



November 1, 2013

The Honorable Thomas M. Middleton  
Chairman, Senate Finance Committee  
Miller Senate Office Building  
3 East Wing  
11 Bladen Street  
Annapolis, MD 21401-1991

The Honorable Norman H. Conway  
Chairman, House Appropriations Committee  
House Office Building, Room 121  
6 Bladen Street  
Annapolis, MD 21401-1991

**Re: State Finance and Procurement  
§13-224 (d) HB 268, Ch. 385, 2009 /MSAR  
7666-Welfare to Work – Job Skills  
Enhancement Program – Green Jobs**

Dear Senator Middleton and Delegate Conway:

House Bill 268 Welfare to Work – Green Jobs requires that on or before November 1 of each year and in consultation with the Maryland Association of Counties, the Secretary shall report, subject to Section 2-1246 of the State Government Article, to the Senate Finance Committee and the House Appropriations Committee of the General Assembly, on:

- (1) The development of the local government hiring plan; and
- (2) The number of current and former recipients, children of current or former recipients, foster youth and obligors hired and retained by local governments.

### **Development of the Local Government Hiring Plan**

The Department of Human Resources (DHR), the local departments of social services (LDSS) and local governments maintain a hiring plan under which local governments may hire DHR's targeted population (current and former Temporary Cash Assistance customers, foster youth and child support

obligors). The plan has a “first source” requirement, which gives the targeted population first consideration for job openings, job interview and hiring decision.

### Job Placement and Retention<sup>1</sup>

During State Fiscal Year (SFY) 2013, in collaboration with the Maryland Association of Counties, a total of 1,631 customers were placed into jobs. The placements were in various sectors, including staffing and clerical support. The job placements for SFY 2013 were part of a comprehensive strategy that included intense trainings and internship programs provided to the customers. For example, partner agencies such as the Mayor’s Office of Employment and Development provided participants services that allowed them to obtain the required skills and learn effective ways to present and write a résumé. A large concentration of hires were made in the three largest jurisdictions -- Baltimore City (580), Baltimore County (314), and Prince George’s County (139). Overall, of the 1,631 total placements, retention data is available for 1,384 placements, of which 57.6 percent retained employment in a subsequent quarter. Additional details regarding the placement and retention is detailed in the charts below.

Group	Total Job Placements <sup>2</sup>	# of Placements Reporting Earnings in a Subsequent Quarter	% Retained
Current TCA recipients	328	206	62.8%
Former TCA recipients	722	469	65.0%
Children of Current TCA recipients	56	13	23.2%
Children of former TCA recipients	162	75	46.3%
Child Support Obligor	38	22	57.9%
Foster Care Youth 18-25	78	12	15.4%
<b>Total</b>	<b>1384</b>	<b>797</b>	<b>57.6%</b>

<sup>1</sup> Retention data is only available for three quarters.

<sup>2</sup> Represents three quarters.

Quarterly recorded job placements and retention data for all groups were:

Quarters	Hired	Retained	Percentage
4 <sup>th</sup> SFY 2012	390	210	53.9%
1 <sup>st</sup> SFY 2013	528	285	54%
2 <sup>nd</sup> SFY 2013	466	302	64.8%
3 <sup>rd</sup> SFY 2013	247 <sup>3</sup>	NA	NA
Total	1384	797	57.6%

The Department will continue to work collaboratively with the local departments of social services to continue the success of the Job Skills Enhancement Program. If you need any additional information, please contact Allyson Black, executive director, Office of Government, Corporate and Community Affairs, at 410-767-7193. Thank you for your concern and commitment to providing and improving essential services to Maryland's most vulnerable citizens.

Sincerely,



Theodore Dallas  
Secretary

- c. Rosemary Malone  
Michele Dinkel, Maryland Association of Counties  
Directors and Assistant Directors Local Department of Social Services  
Allyson Black  
Adolphe J. Andou

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<sup>3</sup> Not counted due to retention data not available





# FAMILY INVESTMENT PROGRAM HIRING AGREEMENTS

MARYLAND ASSOCIATION OF COUNTIES (MACo) - LOCAL GOVERNMENT EMPLOYERS

Key
A = Current TCA
a = Children of current TCA
B = Former TCA
b = Children of former TCA
C = Fostercare
D = Childsupport
T = Total

Agency/Aministration	Pin/Con.	Number Hired						
		A	a	B	b	C	D	T
ALLEGANY COUNTY LIBRARY				1				
ALLEGANY COUNTY 32060251	1			1				2
ALLEGANY COUNTY BOARD OF EDUCATION					1			1
ALLEGANY COUNTY COMMISSIONERS	3			3				6
ANNE ARUNDEL CO PUBLIC SCHOOLS	10			38	3	1	1	53
ANNE ARUNDEL COMMUNITY COLLEGE	7			14	2			23
ANNE ARUNDEL COUNTY GOVERNMENT	6		1	13	4			24
BALTIMORE CITY COMMNTY COLLEGE	2			9	2		1	14
BALTIMORE CITY PARKING				1				1
BALTIMORE CITY PUB SCHL SYSTEM	57		17	85	36	2	1	198
Baltimore CO BRD of LIBRY Trustee	3							3
Baltimore Co Revenue	1			4	1			6
BALTIMORE COUNTY MD	8		4	18	18	42		90
BOARD OF EDUCATION CALVERT CO			1	2				3
Board of EDU Carroll Co	1			3				4
BOARD OF EDU CAROLINE CO	1			1				2
BOARD OF EDUCATION CHARLES CO	3			6	2	2		13
BOARD OF EDUCATION OF BALTO CO	50		2	98	8	4	3	165
BOARD OF TRUSTEES-PRINCE	1			5				6
CALVERT COUNTY COMMISSIONERS				1				1
CAROLINE COUNTY COMMISSIONERS	1			5				6
CECIL COLLEGE				3	2			5
CECIL COUNTY PUBLIC SCHOOLS	7		1	14	2	6		30
CHARLES COUNTY 32060258	2			2	1			5
CHARLES COUNTY COMMISSIONERS	2			8				10
CHESAPEAKE COLLEGE	1			3				4
CITY OF ANNAPOLIS	3			7				10
CITY OF CRISFIELD							1	1
CITY OF FREDERICK	1			1				2
CITY OF GAITHERSBURG	1		1	2	1			5
City of Greenbelt				1				1
CITY OF HAVRE DE GRACE	1							2

<b>CITY OF Pocomoke CITY</b>		1		1				2
CITY OF TOKOMA PARK		1		1				2
COLLEGE OF SOUTHERN MARYLAND		3		3				6
COMMUNITY COLLEGES OF BALTO CO		14		31	4		1	50
COUNTY COMM OF FREDERICK CO MD		2		12				14
COUNTY COMMISSIONERS CARROLL				2		1		3
COUNTY COMMS OF CECIL COUNTY		1		1	1			3
DORCHESTER CO BOARD EDUCATION		1		3				4
DORCHESTER COUNTY COMMISSION								0
DOVE POINTE INC		5		11	2	1		19
FREDERICK CO BOARD OF EDCATION		3	1	3	5			12
FREDERICK COMMUNITY COLLEGE		2		3				5
Frederick COUNTY		1		1				2
GARRETT CO BOARD OF EDUCATION				1				1
GARRETT COMMUNITY COLLEGE					3			3
HARFORD CO PUB SCHOOLS		4	1	16	1	1	2	25
Hartford Community College				1		1		2
HARFORD COUNTY GOVT								0
HARFORD COUNTY PUBLIC LIBRARY								0
HAVRE DE GRACE HOUSING								0
HOUSING AUTHORITY OF BALTO CITY		2		6				8
HOUSING AUTHORITY ALLEGANY COUNTY				1				1
HOUSING AUTHORITY CITY				1				
HOUSING AUTHORITY OF ST. MARYS		1		1				2
HOUSING AUTHORITY OF WASH CO								0
HOUSING OPPT COMM OF MONT CO				2				2
HOWARD COMMUNITY COLLEGE				3				3
HOWARD COUNTY BOARD OF EDUCATION		6	1	12	3			22
HOWARD COUNTY GOV'T		4	1	4	6			15
KENT CO BOARD OF EDUCATION		2	1	1	1			5
Kent County				1				1
KENT CO COMMISSIONERS		2		1				3
LEXINGTON MARKET		2	1	2	1		1	7
MAYOR & CITY COUNCIL OF LAUREL				1				1
MAYOR & COUNCIL OF ROCKVILLE		2		2				4
MAYOR & CTY COUNCL CUMBERLAND								0
MAYORS OFFICE CITY OF BALTO		75	24	178	45	8	29	359
MONTGOMERY COUNTY GOVERNMENT		6	2	19	6			33
MONTGOMERY COMMUNITY COLLEGE				1				1
MONTGOMERY COUNTY PUBLIC SCHLS		10	1	15	3			29
PRINCE GEORGES BOARD EDUCATION		27	1	63	4		3	98
<b>PRINCE GEORGES CITY GOV EMPLY</b>		<b>8</b>	<b>1</b>	<b>14</b>	<b>6</b>	<b>12</b>		<b>41</b>
QUEEN ANNES BOARD OF EDU		1						1

SAINT MARYS CO BOARD EDUCATION	6	1	12	3			22
SAINT MARY'S CO METRO COMMISN			1				1
<b>SAINT MARYS COUNTY</b>	3	1	4	1			9
<b>SAINT MARYS COUNTY MEMORIAL LIBRARY</b>				1	1		2
SOMERSET CO. PUBLIC SCHOOL SYST	3	2	10	3	1		19
ST. MARYS COLLEGE	2		3			1	6
TALBOT CO BOARD OF EDUCATION			1				1
TALBOT CO MD			3				3
TOWN OF CHESAPEAKE BCH	1		1				2
TOWN OF CENTREVILLE						1	1
TOWN OF FAIRMOUNT HTS MD	1		2				3
TOWN OF FOREST HEIGHTS MD			1				1
TOWN OF NORTH BEACH		1		2			3
WALTERS ART GALLERY	1		1				2
WASHINGTON CO BOARD EDUCATION	2		10				12
WASHINGTON COUNTY			1				1
WASHINGTON SUBRN SANTRY COMM			1				1
WICOMICO CO BOARD OF EDUCATION	8	1	16	2			27
<b>WICOMICO COUNTY 32060272</b>	2	1	11	2		1	17
WICOMICO FREE LIBRARY	1		2				3
WICOMICO NURSING HOME			1			1	2
WICOMICO CO HUMAN RES			2				2
WOR-WIC COMMUNITY COLLEGE			1	2			3
<b>WORCESTER COUNTY 32060273</b>	1		1				2
	390	69	852	190	83	47	1631