



November 1, 2016

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 Maggie McIntosh
Chairman, House Appropriations Committee
House Office Building, Room 121
6 Bladen Street
Annapolis, MD 21401-1991

Re: Annual Local Government Hiring Plan Report - MSAR 7666

Dear Chairman Middleton and Madam Chair McIntosh:

The Department of Human Resources (DHR) is submitting an annual local government hiring plan report in accordance with the provisions of Human Services Articles § 5-304(c)(4).


DHR, the local departments of social services (LDSS) and local governments maintain a hiring plan under which local governments may hire DHR's targeted populations. The targeted populations are current and former Temporary Cash Assistance (TCA) recipients, the children of current and former TCA recipients, foster youth and child support obligors. Each hiring plan includes a "first source" requirement that provides the targeted populations first consideration for job openings, job interviews and hiring decisions.

In collaboration with the Maryland Association of Counties, a total of 1,960 participants were placed into jobs. The placements were in various sectors, including customer service and clerical support. The job placements for SFY 2016 were part of a comprehensive strategy that included intense trainings and internship programs provided to the participants. For example, partner agencies such as the Baltimore City Mayor's Office of Employment and Development, Arbor E & T, and Humanim Inc. provided participants with services that allowed our customers to obtain the required skills such as résumé writing and interviewing techniques. A large concentration of hires were made in the three largest jurisdictions - Baltimore City (683), Baltimore County (167), and Prince George's County (66). From the 1,960 participants that were placed, 69.6 percent retained employment in the subsequent quarter. Since SFY 2015, there has been an increase in total placements from 1,665 to 1,960 which is an 18 percent increase for SFY 2016. Tables 1 and 2 of this report provide the number of job placements by target group for SFY 2016 and SFY 2015, respectively. In SFY 2016, the overwhelming

majority of current (74.4 percent) and former (78.3 percent) TCA recipients retained their jobs in the subsequent quarter. Tables 3 and 4 of this report provide first quarter results of job placements and retention data for all target groups, for SFY 2016 and SFY 2015, respectively.

The Department will continue to work collaboratively with the LDSS to continue the success of Hiring Agreements participants. Thank you for your commitment to providing and improving opportunities for our most vulnerable Marylanders.

Sincerely,



Gregory S. James
Acting Secretary

Enclosures

cc: Michele Dinkel, Maryland Association of Counties
Tracey Paliath
Netsanet Kibret
Ann Flagg
Sara Muempfer
Kenneth L. Jessup

Table 1 – Job Placements by Target Group
April 2015 through March 2016

Group	Total Job Placements	# of Placements Reporting Earnings in a Subsequent Quarter	% Retained in 1st Quarter
Current TCA recipients	211	157	74.4%
Former TCA recipients	860	673	78.3%
Children of Current TCA recipients	86	38	44.19%
Children of former TCA recipients	256	127	49.61%
Child Support Obligors	493	350	70.99%
Foster Care Youth 18-25	54	20	37.04%
Total	1960	1365	69.6%

Table 2 – Job Placements by Target Group
April 2014 through March 2015

Group	Total Job Placements	# of Placements Reporting Earnings in a Subsequent Quarter	% Retained in 1st Quarter
Current TCA recipients	328	265	80.8%
Former TCA recipients	992	804	81.0%
Children of Current TCA recipients	70	29	41.43%
Children of former TCA recipients	225	123	54.67%
Child Support Obligors	4	4	100.00%

Foster Care Youth 18-25	46	10	21.74%
Total	1665	1235	74.2%

Table 3 - 1st Quarter Retention of Target Group Placements
April 2015 through March 2016

Group	Total Hired	Total Retained	Total % Retained in 1st Quarter
State Contractors	1625	1241	76.4%
Local Government	1960	1580	80.6%
State Agencies	960	801	83.44%
Total	4545	3622	79.7%

Table 4 - 1st Quarter Retention of Target Group Placements
April 2014 through March 2015

Group	Total Hired	Total Retained	Total % Retained in 1st Quarter
State Contractors	1068	859	80.4%
Local Government	1665	1409	84.6%
State Agencies	487	391	80.29%
Total	3220	2659	82.6%

Employment - Hired and Retained by State Contractors

Summary Table
Maryland, SFY 2016

Maryland, SFY 2016	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	air Qu	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2015	71	50	27	NA	NA	NA	192	146	88	18	14	11	103	76	52	4	3	1	
July-September 2015	57	45	38	2	NA	NA	195	129	92	16	7	5	108	75	53	6	3	3	
October-December 2015	81	61	42	3	3	2	241	175	129	20	15	11	119	98	76	5	4	1	
January-March 2016	47	35	NA	1	1	NA	197	149	NA	25	17	NA	109	82	NA	5	3	NA	
# of Placement Total for Retention	209			5			628			54			330			15			
Grand Total for SFY 2016	256	191	##	6	4	2	825	599	309	79	53	27	439	331	181	20	13	5	
Retention Total																			

Employment - Hired and Retained by Local Government

Summary Table
Maryland, SFY 2016

Maryland, SFY 2016	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	air Qu	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2015	47	35	26	10	8	7	166	116	92	39	29	13	93	75	62	2	2	2	
July-September 2015	68	51	37	63	7	4	284	199	147	141	29	21	192	89	70	40	9	9	
October-December 2015	63	45	38	2	2	1	265	198	169	26	19	12	102	71	55	7	4	4	
January-March 2016	33	26	NA	21	21	NA	165	160	NA	50	50	NA	106	105	NA	5	5	NA	
# of Placement Total for Retention	178			65			695			206			387			49			
Total for SFY 2016	211	157	##	86	38	12	860	673	408	256	127	46	493	350	177	54	20	15	
Retention Total																			

Employment - Hired and Retained by State Agencies

Summary Table
Maryland, SFY 2016

Maryland, SFY 2016	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	air Qu	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	etained d Quar	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2015	25	16	13	14	7	2	95	59	41	52	23	14	81	31	20	1	NA	NA	
July-September 2015	52	45	37	6	3	3	123	106	86	26	11	5	73	52	40	4	4	3	
October-December 2015	22	21	15	5	NA	NA	114	105	99	8	4	3	93	87	80	5	4	3	
January-March 2016	20	15	NA	3	1	NA	80	76	NA	11	11	NA	44	42	NA	1	1	NA	
# of Placement Total for Retention	99			25			332			85			247			10			
Total for SFY 2016	119	97	65	28	11	5	412	350	225	99	49	22	291	212	140	11	9	6	
Retention Total																			

Note: the unemployment insurance wage record data for April-June 2016 are not yet available

Employment - Hired and Retained by State Contractors

Summary Table
Maryland, SFY 2015

Maryland, SFY 2015	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2014	60	46	26	1	0	0	181	126	78	15	8	3	1	1	0	4	3	3	
July-September 2014	70	54	40	2	1	0	182	136	103	25	15	10	2	1	0	3	1	0	
October-December 2014	84	53	33	0	0	0	213	147	96	15	9	9	1	1	1	0	0	0	
January-March 2015	41	31	NA	0	0	NA	152	113	NA	14	10	NA	1	1	NA	1	1	NA	
# of Placement Total for Retention	214			3			576			55			4			7			
Total for SFY 2015	255	183	99	3	1	0	728	522	277	69	42	22	6	4	1	8	5	3	
Retention Total																			

Employment - Hired and Retained by Local Government

Summary Table
Maryland, SFY 2015

Maryland, SFY 2015	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2014	77	55	46	11	5	3	220	153	125	56	34	16	1	1	0	2	1	0	
July-September 2014	92	74	48	39	8	5	288	233	158	102	37	29	0	0	0	33	0	0	
October-December 2014	104	86	72	13	9	8	323	259	220	44	29	23	0	0	0	4	2	2	
January-March 2015	55	50	NA	7	7	NA	161	159	NA	23	23	NA	3	3	NA	7	7	NA	
# of Placement Total for Retention	273			63			831			202			1			39			
Total for SFY 2015	328	255	166	70	29	16	992	804	593	225	123	68	4	4	0	46	10	2	
Retention Total																			

Employment - Hired and Retained by State Agencies

Summary Table
Maryland, SFY 2015

Maryland, SFY 2015	Current TCA Recipients			Children of Current TCA Recipients			Former TCA Recipients			Children of Former TCA Recipients			Child Support Obligors			Foster Care Youth			Grand Total
	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	# Placements in Current Quarter	# Retained in Subsequent Quarter	# Retained in 2nd Quarter	
Current Quarter																			
April-June 2014	17	12	10	14	12	6	72	62	52	36	24	11	0	0	0	3	2	2	
July-September 2014	24	19	18	4	1	1	92	69	59	25	10	8	1	0	0	5	4	0	
October-December 2014	13	13	10	3	2	2	70	64	56	10	8	7	1	0	0	1	1	0	
January-March 2015	22	20	NA	2	1	NA	58	57	NA	13	13	NA	0	0	NA	1	1	NA	
# of Placement Total for Retention	54			21			234			71			2			9			
Total for SFY 2015	76	64	36	23	16	9	292	252	167	84	55	26	2	0	0	10	8	2	
Retention Total																			

Note: the unemployment insurance wage record data for April-June 2015 are not yet available.