

November 1, 2020

The Honorable Bill Ferguson
President of the Senate
State House, H-107
100 State Circle
Annapolis, Maryland 21401-1991

The Honorable Adrienne A. Jones
Speaker of the House
State House, H-101
100 State Circle
Annapolis, Maryland 21401-1991

RE: MSAR #12076 - Annual Family Investment Program Hiring Agreements Report

Dear President Ferguson and Speaker Jones:

The Department of Human Services (DHS) is required to submit a report to the Maryland General Assembly on the Annual Family Investment Program Hiring Agreement report in accordance with the State Finance and Procurement Article §13-224(d). In accordance with this reporting requirement, DHS is pleased to provide you with the enclosed report.

If you should require additional information please contact the Office of Government Affairs at 410-767-8543.

Sincerely,



Lourdes R. Padilla
Secretary

Enclosure

cc: Sarah Albert, Mandated Reports Specialist, Department of Legislative Services (5 copies)



November 1, 2020

The Honorable Delores G. Kelley
Chairman, Senate Budget & Taxation Committee
3 West Miller Senate Building
Annapolis, Maryland 21401-1991

The Honorable Maggie McIntosh
Chairman, House Appropriations Committee
131 Lowe House Office Building
Annapolis, Maryland 21401-1991

RE: MSAR #7666 - Annual Family Investment Program Hiring Agreements Report

Dear Madam Chairs Kelley and McIntosh:

The Department of Human Services (DHS) is required to submit a report to the Senate Finance Committee and the House Appropriations Committee on the Annual Family Investment Program Hiring Agreement report in accordance with the Human Services Article §5-304 (c)(4). In accordance with this reporting requirement, DHS is pleased to provide you with the enclosed report.

If you should require additional information, please contact the Office of Government Affairs at 410-767-8543.

Sincerely,



Lourdes R. Padilla
Secretary

Enclosure

cc: Sarah Albert, Mandated Reports Specialist, Department of Legislative Services (5 copies)



November 1, 2020

Devan Perry
Records Manager
Board of Public Works
Louis L. Goldstein Treasury Building
80 Calvert Street
Annapolis, MD 21404-1991

RE: MSAR #12076 - Annual Family Investment Program Hiring Agreements Report

Dear Mr. Perry:

The Department of Human Services (DHS) is required to submit a report to the Maryland General Assembly on the Annual Family Investment Program Hiring Agreement report in accordance with the State Finance and Procurement Article §13-224(d). In accordance with this reporting requirement, DHS is pleased to provide you with the enclosed report.

If you should require additional information please contact the Office of Government Affairs at 410-767-8543.

Sincerely,



Lourdes R. Padilla
Secretary

Enclosure

cc: Sarah Albert, Mandated Reports Specialist, Department of Legislative Services (5 copies)



ANNUAL FAMILY INVESTMENT PROGRAM HIRING AGREEMENT
MARYLAND DEPARTMENT OF HUMAN SERVICES

Completed pursuant to Human Services Article §5-304 (c)(4) and State Finance & Procurement Article § 13-224(d)

November 1, 2020

REPORT REQUIREMENTS

This report is hereby submitted in response to the following reporting requirements:

On or before November 1 of each year and in consultation with the Maryland Association of Counties, the Secretary [of the Department of Human Services] shall report, subject to § 2-1246 of the State Government Article, to the Senate Finance Committee and the House Appropriations Committee of the General Assembly, on:

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

Source: Human Services Article §5-304 (c) (4)

Each year, the Department [of Human Services] and any local departments that have entered into hiring agreements shall submit a report to the Board [of Public Works], the Joint Committee on Welfare Reform, and, subject to § 2-1246 of the State Government Article, the General Assembly on:

- (1) the number of hiring agreements executed;*
- (2) the number of current and former FIP recipients, children of current or former recipients, foster youth, and obligors hired by an entity with which a hiring agreement was executed; and*
- (3) the effectiveness of each hiring agreement in obtaining employment for current and former FIP recipients, children of current or former recipients, foster youth, and obligors.*

Source: State Finance & Procurement Article § 13-224(d)

BACKGROUND

A hiring agreement, a companion to a State procurement contract, is an agreement between a contractor and the Department of Human Services (DHS) through which the parties agree to cooperatively identify and hire former and current Family Investment Program (FIP) recipients to fill job openings on the contractor's State procurement project. The hiring agreement statute, enacted into law in 1998, originally required the Board of Public Works (BPW) to "designate the types of procurement contracts that are eligible contracts" (eligible for hiring agreements). The Board subsequently approved an Action Agenda Item directing the Department of Budget & Management (DBM), Department of General Services (DGS), and Maryland Department of Transportation (MDOT) and the University System of Maryland to select eligible contracts for hiring agreements. The Board requires DHS to submit an annual report addressing hiring agreements for these State agencies combined.

TARGET POPULATION

DHS, in partnership with other state agencies, encourages the use of hiring agreements as a mechanism for providing FIP recipients with employment opportunities with companies doing business with the state as vendors. The target population for this arrangement includes:

- Current Temporary Cash Assistance (TCA)* recipients
- Children of current TCA recipients (14 and older)
- Former TCA recipients (less than or equal to 5 years)
- Children of former TCA recipients (14 and older)
- Foster Care Youth/Alumni (18-25 years old)
- Child Support Obligors

* Note: TANF-Temporary Assistance to Needy Families and TCA-Temporary Cash Assistance will be used interchangeably throughout the report.

PARTNERSHIPS

Based on the needs of the target population, DHS has leveraged partnerships with state agencies (including DBM, DGS, MDOT, and the Department of Information Technology (DoIT)).

In addition to the State Contractors, the Hiring Agreement Program (HAP) is also supported by local governments through an agreement with the Maryland Association of Counties (MACo).

PROGRAM DEVELOPMENT

Since 2016, DHS has taken the following steps to improve outcomes of HAP:

- DHS program manager facilitates the annual statewide presentation for the Senior Procurement Advisory Group (SPAG) meeting usually takes place in September. The purpose of our portion of the agenda is to address HAP goals, program monitoring, data reporting, and tracking and recruitment of other Agencies for procurement officers to support the HAP program. This meeting is hosted by the Department of General Services State Procurement Unit.
- Instituted a new tracking system to monitor and catalog all job announcements subject to HAP. In addition, a mandate for all Local Departments of Social Services (LDSS) to monitor and maintain a database of all applicants for HAP job orders.
- Successfully advocated for an extension of time to apply for positions available to FIP recipients from three business days to five business days, allowing more qualified applicants to take advantage of employment opportunities within state agencies and related contractors.
- Instituted a new requirement for contractors to include their Federal Employment Identification Number on the Hiring Agreement Program contract to improve reporting accuracy.

OUTREACH

DHS has worked with stakeholders to streamline internal job announcements to include important details in order to help eligible FIP recipients to more accurately determine if they are a good fit for a specific position. Additionally, Work Program staff at the LDSS have connected with the Child Support Administration-CSA (non-custodial parents) and Social Services Administration-SSA (foster youth/alumni) as well as current work program vendors that support the TANF work programs in an effort to increase the visibility of stakeholders. These partnerships have helped to extend the reach of the program to targeted populations. Each LDSS office has identified HAP points of contact that receive and disseminate position announcements to program staff and customers. The LDSS contacts are in place to share hiring agreement opportunities with local partners that interact with the target populations.

REPORT CYCLE (April 2019 – March 2020)

During the current reporting cycle (April 2019 – March 2020), there were **240** active contracts impacted by HAP. These contracts resulted in **3,107** total job placements shown in Table 4. In addition, DHS has examined the retention rate, defined as individuals still employed in a subsequent quarter after initial job placement, for those placed through hiring agreements. The retention data, provided by the University of Baltimore Jacob France Institute, indicated that **48%** of FIP recipients who obtained employment through HAP were employed in the quarter following the time at which they were placed.

DHS maintains a database of **404** state contracts. All contracts were evaluated based on the following criteria to determine if they were subject to HAP requirements:

- **Contract base value of \$200,000 or more;**
- **Contract term of two years or longer;**
- **Contract with potential for employment during the life of the contract.**

DHS extends a special note of appreciation for the **top three** employers in each category:

State Contractors	New Hires
Broadway Services Inc.	19
Goodwill Industries Of The Chesapeake	17
Building Families For Children, Inc.	11
Local Government	
Scholars K-8	30
Mayor's Office City Of Baltimore	24
Academy Of Health Science At PGCC	23
State Agency	
DHS Local Departments Operations	11
Salisbury University	5
Department Of Transportation	3

Table 1 summarizes HAP job placements with state contractors while Table 2 addresses placements within local governments. Tables 3 and 4 summarize job placements within state agencies and quarterly job retention respectively. Table 5 provides a two-year comparison of HAP outcomes.

Table 1 – State Contractor Job Placements by Target Group (#7667) <i>Report Cycle: April 2019 through March 2020</i>			
Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	166	92	55%
Children of Current TCA recipients	3	3	100%
Former TCA recipients	667	371	56%
Children of former TCA recipients	107	54	50%
Child Support Obligors	8	2	25%
Foster Care Youth 18-25	44	25	57%
Total	995	547	55%

Table 2 – Local Government Job Placements by Target Group (#7666) <i>Report Cycle: April 2019 through March 2020</i>			
Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	213	106	50%
Children of Current TCA recipients	110	32	29%
Former TCA recipients	937	415	44%
Children of former TCA recipients	317	91	29%
Child Support Obligors	10	4	40%
Foster Care Youth 18-25	50	10	20%

Total	1,637	658	40%
Table 3 – State Agencies Job Placements by Target Group (#7667) Report Cycle: April 2019 through March 2020			
Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	68	42	62%
Children of Current TCA recipients	17	3	18%
Former TCA recipients	299	196	66%
Children of former TCA recipients	72	31	43%
Child Support Obligors	2	0	0%
Foster Care Youth 18-25	17	10	59%
Total	475	282	59%

Table 4 - 1st Quarter Retention of Target Group Placements (#7667) April 2019 through March 2020			
Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
State Contractors	995	547	55%
Local Government	1,637	658	40%
State Agencies	475	282	59%
Total	3,107	1,487	48%

Table 5 Prior Year Comparison Outcomes Report Cycle 2019 vs. 2020			
Group	2019	2020	Percentage % Increase/Decrease
State Contractors	1,157	995	-16%

Local Government	1,670	1,637	-2%
State Agencies	516	475	-9%
Total	3,343	3,107	-8%