers of Commerce would like to get involved in this and help their members develop some type of plan. Mr. Joe Holloway asked, if companies such as Delmarva Power brought somebody to the college and put them in that program and the person then dropped out, would Delmarva Power still pay the college, to which Dr. Hoy responded, yes. Mr. Joe Holloway then reiterated, they would still pay for the person not taking the

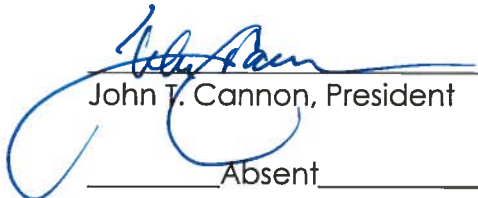
course, to which Dr. Hoy responded, absolutely. He said they have their investment in it at that point. Mr. Kilmer asked how much Wor-Wic receives in tuition and fees from Wicomico County residents in a semester, because, if the County is talking about contributing \$50,000, they should have a dollar figure to go off of, and then say, for example, the County is going to cover 50 percent of the current demand in Wicomico County. He said right now they should be able to know how many Wicomico residents are in these certificate programs, and see what the demand is from Wicomico County versus what the budget asked would be. He asked Dr. Hoy if that makes sense, to which Dr. Hoy responded, kind of, except that those people who can afford it are already doing it, and those people who cannot afford it are the ones this program is trying to reach to help support, as this is an economic need program, and it would be an increased number of people who would take advantage of it. He said this program is probably not going to necessarily supplement those who can find ways to take these courses already. Mr. Kilmer said that would be part of his concern as well, in that there are obviously people who can take these courses already, to which Dr. Hoy responded, this is going to have a means test. Mr. Strausburg clarified, this is a scholarship program, as opposed to the other program, to which Mr. Kilmer responded, that answers his question. Mr. Kilmer then asked how many organizations exist that give financial aid to these sort of programs, and further asked if the Children's Home Foundation does that, to which Dr. Hoy responded, Children's Home gives scholarships to students who attend Wor-Wic. He said that is one of the entities, and he does not know how many more. Mr. Kilmer said he knows there are Federal loans and such, to which Dr. Hoy clarified, not for this type of training. Mr. Kilmer asked if there are only a few organizations in the community who do this, to which Dr. Hoy responded, Rotatory Club supports a scholarship, and there are probably 26 to 30 different entities that do as well. He then said he and his wife support a scholarship annually to full-time and part-time students, and people do have scholarships they have set aside for students. He said some of them are for the red-headed left-handed Eskimo, meaning they want somebody, for example, who graduated from Parkside High School who is going to major in engineering and is going to transfer to University of Maryland Baltimore County specifically, and some of those scholarships do not get used, and other scholarships are more general. Mr. Kilmer said he is just trying to get an idea, to which Dr. Hoy responded, he does not have a real sense of how many scholarships there are, but that is an overview response to his question. Mr. Hall said, in reference to what Mr. Cannon said about making this a Tri-County effort or something along that line, Tri-County looked at this last year because they identified a need for sanitary engineers. He said no one goes into high school or lower school and says they want to grow up and be a septic tank operator. He said the entry level of a sanitary engineer pays very little, but they are having an aging-out at the different plants in Wicomico, Somerset and Worcester Counties of certified engineers, and there is no training program for certifying people in any of the three Counties right now. He said, again, this is entry level, to which Dr. Hoy responded, they do have a program. He said it is the Maryland Stationary Engineers Certification, and Wor-Wic does that, to which Mr. Hall clarified, when they have the demand, and that is the key. He said they know they have enough people in the program, but, again, the entry level into it is so minimal as far as the pay goes, that it is hard to get people invested in it. He said here is an opportunity to have people invested and have their first round of certifications so they can then go ahead and move up the ladder, and it is a wonderful opportunity for them, to which Dr. Hoy responded, it is. Mr. Joe Holloway then said plumbing has been mentioned, and he knows the Wicomico County Board of Education dropped their plumbing program, and Wor-Wic does not offer plumbing either. He asked if there are any requests for that program now, to which Dr. Hoy responded, they do hear it for sure. He then said, with most of their trade programs, they actually use Parkside, so if Parkside does not have a plumbing program, Wor-Wic does not either, so that would be an issue for Wor-Wic. He said they do not have what he would call a technical career building on their campus, and probably could use one, certainly, with many of these areas. He said, therefore, they partner with the public schools to be able to

keep some of these classes. He said, for example, the Welding Program he has listed is not the same one they do in partnership with Katarina Ennerfelt, but is one they do at Parkside.

Mr. Cannon said he is just trying to get back to the prioritization part again, because Council knows the County has limited funds. He asked Dr. Hoy, if there is one class coming up that will only have three students, and there is another level of classes that already has fifteen, would they then decide to prioritize this to create a huge incentive in order to add more students to this particular class. He said, in other words, if they only have three in plumbing but have ten in CDL, this scholarship program might add more to CDL. He then said, but, if they created the incentive and prioritized it for plumbing, then they would fill the class and not have one teacher teaching three students, but have them teaching ten, and that would make Wor-Wic more efficient. Dr. Hoy said they actually do not have one teacher teaching three students, because they cancel those classes. He said they have to have a minimum of ten students in most classes, to which Mr. Cannon responded, he is wondering if they can use this to help reverse that. Dr. Hoy said he hears what Mr. Cannon is saying, but the interesting thing about the noncredit program is that the start dates do not follow the traditional college Fall/Spring schedule. He said these classes start and end year round, which is good because people can come in at any time, and do not have to wait until January or September to be able to start this type of training. He said to make something like that work, they would have say they needed people in one particular class so they would incentivize them by doing this instead of that. He said the reality is, with the truck driver training, they probably have enough paying customers with other means to pay, such as veterans who now can use their veteran's dollars to help pay for that. He said the Tri-County Council, as well, supports a lot of those individuals to take some training activities through their program. He said they are still not able to fill every class, but they fill most of them, again, based on demand, but there are still too many people who cannot afford it and cannot get into it, and that is the issue. Mr. Kilmer said it seems there is a market demand, and if there is nobody in a certain class, maybe it is because people do not think they can get jobs in that certain field. He said if the scholarship were a forgivable loan, people would have even more of an incentive to be sure they took classes where they might get a job, especially if they had it hanging over them that they would have to pay this money back if they do not. He said that is even more incentive to focus on such classes, or line up a job beforehand. He said he does not necessarily think they should prioritize certain classes, but give the incentive to the students to choose wisely, and they will be rewarded, and they can decide whether it makes more sense to take a truck driving class, or phlebotomist, or wherever the market demand is. He said he does not think they should micromanage it too much on this end.

Mr. Cannon said Dr. Hoy began the whole conversation saying Council had an interest in this a year ago, and he thinks there still is an interest in this. Dr. Hoy said, frankly, he thinks this is an opportunity for Council to shape this, and he is bringing it to Council to get their input, and see how they would like it shaped. He said he has certainly heard a lot of different ideas, and he is not sure what the consensus is. Mr. Cannon said he does really like the forgivable loan program idea, but it is just a matter of figuring out how to make it happen. Mr. Joe Holloway said he has a neighbor who just retired as a schoolteacher a few years ago who went to college at College Park. He said back in the 1960s there was a need for teachers, so the State paid the tuition with the agreement that he had to teach in Maryland for a certain amount of years. He said this idea will work. He said he does agree with Mr. Hall that this is an investment, but he is hearing citizens ask what the students have in it, and why should the students not have some kind of investment in this themselves to make sure they go. He said he heard about how many graduated as opposed to how many were in the program, to which Dr. Hoy clarified, nobody can graduate yet, as they have three years and this is only year one. Mr. Joe Holloway then said, but they dropped out, and it has not been really successful so far, as far as the amount who have stayed in. Mr.

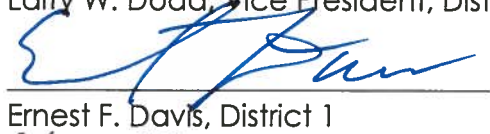
Strausburg asked what the next step would be, to which Mr. Cannon responded, Council would like to feel out what they could possibly do on Mr. Joe Holloway's recommendation of a loan program. Dr. Hoy said he will talk to his staff about how they feel they could incorporate a repayment process within a structure they may not have. Mr. Strausburg added, the administrative record chasing, and then asked if Council would want another Work Session regarding this, and could they come back on December 5, to which Dr. Hoy responded, that is too soon. Mr. Cannon said whatever works for Dr. Hoy's schedule, to which Dr. Hoy responded, he needs a couple more weeks, as he has to process this with some people who are not there right now. Mr. Cannon said to let Council know, and they will get it on the agenda. Mr. Joe Holloway asked Mr. Strausburg if this loan program is something that could be worked through the County office instead of Wor-Wic, to which Mr. Strausburg responded, he was thinking about that as well. He said he will have to put some thought into whether there is some way the County could set up some sort of a tracking mechanism. Mr. Cannon asked if what they are saying is it would be a County loan as opposed to a Community College loan, to which Mr. Strausburg responded, yes. Dr. Hoy said he likes that idea a lot. Mr. Strausburg said this is not really about where they are working, but where they are residing, because the benefit to the County is the income tax. Dr. Hoy added, also remember that where they are working helps because they are helping local businesses being more successful. There was no further discussion.



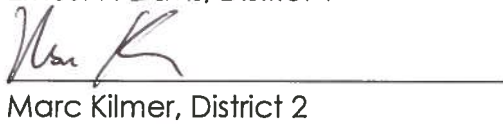
John T. Cannon, President

Absent

Larry W. Dodd, Vice President, District 3



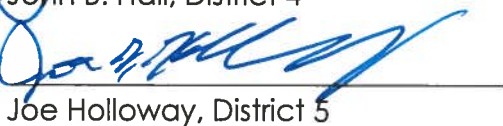
Ernest F. Davis, District 1



Marc Kilmer, District 2



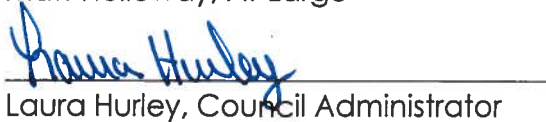
John B. Hall, District 4



Joe Holloway, District 5

Absent

Matt Holloway, At-Large



Laura Hurley, Council Administrator