EVALUATION OF WORKFORCE DEVELOPMENT
MARCH 2024

PART 1

OFFICE OF PROGRAM EVALUATION AND GOVERNMENT ACCOUNTABILITY
DEPARTMENT OF LEGISLATIVE SERVICES
MARYLAND GENERAL ASSEMBLY

Evaluation of
Workforce Development, Part I

Department of Legislative Services
Office of Program Evaluation and Government Accountability
Annapolis, Maryland

March 2024

DEPARTMENT OF LEGISLATIVE SERVICES

OFFICE OF PROGRAM EVALUATION AND
GOVERNMENT ACCOUNTABILITY
MARYLAND GENERAL ASSEMBLY

Victoria L. Gruber
Executive Director

Michael Powell
Director

March 11, 2024

Senator Clarence K. Lam, M.D., Senate Chair, Joint Audit and Evaluation Committee
Delegate Jared Solomon, House Chair, Joint Audit and Evaluation Committee
Members of the Joint Audit and Evaluation Committee

Dear Senator Lam, Delegate Chang, and Members:

At the request of the Executive Director of the Department of Legislative Services, the Office of Program Evaluation and Government Accountability (OPEGA) has conducted an evaluation of Maryland's workforce development programs. This evaluation was performed consistent with § 2-1234 of the State Government Article.

Our report contains an inventory of the State's workforce development programs, and contains analysis of overlap, duplication, gaps, and/or fragmentation. It also contains several recommendations. The response from Maryland Department of Labor (MDL) is included as Appendix A. Given the length and complexity of this report, it was designed to primarily be read online.

OPEGA's intention is to continue our evaluation of the State's workforce development programs, to be published later as Part II.

We wish to express our appreciation for the cooperation and assistance provided by MDL.

Respectfully submitted,

Michael Powell
Director

MP/mpd

Legislative Services Building · 90 State Circle · Annapolis, Maryland 21401-1991
410-946-5560 · FAX 410-946-5508 · TDD 410-946-5401
301-970-5560 · FAX 301-970-5508 · TDD 301-970-5401
Other areas in Maryland 800-492-7122

iii

Contents

Evaluation of Workforce Development, Part I
Inventory of publicly funded workforce development programs and services in Maryland (2018-2023)
Executive Summary

The Executive Director of the Department of Legislative Services directed the Office of Program Evaluation and Government Accountability (OPEGA) to (1) inventory the workforce development programs and services in Maryland operating during 2018 to 2023, identifying areas of overlap, duplication, fragmentation, and gaps and (2) evaluate the efficiency and effectiveness of the programs and services. This inventory responds to the first part of that request. A subsequent report will focus on the efficiency and effectiveness of selected workforce development programs and services.

For this inventory, we have defined Maryland's workforce development system to be comprised of the publicly funded programs and services intended to build, enhance, and retain a skilled workforce, to enable residents to have a sustainable livelihood, and to support current and future employers in the State. Workforce development serves employers, workers, and jobseekers, including people without a job and those seeking a better paying job.

OPEGA observed the following:

- More than a dozen State entities offer workforce development programs and services.

- Federal funds are the main source of public funding for workforce development in Maryland. Federal grant requirements shape much of the workforce development planning, organization structure, data collection, and reporting in Maryland.

- Most workforce development programs and services are delivered at the local level, where federal funds may be braided with other funds, services are customized for local needs, and similar programs may have unique names.

- Gap: Maryland lacks the infrastructure necessary to achieve the statutory goal of 45% of graduating seniors completing the high school level of a registered apprenticeship or an industry-recognized credential by the 2030-2031 school year.

- Overlap: The Maryland Department of Labor provides business services to employers that in some cases duplicate business services provided by local workforce development boards.

- Overlap: Several programs in Maryland offer opportunities for incumbent worker training (IWT). The State-funded grants to employers for IWT could be consolidated into one program.

- Overlap: Several programs in Maryland encourage individuals to train for and fill jobs with workforce shortages, including in the fields of nursing, teaching, law enforcement, and cybersecurity, and these programs could be better aligned and/or merged.

- Gap: Maryland lacks an integrated data and case management system for workforce development participants.

Introduction

Purpose and Scope

The Executive Director of the Department of Legislative Services directed the Office of Program Evaluation and Government Accountability (OPEGA) to:

1. prepare an inventory of workforce development programs and services in Maryland operating during the period of 2018 to 2023, identifying areas of overlap, duplication, fragmentation, and gaps; and

2. evaluate the efficiency and effectiveness of workforce development programs and services.

This inventory responds to the first part of that request. A subsequent report will focus on the efficiency and effectiveness of selected workforce development programs and services.

This inventory takes a comprehensive view of workforce development programs and services in Maryland over the period of 2018 to 2023. For this inventory, we have defined Maryland's workforce development system to be comprised of the publicly funded programs and services intended to build, enhance, and retain a skilled workforce, to enable residents to have a sustainable livelihood, and to support current and future employers in the State. Workforce development serves employers, workers, and jobseekers, including people without a job and those seeking a better paying job.

Organization of This Inventory

This inventory includes the following information for each program or service identified:

- name of program or service;

- description;

- authorizing law (federal and/or state);

- who is served by the program or service;

- eligibility for participation;

- funding sources, annual expenditures, and state budget codes where available;

- participation*;

- key outcomes, including employment of participants 12 months after participation (where available);

1

- entity responsible for administration/implementation.

- reports (*e.g.*, statutorily mandated reports, or required reports to the federal government, to enable readers to find more detailed public information about a program or service);

- data repository (*i.e.*, how/where implementing agency stores program data); and

- related programs or services.

In some cases, not all the information we sought was available, and we have noted this in the inventory entries.

(*Individual participants may be counted more than once. Depending on eligibility, an individual can, and in some cases may be encouraged to, participate in more than one type of workforce development program in a year or in the same program over multiple years. For this inventory we did not have identifying information to count unique individual participants. Moreover, the agencies themselves generally do not have the data sharing capability to know this information.)

This inventory groups programs and services by the categories of people served and the strategies used to serve them. The main categories of people served and types of strategies used to assist them are as follows:

Categories of People Served (Targeted Populations)

- *Employers:* Programs and services for employers include business services, technical assistance, labor market information, platforms to connect employers with jobseekers, and grants and tax credits to incentivize and enable employers to hire, retain, and train Maryland workers.

- *Jobseekers generally, but especially Unemployment Insurance Claimants and Those with Significant Barriers to Employment:* This general group includes dislocated workers, low-wage workers, and low-income older adults. Some jobseekers have no job; other jobseekers have a low-wage job and seek a better paying one.

- *Youth and Young Adults:* Programs and services for in-school youth and out-of-school youth up to age 24.

- *Public Assistance Recipients:* Employment and training programs for low-income people receiving cash, food, and/or housing assistance.

- *People with Disabilities:* Vocational rehabilitation assists individuals with a disability to engage in competitive or supported employment and achieve economic self-sufficiency.

- *People Involved with the Justice System:* Workforce development programs serving incarcerated individuals, returning citizens, and others involved in the justice system.

- *Veterans and Their Spouses*.

Types of Policy Tools and Strategies

- *Apprenticeships and Other Work-based Learning:* Jobseekers and employers can both benefit from paid employment with a structured, on-the-job training component.

- *Incentive Programs for Individuals to Address Workforce Shortages:* Examples are scholarships, tuition waivers, or loan repayment programs specifically designed to encourage individuals to prepare for and then fill occupations with workforce shortages in Maryland.

- *Incentive Programs for Employers to Hire, Retain, and Train Workers:* Some policy tools incentivize employers to hire and retain workers in certain categories (such as veterans or at-risk youth). Some policy tools incentivize employers to create new job opportunities in a certain geographic area or occupation.

- *Data Sharing:* Programs to improve communication among workforce development partners can streamline referrals and follow up, facilitate co-enrollment in multiple services, and evaluate what works best for jobseekers, workers, and employers.

Some programs use multiple tools and strategies to assist one group of people, whereas other programs may serve many types of people using one tool or strategy. Some programs and services can plausibly fit in more than one category.

Most overviews of workforce development are organized around a funding source (such as the federal Workforce Innovation and Opportunity Act (WIOA) grant), or a domain (such as K-12 education), or one labor market problem (such as workforce shortages in health care), or one type of policy tool (such as tax and other financial incentives for employers). Alone these do not give a comprehensive view of publicly funded workforce development efforts in Maryland, and they often require a preexisting understanding of workforce development to follow the acronyms and terminology.

This inventory is an overview of publicly funded workforce development programs and services in Maryland. Each entry is intended to provide enough information to put a program or service in context, see how it relates to other programs across agencies, and enable anyone with more questions to pursue specifics.

Methodology

This inventory began in June 2023 and ended with a published report in March 2024. This inventory relied on a combination of qualitative and quantitative data collection and analysis.

Document Reviews

OPEGA reviewed relevant Maryland statutes and regulations, annual reports, mandated reports, responses to *Joint Chairmen Report* requests, Managing for Results performance measures, Maryland Longitudinal Data System (MLDS) dashboards, and the State operating budget. OPEGA reviewed the Maryland Association of Community Colleges Workforce Training Dashboard. OPEGA reviewed public documents from the U.S. Departments of Labor and Education, as well as the Maryland Department of Labor (MDL), the Maryland State Department of Education (MSDE), and the other state entities offering workforce development programs and services.

Interviews

The evaluation team conducted interviews with officials from 12 of the 13 the local workforce development boards, officials from MDL, the Governor's Workforce Development Board (GWDB), the MSDE, the Department of Human Services, the MLDS Center, and officials from the Maryland Association of Community Colleges. The purpose of these conversations was to understand how the programs and services are structured and funded, explore the availability of program and outcome data, reveal issues related to current practice and policies, and to review potential areas of overlap, duplication, fragmentation, and gaps.

This inventory identifies the full range of publicly funded programs and services to employers, workers, and jobseekers in Maryland that promote workforce development. Where statute, public records, or stakeholders identified to us a set of activities as a program, we have included it as such in the interest of providing a comprehensive view of workforce development efforts in Maryland.

Defining a program lies at the heart of a program inventory, and the definition can be surprisingly complex. The U.S. Office of Management and Budget and the U.S. Government Accountability Office (GAO) have grappled with defining a "program" since at least 2011, when the U.S. Congress began requiring federal program inventories.[1,2]

GAO defines a "program" to be an organized set of activities directed toward a common purpose or goal, but GAO has also observed that the term has no standard meaning in the legislative process and in practice has many uses. "Program" is variously used to describe an agency's mission, functions, activities, services, projects, and processes. For example, a workforce development program might be defined around:

- customers or participants (such as dislocated workers, employers, or out-of-school youth);

- outputs, services, or products (such as training people for occupations that pay a living wage);

- outcomes (such as reducing how long a person receives unemployment insurance benefits, or reducing workforce shortages in critical occupations and industries);

- organizational structure (such as the unit responsible for implementation);

- statute (programs authorized and named in federal and state laws); or

- budget (how spending related to workforce development is organized in the operating budget).

GAO has found that different uses of the term "program" are legitimate and meaningful because agencies achieve their missions through different programmatic approaches. For this reason, GAO guidance on preparing inventories allows agencies to identify programs consistent with how the agency uses programs to interact with stakeholders and execute its mission.

Current Context for Workforce Development Programs and Services

To give broad context for who is served by workforce development programs and services, this section provides some basic statistics for Maryland.[3]

- Maryland's total population is about 6.2 million, of which about 0.5 million are ages 18 to 24, and about 3.2 million are ages 25 to 64.[4]

- The unemployment rate in the United States and Maryland in 2023 was among the lowest that it has been since 1980. While rates fluctuate, as of November 2023, the unemployment rate in the United States was 3.7%, and the unemployment rate in Maryland was 1.8%.[5] The U.S. Bureau of Labor Statistics has reported that, of the 51 metropolitan areas in the United States with a 2010 Census population of 1 million or more, Baltimore-Columbia-Towson, Maryland, had the lowest jobless rate in November 2023: 1.8%.[6]

- The labor participation rate (the percentage of the population either working or actively looking for work) has been low compared to the period since 1980 (excluding the pandemic).[7]

- Median household income in Maryland (in 2022 dollars) over the period of 2018 to 2022 was $98,461. About 9.6% of Maryland residents were in poverty, as compared to 11.5% for the United States overall.[8]

- The Massachusetts Institute of Technology (MIT) maintains a state-by-state living wage calculator estimating what an individual must earn to support his or herself and their family, taking into account health care, child care, and regional cost-of-living variations. MIT estimates that for an individual with no children in Maryland, the poverty wage is $6.53/hour ($13,582/year), the minimum wage is $13.25/hour ($27,560/year), and the living wage is $19.61/hour ($40,789/year). In contrast, for an individual with one child, the poverty wage is $8.80/hour ($18,304/year), the minimum wage is $13.25/hour ($27,560/year), and the living wage is $39.23/hour ($81,598/year).[9]

- In Maryland each year, about 60,000 students complete public high school. Of the 2020-2021 cohort of high school graduates, 50% enrolled immediately in college (a typical percentage for Maryland in recent years).[10]

- **Exhibit 1** shows the educational attainment of Marylanders ages 25 to 64.

- **Exhibit 2** shows the median earnings during 2022 for people age 25 and older, disaggregated by their highest level of educational attainment.

Exhibit 1
Educational Attainment Among Maryland Residents Ages 25-64

Less than high
school graduate
260,609
8%

High school
graduate (includes
equivalency)
724,402
22%

Some college or
associate's degree
776,976
24%

Bachelor's
degree or higher
1,481,450
46%
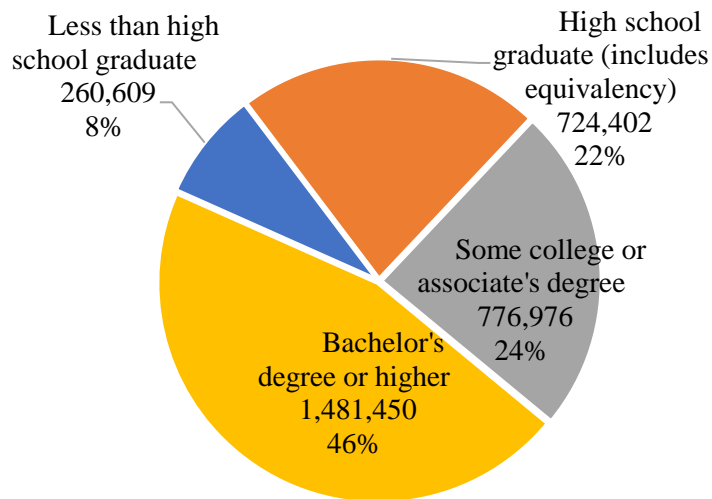
Source: American Community Survey 2022 1-year Estimate; Department of Legislative Services

Exhibit 2
Median Earnings in Maryland During 2022 for Population age 25+
By Highest Level of Educational Attainment

Category	Median Earnings
Population age 25 years and over with earnings	$61,166
Less than high school graduate	$33,805
High school graduate (includes equivalency)	$40,888
Some college or associate's degree	$50,548
Bachelor's degree	$76,711
Graduate or professional degree	$99,484
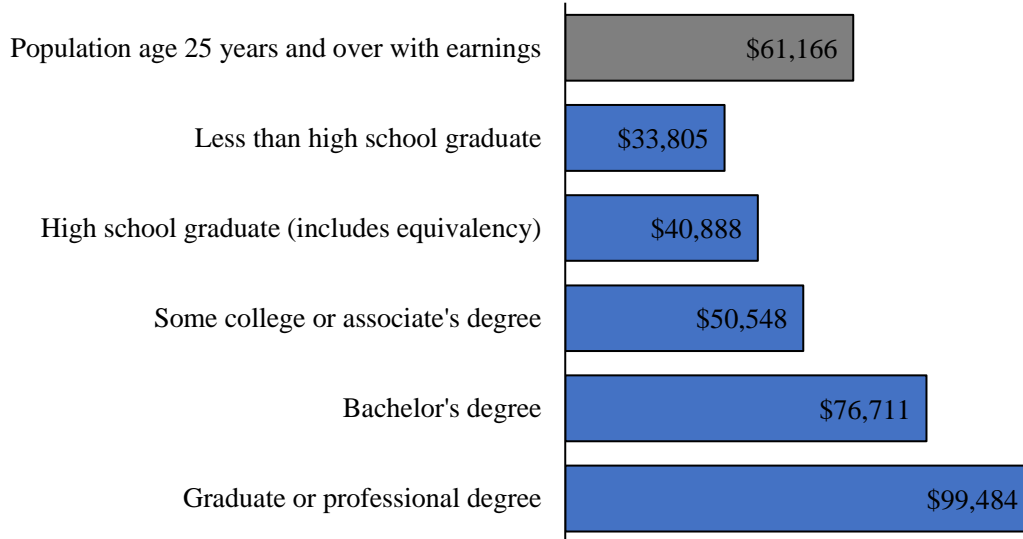
Source: American Community Survey 2022 1-year estimate, in 2022 inflation adjusted dollars; Department of Legislative Services

General Observations

Observation: Maryland's workforce development programs and services are offered by more than a dozen State entities employing many tools and strategies and serving diverse customers.

Our inventory found that during calendar 2018 to 2023, at least 14 State entities have administered one or more workforce development programs or activities in Maryland, including:

- MDL;

- MSDE, including MSDE's Division of Rehabilitative Services;

- Maryland Higher Education Commission (MHEC);

- Department of Human Services;

- Department of Housing and Community Development;

- Department of Public Safety and Correctional Services;

- Maryland Department of Health;

- Health Services Cost Review Commission;

- Department of Commerce;

- Maryland Department of Veterans Affairs;

- Maryland Technology Development Corporation;

- Maryland Energy Administration;

- Maryland Commission on Climate Change;

- Maryland Department of Transportation;

This variety of entities shows why some experts in the field describe the interdisciplinary nature of workforce development as collaborative,[11] while others describe it as fragmented.[12] The Federal Reserve explains workforce development as follows:

> Generally speaking, the term [workforce development] has come to describe a relatively wide range of activities, policies and programs employed by geographies to create, sustain and retain a viable workforce that can support current and future business and industry. Beyond this general understanding, it is difficult to gain a consensus as to the definition of workforce development, perhaps because each user of the term approaches it from a different perspective.
>
> Educational institutions and public and private social service providers, for example, approach workforce development and develop programs from the perspective of the sustainable economic security of the *individual*. Communities and economic developers, on the other hand, approach workforce development from a different view—that which benefits the sustainable economic growth of a *community or region*. Still another group— employers—approach workforce development from an *organizational* perspective, focusing on the skills their business or industry needs to remain competitive in the global marketplace. […]
>
> [S]tates, regions and local governments have now come to the understanding that no one perspective is right or wrong. They understand that an ideal

comprehensive strategy removes silos and creates synergies across the varied workforce development initiatives while still meeting individual, organizational and societal needs.[13]

As illustrated in **Exhibit 3**, our inventory found that in Maryland, workforce development programs and services intersect with education in the classroom and on the job, social services, economic incentives to individuals and employers, and community building. Tools and strategies range from one–on–one counseling to industry training programs to tax credits and scholarships. Information sharing between employers and job seekers, and between agency partners, is key to workforce development efforts.

Exhibit 3
Workforce Development Efforts
Employ Many Policy Strategies Across Multiple Agencies

Communication and data sharing: (1) between job seekers and employers; (2) between system partners

Apprenticeships and other workbased training

Education in the classroom (secondary + postsecondary, youth + adult)

Workforce Development

Individual incentives (scholarships, loan repayments) to fill workforce shortages

Social services, employment supports (e.g., child care, transportation)

Employer incentives (grants + tax credits) to hire, retain, and train workers

Source: Department of Legislative Services

Observation: Federal funds are a key source of dollars for workforce development programs and services in Maryland.

The WIOA and the Career and Technical Education (Perkins V) Act[14] are main sources of ongoing federal funds for publicly funded workforce development in Maryland. The WIOA is the federal legislation that authorizes the activities and funding of the major federal workforce development programs which are administered by the states. The Career and Technical Education (Perkins V) Act is the federal legislation that authorizes funding for career and technical education in secondary and postsecondary schools and certain other institutions.

Exhibits 4 and **5** show key ongoing federal grants to Maryland that relate to workforce development activities. (In addition to such ongoing federal funding, during the COVID-19 pandemic, the U.S. Congress provided one-time federal funds for economic and workforce recovery.)

Exhibit 4
Key Ongoing Federal Grants to Maryland Related to Workforce Development Programs and Services
Fiscal 2023 Allotments
($ in Millions)
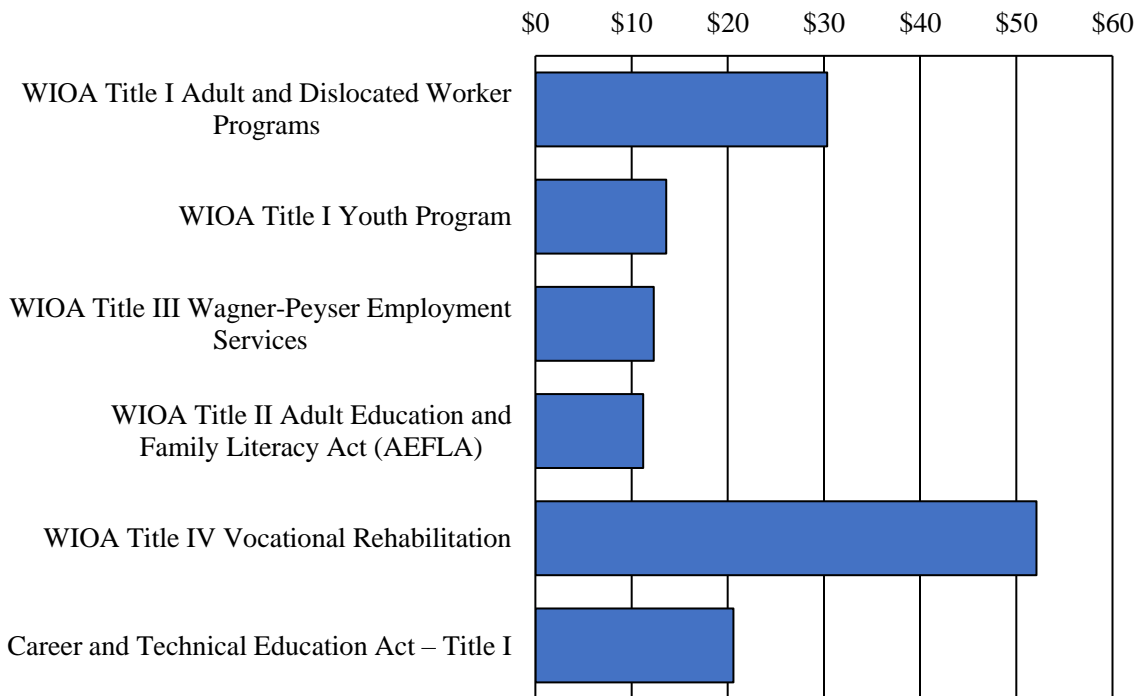
Source: Department of Legislative Services

Exhibit 5
Key Ongoing Federal Grants to Maryland Related to
Workforce Development Programs and Services
($ in Millions)

Federal Grant	Purpose	Federal Agency	Maryland Agency	FY 2023 Est. (Federal Funds, $ in Millions)
WIOA Title I Adult, Dislocated Worker, and Youth Programs and WIOA Title III Wagner–Peyser Employment Services (WP ES)	MDL and the State's 13 local workforce development boards offer basic career services (*e.g.*, job search assistance); individualized career services (*e.g.*, training in interviewing skills); and more industry specific training (*e.g.*, apprenticeships or technical classroom training). Priority is for people with barriers to employment. Some services target young adults, older adults, or veterans.	U.S. Dept. of Labor	MDL	Adult: $13.2 Disloc. Worker: $17.2 Youth: $13.6 WP ES: $12.3 Total: $56.2
WIOA Title II Adult Education and Family Literacy Act (AEFLA)	AEFLA Basic State Grants fund adult literacy programs, GED preparation, and skills training at correctional institutions	U.S. Dept. of Education (ED)	MSDE	$11.2 (requires partial state match)
WIOA Title IV Vocational Rehabilitation	Assistance and supports for people with disabilities to prepare for competitive integrated employment or supported employment.			$52.1
Career and Technical Education (CTE) Act (Perkins V) – Title I	Career and Technical Education (CTE) Basic State Grants fund secondary and postsecondary instruction in academic and technical skills to prepare for careers.			$20.6
Temporary Assistance for Needy Families (TANF)*	TANF grants offer financial help and other support for low-income families with children. Healthy adults participate in a work activity such as basic education, job skill training, job search, and/or subsidized or unsubsidized employment.	U.S. Dept. of Health and Human Services	Department of Human Services	$29.2*
Community Services Block Grant (CSBG)*	CSBG helps to revitalize low-income communities and empower low-income families to become self-sufficient through services like employment counseling, training, transportation, and childcare.		DHCD	$10.5*

DHCD: Maryland Department of Housing and Community Development
FF: Federal funds
FY: State Fiscal Year. (For example, July 1, 2022 – June 30, 2023 = Federal Program Year (PY) 2022 = State Fiscal Year (FY) 2023.)
GED: General Educational Development
MDL: Maryland Department of Labor
MSDE: Maryland State Department of Education, which includes the Division of Rehabilitation Services
WIOA: federal Workforce Innovation and Opportunity Act

*A portion of this federal grant relates to workforce development services to promote economic self-sufficiency for individuals and communities.

Source: Department of Legislative Services

During our interviews for this inventory, OPEGA found that experts in the workforce development field often use acronyms and shorthand for the federal programs that fund state and local programs and services. **Exhibit 6** lists some commonly used alternate names for federal programs and funding sources.

Exhibit 6
Examples of Official Program Names and Commonly Used Alternate Names

Official Program Name	Common Alternate Name(s)
WIOA Title I Adult Employment and Training Activities	Adult program
WIOA Title I Dislocated Worker Employment and Training Activities	Dislocated Worker program (often combined into the 'Adult and Dislocated Worker program' because services are the same)
WIOA Title I Youth Workforce Investment Activities	Youth program (for ages 16-24, some of whom are adults)
WIOA Title II Adult Education and Family Literacy Activities	Adult education
WIOA Title III/Wagner–Peyser Employment Service	Labor exchange services
WIOA Title IV Vocational Rehabilitation (VR) State Grant Programs	VR program, or Title IV
Temporary Assistance for Needy Families (TANF) employment and training activities	TANF is called Temporary Cash Assistance in Maryland.
American Job Center	One Stop Center
The Carl D. Perkins Career and Technical Education (CTE) Act of 2006 was reauthorized in 2018 as the Strengthening Career and Technical Education for the 21st Century (Perkins V) Act.	Perkins, Perkins V, or CTE Act

WIOA: Workforce Innovation and Opportunity Act

Source: Department of Legislative Services

Observation: Much of the workforce development in Maryland is shaped by federal grant requirements.

Requirements for state planning and reporting related to federal funds frame much of the State's workforce development efforts. Under the WIOA, each state must submit a plan[15] to the U.S. Department of Labor (DOL) outlining a four-year strategy for the state's workforce development system. WIOA State Plans show how a state intends to help individuals, including

those with significant barriers to employment, find high-quality jobs and careers and to help employers hire and retain skilled workers.[16],[17]

Similarly, under the Career and Technical Education (Perkins V) Act, each state must submit a four-year plan for career and technical education to the U.S. Department of Education. The WIOA specifies career and technical education as a required partner. (Governors may submit a combined plan for the WIOA and the Career and Technical Education (Perkins V) Act to the U.S. Departments of Labor and Education, but Maryland has not used this option to date.)

Maryland has provided DOL with the following WIOA State Plans since 2014:

- *Maryland Combined WIOA State Plan* – PYs 2022-2023 (Mod) [link[18]]

- *Maryland Combined WIOA State Plan* – 2020–2024 [link[19]]

- *WIOA State Plan for Maryland* – FY 2018 [link[20]]

- *WIOA State Plan for Maryland* (2016) [link[21]]

Exhibit 7 lists the workforce development programs and services included and excluded from Maryland's Combined WIOA State Plan for 2020-2024.

Exhibit 7
Programs in Maryland's Workforce Development System Included and Excluded from Maryland's Combined WIOA State Plan 2020-2024

WIOA Core Programs

- WIOA Title I: Adult Program
- WIOA Title I: Dislocated Worker Program
- WIOA Title I: Youth Program
- WIOA Title II: Adult Education and Family Literacy Program
- WIOA Title III: Wagner-Peyser Employment Services
- WIOA Title IV: Vocational Rehabilitation Program

Required WIOA Partner Programs

- Career and Technical Education programs*
- Temporary Assistance for Needy Families Employment and Training (E&T)
- Supplemental Nutrition Assistance Program Employment and Training (E&T)
- Trade Adjustment Assistance for Workers programs

- Jobs for Veterans State Grants Program
- Unemployment Insurance programs
- Senior Community Service Employment program
- Community Services Block Grant Employment and Training (E&T) activities

Other programs and services mentioned in the Maryland Combined WIOA State Plan

- Employment Advancement Right Now Maryland, run by MDL.
- Maryland Business Works training for incumbent workers, run by MDL.
- Federal Work Opportunity Tax Credit for employers.
- Registered Apprenticeships
- Youth Apprenticeships

Program or service not in the Maryland Combined WIOA State Plan.

- Partnership for Workforce Quality, run by the Maryland Department of Commerce.
- Student financial aid, tuition waivers, and loan assistance repayment programs (LARPs) to incentivize individuals to train for and work in a field with workforce shortages, e.g.:
  - Nurse Support I & II, scholarships, and tuition waivers, run by MHEC and HSCRC
  - LARPs: Janet L. Hoffman LARP, police officer LARP, and several MLARPs run by the Maryland Department of Health.
- Tax credit programs to incentivize employers to hire, retain, or train workers:
  - Maryland tax credit for employing eligible apprentices.
  - Maryland Disability Employment Tax Credit.
  - Maryland Enterprise Zone Tax Credit program.

HSCRC: Health Services Cost Review Commission
MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission
MLARP: Maryland Loan Assistance Repayment Program
WIOA: Workforce Innovation and Opportunity Act
*WIOA specifies career and technical education as a required partner in the One Stop delivery system.

Source: Department of Legislative Services

Observation: Most workforce development programs and services are delivered at the local level.

By design, federal WIOA allotments flow through state agencies to local workforce development boards (LWDBs) where services tailored to local needs are delivered via the "one-stop" American Job Centers and partnering providers. Federal allotments for Career and Technical Education also flow through state agencies to local schools and community colleges.

Exhibit 8 shows how federal WIOA and Career and Technical Education (CTE) allotments to Maryland flow to local areas.

Exhibit 8
Flow of WIOA and CTE Funds from Federal Government to State and to Local Areas
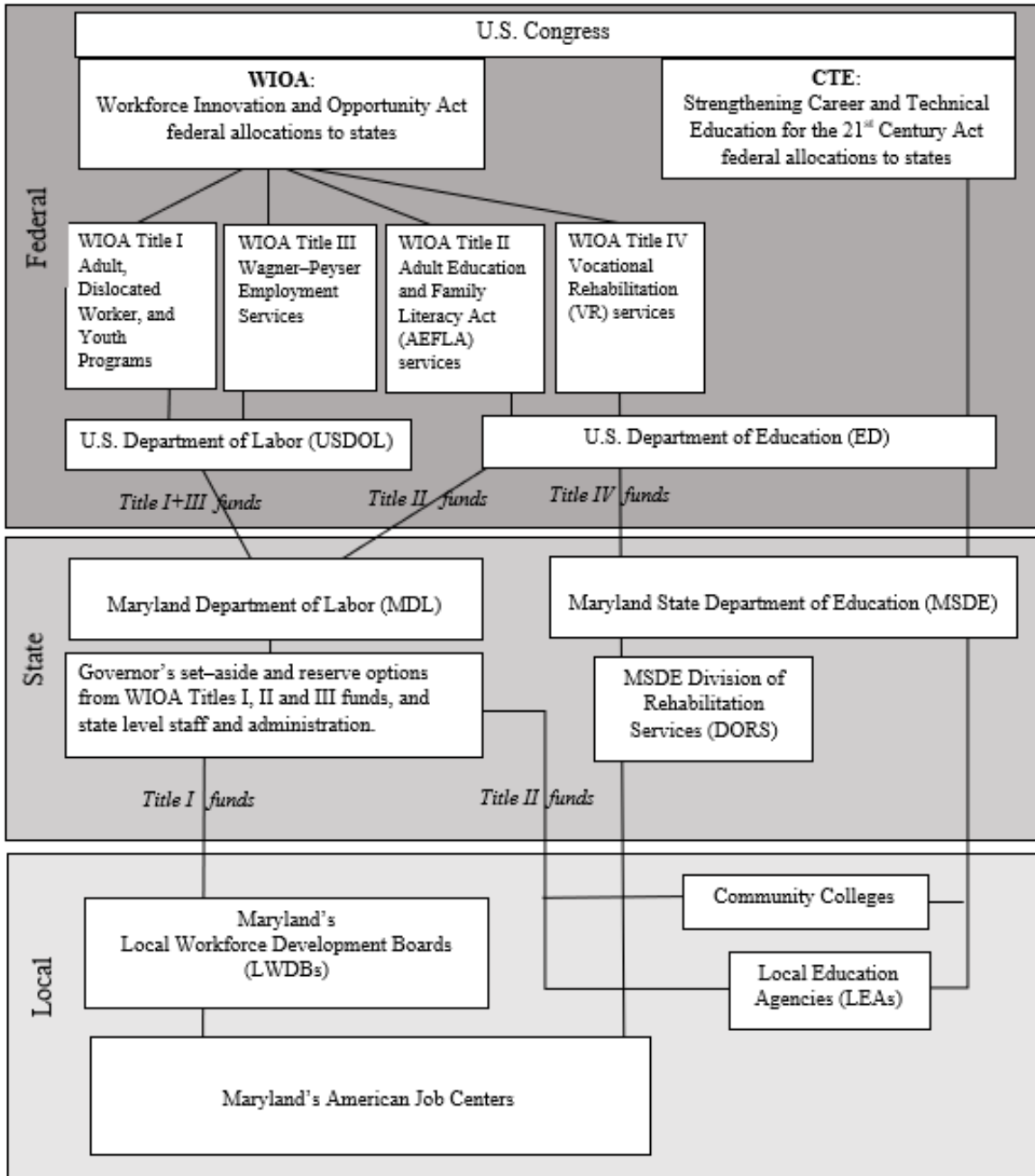
Source: Department of Legislative Services

In Maryland, the federal WIOA allotments are budgeted across multiple units at MDL but primarily the Division of Workforce Development and Adult Learning. While MDL passes most WIOA funds on to the local workforce areas (and their LWDBs) to deliver programs and services, MDL also retains some for staffing and for statewide initiatives, such as Business Services and Rapid Response.

WIOA gives governors flexibility to direct part of their state's WIOA allotments to their priorities using two mechanisms: (1) set-asides within WIOA program funds (called the "Governor's Reserve" or "Governor's Set Aside"); and (2) alternative funding formulas for allocating WIOA resources among local areas.[22] **Exhibit 9** shows how Maryland's allotment of federal WIOA Title I, II, and III funds was ultimately allocated to the LWDBs in fiscal 2023. These allocations are a combination of formula-based distributions, as well as funds distributed for innovative and high-priority projects, some of which were awarded as competitive grants. The balance of the federal WIOA allotment to Maryland was used to cover staffing at MDL and statewide initiatives managed by MDL.

Exhibit 9
Maryland's Allocation of Federal WIOA Title I, II, and III Funds to the
Local Workforce Development Boards and Other Local Entities
Fiscal 2023 (PY2022)

State Fiscal Year 2023 (Federal PY 2022) [1]	Title I Adult Program	Title I Dislocated Worker Program	Title I Youth Program	Title II AEFLA	Title III Wagner-Peyser Employment Service [5]
Total Federal WIOA allotment available to Maryland	$13,150,215	$17,212,091	$13,647,037	$11,232,451	$12,301,343
Allocation of WIOA Funds to the Local Workforce Development Boards[2]					
Anne Arundel Workforce Development Corporation	$649,373	$780,870	$633,768		
Baltimore County Department of Economic and Workforce Development	1,377,119	1,297,963	1,431,789		
Baltimore City Mayor's Office of Employment Development	2,794,895	1,295,605	2,898,787		

State Fiscal Year 2023 (Federal PY 2022) [1]	Title I Adult Program	Title I Dislocated Worker Program	Title I Youth Program	Title II AEFLA	Title III Wagner-Peyser Employment Service [5]
Carroll County Workforce Development Board	$209,672	$482,339	$222,993	None[4]	None[5]
Frederick County Workforce Services	277,301	503,917	299,514		
Howard County Workforce Development Board	260,337	771,085	264,070		
Lower Shore Workforce Alliance (Somerset, Wicomico, & Worcester Counties)	642,814	484,582	668,978		
WorkSource Montgomery (Montgomery County)	1,373,727	1,404,429	1,371,345		
Employ Prince George's Inc. (Prince George's County)	2,011,057	1,897,380	2,174,882		
Tri-County Council for Southern Maryland (Calvert, Charles, & St. Mary's Counties)	415,160	722,862	420,634		
Susquehanna Workforce Network (Cecil & Harford Counties)	494,438	858,922	516,404		
Upper Shore Workforce Investment Board (Caroline, Dorchester, Kent, Queen Anne's, & Talbot Counties)	221,547	583,855	234,729		
Western Maryland Consortium (Washington,	581,745	706,474	598,559		

State Fiscal Year 2023 (Federal PY 2022) [1]	Title I Adult Program	Title I Dislocated Worker Program	Title I Youth Program	Title II AEFLA	Title III Wagner-Peyser Employment Service [5]
Allegany, & Garrett Counties)					
Subtotal to LWDBs for FY23:	*$11,309,185*	*$11,790,283*	*$11,736,452*		
Allocation of WIOA Funds to Other Local Entities					
Allegany College of Maryland				$251,006	
Anne Arundel Community College				742,908	
Baltimore City Community College				983,619	
Learning is for Tomorrow				283,294	
Strong City Baltimore				475,745	
South Baltimore Learning Center [3]				609,053	
Community College of Baltimore County				1,779,203	
Carroll Community College	None	None	None	209,830	None[4]
Cecil College				190,146	
Chesapeake College				773,197	
Frederick Community College				904,213	
Garrett College				86,632	
Harford Community College				462,285	
Howard Community College				780,860	
Howard County Library				359,927	
Montgomery College				3,014,526	
Literacy Council Montgomery County				526,777	
Prince George's Community College				2,195,025	
College of Southern Maryland				875,066	

State Fiscal Year 2023 (Federal PY 2022) [1]	Title I Adult Program	Title I Dislocated Worker Program	Title I Youth Program	Title II AEFLA	Title III Wagner-Peyser Employment Service [5]
Somerset County Public Schools				167,993	
Hagerstown Community College				466,184	
Worcester County Public Schools				229,234	
Subtotal to other local entities for FY23:				*$16,366,723*	

AEFLA: Adult Education and Family Literacy Act

[1]Federal Program Year 2022 = State Fiscal Year 2023 = 7/1/2022 – 6/31/2023.

[2]WIOA funds to LWDBs in this table reflects a combination of formula-based allocations plus special grants from the Governor's Set Aside (Reserve) for innovative and high priority projects, some of which were distributed as competitive grants. The balance of the federal WIOA allotment to Maryland covers staffing at MDL and statewide initiatives managed by MDL.

[3]Funding concluded in June 2023.

[4]MDL allocates a portion of the federal WIOA Title II AEFLA allotment to community colleges and other local entities. *Note*: Title II AEFLA funds have not historically been provided to Local Workforce Development Boards.

[5]All federal WIOA Title III Wagner-Peyser Employment Services funds allocated to Maryland are expended by MDL at the state level.

Source: Maryland Department of Labor (December 2023)

> **Observation: When local workforce areas use federal funds for programs and services, those federal funds may be braided with other funds, services may be customized for local needs, and similar programs may have unique names.**

LWDBs tailor their workforce development services to local community needs. Some LWDBs braid WIOA funds with additional county funding or philanthropic grants. LWDBs may contract with private nonprofit organizations or community colleges to deliver certain services. Often, the titles of local programs and services differ from the WIOA programs that fund them, which may complicate an inventory at first glance: *e.g.*, the federal WIOA Title I Adult program may fund statewide Business Services and a local occupational training program.

To receive federal WIOA funds, workforce training providers must first be approved as eligible. WIOA requires each state to keep an eligible training provider list (ETPL). The process for a provider to get on a state ETPL is designed to ensure that WIOA funds are used for high-quality training likely to result in positive employment outcomes for participants. MDL partners with GWDB and MHEC to set the eligibility criteria for training providers and programs to receive WIOA funds. LWDBs may add restrictions and requirements for providers in their own area, but their local ETPL can only include training providers also approved for the State ETPL. All Registered Apprenticeship programs on the State ETPL must be on local ETPLs.

Providers may offer multiple training programs, and each program must be approved separately as WIOA eligible. If a WIOA-eligible individual enrolls in a WIOA-approved training program, the provider is reimbursed by the WIOA for the cost of the individual's participation, so the training is free to the participant. In many cases, non-WIOA-eligible individuals may also enroll in the WIOA-approved programs, but they are responsible for the costs associated with their participation.

Community college stakeholders told OPEGA that the initial application process to get a program approved for WIOA funding is cumbersome, as is the subsequent data collection required under WIOA. As a result, many do not attempt to get all their workforce training programs approved for WIOA funds.

Over the four-year period of fiscal 2019 to 2022, about 80 training providers across Maryland were on the State ETPL, as reported by DOL on <trainingproviderresults.gov> and listed in **Appendix F**. These providers include community colleges, for-profit programs, community-based providers, apprenticeship sponsors, and others. These providers offered more than 500 WIOA-eligible workforce training programs, as reported by DOL on <trainingproviderresults.gov>. Outcome data made public by DOL shows that of the roughly 20,000 Marylanders who completed these programs, about 93% did not have costs reimbursed by the WIOA and about 7% had costs reimbursed by the WIOA.

While the federal WIOA and CTE (Perkins V) allotments to states are the major ongoing sources of funding for workforce development in Maryland, two other funding sources related to workforce development should be noted: the temporary federal American Rescue Plan Act (ARPA) funds; and the pending career counseling for middle and high school students to be funded under the Blueprint for Maryland's Future.

ARPA funds affected workforce development in Maryland by directing a total of $75 million in temporary federal funds to LWDBs. These funds allowed for a temporary expansion of services by LWDBs during the period of high unemployment and other economic disruption caused by the COVID-19 pandemic.

Review for Overlap, Duplication, Fragmentation, or Gaps: Observations and Recommendations

OPEGA was asked to identify potential areas of overlap, duplication, fragmentation, or gaps in Maryland's workforce development programs and services. For purposes of this review, OPEGA defined the terms "overlap," "duplication," "fragmentation," and "gap" as follows[23]:

- *Overlap* occurs when multiple agencies (or units within an agency) provide similar services and/or target similar beneficiaries.

- *Duplication* occurs when two or more agencies (or units within an agency) are each independently engaged in the same type of program or activity and/or provide the same service to the same beneficiaries (target population). In assembling this inventory, OPEGA found no instances of duplication.

- *Fragmentation* exists when more than one agency or unit within an agency administers or is involved in the same program with negative results. Fragmentation can occur when two or more agencies must collaborate on a program, but we did not assume that collaboration alone indicated fragmentation. In assembling this inventory, OPEGA found no instances of fragmentation.

- *Gaps* exist where there is a shortfall between the current performance and the desired, expected, or targeted performance.

OPEGA identified four areas with overlap or gaps as follows:

Gap: Maryland lacks the infrastructure necessary to achieve the statutory goal of 45% of graduating seniors completing the high school level of a registered apprenticeship or an industry-recognized credential by the 2030-2031 school year.

The Blueprint for Maryland's Future set a statewide goal that by 2030, 45% of public high school students will complete an apprenticeship or industry-recognized credential by graduation. Currently, about 7% of graduating high school seniors complete either a youth apprenticeship or earn an industry-recognized credential. With an estimated 60,000 seniors projected to graduate from Maryland public schools each year, reaching the 45% goal means that Maryland would need to expand opportunities for approximately 23,200 students to complete either the high school level of a registered apprenticeship or earn an industry-recognized credential. During the 2021-2022 school year, the Apprenticeship Maryland Program, the State's only youth apprenticeship

program, enrolled a total of 186 youth apprentices. Therefore, meeting the State's 45% goal requires an expansion in the availability of youth apprenticeships in the State.

Although the State has considerably expanded the number of registered apprenticeships and apprenticeship sponsors in recent years, the age of eligibility for almost all current registered apprenticeships begins at 18, so they are not contributing to the State's 45% goal for graduating seniors. According to the Maryland Apprenticeship and Training Program (MATP), since 2016, the State has added 160 new apprenticeship sponsors and reactivated 34 dormant sponsors. In total, the State now has 200 active apprenticeship programs involving nearly 4,000 employers. The number of apprentices served by these programs has similarly increased, from about 9,500 in calendar 2016 to nearly 12,000 in calendar 2022.

According to local and State workforce development staff, the primary obstacle to expanding the number and breadth of registered apprenticeship programs (and/or expanding them to include youth under the age of 18) is the reluctance of employers to assume the burden of administering such programs. In addition to the administrative burden of overseeing the program, employers cite the lack of sufficient new job openings to take on a large number of apprentices. Many employers are relatively small and do not have sufficient openings to take on new apprentices every year. If they have an opening, they may be willing to take on an apprentice, but then their need is met, and they no longer enroll new apprentices. This is why many single-employer registered apprenticeships remain dormant for many years. As a result, MATP advises that nearly 80% of registered apprentices are in a handful of programs operated by multi-employer sponsors or by labor unions.

Recommendation: MATP and the Apprenticeship Maryland Program (AMP) should build permanent industry-based, membership-supported partnerships to sponsor registered apprenticeships. These partnerships should include multiple employers and/or labor unions in key industries. Such partnerships can be regional or statewide, depending on employer needs, and should focus especially on industries that do not traditionally offer apprenticeships but have professions that can be apprenticed. With multiple employers, such collaboratives should have sufficient capacity to take on multiple apprentices and youth apprentices each year and administer large scale apprenticeship programs. In carrying out this recommendation, MATP can build on the progress already made by the Maryland Employment Advancement Right Now (EARN MD) program, the Maryland Works program, and some local workforce development boards in building industry-based partnerships. Based on discussions with local and State leaders in workforce development, nursing and cybersecurity are high-demand areas with multiple employers currently experiencing workforce shortages that could support rapid growth in apprenticeships.

Recommendation: Career and Technical Education programs and registered apprenticeships should be redesigned to enable youth to begin apprenticeships while still enrolled in high school. As noted above, eligibility for most registered apprenticeships begins at age 18, making high school students ineligible, despite the statewide goal. Also, most CTE programs lack paid on-the-job training that is a central component of registered apprenticeships. Youth apprenticeships under the aegis of AMP are beginning to address this issue, but so far the scale of participation is extremely limited, and most youth apprenticeships lack a direct connection

to a registered apprenticeship. The School-to-Apprenticeship track within AMP is even more promising because of the direct linkage between high school and registered apprenticeships, but it has fewer than 50 participants. Addressing these shortcomings requires extensive collaboration among GWDB, the CTE Committee of GWDB, and MATP to recast CTE programs as the related instruction component of registered apprenticeships and to develop direct connections between youth apprenticeships and registered apprenticeships. Such collaboration has begun but would need to accelerate for the State to meet the statutory goal.

> **Overlap: MDL and local workforce development boards sometimes provide duplicative business services. In some cases, State run business services are not fully coordinated with the locally run business services.**

The WIOA requires LWDBs to provide business services to employers that help them recruit, hire, train, or upskill their workforce. The boards typically employ business service representatives and/or third parties who conduct outreach with local employers to make them aware of the services available to them through the American Job Centers. Such services include, among others (1) providing customized labor market data; (2) connecting employers to federal, State, and local workforce development tax incentives and grant opportunities; (3) referring employers to training providers; (4) organizing targeted recruitment events and job fairs; (5) honing employers' job interview skills and orientation programs for new employees; and (6) providing rapid response services for employers that are closing or reducing their workforce.

Local workforce development boards advise that historically they have been solely responsible for providing business services in their regions, an arrangement that they favor because they believe they are best suited to understanding and meeting the needs of their local communities and employers. However, in recent years, MDL has been using some statewide WIOA funds to also provide business services throughout the State. Local boards we spoke to advised that this duplication in service is confusing for employers and sometimes does not adequately meet their needs because State representatives are not as familiar with local needs.

> **Recommendation: MDL business services should be fully coordinated with the appropriate local workforce development board.** State resources currently devoted to business services could be redirected to other priorities, including the expansion of registered apprenticeships.

> **Overlap: Several programs in Maryland offer opportunities for incumbent worker training.**

Incumbent worker training (IWT) refers to training and upskilling of current workers that allows employers and their workers to increase competitiveness. IWT is designed to meet the specific requirements of an employer (or group of employers) to retain a skilled workforce, avert employee layoffs, and/or result in promoting incumbent workers to higher paying positions.

Multiple programs in Maryland offer grants to employers for IWT, as listed below and summarized in **Appendix D**.

- **Partnership for Workforce Quality (PWQ)** – funded with general funds and administered by the Maryland Department of Commerce.

- **EARN MD Program** – funded with general funds and administered by MDL.

- **Maryland Business Works (MBW)** – funded from the Governor's "set-aside" of federal WIOA funds and administered by MDL.

- **IWT Carried Out by LWDBs** – funded from the local allocation of federal WIOA funds and administered by LWDBs, in collaboration with MDL.

PWQ provides grants to individual employers for employee training. PWQ prioritizes employers in the manufacturing and technology sectors, but grants are not limited to employers in these sectors. PWQ has traditionally been limited to IWT, but legislation enacted in 2021 expanded the use of PWQ funds to train either incumbent workers or new employees. At least 60% of PWQ grant funds must go to grantees with not more than 150 employees, and up to 20% must be provided to employers with more than 500 employees. Businesses working with the Maryland Department of Commerce may be invited to apply for PWQ grants. Commerce receives and approves PWQ grants on a rolling basis during the year. PWQ grants are capped at $200,000 per year and may not cover more than 50% of direct training costs. Maryland statute mandates a $1.0 million annual appropriation for PWQ, and in fiscal 2023 PWQ expended $1 million.

EARN MD provides competitive grants to consortiums of at least five employers organized into strategic industry partnerships (SIPs) that also include postsecondary institutions, nonprofit organizations, and/or local governments. SIPs use EARN MD grants to train incumbent workers, unemployed jobseekers, and/or low-wage workers seeking better jobs. Since its inception in 2014, more than 8,000 participants have obtained employment and more than 11,000 incumbent workers have participated in EARN MD-related training. EARN MD grants are made available to SIPs under a competitive request for proposal. According to MDL, in fiscal 2023, EARN MD expended about $8.1 million in general funds and trained 5,266 individuals, of which 2,226 (42%) were incumbent workers.

The MBW program provides grants to individual employers to fund IWT that supports the retention, growth, and layoff aversion of employees. MBW targets businesses with fewer than 500 employees whose employees' annual salaries do not exceed $90,000. MBW requires a dollar-for-dollar match by grant recipients. MBW grants are capped at $40,000 per employer or $4,500 for a project or series of projects for each individual employee. MBW is funded annually from the 15% "Governor's set-aside" of federal WIOA funds.[24] MDL receives and approves MBW grants on a rolling basis during the year.

Separate and distinct from MBW, federal law allows LWDBs to use up to 20% of their WIOA Adult and Dislocated Worker program funds for incumbent worker training. Such IWT must meet basic WIOA requirements, but terms are otherwise defined by LWDBs. In fiscal 2023, 3 of the 13 LWDBs used part of their WIOA Title I funds for IWT.

Each program is detailed in the inventory entries in **Appendix C** and in the comparison table in **Appendix D**.

> **Recommendation:** **The Maryland General Assembly (MGA) should consider consolidating the State-funded grants to employers for IWT (PWQ and EARN MD) into one program administered by MDL.**

> **Overlap:** **Several programs in Maryland encourage individuals to train for and fill jobs with workforce shortages, including in the fields of nursing, teaching, law enforcement, cybersecurity, and others.**

Maryland, like the rest of the United States, has long experienced cyclical labor shortages in various occupations. Over the last 15 years (2008-2023), the ratio of the number of unemployed persons per job opening reached its lowest point in Maryland in June and July 2023.[25]

Specific industries and occupations have unique labor market patterns. To illustrate, **Exhibit 10**[26] shows total job openings in the United States over the 15-year period of 2008 to 2023 in three industry categories: health care and social assistance; manufacturing; and retail trade. Demand for workers in these categories has grown at a faster pace than the supply of individuals with the skills to fill those positions.

Exhibit 10
Job Openings in the United States in Sample Industry Sectors
January 2008-July 2023
(in Thousands)
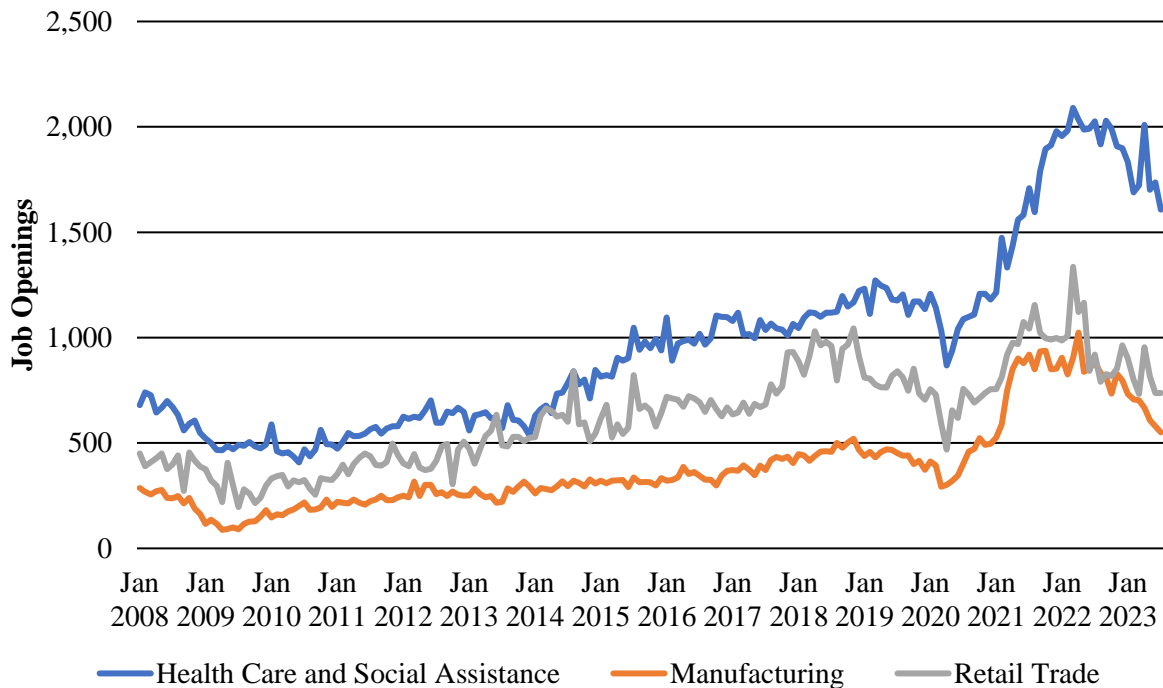
Source: Job Openings and Labor Turnover Survey (JOLTS), U.S. Bureau of Labor Statistics; Department of Legislative Services

Many factors can contribute to a labor market where the supply of available workers does not meet the demand for workers. For example, time lags in wage adjustments, as well as inflexible worker supply in occupations that require years of training, can exacerbate a labor shortage.[27]

MGA has addressed workforce shortages in Maryland through studies, expansions to institutional training capacity, and incentives to individuals to train for and fill jobs in certain occupations. Incentives for individuals include student scholarships, tuition waivers, and student loan assistance repayment programs (LARPs), the latter of which repays a portion of student loan debt in exchange for a minimum work commitment in the targeted employment fields (*e.g.,* teaching or nursing).

In 2006, MGA consolidated seven workforce shortage related financial aid programs into the Workforce Shortage Student Assistance Grant (WSSAG) program. In that consolidation, MGA established a process, undertaken every two years by the Advisory Council on Workforce

Shortage, to identify and update the occupations with workforce shortages that are eligible for the WSSAG program.[28]

Since the 2006 consolidation, MGA has created new scholarships and LARPs to address workforce shortages. MGA also created the Commission to Study the Health Care Workforce Crisis in Maryland in May 2022.[29] WSSAG and other workforce shortage programs, such as scholarships and LARPs, do not always cover the same occupations, as shown in **Exhibit 11**.

Exhibit 11
Maryland Programs to Mitigate Workforce Shortages in Certain Employment Fields

Health Care	Teaching	Law Enforcement	Child Care	Cybersecurity/IT
WSSAG	WSSAG		WSSAG	
• Nurse Support Programs I & II • Tuition Reduction for Nonresident Nursing Students	• Teaching Fellows for Maryland. • Maryland Teacher Development and Retention Program	• Maryland Police Officer Scholarship. • Law Enforcement Cadet Registered Apprenticeship Program		• Cyber Maryland Program [TEDCO] • Cybersecurity Public Service Scholarship [MHEC]
• MD EARN Grants for Nursing/ Nursing Assistant training				• EARN MD grants for Cyber/IT training
• Janet L. Hoffman LARP [MHEC] • MLARP for Health Care Practitioners [MDH] • MLARP for Physicians and Physician Assistants [MDH] • MLARP for Nurses and Nursing Support Staff [MDH]	• Janet L. Hoffman LARP [MHEC]	• LARP for Police Officers [MHEC]		

MD EARN: Maryland Employment Advancement Right Now
    Program
IT: Information Technology
LARP/MLARP: Maryland Loan Assistance Repayment
    Programs
MDH: Maryland Department of Health

MHEC: Maryland Higher Education Commission
TEDCO: Maryland Technology Development
    Corporation
WSSAG: Workforce Shortage Student
    Assistance Grant

Recommendation: MGA could consider asking the Advisory Council on Workforce Shortage to review all MHEC programs designed to address workforce shortages in their biannual review. The Advisory Council on Workforce Shortage currently reviews occupations for WSSAG purposes, but it could be asked to look more broadly across all programs administered by MHEC that target occupations with workforce shortages to ensure they align with current labor market needs.

Gap: Maryland lacks an integrated data and case management system for workforce development participants.

Maryland's first State plan under the WIOA, developed in 2015, included details "on how it will ensure WIOA data systems become aligned and better integrated, all the while maintaining privacy and the highest ethical standards."[30] Since then, the State has made minimal progress on that front, and it still lacks a fully integrated data and case management system that would enhance services for individuals participating in workforce development activities.

Currently, State agencies use multiple, disconnected information systems to administer workforce development programs. These systems including the Maryland Workforce Exchange (for participants in WIOA-funded employment services); the Literacy and Community Education System (LACES) for participants in WIOA-funded Adult Education and Family Literacy services; the Apprenticeship Information Management System for participants in Registered Apprenticeships; and MDTHINK for services to recipients of the Supplemental Nutrition Assistance Program and Temporary Assistance for Needy Families.

Exhibit 12 summarizes all the databases and information systems identified by OPEGA that relate to workforce development.

Exhibit 12
Databases and Information Systems in Maryland
Related to Workforce Development

Related Workforce Development Program or Service	Data Repository
WIOA Title I: Adult Program	Maryland Workforce Exchange with WIOA Participant Individual Record Layout data
WIOA Title I: Dislocated Worker Program	
WIOA Title I: Youth Program	
Trade Adjustment Assistance for Workers Program	
Jobs for Veterans State Grant Program	
Migrant Seasonal Farm Worker Program	
WIOA Title III/Wagner Peyser Employment Services	
WIOA Title III: ROW & RESEA Programs	
Maryland Business Works (MBW)	
Federal Bonding Program	
Business Services from MDL	
WIOA Title II: Adult Education & Family Literacy Act Program	LACES (Literacy and Community Education System)
Unemployment Insurance (UI) claimants	BEACON 2.0
Registered Apprenticeship (RA) programs	Apprenticeship Info, Management System
Correctional Education (CE) Programs	CE Student
Senior Community Service Employment Program (SCSEP)	GPMS data, formerly SPARQ (SCSEP Performance and Results Quarterly Performance Results System)
WIOA Title IV: Vocational Rehabilitation program	AWARE^{TM} Vocational Rehabilitation Case Management System
Apprenticeship Maryland Program (AMP) – Youth Apprenticeships (YA)	[internal spreadsheets maintained by the MDL]
Joint Skills and Training Program	
Maryland Employment Advancement Right Now (EARN) Program	
Jobs That Build Initiative Employer Fund	
Employment and Training for SNAP and TANF recipients	WORKS
	MD THINK
K-12 and Postsecondary Students	Maryland Longitudinal Data System

MDL: Maryland Department of Labor
SNAP: Supplemental Nutrition Assistance Program
TANF: Temporary Assistance to Needy Families

Source: Department of Legislative Services

Community colleges maintain their own records regarding students who take credit-bearing classes, but data on noncredit classes (which are often directly related to preparing students for industry credential exams) is not available.

Through data sharing agreements, agencies providing workforce development services have enhanced the integration of data for some purposes. For instance, contact information from BEACON on Unemployment Insurance recipients is available to local workforce development boards so they can target those individuals for employment workshops. Data on registered apprenticeship participants is provided to MLDS and has been used to assess their workforce outcomes (employment and wages). But little progress has been made integrating data to facilitate service eligibility determinations and real-time case management.

A more integrated data and case management system would benefit participants and the agencies administering the programs, as follows:

1. **Facilitate eligibility determinations.** Individuals may be eligible for multiple workforce development related services from different agencies but be asked to provide income verification documents to each agency to establish their eligibility. An integrated system with a centralized document clearinghouse would allow participants to submit their income verification documents just once. Each program could more quickly determine participant eligibility, and potentially serve more individuals.

2. **Enable service providers to coordinate workforce development and social services.** With integrated data, different agencies and organizations can see what services each person is receiving and coordinate complementary services. This can avoid duplicative or contradictory efforts and reveal gaps where individuals are eligible for services but not yet enrolled. It can also enhance follow-up, to see if an individual referred for additional wraparound services to support employment received those services.

3. **Enhance the ability to track outcomes over time.** An integrated data system would allow the State to follow participants across workforce related programs and services and see long-term outcomes related to employment, earnings, and education. An integrated system also makes it easier to track completion rates, credential attainment, job placement, and earnings to allow insights on the workforce development system's overall effectiveness.

In our interviews with agency stakeholders, we asked what has hindered data integration efforts. Preserving participant privacy has been a key concern. Rather than one integrated system, memoranda of understanding for limited data sharing between specific agencies has been the more common approach.

Interviews with at least two local workforce development boards revealed that county governments in their regions have adopted integrated case management systems for local programs, including workforce development, which they report has substantially enhanced delivery of workforce development and social services in their jurisdictions. MDL is aware of these integrated systems and has begun assessing the feasibility of adapting such systems to State needs.

Recommendation: MDL should consider developing an integrated data and case management system to enhance the delivery of workforce development services to eligible individuals. This system integration should be undertaken in collaboration with MSDE and the Department of Human Services. The effort should start with case management systems related to workforce development services but could expand to include education and social services.

List of Workforce Development Programs and Services
(Detailed Inventory Entries are in Appendix C)

Programs and Services for Employers

This section lists workforce development programs and services in Maryland over the 2018 to 2023 period that primarily targeted employers, as detailed in Appendix C. These programs offered a variety of strategies to help and incentivize employers to build, enhance, and retain a skilled workforce. Strategies included offering technical assistance, training grants, and tax credits. Most programs for employers were implemented by MDL and the Maryland Department of Commerce.

Workforce Development Programs and Services for Employers

Program Title	State Agency
Business Services	MDL
Maryland Employment Advancement Right Now (EARN) Program	MDL
Maryland Business Works (MBW)	MDL
Partnership for Workforce Quality (PWQ)	Commerce
Maryland Workforce Exchange (MWE)	MDL
Work Opportunity Tax Credit Program	MDL
Maryland Disability Employment Tax Credit Program	MDL
Maryland Tax Credit for Employing Eligible Apprentices	MDL
Maryland Enterprise Zone Tax Credit (EZTC) Program	MDL + Commerce
Maryland Sales and Use Tax Credits for Qualified Job Training Organizations	MDL
Maryland Hire Our Veterans Tax Credits	Commerce
Hiring Agreements Program	DHS
Income Tax Credit for Preceptors Program	MDH
Career Pathways for Healthcare Workers Program	MDL
Direct Care Workforce Innovation Program (DCWIP)	MDL
Foreign Labor Certification (FLC) Program	MDL
Jobs That Build Employer Fund	MDL
Federal Bonding Program (FBP)	MDL
Maryland Offshore Wind Workforce Training Grant Program	MEA

Commerce: Maryland Department of Commerce   DHS: Maryland Department of Human Services

MDH: Maryland Department of Health   MEA: Maryland Energy Administration
MDL: Maryland Department of Labor

Programs and Services for Jobseekers, Especially Those with Barriers to Employment

Most funding in Maryland for workforce development programs and services comes the WIOA. This section focuses on services funded by the WIOA under Title I Adult and Dislocated Worker programs, the Title III Wagner-Peyser Employment Services, and the Title II Adult Education and Family Literacy program, as detailed in Appendix C. These programs are available to most jobseekers, unemployment insurance claimants, with priority given for some services on people with barriers to employment (as defined by the WIOA.)

Note: The WIOA Title I Youth Program and the WIOA Title IV Vocational Rehabilitation for people with disabilities are included in the general overview of the WIOA in this section and discussed in more detail in the separate sections focused on youth and young adults and people with disabilities.

Workforce Development Programs for Most Jobseekers, Especially Those with Barriers to Employment	
Program Title	**State Agency**
Overview of WIOA funded workforce development services at American Job Centers and other community partners	MDL + MSDE
WIOA Title I: Adult and Dislocated Worker programs	MDL
WIOA Title III: Wagner-Peyser Employment Services	MDL
Rapid Response Program (RRP)	MDL
Reemployment Workshops: ROW and RESEA sibling programs	MDL
Professional Outplacement Assistance Center services	MDL
Trade Adjustment Assistance (TAA) Program	MDL
Migrant Seasonal Farm Worker (MSFW) Program	MDL
WIOA Title II: Adult Education & Family Literacy Act program	MDL
Senior Community Service Employment Program (SCSEP)	MDL
Related Programs	
WIOA Title I: Youth program	MDL
WIOA Title IV: Vocational Rehabilitation for jobseekers with disabilities	MSDE
Maryland EARN (Employment Advancement Right Now) program	MDL
Maryland Business Works (MBW)	MDL

MDL: Maryland Department of Labor   WIOA: Workforce Innovation and Opportunity
MSDE: Maryland State Department of   Act
Education

Programs and Services for Youth and Young Adults

This section lists the inventory entries for employment related programs and services for youth and young adults that are offered outside of more traditional academic secondary and postsecondary programs. Detailed entries are in Appendix C.

Workforce Development Programs and Services for Youth and Young Adults		
Program Title	**State Agency**	**Fiscal 2023 Est. funding ($ in Millions)**
WIOA Title I Youth Program (federal funds for state and local services)*	MDL	$13.6*
Summer Youth Employment Programs	MDL	$4.1
YouthBuild	USDOL	N/A
Job Corps program	USDOL	N/A
Maryland Corps Program – includes Service Year Option (SYO)	DSCI	$4.5
Chesapeake Conservation Corps Program	CBT	
Career and Technical Education (CTE)** (federal funds for education services)	MSDE + MHEC	$20.6**
Pathways in Technology Early College High (P–TECH) programs	MSDE	$1.9
CTE Innovation Grants	MSDE	
Related Programs		
WIOA Title IV Vocational Rehabilitation Pre-employment Training Services for youth		
Foster Youth Summer Internship Program		
Apprenticeship Maryland Program (AMP) – Youth Apprenticeships*** (MSDE + MDL)		

* Amount shown is the federal WIOA Title I Youth Program allotment to Maryland for federal Program Year 2022 (State FY2023).

** Amount shown is the federal Perkins V allotment to Maryland for federal fiscal year 2023.

*** Apprenticeships and other work–based learning programs, as well as programs to encourage students to train for occupations with workforce shortages, often have young adults as main participants but are not usually limited to youth or young adults.

CBT: Chesapeake Bay Trust
DHS: Department of Human Services
DSCI: Department of Service and Civic Innovation
MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission

MSDE: Maryland State Department of Education
N/A: Not available
USDOL: United States Department of Labor
WIOA: Workforce Innovation and Opportunity Act

Programs to Encourage Individuals to Fill Occupations Experiencing Workforce Shortages

This section lists the inventory entries for programs and services designed to encourage individuals to train for and work in employment areas with workforce shortages. The detailed entries are in Appendix C. Targeted employment for these programs can include specific occupations, as well as jobs serving underserved people in Maryland or jobs serving underserved geographic areas of Maryland. Tools and strategies used include student financial aid and LARPs.

Among such programs, the Nurse Support Programs I and II to grow the number of qualified nurses in Maryland represent some of the largest: in fiscal 2023 these two programs totaled about $39 million, funded from hospital patient revenue rates determined by the Health Services Cost Review Commission. Another category of programs to address workforce shortages, the multiple LARPs, totaled about $11 million in fiscal 2023.

Programs to Encourage Individuals to Train for and Work in Occupations with Workforce Shortages		
Program Title	**State Agency**	**Fiscal 2023 Est. Funding ($ in Millions)**
Loan Assistance Repayment Programs (multiple)	MDL + MHEC	$10.7
Workforce Development Sequence Scholarship Program (WDSS)	MHEC	$1.0
Workforce Shortage Student Assistance Grant Program (WSSAG)	MHEC	$1.2
Maryland Community College Promise Scholarship Program	MHEC	$15.0
Nurse Support Program I	HSCRC	$19.2
Nurse Support Program II	HSCRC + MHEC	$18.9
Tuition Reduction for Non-Resident Nursing Students Program	MHEC	
Career Pathways for Health Care Workers Program	MDL	
Behavioral Health Workforce Investment Fund	MDH + MHCC	–
Pilot Program for Human Services Career Scholarships	MHEC	–
Maryland Police Officer Scholarship	MHEC	$8.5
Teaching Fellows for Maryland Scholarship	MHEC	$8.0
Teacher Development and Retention Program	MSDE	
Cybersecurity Public Service Scholarship	MHEC	$1.0
Cyber Maryland Program	TEDCO	–

HSCRC: Health Services Cost Review Commission
MDL: Maryland Department of Labor
MHCC: Maryland Health Care Commission

MHEC: Maryland Higher Education Commission
MSDE: Maryland State Department of Education
TEDCO: Maryland Technology Development Corporation

Programs to Encourage Apprenticeships and Other On-the-Job Training

This section lists the inventory entries for programs and services designed to encourage apprenticeships, on-the-job training, and other work-based learning opportunities, as detailed in Appendix C. Tools and strategies include outreach and technical assistance to potential apprenticeship sponsors and potential apprentices, as well as grants, scholarships, and reimbursement programs to help cover apprenticeship training costs for apprentices and/or their employers.

Workforce Development Programs Encouraging Apprenticeships and Other On-the-Job Training Opportunities in Maryland	
Program Title	**State Agency**
Maryland Apprenticeship and Training Program (MATP)	MDL
Sponsor Apprenticeship Incentive Reimbursement (SAIR) program	MDL
Apprenticeship Maryland Program – Youth Apprenticeship (AMP–YA)	MSDE + MDL
Maryland Works	MSDE
Law Enforcement Cadet Registered Apprenticeship Program	MDL
Apprenticeship Requirements for Capital Construction Projects	MDL
Apprenticeship Career Training in Our Neighborhoods (ACTION) Program	MDL
Related Program	
Maryland Community College Promise Scholarship (*primary entry under: programs to address workforce shortages*)	MHEC
Apprenticeship Career Training Pilot Program for Formerly Incarcerated Individuals (*see: programs for people involved in justice system*)	MDL

MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission
MSDE: Maryland State Department of Education

Programs and Services for Veterans and Their Spouses

This section lists the inventory entries for employment related programs and services for veterans and their spouses. The federal WIOA funded employment services offered at American Job Centers are available to all adults, and veterans are a target population under the WIOA. The detailed entries are in Appendix C.

Workforce Development Programs and Services for Veterans and Their Spouses	
Program Title	**State Agency**
Jobs for Veterans State Grant (JVSG) Program	MDL
Maryland's Commitment to Veterans (MCV) Program	MDH
Operation Hire Maryland Program	MDVA
Related WIOA-funded employment services: Titles I and III. Under WIOA, veterans are a targeted population.	MDL

MDL: Department of Labor   MDVA: Maryland Dept of Veteran Affairs
MDH: Department of Health   WIOA: Workforce Innovation and Opportunity Act

Programs and Services for People on Public Assistance

This section lists the inventory entries for employment related programs and services for people on public assistance. The detailed entries are in Appendix C.

Workforce Development Programs for People on Public Assistance	
Program Title	**State Agency**
Temporary Assistance for Needy Families Employment and Training	DHS
Supplemental Nutrition Assistance Program Employment and Training	DHS
Child Support Payment Incentive Program for Unemployed Obligors	DHS
Foster Youth Summer Internship Program	DHS
Ready by 21 Programs	DHS
Maryland's Fostering Employment Program	DHS
Transportation Assistance Program	DHS
Refugee Support Service – Employability Services	DHS
Displaced Homemakers Program (DHP)	DHS
Community Services Block Grant (CSBG) program	DHCD

DHS: Department of Human Services
DHCD: Department of Housing and Community Development

Programs and Services for Incarcerated Individuals and Returning Citizens

This section includes inventory entries for workforce development programs and services for people who are currently incarcerated, formerly incarcerated, or are facing sentencing, as detailed in Appendix C. In terms of expenditures and participation, the largest efforts focused on workforce development for incarcerated individuals are Correctional Education programs administered by MDL and Maryland Correctional Enterprises administered by the Department of Public Safety and Correctional Services.

Workforce Development Programs and Services for Incarcerated Individuals and Returning Citizens		
Program Title	**State Agency**	**Fiscal 2023 Funding ($ in Millions)**
Correctional Education (CE) Program	MDL	$20.8
Maryland Correctional Enterprises (MCE)	DPSCS	$57.6
Joint Skills and Training Program (JSTP)	MDL for DPSCS	*
Work Release Program	DPSCS	*
Reentry Employment Opportunities	USDOL	N/A
Partnerships for Re-Entry Programming (PREP)	DPSCS	*
Jobs Court Pilot Program	District Court in Baltimore	–
Inmate Training and Job Pilot Program	DPSCS + MHEC	*
Apprenticeship Career Training Pilot Program for Formerly Incarcerated Individuals	MDL	–
Maryland New Start Grant Program	MDL	–
Maryland New Start Microloan Program	Commerce	–
Related Program		
Federal Bonding Program for employers	MDL	*

*Contact agency.

Commerce: Maryland Department of Commerce
DPSCS: Department of Public Safety and Correctional Services
MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission
N/A: Not available.
USDOL: United States Department of Labor

In July 2022, DOL announced the availability of funds for Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker grants to states, authorized under the WIOA. As of November 2023, MDL secured a $4 million QUEST grant to be used in part for Returning Citizens [link[31]], but no projects were implemented within the period covered by this inventory.

Programs and Services for People with Disabilities

This section lists the inventory entries for the workforce development programs and services for people with disabilities. The detailed entries are in Appendix C. The severity of disabilities varies widely, and therefore the programs and services to help people with disabilities gain and maintain employment also vary widely.

Workforce Development Programs or Services for People with Disabilities		
Program Title	**State Agency**	**Fiscal 2023 ($ in Millions)**
WIOA Title IV: Vocational Rehabilitation State Grant Programs*	MSDE	$52.1*
Supported Employment (SE)	MDH	$73.0
Blind Industries and Services of Maryland (BISM)	MSDE	$0.6
Related Programs and Services		
Maryland Disability Employment Tax Credit Program	MDL	–
WIOA Titles I, II and III programs also fund employment services to people with less severe disabilities, who are one of the targeted populations under WIOA.	MDL and MSDE	

*Amount shown is the federal WIOA Title IV allotment to Maryland for federal Program Year 2022 (State FY2023), which may be carried over to the next year.

MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MSDE: The Maryland State Department of Education's Division of Rehabilitative Services (DORS)
WIOA: Workforce Innovation and Opportunity Act

Note: Participation in these programs is calculated in different ways and over different time periods for different reporting purposes. For example, the Managing for Results performance measures reported by the Department of Budget and Management count participation by state fiscal year. In contrast, reporting to the U.S. Departments of Labor and Education must follow federal specifications,[32] with participation reported by federal program year (PY) and performance outcomes reported by the cohort period.

In all cases, participation across programs does not necessarily reflect unique individuals. A person may be eligible for and participate in more than one program each year and/or may participate in one program for multiple years. For example, individuals who receive long-term Supported Employment (SE) services from the Maryland Department of Health will often receive short-term SE services from MSDE.

Miscellaneous Workforce Development Programs and Services

Miscellaneous Programs and Services Related to Workforce Development	
Program Title	**State Agency**
Workforce Solutions to Address Maryland's Opioid Crisis	MDL + MDH
Rural Maryland Prosperity Investment Fund (RMPIF)	RMC
Maryland Highway and Capital Transit Construction Skills Training Program	MDL
Transportation: On-the-Job Training and Supportive Services Program	MDOT

MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MDOT: Maryland Department of Transportation
RMC: Rural Maryland Council

Appendix A. Response from the Maryland Department of Labor

The Maryland Department of Labor reviewed a draft of this report and provided the response that follows. Appropriate corrections have been made throughout the report; therefore, references in the response may not reflect this published version of the report.

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

March 8, 2024

To whom it may concern,

The Maryland Department of Labor (MDL) would like to thank the Department of Legislative Services (DLS) Office of Program Evaluation for and Government Accountability (OPEGA) for their *Evaluation of Workforce Development* report and the opportunity to respond to observations, identified gaps and areas of overlap, and recommendations.

Over the past several months, MDL staff have worked closely with DLS OPEGA colleagues to catalog the broad array of workforce development programming offered to Marylanders through initiatives such as EARN Maryland, Registered Apprenticeships, and Adult Education. We appreciate the thorough and professional review of our portfolio and the opportunity to provide feedback.

Below, please find MDL's formal response to the report findings.

Observation #1: Federal funds are a key source of dollars for workforce development programs and services in Maryland.

MDL agrees that the federal government funds the majority of existing workforce development programming in Maryland. These dollars are subject to formulas determined by entities such as the U.S. Department of Labor and U.S. Department of Education, and fluctuate year-to-year. When possible, the Department also pursues federal discretionary grant awards to supplement activities.

With federal funds, such as those under the Workforce Innovation and Opportunity Act (WIOA), MDL is committed to providing quality workforce development programming. While these funds fill a critical need, they also come with significant eligibility rules and restrictions that severely limit the State's ability to meet the local needs of Maryland employers and jobseekers. More flexible and locally-driven State funding, such as support for Registered Apprenticeship and EARN Maryland, allows MDL to supplement existing activities to serve more Marylanders - but we are just scratching the surface. Simply put, the Department could do more with more State investment.

Observation #2: Much of the workforce development in Maryland is shaped by federal grant requirements.

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

As noted above, many workforce development programs in Maryland are funded by federal formula grants, and consequently, associated projects must conform to requirements attached to those dollars. Historically, State investments have broader flexibility.

Both MDL and the Governor's Workforce Development Board share this observation. In response, MDL introduced a departmental bill during the 2024 legislative session to establish the Talent Innovation Program and Fund (HB 1128) in partnership with the Governor's Workforce Development Board. This bill would establish a new fund that would authorize the State to raise private and philanthropic funds to bolster workforce development efforts and to increase innovation and flexibility that is sometimes limited by federal rules.

Observation #3: Most workforce development programs and services are delivered at the local level.

As described above, Maryland's primary source of workforce development funding is federal WIOA dollars. Those resources flow to MDL and the majority of Title I and Title II funds are then allocated to Local Workforce Development Boards (LWDBs) and adult education providers. The State's partnership with local entities, such as the LWDBs, are critical to effective service delivery and responsive programming. However, MDL serves as more than a pass-through entity; the Department utilizes discretionary funds, grant awards, and State resources to conceptualize and administer innovative programming, too, such as Registered Apprenticeship. Moreover, just as residents typically don't limit their job search or career advancement by the county line, employers don't limit their market by jurisdiction – MDL provides a critical function by providing a regional approach to address these issues

Additionally, MDL would like to offer a technical correction that is present in several places in this section—WIOA Title II funds support adult education services and have not historically been provided to LWDBs. The LWDBs are consulted prior to awarding funds to ensure that adult education providers are aligned with local workforce needs.

Observation #4: When local workforce areas use federal funds for programs and services, those federal funds may be braided with other funds, services may be customized for local needs, and similar programs may have unique names.

MDL agrees with this assertion and encourages partners to look for opportunities to braid funds and/or co-enroll participants in order to meet the needs of Marylanders in a specific area.

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

<u>**Gap #1: Maryland lacks the infrastructure necessary to achieve the statutory goal of 45% of graduating seniors completing the high school level of a registered apprenticeship or an industry-recognized credential by the 2030-2031 school year.**</u>

> **<u>Recommendation 1</u>: The Maryland Apprenticeship and Training Program (MATP) and the Apprenticeship Maryland Program (AMP) should build permanent industry-based, membership-supported partnerships to sponsor registered apprenticeships.**

> **<u>Recommendation 2</u>: Career and Technical Education programs and registered apprenticeships should be redesigned to enable youth to begin apprenticeships while still enrolled in high school.**

Apprenticeship is of critical importance to the Moore-Miller administration because it is a strategy that will help us to achieve two of our biggest goals: 1. increase Maryland's economic competitiveness, and 2. leave no Marylander behind. When it comes to apprenticeship, MDL continues to move with urgency with 3 key goals in mind:

- Growth - We want more employers to participate and more residents to access apprenticeships.
- Connection - We want to create more seamless pathways to existing systems--K-12, higher education, and the public workforce system--so all Marylanders can benefit.
- Inclusion - We want to increase demographic and occupational diversity, recognizing the historic trends and the need to shift and move with intentionality, so that apprenticeship is an opportunity for all.

With these goals in mind, MDL is leading the way on apprenticeship. We wish to underscore our lead role, while also recognizing that our approach will continue to be inclusive of local workforce boards, education partners, and other key stakeholders. The Department is actively working to enhance the infrastructure required to meet the ambitious apprenticeship goals outlined in the Blueprint for Maryland's Future. *This will require continued State-level investment and collaboration.*

It is also important to note the distinct definitions of Registered Apprenticeship versus the Apprenticeship Maryland Program (AMP) youth apprenticeship. Registered Apprenticeship (RA) is a proven model of career preparation that combines classroom instruction with hands-on

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

training under the guidance of a mentor ("journey worker"). The trainee ("apprentice") is a paid employee whose wages progressively increase as they make skill gains. What they learn in the classroom ("related instruction") complements and reinforces what they learn "by doing" on the job ("on-the-job training"). RAs consist of 5 core elements:

1. Employer involvement
2. On-the-job training (2000 hours or more)
3. Related instruction (144 hours per year)
4. Rewards for skill gains
5. Industry-recognized credential

School-to-Apprenticeship is an existing model of Registered Apprenticeship in Maryland that allows high school students 16 years old and above to enter a Registered Apprenticeship while in high school and continue after graduation, with graduation credits awarded for the portion completed while in high school. In Maryland, all Registered Apprenticeships including School-to-Apprenticeships are registered with both the U.S. Department of Labor (USDOL) and MDL.

AMP Youth Apprenticeship, is jointly administered by MDL and the Maryland State Department of Education (MSDE). It is currently modeled to include elements 1, 2, and 3 above of Registered Apprenticeship but is not a Registered Apprenticeship with the USDOL or MDL. AMP is currently categorized as a State-approved Career and Technical Education (CTE) program of study. Students complete 450 paid on-the-job training (OJT) hours under the direction of a mentor, and at least one year of related instruction (RI) prior to high school graduation.

Regarding Recommendation #1, the Department is actively participating on the Apprenticeship 2030 Commission, and is taking concrete steps to rapidly grow Maryland's apprenticeship system with the resources and staff available. MDL will continue to engage with relevant stakeholders, including the Maryland Apprenticeship and Training Council and LWDBs, to bolster the number of employers and sponsors participating in apprenticeship. The Department recognizes that coordinating efforts to support sector-specific needs via group sponsored programs is critical for scaling, but we will continue to remain flexible and responsive to supporting individual employers that wish to develop apprenticeships that fit their unique needs and preferences.

Regarding Recommendation #2, The Governor's Workforce Development Board's CTE Committee is tasked with addressing this under the Blueprint and is actively working to do so.

Maryland
DEPARTMENT OF LABOR

MDL, in addition to having a voting seat on both the Board and Committee, is partnering closely with Board staff as they develop guidance on defining and expanding high school apprenticeship models under the Blueprint, including expansion of the School-to-Apprenticeship (STA) model of Registered Apprenticeship to meet Blueprint goals. Draft guidance was discussed at the CTE Committee's most recent public meeting and will soon be released for public comment.

Additionally, while connections between Registered Apprenticeship and CTE programming can be strengthened, there is nothing within their existing structures that prohibit students from beginning an apprenticeship while still in high school. All 24 of Maryland's Local Education Agencies (LEAs) are already leveraging CTE programming to provide Related Instruction for Apprenticeship Maryland Program youth apprenticeships, which can articulate into a Registered Apprenticeship program after high school. Simultaneously, dozens of Registered Apprenticeship sponsors are employing, training, and registering high school-aged apprentices under the STA model of Registered Apprenticeship.

Certain limitations placed on young workers such as academic scheduling restrictions, hazardous occupation protections, and limits on school-year work hour availability may impact the extent to which students can fully participate in Registered Apprenticeship programs. MDL agrees that more work can be done to help employers and Registered Apprenticeship sponsors bolster the number of youth in their programs and workforces, however, there are no limitations on this currently. MD Labor, MSDE, Maryland's LEAs, the LWDBs, and other key stakeholders are actively working to facilitate even greater connection between the two programs to advance us towards our ambitious goals.

Gap #2: Maryland lacks an integrated data and case management system for workforce development participants.

> **Recommendation: MDL should consider developing an integrated data and case management system to enhance the delivery of workforce development services to eligible individuals.**

MDL strongly agrees that this gap exists. Maryland *does* lack an integrated data system to track common workforce development participants and it significantly impacts system-wide effectiveness and customer service. As such, MDL is very supportive of this recommendation; however, existing technology, such as the Maryland Workforce Exchange, will not support the required infrastructure.

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

To produce a system that tracks data across agencies and programs, MDL would likely need to invest in multiple, coordinated products, which would come at a substantial financial cost. To alleviate this gap, MDL, and/or multiple partner agencies across State government would require a significant investment of resources. It is unlikely that federal funds would suffice.

Overlap #1: MDL and local workforce development boards sometimes provide duplicative business services. In some cases, State run business services are not fully coordinated with the locally run business services.

> **Recommendation: MDL business services should be fully coordinated with the appropriate local workforce development board**

MDL supports enhanced coordination among business services and is currently working with LWDBs to transition the majority of these efforts to Local Areas in order to avoid duplicative efforts and to focus State staff on their lead role in growing Registered Apprenticeship.

Overlap #2: Several programs in Maryland offer opportunities for incumbent worker training (IWT).

> **Recommendation: The Maryland General Assembly (MGA) should consider consolidating the State-funded grants to employers for IWT (PWQ and EARN MD) into one program administered by MDL.**

MDL would like to explore this recommendation further with the MD Department of Commerce to clarify the differences between the programs and to maximize efficiencies.

Overlap #3: Several programs in Maryland encourage individuals to train for and fill jobs with workforce shortages, including in the fields of nursing, teaching, law enforcement, cybersecurity, and others.

> **Recommendation: MGA could consider asking the Advisory Council on Workforce Shortage to review all MHEC programs designed to address workforce shortages in their biannual review.**

Maryland
DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY
1100 N. Eutaw Street 6th Floor
Baltimore, MD 21201
Jason Perkins-Cohen, Deputy Secretary

MDL recognizes the importance of designing education and workforce programs that are responsive to labor demands. This is critical to ensuring our education and workforce systems develop the talent that industry needs. MDL supports investment in developing a strong partnership between our agency, MHEC, and the Advisory Council on Workforce Shortage to accomplish this goal.

This concludes MDL's response. Please direct questions to Andrew Fulginiti, Legislative Director (andrew.fulginiti@maryland.gov).

Thank you,

Jason Perkins-Cohen
Deputy Secretary

Appendix B. Evaluation Request Letter

DEPARTMENT OF LEGISLATIVE SERVICES
OFFICE OF THE EXECUTIVE DIRECTOR
MARYLAND GENERAL ASSEMBLY

Victoria L. Gruber
Executive Director

April 10, 2023

Michael Powell, Director
Director, Office of Performance Evaluation and Government Accountability
Department of Legislative Services
90 State Circle
Annapolis, Maryland 21401

Dear Mr. Powell:

Please see the attached House Bill 1136 of the 2023 session sponsored by House Ways and Means Chair Delegate Vanessa Atterbeary. The legislation would provide for a program evaluation of the State's workforce development programs to be completed by June 1, 2024.

Per the authority of the Executive Director under § 2-1234 of the State Government Article, I am directing that the Office of Program Evaluation and Government Accountability conduct a performance evaluation of the efficiency and effectiveness of the State's workforce development programs. I would request that the performance evaluation be conducted consistent with the provisions of House Bill 1136 including the June 1, 2024 completion date.

Thank you for your attention to this matter, and please let me know if you have any questions.

Sincerely,

Victoria L. Gruber
Executive Director

VLG/mpd

cc: Senate President Bill Ferguson   Delegate Jared Solomon
        House Speaker Adrienne A. Jones   Mr. Jeremy Baker
        Delegate Vanessa E. Atterbeary   Ms. Sally Robb
        Senator Clarence K. Lam

Appendix C. Detailed Inventory of Workforce Development Programs and Services

Programs and Services for Employers

This section covers workforce development programs and services in Maryland over the 2018–2023 that primarily targeted employers. These programs offered a variety of strategies to help and incentivize employers to build, enhance, and retain a skilled workforce. Strategies included technical assistance, training grants, and tax credits. Most programs were implemented by the Maryland Department of Labor and the Maryland Department of Commerce.

Summary of Workforce Development Programs and Services for Employers.		
Program Title	**State Agency**	**Fiscal 2023 ($ in Millions)**
Business Services	MDL	*
Maryland Employment Advancement Right Now (EARN) Grant Program	MDL	$8.1
Maryland Business Works (MBW)	MDL	<$0.5
Partnership for Workforce Quality (PWQ)	Commerce	$1.0
Maryland Workforce Exchange (MWE)	MDL	$3.0
Work Opportunity Tax Credit (WOTC) Program	MDL	*
Maryland Disability Employment Tax Credit (MDETC) Program	MDL	*
Maryland Tax Credit for Employing Eligible Apprentices	MDL	*
Maryland Enterprise Zone Tax Credit (EZTC) Program	MDL + Commerce	*
Maryland Sales and Use Tax Credits for Qualified Job Training Organizations	MDL	*
Maryland Hire Our Veterans Tax Credits (HOVTC) (now JCTC)	Commerce	*
Hiring Agreements Program	DHS	*
Income Tax Credit for Preceptors Program	MDH	*
Career Pathways for Healthcare Workers Program	MDL	*
Direct Care Workforce Innovation Program (DCWIP)	MDL	*
Foreign Labor Certification (FLC) Program	MDL	*
Jobs That Build (JTB) Employer Fund	MDL	$15.0
Federal Bonding Program (FBP)	MDL	*
Maryland Offshore Wind Workforce Training Grant Program	MEA	*

*Total unavailable: there is no line-item appropriation in the State operating budget specifically for this program.
Commerce: Maryland Department of Commerce
DHS: Maryland Department of Human Services
MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MEA: Maryland Energy Administration

Program Title:
Business Services *[MDL]*

Program Description: The Maryland Department of Labor's Division of Workforce Development and Adult Learning (DWDAL) coordinates the State's workforce programs designed to ensure that Maryland businesses have skilled employees and to assist employers with personnel needs. DWDAL offers the following Business Services to employers:

- Maryland Workforce Exchange (MWE) – Businesses can post job openings, search for qualified applicants, and access economic development information.

- Labor Market Information (LMI) –The Office of Workforce Information and Performance (OWIP) offers businesses free information on labor trends and market conditions in Maryland.

- Training and Employee Retention Programs, and Layoff Aversion Services –

  - On-the-Job Training (OJT), cooperative instructional programs, skills upgrade training, occupational skills, job readiness, and other customized training.
  - Registered Apprenticeships (RAs).
  - Grants to employers to fund incumbent worker training (IWT), such as Maryland Business Works (MBW) and the Maryland Employment Advancement Right Now (EARN) program.
  - Rapid Response Program (RRP) for layoff aversion– RRP assists employers and workers facing workforce reduction from any cause. RRP services can help employers avert layoffs. RRP services can also connect employees facing layoffs with unemployment benefits, coaching on job search techniques, and training opportunities.

- Information about Wage and Tax Incentive Programs – Tax credits reduce an employer's cost of doing business and may incentivize employers to hire targeted populations or employ apprentices.

- Assistance to employers in recruiting and/or hiring individuals with disabilities – Disability Program Navigators are located at the American Job Centers throughout Maryland.

- Technical assistance on state and federal labor laws, pre-employment inquiries, and equal opportunity/affirmative action information.

- Access to required posters for display at a business.

- Facility use for recruiting workers — access to telephones, fax machines, copiers, and internet.

- Targeted and customized job fairs and recruitment activities.

Who is served by this program: Employers, and their employees facing potential layoffs.

Funding: There is no line-item appropriation in the State operating budget specifically for Business Services. These services are budgeted within DBM Budget Code P00G01.07 – Workforce Development – Division of Workforce Development and Adult Learning.

# of Participants: During federal program year (PY) 2022, MDL surveyed 1,131 employers who had received staff-assisted services about their satisfaction with those services, but it is unclear if the surveyed was limited only to business customers served during PY 2022.

MDL reported employer survey results as follows:

"For employers, 58.5% felt the services they received met and exceeded their expectations. About 53.7% felt the services they received were ideal for employers in their circumstances. A majority of employers surveyed, 29.3%, were introduced to Maryland AJCs through MWE. Over 68.3% felt the staff was accessible and reachable, and 68.3% of employers trusted staff had a real interest in serving them. 90.2% of employers would recommend our services to colleagues. Of employers who used MWE, 67.6% found the site helpful or very helpful." (Source: *Maryland's WIOA PY2022 Annual Report*, p. 9.)

Employment rate 12 months after participation, and other key outcomes:

The following outcomes for Business Services are tracked in the Maryland Workforce Exchange (MWE):

- Effectiveness in Serving Employers.
- Creation of regional Business Service units.
- Aligning of apprenticeship opportunities with workforce development.
- Expanding industry-driven models, such as the Maryland EARN program.
  (Source: MDL's response[33] to the 2020_JCR_p148(b) request on outcome tracking for workforce development programs, p. 13.)

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), working with the Local Workforce Development Boards (LWDBs)

Reports:
- Maryland's Program Year 2022 Workforce Innovation and Opportunity Act (WIOA) Annual Report. (Link[34] to PY2022 WIOA Annual Report)
- MDL's response[35] to the 2020_JCR_p148(b) request on outcome tracking for workforce development programs.

Data repository: Maryland Workforce Exchange (MWE)

Related Programs and Services:
- Maryland Department of Commerce – Financial Incentives for Businesses (Link)[36]
- American Job Centers (AJCs, or One–Stop Centers)

Program Title:

Maryland Employment Advancement Right Now (EARN) Program *[MDL]*

Program Description: The Maryland EARN program was established in 2013 to create industry-led partnerships to upskill the State's workforce, grow the State's economy, and increase sustainable employment for working families. The EARN program offers competitive grants to strategic industry partnerships (SIPs) for workforce training, job readiness and skills training in a variety of employment fields.

As of 2023, the EARN Program had 65 active SIPs in 10 industries: Cyber/IT; Transportation/Logistics; Biotechnology; Green; Healthcare; Manufacturing; Construction; Automotive; Childcare; and Hospitality.

Employers who form into SIPs are eligible to apply for EARN grants for training current and future employees to address skills gaps and personnel shortages. SIPs are regional collaborations of industry stakeholders (at least 5 employers in the same industry) plus at least 2 of the following types of organizations: nonprofits, community-based organizations, institutions of higher education, local workforce development boards, local governments, economic development entities, local departments of social services, labor unions, K-12 programs, industry associations, philanthropic organizations, or other training providers and relevant partners.

A SIP collaboration identifies common workforce needs for high-demand occupations in a target industry and then develops and implements industry strategies to meet their common workforce needs and shortages. (*Source: EARN Maryland Solicitation 2018*) Based on employer-identified training needs, SIPs may use EARN grants to provide education and skills training to:

- Unemployed people and low–wage workers, including some individuals with significant barriers to employment, and/or
- Incumbent (current) workers.

Under EARN, employers in a SIP must participate in the training, observation, and mentoring of trainees. This participation allows employers to ensure the training meets their vision and exposes employers to potential employment candidates.

EARN trainees often have significant barriers to employment, such as criminal backgrounds, low levels of literacy, and/or lack of transportation. Each SIP grantee must include at least two partners with experience in barrier removal. Partners work individually with EARN trainees to ensure all barriers to employment are removed before entering the workforce, to maximize odds for success. Examples of barrier removal services include record expungement, bus tokens, a vehicle, bridge instruction in math and reading, GED® courses, and stipends for training.

EARN grantees must provide leveraged funding which is often obtained from federal, state, and or local government, philanthropic, or corporate partners. *(Source: Maryland's Combined WIOA State Plan 2020–24 and EARN annual reports)*

The EARN program is authorized by Md. Labor and Employment Art., § 11-701 to 710. (Ch. 1/SB278 of 2013).

Who is served by this program: Employers, who apply for competitive grants to train "two distinct subsets of the workforce:

(1) unemployed and underemployed individuals, and
(2) incumbent workers."
(*Source: MSAR# 12085, annual reports from MDL on EARN Program.*)[37]

Funding: DBM Budget Code: P00A01.01 – MDL Executive Direction - Office of the Secretary. Subprogram code: AA37 – EARN; Subprogram code: AA38 – EARN designated for Opportunity Zones.

State Fiscal Year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Working Approp.	2024 Working Approp.
AA37 – General funds (01)	$7,076,952	$6,986,744	$7,081,426	$8,088,618	$8,094,623
Source: Department of Budget and Management					

*Funding Note: Chap. 757/SB516 of 2019 established the Clean Energy Workforce Account (CEWA) in the EARN program to receive and disburse transfers from the Strategic Energy Investment Fund (SEIF) as green energy grants. Starting in FY2021, the Maryland Energy Administration (MEA) must transfer $8 million from SEIF into CEWA to invest in career paths in the clean energy industry as follows: $1.5 million for grants to pre-apprenticeship jobs training programs, and $6.5 million for grants to youth and registered apprenticeship jobs training programs. (See: DLS Fiscal Note for Chap. 757/SB516 of 2019[38].)

# of Participants:

Individuals participating in EARN training programs, by state fiscal year.				
State Fiscal Year (FY)	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023
Total # individuals trained*	4,535	4,761	4,638	Not yet available
Total # incumbents trained* (% of total trained)	1,804 (40%)	1,913 (40%)	1,782 (38%)	
Total # unemployed or underemployed trained* (% of total trained)	2,731 (60%)	2,848 (60%)	2,856 (62%)	
Source: MDL–DWDAL (email). *The number trained represents individuals who began training in the fiscal year. Per MDL, an individual who began training in FY18 may not have exited training until FY19.				

Employment rate 12 months after participation, and other key outcomes:

Data on the employment rate for individual EARN trainees 12 months after their EARN participation is unavailable because it is not a required metric for EARN.

MDL requires EARN Maryland grantees to report the metrics set forth in Md. Labor and Employment Art., § 11-709(b)(4) as follows:

participants by:

- o Sex
- o Race/ethnicity
- o Income level
- o National origin
- o County of residence
- o Educational attainment
- o Credential or Certification
- o Identifiable Skill
- o A new Employment Position
- o A Title Promotion
- o A Wage Promotion

Selected EARN Maryland outcome metrics:					
State Fiscal Year (FY)	FY2019 Actual	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023
Credential or Certification	2,169	1,906	1,979	2,301	Not yet available.
Identifiable Skill	2,869	2,696	2,843	3,089	
A new Employment Position	1,587	802	1,384	1,212	
A Title Promotion	315	253	253	387	
A Wage Promotion	1,143	1,128	1,213	1,278	

Source: EARN Annual Reports, Appendix A; retrievable from DLS Library[39]
Note: the number of individuals who earned a certification, wage increase, title promotion, new employment position, etc. reflect those who exited training within that year.

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL)
- Employment Advancement Right Now (EARN) Stakeholder Work Group, which is co–chaired by the Secretaries of Labor and Commerce.

Reports:

- MSAR #12085 (per Md. Labor & Employment Art., § 11-709(a)): annual reports from MDL on the Maryland EARN Program.[40]
- MDL's response to the 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[41]
- *Evaluation of EARN MD Grant Program–FY22*, by BEACON at Salisbury University.[42]
- EARN grantees must send quarterly and final Outcome Reports to MDL.

Data repository: Quarterly and Final Reports from Grantees: Internal spreadsheets maintained by MDL.

Related Programs:

- Clean Energy Workforce Account, type of EARN grant to promote clean energy apprenticeships.
- Maryland Business Works (MBW), an incumbent worker training program. *(MDL)*
- Partnership for Workforce Quality (PWQ), an incumbent worker training program. *(Commerce)*

Program Title:

Maryland Business Works (MBW) *[MDL]*

Program Description: Maryland Business Works (MBW) is an incumbent worker training (IWT) program that supports the retention, growth, and layoff aversion of employees through grants to employers to upgrade the skills of their current (incumbent) employees.

MBW is available to all businesses in the State seeking to upskill their current workforce. The program targets businesses (1) with not more than 500 employees; (2) that provide in-demand products or services as defined by State or local WIOA plans; and (3) where employees' annual salaries do not exceed $90,000.   MBW   requires   a   dollar-for-dollar   match   by   grant   recipients.   (Source: www.dllr.state.md.us/employment/mbwreq.shtml).

Who is served by this program: Employers in Maryland seeking to upskill their current workforce, targeted to those with ≤500 employees.

Funding: There is no line item appropriation in the state operating budget specifically for MBW. MDL funds the MBW program from the Governor's "set-aside" of federal WIOA funds.

Federal Program Year (PY)	PY2021	PY2022
State Fiscal Year (FY)	FY2022 Actual	FY2023 Working Approp.
Federal funds (05)	$230,744	$234,073
Source: Maryland Department of Labor		

# of Participants:

Maryland Business Works: number of training participants.		
Federal Program Year (PY)	PY2021	PY2022
State Fiscal Year (FY)	FY2022 Actual	FY2023 Est.
# incumbent workers trained	217	208
Source: Maryland Department of Labor		

Employment rate 12 months after participation, and other key outcomes: Not yet available.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning.

Reports: Maryland's Workforce Innovation and Opportunity Act (WIOA) Annual Reports. (Link: PY2022 WIOA Annual Report, p. 22)[43]

Data repository: Maryland Workforce Exchange (MWE)

Related Programs and Services: Other programs in Maryland offering incumbent worker training (IWT):

- o Maryland Employment Advancement Right Now (EARN) Grant Program *[MDL]*
- o Partnership for Workforce Quality (PWQ) *[Commerce]*
- o Incumbent worker training (IWT) implemented via the 13 Local Workforce Development Boards.

Program Title:

Partnership for Workforce Quality (PWQ) Program *[Commerce]*

Program Description: The Partnership for Workforce Quality (PWQ) program provides matching grants for skill upgrade training and support services to improve the competitive position of small and mid-sized manufacturing and technology companies. PWQ grants are used to increase the skills of incumbent (existing) workers for new technologies and production processes, and to improve employee productivity and industry employment stability. PWQ matching grants may be made directly to companies or through several consortia of manufacturing, software industry and International Organization for Standardization 9000 programs which work with the Department of Commerce. (*Source: DBM Operating Budget Program Description*)

Established in 1989, the purpose of the PWQ Program is to provide training services to:

1. Improve the competitiveness and productivity of the State's workforce and business community.
2. Upgrade employee skills, or train new employees, for new technologies or production processes.
3. Assist employers located in the State in promoting employment stability. (Md. Economic Development Code Ann. § 3-403)

PWQ grants cover up to 50 percent of an employer's training costs. An employer may not receive more than $200,000 a year from the PWQ Program. (Source: *Consolidated Incentives Performance Report for FY 2022,* p. 13.[44]

The PWQ Program is authorized by Md. Economic Development Art., § 3-401 to 412.

Who is served by this program: Employers with at least ten full-time employees.

Funding: DBM Budget Code T00F00.07 – Partnership for Workforce Quality - Division of Business and Industry Sector Development – Department of Commerce. (DBM Subprogram Code: 6701.)

There is a special, nonlapsing PWQ Fund in the Department of Commerce that is not subject to reversion under Md. State Finance and Procurement Art., § 7-302.

State fiscal year (FY) T00F00.07.6701	2020 Actual	2021 Actual	2022 Actual	2023 Working Approp.	2024 Legis. Approp.
General fund (01)	$1,000,000	$1,000,000	$1,000,000	$1,000,000	$1,000,000
(Source: DBM)					

Employment rate 12 months after participation, and other key outcomes:

Each year in the *Consolidated Incentives Performance Report*, the Maryland Department of Commerce reports the number of participants, and other outcomes as follows:

CIPR Outcomes for PWQ (by state fiscal year)	FY2020	FY2021	FY2022	FY2023
# of grants approved through PWQ program	13	17	12	Not yet available
Total amount of grants approved	$373,848	$970,813	$394,772	
Total project costs (expenditures)	$662,695	$1,425,628	$789,544	
# workers to be trained through PWQ grants (direct impact)	287	583	538	
Certified new and retained jobs	809	905	1,504	
(Source: the Consolidated Incentives Performance Reports from Md. Dept. of Commerce)				

Commerce also estimates the direct and indirect economic impact of PWQ activity. For example, Commerce estimated the following economic impact from PWQ for FY 2021:

Figure 6: Annual Impacts Associated With PWQ Activity in FY 21

Impact Type	Employment	Output	Wages	Annual State Tax Revenues
Direct	583	$195,451,147	$42,070,442	$2,506,001
Indirect	342	$66,397,589	$17,099,482	$1,028,137
Induced	332	$56,416,239	$13,128,935	$806,897
Total	**1,257**	**$318,264,975**	**$72,298,859**	**$4,341,035**

(Source: FY21 *Consolidated Incentives Performance Report*, pp.12–13.)

Entity responsible for administration/implementation:

- Maryland Department of Commerce
- Partnership for Workforce Quality (PWQ) Advisory Board

Reports: PWQ Program outcomes are reported annually in the *Consolidated Incentives Performance Report (CIPR)* by the Department of Commerce.[45]

Data repository: Contact Maryland Department of Commerce

Related Programs: Other opportunities for incumbent worker training (IWT) (See Appendices for more details):
- Maryland Employment Advancement Right Now (EARN) grant program *[MDL]*
- Maryland Business Works (MBW) *[MDL]*
- IWT funded via the 13 Local Workforce Development Boards.

Program Title:

Maryland Workforce Exchange (MWE) *[MDL]*

Program Description: MWE is a web-based software application for collecting, managing, and reporting data required by the U. S. Department of Labor (USDOL) for implementation of the Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser Act, Trade Adjustment Assistance (TAA), Unemployment Insurance Reemployment Services, and related programs.

MWE is intended to serve as a common intake, case management, and reporting system within one website for multiple users: employers, training providers, workforce professionals, case managers, jobseekers, students, and others seeking benefits and services. MWE is accessible as a website or via Intranet at American Job Centers (One Stop Centers). MDL uses MWE to produce the required WIOA reports to USDOL.[46]

Who is served by this program: Employers, jobseekers, and administrators:

- Serves: Employers as a job bank.
- Serves: Jobseekers as a job search tool.
- Serves: Administrators as registration system/ database for USDOL reports.

Funding: DBM Budget Code: P00H01.02 – Subprogram Code: HB30 – Maryland Workforce Exchange.

State Fiscal Year (FY) P00H01.02.HB30	FY2023 Working Approp.
Federal funds (05)	$3,009,759

# of Participants: Not yet available.

Employment rate 12 months after participation, and other key outcomes: During federal program year (PY) 2022, MDL surveyed customers about their satisfaction with MWE. MDL reported that among the surveyed customers who visited MWE, 62.7% found the site helpful or very helpful, and 72.4% would recommend it to a friend. Of employers who used MWE, 67.6% found the site helpful or very helpful. (Source: Maryland's WIOA PY2022 Annual Report, p. 9.)

Entity responsible for administration/implementation:

Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning

Reports:

- Per MDL, the "Division of Unemployment Insurance (DUI) set-aside funds from the RESEA grant to evaluate Maryland's RESEA for [federal] program years 2019 and 2020." The W.E. Upjohn Institute for Employment Research and the Jacob France Institute at the University of Baltimore delivered the following reports:
  - Reemployment Services and Eligibility Assessments (RESEA) in Maryland—PY 2020 Evaluation (https://research.upjohn.org/up_technicalreports/47/)

- Reemployment Services and Eligibility Assessments (RESEA) in Maryland—Plan for Annual Assessments with Incremental Improvements (https://research.upjohn.org/up_technicalreports/46/)
- Reemployment Services and Eligibility Assessments (RESEA) in Maryland—Formative Evaluation, PY 2019 (https://research.upjohn.org/up_technicalreports/43/)
- Reemployment Services and Eligibility Assessments (RESEA) in Maryland—Process Analysis Report (https://research.upjohn.org/up_technicalreports/41/)

(Source: Maryland's WIOA PY2022 Annual Report, p. 7.)

- WIOA Participant Individual Record Layout (PIRL) data sent to USDOL quarterly.

- MDL's response to the 2020 JCR p148(b) request on outcome tracking for workforce development programs.[47]

Data repository: Maryland Workforce Exchange (MWE)

Program Title:

Work Opportunity Tax Credit (WOTC) program *[MDL]*

Program Description: WOTC is a federal tax credit program for employers. The Maryland Work Opportunity Tax Credit (WOTC) provides a State match of the federal WOTC.

- *The federal WOTC* incentivizes employers to hire individuals with barriers to employment. WOTC authorizes tax credits for hiring individuals in the following target groups for the period January 1, 2015, to December 31, 2025:
    - Recipients of Temporary Assistance for Needy Families (TANF)
    - Recipients of Supplemental Security Income (SSI)
    - Recipients of Supplemental Nutrition Assistance Program (SNAP)
    - Ex-Felons
    - Designated Community Residents (DCR) age 18-39
    - Veterans
    - Vocational Rehabilitation Referrals, Ticket to Work, Veteran Affairs
    - Summer Youth
    - Qualified Long-term Unemployed Recipient (LTUR)
    - Long-term family assistance recipient (LTFAR)
    The federal WOTC is authorized by P.L. 116-260.

- *Maryland WOTC* is a State income tax credit for employers that matches up to 50% of the federal WOTC, as authorized by Maryland Chap. 6/HB2 of 2022. ([Link to DLS fiscal note)[48]

MDL is the agency responsible for providing employers with certification of eligibility for the federal WOTC, as well as the matching Maryland WOTC. According to MDL, MDL is prohibited from using federal funds for Maryland WOTC implementation.

Who is served by this program: Employers who hire from certain targeted groups.

Funding: There is no line item appropriation in the state operating budget specifically for WOTC.

- Within DBM Budget Code: P00A01. – Maryland Department of Labor, Federal Funds for WOTC (#17.271) have been listed for multiple units within MDL.
- Maryland WOTC: There is no line item appropriation in the state operating budget specifically for this item.

# of Participants:

Number of certifications for tax credits issued to employers by MDL	State FY2022 Actual	State FY2023 Actual
WOTC	31,073	15,891
Source: MDL (Dec. 2023)		

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL). The Tax Credit Programs Unit within the MDL Division of Workforce Development and Adult Learning (DWDAL) is charged with administering federal and state tax credit programs which offer income tax incentives to employers for hiring members of targeted population groups.

Reports:

- MDL reports federal WOTC data to USDOL quarterly.
- The *Consolidated Incentives Performance Report* *(MD Dept. of Commerce)*[49]
- MDL's response to the 2020 JCR p148(b) request on outcome tracking for workforce development programs.[50]

Data repository: MDL tracks data on the federal WOTC in its WOTC electronic database, per federal guidance.

Related Programs: Maryland Financial Incentives for Businesses (Commerce)[51]

Program Title:

Maryland Disability Employment Tax Credit (MDETC) program *[MDL]*

Program Description: MDETC is a State corporate income tax credit authorized under Maryland statute that allows employers to claim credit for employees with disabilities hired on or after December 31, 2014. A credit can be up to 30% ($2,700) of the first $9,000 of wages paid during the first year and second years of employment.[52]

MDL is the agency responsible for providing employers with certification of eligibility for a credit under the MDETC program.

This program is authorized by Md. TG Art., § 10-704.

Who is served by this program: Employers who hire workers with a disability.

Funding: Negligible, per the DBM [Biennial Tax Expenditure Report for FY2022](#) (p.38).[53]

# of Participants: While MDETC is intended to incentivize employers to hire people with disabilities, it does not currently affect a significant number of workers with disabilities.

Number of certifications for tax credits issued to employers by MDL	State FY2022 Actual	State FY2023 Actual
MDETC	10	5
Source: MDL (Dec. 2023)		

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Tax Credit Programs Unit

Reports:

- The [*Consolidated Incentives Performance Report*](#) *(Commerce)[54]*
- DBM [Biennial Tax Expenditure Reports](#)[55]
- [MDL's response](#) to the 2020 JCR p148(b) request on outcome tracking for workforce development programs.[56]

Data repository: Contact MDL for more information.

Related Program: Insurance premiums tax credit for hiring persons with disabilities (Md. Ins. Art., § 6-115)

Program Title:

Maryland Tax Credit for Employing Eligible Apprentices *[MDL]*

Program Description: The Tax Credit for Eligible Apprentices (also called the 'Registered Apprenticeship Tax Credit') provides State income tax credits to Maryland businesses. Credit can be requested by any Maryland taxpayer that employs either a registered apprentice or a youth apprentice.

For the first five apprentices employed, MDL must issue a tax credit certificate of $1,000 for each *youth* apprentice and $3,000 for each *registered* apprentice. For each additional registered apprentice or youth apprentice, MDL must issue tax certificates of $1,000. MDL cannot award more than $15,000 in tax credits to any single employer, and it cannot award tax credits totaling more than is available in the Apprenticeship Tax Credit Reserve Fund. (Before tax year 2022, employers received tax credits of $1,000 for each registered apprentice, and tax credits were not available for youth.)

The Apprenticeship Tax Credit Reserve Fund offsets the revenue reduction to the general fund from tax credits awarded under the program.[57]

This program is authorized by under Md. Tax-General Art., § 10-742. See COMAR 09.37.04.00 et seq.

Who is served by this program: Employers who hire eligible apprentices.

Funding: There is no line item appropriation in the state operating budget specifically for this item.

# of Participants:

Tax Year	2020	2021	2022	2023
Certificates	None	None	24	NA
Apprentices	None	None	48 Registered Appren. 18 Youth Appren.	NA
Total Tax Credits	None	None	$162,000	NA

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- MDL: Employers seeking the tax credit must apply for a certification from the MDL Division of Workforce Development and Adult Learning (DWDAL).
- MATC: Both the apprenticeship program and the apprentice(s) claimed for credit must be registered with the State and approved by the Maryland Apprenticeship Training Council.

Reports: DBM Biennial State Tax Expenditure Reports.[58]

Data repository: Contact MDL for more information.

Program Title:

Maryland Enterprise Zone Tax Credit program (EZTC) *[MDL + Commerce]*

Program Description: EZTC offers real property and State income tax credits for certified businesses in a Maryland enterprise zone (EZ), as authorized under Maryland statute, for hiring an economically disadvantaged employee.[59]

MDL is the agency responsible for providing businesses with certification of eligibility for a credit under the EZTC program.

This program is authorized by Md. Tax - General, § 10-702.

Who is served by this program: Employers in Enterprise Zones may qualify for these tax credits in several ways, including by hiring a person determined to economically disadvantaged.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: N/A.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL). The Tax Credit Programs Unit within the MDL Division of Workforce Development and Adult Learning (DWDAL) is charged with administering federal and state tax credit programs which offer income tax incentives to employers for hiring members of targeted population groups.

Reports:

- DBM Biennial State Tax Expenditure Reports.[60]
- MDL's response to the 2020 JCR p148(b) request on outcome tracking for workforce development programs.[61]

Data repository: Contact MDL for more information.

Program Title:

Maryland Sales and Use Tax Credits for Qualified Job Training Organizations *[MDL]*

Program Description: Effective July 1, 2021, qualified job training organizations (QTOs) may claim a State sales tax vendor collection credit equal to 100% of the sales and use taxes that they pay to the Comptroller of Maryland. MDL certifies eligible entities. QTOs may apply for up to $100,000 in such credits per calendar year.

A qualified job training organization (QTO) is an organization in Maryland that:

- Provides job training and employment services to people with workplace disadvantages or disabilities;
- Uses most of its revenue for job training and job placement programs;
- Is exempt from taxation under § 501(C)(3) of the Internal Revenue Code; and
- Conducts retail sales of donated items.[62]

This program is authorized through Md. Tax-General Code Ann. § 11-105.[63]

Who is served by this program: Qualified job training organizations (QTOs) that provide job training and employment services to individuals with workplace disadvantages or disabilities.

Funding: There is no line item appropriation in the state operating budget specifically for this item.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: MDL

Reports: DBM Biennial State Tax Expenditure Reports[64]

Data repository: Contact MDL for more information.

Program Title:

Maryland Hire Our Veterans Tax Credits (HOVTC) *[Commerce] [now part of JCTC]*

Program Description: Established in 2017, the HOVTC program provided a State income tax credit to small businesses for hiring qualified veterans. A Maryland employer may qualify for a State income tax credit equal to 30% of up to the first $6,000 of wages paid to a qualified veteran employee during the first year of employment if it falls between tax year 2017 and 2020. The maximum tax credit is $1,800 per qualified veteran employee. For positions created in tax year 2021 and later, see the Job Creation Tax Credit]. (Source: Md. Dept. of Commerce)[65]

In 2021, HOVTC was merged with the Job Creation Tax Credit (JCTC) (Chap. 191/SB186 of 2021; (link to fiscal note for SB186[66]). Starting in tax year 2021, JCTC provides an income tax credit to small businesses that hire at least one qualified veteran employee to fill a net new full-time position. JCTC is effective until Jan. 1, 2027.

Commerce provides an annual *Consolidated Incentives Performance Report*; results from the HOVTC were broken out in the FYs 2018–2022 reports, as presented below.

Who is served by this program: Employers: specifically, small businesses hiring qualified veterans.

Funding: There is no line item appropriation in the state operating budget specifically for this item.

State Fiscal Year (FY)	2020	2021	2022	2023
General fund for HOVTC	$9,000	$7,200	$1,800	N/A
General fund for JCTC specifically related to hiring veterans	N/A	N/A	N/A	Unavailable

# of Participants:

State Fiscal Year (FY)	2020	2021	2022	2023
# companies receiving HOVTC credits	3	4	1	
# veterans in jobs related to HOVTC	5	4	1	–
# companies receiving JCTC credits specific to veterans	N/A	N/A		Not yet available.
# veterans in jobs related to JCTC	N/A	N/A		

(Source: annual *Consolidated Incentives Performance Reports*, by Maryland Commerce)

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: MD Department of Commerce.

Reports: Outcomes are reported annually by Maryland Dept. of Commerce in the *Consolidated Incentives Performance Report*.[67]

Data repository: Contact Maryland Department of Commerce for more information.

Program Title:

Hiring Agreements Program *[DHS]*

Program Description: The Hiring Agreements Program offers hiring tax credits to employers under State procurement contracts. Hiring agreements are a mechanism for providing current and former Family Investment Program (FIP) recipients with employment opportunities on State procurement contracts. Prescreened applicants get access to job openings at the participating companies before a vacancy is made public; employers who hire from this applicant pool receive tax credits.

Who is served by this program: Employers; specifically, those under State procurement contracts who hire current and former FIP recipients.

Funding: There is no line item appropriation in the state operating budget specifically for the Hiring Agreements Program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS)

Reports: Board of Public Works Advisory 2011-1 Hiring Agreement
(Link to BPW Advisory 2011-1 Hiring Agreement)[68]

Data repository: Contact the Maryland Department of Human Services for more information.

Related Programs:

- TANF/TCA Employment & Training (E&T) *[DHS]*
- SNAP Employment & Training (E&T) *[DHS]*

Program Title:

Income Tax Credit for Preceptors Program *[MDH] –re: health care workforce shortages*

Program Description: The Tax Credit for Preceptors Program administered by the Maryland Department of Health (MDH) offers a State income tax credit to licensed healthcare professionals who serve as preceptors (teachers or instructors) in areas with health care workforce shortages for certain medical, nurse practitioner, and physician assistant student preceptorship programs. MDH reviews and approves preceptor applications for the income tax credit and reports to MGA annually on the use of the tax credit.

This program is authorized by Md. Tax – General Art., §§ 10-738(d), 10-739(e), 10-752(e)

Who is served by this program: Licensed healthcare professionals (in certain categories) who serve as preceptors (teachers or instructors) in areas of the State with health care workforce shortages.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for the income tax credit for this program.
# of Participants:

For the 2021 tax year, a total of $123,000 in tax credits was approved for eligible preceptors (comprised of $32,000 to medical school student preceptors, $77,000 to nurse practitioner (NP) student preceptors, and $14,000 to physician assistant (PA) student preceptors). (Source: Link to 2021 tax year report for MSARs 12884/12885/12886[69])

Appendix 1

Tax Year 2021 Applications Received, by Preceptor Licensure

	Total	Physicians	Nurse Practitioners (NP)	Physician Assistants (PA)	Unknown
Components Received	43	10	22	3	8
Reviewed	35	10	22	3	0
Eligible and Approved	26	8	16	2	0
Denied	9	2	6	1	0
Not Reviewed Due to Incomplete Status	8	0	0	0	8

Tax Year 2021 Approved Applications, by Preceptor Licensure

	Total	Physicians	NPs	PAs
Preceptor Licensure	26	8	16	2
Preceptor in Rural Jurisdiction	14	5	8	1
Preceptor in Non-rural Jurisdiction	12	3	8	1
Preceptor in Federally Designated Health Professional Shortage Area (HPSA)	16	5	10	1
Preceptor in Federally Designated Medically Underserved Area/ Population (MUA/P)	17	3	12	2

Tax Year 2021 Tax Credits Allocated, by Student Type

	Total	Medical	NP	PA
Tax Credits Allocated	$123,000	$32,000	$77,000	$14,000

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Dept. of Health (MDH)

Reports: MDH must report annually on the tax credit certificates issued and use of the credit, as follows:

- MSAR# 12884 – *Physician Assistant Preceptorship Tax Credit Fund*
- MSAR# 12885 – *Nurse practitioner or licensed physician in preceptorship program*
- MSAR# 12886 – *Physician preceptor in a preceptorship program.* Per Md. TG § 10-738(d) SB102/Ch. 154(2), 2021 HB1252/Ch. 153(2), 2021): [Link to above reports][70]
- MSAR# 14329[71] – *Licensed practical nurse and registered nurse preceptorship tax credit fund* (per Md. TG § 10-739.1(e) (HB1208/Ch. 675(2) of 2022):.

Data repository: Contact the Maryland Department of Health for more information.

Program Title:

Career Pathways for Health Care Workers Program *[MDL] – grants for employers*

Program Description: The Career Pathways for Healthcare Workers Program provides funds for employers to pay for trainings to upskill the healthcare workforce. In 2022, the Maryland General Assembly established this program within MDL to provide matching grants to eligible employers for training programs attended by health care workers. The program is an annual, competitive grant opportunity.

State law allocates at least $1,000,000 per year for MDL to disburse as matching grants under the program. MDL may award up to $50,000 per employer. Each grant has a 12–month period of performance. [Source: MDL Policy Issuance 2023–06.[72]]

This program is authorized by Md. Labor & Employment Art., § 11-1501 et seq. [Chap. 403/SB518 of 2022]

Who is served by this program: Employers that pay for training program attended by healthcare workers.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for the Career Pathways for Health Care Workers Program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL) [See MDL Policy Issuance 2023–06.]

Reports:

- MDL Policy Issuance 2023–06.[73]

- MSAR# 14023 (per LE § 11-1507). Starting in 2023, MDL must report annually to MGA on the status of the Career Pathways for Healthcare Workers program, including:
  1. The amount of funds disbursed to grantees.
  2. The number of healthcare workers who attended training programs paid for by grant funds.
  3. A list of the HBCUs or Community College that provided trainings.

- Grantees of the Career Pathways for Healthcare Workers Program must send MDL monthly program reports and fiscal reports, plus a final report at project conclusion.

Data repository: Contact the Maryland Department of Labor for more information.

Program Title:

Direct Care Workforce Innovation Program (DCWIP) *[MDL]*

Program Description: In 2021, the MGA established a Direct Care Workforce Innovation Program (DCWIP) within MDL to provide matching grants to eligible entities to create and expand strategies that address barriers to increasing the number of direct care workers across the State. Occupations eligible for training funded by DCWIP are as follows:

- Geriatric Nursing Assistant (GNA)
- Home Health Aide (HHA)
- Nursing Assistant
- Personal Aide
- Psychiatric Aide

DCWIP grantees may provide supportive services to their training program participants, such as: transportation assistance, help obtaining a driver's license, help with the cost of uniforms and tools, union initiation fees, clothing for interviews, and/or childcare. (See: MDL Policy Issuance 2022–10[74])

This program is authorized by Md. Labor and Employment Art., § 11-1401 to 1407 [Chap. 699 of 2021], and COMAR 10.37.01.01.

Who is served by this program: Entities developing the workforce for certain health care occupations. Entities eligible to apply for DCWIP matching grants are as follows: 1. Non-profit organizations; 2. Labor organizations; 3. Direct care employers; and, 4. Entities with shared labor-management oversight.

Funding: There is no line item appropriation in the state operating budget specifically for DCWIP. Maryland statute allocates at least $250,000 of State funds annually for MDL to disburse as matching grants for DCWIP. Grants may be up to $50,000 and matching contributions may be monetary or in-kind.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: In response to the first 2022 funding opportunity for DCWIP funds, MDL received four applications. One applicant was awarded funding to train 50 individuals to become Personal Aides. Students will participate in a 40-hour core training, receive instruction on cultural and linguistic competence and bloodborne pathogens, and complete CPR/First Aid training. Students will also receive supportive services and a stipend for their training participation. Partners include Volunteer of America Chesapeake, United Counseling and Supportive Services Mettle Works, Bowie State University, and Metropolitan Educational Solutions. The grant began on October 1, 2022, and was expected to conclude in the spring of 2023.

In October 2022, MDL released a second opportunity to apply for DCWIP funds. To draw greater interest, MDL eased the legislative match requirement by allowing staff time to contribute towards the match. Awards were expected to be made in the Spring of 2023.

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL)
- Local Workforce Development Areas (Local Areas)

Reports:

- [MDL Policy Issuance 2022–10](#)[75]
- MSAR# 13034 (per L&E § 11-1407) [[Link to reports](#)][76]
  Beginning in 2022, MDL shall report on the number of individuals served by each project or activity assisted by a matching grant under the Direct Care Workforce Innovation Program.
- Grantees must submit to MDL–DWDAL Monthly Program Reports and Monthly Fiscal Reports.

Data repository: Contact MDL for more information.,

Related Programs:

- [Workforce Development Sequence Scholarship (WDSS)](#)*[MHEC]*
- [Workforce Shortage Student Assistance Grant (WSSAG)](#)*[MHEC]*
- Nursing Assistant Training Program [*MHEC + MDH + MBON*]
- [Nurse Support Programs I & II (NSPI and NSPII)](#) [*MHEC + HSCRC*]
- [Behavioral Health Workforce Investment Fund](#) [*MHEC + MDH*]
- CTE Programs of Study in Healthcare Industry [*MSDE*]

Program Title:

Foreign Labor Certification (FLC) Program *[MDL]*

Program Description: Technical assistance for employers hiring foreign workers. The Foreign Labor Certification (FLC) program is an employment-based immigration program that assists applicable employers who have obtained USDOL approval to begin the hiring process of permanent or temporary foreign workers.

This program is authorized by federal law.

Who is served by this program: Employers in the agriculture industry who seek foreign workers.

Funding:

- DBM Budget Code P00G01.07 (FF_#17.273)
- There is no DBM subprogram code assigned to this program.

State fiscal year	2022	2023
Federal fund (#17.273)	$428,678	$501,860

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL): Office of Workforce Development.

Reports: The U.S. Department of Labor's Office of Foreign Labor Certification (OFLC) generates program data for a wide range of external stakeholders, including Congress, researchers, industry associations, worker advocacy organizations, and the general public. Data is made public at the following USDOL website: www.dol.gov/agencies/eta/foreign-labor/performance.

Data repository: Contact MDL for more information.

Program Title:

Jobs That Build (JTB) Employer Fund *[MDL]*

Program Description: The Jobs That Build (JTB) initiative was a one–year grant program to alleviate workforce shortages in the construction industry and increase State and federal spending on infrastructure projects. The initiative was funded in fiscal 2023 with $15.0 million in federal funds from the ARPA State Fiscal Recovery Fund. MDL used the funds for grants to Maryland-based employers engaged in six infrastructure projects in the State for employee recruitment and retention incentives. Incentives could include signing or retention bonuses, and funds to support transportation, housing, or childcare costs for employees. The maximum award per company depended on the company size but could be up to $500,000, with a maximum incentive of $10,000 per employee.

Who is served by this program: Employers, to be used to support their employees.

Funding: There is no line item appropriation in the state operating budget specifically for this initiative. Per MDL, the state allocated $15 million in federal funds for this initiative in state fiscal year 2023.

- **# of Participants**: MDL has reported that the JTB initiative funded 63 employers to help with hiring and retention. Employers could use JTB funds to cover the cost of actions to remove barriers to employment such as childcare, transportation, training, housing, and equipment costs. (Source: Maryland's PY2022 WIOA Annual Report, p. 33.)[77]

Employment rate 12 months after participation, and other key outcomes: Unavailable.

E**ntity responsible for administration/implementation**:

- Maryland Dept. of Labor (MDL) Div. of Workforce Development and Adult Learning
- Local Workforce Development Areas (Local Areas)

Reports:
- MDL Policy Issuance 2022–11[78]
- Maryland's Program Year 2022 Workforce Innovation and Opportunity Act (WIOA) Annual Report[79]

Data repository: Data kept in an internal MDL spreadsheet.

Program Title:

Federal Bonding Program (FBP) *[MDL]*

Program Description: Created in 1966, the FBP encourages businesses to hire qualified jobseekers who have risk factors in their personal background, such as a history of arrest, conviction, or incarceration, or recovery from substance abuse. As a job placement incentive, FBP offers free $5,000 fidelity bonds to businesses that hire qualified high-risk applicants. Fidelity bonds insure the business against stealing by theft, forgery, larceny, or embezzlement. FBP bonds can be applied to any job in any state.

The FBP is authorized under federal law. (See: U.S. Dept. of Labor website: www.labor.maryland.gov/employment/reentryincentives.pdf)[80]

Who is served by this program: Employers, as a job placement incentive to hire certain high–risk employees.

Funding: There is no line item appropriation in the state operating budget specifically for the Federal Bonding Program.

# of Participants: MDL has reported that during federal program year (PY) 2022, MDL Reentry Navigators served 1,231 returning citizens behind the fence. 916 of the returning citizens who worked with Reentry Navigators were placed in employment opportunities, and of these 78 participated in the Federal Bonding Program. (Source: Maryland's WIOA PY2022 Annual Report, p. 21.)

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL).

Reports: See: Federal reports–https://bonds4jobs.com/[81]

Data repository: Maryland Workforce Exchange (MWE).

Program Title:

Maryland Offshore Wind Workforce Training Grant Program *[MEA]*

Program Description: Competitive grants to develop worker training centers for offshore wind development.

"In August 2022, MDL was awarded $23.0 million in federal funds from the U.S. Economic Development Administration (EDA) under the ARPA Good Jobs Challenge competitive grant program to use for the Maryland Works for Wind initiative. The initiative aims to work with industry leaders to provide training to develop the workforce for the offshore wind industry, focusing on individuals impacted by the pandemic as well as on individuals with barriers to employment such as formerly incarcerated individuals and other underserved populations. MDL expects to provide training for more than 4,000 individuals. MDL and training providers are currently engaged in the program design phase of the initiative, with providers developing training curricula and lining up necessary technical expertise and supplies, and MDL developing related policies and providing technical assistance." (Source: DLS Operating Budget Analysis of MDL–P00, 2023 Session; https://mgaleg.maryland.gov/pubs/budgetfiscal/2024fy-budget-docs-operating-P00-Maryland-Department-of-Labor.pdf[82])

This program is authorized by Md. State Government Art., § 9-20C-03.

Who is served by this program: Employers qualifying as an 'Emerging Businesses' in Maryland.

Funding:

- Funded through the Maryland Offshore Wind Business Development Fund.
- In August 2022, MDL was awarded $23.0 million in federal funds from the U.S. Economic Development Administration (EDA) under the ARPA Good Jobs Challenge competitive grant program to use for the Maryland Works for Wind initiative.
- DBM Budget Code: There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Energy Administration (MEA)

Reports: None.

Data repository: Contact MEA for more information.

Programs and Services for Jobseekers, Especially Those with Barriers to Employment

Most funding in Maryland for workforce development programs and services is provided via the federal Workforce Innovation and Opportunity Act (WIOA). This section focuses on services funded by WIOA under its Title I Adult and Dislocated Worker programs, Title III Wagner–Peyser Employment Services, and Title II Adult Education and Family Literacy program. Over the 2018-2023 period, these programs were available to most jobseekers, unemployment insurance claimants, with priority given for some services on people with barriers to employment (as defined by WIOA.)

Program Title	State Agency
Overview of WIOA funded workforce development services at American Job Centers and other community partners.	MDL + MSDE
WIOA Title I: Adult and Dislocated Worker programs	MDL
WIOA Title III: Wagner–Peyser Employment Services	MDL
Rapid Response Program (RRP)	MDL
Reemployment Workshops: ROW and RESEA sibling programs	MDL
Professional Outplacement Assistance Center (POAC) services	MDL
Trade Adjustment Assistance (TAA) Program	MDL
National Farmworker Jobs Program (NFJP)	USDOL
Migrant Seasonal Farm Worker (MSFW) Program	MDL
WIOA Title II: Adult Education & Family Literacy Act (AEFLA) program	MDL
Senior Community Service Employment Program (SCSEP)	MDL
Hospital Employees Retraining Program	MDL
Related programs:	
WIOA Title I: Youth program	MDL
WIOA Title IV: Vocational Rehabilitation (VR) program	MSDE
Maryland EARN (Employment Advancement Right Now) grant program	MDL
Maryland Business Works (MBW)	MDL

MDL: Maryland Department of Labor
MSDE: Maryland State Department of Education
USDOL: U.S. Department of Labor

Note: The WIOA Title I Youth Program and the WIOA Title IV Vocational Rehabilitation services (for people with disabilities) are included in the general overview of WIOA and discussed in more detail in the separate sections focused on those groups.

Overview of WIOA–funded Workforce Development Activities

The federal Workforce Innovation and Opportunity Act (WIOA) is the primary federal law and funding source to states and local areas for workforce development activities. WIOA allots federal funds to states who in turn allocate most of the funds to local areas for service delivery at American Job Centers and other partners in the community. A main purpose of WIOA is to increase, particularly for those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.

WIOA aims to align workforce investment, education, and economic development in support of comprehensive, accessible, and high-quality workforce development. WIOA funds workforce investment activities to increase the employment, retention, and earnings of participants, and to increase attainment of recognized postsecondary credentials by participants, for ultimately to improve the quality of the workforce, increasing the economic self-sufficiency of workers, and meet the skill requirements of employers.

WIOA envisions a "one–stop" system of workforce development, implemented at American Job Centers via 19 required partner programs. (States may designate additional partners.) Of the 19 required partner programs, six are *core WIOA programs*, as follows:

Core WIOA programs funded through the U.S. Department of Labor:

1. WIOA Title I: Adult Employment and Training Activities ('Adult program')
2. WIOA Title I: Dislocated Worker Employment and Training Activities ('Dislocated Worker program') (often combined in practice with the Adult program above)
3. WIOA Title I: Youth Workforce Investment Activities ('Youth program')
4. WIOA Title III/Wagner–Peyser: Employment Services ('Employment Services')

Core WIOA programs funded through the U.S. Department of Education:
5. WIOA Title II: Adult Education and Family Literacy Activities (AEFLA, or 'Adult Education')
6. WIOA Title IV: Vocational Rehabilitation State Grant Programs (VR program)

The exhibit on the following page lists the 19 partner programs required by WIOA.

	Program name	Alternate name(s)	Federal agency
Exhibit: 'One–Stop Partners' — The Core and Partner Programs required by WIOA at full–service American Job Centers (AJCs).*			
The six Core WIOA Programs required at all AJCs (full–service and satellite centers).	WIOA Title I Adult Employment and Training Activities	Adult program (for people ages 18 and up)	USDOL
	WIOA Title I Dislocated Worker Employment and Training Activities	Dislocated Worker program (for people ages 18 and up) (often combined with Adult program)	USDOL
	WIOA Title I Youth Workforce Investment Activities	Youth program (for people ages 16–24)	USDOL
	WIOA Title III/Wagner–Peyser Employment Service	Employment Service (ES). Wagner–Peyser (WP) services. Labor exchange services.	USDOL
	WIOA Title II Adult Education and Family Literacy Activities (AEFLA)	AEFLA, Adult education, or Title II services.	ED
	WIOA Title IV Vocational Rehabilitation State Grant Programs	VR program, or Title IV services	ED
*Other partner programs required at full–service AJCs.**	Job Corps	Varies by specific operator	USDOL
	Native American Program		USDOL
	Migrant and Seasonal Farm Worker Program	MSFW	USDOL
	YouthBuild Program	Can vary by specific operator.	USDOL
	Senior Community Service Employment Program	SCSEP	USDOL
	Career and Technical Education (CTE) at the Postsecondary level	CTE	ED
	Trade Adjustment Assistance program	TAA	USDOL
	Jobs for Veterans State Grant Programs	JVSG, which fund DVOPs	USDOL
	Employment and training under the Community Services Block Grant	CSBG E&T services	HHS
	Employment and training carried out by the Department of Housing and Urban Development (HUD)	HUD E&T services	HUD
	State Unemployment Compensation Programs	Services for UI claimants	USDOL
	Reintegration of Offenders Programs	Reintegration of Ex-Offenders (RExO)	USDOL/ USDOJ
	Temporary Assistance for Needy Families (TANF) employment and training	TANF E&T. In Maryland, TANF is Temporary Cash Assistance (TCA).	HHS
*WIOA allows governors to designate additional partner programs in their state.			
ED: United States Department of Education HHS: United States Department of Health and Human Services USDOJ: United State Department of Justice USDOL: United States Department of Labor			

Federal WIOA funds are allotted to states by the U.S. Department of Labor and the U.S. Department of Education under formula grants. In Maryland, the federal WIOA allotments are managed by the Maryland Department of Labor (MDL) and the Maryland State Department of Education's Division of Rehabilitation Services (DORS) in collaboration with the Governor's Workforce Development Board (GWDB), which is the Governor's chief policy-making body for workforce development in Maryland. GWDB is housed within the Maryland Department of Labor.

The exhibit on the following page summarizes the funding and services for the six core WIOA core programs in Maryland. Across the six core WIOA programs, federal allotments to Maryland for federal Program Year 2023 (State Fiscal Year 2024) were $127.5 million.

Exhibit: Snapshot of the Six Core WIOA Programs in Maryland: federal fund allotments, administering agencies, and services offered.

WIOA Title	Name of Core Program	Fed'l allot. to MD PY23[1]	Fed'l Agency	MD Agency	General Career Svcs	Personalized Career Svcs	Training Svcs[2]	Basic Skills Training	IWT[7]	Emp. Svcs
Title I	**Adult program** (Adult Employment and Training Activities)[3]	$17.4	DOL	MDL	X	X	X		X	X
	Dislocated Worker program (Dislocated Worker Employment and Training Activities)	$15.8	DOL	MDL	X	X	X		X	X
	Youth program (Youth Workforce Investment Activities)	$18.0	DOL	MDL	X	X	X	X		
Title II	**Adult Education** (Adult Education and Family Literacy Activities, or AEFLA)[4]	$11.6	ED/OCTAE	MDL			X	X		
Title III	**Employment Services** (ES) (Wagner–Peyser (WP) program)[5]	$12.6	DOL	MDL	X					X
Title IV	**Vocational Rehabilitation** (VR) State Grant program[6]	$52.1	ED/RSA	MSDE/DORS	X	X	X	X		X

Notes:
[1] *Federal allotment to Maryland for federal program year (PY) 2023 (State fiscal year 2024) ($ in millions)*
[2] *Training Services includes On the job training and industry credentials.*
[3] *WIOA's Adult and Dislocated Worker programs provide the same services but differ by eligibility criteria and allotment formulas. The two programs are often referred to in combination as the "WIOA Title I Adult and Dislocated Worker Programs". Total Estimated Award Amounts, including Basic and Integrated English Literacy and Civics Education awards. (Source: https://aefla.ed.gov/state-grants)*
[5] *The Wagner-Peyser Act of 1933 was amended in 1998 to make the Employment Service (ES) part of the one-stop delivery system, and amended again in 2014 under WIOA Title III, but still often called 'Wagner–Peyser' services.*
[6] *Source: https://rsa.ed.gov/about/programs/vocational-rehabilitation-state-grants/awards.*
(5) Eligibility for incumbent worker training (IWT) is determined by employers.

DOL = United States Department of Labor
ED/ OCTAE = United State Department of Education, Office of Career, Technical, and Adult Education
ED/ RSA = United State Department of Education, Rehabilitation Services Administration
MDL = Maryland Department of Labor
MSDE/ DORS = Maryland State Department of Education, Division of Rehabilitation Services.
PY (federal Program Year) 2023 = FY (State Fiscal Year) 2024 = July 1, 2023 – June 30, 2024.
WIOA = The federal Workforce Innovation and Opportunity Act of 2014

Who is served by the six core WIOA programs: Jobseekers and employers.

American Job Centers offer all jobseekers and employers access to the WIOA Title III Wagner–Peyser Employment Service. The Wagner–Peyser Employment Service is one of the six core WIOA programs.

Services offered by the other five core WIOA programs are primarily for individuals with barriers to employment, which WIOA defines as follows:

        a. Displaced homemakers.
        b. Low-income individuals.
        c. Indians, Alaska Natives, and Native Hawaiians.
        d. Individuals with disabilities, including youth with disabilities.
        e. Older individuals.
        f. Ex-offenders.
        g. Homeless individuals.
        h. Youth who are in or have aged out of the foster care system.
        i. English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.
        j. Eligible migrant and seasonal farmworkers.
        k. Individuals within two years of exhausting certain lifetime eligibility under the Social Security Act, such as Temporary Assistance for Needy Families (TANF).
        l. Single parents (including single pregnant women).
        m. Long-term unemployed individuals.
        n. Such other groups as the Governor involved determines to have barriers to employment.

Some core WIOA programs also serve employers. Services include provision of labor market information, recruitment assistance, layoff aversion, and incumbent worker training (IWT) for existing employees. LWDBs may use up to 20 percent of their WIOA Title I Adult and Dislocated Worker allocations for incumbent worker training (IWT).

American Job Centers (AJCs)

An American Job Center (AJC) is an employment center funded by federal WIOA grants to serve jobseekers and employers in a community or region. AJCs are sometimes referred to as "One–Stop Centers" or "Workforce Centers." AJCs are overseen by state and local workforce development boards.

The concept behind AJCs is to serve as a centralized hub offering customers access to multiple resources and services at one location. WIOA intends for a "one–stop delivery system" of the 19 required WIOA program partners (which include the six core WIOA programs) plus any other program or service partner a Governor may designate.

WIOA defines two types of AJCs: "Comprehensive" (or Full–Service) AJCs and "Affiliate" AJCs, with the key difference between them as follows:

- Comprehensive AJCs offer on–site services from all 19 required WIOA partners (which includes the six WIOA core programs). Comprehensive AJCs function as a primary hub for all employment and training services in a local workforce development area.

- Affiliate AJCs provide on–site services from the six core WIOA programs and services plus at least one other required WIOA partner. For customers to access the full range of WIOA partner programs and services offered, Affiliate AJCs may refer customers to a Comprehensive AJC.

Nationwide there are about 2,300 AJCs. During FY218–22, Maryland had 32 AJCS, as shown in the Exhibit below:

Exhibit: American Job Centers in Maryland (FYs 2018–2022)		
Maryland County	Number of Comprehensive (Full–Service) AJCs	Number of Satellite AJCs
Anne Arundel	1	2
Baltimore City	2	–
Baltimore County	3	–
Carroll	1	–
Frederick	1	–
Howard	1	–
Lower Shore Region: Somerset, Wicomico, Worcester	1	–
Montgomery	2	–
Prince George's	1	2
Southern Maryland Region: Calvert, Charles, St. Mary's	1	3
Susquehanna Region: Cecil, Harford	3	–
Upper Shore Region: Caroline, Dorchester, Kent, Queen Anne's, Talbot	1	4
Western Maryland Region: Allegany, Garrett, Washington	2	1
Subtotal:	20	12
Source: Maryland Department of Labor (https://www.dllr.state.md.us/county/)		

Participation in the six core WIOA programs –

The exhibits below summarizes the total number of participants served by each of the six WIOA core programs in Maryland, based on Statewide Performance Reports (ETA–9169) prepared for the U.S. Departments of Labor and Education.

Exhibit: Total Participants Served in Maryland in the Six Core WIOA Programs							
WIOA Title	WIOA Core Program	State Agency	PY 2018 (SFY 2019)	PY 2019 (SFY 2020)	PY 2020 (SFY 2021)	PY 2021 (SFY 2022)	PY 2022 (SFY 2023)
Title I	**Adult program** (Adult Employment & Training Activities)	MDL	3,154	2,631	2,240	2,519	2,724
	Dislocated Worker program (Dislocated Worker Employment & Training Activities)		1,090	838	826	852	836
	Youth program (Youth Workforce Investment Activities)		1,629	1,404	1,318	1,069	1,214
Title II	**Adult Education** (Adult Education and Family Literacy Activities, or AEFLA)		25,768	21,703	13,444	16,985	
Title III	**Employment Service** (ES) (Wagner–Peyser (WP) program)		48,938	64,737	41,788	30,420	32,415
Title IV	**Vocational Rehabilitation** (VR) State Grant program (1)	MSDE/ DORS	16,671	16,813	14,746	14,565	14,486

Notes:
Participation by individuals is calculated and reported per federal specifications developed by the U.S. Departments of Labor and Education. Participation reflects the cohort served in each one year period. Participation across programs may not reflect unique individuals because a person may participate in more than one program in a year and/or one program for multiple years.
Data Sources:
Titles I, II, and III program data published by U.S. Department of Labor (ETA–9169: Statewide Performance Reports); retrievable from https://www.dol.gov/agencies/eta/performance/results-archive for PYs 2018–2021. PY 2022 data provided by the Maryland Department of Labor.
Title IV VR program data published by U.S. Department of Education (ETA–9169: Statewide Performance Reports); retrievable from https://rsa.ed.gov/wioa-resources/wioa-annual-reports., for PYs2018–2022.
MDL: Maryland Department of Labor
MSDE/ DORS: Maryland State Department of Education, Division of Rehabilitation Services
PY (Federal Program Year) 2022 = State Fiscal Year (FY) 2023 = July 1, 2022 –June 30, 2023.

Note: A local workforce development board (LWDB) may receive additional funds besides their allocation of federal WIOA funds (such as from their county and/or philanthropic grants). State reports to the federal government on participation in the six core WIOA programs do not reflect participation in locally augmented services and therefore may not reflect the full range of services being offered by Maryland's LWDBs, in cases where LWDBs receive extra funding.

Federal PY 2022 (State FY 2023)*	Title I			TOTAL participants		Title III Employment Service TOTAL participants
Exhibit: Participation by Local Workforce Area – total participants in services funded under the WIOA Title I (Adult, Dislocated Worker, and Youth) and Title III (Wagner–Peyser Employment Service) programs.						
	Adult program	Dislocated Worker program	Youth program	Adults	Adults + Youth	
Participants Statewide	**2,724**	**836**	**1,214**	**3,037**	**4,251**	**32,415**
13 Local workforce areas:						
Anne Arundel Co. (AA)	491	349	118	491	609	2,583
Baltimore County (BA)	194	44	239	238	477	4,003
Baltimore City (BM)	411	79	285	451	736	5,314
Carroll County (CC)	88	39	37	127	164	928
Frederick County (FR)	210	38	34	248	282	1,330
Howard County (HC)	107	33	23	133	156	1,302
Lower Shore (LS)	59	5	39	63	102	1,915
Montgomery Co. (MG)	445	149	100	509	609	3,529
Prince George's Co. (PG)	153	10	146	158	304	4,768
Southern Maryland (SM)	17	16	13	33	46	1,786
Susquehanna (SQ)	117	13	48	118	166	1,306
Upper Shore (US)	232	15	35	248	283	1,598
Western Maryland (WM)	200	46	97	220	317	2,053

Data from the Maryland Department of Labor; table prepared by the Department of Legislative Services.
*Federal Program Year (PY) 2022 = State Fiscal Year (FY) 2023 = 7/1/2022 – 6/31/2023.

Employment rate 12 months after participation, and other key outcomes:

The primary indicators of performance for the WIOA Title I Adult & Dislocated Worker Programs, Title II Adult Education and Literacy programs, Title III Wagner Peyser Employment Services, Title IV Vocational Rehabilitation, the Trade Program, and the JVSG program, are as follows:

> A. Employment rate 2nd quarter after exit;
> B. **Employment rate 4th quarter after exit;**
> C. Median earnings 2nd quarter after exit;
> D. Credential Attainment Rate (excludes Title III Employment Services and JVSG);
> E. Measurable Skills Gains (excludes Title III Employment Services and JVSG); and,
> F. Effectiveness in Serving Employers.
> (Source: _MDL Policy Issuance 2021–12_: _Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021,_ August 26, 2021)[83]

The U.S. Departments of Labor and Education specify the methodology that states must use for calculating the primary indicators of performance for the core WIOA programs.

		State Agency	Cohort period 1/1/2017 – 12/31/17	Cohort period 1/1/2018 – 12/31/18	Cohort period 1/1/2019 – 12/31/19	Cohort period 1/1/2020 – 12/31/20	Cohort period 1/1/2021 – 12/31/21
Exhibit: Employment rate in 4th quarter after exit for participants in the Six Core WIOA Programs in Maryland, for annual cohort period January 1 – December 31.							
WIOA Title	Name of Core Program						
Title I	**Adult program** (Adult Employment and Training Activities) (1)	MDL	1,397 (75%)	1,545 (77%)	1,448 (77%)	932 (74%)	1,124 (81%)
	Dislocated Worker program (Dislocated Worker Employment and Training Activities) (1)		917 (83%)	788 (84%)	550 (82%)	289 (80%)	421 (81%)
	Youth program (Youth Workforce Investment Activities) (2)		684 (76%)	764 (73%)	599 (72%)	421 (72%)	559 (79%)
Title II	**Adult Education** (Adult Education and Family Literacy Activities, or AEFLA) (1)		6,781 (32%)	6,642 (36%)	6,761 (37%)	4,456 (36%)	
Title III	**Employment Services** (ES) (Wagner–Peyser (WP) program)		37,544 (68%)	30,162 (69%)	28,132 (62%)	41,882 (64%)	19,988 (66%)
Title IV	**Vocational Rehabilitation** (VR) State Grant program (3)	MSDE/ DORS	Unavailable	1,112 (29%)	1,336 (33%)	1,343 (31%)	1,336 (45%)

Notes:

Performance measures are calculated and reported by MDL per federal specifications developed by the U.S. Departments of Labor and Education.

Participation across programs does not reflect unique individuals; a person may participate in more than one WIOA program each year and/or one program for multiple years.

1) *Data source: ETA–9169 Statewide Performance Reports prepared by MDL for the U.S. Departments of Labor and Education; retrievable from https://www.dol.gov/agencies/eta/performance/results-archive.*
2) *Data shown is the 'Youth Employment/Education/Training Rate' at Quarter 4 (Q4).*
3) *Data source: ETA–9169 Statewide Performance Reports prepared for the U.S. Department of Education https://rsa.ed.gov/wioa-resources/wioa-annual-reports.*

MDL = Maryland Department of Labor.
MSDE/ DORS = Maryland State Department of Education's Division of Rehabilitation Services
PY (Federal Program Year) 2022 = FY (State Fiscal Year) 2023 = July 1, 2022 –June 30, 2023.

The exhibit above shows the employment rate in the 4th quarter after exit for participants in each of the six WIOA core programs in Maryland.

Entity responsible for administration/implementation:

- The Governor's Workforce Development Board (GWDB.
- Maryland's 13 Local Workforce Development Boards receive most WIOA Title I funds.
- For WIOA Titles I, II, and III: MDL Division of Workforce Development and Adult Learning.
- For WIOA Title IV: Maryland State Department of Education (MSDE), Division of Rehabilitation Services (DORS).

Reports:

- Federal WIOA reporting: For the six core WIOA programs, federal law requires states to report a common set of information on program participants either to the U.S. Department of Labor (USDOL) or the U.S. Department of Education (ED), depending on the WIOA core program:
  - WIOA Title I and Title III state reports: https://www.dol.gov/agencies/eta/performance/results[84]
  - WIOA Title II Adult Education state reports: https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/accountability-reporting.html[85]
  - WIOA Title IV Vocational Rehabilitation state reports: https://rsa.ed.gov/wioa-resources/wioa-annual-reports[86]

- MSAR # 10805 (per Md. Labor & Employment Art., § 11-505(f))[87].
  MSAR # 10704 (per Executive Order 01.01.2015.19) – GWDB's annual report to the Governor and the General Assembly, due January 1 of each year. [2022 report link][88]

Data repository:

- WIOA Titles I and III: Maryland Workforce Exchange (MWE), with Participant Individual Record Layout (PIRL) data maintained by MDL.
- WIOA Title II: Literacy and Community Education System (LACES), maintained by MDL.
- WIOA Title IV: AWARE[TM] Vocational Rehabilitation Case Management System

Related Programs:

- WIOA Partner Programs.
- Unemployment Insurance (UI) Annual Report, MSAR #13155, per Md. Labor & Employment Art., § 8-311 (link to 2021 report.[89])

Program Title:

WIOA Title I: Adult and Dislocated Worker programs *[MDL]*

Program Description: The Adult and Dislocated Worker programs are a core federal funding source for state and locally delivered workforce development programs and services. WIOA Title I authorizes both the Adult Employment and Training Activities (the 'Adult program') and the Dislocated Worker Employment and Training Activities (the 'Dislocated Worker program').

Because these two federal programs fund the same services, they are often referred to together as the 'Title I Adult and Dislocated Worker programs.'   Services funded by the WIOA Adult and Dislocated Worker programs are primarily delivered at the 32 American Job Centers throughout Maryland and community partners.

Eligibility Criteria: The Adult and Dislocated Worker programs differ in their eligibility criteria. The Adult program serves people ages 18+ who are low-income or have barriers to employment, whereas the Dislocated Worker program serves people ages 18+ who lost a job due to plant closures, company downsizing, or another significant change affecting the local job market.

WIOA defines ''individual with a barrier to employment'' to mean a member of one or more of the following populations:
- Displaced homemakers.
- Low-income individuals.
- Indians, Alaska Natives, and Native Hawaiians.
- Individuals with disabilities, including youth with disabilities.
- Older individuals.
- Ex-offenders.
- Homeless individuals.
- Youth who are in or have aged out of the foster care system.
- English language learners, people with low literacy, and people facing large cultural barriers.
- Eligible migrant and seasonal farmworkers.
- Individuals within 2 years of exhausting certain lifetime eligibility under the Social Security Act, such as Temporary Assistance for Needy Families (TANF).
- Single parents (including single pregnant women).
- Long-term unemployed individuals.
- Such other groups as the Governor involved determines to have barriers to employment.

Funding:

- The Adult and Dislocated Worker programs differ in their federal funding formulas. The formula for Adult program allotments are based on the number of low–income or disadvantaged people between the ages of 22 and 72 in each state, as compared to the national total, whereas the Dislocated Worker allotments are generally based on the number of unemployed people in each State relative to the total number of unemployed people in the nation.
- DBM Budget Code P00 – Maryland Department of Labor
  - WIOA Title I Adult program = Federal Fund #17.258.
  - WIOA Title I Dislocated Worker program = Federal Fund #17.278.

- DBM has not assigned subprogram codes to the WIOA Title I Adult and Dislocated Worker program fund allotments. The federal funds have been used across multiple units in MDL.

# of Participants: The exhibit below summarizes federal allotments and individual participation in the WIOA Title I Adult and Dislocated Worker programs in Maryland for federal program years 2018–2023, as reported to USDOL (ETA–969) per federal reporting guidelines.

Exhibit: Summary of Federal Fund Allotments and Individual Participation for WIOA Title I Adult and Dislocated Worker Programs in Maryland by Federal Program Year (PY).						
WIOA Core Program:	PY 2018 (SFY 2019)	PY 2019 (SFY 2020)	PY 2020 (SFY 2021)	PY 2021 (SFY 2022)	PY 2022 (SFY 2023)	PY 2023 (SFY 2024)
WIOA Title I Adult program (Adult Employment & Training Activities)						
Federal allotment to Maryland ($ in millions):	$11.7	$14.0	$12.8	$11.6	$13.2	$17.4
Total participants served during year: [1]	3,154	2,631	2,240	2,519	2,724	
Participants who exited during year:	2,037	1,818	1,263	1,438	1,563	
WIOA Title I Dislocated Worker program (Dislocated Worker Employment & Training Activities)						
Federal allotment to Maryland ($ in millions):	$15.4	$15.3	$15.1	$13.6	$17.2	$15.8
Total participants served during year: [1]	1,090	838	826	852	836	
Participants who exited during year:	849	626	397	553	471	
Source: ETA–9169 Statewide Performance Reports.						
1/ Total Participants reflects a cohort served each year. Some individuals stay in a program for more than one year. Participation across programs does not reflect unique individuals: a person may be eligible for and participate in more than one WIOA program.						
PY: Federal Program Year. *SFY: State Fiscal Year.* *For example, July 1, 2023 – June 30, 2024 = PY 2023 = SFY 2024.*						

Employment rate 12 months after participation, and other key outcomes:

Participant Employment Rate 4th Quarter after Exit				
Cohort Period Jan. 1–Dec. 31 (Calendar Year, CY)	CY2018	CY2019	CY2020	CY2021
WIOA Title I Adult program: participant Employment Rate Quarter 4 after exit.	1,545 (77%)	1,448 (77%)	932 (74%)	1,124 (81%)
WIOA Title I Dislocated Worker program: participant Employment Rate Quarter 4 after exit.	788 (84%)	550 (82%)	289 (80%)	421 (81%)
Source: ETA–9169 reports to US Dept. of Labor; retrievable from: www.dol.gov/agencies/eta/performance/results.				

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning, working in collaboration with Maryland's 13 local workforce development boards (LWDBs).

Reports: Federal WIOA requires states to report a common set of information on the Adult and Dislocated Worker program participants to the U.S. Department of Labor (ETA–9169).

Data repository: Maryland Workforce Exchange (MWE), with Participant Individual Record Layout (PIRL) data.

Related Programs:

- WIOA requires American Job Centers to offer customers access to 19 WIOA Partner Programs which include the six core WIOA programs. Governors may designate additional WIOA partners.
- QUEST grants: In July 2022, the USDOL Employment and Training Administration announced the availability of funds for Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker (DWGs) grants to states, authorized under WIOA. On Nov. 2, 2023, Gov. Moore announced that MDL had secured a $4 million QUEST grant.[90]

Program Title:

WIOA Title III/Wagner–Peyser: Employment Service (ES) program *[MDL]*

Program Description: The Wagner–Peyser Employment Service program is a core federal funding source for state and locally delivered workforce development programs and services. The mission of the Employment Service is to connect individuals seeking employment with employers seeking to fill job vacancies. ES facilitates matching of labor supply and demand. ES is available to all jobseekers and employers, and ES offices are located at every American Job Center.

The Employment Service (ES) is the oldest component of what is now the broader WIOA 'One–Stop System.' The Wagner-Peyser Act of 1933 established a national Employment Service to run in cooperation with the states. Wagner–Peyser was amended in 1998 to make the Employment Service part of the 'one-stop' delivery system under the Workforce Investment Act (WIA). In 2014, the Wagner-Peyser Act was amended again under Title III of the Workforce Innovation and Opportunity Act (WIOA). WIOA Title III Employment Services are often called "Wagner–Peyser" services; they are also sometimes called 'labor exchange services.'

ES activities and functions include:

- Offering self-service databases and websites for customers to search job openings, via public computer terminals in the American Job Centers or the internet from other locations.
- Assisting jobseekers with job searches.
- Assisting jobseekers with their résumés, through résumé writing software programs and personalized staff assistance.
- Helping employers recruit to fill job openings.
- Referring applicants to employers for interviews and placement.
- Providing information to employers and jobseekers on local labor market conditions and trends.
- Counseling to assess jobseeker aptitudes and interests.
- Assisting with unemployment insurance claims.
- Referring customers to other services, training opportunities, and resources for which they may be eligible, at the American Job Centers and elsewhere.

Under WIOA Title III, the U.S. Department of Labor provides states with annual formula grants. ES allotments are essentially based on each state's unemployment. Governors allocate ES funds for labor exchange services through American Job Centers and other providers throughout each state.

Employment Services are delivered in three tiers as follows:

- Tier 1: Self-service – Customers access databases of job openings. In Maryland, this database is part of the Maryland Workforce Exchange (MWE) accessible at AJCs and via the internet.
- Tier 2: Facilitated self-help – Customers can use resources at the AJCs for their job search, including computers, photocopiers, and resume–writing software. Staff at AJCs help customers use these resources, but staff assistance is limited in this category.
- Tier 3: Staff assisted — Customers may receive staff assistance as part of a group of customers or one–on–one.

The Employment Service program is authorized under WIOA Title III (29 USC Chap. 49 et seq.).

Who is served by this program: Wagner–Peyser Employment Services are free to all employers and all legal U.S. residents age 18+.

Funding: DBM Budget Code P00A01 – Maryland Department of Labor. Wagner–Peyser/Employment Service Federal Funds (#17.207) have been used across multiple units in MDL

The exhibit below summarizes federal allotments and individual participation in the WIOA Title III Wagner–Peyser Employment Service program in Maryland for federal program years 2018–2023, as reported to USDOL (ETA–969) per federal reporting guidelines.

# of Participants:

- The exhibit one the previous page shows individual participation in the WIOA Title III Wagner–Peyser Employment Service program in Maryland for federal program years 2018–2023, as reported to USDOL (ETA–969) per federal reporting guidelines.
- Per 20 CFR 680.110, all who get services funded by WIOA Title I —*other than self-service or information-only activities*— must register.

Exhibit: Summary of Federal Allotments and Individual Participation for WIOA Title III Employment Services (Wagner–Peyser) in Maryland, by federal program Year (PY).						
WIOA Core Program:	PY 2018 (SFY 2019)	PY 2019 (SFY 2020)	PY 2020 (SFY 2021)	PY 2021 (SFY 2022)	PY 2022 (SFY 2023)	PY 2023 (SFY 2024)
Employment Services (Wagner–Peyser)						
Federal allotment to MD ($ in millions):	$12.2	$12.4	$12.5	$12.2	$12.3	$12.6
Total participants served during year: [1]	48,938	64,737	41,788	30,420	32,415	
Participants who exited during year:	44,829	46,873	58,278	30,517	27,531	

Sources:
ETA–9169 reports to USDOL; retrievable from: www.dol.gov/agencies/eta/performance/results.
WIOA Allotments in Federal Register: www.federalregister.gov/documents/2023/04/21/2023-08313/program-year-py-2023-workforce-innovation-and-opportunity-act-wioa-allotments-py-2023-wagner-peyser.
1/ Total Participants reflects the cohort served each year. Some individuals stay in a program for more than one year. Participation across programs does not reflect unique.
PY = Federal Program Year.
SFY = State Fiscal Year. For example, July 1, 2023 – June 30, 2024 = PY 2023 = SFY 2024.

Employment rate 12 months after participation, and other key outcomes:

Participant Employment Rate 4ᵗʰ Quarter after Exit				
Cohort Period Jan. 1–Dec. 31 (Calendar Year, CY)	CY20 18	CY20 19	CY20 20	CY20 21
WIOA Title III Wagner–Peyser Employment Service: participant Employment Rate Quarter 4 after exit.	30,163 (69%)	28,132 (62%)	41,882 (64%)	19,988 (66%)
Source: ETA–9169 reports to US Dept. of Labor; retrievable from: www.dol.gov/agencies/eta/performance/results				

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL, in collaboration with Maryland's 13 Local workforce development boards (LWDBs).

Reports:
- *Statewide Performance Report for Wagner–Peyser Program*, OMB Control Number 1205–0526, provided by MDL to the U.S. Department of Labor annually. Contact MDL for more details.
- MDL reports WIOA Participant Individual Record Layout (PIRL) data to USDOL quarterly.
- MDL's response to the 2020 JCR p148(b) request on outcome tracking for workforce development programs.[91]

Data repository: Maryland Workforce Exchange (MWE).

Program Title:

Rapid Response Program (RRP) *[MDL]*

Program Description: RRP is a strategy to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to employers and their affected workers. RRP activities are driven by downturns in a business. [See: MDL Policy Issuance 2018–05][92] When MDL receives a Worker Adjustment and Retraining Notification (WARN) or Notice of Dislocation from an employer, MDL works to connect impacted workers with existing job vacancies in that industry. (Maryland's PY 2022 WIOA Annual Report, p. 27[93])

This program is authorized by WIOA Title I: Sec. 133(a)(2.

Who is served by this program: Employers and their workers facing impending layoffs.

Funding: WIOA Title I: Sec. 133(a)(2)) allows a Governor to reserve up to 25% of the state's allotment of WIOA Title I Dislocated Worker funds for RRP activities. There is no line item appropriation in the state operating budget specifically for RRP.

# of Participants: MDL has reported that during federal program year (PY) 2022, Rapid Response activities in Maryland included:

- 90 Worker Adjustment and Retraining Notifications (WARNs) received.
- 110 dislocation events filed with the State affecting 8,161 workers.
- Workforce recruitment/layoff aversion services to 2,706 employers.[94]

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: MDL Division of Workforce Development and Adult Learning (DWDAL), working in collaboration with Maryland's Local Workforce Development Areas.

Reports:

- MDL Policy Issuance 2018–05[95]
- Maryland's PY2022 Workforce Innovation and Opportunity Act (WIOA) Annual Report.[96]
- MDL's response to the 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[97]

Data repository: Maryland Workforce Exchange (MWE)

Related Programs:

- Business Services for Employers: Maryland's Layoff Aversion services *[MDL]*
- WIOA Title I Dislocated Worker Program, and services funded by it. *[MDL]*
- Trade Adjustment Assistance (TAA) Program *[MDL]*
- Maryland Quick Response program *[MDL]:* Per Md. L&E Art., § 11–301 et seq.

Program Title:

Reemployment Workshops – ROW and RESEA *(sibling programs) [MDL]*
- Reemployment Opportunity Workshop (ROW) program
- Reemployment Services and Eligibility Assessment (RESEA) program.

Program Description: Reemployment workshops are designed to reduce the number of weeks that unemployment insurance (UI) claimants receive benefits by helping them quickly return to the workforce. ROW and RESEA are sibling programs: ROW workshops are for UI claimants least likely to exhaust their UI benefits, whereas RESEA workshops are for UI claimants most likely to exhaust their UI benefits. Assessing the risk of exhausting UI benefits is based on an algorithm defined by MDL's Office of Labor Market Analysis and Information and the MDL Division of Unemployment Insurance.

This program is authorized by federal WIOA Title I. Also see:

- MDL Policy Issuance #2022–09.
- COMAR 09.32.02.04-1 Claimant Reemployment Assistance Services.

Who is served by this program: All Unemployment insurance (UI) claimants must attend a reemployment workshop.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for these reemployment workshops. Reemployment workshops are funded from federal WIOA Title I allotments to Maryland.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL, Office of Workforce Development, in collaboration with MDL's Division of Unemployment Insurance and the Rapid Response Program.

Reports:
- MDL reports to USDOL
- MDL response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[98]

Data repository: Maryland Workforce Exchange (MWE)

Related Program:

- Unemployment Insurance (UI). See: UI Annual Report, MSAR #13155, per Md. L&E Art., § 8-311.[99]

Program Title:

Professional Outplacement Assistance Center (POAC) services *[MDL]*

Program Description: POAC assists jobseekers statewide in the professional, executive, technical, managerial, and/or scientific occupations with online and in–person job search services, seminars, and workshops. The POAC facility in Linthicum, MD, also offers free use of a computer lab, resource materials, individualized career guidance, and copying services.

Who is served by this program: Jobseekers in the professional, executive, technical, managerial, and/or scientific occupations.

Funding: DBM Budget Code: P00G01.07 – Workforce Development – Division of Workforce Development and Adult Learning – Maryland Department of Labor. There is no line item appropriation in the state operating budget specifically for POAC services.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL)

Data repository: Contact MDL for more information.

Related Program: JumpStart Program, a training seminar offered as part of POAC services.

Program Title:

Trade Adjustment Assistance (TAA) Program *[MDL]*

Program Description: TAA is a federal program that assists workers who have lost their jobs or whose hours of work and wages have been reduced specifically because of increased imports. The TAA program helps such workers prepare for and obtain new employment. Workers may be eligible for training, job search and relocation allowances, income support, and other reemployment services. TAA is a WIOA Partner Program. TAA has several categories: Trade Adjustment Assistance (TAA), Alternative Trade Adjustment Assistance (ATAA), and Reemployment Trade Adjustment Assistance (RTAA).

This program is authorized by Chap. 2 of title II of the U.S. Trade Act of 1974 (19 U.S.C. 2271 et seq.)

Who is served by this program: Dislocated workers who lost employment due to increased imports.

Funding: DBM Budget Code P00 – Maryland Department of Labor (TAA: Federal Fund #17.245.) There is no DBM subprogram code assigned to the TAA program. The federal funds for TAA have been used across multiple units in MDL.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: "The TAA program is evaluated by USDOL E&T on a number of measures. WIOA core program indicators and reporting requirements also apply." [see: MDL Policy Issuance 2021–12, p. 7]

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL

Reports:

- MDL Policy Issuance 2021–12[100]
- MDL sends Participant Individual Record Layout (PIRL) data to USDOL quarterly[101]
- MDL's response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[102]
- MD Combined WIOA State Plan 2020–24, p. 352.

Data repository: Maryland Workforce Exchange (MWE), maintained by MDL.

Related Programs/services: Services funded by the federal WIOA Title I Adult and Dislocated Worker programs.

Program Title:

National Farmworker Jobs Program (NFJP) *[USDOL]*

Program Description: The National Farmworker Jobs Program (NFJP) is a nationally directed, locally administered program created by Congress to address chronic seasonal unemployment and underemployment among migrant and seasonal farmworkers. NFJP funds help migrant and seasonal farmworkers, and their families, achieve economic self-sufficiency by offering supportive services while they are working in agriculture or by helping them acquire new skills for jobs that offer better pay.

Local organizations receive grant funds from the U.S. Department of Labor (USDOL) Employment and Training Administration (ETA) to offer employment and training services, benefits, and protections to migrant and seasonal farmworkers. The USDOL Employment and Training Administration awards NFJP grants through a competitive process every four years. (Source: www.dol.gov/agencies/eta/agriculture/grants[103])

This program is authorized by WIOA Title I, Sec. 167.

Who is served by this program: Migrant seasonal farmworkers and their dependents.

Funding: For federal Program Year (PY) 2023, USDOL awarded NFJP Career Services and Training grants totaling $90,032,000 across the United States and Puerto Rico, except for Alaska and the District of Columbia. USDOL also awarded NFJP Housing grants totaling $6,584,000. For federal program year (PY) 2023, the NFJP allotment to Maryland was $570,199. (Source: Link to the Federal Register[104])

MDL uses federal funds for this program. There is no line item appropriation in the state operating budget specifically for NFJP.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- U.S. Department of Labor (USDOL) and its grantees.
- MDL's Regional Business Services staff partner with NFJP to conduct outreach to MSFWs.

Data repository: Maryland Workforce Exchange (MWE), maintained by MDL.

Related Program: Migrant Seasonal Farmworker (MSFW) Program *[MDL]*

Program Title:

Migrant Seasonal Farmworker (MSFW) Program *[MDL]*

Program Description: Maryland's WIOA Partners serve individuals with barriers to employment, including eligible migrant seasonal farm workers. The Migrant Seasonal Farmworker (MSFW) Program requires that MSFWs receive workforce services in a manner equivalent and proportionate to those provided to non-farmworkers. (Source: MDL's response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[105])

This program is authorized by WIOA.

Who is served by this program: Migrant seasonal farm workers.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for MSFW.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL. Outreach to Migrant and Seasonal Farmworkers (MSFWs) is conducted by MDL's Regional Business Services staff during the peak season for farm work.

Reports:

- MDL's response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[106]
- MSAR # 2587 (per Exec. Order 01.01.2003.28): The Commission on Migratory and Seasonal Farm Labor must report annually on its activities. *The Commission no longer exists and submitted its final report in 2007; See link to 2022 report from DHS.[107]*

Data repository: Maryland Workforce Exchange (MWE), maintained by MDL.

Related Program: National Farmworker Jobs Program (NFJP) *[USDOL]*

Program Title:

WIOA Title I: Youth programs *[MDL] [see: [programs for Youth](#)]*

Program Title:

WIOA Title II: Adult Education & Family Literacy Act (AEFLA) program *[MDL]*

Program Description: The federal WIOA Title II Adult Education and Family Literacy Act (AEFLA) activities are one of the six core WIOA programs. AEFLA provides literacy and English language instruction and high school diploma options for adults and out-of-school youth (OSY). Activities include integrated education and training, workforce preparation activities, and career pathways programming to support individuals as they transition from adult basic education to postsecondary education, training, or employment.

> AEFLA classes are offered in all Maryland counties and Baltimore City. Services include the following:

- Basic academic skills
- Adult secondary education
- English language acquisition
- Integrated English literacy and civics
- Integrated education and training
- Workforce preparation
- Career pathways
- Family literacy

This program is authorized by federal WIOA Title II. Also see Md. Labor & Employment Art., § 11–801.

Who is served by this program: Adults age 18+ who are not currently enrolled in high school.

Funding: DBM Budget Code: P00G01.12 — Adult Education and Literacy Program. Federal fund allotments from the U.S. Department of Education under WIOA Title II require a 20% State match.

Federal Program Year (PY)	2022
State Fiscal Year (FY)	2023 Working Approp.
General fund (01)	$2,695,788
Federal fund (05)	$10,783,153
Total	$13,478,941
Source: MDL–DWDAL (7/19/2022)	

# of Participants:

Federal Program Year (PY)	PY2019	PY2020	PY2021	PY2022
Total AEFLA participants served during PY	21,703	13,444	16,985	
Total AEFLA participants exited during Cohort Period April 1–March 31	17,941	7,519	8,468	
Source: ETA–9169 reports from MDL to U.S. Dept. of Education (Retrievable from: www2.ed.gov/about/offices/list/ovae/pi/AdultEd/spr/py2019/maryland.pdf)				

Note on Career Pathways: MDL has reported that over the period 2018–2022, Maryland used $1.5 million of its WIOA Governor's set-aside funding to support career pathway initiatives. Local workforce entities could apply for up to $250,000 in funding to develop demonstration projects. MDL selected seven career pathway projects over three rounds of funding. This program formally concluded in 2022. A total of 190 individuals were served, with 123 completing training, and 118 entering employment. (Source: Maryland's FY 2022 WIOA Annual Report, p. 14.)

Employment rate 12 months after participation, and other key outcomes:

Cohort Period Jan. 1–Dec. 31 (Calendar Year, CY)	CY2018	CY2019	CY2020
AEFLA participants Employment Rate Quarter 4 after exit	6,642 (36%)	6,761 (37%)	4,456 (36%)
Source: ETA–9169 reports to US Dept. of Education; retrievable from: www2.ed.gov/about/offices/list/ovae/pi/AdultEd/spr/py2019/maryland.pdf.			

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL, Office of Adult Education.

Reports: MDL sends annual statewide performance reports on WIOA Title II (ETA–9169) to the US Dept. of Education.

Data repository: Literacy and Community Education System (LACES) maintained by MDL.

Program Title:

Senior Community Service Employment Program (SCSEP) *[MDL]*

Program Description: SCSEP is available to job seekers age 55+ who are unemployed, low-income, and desire training and employment. Individuals receive a training assignment that matches their personal employment goals. Training assignments are coordinated with non-profit or government agencies (also known as host agencies) for up to 20 hours per week at the minimum wage hourly rate. Applicants do not need prior work experience.

The goal of SCSEP is to assist older workers to develop workplace skills which will enable them to attain permanent, unsubsidized employment, either with their host agencies or other non-profits, government, or private sector employers. Participants are trained by a variety of employers such as schools, physicians, health care agencies, hospitals, custodial and maintenance service industries, retail merchants, and transportation, security and technology companies, among others. [Source: MDL website on SCSEP[108]]

MDL has reported that Maryland has allocated WIOA Title III Wagner–Peyser Employment Services funds to support SCSEP. Funds have been used for AJCs to hire staff Employment Specialists. Employment Specialists recruit host agencies and eligible older workers to be placed in training slots for these host agencies. (*Source: Maryland's PY2022 WIOA Annual Report, p. 29*)

The SCSEP program is authorized under Title V of the federal Older Americans Act.

Who is served by this program: Low income adults who are at least 55 years old, unemployed, and have a family income of no more than 125 percent of federal poverty guidelines.

Funding: DBM Budget Code P00G01.07 – Maryland Department of Labor – Workforce Development - Division of Workforce Development and Adult Learning (SCSEP = Federal Fund #17.235). There is no DBM subprogram code assigned to the SCSEP program.

State fiscal year (FY) (DBM Budget Codes within MDL with Federal Fund 17.235)	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023 Est.
P00G01.07	$1,128,170	$1,141,729	$1,140,329	$1,169,288
Source: DBM operating budgets; retrievable from https://dbm.maryland.gov/budget/Pages/operbudhome.aspx.				

# of Participants:

State fiscal years	2020	2021	2022	2023
# of SCSEP participants trained		194		
# hours SCSEP participants served communities	76,266			

Employment rate 12 months after participation, and other key outcomes: SCSEP is evaluated by USDOL Employment and Training on several measures:

- WIOA core program indicators and reporting requirements apply to the SCSEP program, plus.
- Additional SCSEP-specific measures include:
  - Percent of SCSEP participants placed in unsubsidized employment (25 % in PY 2020).
  - # of SCSEP participants trained (194 in PY 2020; 114 projected for PY 2021).
  - # of hours SCSEP participants served local communities (76,266 in PY 2019, 12,957 in quarter one of PY 2020, 10,477 in quarter two of PY 2020 in Maryland, and 39,858 projected for PY 2021)." (Source: *MDL Policy Issuance 2021–12)*

Entity responsible for administration/implementation:

- The Maryland Department of Labor (MDL/DWDAL) administers SCSEP in the following jurisdictions: Baltimore City, Allegany, Calvert, Caroline, Charles, Garrett, Kent, Queen Anne's, St. Mary's, Talbot and Washington counties.
- Senior Service America, Inc. (SSAI) administers SCSEP in other counties. [Source: MDL website on SCSEP[109]]
- Prior to July 1, 2016, the Maryland Department of Aging administered SCSEP.

Reports:

- MDL reports to USDOL
- MDL response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[110]

Data repository: GPMS, formerly SPARQ (USDOL database for reporting). Per MDL, while there is no SCSEP data in the Maryland Workforce Exchange (MWE), many SCSEP participants are referred to the American Job Centers and also enroll in WIOA–funded programs; in these cases, participants in SPARQ would have also appeared in MWE. MWE and SPARQ did not interface.

Related Program: Older Worker Demonstration Project (See: *MDL Policy Issuance 2019-12: Older Worker Demonstration Grant*, Oct. 7, 2019.[111] In 2019, under the Older Worker Demonstration Grant initiative, MDL used about $1 million of unobligated SCSEP funds for career pathway demonstration projects, which MDL awarded to WIOA partners in four Local Areas: Anne Arundel, Baltimore, Montgomery, and Prince George's Counties.

Program Title:

Hospital Employees Retraining Program *[MDL]*

Program Description: This program funds the retraining and placement of unemployed hospital employees. The Hospital Employees Retraining Fund (derived from hospital fees) covers the Hospital Employees Retraining Program. If a hospital closes, merges, or is fully delicensed and workers are displaced, the Health Services Cost Review Commission (HSCRC) must assess a fee, as required by Md. Health-General Art., § 19-326.1(b). The Hospital Employees Retraining Fund may be used only for expenses to run the Hospital Employees Retraining Program. Allowable costs include training, employment, and supportive services.

This program is authorized by Md. Labor and Employment Art., § 11–201. (See COMAR 09.33.03. Eligibility). [Chap. 490/HB1571 of 2020] [Ch. 489/SB938 of 2020]

Who is served by this program: Unemployed hospital employees.

Funding:
- The Hospital Employees Retraining Fund (derived from hospital fees assessed by HSCRC) covers the Hospital Employees Retraining Program.
- DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning.

Reports: MDL must report on: (1) the annual fee contributed by each hospital to the fund; (2) any additional fee required by HSCRC and paid to the fund; (3) the annual reports submitted by each hospital; (4) the amount drawn from the fund for retraining programs and the fund balance; (5) the number of eligible employees that used the program during the reporting period; (6) the number of eligible employees that used other training and assistance programs; and (7) the number of eligible employees denied access to the program due to funding shortages.

Data repository: Contact HSCRC for more information.

Related Programs:

- WIOA Title I: Dislocated Workers program *[MDL]*
- Rapid Response Program (RRP) services

Programs and Services for Youth and Young Adults

This section covers workforce development programs and services for youth and young adults outside of more traditional academic secondary and postsecondary programs and settings. (Apprenticeships and other work–based learning programs, as well as programs to encourage students to train for occupations with workforce shortages, often have young adults as main participants but are not usually limited to youth.)

Summary of workforce development programs and services for Youth and Young Adults.	
Program Title	**State Agency**
WIOA Title I Youth Program (federal funds for state and local services)	MDL
Summer Youth Employment Programs (SYEP)	MDL
YouthBuild	USDOL
Job Corps program	USDOL
Maryland Corps Program (includes Service Year Option)	DSCI
Chesapeake Conservation Corps Program	CBT
Career and Technical Education (CTE) programs in primary and secondary schools	MSDE + MHEC
Pathways in Technology Early College High (P–TECH) programs	MSDE
Career and Technology Education (CTE) Innovation Grants	MSDE
Also see:	
WIOA Title IV: Vocational Rehabilitation (VR) Pre–employment Training Services (Pre–ETS) for youth	MSDE
Foster Youth Summer Internship Program	DHS

CBT: Chesapeake Bay Trust
DHS: Maryland Department of Human Services
DSCI: Maryland Department of Service and Civic Innovation
MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission
MSDE: Maryland State Department of Education
USDOL: The United States Department of Labor provides direct federal awards to grantees.

Program Title:

WIOA Title I: Youth programs *[MDL]*

Program Description: The WIOA Youth Program is a key source of federal funds for workforce development services targeting youth and young adults ages 16–24. WIOA requires that such services offer 14 program elements; from among these, youth receive the services that align with their individual goals. The required program elements are as follows:

1. Tutoring, skills training, and dropout prevention.
2. Alternative secondary school services.
3. Paid and unpaid work experiences.
4. Occupational skills training.
5. Leadership development opportunities.
6. Supportive services.
7. Mentoring.
8. Follow-up services.
9. Counseling.
10. Concurrent education and workforce preparation activities.
11. Financial literacy education.
12. Entrepreneurial skills training.
13. Labor market information (LMI).
14. Preparing for postsecondary education and training.

This program is authorized by federal WIOA Title I: Section 126. With passage of WIOA in 2014, Congress shifted the focus of the Title I Youth formula program to the educational and career success of out-of-school youth (OSY). At least 75 percent of WIOA Title I youth formula funds must be spent on OSY, with the remainder spent on in–school youth (ISY).

Who is served by this program:

- Out–of–school (OSY): A youth age 16 to 24 who is not attending school and is a legal U.S. resident and has a barrier to employment in defined categories. [Note: The Maryland Compulsory Education law (Md. Code, Educ. § 7-301) dictates that individuals must attend school through age 18. Thus, while WIOA requires OSY be between the ages of 16-24 at the time of enrollment, in Maryland OSY should be between the ages of 18-24 at the time of enrollment since they must attend school at ages 16 and 17, with certain exceptions. (Source: Maryland's Combined WIOA State Plan, 2020–24, p. 165)]

- In–school youth (ISY): A youth age 14 to 21 who is attending school, low–income, a legal U.S. resident, and has a barrier in defined categories.

Funding: MDL uses federal WIOA Title I Youth Program funds for a variety of programs and services. There is no line item appropriation in the state operating budget specifically for services funded this way.

Summary of Federal Allotments and Individual Participation for WIOA Title I Youth program in Maryland, by federal program year (PY).						
WIOA Title I Youth Program (Youth Workforce Investment Activities)	PY 2018 (SFY 2019)	PY 2019 (SFY 2020)	PY 2020 (SFY 2021)	PY 2021 (SFY 2022)	PY 2022 (SFY 2023)	PY 2023 (SFY 2024)
Federal allotment to Maryland ($ in millions):	$12.5	$14.5	$13.3	$12.0	$13.6	$18.0
Total participants served during year:	1,629	1,404	1,318	1,069	1,214	

Data Sources:
ETA–9169 reports to USDOL; retrievable from: www.dol.gov/agencies/eta/performance/results.
WIOA Allotments in Federal Register: www.federalregister.gov/documents/2023/04/21/2023-08313/program-year-py-2023-workforce-innovation-and-opportunity-act-wioa-allotments-py-2023-wagner-peyser.
Notes:
Participation by individuals is calculated and reported by MDL per federal specifications developed jointly by the U.S. Departments of Labor and Education. Participation reflects the cohort served in each one year period. A person may participate in more than one WIOA program each year and/or one program for multiple years.
PY (Federal Program Year) 2022 = State Fiscal Year (SFY) 2023 = July 1, 2022 –June 30, 2023.

# of Participants: See summary table above.

Employment rate 12 months after participation, and other key outcomes: The primary indicators of performance for the WIOA Title I Youth program, are as follows:

> A. Youth education and employment rate 2nd quarter after exit;
> B. Youth education and employment rate 4th quarter after exit;
> C. Median earnings 2nd quarter after exit;
> D. Credential Attainment Rate;
> E. Measurable Skills Gains; and,
> F. Effectiveness in Serving Employers (measured for the whole State WIOA system)
> (Source: *MDL Policy Issuance 2021–12: Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021* (Aug. 26, 2021)
> www.dllr.state.md.us/employment/mpi/mpi12-21.pdf)

Employment rate in 4th quarter after exit for participants in services funded by the WIOA Title I Youth, for annual cohort period January 1 – December 31.					
WIOA Title I Youth program (Youth Workforce Investment Activities)	Cohort period 1/1/17–12/31/17.	Cohort period 1/1/18–12/31/18.	Cohort period 1/1/19–12/31/19.	Cohort period 1/1/20–12/31/20.	Cohort period 1/1/21–12/31/21.
	684 (76%)	764 (73%)	599 (72%)	421 (72%)	559 (79%)

Notes:
Performance measures are calculated and reported by MDL per federal specifications developed by the U.S. Departments of Labor and Education.
Participation across programs does not reflect unique individuals; a person may participate in more than one WIOA program each year and/or one program for multiple years.
Source: ETA–9169 Statewide Performance Reports.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL.

Reports:

- MDL must report WIOA Participant Individual Record Layout (PIRL) data to USDOL.
- *MDL Policy Issuance 2021-14: WIOA Title I Youth Program* (October 4, 2021): www.dllr.state.md.us/employment/mpi/mpi14-21.pdf.)
- MSAR# 11685 (per ED § 21-206)[112]
  The Maryland Longitudinal Data System [(MLDS) Center and GWDB must report to MGA annually on data for high school graduates for the 5-years after graduation on: (1) wages earned; (2) hours worked per week; and (3) industry in which the individuals are employed.

Data repository: Maryland Workforce Exchange (MWE), maintained by MDL.

Program Title:

Summer Youth Employment Programs (SYEP) *[MDL]*

Program Description: MDL uses Governor's set-aside funds from federal WIOA allotments to support Summer Youth Employment Programs (SYEP). SYEP collaborates with the Maryland Departments of Juvenile Services, Human Services, Health, and MSDE's Division of Rehabilitation Services (DORS).

The SYEPs are run locally. Local areas and WIOA Youth Vendors have used the following names for their specific SYEP:

- FutureSuccess
- Youthworks
- L.E.A.P.
- Summer Jobs Program
- Summer Youth Employment
- BERC's Summer Youth Employment Program
- Summer RISE
- Maryland Youth Career Connection
- Maryland Summer Youth Connection
- Summer Employment Program
- Maryland Summer Connection
- Maryland Summer Youth Connection
  (*Source: MDL Website, retrieved here*)

Who is served by this program: Youth age 14 and up, including youth with disabilities.

Funding: In federal program year 2022, Maryland allocated $4,059,064 from the Governor's set-aside from federal WIOA allotments for SYEP across the 13 local workforce areas.

# of Participants: MDL has reported that in federal program year 2022 (state fiscal year 2023), over 500 businesses served as host sites to support 2,766 youth participants (including 143 youth with disabilities). (Source: Maryland's PY2022 WIOA Annual Report, p. 15).

Employment rate 12 months after participation, and other key outcomes: Not applicable because youth return to school following the summer program.

Entity responsible for administration/implementation:

- Maryland Department of Labor
- Local Workforce Development Boards
- WIOA Youth Vendors

Reports: Maryland's WIOA Annual Reports.

Program Title:

YouthBuild *[USDOL]*

Program Description: YouthBuild is a program funded by the U.S. Department of Labor (DOL) to help high school dropouts achieve success by providing education, vocational training, and other services. YouthBuild operates as pre–apprenticeship programs for at–risk youth and young adults under direct federal grants ranging from $750,000–$1.5 million. In Maryland, the 2022 grantees were as follows:

- Civic Works, Inc. (Baltimore);
- Volunteers of America Chesapeake and Carolinas (VOACC), Inc. (Lanham, MD);
- Rockville Housing Enterprises (Rockville, MD)

The YouthBuild program is authorized by federal WIOA Title I: Section 171. YouthBuild is designated a 'non–core' WIOA program.

Who is served by this program: At–risk youth and young adults ages 16–24 who have previously dropped out of high school.

Funding: There is no DBM Budget Code because YouthBuild programs operate under direct federal grants to the grantees.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: U.S. Department of Labor.

Reports: *Findings from the YouthBuild Evaluation Implementation Study*, AmeriCorps (MDRC, February 2015); retrievable from https://americorps.gov/evidence-exchange/Findings-from-the-YouthBuild-Evaluation-Implementation-Study.[113]

Data repository: The Federal 'YOUTH BUILD' information system contains participant contact and demographic data, services provided and performance outcomes.

Program Title:

Job Corps program *[USDOL]*

Program Description: Established in 1964, Job Corps is a free, residential educational and vocational training program for disadvantaged youth and young adults administered by the U.S. Department of Labor. Job Corps participants improve job skills and vocational direction while living on Job Corps campuses from 6 months to 2 years, depending on the training.

Job Corps centers can be run by a federal, state, or local agency; by an area career and technical education school, or residential vocational school; or by a private organization. Most Job Corps Centers are run by private companies through a competitive contract managed by USDOL.

The targeted population for Job Corps are out-of-school youth (dropouts or those who got kicked out) or youth that are not college bound. Job Corps' mission is to teach young people skills to become employable and independent and place them in jobs or further education.

About 125 Job Corps centers operate throughout the U.S., some of which are called Civilian Conservation Corps Centers. Maryland currently has two Job Corps centers, as follows:

- Woodland Job Corps Center in Laurel, MD *(Operator: MINACT Inc.)*
- Woodstock Job Corps Center in Woodstock, MD (*Operator: Management and Training Corporation*)

The programs in Maryland offer the following services to participants:

- Vocational and academic training (if needed) to all students.
- Up to 2 years to complete a vocational trade of the students choice and to complete their GED or HSD if still needed.
- Academic classes for any student with less than 8th grade reading and math levels.
- Driver's education.
- Housing, food, recreation, and basic medical care.
- A year of follow-up services after graduation to ensure they are working and/or using the skills learned in Job Corps.

Job Corps is authorized by federal WIOA Title I: Subtitle C.

Who is served by this program: Disadvantaged youth aged 16–24.

Funding: There is no DBM Budget Code because Job Corps programs operate under direct federal grants to the grantees.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- U.S. Department of Labor, Office of Job Corps, Region 2 (Philadelphia).
- Through a DOL competitive process, two Job Corps centers currently operate in Maryland:
  - Woodland Job Corps Center in Laurel, MD (*Operator: MINACT Inc.*)

        o   Woodstock Job Corps Center in Woodstock, MD (*Operator: Management and Training Corporation*)

Reports: N/A.

Data repository: Contact USDOL, Office of Job Corps, Region 2 for more information.

Related Programs:

- YouthBuild [*USDOL]*
- Maryland Corps Program including the Maryland Service Year Option *[DSCI]*
- Chesapeake Conservation Corps Program [*CBT*]

Program Title:

Maryland Corps Program *[DSCI]*

Program Description: Md. State Government Art., § 21–202 established a Maryland Corps Program. The program is managed by the Maryland Department of Service and Civic Innovation (DSCI). The program's purpose is to: (1) provide meaningful service opportunities to corps participants that will address the social needs of the community; (2) equip corps participants with the skills that will enable them to successfully make the transition to higher education or to the workforce; and (3) provide completion awards to Maryland Corps Program participants.

State statute identifies two pathways for the Maryland Corps Program: the Young Adult Service Year Option Pathway; and the Maryland Service Year Option Pathway.

As currently implemented, the program pathways are titled as follows:

- **Service Year Option (SYO)** – for Young Adults ages 18, 19, 20, or 21.
- **Maryland Corps** – for Adults of all ages.

The Service Year Option (SYO) is an opportunity for State residents who have completed high school (or equivalent) within the last four years to work in various industry sectors across Maryland. SYO participants are paired with an apprenticeship program, nonprofit, business, or government agency that supports professional development. Participants work at least 30 hours a week at the sponsoring organization. Participants also join in targeted professional development, with a minimum total time commitment of 40 hours per week. Participants receive job training, an onsite mentor, career coaching, job search assistance, and personal money management training. SYO positions pay $15/hour. Upon completion, SYO participants earn $6,000 toward tuition costs or as a cash stipend.

Maryland Corps participants spend nine months with a partnering organization that provides job training and supports their professional growth and development. The partnering organization may be nonprofits, government agencies, for-profit businesses, or trade associations. The Maryland Corps Program is intended to strengthen Maryland's workforce and expand the state's talent pipeline into key industries. Maryland Corps positions pay $15/hour. Upon successful program completion, Maryland Corps participants earn $6,000 toward tuition costs or as a cash stipend.

This program is authorized by Md. State Government Art. § 21–101 et seq.

Who is served by this program:

- Service Yer Option: SYO is intended for young adults ages 18, 19, 20, or 21 who have recently completed high school or the equivalent. For the participant cohort starting October 2023, the high school graduation classes of 2020, 2021, 2022 and 2023 are eligible. [link[114]]

- Maryland Corps: People of all ages interested in performing public and community service in Maryland. There is no age or residency requirement for Maryland Corps. [link[115]]

Funding:

DBM Budget Code: I00.A01.01, Subprogram Code 1000.

DBM Budget Code: D13A13.05, Subprogram Code 5030. No funding.

State Fiscal Year (FY) I00.A01.01.1000	2021 Actual	2022 Actual	2023 Working.	2024 Legis. Approp.
General Funds (01)	-	-	$4,456,405	$13,652,741

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Service and Civic Innovation (DSCI)

Reports: None.

Data repository: Contact DSCI for more information.

Related Programs:

- Job Corps Programs (which may include the Civilian Conservation Corps) *[USDOL]*
- AmeriCorps programs in Maryland, including the Maryland Conservation Corps (MCC) *[Governor's Office on Service and Volunteerism]*
- Chesapeake Conservation Corps *[CBT]*

Program Title:

Chesapeake Conservation Corps Program *[CBT]*

Program Description: The Chesapeake Conservation Corps Program, also called the Chesapeake Conservation and Climate Corps, facilitates youth involvement in energy conservation and environmental efforts, and associated career opportunities, by pairing young adults ages 18 to 26 with host organizations to undertake energy conservation and environmental projects. Program components include work skills training, career, and educational guidance; program goals include providing a green career ladder for youth and young adults. The program provides stipends to participants and grants to host organizations for costs associated with projects undertaken as part of the one-year term of service.

Chap. 38/SB528 of 2022 altered the purpose of the Chesapeake Conservation Corps Program to include mobilizing, educating, and training youth and young adults to deploy clean energy technology. The program provides a green career ladder and opportunities for all youth and young adults, especially those most at risk, to be exposed to and trained in the energy efficiency, environmental protection, governmental and regulatory administration, and renewable energy generation sectors.

In developing its programs and seeking federal and State grants, CBT and the Corps Board must coordinate all efforts with the Maryland Corps Program and AmeriCorps programs in Maryland. [Source: DLS Fiscal Note for Chap. 38/SB528 of 2022[116]]

(Note: This program is separate and distinct from the federal Civilian Conservation Corps.)

This program is authorized by Md. Natural Resources Art., § 8–1914.

Who is served by this program:

- Youth and young adults between ages 18 and 26, especially those at risk, who can serve for a six-month commitment.
- A host organization can be a nonprofit organization; a school; a community association; a service, youth, or civic group; an institution of higher education; a county or municipality; or a unit of State government.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: The program has typically had 30 to 35 participants a year.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: The Chesapeake Bay Trust (CBT), in consultation with the Chesapeake Conservation Corps Board

Reports: None.

Data repository: Contact the Chesapeake Bay Trust for more information.

Related Program:

- Maryland Corps Program including the Maryland Service Year Option *[DSCI]*
- Job Corps Programs (which may include the Civilian Conservation Corps) *[USDOL]*

- AmeriCorps programs in Maryland, including the Maryland Conservation Corps (MCC) *[Governor's Office on Service and Volunteerism]*
- Chesapeake Conservation Corps program *[CBT]*

Program Title:

WIOA Title IV: Vocational Rehabilitation / Pre–Employment Training Services *[MSDE]*

A portion of WIOA Title IV Vocational Rehabilitation funds is dedicated to pre–employment training services (Pre–ETS) for youth in middle and high schools. See entry under section on programs for people with Disabilities.

Program Title:

Ready by 21 Programs for foster youth *[See: progs. for people on Public Assistance]*

Program Title:

Career and Technology Education (CTE) in Schools *[MSDE + MHEC]*

Program Description: The Career and Technical Education (CTE) program provides secondary and postsecondary students with programs of study that include sequential instruction in academic and technical skills that begin to prepare them for careers. The CTE program offers more than 50 programs of study in 12 career clusters. Each program of study consists of (1) three or four specialized courses that must be completed prior to high school graduation and (2) a work-based learning experience that can include job shadowing, an internship, or other experiential training. Some programs of study include further coursework at the community college level, often leading to an industry recognized credential. The 12 career clusters are:

- Arts, Media, and Communications;
- Business Management and Finance;
- Construction and Development;
- Consumer Services, Hospitality, and Tourism;
- Environmental, Agricultural, and Natural Resources;
- Health and Biosciences;
- Human Resource Services;
- Information Technology;
- Manufacturing, Engineering, and Technology;
- Transportation Technologies;
- Career Research and Development; and
- Apprenticeship Maryland Program – Youth Apprenticeships (AMP–YA) (*see separate write-up*).

Examples of programs of study include graphic communications, accounting and finance, construction design and management, cosmetology, Database Academy (Oracle), and automotive technician.

Students who complete at least one CTE course are considered "CTE participants." Students who complete two courses in a program of study and enroll in a third are considered "CTE concentrators." Students who graduate high school having completed all the requirements of a program of study, they are considered "CTE completers."

CTE courses are taught by educators with specialized CTE certifications that require demonstrated skill and knowledge in each related field of study.

Funding is provided primarily by the federal Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and by local school systems. Perkins V funds may not be used for teacher salaries, but instead are available for professional development, equipment, and other related costs that support CTE instruction. As salaries for CTE educators are included in local school system personnel costs, separate data on local expenditures for CTE educators is not available. The State retains 15% of Perkins V funds for statewide administration and activities (including services for incarcerated youth), with the remaining funds divided 65% for local school systems and 35% for postsecondary institutions (primarily community colleges).

This program is authorized by The Carl D. Perkins Career & Technical Education Act of 2006 (20 USC 2301 et seq.) and Perkins V (2018).

In MD, see: Education Art., Title 21, Education Art., §21–203 to 204 concerns CTE in public schools, and COMAR 13A.04.02 (Secondary School CTE).

Note: Maryland Education Art., §21–208 established Regional Career and Technology Education (CTE) Schools in secondary schools in five "Regional counties": Caroline, Dorchester, Kent, Queen Anne's, and Talbot Counties.

Target Populations: Secondary school and community college students

Participants:

Federal program year (PY)	PY2019	PY2020
State fiscal year (FY)	FY2020	FY2021
Secondary Participants	110,933	122,519
Postsecondary Participants	54,315	48,588
Secondary Concentrators	27,922	30,747

Funding:

Federal Perkins allocations to Maryland, by federal fiscal year	Federal FY 2020	Federal FY 2021	Federal FY 2022	Federal FY 2023
Federal funds	$17,951,226	$18,227,420	$19,645,329	$20,583,367

Source: U.S. Department of Education Program Memorandums, Estimated State Allocations under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) [link[117]]

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entities Responsible for Administration/Implementation:

- CTE Committee within the Governor's Workforce Development Board (GWDB)
- Maryland State Department of Education (MSDE)
- Local School Systems
- Maryland Higher Education Commission (MHEC)
- Community Colleges (CCs)
- MSDE and MHEC are the sole agencies for approval of CTE programs of study at the secondary and postsecondary levels. MSDE approves the use of funds at the secondary and postsecondary levels." (Source: *Maryland Career and Technical Education Four-Year State Plan (Perkins V Plan Submission, MSDE)*, April 2020, p. 11).

Reports:

- State 4–year plan to federal government for Perkins V implementation.
- MSAR# 13174 (per Educ. Art. §21-204(b))
  Report on progress, by high school, toward the goals established by the CTE Committee within the GWDB.
- MSAR# 12961 (per Education Art. §21-207(j))
  Requires the CTE Committee within the GWDB to provide annual assessment of CTE in

Maryland; and statutory, regulatory, budgetary, and structural changes needed to address the challenges of the evolving CTE system.

Data repository: Contact MSDE for more information.

Related Programs:
- [Career and Technology Education (CTE) Innovation Grants](#) *[MSDE]*
- [Apprenticeship Maryland Program – Youth Apprenticeships (AMP–YA)](#)
- CTE Concentration Grants
- [P-TECH Schools](#)
- There is a CTE program or apprenticeship pathway in *school building maintenance* specifically authorized by Md. Education Art., § 21–207.

Program Title:

Pathways in Technology Early College High (P-TECH) programs *[MSDE]*

Program Description: P-TECH is a program model that creates pathways from high school to college. P-TECH schools span grades 9-14 and enable students to earn a high school diploma and a two-year postsecondary degree in a STEM field. Over six years, P-TECH students earn both a high school diploma and, at no cost, a two-year Associate of Applied Science degree.

Each P-TECH program requires a partnership among a local school system, a local institution of higher education, and a local employer. P-TECH schools work with industry partners and a local postsecondary institution to ensure up-to-date curricula. The program also includes one-on-one mentoring, workplace visits and skills instruction, paid internships, and first-in-line consideration for job openings with a school's partnering company.

The first P–TECH school was launched in New York in 2011. The P-TECH program was created in Maryland by Chapter 591 of 2017. As of August 2023, Maryland had nine P-TECH schools in six local school systems: Baltimore City and Allegany, Baltimore, Harford, Montgomery, and Prince George's counties. Several schools offered programs in information technology and cybersecurity; other focus areas are health care, manufacturing, and supply chain management.

This program is authorized by Education Art.. § 7-1802, P-TECH School Act of 2017 (Chap. 591 of 2017 /SB319/HB413)

Who is served by this program: Youth; specifically, public high school students starting in grade 9. P–TECH schools must reserve at least 50% of available space in the program for students who meet the free and reduced-price meal (FARM) income criteria.

Funding: DBM Budget Code: R00A02.13 Innovative Programs -Aid to Education – Maryland State Department of Education.

State fiscal year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Working
Total fund allocation in State operating budget[1]	$1,130,825	$1,336,094	$1,507,088	$1,938,661
Other /local funding		$3,832,282		
[1] *Source: DBM Operating Budget (R00A02.13 Innovative Programs -Aid to Education – Maryland State Department of Education)*				

# of Participants:

Enrollment 2021–2022	Enrollment 2022–2023	Projected Enrollment 2023–2024
1,234	1,218	1,339
Sources: P–TECH Annual Reports[118], and MSDE responses to the Joint Chairmen's Requests (2022 and 2023)[119]		

Employment rate 12 months after participation, and other key outcomes: P–TECH Annual Reports include several performance measures, including the number of P-TECH students on track for completion, the number of P-TECH student internship placements, and the number of P–TECH postgraduates employed. Data is suppressed when there are fewer than 10 students in a group.

In the 2023 P–TECH Legislative Report, 24 postgraduates were reported as employed, but data was suppressed or not available for 7 of the 9 P–TECH schools. (*P–TECH 2023 Legislative Report*, Dec. 2023, p. 11, link to report[120])

Entity responsible for administration/implementation:

- Maryland State Department of Education (MSDE), Division of Career and College Readiness, and Division of Assessment, Accountability, and Performance Reporting.
- P-TECH Schools Stakeholder Work Group, co–chaired by the State Superintendent of Schools and the Secretary of Higher Education.
- Maryland Higher Education Commission (MHEC).
- Community Colleges.
- Local school systems.
- Industry Partners (*an employer with an MOU with a P-TECH school*)

Reports:

- MSDE's response to 2023_JCR_p.176–177 request.[121]
- MSAR# 11082 (per Md. Educ. Art. §7-1806(a)): Pathways in Technology Early College High School Annual Reports[122]
- *In addition*: Md. Education Art. § 7-1806(b)) requires MSDE & MHEC to submit by 12/1/2023 an analysis of the annual data reported under § 7-1806(a) and an evaluation of whether the P-TECH Program is successful in preparing students for the workforce or for further postsecondary education.

Data repository: Contact MSDE for more information.

Related Programs:

- Career and Technical Education (CTE) in primary and secondary schools *[MSDE and MHEC]*
- Registered Apprenticeships (RAs) *[MDL]*
- Apprenticeship Maryland Program (AMP) – Youth Apprenticeships
- Maryland Technology Internship Program (MTIP) (*Commerce*)

Program Title:

Career and Technology Education (CTE) Innovation Grants *[MSDE]*

Program Description: Competitive grants to local education agencies (LEAs) and community colleges to develop CTE pathways, including apprenticeships. Note: This is one of three types of MSDE grants supporting apprenticeships.

This program is authorized by Md. Education Art., § 21–205.

Who is served by this program: Local education agencies (LEAs) and community colleges.

Funding: For the FY23 grant award cycle, there was $2,000,000 in state funding available.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland State Department of Education (MSDE)

Reports: Link to FY23 Grant Innovation Guide from MSDE[123]

Data repository: Contact MSDE for more information.

Related Programs: MSDE has three types of grants supporting apprenticeships: the CTE Innovation Grant, Maryland Works, and the Perkins Grant.

Programs to Encourage Individuals to Fill Occupations with Workforce Shortages

This section includes programs and services designed to encourage individuals to train for and work in employment areas facing workforce shortages. Targeted jobs can include specific occupations, as well as jobs serving underserved people or underserved geographic areas of Maryland. Tools and strategies include student financial aid and loan assistance repayment programs (LARPs).

Summary of Programs for Occupations with Workforce Shortages.	
Program Title	**State Agency**
Loan Assistance Repayment Programs (multiple LARPs)	MDL + MHEC
Workforce Development Sequence Scholarship (WDSS) Program	MHEC
Workforce Shortage Student Assistance Grant (WSSAG) Program	MHEC
Maryland Community College Promise Scholarship Program	MHEC
Nurse Support Program I (NSPI)	HSCRC
Nurse Support Program II (NSPII)	HSCRC + MHEC
Tuition Reduction for Non–Resident Nursing Students Program	MHEC
Career Pathways for Health Care Workers Program	MDL
Behavioral Health Workforce Investment Fund	MDH + MHCC
Pilot Program for Human Services Career Scholarships	MHEC
Maryland Police Officer Scholarship	MHEC
Teaching Fellows for Maryland Scholarship	MHEC
Teacher Development and Retention Program	MSDE
Cybersecurity Public Service Scholarship	MHEC
Cyber Maryland Program	TEDCO

HSCRC: Health Services Cost Review Commission
MDL: Maryland Department of Labor
MHCC: Maryland Health Care Commission
MHEC: Maryland Higher Education Commission
MSDE: Maryland State Department of Education
TEDCO: Maryland Technology Development Corporation

Program Title:

Loan Assistance Repayment Programs (LARP) *[MHEC + MDH]*

Program Description: Loan Assistance Repayment Programs (LARPs) are designed to address workforce shortages. LARPs incentivize individuals trained in certain critical fields to work in areas of Maryland with worker shortages by repaying their student loans in exchange for work commitments. Maryland offers LARPs in several employment fields: teachers, nurses, primary care physicians and physician assistants, police officers, social workers, and others. Eligibility for LARPs varies, but all require recipients to demonstrate that they are meeting their work service obligations.

Maryland LARPs are administered by the Maryland Higher Education Commission (MHEC) and the Maryland Department of Health (MDH).

The federally funded National Health Service Corps State Loan Repayment Program (SLRP) grants funds to states to run LARPs specifically for health care clinicians. The federal SLRP requires a 1:1 state match. The Maryland Department of Health can use SLRP to design LARPs which address the most pressing health care provider shortages.

Who is served by this program: Individuals trained in certain critical fields who have student loans, to incentivize them to work in underserved areas and/or with underserved populations in Maryland.

Funding:

LARP Expenditures in Maryland (DBM Budget and Subprogram Code)	State Agency	Fiscal Year			
		2021 Actual	2022 Actual	2023 Working	2024 Legis. Approp.
Janet L. Hoffman LARP [*multiple occupations*] (R62I00.26.A026)	MHEC	$1,370,000	$1,366,772	$1,370,000	$6,370,000
Maryland LARP for Foster Care Recipients (R62I00.27.A027)		$2,777	$100,000	$100,000	$100,000
Maryland LARP for Police Officers (R62I00.52.A052) /1		–	–	$1,500,000	$5,000,000
LARP – Dental Care /2		$312,577			
State Loan Repayment Program (SLRP) for health care clinicians (M00F02.01.E150)	MDH	$461,896	$587,638	$360,000	$1,000,000
Maryland LARP for Healthcare Practitioners (M00F02.01.E151)		$770,510	$628,326	$1,400,000	$400,000
Maryland LARP for Physicians and Physician Assistants /3 (M00F02.01.E152)		–	–	$3,000,000	$1,000,000
Maryland LARP for Nurses and Nursing Support Staff (M00F02.01.E153)		–	–	$3,000,000	$3,000,000
Total Expenditures		$2,917,760	$2,682,736	$10,730,000	$16,870,000

1/ Created by Chap. 59/HB670 of 2021.
2/ Source: MHEC State Data Book 2022, Table: "Maryland Financial Aid Program Expenditures, FY 2021", p. 40.
3/ Chap. 403/SB501 of 2020 transferred this Maryland LARP from MHEC to MDH.

# of Participants:

Number of LARP Participants	State Admin. Agency	Fiscal Year		
		2021 Actual	2022 Actual	2023 Working
Janet L. Hoffman LARP [*multiple occupations*]	MHEC	72		
Maryland LARP for Foster Care Recipients		0		
Maryland LARP for Police Officers /1		N/A		
LARP – Dental Care /2		14		
State Loan Repayment Program (SLRP) for health care clinicians	MDH			
Maryland LARP for Healthcare Practitioners				
Maryland LARP for Physicians and Physician Assistants /3				
Maryland LARP for Nurses and Nursing Support Staff				

1/ Created by Chap. 59/HB670 of 2021.
2/ Source: MHEC State Data Book 2022, Table: "Maryland Financial Aid Program Expenditures, FY 2021", p. 40.
3/ Chap. 403/SB501 of 2020 transferred this MLARP from MHEC to MDH.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entities responsible for administration/implementation:

- Maryland Higher Education Commission (MHEC), Office of Student Financial Aid (OSFA) [link to OSFA[124]]
- Maryland Department of Health (MDH), Office of Health Care Workforce Development. [link[125]]
- Workgroups related to LARPs administered by MDH: [link[126]]
    - MLARP Stakeholder Workgroup for Nursing and Nursing Support Staff.
    - MLARP Advisory Council for Physicians and Physicians Assistants.
    - MLARP for Physicians and Physician Assistants Workgroup.

Reports:

- MHEC *State Data Book*, published annually by MHEC, includes LARP expenditure and participation data.[127]
- MSAR #12841 (per Md. Health General Art., § 24-1707 (Ch. 403/SB501of 2020 and Ch. 402/HB 998 of 2020)): Starting in 2021, MDH shall report annually to MGA on the MLARP for Physicians and Physician Assistants.
  See: *Workgroup Report: Maryland Loan Assistance Repayment Program (MLARP) for Physicians and Physician Assistants – Administration and Funding: final report (2020)* [Link to 2020 report[128]]
- *Report on Maryland Loan Assistance Repayment Program (MLARP) for Foster Care Recipients,* MHEC response to the 2021 JCR p. 201 request.[129]

Data repository:

- For LARPs administered by MHEC: Maryland College Aid Processing System (MDCAPS).
- For LARPs administered by MDH, contact MDH for more information.

Related Programs:

- Workforce Shortage Student Assistance Grant (WSSAG) Program *[MHEC]*
  Note: " The Janet L. Hoffman Loan Assistance Repayment (LARP) program provides assistance to students who work in public service in State or local government or the nonprofit sector in Maryland providing services to low income or underserved residents with paying off student loans. Eligible occupations are similar to those in the Workforce Shortage Student Assistance Grant (WSSAG) program." (Source: Report of the Advisory Council on Workforce Shortage, January 2008, Maryland Higher Education Commission (MHEC), p. ii.
- The Health Personnel Shortage Incentive Grant (HPSIG) was a formula grant program funded from fees collected by the Board of Physicians. Chap. 178/SB217 of 2016 redirected HPSIG funds to the MLARP for Physicians and Physician Assistants.

Program Title:

Workforce Development Sequence Scholarship (WDSS) Program *[MHEC]*

Program Description: The WDSS program provides financial assistance to students enrolling in approved non-credit certificate programs leading to apprenticeships, employment, licensure, or job skill enhancement at participating Maryland community colleges.

This program is authorized by Md. Education Art., § 11-105(u) and 18-204(c). Also see: COMAR: 13B.08.23.00.

Who is served by this program: Students in certain approved non-credit certificate programs at participating Maryland community colleges. Eligible students must:

- Be a Maryland resident or graduate of a Maryland high school; and
- Be enrolled in a Workforce Development Sequence at a community college in Maryland that has entered into a participation agreement with the Office of Student Financial Assistance (OSFA) in the Maryland Higher Education Commission (MHEC).

Funding: DBM Budget Code: R62I00.45; Subprogram Code: A045 – Workforce Development Sequence Scholarship.

State fiscal year (FY) R62I00.45.A045	2020 Actual	2021 Actual	2022 Actual	2023 Working Approp.	2024 Legis. Approp.
General fund (01)	$868,359	$918,599	$871,000	$1,000,000	$1,000,000

# of Participants:

SFY	2020	2021*	2022**
# WDSS recipients	697	629	698
Average WDSS award	$1,246	$1,460	$1,248
Source: MHEC State Data Books, table of Maryland Financial Aid Program Expenditures by state fiscal year. **Source: MSAR #11684 for FY22 [Link to 2022 report[130]].*			

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Higher Education Commission (MHEC), Office of Student Financial Assistance (OSFA).

Reports:

- MHEC *State Data Book*, published annually by MHEC, includes LARP expenditure and participation data.[131]
- MSAR #11684 (per Md. ED Art., § 18-3304 (SB 978/Ch. 695, 2018 HB 1216/Ch. 694, 2018): MHEC must report annually on: (1) the number of students who received a WDSS; (2) the amount of the award to each recipient; (3) the Community College that the recipient attended; (4) the Workforce Development Sequence in which the recipient enrolled; and (5) the

Registered Apprenticeship (RA) Program in which the recipient participated. [Link to 2022 report[132]]

Data repository: Maryland College Aid Processing System (MD CAPS)

Related Program: Registered Apprenticeships (RA) *[MDL]*

Program Title:

Workforce Shortage Student Assistance Grant (WSSAG) Program *[MHEC]*

Program Description: The purpose of the WSSAG Program is to help meet the State's need for well-trained and highly skilled workers in geographic areas and employment fields experiencing workforce shortages. WSSAG provides aid to students who plan on working in specific career/occupational programs.

Exhibit: WSSAG minimum and maximum awards.		
Enrollment	Community College Award Range: min. and max.	4-Year Institution Award Range: min. and max.
Full-time	$2,000 to 25 percent of COA	$4,000 to 50 percent of COA
Part-Time	$1,000 to 12.5 percent of COA	$2,000 to 25 percent of COA
COA= cost of attendance. *Source: COMAR 13b.08.14.03.*		

Eligible majors and employment fields are determined biennially by the Workforce Shortage Advisory Council to address statewide and regional workforce needs. Employment fields may be limited to certain occupational areas within a field.

Eligible majors and employment fields for academic year 2022-2023 were as follows:

- Childcare, to become employed full-time in Maryland as a director or senior staff member for a licensed childcare center or family day care provider.
- Human services
- Teaching, in an approved program leading to certification in a critical shortage field.
- Nursing
- Law, employed in Maryland public service to provide legal services to low-income residents.
- Physical and occupational therapy
- Social work, employed as a social worker in the public or nonprofit sectors in which there is a shortage of qualified practitioners to low-income or underserved residents or areas of the State.
- Public service, in majors (other than nursing, social work and law) designed to prepare for a public service career in sectors with a shortage of practitioners to underserved residents or areas of the State.

This program is authorized by Md. Education Art., § 18-708(e)(5)(i). Also see: COMAR 13B.08.14.02.

Who is served by this program: To be eligible a WSSAG recipient must be:

- Be a Maryland resident enrolled in an eligible major at a Maryland college or university as a full–time or part–time undergraduate or graduate student, and, after completing studies,

- perform a specified work service obligation.

Funding: DBM Budget Code R62I00.36; Subprogram Code: A036 – Workforce Shortage Student Assistance Grants.

State fiscal year (FY) R62I00.36.A036	2020 actual	2021 actual	2022 actual	2023 Working Appropriation	2024 Legis. Appropriation
General fund	$1,229,853	$1,229,853	$1,229,853	$1,229,853	$2,229,853
Source: DBM					

# of Participants:

State fiscal year (FY)	2020	2021	2022
Scholarship recipients	330	327	337
Average WSSAG award	$3,176	$3,271	$3,141
Source: MHEC State Data Books, table of Maryland Financial Aid Program Expenditures.			

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Higher Education Commission (MHEC), Office of Student Financial Assistance (OSFA)
- Advisory Council on Workforce Shortage (see: COMAR 13B.08.14.04)

Reports:

- MHEC *State Data Book*, published annually by MHEC.[133]
- *Maryland Higher Education Commission – Scholarship/Grant End of Year Fiscal Reports End of Year Fiscal Reports* MSARs #10051, #9665, #11979, #9473, #9425.
- MSAR# 10051 (per ED § 18-708) ED § 18-708(o)(6)(ii) (HB 1222/Ch. 647, 2014).

Data repository: Maryland College Aid Processing System (MD CAPS)

Related Programs:

- Teaching Fellows for Maryland, and other occupation specific grants. *[MHEC].*
- Loan assistance repayment programs (LARPs) for certain occupations *[MHEC + MDH].*
- Workforce Development Sequence Scholarship (WDSS) *[MHEC].*

Program Title:

Maryland Community College Promise Scholarship Program *[MHEC]*

Program Description: Maryland's Community College Promise Scholarship Program offers need-based 'last dollar' awards of up to $5,000 a year to help pay tuition and fees for State residents enrolled at a Maryland community college. Promise Scholarships may be used for credit courses and for non–credit courses that lead to vocational licensure, certification, or a Registered Apprenticeship (RA).

On Nov. 1, 2023, the Maryland Association of Community Colleges (MACC) reported to the MGA on how community colleges are addressing workforce shortages (link to report here). MACC observed that most types of State funded student financial aid cannot fund non–credit courses. The four State funded programs that can cover non–credit courses are the Promise Scholarships, the Delegate and Senatorial Scholarships, and the Workforce Development Sequence Scholarships, as listed in the following excerpt (from p. 10 of their response):

Exhibit 10. State Funded Financial Aid Programs: Types of Students Receiving Assistance

State Financial Program	Receiving Funding from This Program	
	Enrolled in Credit Programs	Enrolled in Noncredit
Need-Based Financial Aid Programs		
Educational Assistance Grant	•	
Guaranteed Access Grant	•	
Campus Based	•	
Early College Access Grant Program	•	
2+2 Transfer Scholarships	•	
Part-Time Grant	•	
Community College Promise Program	•	•
Somerset Economic Impact Scholarship	•	
Legislative Scholarships		
Delegate Scholarships	•	•
Senatorial Scholarships	•	•
Career Based Scholarships		
Charles Riley Firefighter Ambul. Rescue Scholarship	•	
Cybersecurity Public Service Award	•	
Workforce Shortage Scholarship	•	
Workforce Development Sequence		•
Teaching Fellows for Maryland	•	
Maryland Police Officers Scholarship Program	•	
Assistance for Unique Populations		
Near Completer Grant	•	
Edward T/Mary A Conroy Memorial Scholarship	•	
Veterans of Afghanistan/Iraq Conflicts Scholarship	•	
Richard Collins	•	
Maryland First Scholarship	•	

Source: Maryland Higher Education Commission, State Financial Aid Programs, 2022

This program is authorized by Md. Education Art., § 18-3602.

Who is served by this program: Students at Maryland community colleges who meet certain requirements.

Funding: DBM Budget Code R62I00.48 – Maryland Community College Promise Scholarship Program.

State fiscal year (FY) R62I00.48	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023 Working Appropriation	FY2024 Legislative Appropriation
General funds (01)	$3,090,362	$6,329,598	$15,000,000	$15,000,000	$15,000,000
Total	$3,090,362	$6,329,598	$15,000,000	$15,000,000	$15,000,000
Note: Only a portion of these awards are used for courses that lead to vocational licensure, certification, or a registered apprenticeship.					

# of Participants:

State fiscal year (FY)	FY2020	FY2021
# Promise awards	966	2,025
Average award	$3,199	$3,112
Source: MHEC State Data Books, retrievable from https://mhec.maryland.gov/publications/Documents/Research/AnnualPublications/2022DataBook.pdf.		

Employment rate 12 months after participation, and other key outcomes: The Maryland Longitudinal Data System (MLDS) tracks long–term employment and earnings outcomes for postsecondary students in Maryland, but currently the non–credit courses taken at community colleges are excluded from data tracked in the MLDS.

On Nov. 1, 2023, the Maryland Association of Community Colleges (MACC) reported that the Maryland Higher Education Commission (MHEC) has begun developing an enrollment file that will capture community college students in non–credit enrollment.

Entity responsible for administration/implementation: Maryland Higher Education Commission (MHEC)

Reports:
- The 2023 Joint Chairmen's Report (2023_JCR_p197) requested that MACC report on the role of community colleges in addressing workforce shortages. Among other topics, the committees requested that MACC discuss how funding for community colleges in recent years has been used to address workforce shortages and how the fiscal 2024 funding can further these efforts. In its response, MACC noted the following:

  o "On top of the 95,317 credit students attending community colleges, what is often overlooked is the 117,633 students who are enrolled in workforce development programs." (p. 3)
  o "Maryland's community colleges and industries have a longstanding partnership in the Registered Apprenticeship system with 75% of the related instruction provided solely by a community college." (p. 14)
  o "A review of Continuing Education units across Maryland's 16 community colleges for FY 2022 finds that thirteen colleges are engaged in formal apprenticeship training with a total of 64 programs offered, of which 30 are distinct. These colleges served 5,330 students in FY 2022 across traditional and non-traditional apprenticeship programs. Eighty percent of the apprenticeship programs offered at Maryland

community colleges are located within noncredit or continuing education areas of colleges." (p. 15)

MACC's full report, *2023 Joint Chairmen's Report (p. 197) - R62I00.05 – The Senator John A. Cade Funding Formula for the Distribution of Funds to Community Colleges* (MACC, Nov. 1, 2023), retrievable [here](#)[134].

Data repository:

- [Workforce Training Dashboard](#)[135] maintained by the Maryland Association of Community Colleges (MACC).
- Maryland College Aid Processing System (MDCAPS), maintained by the Maryland Higher Education Commission (MHEC).

Related Programs:
- Maryland Apprenticeship and Training Program (MATP) – Registered Apprenticeships (RAs) *[MDL]*
- Apprenticeship Maryland Program (AMP) – Youth Apprenticeships (YAs) *[MSDE + MDL]*

Program Title:

Nurse Support Programs I & II (NSP I and NSP II) *[HSCRC + MHEC]*

Program Description: The Nurse Support Programs I and II are institutional grant programs to increase the number of qualified nurses in Maryland. The two programs have different focuses and application processes.

To address nursing shortages in the 1980s, the Health Services Cost Review Commission (HSCRC) initiated the Nurse Education Support Program through a collaboration of hospitals, payers, and nursing representatives, to support scholarships for college and hospital-based training of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs). In 2000, that program became the Nurse Support Program I (NSP I).

NSP I focuses on sustaining the number of RNs through hospital–based education, improved working environments, and retention initiatives. NSP I is administered by HSCRC. In 2001, HSCRC approved the first NSP I five-year non–competitive grant cycle for hospital-based initiatives to address nursing shortages at Maryland hospitals. Between 2001-2019, over $192 million was funded in rates to support NSP I programs. All 42 acute care hospitals, as well as Sheppard Pratt and Mt. Washington Children's Hospital, have received NSP I grants at varying times since NSP I began. (*Source: https://nursesupport.org/nurse–support–program–i/about–nsp–i/*)

Per HSCRC, NSP I efforts revealed that a fundamental obstacle to expanding nursing program enrollments was a shortage of nursing faculty. In 2006 HSCRC began a separate Nurse Support Program II (NSP II) to strengthen nursing education programs at Maryland institutions.

NSP II has two components: (1) competitive institutional grants to fund innovative nurse education collaborations between nursing schools and hospitals; and (2) statewide initiatives to offer stipends and scholarships to support nurse educators and RNs. NSP II is funded by HSCRC and administered by the Maryland Higher Education Commission (MHEC).

Md. Education Art., § 11-405 establishes the Nurse Support Program Assistance Fund.

Who is served by this program: Acute care hospitals and nursing education programs in Maryland.

- NSP I: All Maryland acute care hospitals under HSCRC jurisdiction are eligible for NSP I grants, which are noncompetitive. Hospitals submit grant proposals to HSCRC to address their specific workforce needs. An evaluation committee reviews the proposals to ensure compliance with NSP I goals. Hospitals report annually on the quantitative outcomes of their program. HSCRC also provides ongoing oversight through site visits and audits.
- NSP II: All Maryland nursing education programs are eligible for the NSP II grants, which are competitive. Since the program began, every Maryland nursing education programs has received one or more NSP II institutional grants.

Funding: NSP I and II are funded from hospital patient revenue rates determined by HSCRC.

- NCP I: DBM Budget Code N/A (program is non–budgeted.)

- NSP II: DBM Budget Code R62I00.38 – Nurse Support Program II – Maryland Higher Education Commission (MHEC). Subprogram Code: A038 – Nurse Support Program II.

State fiscal year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Estimated
Special fund NSP I*	$17,472,274	$17,466,612	$17,321,473	$19,173,306	$19,870,911
Special fund NSP II**	$17,186,577	$17,784,173	$17,375,642	$18,876,135	$19,559,842

Non–budgeted.
***DBM Code R62I00.38.*
Source: Maryland Department of Management and Budget (DBM) FY 2025 Managing for Results (MFR) Performance Measures (M00R), "Other Performance Metrics).
Also see: HSCRC annual updates to hospital Global Budget Revenue (GBR) and unit rates for all payers. [link[136]]

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes:

- NSP I program outcomes tracked include the following: [link to full NSP I metrics list here[137]]
    - RN vacancy rates.
    - RN voluntary turnover rates.
    - RN involuntary turnover rates.
- NSP II program outcomes tracked include the following:
    - Recruitment and retention of new nurse faculty members.
    - Number of Bachelor's degree (BSN) and Associate degree (ADN) program enrollments.
    - Number of BSN and ADN graduates.
    - Number of new pre-licensure nurse graduates passing the National Council Licensure Examination for Registered Nurses (NCLEX-RN) exam on the first attempt.
    - Maryland nurse workforce as reported by the U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA), generally considered the most reliable available healthcare workforce data for national comparisons. (*Source: NSPII Outcomes Evaluation FY 2006–2015 and Recommendations for Future Funding, HSCRC (Jan. 14, 2015), p. 3.*

Entity responsible for administration/implementation:

- NSP I is funded and administered by the Health Services Cost Review Commission (HSCRC).
- NSP II is funded by HSCRC and administered by the Maryland Higher Education Commission (MHEC).

Reports:

- *Program Evaluation of a Nursing Workforce Intervention: The Maryland Nurse Support Program II*, by P. Daw and M. Terhaar, NURSING ECONOMICS/January-February 2017/Vol. 35/No. 1 [Link to evaluation report[138]]

- *Nurse Support Program I (NSP I) Outcomes Evaluation FYs 2013–2016 and Draft Recommendations for Future Funding* (FY 2017), HSCRC. [link here[139]]
- *Nurse Support Program II (NSP II) Outcomes Evaluation FY 2006 - FY 2015 and Recommendations for Future Funding*, HSCRC (January 14, 2015).
- MSAR #14328 (per Md. Health Occupations Art., § 8–205(a)(8)), annual report by the Maryland Board of Nursing (MBON). MBON has reported that in fiscal 2023, MBON regulated approximately 100,634 active licensees and 91,243 active certificate holders. [link to MBON Annual Report for FY 2023 report[140]]

Data repository: Contact HSCRC and MHEC for more information.

Related Programs:

- Workforce Shortage Student Assistance Grant (WSSAG) *(MHEC) –eligible fields include nursing*.
- Tuition Reduction for Non–resident Nursing Students Program *(MHEC)*

Program Title:

Tuition Reduction for Non-Resident Nursing Students Program *[MHEC]*

Program Description: The Tuition Reduction for Non-Resident Nursing Students assistance program reduces undergraduate tuition for out-of-state students enrolled in a Maryland nursing program to the in–state tuition rates. the annual award amount is the tuition differential, which is the difference between the amount of tuition paid by an out-of-state student and the amount paid by an in-state student at the same institution, in the same educational program, for the same number of credit hours. It is the institution's responsibility to adjust the tuition charges so that a student pays the in–state tuition rate.

Awardees must sign a promissory note agreeing to serve as a full-time nurse in a hospital or related institution in Maryland after graduation.

This program is authorized by Md. Education Code Ann. § 16-310.

Who is served by this program: Nursing students attending a two-year or four-year public institution in Maryland who are non-residents of Maryland.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Board of Nursing (MBON)
- Maryland Department of Health (MDH)
- Maryland Higher Education Commission (MHEC)

Reports: None.

Data repository: Contact MBON for more information.

Related Programs: Direct Care Workforce Innovation Program (DCWIP) *[MDL] – includes Nursing Assistants.*

Program Title:

Career Pathways for Health Care Workers Program *[MDL]*

Program Description: Authorized starting in 2022, the Career Pathways for Health Care Workers Program is intended to provide matching grants to hospitals or related institutions that pay for training programs attended by health care workers, with the goal of providing more opportunities for health care workers to receive training in Maryland.

This program is authorized by Maryland Chapter 403 of 2022.

Who is served by this program: Hospitals or related institutions that pay for training programs attended by health care workers,

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning.

Reports: None.

Data repository: Contact MDL for more information.

Program Title:

Behavioral Health Workforce Investment Fund *[MDH + MHCC]*

Program Description: Effective starting July 1, 2023, the purpose of the Behavioral Health Workforce Investment Fund is to reimburse costs associated with educating, training, certifying, recruiting, placing, and retaining behavioral health professionals and paraprofessionals. The Maryland Health Care Commission (MHCC) must conduct an initial comprehensive behavioral health workforce needs assessment, to be submitted to MGA by October 15, 2024.. The Maryland Department of Health (MDH) must administer the fund and report annually. The act establishing the Behavioral Health Workforce Investment Fund did not specify a funding amount, how reimbursement will be provided from the fund, or which programs or entities will be eligible for reimbursement.

This is authorized by Md. Health – General Art., § 10–1601. (Ch. 286 (SB283/HB418) of 2023.

Who is served by this program: The act establishing the Behavioral Health Workforce Investment Fund did not specify which programs or entities will be eligible for reimbursement.

Funding: This is a special, nonlapsing fund, effective July 1, 2023. The act establishing the Investment Fund did not specify a funding amount or how reimbursement will be provided.

# of Participants: N/A (became effective in FY 2024).

Employment rate 12 months after participation, and other key outcomes: N/A.

Entity responsible for administration/implementation:

- Maryland Department of Health (MDH), Behavioral Health Administration (BHA)
- Maryland Health Care Commission (MHCC)

Reports:

- *Final Report 2022/2023 of the Commission to Study the Health Care Workforce Crisis* (Dec. 31, 2023), prepared per Chaps. 707 and 708 of 2022 [Link[141]]
- *Workforce Needs Assessment*: The Maryland Health Care Commission (MHCC) must conduct a comprehensive behavioral health workforce needs assessment. It must recommend an initial allocation to the fund and identify programs the allocation will support. The assessment is due to MGA by Oct. 15, 2024.
- *Annual reporting*: MDH must provide annual reports on the Behavioral Health Workforce Investment Fund, starting in 2024.

Data repository: Contact MDH and MHCC for more information.

Related Programs:

- EARN grants to employers for direct care workforce training.
- Direct Care Workforce Innovation Program (DCWIP), for training occupations that include Psychiatric Aides.

Program Title:

Pilot Program for Human Services Careers Scholarship *[MHEC]*

Program Description: The Pilot Program for Human Services Careers Scholarship provides scholarships and stipends to students enrolled in a program at a public higher education institution in Maryland that will enable the student to obtain a credential or degree necessary to work in or further a career in a targeted position in the Maryland DHS. The pilot is effectively limited to certain positions in Baltimore City, Baltimore County, and Prince George's County.

This program is authorized by Chap. 100/HB982 of 2023.

Who is served by this program: A recipient of this scholarship must (1) be a Maryland resident or a graduate of a Maryland high school; (2) be admitted or enrolled at a public higher education institution in the State in a program that will enable the recipient to obtain a credential or degree that is necessary to work in a targeted position within the Maryland Department of Human Services; (3) sign a letter of intent to perform the service obligation (defined as working in a targeted position for at least five years during the eight-year period immediately following high school graduation) on completion of the recipient's required studies ; (4) maintain a cumulative grade point average of at least 2.5 on a 4.0 scale.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Higher Education Commission (MHEC)
- Maryland Department of Human Services (DHS)

Data repository: Contact MHEC for more information.

Related Programs: Workforce Shortage Student Assistance Grant (WSSAG) *[MHEC] –eligible fields include social work and public service.*

Program Title:

Maryland Police Officer Scholarship *[MHEC]*

Program Description: The Maryland Police Officer Scholarship is awarded to current police officers, or individuals planning to become a police officer, who are enrolled in an academic program that furthers their career in law enforcement. Under State statute, the purpose is to provide tuition assistance for students who are:

> (1) Enrolled in a degree program that would further the student's intent to become a police officer or probation agent after graduation; or
> (2) Employed as a police officer or probation agent, and also enrolled in a degree program that would further the officer's career.

Recipients must pledge to work as a police officer in the State after graduation. Awards cover 50% of the annual tuition and fees of a resident undergraduate student.

This program is authorized by Md. Education Art., § 18-3802, Maryland Police Officers and Probation Agents Scholarship Program.

Who is served by this program: Students who may apply are current police officers or individuals planning to become a police officer after graduation. Applicants must agree to work as a police officer in Maryland upon completion of their studies.

Funding: DBM Budget Code: R62.I00.053, Subprogram Code: A053.

State fiscal year (FY) R62I0.053.A053	2020 Actual	2021 Actual	2022 Actual	2023 Working Appropriation	2024 Legislative Appropriation
General fund	—	—	—	$8,500,000	$5,000,000
Total	—	—	—	$8,500,000	$5,000,000

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Higher Education Commission (MHEC)

Reports: None.

Data repository: Contact MHEC for more information.

Related Programs:

- Workforce Shortage Student Assistance Grant (WSSAG) *[MHEC] – includes public service.*

Program Title:

Teacher Development and Retention Program *[MSDE]*

Program Description: A pilot program to encourage college students to pursue teaching careers and to improve the recruitment and retention of teachers, including prekindergarten teachers, and school-based mental health professionals.

This program is authorized by HB1219 of 2023; [link to DLS fiscal note here[142]]

Who is served by this program: College students pursuing teaching careers, current teachers, and school based mental health professionals.

Funding: Unavailable.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland State Department of Education (MSDE) must collaborate with the Maryland Higher Education Commission (MHEC) to establish specific goals for the recruitment and retention of teachers in teacher preparation programs throughout the State.

Reports: *Maryland Educator Recruitment, Retention, and Diversity Dashboard*:

- By December 1, 2024, and annually thereafter, each local board of education must report to MSDE demographic and job status information on educators employed by, and teacher interns placed in, the public schools within the jurisdiction of the local board during the previous school year. Each local board of education must report the information disaggregated by specified categories, including school, race, and status on the career ladder.
- By January 1, 2025, MSDE must establish and then maintain a Maryland Educator Recruitment, Retention, and Diversity Dashboard. The dashboard must include demographic information and key data points regarding (1) certificated and noncertificated personnel in public schools and (2) prospective educators within teacher preparation programs throughout the State who are participating in teacher internships. The dashboard may not include any demographic information that could be used to identify specific individuals .

Data repository: Contact MSDE for more information.

Program Title:

Cybersecurity Public Service Scholarship *[MHEC]*

Program Description: The purpose of the Cybersecurity Public Service Scholarship Program is to support students who are pursuing an education in programs that are directly relevant to cybersecurity. As a condition of the scholarship award, recipients must agree to a service obligation as a full-time employee in the state of Maryland employed in:

1. The state in the cybersecurity field for a:
   a. Local education agency,
   b. Public high school, or
   c. Community college, or
2. Unit of: State government, County government, or City or municipal government, or
3. Teach in the State in an education program directly relevant to cybersecurity in a public high school, or a community college.

This program is authorized by Md. Education Art., § 18-3502.

Who is served by this program: Individuals may apply who are currently enrolled at public or private non-profit institutions in Maryland who are within three years of graduation from an approved, credit-bearing degree in cybersecurity or an approved, credit-bearing certificate program in cybersecurity must:.

- Have at least a cumulative GPA of at least a 3.0 at the time of application.
- Be enrolled full-time or part time at a public or a private non-profit institution in the state in an approved credit-bearing degree or an approved credit- bearing certificate program.
- Have completed at least 25% of their total credit requirement.

Applicants who have received a Federal Cyber Corps Scholarships for Service award are not eligible to apply for a Maryland Cybersecurity Public Service Scholarship.

Funding: DBM Budget Code: R62I00.46, Subprogram Code: A046

State fiscal year R62I00.046.A046	2020 Actual	2021 Actual	2022 Actual	2023 Working Appropriation	2024 Legislative Appropriation
General fund (01)	$72,824	$108,000	$160,000	$1,000,000	$1,000,000
Total	$72,824	$108,000	$160,000	$1,000,000	$1,000,000

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable,

Entity responsible for administration/implementation: Maryland Higher Education Commission (MHEC)

Reports: See: MHEC Conditions of Award document.[143]

Data repository: Contact MHEC for more information.

Program Title:

Cyber Maryland Program *[TEDCO]*

Program Description: The objective of the Cyber Maryland Program is to reduce workforce cybersecurity industry vacancies in Maryland. Established in 2023, the program will be administered by the Maryland Technology Development Corporation (TEDCO) to help build a diverse talent pipeline in cybersecurity, serve as a hub for State workforce development programs in cybersecurity, and coordinate cybersecurity and research innovation in the State. The fiscal 2024 appropriation directed TEDCO to implement the U.S. Chamber of Commerce Talent Pipeline Management approach.

This program is authorized by Md. Economic Devel. Art., § 10–496 [Ch. 578/SB801 of 2023].

Who is served by this program: Potential workers in cybersecurity industry, and their employers.

Funding:

State fiscal year	2020 Actual	2021 Actual	2022 Actual	2023 Working Appropriation	2024 Legislative Appropriation
General fund (01)	N/A	N/A	N/A	N/A	$690,000
Total	N/A	N/A	N/A	N/A	$690,000
*State law mandates an appropriation beginning in fiscal 2025 .					

# of Participants: This program was newly established in 2023.

Employment rate 12 months after participation, and other key outcomes: This program was newly established in 2023.

Entity responsible for administration/implementation:
- Maryland Technology Development Corporation (TEDCO)
- Cyber Maryland Board
- Maryland Department of Labor (MDL)
- Maryland Department of Commerce

Reports: As of Dec. 2026, TEDCO must report annually on program performance.

Data repository: Contact TEDCO for more information.

Related Programs:
- EARN MD Strategic Industry Partnerships in Cyber/Information Technology *[MDL]*
- Cyber Warrior Diversity Program *[MHEC] –grants to postsecondary institutions.*
- Cybersecurity Public Service Scholarship *[MHEC]*
- Workforce Shortage Student Assistance Grant (WSSAG) program *[MHEC]*
- CTE Programs of Study in Cyber/IT in postsecondary schools. *[MSDE + MHEC]*

Programs Encouraging Apprenticeships and On–the–Job Training

This section includes programs and services designed to encourage apprenticeships, on–the–job training (OJT), and other work–based learning opportunities. Tools and strategies include outreach and technical assistance to potential apprenticeship sponsors and employers and to potential apprentices, as well as grants, scholarships, and reimbursement programs to help cover apprenticeship training costs.

Summary of workforce development programs encouraging Apprenticeships and other on–the–job training (OJT) opportunities in Maryland.	
Program Title	**State Agency**
Maryland Apprenticeship and Training Program (MATP)	MDL
Sponsor Apprenticeship Incentive Reimbursement (SAIR) program	MDL
Apprenticeship Maryland Program (AMP) – Youth Apprenticeship (YA)	MSDE + MDL
Maryland Works	MSDE
Law Enforcement Cadet Registered Apprenticeship Program	MDL
Apprenticeship Requirements for Capital Construction Projects	MDL
Apprenticeship Career Training in Our Neighborhoods (ACTION) Program	MDL
Maryland Community College Promise Scholarship (*primary entry under programs to address Workforce Shortages*)	MHEC
Related programs:	
Maryland Tax Credit for Employing Eligible Apprentices	MDL
Apprenticeship Career Training Pilot Program for Formerly Incarcerated Individuals	MDL

MDL: Maryland Department of Labor
MHEC: Maryland Higher Education Commission
MSDE: Maryland State Department of Education

Program Title:

Maryland Apprenticeship and Training Program (MATP) – Registered Apprenticeships
[MDL]

Program Description:

Registered Apprenticeships (RAs) are jobs where workers "earn and learn." While working at a paid job, employees receive one-on-one full-time training from a skilled craftsperson and related classroom instruction as a path to mastering occupational skills. An RA program combines supervised, structured, on the job (OTJ) learning and related technical instruction to teach Registered Apprentices the skills needed for a specific occupation. RAs are voluntary, industry-driven programs.

Apprenticeships are available to individuals age 16 and older; an employer, however, may set a higher minimum age for entry. By law, individuals must be age 18 to apprentice in hazardous occupations. Apprenticeships last from one to six years, although most are three to four years, and involve at least 144 hours of classroom instruction per year and at least 2,000 hours of on-the-job training per year.

An apprentice is "sponsored" by an employer or association and is paid according to a progressive pay scale. The sponsor of an RA program can be an individual employer, a group of employers, or combinations of employers and unions. Each sponsor develops a RA program based on the needs of specific occupations.

Most RAs offer opportunities for career advancement that incorporate progressive wage increases aligned with skill increases. Often, RAs also offer healthcare, retirement, and fringe benefits. RAs provide desirable outcomes for employers, as well. The employees produced through RAs are technically up-to-date workers capable of meeting existing workforce needs.

Interested jobseekers can see a list of all approved RA sponsors, occupations and other information such as how to apply to a sponsor on the Apprenticeship Locator link on the Maryland Apprenticeship and Training Webpage[144].

Maryland is one of 27 states with delegated authority from the U.S. Department of Labor to administer Registered Apprenticeships (RAs) through a designated State Apprenticeship Agency (SAA). The Maryland Department of Labor (MDL) is Maryland's SAA. (See: COMAR 09.12.42 – Equal Employment Opportunity, and COMAR 09.12.43 – Maryland Apprenticeship and Training.)

The Maryland Apprenticeship and Training Council (MATC) is responsible for registering and regulating the State approved RA programs in Maryland. Apprentices who meet all RA program requirements receive a certificate of completion.

The Maryland Apprenticeship and Training Program (MATP) at MDL offers the following grant funding opportunities related to RAs:

- **Public Sector Apprenticeship Innovation Fund**. (See MDL Policy Issuance #2023–11[145])
  In June 2023, USDOL awarded MDL $6,650,620 through the State Apprenticeship Expansion Formula grant. MDL allocated $3,000,000 of this grant to the Public Sector Apprenticeship Innovation Fund to support the growth of RAs in Maryland's Public Sector. The grant period of performance is July 1, 2023 – June 30, 2026.

- **Maryland Hospitality Management Apprenticeship Program**. (See MDL Policy Issuance #2023–10[146]) In June 2023, USDOL awarded MDL $6,650,620 through the State Apprenticeship Expansion Formula grant. MDL allocated $1,637,769 of this grant to the Maryland Hospitality Management Apprenticeship Program to create a pipeline to an associate degree and a management level position for individuals employed in the hospitality industry. MDL is partnering with six Community Colleges to implement the program. The grant period of performance is July 1, 2023 – June 30, 2026.

- **Law Enforcement Cadet Apprenticeship Program**. (See MDL Policy Issuance 2022–05[147].) The Cadet Program allocates up to $750,000 annually for MDL to disburse as grants to law enforcement agencies to offset costs related to training law enforcement RAs.

- **Maryland's Fostering Employment Program**. (See MDL Policy Issuance #2021–08[148].) This program targets foster care recipients and unaccompanied homeless youth to offer them opportunities to obtain credentials through pre–apprenticeship, Registered Apprenticeship (RA) or job readiness training opportunities across Maryland.

Under federal law, the RA program is authorized by 29 CFR 29 – Labor Standards for the Registration of Apprenticeship Programs; and 29 CFR 30 – Equal Employment Opportunity in Apprenticeship.

Who is served by this program: Any adult may apply for an RA program; some programs may have specific eligibility requirements.

Funding: DBM Budget Code: P00.G01.07.GG30 – MDL – Workforce Development - DWDAL; Subprogram Code: GG30 – Maryland Apprenticeship and Training Program.

Federal Program Year (PY)	PY2019	PY2020	PY2021	PY2022	PY2023
State Fiscal Year (FY)	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023 Working	FY2024 Legis. Approp.
General fund (01)	$290,226	$324,070	$355,743	$2,028,134	$2,242,787
Special fund (03)	$53,547	$14,224	$108,511	$5,462,059	$688,867
Federal fund (05)	$736,618	$2,531,201	$2,287,875	$1,966,145	$1,463,180
Total (GG30)	$1,080,391	$2,869,495	$2,752,129	$9,456,338	$4,394,834

# of Participants:

Calendar Year (CY)	CY2018	CY2019	CY2020	CY2021	CY2022
Total Apprentices Registered	10,031	10,442	11,076	11,404	11,893
New Apprentices Registered	3,584	3,944	2,889	3,319	3,528
Participating Employers	3,737	3,781	3,713	3,833	3,957
New Programs Registered	30	17	25	23	32
Source: MATP Annual Report 2022, pp.8–9.					

Employment rate 12 months after participation, and other key outcomes: MDL does not publish performance measures on employment outcomes following RA completion for the Managing for Results.

The Maryland Longitudinal Data System (MLDS) Center has researched specific cohorts (see reports below).

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning.

Reports:

- MSAR# 11687 (per Md. Labor & Employment Art., § 11–103e): Annual report on Registered Apprenticeships. MDL–DWDAL must report to MGA with the following information for the preceding calendar year: (1) a list of agencies that the division partnered with to identify workforce shortages; and create RA programs; (2) the number and type of RA programs that exist for state positions; and (3) the progress in reaching established goals. [Link to 2022 report[149]]

- The 2022 Joint Chairmen's Report (JCR) p. 153–155 requested that MDL establish three workgroups on public sector apprenticeships, focusing on the health care, transportation, and public safety sectors, with final reports due in June 2023. [Link to the final reports[150]]

- *Exploring Workforce Outcomes of Maryland Apprenticeship and Training Program Completers*, Maryland Longitudinal Data System Center, November 2021; interactive report retrievable from https://mldscenter.maryland.gov/AprenticeshipReport.html. This report explores workforce outcomes five years after program completion for 1,019 Registered Apprentices who completed a Maryland Apprenticeship Training Program between July 1, 2012, and June 30, 2013. MLDS found that the median wage of Registered Apprenticeship completers with full-quarter wages was over $80,000 annually.

- MATP maintains a searchable list of occupations with RA programs here: [Link].

- Additional interim and final reports related to MATP and Registered Apprenticeships available from MDL: [Link[151]].

Data repository: Apprenticeship Information Management System (AIMS). AIMS data uploads to the federal RAPIDS.

Related Programs and Services:

- Sponsor Apprenticeship Incentive Reimbursement (SAIR) program *[MDL]*
- Apprenticeship Maryland Program (AMP) – Youth Apprenticeship (YAs) *[MDL + MSDE]*
- Registered Apprenticeship Tax Credit *[MDL]*

Program Title:

Sponsor Apprenticeship Incentive Reimbursement (SAIR) Program *[MDL]*

Program Description: To promote Registered Apprenticeships (RAs) by offsetting the cost of related instruction (RI) for RA sponsors and employers.

MDL "submitted a Request for Modification and Expansion of the 2020-2024 State Apprenticeship Expansion Grant to combine the current unencumbered balances of the Employer Incentive Plan, the Community College Apprenticeship Initiative, and the Youth Apprenticeship Initiative, to create the Sponsor Apprenticeship Incentive Reimbursement (SAIR) program.

"The program, approved by the U.S. Department of Labor on July 29, 2022, encourages Sponsors to sign more Apprenticeship agreements and submit them for registration by MD Labor. SAIR is a rolling reimbursement program where Sponsors can be granted up to $2,500 to offset the costs of Related Instruction (RI)." Funds to offset the cost of RA–related instruction are granted to the Sponsor, who then reimburses the employer. Only the cost of an apprentice's RI are reimbursable by SAIR. (Source: MDL website link[152]).

Who is served by this program: Sponsors and employers with Registered Apprenticeship (RA) programs.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor.

Reports: [Link to 2022 program guidance and application[153]]

Related Programs:

- In 2019, MDL received a federal Apprenticeship State Expansion Grant totaling $2,854,797.39. With this funding, Maryland worked to grow RA capacity with several strategies that included the following:
    - Related Instruction Reimbursement Program (RIRP): Grant program available to RA sponsors or participating employers with a RA sponsor to cover the cost of Related Instruction, up to $3,000 per new Registered Apprentice in their first year of a RA.
    - Apprenticeship Innovation Fund (AIF) 2.0: Competitive grants of up to $250,000 for up to seven entities to develop and scale larger RA programs. (Source: *Maryland Combined WIOA State Plan 2020–2024*, p. 46.)
- Maryland Apprenticeship and Training Program (MATP) – Registered Apprenticeships (RAs)
- Apprenticeship Maryland Program (AMP) – Youth Apprenticeships (YAs)

Program Title:

Apprenticeship Maryland Program (AMP) – Youth Apprenticeships (YAs) *[MSDE + MDL]*

Program Description: The Apprenticeship Maryland program (AMP) is a youth apprenticeship (YA) initiative that enables high school students ages 16 and older to prepare for sustainable employment and/or further education through work-based training with an eligible employer and career-related classroom instruction. High school students participating in an AMP–YA must complete 450 hours of work-based training and at least one full year of classroom instruction relating to the student's eligible career track in the manufacturing industry or in a science, technology, engineering, or mathematics (STEM) occupation.

Some students participating in AMP progress directly from a youth apprenticeship (YA) to a registered apprenticeship (RA) in the same field. The School–to–Apprenticeship model allows youth ages 16 or 17 to be registered as apprentices with a Registered Apprenticeship (RA) sponsor prior to high school graduation (with the consent of the youth's parent or guardian).

AMP was first authorized by Chap. 140/HB942 of 2015 as a two year, two county pilot program run by MSDE, in collaboration with MDL and the local school system superintendents. The pilot program officially began with the 2016 – 2017 school year. The pilot program was implemented by DLLR and MSDE without a State fund appropriation. (*Source: Youth Apprenticeship Advisory Committee Annual Report 2021, p. 20*).

AMP has expanded. As of the 2022-2023 school year, all 24 local school systems have made YAs available to high school students. AMP was added as a career cluster under the Career and Technology Education (CTE) program (see related profile), further facilitating the earning of high school graduation credit for program participants. As a CTE program, local systems can use federal Perkins Grant funds to support AMP.

Local school systems may design and implement their own youth apprenticeship (YA) initiatives. Local school system may submit proposals to MSDE to add an AMP–YA as a Career and Technical Education (CTE) program of study for its students. Once the YA is approved as a CTE program, local systems can use federal Perkins Grant funds to support it. Local school systems are responsible for the placement and oversight of youth in approved youth apprenticeships (YAs).

The Maryland Apprenticeship and Training Council (MATC) within MDL approves employers for participation in AMP.

Who is served by this program: High school students ages 16 and older.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for AMP–YA.

- If MSDE approves a local school system's AMP–YA as a CTE program of study, federal Perkins Grant funds can be used to support the AMP–YA.
- Chap. 687/HB644 of 2009 created the State Apprenticeship Training Fund in MDL to promote pre-apprenticeship programs and other workforce development programs in the State's public secondary schools and community colleges, to help prepare students to enter apprenticeship training programs.

# of Participants:

State fiscal year (FY)	2018	2019	2020	2021	2022	2023
Public high school students enrolled in a YA	27	47	74	90	186	423

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- MD State Dept. of Education (MSDE)
- Local school systems
- Maryland Department of Labor (MDL)
- Maryland Apprenticeship and Training Council (MATC)
- Maryland Youth Apprenticeship Advisory Committee (YAAC)

Reports:

- MSAR # 10965 (per L&E, §11–409): YAAC Annual Report.
- MSAR# 14178 (per L&E, §11–403 et seq): MATC Annual Report.
- MDL response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[154]

Data repository: Contact MSDE for more information.

Related Programs:
- Career and Technical Education (CTE) *[MSDE and MHEC]*
- Registered Apprenticeships (RAs) *[MDL]*

Program Title:

Maryland Works *[MSDE]*

Program Description: Maryland Works is a competitive grant program to accelerate youth apprenticeships using one-time American Rescue Plan Elementary and Secondary School Relief Funds (ESSER III). Grants are to invest in an industry-aligned apprenticeship infrastructure for all Maryland's schools and business sectors for the purpose of expanding youth apprenticeships and meeting Blueprint apprenticeship goals.

Background: The Blueprint for Maryland's Future requires that by the 2030-2031 school year, 45% of students complete the high school level of a registered apprenticeship and earn an industry-recognized credential (MD Code, Education, § 21-204 (a)). In 2021, about 7% of Maryland public high-school graduates had completed an apprenticeship program approved by MDL and the Maryland Apprenticeship and Training Council (MATC). To have met the 45% goal in 2021, 25,840 of Maryland's 57,423 public high school graduates would have needed to complete an apprenticeship and earn an industry-recognized credential. (Source: MSDE Website[155] as of Feb. 2024)

This grant program is authorized by the American Rescue Plan (ARP) Act of 2021.

Who is served by this program: Maryland Works grants are open to local education agencies (LEAs) and collaborative entities. Applications were due on April 4, 2023. MSDE was to award up to 12 grants.

Funding: There is no line item appropriation in the state operating budget specifically for this item. Per MSDE, in total up to $12 million is available for Maryland Works grants.

# of Participants: MSDE expects up to 12 grantees.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland State Department of Education (MSDE website[156])

Reports: See: MSDE's Maryland Works grant information guide[157]

Data repository: Contact MSDE for more information.

Related Programs and Services:

MSDE has three types of grants supporting apprenticeships, as follows:

- Maryland Works
- CTE Innovation Grant
- Carl D. Perkins Grant

Program Title:

Law Enforcement Cadet Registered Apprenticeship Program *[MDL]*

Program Description: In 2019, the Maryland General Assembly established the Law Enforcement Cadet Registered Apprenticeship Program. The purpose of the Cadet Program is to: 1. Provide individuals with opportunities to begin a career in law enforcement; 2. Foster positive relationships between the public, particularly young individuals, and law enforcement agencies (LEAs); 3. Develop a cohort of individuals qualified to join an LEA; 4. Encourage LEAs to hire Registered Apprentices (RAs); and, 5. Help LEAs offset any costs associated with hiring RAs.

The Cadet Program allocates up to $750,000 annually for MDL to disburse as grants to LEAs to offset costs related to training RAs. *[See MDL Policy Issuance 2022–05]*

This program is authorized by Md. Labor & Employment Art., § 11–603. Est. by Ch. 25/SB793 of 2022.

Who is served by this program:

- Eligible entities: LEAs in Maryland with at least one RA employed for at least seven months. Law enforcement agencies include the police department of a county, municipality, or university.
- Eligible individual participants: People who are in the first year of an RA approved by the Maryland Apprenticeship Training Council (MATC) and live in an area where at least 10 percent of the population is below the federal poverty guidelines.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for the Law Enforcement Cadet Registered Apprenticeship program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL)

Reports: See MDL Policy Issuance 2022–05[158].

Data repository: MDL

Related Programs and Services:

- Maryland Police Officer Scholarship *[MHEC]*
- Maryland Loan Assistance Repayment Program (LARP) for Police Officers *[MHEC]*

Program Title:

Apprenticeship requirements for Capital Construction Projects *[MDL]*

Program Description: Each contractor or subcontractor awarded a contract for at least $500,000 for a capital construction project that receives at least $1.0 million in the State's capital budget must, under specified circumstances:

> (1) Be affiliated with a Registered Apprenticeship (RA) program and use apprentices in each covered craft used to complete the contract;
> (2) Make payments to the State Apprenticeship Training Fund (SATF); or
> (3) Make specified payments directly to a Registered Apprenticeship (RA) program.

(Note: A contractor or subcontractor is not subject to these requirements if there are no RA programs for the craft or trade under the covered contract.)

These apprenticeship requirements are authorized by Md. State Finance and Procurement Art., § 17–6A–04. [See: DLS Fiscal Note for Chap. 782/HB467 of 2017[159] (the 'Providing Our Workers Education and Readiness (POWER) - Apprenticeship Act').]
Also: COMAR 21.11.13. – State Apprenticeship Training Fund—Capital Construction Projects.

Who is served by this program: Certain contractors or subcontractors of State capital construction projects.

Funding: DBM Budget Code: P00G01.07 Workforce Development –DWDAL (SF P00318 = State Apprenticeship Training Fund)

# of Participants: None.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL).
- Maryland Department of General Services (DGS).

Reports: The 2022 JCR (p. 151) requested that MDL report on implementation of the POWER Apprenticeship Act. MDL's response noted that the Department of General Services (DGS) updated its Capital Grants Booklet in November 2021 to include an explanation of the POWER Apprenticeship Act and related reporting requirements. MDL also drafted a letter in August 2022 to all capital grantees and contractors identified by DGS to notify them of their obligations under the POWER Apprenticeship Act. MDL reported that, as of their September 1, 2022, report, no contractors or subcontractors had submitted information to MDL's tracking portal, and MDL was unable to provide data on the number of covered projects and associated apprentices.

Data repository: Contact MDL for more information.

Program Title:

Apprenticeship Career Training in Our Neighborhoods (ACTION) Program *[MDL]*

Program Description: Competitive grants related to the construction workforce. The ACTION Program replaced the Construction Apprenticeship Assistance Program.

This program is authorized by Md. Labor and Employment Art., § 11–601. [Chap. 403 (SB545/HB290) of 2016.]

Who is served by this program: Potential workers in the construction industry.

Funding: Unavailable.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL).

Reports: None.

Data repository: Contact MDL for more information.

Program Title:

Maryland Community College Promise Scholarship Program *[MHEC]*

Program Description: Maryland's Promise Scholarship Program provides need-based 'last dollar' scholarships of up to $5,000 a year for tuition and fees at Maryland community colleges. Among other allowable uses, recipients may use awards for courses (credit and non–credit) required for a Registered Apprenticeship (RA). S*ee main entry for the Maryland [Community College Promise Scholarship Program](.)*

Program Title:

Maryland Tax Credit for Employing Eligible Apprentices *[MDL] See: programs for Employers*

Programs and Services for Veterans and Their Spouses

The federal WIOA funded employment services offered at American Job Centers are available to all adults, and veterans are one of the target populations under WIOA. In addition, this section identifies programs and services that target veterans and their spouses.

Summary of workforce development programs and services for veterans and their spouses.	
Program Title	**State Agency**
Jobs for Veterans State Grant (JVSG) Program	MDL
Maryland's Commitment to Veterans (MCV) Program	MDH
Operation Hire Maryland Program	MDVA
Related programs:	
WIOA funded employment services: Titles I and III (veterans are a priority population)	MDL

MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MDVA: Maryland Department of Veterans Affairs

Program Title:

Jobs for Veterans State Grant (JVSG) Program *[MDL]*

Program Description: The federally funded JVSG program provides a formula grant to states to hire staff for individualized career and training-related services to veterans with significant barriers to employment (SBEs). JVSG staff also help employers hire job-seeking veterans. While all the Local Workforce Area staff, including American Job Center (AJC) staff, serve veterans and eligible spouses, staff provided by the JVSG program supplement and augment the duties of AJC staff.

In Maryland, the JVSG program is administered by MDL and funds three job roles, as follows:

- *Disabled Veterans' Outreach Program (DVOP) specialists* deliver services to Veterans, spouses of Veterans, and other eligible people with Significant Barriers to Employment (SBE). MDL has also created the DVOP/Wagner-Peyser staff role that can serve all veterans, their eligible spouses, as well as non-veteran jobseekers. During a jobseeker's initial visit, the DVOP/ Wagner-Peyser specialist assesses the veteran jobseeker to determine if they have a significant barrier to employment (SBE). A veteran with an SBE can receive services from the DVOP/ Wagner-Peyser staff or be referred to a full time DVOP specialist.
- *Local Veterans' Employment Representatives (LVERs)* work with businesses to secure employment opportunities for Veterans. LVERs conduct employer outreach; engage in advocacy efforts; organize job fairs, recruitments, and job clubs; and conduct prescreening for hiring executives, local businesses, business associations, business groups, industry partners, and community-based organizations.
- The *Veteran State Program Manager* is a LVER who administers and directs the JVSG program within MDL–DWDAL and gives guidance on veteran services and the connection with Maryland Workforce Exchange (MWE) partners. (*Source: Maryland Combined WIOA State Plan, 2020–2024*)

This program is authorized by 38 U.S.C. 4100 et. seq.

Who is served by this program: Veterans and their spouses who have significant barriers to employment.

Funding: Unavailable. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants:

Veteran Participation by Local Workforce Area in WIOA Title III Wagner–Peyser Employment Services.			
Federal PY 2022 (Fiscal Year 2023)*	TOTAL participants in Title III Employment Services	Number of Title III participants who are veteran eligible	DVOP participants
Statewide	**32,415**	**1,807**	**848**
Anne Arundel (AA)	2,583	185	
Baltimore County (BA)	4,003	192	
Baltimore City (BM)	5,314	271	
Carroll County (CC)	928	67	
Frederick (FR)	1,330	74	
Howard County (HC)	1,302	64	
Lower Shore (LS)	1,915	144	
Montgomery (MG)	3,529	138	
Prince George's (PG)	4,768	222	
Southern Maryland (SM)	1,786	128	
Susquehanna (SQ)	1,306	96	
Upper Shore (US)	1,598	108	
Western Maryland (WM)	2,053	118	

Source: Maryland Department of Labor
*Federal Program Year (PY) 2022 = State Fiscal Year (FY) 2023 = 7/1/2022 – 6/31/2023.

Employment rate 12 months after participation, and other key outcomes: Per MDL, "The State's JVSG program is evaluated by USDOL Veterans' Employment and Training (VETS) on a number of measures, which seek to address the experiences of eligible Veterans and spouses with significant barriers to employment. The WIOA core program indicators and reporting requirements […] apply to the JVSG program." (*See: MDL Policy Issuance 2021–12*]

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), DWDAL Office of Workforce Development.

Reports:

- [MDVA response](#) to 2023_JCR_p35 request from Maryland Dept of Veterans Affairs (MDVA): Report on Veteran Employment and Apprenticeship Pipeline (Budget Code D55P00)[160].
- [MDL response](#) to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[161]
- [MDL Policy Issuance 2021-12:](#) *Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021*[162]

Data repository: Maryland Workforce Exchange (MWE).

In addition, the federal Defense Data Manpower Center shares (with permission) transitioning service member discharge document data (DD214) with MDVA. MDVA uses name, rank, and home of record to mail 'Welcome Home" postcards to veterans returning to Maryland. The cards contain MDVA's website, phone number, and a QR code to "Landing Zone Maryland," a comprehensive resource tool.

Related Programs:

- WIOA Title I and Title III funded services (veterans are a priority population under WIOA).
- Veteran Services Job Specialist Program (see MDVA response to 2023_JCR_p35, p. 3).

Program Title:

Maryland's Commitment to Veterans (MCV) Program *[MDH]*

Program Description: Maryland's Commitment to Veterans (MCV) program under the Maryland Department of Health (MDH) coordinates with national, state, and local organizations to improve services and empower individuals throughout their recovery. MCV provides referral services, peer support, and crisis funding to Maryland US Uniformed Service members, veterans, and their families, and training/educational opportunities for behavioral health and medical providers, peers, first responders, and community partners.

Programs specifically related to employment and employment supports include the following:

- The **Vocational Readiness and Employment (VR&E) program** helps veterans with service-connected disabilities obtain and maintain employment through a comprehensive approach, including assessing skills, interests, and needs.
- The **Homeless Veterans Community Employment Services (HVCES) program** was created by the U.S. Department of Veterans Affairs (VA) to improve employment outcomes for Veterans who have experienced homelessness. HVCES provides homeless veterans, and those at risk of homelessness, with vocational rehabilitation, job training and placement assistance, and ongoing support. Under HVCES, Vocational Development Specialists serve as Community Employment Coordinators (CECs) at most VA Medical Centers across the country. CECs serve as part of the VHA homeless program teams and are a bridge to community employment resources and employers ready to hire Veterans exiting homelessness. (Source:; VA website on HVCES[163])
- The **Homeless Veterans' Reintegration Program (HVRP)** and its companion programs are authorized under federal Title 38 U.S.C. Sections 2021, 2021A and 2023. *[Veterans' Employment and Training Service, an agency within the U.S. Department of Labor].* The Operation New Start (ONS) program at Sheppard–Pratt provides employment support for veterans, as authorized by HVRP.
- USDOL's **Veterans Employment Training Services (VETS)** provides technical assistance to help states achieve success in providing Veterans with employment services that lead to viable opportunities for employment.
- The **Compensated Work Therapy (CWT) Program** helps homeless veterans obtain and maintain employment.

Who is served by this program: Veterans and their families.

Funding: Unavailable.

# of Participants: In fiscal 2023, MCV responded to 1,375 calls through the toll-free line from veterans and their families, community providers, VA Maryland Health Care, and civic organizations. It is unknown what portion of these calls were specifically related to employment and training or other workforce development related concerns. (Source: MDH website on veterans[164])

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Health, Behavioral Health Administration

Reports: Unavailable.

Data repository: For more information, contact the MCV program [Link[165]; or tele. 1-877-770-4801]

Related Programs:

- The Maryland Center for Veterans Education and Training (MCVET) is a private nonprofit 501(c)(3) organization located in Baltimore, MD, with a mission to provide comprehensive services to homeless veterans and other veterans in need, empowering them to reintegrate into their communities.
- The VetSuccess on Campus (VSOC) program at the University of Maryland Global Campus.

Program Title:

Operation Hire Maryland Program *[MDVA]*

Program Description: Operation Hire Maryland was a 2014 initiative to support employers in developing or expanding their veteran hiring and retention initiatives. Operation Hire Maryland sought to establish a veteran friendly business network to share best practices and proven methods for recruitment, hiring, onboarding, and retention in the civilian workplace.

Per MDVA, Operation Hire Maryland was a joint effort between the Maryland Department of Veterans Affairs, the Maryland Department of Labor, Commerce, and the Maryland National Guard. Other members of the Operation Hire Work Group were: the Maryland State Police, the Maryland Department of Budget and Management, Baltimore County Home Front Work Group, Prince George's County Police Department, Lockheed Martin, Jiffy Lube: Pikesville, Hero2Hired, Society for Human Resources Management (Maryland Chapter), Farmers Insurance, and Easter Seals/Veterans Staffing Network. (Source: MDVA website with OH Flier[166])

Who is served by this program: Employers.

Funding: None.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Veterans Affairs (MDVA)

Reports: MDVA response to 2023_JCR_p35 request from Maryland Department of Veterans Affairs (MDVA): Report on Veteran Employment and Apprenticeship Pipeline (Budget Code D55P00). [Link to MDVA response[167].]

Data repository: For more information, contact MDVA.

Programs and Services for People on Public Assistance

This section includes programs and services specifically related to employment and job training for people on public assistance.

Summary of workforce development programs for people on public assistance.	
Program Title	**State Agency**
Temporary Assistance for Needy Families (TANF) Employment and Training (E&T)	DHS
Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T)	DHS
Child Support Payment Incentive Program for Unemployed Obligors	DHS
Foster Youth Summer Internship Program	DHS
Ready by 21 (RB21) Programs (for youth in foster care)	DHS
Maryland's Fostering Employment Program	MDL + DHS
Transportation Assistance Program (TAP)	DHS
Refugee Support Service (RSS) – Employability Services	DHS
Displaced Homemakers Program (DHP)	DHS
Community Services Block Grant (CBSG) program	DHCD

DHS: Maryland Department of Human Services
DHCD: Maryland Department of Housing and Community Development
MDL: Maryland Department of Labor

Program Title:

Temporary Assistance for Needy Families (TANF) Employment & Training (E&T)
[DHS]

Program Description: TANF is a federal block grant program from the U.S. Department of Health and Human Services (DHHS) to states and territories to provide financial assistance and related support for low- and very low-income families with children. States have broad flexibility to design their TANF programs. Benefits are time-limited and often include job training, education, childcare and cash assistance. TANF is designed to help needy families achieve self-sufficiency.

In Maryland, the cash assistance portion of TANF is known as Temporary Cash Assistance (TCA), and the job training program is known as the Work Opportunities Program.

Healthy adults must participate in a work activity to continue receiving TANF benefits (with certain exemptions). (Work requirements were generally suspended during the COVID-19 pandemic until January 2022.) Work activities may include basic education, postsecondary education, job skill training, job readiness activities, job search, and subsidized or unsubsidized employment.

The Maryland Department of Human Services (DHS) receives federal TANF funds and distributes those funds at the local level. Each local department of social services (LDSS) has autonomy on how to spend their TANF allotment. Some LDSS contract with local workforce development boards (LWDBs) to operate employment and training (E&T) programs for TANF recipients, while others handle programming in–house.

This program is authorized by:

- Temporary Assistance for Needy Families (TANF) program; 42 U.S.C. 601 et seq.
- Maryland Human Services Art., §5–308 et seq.

Who is served by this program: TANF applicants and recipients. DHS has special target populations as follows: (1) families with disabilities; (2) returning citizens; (3) non–custodial parents; (4) limited English proficiency; (5) substance abuse; (6) caretaker relatives; and (7) youth.

Funding: DBM Budget Code – DHS: N00G00.10 Work Opportunities - Local Dept Operations (LDO).

State Fiscal Year (FY) N00G00.10	2020	2021	FY2022 Actual	FY2023 Est.
Federal funds	$28,664,968	$26,262,048	$26,950,733	$29,197,173
Reimbursable funds	$34,615	–	–	–
Total	**$28,699,583**	**$26,262,048**	**$26,950,733**	**$29,197,173**

# of Participants:

State fiscal year (FY)	2021 Actual	2022 Actual
TANF Work Participation Rates (WPR) – All families rate /1	3.2%	12%
Number of Work-Eligible Individuals (WEIs), monthly average /2	14,681	10,135
WEIs with Hours of Participation in Work Activities, monthly average /2	1,012	1,917

Source:
1/ TABLE 1B TANF Work Participation Rates Fiscal Year 2022; [Link to HHS website](#)[168].
2/ ACF-OFA: 07/24/2023, Table 6A; retrievable from www.acf.hhs.gov/ofa/data/work-participation-rates-fiscal-year-2022.

Employment rate 12 months after participation, and other key outcomes:

States must engage TANF work eligible individuals in federally approved, countable work activities for a specific number of hours per week. The U.S. Department of Health and Human Services (HHS) issues TANF state work participation rates to measure how well states engage families receiving assistance in certain work activities. HHS assesses state TANF performance based on the Work Participation Rate (WPR) performance indicator. (Source: [HHS Policy Guidance](#)[169])

To monitor and ensure that TANF recipients are engaging in work activities, DHS uses a tool called the PASS Scorecard to obtain a snapshot view of performance. Scorecard metrics indicate the overall levels of performance local departments made in engaging TANF recipients in work activities and moving them into employment. These measures include:
- universal WPR,
- universal engagement,
- clients placed in employment, and
- clients placed in full–time employment paying 130% above the local minimum wage or more. (Source: Maryland Combined WIOA State Plan 2020–2024, p. 306)

State fiscal year (FY) Managing for Results outcomes	2020 Actual	2021 Actual	2022 Actual	2023 Est.
Total # of TCA/TANF job placements /1	7,181	4,933	5,066	5,727
1/ DBM Managing for Results (MFR) for Dept. of Human Services, Objective 2.3, retrievable from				

Entity responsible for administration/implementation:

- Maryland Department of Human Services (DHS), including the following units:
  - Family Investment Administration (FIA)
  - Local Department Operations (LDO)
- Local Departments of Social Services (LDSSs) (24)

Reports:

- MSAR # 14296: Per Md. Human Services Art., § 5–322, DHS must report annually on vocational education or education directly related to employment for TCA recipients. [Link to report from Nov. 2023[170]]
- US HHS memorandum on guidance to states[171] [States must report to HHS which makes the information public]
- Maryland Combined WIOA State Plan 2020–2024, [link to plan[172]]
- Maryland Department of Labor (MDL) *Policy Issuance 2021–12: Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021* (SFYs 2021 & 2022), August 26, 2021.

Data repository: Contact DHS for more information.

Related Programs:

- SNAP Employment and Training (E&T)
- WIOA–funded services available through the American Job Centers and other community partners.

Program Title:

Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T)
[DHS]
[NOTE: Maryland calls its SNAP program the Food Supplement Program (FSP) and its SNAP E&T program the Food Supplement Education and Training (FSET) program.]

Program Description: The purpose of the federal Supplemental Nutrition Assistance Program (SNAP) is to increase the financial resources of low-income households so they can purchase nutritious food. Temporary benefits (called "emergency allotments" or "max allotments") provided extra SNAP benefits during the pandemic; those supplements end in 2023. The federal government pays the full cost of SNAP benefits and splits the cost of administering the program with the states, which operate it.

The Maryland Department of Human Services (DHS) Assistance Payments Program (Budget Code N00G00.08 Assistance Payments - Local Department Operations) includes the SNAP/Food Supplement (formerly Food Stamp) Program.

The federal SNAP E&T program provides states with funding for workforce development programs serving SNAP participants. All states are required to have a SNAP Employment and Training Program, but states have flexibility in how they use the funds. States generally use it for job search assistance, education, or vocational training programs. States can also determine whether SNAP recipients who are not working must participate in an E&T program.

Maryland's SNAP E&T (FSET) program is voluntary, but for adults subject to the SNAP time limits, choosing not to participate in E&T (FSET) puts them at risk of losing their food assistance.

Maryland's SNAP E&T (FSET) program offers job-driven training programs. Training programs are free to SNAP participants, run for an average of 12 to 16 weeks, and train participants for employment in industries that include, but are not limited to, welding, construction, machine operation, manufacturing, healthcare, hospitality, and computer technology/IT. Many SNAP E&T (FSET) programs also offer job placement, retention and support services that help program graduates find and keep employment. (Source: DHS website on SNAP E&T[173])

This program is authorized by Sec. 6(d)(4) of the U.S. Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)).

Who is served by this program: SNAP has financial, work-related, and categorical tests for eligibility. Eligibility and benefits are calculated on a household basis. Many noncitizens and college students are barred from SNAP.

SNAP's authorizing law has long included work-related eligibility requirements, the strictest being a time limit for able-bodied (individual without disabilities) adults without dependents (ABAWDs) who work less than 80 hours per month. Because each state designs its own SNAP E&T program, certain requirements can vary by state.

Maryland's SNAP E&T (FSET) program focuses on low-income adults and older youth with limited training and skills. Maryland's SNAP E&T (FSET) program also supports special populations such as homeless veterans, disabled veterans, ex–offenders, individuals who have LEP, and single parents. SNAP participants age 16 and older may be eligible for SNAP E&T (FSET) if they do not receive TANF/TCA and are able bodied adults without dependents (ABAWDs). Each SNAP E&T employment program in Maryland may have additional eligibility requirements.

Funding: There is no line item appropriation in the state operating budget specifically for the SNAP Employment and Training (FSET) program. Funding is within DBM Budget Code: N00G00.08 Assistance Payments - Local Department Operations – Dept. of Human Services (Federal Fund #10.551 – Supplemental Nutrition Assistance Program).

N00G00.08 – DHS	FY 2022 Actual	FY2023
FF #10.551 SNAP*	$2,761,069,271	$1,959,944,989

Source: DBM Operating Budget Volume 1. Employment and training (E&T) activities are a subset of these outlays.

# of Participants:

Participation in Supplemental Nutrition Assistance Program (SNAP) Employment & Training	August 2022	August 2023 (initial)
Number of households participating in SNAP in Maryland	362,811	365,779
Number of SNAP participants in Maryland	662,640	714,404
Number of SNAP participants in Maryland also participating in the SNAP E&T program	Unavailable	Unavailable

Sources:
Supplemental Nutrition Assistance Program: Number of Persons Participating (Data as of November 9, 2023); retrievable from [USDA SNAP website](#)[174].
FY20 State Activity Report (March 2022, USDA–FNS); [see: SNAP activity reports at USDA](#)[175].

Employment rate 12 months after participation, and other key outcomes: DHS collects data on these and other measures, but data was unavailable for this report:

- % and # of program participants who received E&T services and are in unsubsidized employment subsequent to the receipt of those services
- % and # of participants who obtain a recognized credential, a registered apprenticeship, or a regular secondary school diploma (or its recognized equivalent), while participating in, or within 1 year after receiving E&T services
- % and # of participants who are in an education or training program that is intended to lead to a recognized credential, a registered apprenticeship an on-the-job training program, a regular secondary school diploma (or its recognized equivalent), or unsubsidized employment

Entity responsible for administration/implementation:

- Maryland Department of Human Services (DHS), Family Investment Administration (FIA)
- Local Departments of Social Services (LDSSs) –or– Montgomery County Government.

Reports:

- FNS–583 reports sent by Maryland DHS to the U.S. Department of Agriculture (USDA) Food and Nutrition Service (FNS), which FNS compiles into annual *State Activity Reports* [Link to SNAP state activity reports[176]].
- Maryland Combined WIOA State Plan 2020–2024, [link to plan[177]]
- MSAR# 14291 (per Md. Human Services Art., § 5–306(d)): Annual reports starting 2024.
- Per Md. Human Services Art., § 5–322, DHS must submit an Annual Report (due Oct. 1) on vocational education or education directly related to employment. DHS must include information on work experience and community service work activity placements.

Data repository: The National Data Bank is the official repository of SNAP data for the U.S. In Maryland, SNAP data is recorded in WORKS.

Maryland has about 30 SNAP Employment & Training providers with specific measurement tools tailored to their unique programs. They report their data to the State by inputting this information into the WORKS portal.

Related Programs:

- TANF E&T
- DHS lists the following programs as components of its workforce development services[178]:
  - SNAP E&T
  - Supporting, Training, and Employing Parents Program (STEP UP)
  - Hiring Agreements for companies that operate under a State procurement contract
  - Transportation Assistance Program (TAP)

Program Title:

Child Support Payment Incentive Program -Unemployed obligors *[DHS]*

Program Description: Unemployed obligors must be referred to programs that prepare them for entry into the workforce.

This program is authorized by Md. Family Law, § 10-112.1. Child Support Payment Incentive Program.

Who is served by this program: Unemployed child support obligors.

Funding: Unavailable. There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS)

Reports:

- State reports to National Directory of New Hires (NDNH)[179], run by the US DHHS (which uses data for child support enforcement).
- Per Md. Human Services Art., § 5–322, DHS must submit an Annual Report (due Oct. 1) on vocational education or education directly related to employment.

Data repository: Contact DHS for more information.

Related Programs: The Supporting, Training, and Employing Parents Program (STEP Up) *[DHS]* – a pilot program that targets Baltimore City noncustodial parents with a child support obligation.

Program Title:

Foster Youth Summer Internship Program *[DHS]*

Program Description: Provides youth in foster care with opportunities for training and work experience through internships in State agencies.

This program is authorized by Md. Human Services Art., § 4–304.

Who is served by this program: Youth in foster care.

Funding: Unavailable. There is no lien item in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS)

Reports:

- MSAR# 13226 (per Md. Family Law Art., §5-1312(b))
  [Annual report from DHS on foster youth, must include: # of children in an institution of postsecondary education, apprenticeship, or adult education program, by program.]
- Per Md. Human Services Art., § 5–322, DHS must submit an Annual Report (due Oct. 1) on vocational education or education directly related to employment.

Data repository: Contact DHS for more information.

Program Title:

Ready by 21 (RB21) Programs and Benchmarks *[DHS]*

Program Description: RB21 refers to an initiative by the Maryland Department of Human Services to work collaboratively with stakeholders to ensure that youth are as prepared as possible for independent living by the time they reach age 21 or Ready by 21 (RB21).

The RB21 Benchmarks have several components, including education, employment, and financial empowerment. RB21 programs assist foster children age 14+ to access education or training programs, find and keep a job, find housing, and manage finances, among other goals.

Who is served by this program: Foster children age 14+.

Funding: There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Md. Family Law Art., §5-1312 requires that DHS report annually on the number of foster children in an institution of postsecondary education, apprenticeship, or adult education program. In its 2022 report, DHS reported on all children who were in care for any part of State fiscal year 2022 and were 16 or older at the start of the timeframe (July 1, 2021).

DHS reported that of the 1,414 children identified, 140 were in college or university and 23 were in vocational or technical training, as shown in the exhibit below:

Maryland		Number of children	College/University		Trade School		Vocational/Technical Training	
County	Characteristic	(A)	n (B)	(B)/(A) %	n (C)	(C)/(A) %	n (d)	(d)/(C) %
Age Groups								
	Totals	1,414	140	9.90%	***	0.50%	23	1.63%
	Ages 0 to 4	.	.	.	.	.	.	.
	Ages 5 to 11	.	.	.	.	.	.	.
	Ages 12 to 15	.	.	.	.	.	.	.
	Ages 16 to 17	631	19	3.01%	***	0.00%	***	1.11%
	Ages 18 to 20	783	121	15.45%	***	0.89%	16	2.04%
Gender								
	Totals	1,414	140	9.90%	***	0.50%	23	1.63%
	Female	781	97	12.42%	***	0.51%	16	2.05%
	Male	625	41	6.56%	***	0.48%	***	1.12%
	Other/Unknown	***	***	25.00%	***	0.00%	***	0.00%
Race								
	Totals	1,414	140	9.90%	***	0.50%	23	1.63%
	Hispanic	133	14	10.53%	***	0.00%	***	2.26%
	Black	915	87	9.51%	***	0.55%	14	1.53%
	White	282	32	11.35%	***	0.71%	***	1.77%
	All other	62	***	11.29%	***	0.00%	***	0.00%
	Not documented in CJAMS	22	***	0.00%	***	0.00%	***	4.55%

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS), in collaboration with the Local Departments of Social Services (LDSSs)

Reports:

Source: Child welfare performance indicators report for 2022, DHS, p. 19 (Question 16–Maryland statewide).

- MSAR# 13226 (per Md. Family Law Art., §5-1312): Child welfare performance indicators report.
  Annual report from DHS on foster youth, must include: # of children in an institution of postsecondary education, apprenticeship, or adult education program, by program. [Link to 2022 report[180].]
- Per Md. Human Services Art., § 5–322, DHS must submit an Annual Report (due Oct. 1) on vocational education or education directly related to employment.

Data repository: CJAMS: DHS launched the Child Juvenile and Adult Management System (CJAMS), Maryland's new Comprehensive Child Welfare Information Systems (CCWIS) in calendar year 2020. Contact DHS for more information.

Program Title:

Maryland's Fostering Employment Program *[MDL + DHS]*

Program Description: Maryland's Fostering Employment Program targets foster care recipients and unaccompanied homeless youth to offer opportunities to obtain credentials through a Registered Apprenticeship (RA) program or a job readiness training. Participants may access pre-apprenticeship and RA opportunities across Maryland. This program allows for out–of–school youth (OSY) who fall within the eligibility guidelines of the program another option for co-enrollment. (*Source: Maryland's Combined WIOA State Plan, 2020–2024, p. 163)*

Per MDL, "Foster care recipients and unaccompanied youth experiencing homelessness often face unique employment barriers […]. Addressing these barriers requires collaboration and coordination of services […]. The Maryland Fostering Employment Act of 2018, codified as § 4-305 of the Md. Human Services Article, ensures that state agencies work together to expand access to Registered Apprenticeships and pre-apprenticeship programs for these populations. […] The Maryland Fostering Employment Program is structured as two, interconnected projects: Registered Apprenticeships (Project #1) and Pre–Apprenticeships (Project #2)." (MDL Policy Issuance #2021–08[181], p. 5)

This program is authorized by WIOA and Md. Human Services Art., § 4–305.

Who is served by this program: Young people between the age of 16 and 25 from two populations with barriers to employment:

1. Foster care recipients; and,
2. Unaccompanied youth experiencing homelessness.

Funding: There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), and collaboration with Maryland Department of Human Services (DHS).

Reports:

- MDL Policy Issuance #2021–08: *Maryland's Fostering Employment Program* (June 15, 2021)
- MSAR# 13226 (per Md. Family Law Art., §5-1312(b)): Annual report from DHS on foster youth, must include: # of children in an institution of postsecondary education, apprenticeship, or adult education program, by program.
- Per Md. Human Services Art., § 5–322, DHS must report annually on vocational education or education directly related to employment.

Data repository: Contact MDL and DHS for more information. DHS launched the Child Juvenile and Adult Management System (CJAMS), Maryland's new Comprehensive Child Welfare Information Systems (CCWIS) in calendar year 2020.

Program Title:

Transportation Assistance Program (TAP) *[DHS]*

Program Description: TAP provides reliable used vehicles to eligible low-income families for two years or 24,000 miles.

Per DHS, for low-income households and "especially recipients of funds from the Temporary Assistance for Needy Families (TANF) program, transportation may be a significant hurdle in finding gainful employment and moving toward financial independence. […] Employers cite transportation problems as the second-most common reason for losing entry-level workers." (Source:: DHS' Workforce Development website.[182])

Who is served by this program: Low-income individuals.

Funding: There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Department of Human Services (DHS)
- Local Departments of Social Services (LDSSs)
- Vehicles for Change, a 501(c)(3) nonprofit organization, is currently the DHS statewide partner for TAP.

Reports:

- Annual progress and services reports from Maryland Dept. of Human Services: [Link[183]]
- The DHS website for TAP is retrievable here: here[184].

Data repository: Contact DHS for more information.

Related Programs: DHS lists the following programs as additional components of its workforce development services[185]:

- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
- Supporting, Training, and Employing Parents Program (STEP UP)
- Hiring Agreements for companies that operate under a State procurement contract

Program Title:

Refugee Support Services (RSS) -- Employability Services *[DHS]*

Program Description: Employment placement and skills training for Federally recognized refugees.

The U.S. Refugee Act of 1980 incorporates the United Nations definition of "refugee" and standardizes resettlement services for all refugees admitted to the U.S.

Who is served by this program: Federally recognized refugees.

Funding: There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS), Family Investment Administration (FIA), Office of Programs, Maryland Office for Refugees & Asylees (MORA).

Reports: None.

Data repository: Contact DHS–MORA for more information.

Related Programs: DHS lists the following programs as components of its workforce development services:
- o Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
- o Supporting, Training, and Employing Parents Program (STEP UP)
- o Hiring Agreements for companies that operate under a State procurement contract.
- o Transportation Assistance Program (TAP)

Program Title:

Displaced Homemakers Program (DHP) *[DHS]*

Program Description: Job training, employment placement assistance, and financial counseling for those age 35+ who are no longer eligible for TANF/TCA.

This program is authorized by Md. Family Law Art., § 4–601 to 613. Also see: COMAR: 07.01.21 Eligibility.

Who is served by this program: People who are no longer TANF/TCA eligible and are age 35+ [check]

Funding: Unavailable. There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Human Services (DHS), Family Investment Administration (FIA).

Reports:

- MSAR# 8596 [DHS annual reports to include DHP evaluation]
- Per Md. Human Services Art., § 5–322, DHS must submit an Annual Report (due Oct. 1) on vocational education or education directly related to employment.

Data repository: Contact DHS for more information.

Program Title:

Community Services Block Grant (CSBG) program *[DHCD]*

Program Description: The federal Community Services Block Grant (CSBG) assists states and local communities through a network of local entities known as Community Action Agencies, or CAAs. CAAs support services to revitalize low-income communities and empower low-income families to become fully self-sufficient. CSBG's purpose is to fund initiatives to change conditions that perpetuate poverty, including unemployment (among others).

The Maryland Department of Housing and Community Development (DHCD) is the lead agency for CSBG program administration in Maryland. Via DHCD, the CSBG program provides funding, technical assistance, and support to seventeen CAAs which in turn provide an array of services that may include employment, training, transportation, childcare, money management, housing, energy assistance, nutrition, family development, health care, emergency food and shelter, domestic violence prevention services, and micro-business development. (Source: CSBG Monitoring Report for Maryland FY2021[186])

Since 2018, Maryland has integrated the CSBG program into Maryland's Combined WIOA State Plan. According to DHCD, the CAAs have Memoranda of Understanding with Local Area WIOA partners and work with DORS to enhance access to vocational rehabilitation (VR) services. (Source: Maryland Department of Housing and Community Development Federal Fiscal Years 2023 - 2024 CSBG State Plan, p. 27[187]) By integrating the CSBG program and CAAs in Maryland's Combined WIOA State Plan, all local workforce development boards must address how they work with CAAs in local plan formulation. Similarly, CAAs include information about participation and collaboration with their local workforce development board in their Community Action Plan and annual application for CSBG funding. (Source: *Maryland Combined WIOA State Plan 2020–2024*, p. 430)

The Community Services Block Grant (CSBG) is authorized under 42 U.S.C. 9901 et seq.

Who is served by this program: Low-income persons with incomes at or below 125% of the federal poverty guidelines.

Funding: DBM Budget Code: S00A24.01.   Subprogram Code: 2160 – Programs/Regional Development - Community Services Block Grant.

State fiscal year (FY) S00A24.01.2160	2020 Actual	2021 Actual	2022 Actual	2023 Working	2024 Legis. Approp.
General fund (01)	-	-	$760,639	-	$300,000
Special fund (03)	$1,462,346	$114,346	$154,174	$527,300	$514,601
Federal fund (05)	$9,836,279	$10,338,183	$9,992,967	$10,519,636	$10,656,101
Total	**$11,298,625**	**$10,452,529**	**$10,907,780**	**$11,046,936**	**$11,470,702**
Note: Expenditures in this table do not break out the portion specifically related to employment, training, or workforce development activities.					

# of Participants: In federal fiscal year 2022, program participants included about 1,170 unemployed youth, 2,000 unemployed adults, and 1,440 employed adults working in lower wage jobs.

Employment rate 12 months after participation, and other key outcomes: As required under the federal CSBG, DHCD reports National Performance Indicators (NPIs) to the U.S. Department of Health and Human Services (FHHS). One key goal is that individuals and families with low income are stable and achieve economic security. The exhibit below shows a selection of the individual and family NPIs in the category of Employment Indicators.

Selection of Family National Performance Indicators (FNPIs) – Employment, as reported by Maryland DHCD to U.S. Dept. of Health and Human Services (DHHS) for Community Services Block Grant.				
Selected FNPIs	Federal fiscal year 2019 (Oct. 1– Sept. 30)	Federal fiscal year 2020 (Oct. 1– Sept. 30)	Federal fiscal year 2021 (Oct. 1– Sept. 30)	Federal fiscal year 2022 (Oct. 1– Sept. 30)
FNPI 1a: # of unemployed youth who obtained employment to gain skills or income.	186	133	32	1,157
FNPI 1b: # of unemployed adults who obtained employment (up to a living wage).	759	571	608	1,109
FNPI 1d: # of unemployed adults who obtained and maintained employment for at least 180 days (up to a living wage).	220 (29% of 759)	190 (33% of 571)	203 (33% of 608)	211 (19% of 1,109)
FNPI 1e: # of unemployed adults who obtained employment (with a living wage or higher).	427	170	168	117
FNPI 1g: # of unemployed adults who obtained and maintained employment for at least 180 days (with a living wage or higher).	223 (52% of 427)	138 (81% of 170)	149 (89% of 168)	89 (76% of 117)
FNPI 1h: # of employed participants in a career–advancement related program who entered or transitioned into a position that provided increased income and/or benefits	66	77	150	158
Source: Maryland Department of Housing and Community Development (DHCD).				

Entity responsible for administration/implementation:

- Maryland Department of Housing and Community Development (DHCD).
- Maryland Community Action Partnership, the statewide association for CAA organizations.
- Local Workforce Development Boards, working in collaboration with the CAAs.

Reports:

- CSBG State Assessments by the U.S. Department of Health and Human Services (HHS). The HHS Office of Community Services (OCS) staff reviewed Maryland's CSBG program from June 14 – June 18, 2021. The scope of the review included the FY2019 grant award. (See: The HHS assessment of Maryland FY2021[188]).
- CSBG State Plan for Federal Fiscal Years 2023 – 2024, Maryland Department of Housing and Community Development[189].
- DHCD Annual Reports to HHS with National Performance Indicators (NPIs):

"The U.S. Department of Health and Human Services (HHS) requires [the 17 Community Action Agencies in Maryland] to report on over 20 employment, education, and training National Performance Indicators (NPIs). […]The Maryland DHCD compiles these indicators and submits them to HHS in an Annual Report. These NPIs include both actual numbers and targets for individual and family indicators, such as the number of youth or adults who have gained and maintained employment; increased their income; participated in education or training activities; and the number of credentials, certificates, or degrees obtained. The Annual Report also includes indicators that track community level changes, if any, including: the number of jobs created in a community; how many jobs were "living wage" jobs; and the number of affordable and accessible education assets or resources added to the community. […CAAs] are not expected to report outcomes or targets for every indicator." *Source: MDL Policy Issuance 2021–12]*

Data repository: Data reported by the CAAs and compiled by DHCD for the individual and family National Performance Indicators (NPIs) is accessible via the Office of Community Services Programs, Division of Neighborhood Revitalization, Maryland Department of Housing and Community Development (DHCD).

Programs and Services for People with Disabilities

This section describes workforce development programs and services for people with disabilities.

Summary of workforce development programs for people with disabilities.		
Program Title	**State Agency**	**FY2023 ($ in millions)**
WIOA Title IV: Vocational Rehabilitation (VR) State Grant Programs	MSDE	$52.1*
Supported Employment (SE)	MDH	$73.9
Blind Industries and Services of Maryland (BISM)	MSDE	$0.6
Related programs*:		
Maryland Disability Employment Tax Credit (MDETC) Program	MDL	
WIOA Title I, II and III programs also serve people with less severe disabilities. People with disabilities are a targeted population under WIOA.	MDL and MSDE	

*Note: Amount shown is the federal WIOA Title IV allotment to Maryland for federal Program Year 2022 (State FY2023), which may be carried over to the next year.

MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MSDE: Maryland State Department of Education Division of Rehabilitative Services (DORS)

Note: Participation in these programs is calculated in different ways and over different time periods for different reporting purposes. For example, the Managing for Results performance measures reported by the Maryland Department of Budget and Management count participation by state fiscal year. In contrast, reporting to the U.S. Departments of Labor and Education must follow federal specifications, with participation reported by federal program year (PY) and performance outcomes reported by the cohort period.

In all cases, participation across programs does not necessarily reflect unique individuals. A person may be eligible for and participate in more than one program each year and/or may participate in one program for multiple years. For example, individuals who receive long–term Supported Employment (SE) services from MDH will often receive short–term SE services from MSDE.

Overview of participation by people with disabilities in employment services, training, and supports.					
Program/ Service	**State Agency**	**Participation measure***	**State Fiscal Year**		
			2020	**2021**	**2022**
Pre-Employment Transition Services (Pre–ETS) for students with disabilities age 14–21	MSDE/ DORS	# of youths served through Pre-ETS	6,134	5,917	6,482
Competitive, Integrated Employment	MSDE/ DORS	# of people receiving employment services from DORS	21,337	19,124	19,500
		# of people who obtained competitive, integrated employment	1,145	847	974
Employment Services for people with developmental disabilities	MDH/ DDA	# of people who received day or employment services from DDA	14,007	13,426	15,585
		# of people in integrated and competitive jobs	2,580	2,605	2,888
Employment services*/** (for people with less severe disabilities)	MDL	# of jobseekers with disabilities registered in the Maryland Workforce Exchange (MWE)	7,124	6,878	10,178
		# of jobseekers with disabilities obtaining competitive employment	2,558	2,401	1,855
		# of jobseekers with disabilities receiving training through American Job Centers (AJCs)	490	408	340
Supported Employment (SE)	MDH/ BHA	# of people receiving SE services from BHA		2,862	2,905
Mental Health, Evidence- Based, and Traditional Supported Employment (SE)	MSDE/ DORS	# of people in Mental Health SE		517	478
		# of people in Evidence–Based SE	2,831	2,219	1,942
		# of people in Traditional SE		984	1,020

*Participation shown is for broad comparison only: employment related services range widely in intensity and scope (e.g., from 30 days to 15 years) depending on the severity of disability and needs and are not directly comparable.

Data source: All data (except for Note (**)) comes from the Maryland Department of Disabilities Annual Progress Analysis reports for years 2020, 2021, 2022 (sections on Financial Well–Being, pp. 34 et seq[190].)

**Data Source: Managing for Results (MFR) report for FY 2024[191], Dept. of Budget and Management (DBM). Some data in the MDOD Annual Progress Analysis reports is also reported for MFR.

MDH / BHA: Maryland Department of Health's Behavioral Health Administration
MDH / DDA: Maryland Department of Health's Developmental Disabilities Administration
MDL: Maryland Department of Labor
MDOD: Maryland Department of Disabilities
MSDE / DORS: Maryland State Department of Education's Division of Rehabilitation Services

Program Title:

WIOA Title IV: Vocational Rehabilitation (VR) State Grant Program *[MSDE/DORS]*

Program Description: A key source of federal funds for workforce development services for people with disabilities is the Vocational Rehabilitation (VR) State Grant Program. The VR program is authorized by the Rehabilitation Act of 1973, as amended by Title IV of WIOA. Congress folded the VR program into WIOA to align it with the other core WIOA programs and the 'One-Stop' American Job Centers.

The summary of all six core WIOA program allotments to Maryland (provided earlier in this document) includes the Title IV VR program allotments. In federal program year 2023 (FY 2024), Maryland's allotment from the WIOA Title IV VR program was $52.1 million.

Statewide, VR services help people with disabilities prepare for and engage in competitive integrated employment or supported employment and achieve economic self-sufficiency. A variety of services and supports help individuals with disabilities achieve employment. These can include career counseling, work-based learning experiences (e.g., internships, apprenticeships, and short-term employment), financial support for vocational training and postsecondary education, rehabilitation technology and training, transition youth services, supported employment (SE) services, and/or transportation. VR agencies engage with employers to increase job opportunities for individuals with disabilities.

To be eligible for services funded under the WIOA Title IV VR program, individuals must have a physical or mental impairment that results in a substantial barrier to employment and require VR services to achieve employment and maximize career goals. Federal law requires that if a State VR agency cannot serve all eligible individuals, then it must prioritize serving people with the most significant disabilities.

Pre–employment transition services (Pre–ETS): In addition to serving individuals *eligible* for the VR program, WIOA Title IV also requires State VR agencies to provide pre-employment transition services (Pre–ETS) to students between the ages of 14 and 21 with disabilities who are *potentially eligible* for the VR program (that is, students with disabilities who have not yet applied for or been determined eligible for VR services). Under WIOA, state VR agencies must spend at least 15% of their federal WIOA Title IV VR funds for Pre-ETS.

If a student meets the definition of "student with a disability," they may receive Pre–ETS over multiple years while in secondary school. The goal is to help these students transition from secondary into postsecondary education and/or into competitive integrated employment.

WIOA requires that Pre-ETS include the following:
- Job Exploration Counseling.
- Work-Based Learning Experiences.
- Counseling on Enrollment Opportunities.
- Workplace Readiness Training.
- Instruction in Self-Advocacy.

Supported Employment: Each state's WIOA Title IV VR grant allotment includes general VR funds and funds set aside for supported employment (SE) services. Supported Employment helps individuals with the most significant disabilities who need extensive support to find and sustain competitive, integrated employment. Supported Employment provides intensive, long-term supports.

MSDE's Division of Rehabilitation Services (DORS) is Maryland's VR agency. DORS administers the following programs and services:

- VR program for adults.
- Pre-Employment Transitioning Services (Pre-ETS) for youth aged 14–21.
- Supported Employment (SE) services for those with the most significant disabilities.
- Support for the Blind Industries and Services of Maryland (BISM).

The VR State Grant Program is authorized by Title I of the federal Rehabilitation Act of 1973, as amended by WIOA Title IV. It is sometimes called the WIOA Title IV VR program.

Who is served by this program: Individuals with disabilities that create a barrier to employment. To be eligible for VR services a person must have a physical or mental disability that seriously affects their ability to work, and they must need employment rehabilitation services to get or keep a job. If an individual receives Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI), they are presumed eligible for DORS' VR services.

The DORS VR program does not have enough resources to serve all who meet this eligibility. Therefore, to prioritize who is served, DORS assesses whether a person has a Category 1: Most Significant Disability, Category 2: Significant Disability, or Category 3: Non-Severe Disability. Under federal law, the DORS VR program must serve people with the most significant disabilities first.

[Note: The US Department of Veterans Affairs (VA) offers vocational rehabilitation programs for veterans whose disabilities are related to active service.]

Funding:

- DBM Budget Code: R00A01 – Division of Rehabilitation Services - State Department of Education.
- DBM Subprogram: N/A.
- Federal regulations require that states share the costs of providing VR services (34 C.F.R. § 361.60). Of the total program cost, the federal share is 78.7 percent, and the state's share is 21.3 percent.
- The table on the following page summarizes the funding for WIOA Title IV VR services in Maryland.

# of Participants: See exhibit on following page.

Summary of Funding and Participation for WIOA Title IV Vocational Rehabilitation Services in Maryland.						
Name of Program:	PY 2018 (SFY 2019)	PY 2019 (SFY 2020)	PY 2020 (SFY 2021)	PY 2021 (SFY 2022)	PY 2022 (SFY 2023)	PY 2023 (SFY 2024)
WIOA Title IV: Vocational Rehabilitation State Grant Program						
Federal allotment to Maryland ($ in millions):	$47.2	$46.2	$46.9	$48.6	$52.1	$60.2
Total participants served during year:[1]	16,671	16,813	14,746	14,565		
Participants who exited during year:	4,002	4,606	3,444	3,363		

Notes:
Data from federal ETA 9169 reports.
[1] Total Participants reflects the cohort served over each one year period. Some individuals remain in a program for more than one year.
Participation across programs does not reflect unique individuals: a person may be eligible for and participate in more than one WIOA program.
Per WIOA Sec. 113, the State shall reserve not less than 15 percent of the allotted VR funds for the provision of pre-employment transition services (Pre–ETS).

PY = Federal Program Year.
SFY = State Fiscal Year. (E.g., PY 2023 = SFY 2024 = July 1, 2023 – June 30, 2024.)

Employment rate 12 months after participation, and other key outcomes:

Cohort Period by Calendar Year (CY)	CY 2018	CY 2019	CY 2020	CY 2021
Employment Rate – Fourth Quarter after exit	1,112 (29%)	1,336 (33%)	1,343 (31%)	1,336 (45%)
Source: Statewide Performance Reports (ETA–9169) for Maryland.				

For the WIOA Title I Adult & Dislocated Worker Programs, the Title II Adult Education and Literacy programs, the Title III Wagner Peyser Employment Services, the Title IV Vocational Rehabilitation, the Trade Program, and the JVSG program, the primary indicators of performance are as follows:

A. Employment Rate – Second Quarter After Exit: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program;
B. **Employment Rate – Fourth Quarter After Exit:** The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program;
C. Median Earnings – Second Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program;
D. Credential Attainment Rate (excludes Title III Employment Services and JVSG);

E. Measurable Skills Gains (excludes Title III Employment Services and JVSG); and,
F. Effectiveness in Serving Employers (measuring the State WIOA system as a whole).
(Source: *MDL Policy Issuance 2021–12: Performance Goals for Maryland's Workforce System–Program Years 2020 & 2021* (Aug. 26, 2021)[192]

Entity responsible for administration/implementation: Maryland State Department of Education (MSDE), Division of Rehabilitation Services (DORS).

- The DORS Office of Field Services prepares people with disabilities to become employed or assists them in maintaining their employment. This office also provides Pre-ETS to high school students with significant disabilities, to assist them in preparing for the transition from high school to postsecondary education, vocational training, and employment.
- The DORS Office for Blindness and Vision Services helps people whose primary disability is blindness or vision loss go to work and remain independent in their homes and communities. This office also provides Pre-ETS to high school students with significant visual disabilities. Finally, the office oversees the Maryland Business Enterprise Program for the Blind, which prepares individuals who are legally blind to operate vending, gift, or food service businesses in public facilities.
- Community–based and Workforce Development Programs are offered at the DORS Workforce and Technology Center (WTC), a comprehensive rehabilitation facility that offers a variety of VR services, including academic services, career and skills training, job placement assistance, Assistive Technology services, Pre-ETS, and other medical and support services to consumers. Referrals to the WTC are received from the Office of Field Services and the Office for Blindness and Vision Services. In addition, the WTC facility also houses the DORS Administrative offices, and four District Field Offices.

Reports:

- Statewide Performance Reports (ETA–9169) sent to the U.S. Dept. of Education.

- MSAR # 11200 (per Md. HU Art., § 7-113(f), HB 128/Ch. 211, 2017): Maryland Department of Disabilities (DOD) Annual Progress Analysis[193]

- MSAR # 12793 (per Md. HU Art., § 7-111(d)): State Coordinator for Autism Strategy in the Governor's Office of Community Initiatives— Strategic plan — Annual report, must include strategy for reducing unemployment and underemployment.

Data repository: Aware™ Vocational Rehabilitation Case Management System.

Related Programs: Supported Employment (SE) operated by the Maryland Department of Health (MDH). DORS partners with and receives referrals from the MDH Developmental Disabilities Administration (DDA) and the MDH Behavioral Health Administration (BHA). Individuals who receive long–term supported employment services from DDA or BHA will often receive short–term SE services from DORS.

Program Title:

Supported Employment (SE) *[MDH]*

Program Description: Long–term supported employment services operated by the Maryland Department of Health (MDH) Developmental Disabilities Administration (DDA) and the MDH Behavioral Health Administration (BHA). Individuals who receive long–term supported employment services from DDA or BHA will often also receive short–term supported employment services from DORS. Long–term SE services may be provided by MDH to an individual for many years.

- Maryland Department of Health (MDH) – Behavioral Health Administration – Community Services: "**Supported Employment** (SE) provides individualized and ongoing employment support services to *individuals with serious and persistent mental illness* for whom competitive employment has not occurred, has been interrupted, or has been intermittent to enable such individuals to choose, obtain, maintain, or advance within independent competitive employment within a community-integrated work environment consistent with their interest, preferences, and skills.
This project is funded with General Funds." (DBM Budget Code M00.L01.02.M219)

- MDH – Behavioral Health Administration – Community Services for Medicaid State Fund Recipients:
"**Supported Employment** provides individualized and ongoing employment support services to *individuals with serious and persistent mental illness* for whom competitive employment has not been obtained, has been interrupted, or has been intermittent. These services enable such individuals to choose, obtain, or advance within competitive employment within a community-integrated work environment consistent with their interest, preferences, and skills.
This project is funded with General Funds." (DBM Budget Code M00.L01.03.M319):

- MDH – Developmental Disabilities Administration – Community Services:
"**Supported Employment** Services provide the supports necessary for individuals to work in competitive employment in the community, i.e., to hold a job. *Individuals who have a developmental disability* are eligible for the Supported Employment Services program. Maryland is an Employment First state. Employment First is a national community of practice that provides a framework for systems change that is centered on the premise that all citizens, including people with intellectual and developmental disabilities, are capable of full participation in integrated employment and community living. […]
The project is supported by General Funds, Special Funds, and Federal Funds earned under the Medical Assistance Program – Home and Community-Based Waiver." (DBM Budget Code: M00.M01.02.P203):

- MDH – Developmental Disabilities Administration – Community Services:
Employment Discovery and Customization (EDC) – "EDC services are designed to assist *individuals with developmental disabilities* to access employment or explore possibilities/impact of work. They also assist individuals to develop career goals through career exploration, job development, and related services. EDC services are time limited – up to 6 months – and include assessment, discovery, customization, and training activities. They assist an individual in gaining competitive employment at an integrated job site where the individual is receiving comparable wages and where most of the employees do not have disabilities. Prior to FY 2016, these services were included in Supported Employment.

This project is supported by General Funds and Federal Funds earned under the Medical Assistance Program – Home and Community-Based Waiver." (DBM Budget Code M00.M01.02.P219)

Note: DDA and DORS are partners, with a common goal of supporting people who are differently able and want to competitively work in an integrated setting. Under a memorandum of understanding (MOU), DDA and DORS offer quarterly joint training sessions.   (Source: DDA-DORS presentation on Employment Collaboration[194]). BHA and DORS also have an MOU which includes training of staff from both organizations and regularly scheduled leadership meetings.

Who is served by this program: Jobseekers with disabilities.

Funding: DBM Budget Code: M00 – Maryland Department of Health:

- M00.L01.02.M219 – MDH–BHA – Supported Employment (mental illness).
- M00.L01.03.M319 – MDH–BHA – Supported Employment (mental illness).
- M00.M01.02.P203 – MDH–DDA – Supported Employment Services (developmental disability)
- M00.M01.02.P219 – MDH–DDA – Employment Discovery and Customization (developmental disability)

State Fiscal Year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Working Appropriation	2024 Legislative Approp.
MDH–BHA – Supported Employment (mental illness). M00.L01.02.M219.	$902,437	$1,095,506	$896,363	$1,185,315	$1,642,651
MDH–BHA – Supported Employment (mental illness). M00.L01.03.M319.	$6,641,936	$6,916,659	$9,224,996	$6,969,947	$10,369,925
MDH–DDA —Supported Employment Services (developmental disability) M00.M01.02.P203.	$63,765,541	$58,183,967	$59,360,108	$64,610,790	$59,696,783
MDH–DDA – Employment Discovery and Customization (developmental disability) M00.M01.02.P219.	$483,885	$435,556	$(761,851)	$1,171,139	$1,217,985

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Health (MDH):

  o   Developmental Disabilities Administration (DDA)
  o   Behavioral Health Administration (BHA)

Reports:

- MSAR # 11200 (per Md. HU Art., § 7-113(f), Chap. 211/HB128 of 2017): Maryland Department of Disabilities (DOD) Annual Progress Analysis[195]
- State Mental Health Agencies (SMHAs) compile and report annual data as part of their application package for U.S. Substance Abuse and Mental Health Services Administration (SAMHSA) Community Mental Health Block Grant. The data constitute the Uniform Reporting System (URS) which are reported as: *Maryland Mental Health National Outcome Measures (NOMS): SAMHSA Uniform Reporting System (URS)*[196].

Data repository:

- DDA Employment Outcome Information System (www.statedata.info/mdda/)
- BHA: Contact MDH–BHA for more information.

Related Programs: WIOA Title IV: Vocational Rehabilitation (VR) services, including Pre–ETS *[MSDE/DORS]*

Program Title:

Blind Industries and Services of Maryland (BISM) *[MSDE]*

Program Description: The MGA established BISM in 1908 to provide training and employment opportunities to blind Marylanders. BISM is currently a 501(c)(3) organization with manufacturing facilities in Baltimore, Federalsburg, Salisbury, Maryland, and in Raleigh, North Carolina. BISM also owns and operates seven AbilityOne Base Supply Centers on federal and military installations.

BISM's Independence Training and Rehabilitation (ITR) Department provides comprehensive independence and skills training for adults, seniors, and youth. Staff teach Braille, Computer Technology, Independent Living, Orientation and Mobility, Job Readiness, and Woodshop in a classroom setting, and offer adjustment to blindness seminars, confidence-building group activities, home teaching, and workshops. BISM offers these programs and services free of charge to blind and low vision Maryland residents.

BISM works with the Maryland State Department of Education's Department of Rehabilitative Services (DORS), and other entities, to provide services to the blind and low vision community. The BISM ITR Department is funded by: (1) a State Grant (through MSDE); (2) fee for service work conducted by BISM Associates; and (3) profits from BISM manufacturing and sales operations.

BISM provides two categories of training programs, as follows:

- The Comprehensive Orientation, Rehabilitation, and Empowerment (CORE) program serves blind or low vision adults who are the age of employability. CORE is a comprehensive program that teaches alternative techniques of blindness, builds confidences, and incorporates a positive philosophy of blindness. It prepares graduates for employment, continuing education, and/or achieving independent living goals.
- The Senior programs serve blind or low vision adults age 55 and over. The programs are less intensive but teach the same skills of Braille, cane travel, independent living, computer technology, and arts and crafts. Seniors gain skills necessary to stay in their own homes, live independently, and continue to be active in family and community.

This program is authorized by Md. Human Services Art., § 7–703.

Who is served by this program: Individuals who are blind or visually impaired.

Funding:

- DBM Budget Code: R00.A03.02. – MSDE — Funding for Educational Organizations
- DBM Subprogram: 9062 – Blind Industries and Services of Maryland (BISM).

State fiscal year (FY) R00.A03.02.9062	2020	2021	2022	2023	2024
General fund (01)	$531,115	$531,115	$531,115	$600,000	$600,000

# of Participants:

State fiscal year (FY)	2020	2021	2022
Number of participants in BISM	382	209	373
Number of graduations and completions from the CORE program	8	6	7
Number of program alumni (previous 5 years) gaining employment or higher education during current fiscal year	19	14	24
Source: Maryland State Department of Education Division of Rehabilitative Services.			

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: The Maryland State Department of Education (MSDE) provides a State grant to BISM.

Reports: MSAR# 6071 (per Md. Human Services Art., § 7-703): BISM Governor's Annual Report.

Data repository: Contact MSDE for more information.

Maryland Disability Employment Tax Credit (MDETC) – *see: programs for Employers*

Programs for Incarcerated Individuals and Returning Citizens

This section includes inventory entries for workforce development programs and services for people who are currently incarcerated, formerly incarcerated, or are facing sentencing.

Summary of workforce development programs and services for Incarcerated Individuals (IIs), Returning Citizens, and people facing incarceration.	
Program Title	**State Agency**
Correctional Education (CE) Program	MDL
Maryland Correctional Enterprises (MCE)	DPSCS
Joint Skills and Training Program (JSTP)	MDL for DPSCS
Work Release Program	DPSCS
Reentry Employment Opportunities (REO)	USDOL
Jobs Court Pilot Program	District Court in Baltimore and MOED
Inmate Training and Job Pilot Program	DPSCS + MHEC
Apprenticeship Career Training Pilot Program for Formerly Incarcerated Individuals	MDL
Maryland New Start Grant Program	MDL
Maryland New Start Microloan Program	Commerce
Related program:	
Federal Bonding Program (FBP) for employers	MDL

Commerce: Maryland Department of Commerce
DPSCS: Maryland Department of Public Safety and Correctional Services
MDL: Maryland Department of Labor
MOED: Baltimore City Mayor's Office of Employment Development
USDOL: U.S. Department of Labor

Note: In July 2022, USDOL announced the availability of funds for Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker (DWGs) grants to states, authorized under WIOA. As of Nov. 2, 2023, MDL had secured a $4 million QUEST grant, to be used in part for Returning Citizens [link[197]], but no QUEST funded projects were implemented within the 2018–2023 scope of this inventory.

Program Title:

Correctional Education (CE) Program *[MDL]*

Program Description: The Correctional Education (CE) program provides educational services to over 5,000 incarcerated individuals (II) annually across the Division of Public Safety and Correctional Services (DPSCS) State institutions, the Patuxent Institution, the Metropolitan Transition Center, and all pre-release units. Services are intended to facilitate a successful transition into Maryland's workforce and communities.

CE services are offered in five categories as follows:

- *Academic education*: Instruction in English Language, Math, Science, Technology, and Social Studies is offered to IIs of all ages from the beginning levels of instruction through high school completion. IIs under age 21 without a high school diploma have enrollment priority in academic education.
- *Occupational education*: The CE program offers 25 occupational programs at 10 facilities. Course lengths range from 200 hours (2 months) to 600 hours (6 months). Courses require a high school diploma or GED® for enrollment, and students must be within 24 months of release. The programs offer classroom instruction and hands-on practice. Staff train students in in-demand occupations to meet the needs of employers and ensure students are "work-ready" upon release. (source: MDL website on Reentry Incentives[198])
- *Transitional education*: Classes offered include Personal Assessment and Career Exploration; Employment Readiness Workshop; Financial Literacy; Health and Nutrition; Parenting for Success; Introduction to Computers; Basic Keyboarding; Success at Work; Life Skills for Reentry; and Reentry and Employment Resources. DPSCS and MDL provide limited internet access to IIs planning for release and post release employment to access Maryland Community Services Locator, America's Job Exchange, and the Maryland Workforce Exchange.
- *Special education*: Public education services are provided to all incarcerated students with disabilities through the age of 21.
- *Library services*: CE Libraries are open to all IIs. (Source: MDL website on CE[199])

This program is authorized by WIOA Title II.

Who is served by this program: Incarcerated individuals (II) of all ages are eligible for most CE services.

- About 500 youth aged 21-and-under are incarcerated in Maryland adult prisons on any given day; IIs 21 and under without a high school degree have priority for academic education.
- Some CE programs are limited to IIs within 24 months of release.

Funding: The following DBM Budget Codes relate to the CE Program:

- P00.G01.13.GM10: MDL Office of Deputy Assistant Secretary, to develop and implement workforce development programs in the correctional education system
- P00.G01.13.GM20: MDL Correctional Education - Office of Adult Program and Coordinating Services.
- P00.G01.13.GM30: MDL Correctional Education - Central Region.

- P00.G01.13.GM40: MDL Correctional Education - Eastern Region.
- P00.G01.13.GM50: MDL Correctional Education - Western Region.

Operationally, the CE Program is a grantee of MDL's WIOA Title II AEFLA funds.

State Fiscal Year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Working Approp.	2024 Legis. Approp.
Office of Deputy Assistant Secretary P00.G01.13.GM10 (all funds)	$182,905	$196,140	$550,724	$232,678	$342,101
Office of Adult Program and Coordinating Services P00.G01.13.GM20 (all funds)	$2,647,052	$2,994,858	$4,101,754	$2,599,617	$2,620,299
CE Central Region P00.G01.13.GM30 (all funds)	$6,023,212	$6,001,416	$5,705,135	$6,554,292	$7,043,107
CE Eastern Region P00.G01.13.GM40 (all funds)	$2,792,465	$2,992,953	$3,009,200	$3,105,86	$3,463,004
CE Western Region P00.G01.13.GM50 (all funds)	$7,288,751	$7,383,507	$8,429,870	$8,335,585	$8,862,249
Subt. General Funds (01)	$15,212,028	$16,060,408	$17,212,949	$16,632,538	$18,117,106
Subt. Reimbursable Funds (09)	$3,722,357	$3,508,466	$4,583,734	$4,195,495	$4,213,654
TOTAL (all funds)	$18,934,385	$19,568,874	$21,796,683	$20,828,033	$22,330,760
Source: OPA.					

# of Participants: (See Managing for Results table on following page.) Per DPSCS, participation and completion numbers for programs, services, and opportunities available to IIs (including CE) are impacted by intakes, releases, changes in security classifications, and facility transfers. IIs may transfer facilities which may increase or decrease eligibility for programs. Assignment to an institutional job is ongoing and indefinite, and therefore not tracked as completed. (Source: *Correctional Program Participation Measures*, DPSCS response to 2023_JCR_p155, Aug. 2023).

Employment rate 12 months after participation, and other key outcomes: Under Managing for Results (MFR), MDL reports several performance measures related to CE, summarized in the exhibit below. MFR does not report on employment following release for CE participants.

Managing for Results (MFR) Performance Measures related to Continuing Education (CE)						
Performance Measure, by State Fiscal Year	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Est.
DPSCS: Average Daily Population*	21,632	21,142	20,420	17,920	17,299	17,299
MDL: Total CE students served per year**	5,290	4,749	3,544	1,908	2,531	4,283
# of CE students who earned an Adult Basic Literacy certificate	435	574	274	60	53	377
# of CE students who earned an Intermediate Low certificate [equivalent to Grades 4–5]	565	422	277	29	155	262
# of CE students who earned an Intermediate High certificate [equivalent to Grades 6–8]	634	33	24	14	41	82
# of CE students who earned High School Diploma	437	387	186	4	171	225
# of CE students who earned a transitional certificate	2,989	2,370	1,483	135	1,164	1,529
# of occupational certificates earned by CE students	790	631	402	80	229	371
# of national certificates issued to CE students	779	564	447	69	476	896

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL), Office of Correctional Education, in cooperation with:
- Dept. of Public Safety and Correctional Services (DPSCS), which runs State prisons.
- The Correctional Education Council (CEC).

Reports:

- MSAR #115200 (per Md. Labor & Employment Art., §11-902(d): Correctional Education Council (CEC) Annual Activity Reports. MDL and DPSCS partner to provide IIs with correctional education programs and report annually on correctional education outcomes. [Link

to 2021 CEC Activity Report[200], the most recent CEC Activity Report available as of December 2023.]

- The DPSCS Division of Corrections (DOC) annual report includes data on institutional work assignments by facility and the number of IIs participating. [Link to DOC FY2023 Annual Report[201]]
- The Justice Reinvestment Act (JRA) provided incentives for IIs to participate in certain programming which reduces the term of incarceration. Participation in these programs has been reported in JRA Joint Chairmen's Reports. [Link to JRA Report Dec. 1, 2023[202]]
- DPSCS Response to 2023_JCR_p155: Correctional Program Participation Measures (DPSCS, August 2023) [link to 2023_JCR_p.155 response[203]]
- Combined MDL and DPSCS response to 2023_JCR_p159: Request for information on Correctional Education and Occupational Program Goals. "Budget committees have been concerned with the low rates of participation and achievement in correctional education and occupational programs within DPSCS."] [link to 2023_JCR_p.159 response[204]]
- DPSCS *2021_JCR_p.149 response– Report on Prerelease Opportunities*, prepared by DPSCS (Aug. 15, 2021) [link to 2021_JCR_p.149 response[205]]

Data repository:

- 'CE Student' system at MDL.
- Offender Case Management System (OCMS) at DPSCS.

Related Programs:

- Joint Skills and Training Program (JSTP) *[run by MDL for DPSCS]*
- Maryland Correctional Enterprises *[DPSCS]*
- Work Release Program *[DPSCS]*
- Continuing Allocation of Reentry Services (CARES) Program *[MDL]*

Program Title:

Maryland Correctional Enterprises (MCE) *[DPSCS]*

Program Description: Maryland Correctional Enterprises (MCE, formerly called State Use Industries) provides vocational (work and job) training for inmates incarcerated in correctional facilities. MCE produces goods and supplies services used by local, State, and federal agencies at a cost that does not exceed the prevailing average market price. These goods are also available for use by charitable, civic, educational, fraternal, or religious organizations.

MCE is the self-funded, vocational training arm of the Division of Correction within the Department of Public Safety and Correctional Services (DPSCS). All MCE participants are compensated for voluntary participation in MCE programming. In addition to daily training stipends, participants may receive additional diminution credits which can reduce sentences by up to four months for each year of participation.

The MCE program is authorized by Md. Correctional Services Art., § 3-509.

Who is served by this program: Incarcerated individuals (IIs).

Funding: DBM Budget Code Q00A03.01. MCE is self-funded.

State Fiscal Year	2022 Actual	2023 Working Appropriation	2024 Legislative Appropriation
Special funds (03)	$52,294,699	$57,552,293	$60,389,117
ARPA 21 Expenditure	$236	0	0
Total	$52,294,935	$57,552,293	$60,389,117

# of Participants:

Managing for Results (MFR) Performance Measures, State FY	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Est.
# of inmates employed by MCE (June payroll)*	1,786	1,516	821	833	1,066	1,066
MFR Report for FY 2024: DPSCS (Q00) Goal 3, Department of Budget and Management.						

Employment rate 12 months after participation, and other key outcomes: Employment outcomes following release for MCE participants are not reported in Managing for Results performance measures.

Entity responsible for administration/implementation: Department of Public Safety and Correctional Services (DPSCS), Division of Corrections (DOC).

Reports:
- MSAR # 14205: Link to 2022 MCE report[206]
- Managing for Results annual reports from the Department of Budget and Management (DPSCS–Q00)

Data repository: Offender Case Management System (OCMS) at DPSCS.

Related Programs:

- Correctional Education (CE) Program *[MDL]*
- Joint Skills and Training Program (JSTP) *[run by MDL for DPSCS]*
- Continuing Allocation of Reentry Services (CARES) Program *[MDL]*
- Prison Industry Enhancement Certification Program (PIECP)
- Work Release Program *[DPSCS]*

Program Title:

Joint Skills and Training Program (JSTP) *[run by MDL for DPSCS]*

Program Description: MDL's Correctional Education (CE) Program coordinates the JSTP for DPSCS. This on-the-job training (OJT) program focuses on inmates nearing release who hold jobs in various departments within Maryland correctional facilities, such as the Dietary Departments, the Maintenance Departments, the Libraries, and the Education Departments. Through JSTP, workers can receive Certificates of Completion documenting skills in dozens of job areas.

This program is authorized by federal WIOA.

Who is served by this program: Incarcerated individuals (IIs) nearing release.

Funding: There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- MDL Division of Workforce Development and Adult Learning (DWDAL), Office of Correctional Education, for DPSCS.
- Correctional Education Council (CEC)

Reports:

- MSAR #115200 (per L&E Art., §11-902(d): CEC Annual Activity Report [Link to 2021 CEC Activity Report, p. 20[207]]
- Combined MDL and DPSCS response to 2023_JCR_p159: Request for information on Correctional Education and Occupational Program Goals. "Budget committees have been concerned with the low rates of participation and achievement in correctional education and occupational programs within DPSCS."] [link to 2023_JCR_p.159 response[208]]

Data repository: JSTP data is collected by regional CE staff and submitted to DWDAL annually. Data is stored on internal spreadsheets, and not within the 'CE Student' system.

Related Programs:
- Correctional Education (CE) Program *[MDL]*
- Continuing Allocation of Reentry Services (CARES) Program *[MDL]*
- Work Release Program *[DPSCS]*

Program Title:

Work Release Program *[DPSCS]*

Program Description: The Work Release Program enables incarcerated individuals (IIs) who have demonstrated a positive work ethic while in state correctional institutions to work for a private employer in the community. The Work Release Program is structured with supervision requirements to help an II successfully return to society.

Who is served by this program: IIs at the correctional institutions with Work Release:

- Baltimore Pre-Release Unit, 926 Greenmount Avenue, Baltimore, MD
- Baltimore Pre-Release Unit for Women, 301 N. Calverton Road, Baltimore, MD
- Eastern Pre-Release Unit, 700 Flat Iron Square Road, Church Hill, MD
- Jessup Pre-Release Unit 2000 Toulson Road, Jessup, MD
- Maryland Correctional Training Center, 18800 Roxbury Road, Hagerstown, MD
- Poplar Hill Pre-Release Unit, 24090 Nanticoke Road, Quantico, MD
- Southern Maryland Pre-Release Unit, 14320 Oakes Road, Charlotte Hall, MD

Funding: There is no line item appropriation in the state operating budget specifically for the Work Release Program. The following DBM Budget Codes have had a Work Release revenue component:

Q00R02.02 Maryland Correctional Training Center - DOC - West Region.
Q00R02.03 Roxbury Correctional Institution - DOC - West Region.
Q00S02.03 Maryland Correctional Institution for Women - DOC - East Region.
Q00S02.08 Eastern Correctional Institution - DOC - East Region.
Q00T04.07 Baltimore City Correctional Center - Division of Pretrial Detention.

# of Participants: The DPSCS Division of Corrections (DOC) has reported that it currently offers more than 80 job, educational, and therapeutic assignments across all its facilities, of which Work Release is one assignment type (DOC Annual Report for FY 2023, p. 8[209].) The DOC annual report does not consistently list Work Release as a separate category among the facilities, and a statewide total for Work Release was not provided.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: DPSCS

Reports: DOC Annual Report for FY 2023[210].

Data repository: Offender Case Management System (OCMS) at DPSCS.

Related Programs:
- Correctional Education (CE) Program *[MDL]*
- Joint Skills and Training Program (JSTP) *[run by MDL for DPSCS]*
- Continuing Allocation of Reentry Services (CARES) Program *[MDL]*
- Prison Industry Enhancement Certification Program (PIECP)

Program Title:

Reentry Employment Opportunities (REO) program *[USDOL]*

Program Description: WIOA provides federal funding for the Reentry Employment Opportunities (REO) program for justice-involved youth, young adults, and adults who were formerly incarcerated. The goal is to improve workforce outcomes for this population. Projects are designed to test the effectiveness of successful models and practices not yet tested for their adaptability in the public workforce development.

REO grants are available to organizations with IRS 501(c)(3) non-profit status; state or local governments; or certain Indian and Native American entities to develop or expand programs to improve employment opportunities for adults ages 18-24 who have been incarcerated in the youth or adult criminal justice system, and adults ages 25 or older, released from prison or jail within two years of enrollment.

As of 2020, Maryland had five REO grantees, all operating in Baltimore, City: Goodwill Industries International, Inc.; Living Classrooms Foundation; and Volunteers of America Chesapeake, Inc. are serving adults. Family Health International and Structured Employment Economic Development Corporation are serving young adults. (Source: Maryland's Combined WIOA State Plan, 2020–2024)

This program is authorized by federal WIOA Title I, Section 169.

Who is served by this program: People with a criminal record: justice-involved youth, young adults, and formerly incarcerated adults.

Funding: Not available. Local grantees receive funds directly from the U.S. Department of Labor.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- USDOL provide grants directly to local WIOA Partners.
- In 2020, all local REO grantees operated in Baltimore City; grantees were as follows:
    - Family Health International (adults);
    - Goodwill Industries International, Inc. (adults);
    - Volunteers of America Chesapeake, Inc. (adults);
    - Living Classrooms Foundation (young adults); and
    - Structured Employment Economic Development Corporation (young adults).

Data repository: Contact USDOL for more information.

Program Title:

Partnerships for Re-Entry Programming (PREP) *[DPSCS]*

Program Description: PREP is an Incarcerated Individual (II) services rehabilitation program serving 90% of the incarcerated individuals being released. PREP has four components, including a workforce development component, as follows:

- Cognitive skills training.
- Employment readiness and career development.
- Community resource information.
- Victim / offender impact and awareness.

Who is served by this program: Incarcerated individuals (IIs) being released.

Funding: There is no line item in the state operation budget for this item.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- DPSCS.
- PREP Partners:
    - Division of Corrections
    - The Enterprise Foundation
    - Mayor's Office on Criminal Justice
    - Division of Parole and Probation
    - Baltimore City Police Department
    - Community Development Corporations (Sandtown-Winchester, Druid Heights, Historic East Baltimore)

Reports: None.

Data repository: Contact DPSCS for more information.

Program Title:

Jobs Court Pilot Program *[District Court in Baltimore City]*

Program Description: In 2022, the Maryland General Assembly established the Jobs Court Pilot Program in the District Court sitting in Baltimore City. The purpose of the pilot program is to reduce recidivism by offering defendants an opportunity to participate in full-time job training and job placement programs as a condition of probation, an alternative to incarceration, or a condition of pretrial release. The program offers defendants an opportunity for full-time job training and placement programs as a condition of probation, alternative to incarceration, or condition of pretrial release.

This program is authorized by Md. Criminal Procedure Art., § 6–236 [Ch. 522/HB785 of 20220

Who is served by this program: Defendants.

Funding: Under Chap. 522 of 2022, for fiscal years 2024 – 2028, the Governor must include in the annual operating budget at least $500,000 for the Baltimore Workforce Development Board, to be distributed to entities that participate in the Jobs Court Pilot Program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- District Court sitting in Baltimore City
- Administrative Office of the Courts (AOC)
- Baltimore Workforce Development Board (Mayor's Office of Employment Development (MOED))

Reports: MSAR# 14058: By June 30, 2027, the Administrative Office of the Courts in consultation with the Baltimore Workforce Development Board, must report to the Governor and MGA on the operation and results of the pilot program.

Data repository: Contact the program administrators for more information.

Related Programs: The District Court Re-Entry Project in the Baltimore City District Court has similar objectives.

Program Title:

Inmate Training and Job Pilot Program *[DPSCS + MHEC + 4 schools]*

Program Description: Educational and vocational training for inmates in the year before release

This program is authorized by Md. Education Art., § 24–1301 (Chap. 677 of 2021).

Who is served by this program: Incarcerated individuals in the year prior to release.

Funding: There is no line item in the state operating budget specifically for this program. Funds are within DBM Budget Code Q00B – DPSCS

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Department of Public Safety and Correctional Services (DPSCS), Division of Correction.
- Maryland Higher Education Commission (MHEC).
- Bowie State, Coppin State, Morgan State, Univ of Maryland Eastern Shore (UMES).

Reports: MSAR# 13369 – Annual reports due Dec. 15.

Data repository: Contact DPSCS for more information.

Program Title:

Apprenticeship Career Training Pilot Program for Formerly Incarcerated Individuals
[MDL]

Program Description: This pilot program provides competitive grants to employers that employ formerly incarcerated apprentices into the construction workforce who live in Baltimore City or Dorchester County and meet specified criteria. The grant may be up to $1,000 for each qualified apprentice.

This program is authorized by Md. Labor & Employment Art., § 11–604 [Ch. 726/HB1141 of 2019]

Who is served by this program: Employers of formerly incarcerated individuals in certain counties in certain industry.

Funding: Required appropriation of $100,000 in general funds for 2021, 2022, and 2023, but per MDL on 7/21/2023, money could not be spent because the requirements were too specific.

State Fiscal Year (FY)	2020 Actual	2021 Actual	2022 Actual	2023 Working Approp.
General fund (01)	–	0	0	0
Total	–	0	0	0

# of Participants: No participants.

Employment rate 12 months after participation, and other key outcomes: Program not implemented.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL), Maryland Apprenticeship and Training Program (MATP).

Reports: MSAR# 12818 (per LE § 11-604(i)) [link to 2022 report[211]]

Data repository: Program not implemented.

Related Programs: Maryland Workforce Exchange (MWE)

Program Title:

Maryland New Start Grant Program *[MDL]*
(Note: works in conjunction with the Maryland New Start Microloan Program run by Commerce])

Program Description: To provide grants to organizations for entrepreneurship development programs that assist certain formerly imprisoned individuals. MDL must award grants to at least five eligible organizations to create or support existing entrepreneurship development programs that assist specified formerly imprisoned individuals or specified individuals approved for release by a correctional facility. If referred by an organization conducting an entrepreneurial development program under the New Start Grant Program, a covered individual participating in that entrepreneurial development program may apply for a microloan from Commerce to establish a business [see below].

This program is authorized by Md. Labor and Employment Art., § 11–606 [Chap. 485/HB 158 in 2022 Session] [Link to DLS fiscal note[212]]

Who is served by this program: Organizations assisting formerly imprisoned individuals. Statute defines a covered individual as one who:

> 1. Has been convicted of a criminal offense;
> 2. Has completed a term of imprisonment in federal prison, or a State or local correctional facility; or
> 3. Is approved for release by a correctional facility for the purpose of participating in a training program; and,
> 4. Meets the offense eligibility requirements put forth by the US Small Business Administration (SBA) for the Federal Microloan Program.

Funding: There is no line item in the state operating budget specifically for this program. For fiscal years 2024–2028, the authorizing statute allocates at least $200,000 of State funds annually for MDL to administer and disburse awards for the New Start Grant Program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Labor (MDL), in collaboration with Maryland Department of Commerce.

Reports:

- Mandated annual report, per MD Economic Development, Sec. 5–1905.
- *MDL Policy Issuance 2023–05: Maryland New Start Grant Program* (April 3, 2023)[213]

Data repository: Contact MDL for more information.

Program Title:

Maryland New Start Microloan Program [Commerce]
(Note: Works in conjunction with the Maryland New Start Grant Program [MDL]

Program Description: Commerce may award collateral-free loans to formerly or currently imprisoned individuals, if those individuals are recommended by an organization within the Maryland New Start Grant program run by MDL (see above).

This program is authorized by Md. Labor and Employment Art., § 11–606 (Chap. 485/HB 158 in 2022 Session) [Link to DLS fiscal note[214]]

Who is served by this program: Formerly imprisoned individuals.

Funding: Unavailable. There is no line item in the state operating budget for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation: Maryland Department of Commerce, in collaboration with Maryland Department of Labor.

Reports: Mandated annual report, per Md. Economic Development Art., Sec. 5–1905

Data repository: Contact Maryland Department of Commerce for more information.

Federal Bonding Program (FBP) *[MDL] – See: programs for Employers*

Programs Related to Workforce Data Infrastructure, Data Quality, and Data Integration

Overview of Workforce Data Integration and System Alignment in Maryland:

Maryland does not currently have an integrated workforce data system with all partner programs. MDL, MSDE, DHS, and DHCD report on each individual program to their respective federal oversight agency using their own data systems.

To illustrate, the Maryland Workforce Exchange (MWE), managed by MDL, stores participant data for the WIOA Adult, Dislocated Worker, Youth, Wagner-Peyser, JVSG, Trade Adjustment, Apprenticeship, and SCSEP programs. MWE has not been used to store participant data for TANF, Vocational Rehabilitation, Adult Education, or REO program participants.

For WIOA planning, states must describe to the U.S. Department of Labor how they plan to make interoperable the management information systems for the core WIOA programs, to maximize efficient exchange of common data elements and support assessment and evaluation. In its plans, Maryland has stated its long–term intent to integrate data among all WIOA partner programs. In the short-term, Maryland has committed to addressing data alignment and information sharing concerns as follow:

- Create an inventory of data collected by WIOA programs to determine which data elements would help partner WIOA organizations to determine participant eligibility.
- Establish Memoranda of Understanding between WIOA agencies, when applicable.
- Develop one standard confidentiality/ethics form for use with all WIOA system staff.
- Develop one standard waiver for use with customers at first touch within the WIOA system to ensure compliance with applicable state and federal laws (e.g., Family Educational Rights and Privacy Act (FERPA); Health Insurance Portability and Accountability Act (HIPAA)).
- Grant "read-only" basic access, with appropriate releases, to limited WIOA system staff.
- Recognize that if a WIOA partner has verified eligibility documentation, then the same documentation need not be duplicated by another state agency for a common customer.

The Governor's Workforce Development Board (GWDB) has stated plans to coordinate data

Programs related to the infrastructure, quality, and integration of workforce data.	
Program Title	**State Agency**
Workforce Data Quality Initiative (WDQI)	MDL
Benchmarks of Success for Maryland's Workforce System	GWDB
Labor Market Information (LMI) Program	MDL

GWDB: Governor's Workforce Development Board
MDL: Maryland Department of Labor

collection under the MD THINK platform. MD THINK represents the largest Information Technology project in the history of Maryland, according to the *Maryland Combined WIOA State Plan for 2020–2024*. MD THINK is being implemented program-by-program.

Program Title:

Workforce Data Quality Initiative (WDQI) *[MDL]*

Program Description: The federal Workforce Data Quality Initiative (WDQI) supports the development of, or enhancements to, longitudinal administrative databases that integrate workforce data and education data. WDQI requires that workforce data be matched with education data, consistent with all relevant federal and state privacy and confidentiality laws, to create a state longitudinal administrative database with individual-level information from pre-kindergarten through post-secondary education and training into the workforce.

The U.S. Department of Education has funded a parallel effort to collect education data under the Statewide Longitudinal Data Systems (SLDS) initiative.

Under WDQI grants, States are encouraged to collect and integrate data elements across programs, such as participant demographics, education and training activities, employment outcomes, earnings, and other relevant measures. WDQI grants support the development of State workforce longitudinal administrative databases such that the databases will ultimately, at a minimum: (1) include information on programs that provide training and employment services; (2) connect with education data; (3) be linked at the individual level, and calculate disaggregated data on racial/ethnic lines; and (4) be capable of generating workforce training provider performance information and outcomes, including but not limited to, information and outcomes relevant to WIOA performance reporting, in a standardized, easy-to-understand format. Where such longitudinal data systems do not exist, or are in the early stages of development, grantees may use WDQI grant assistance to design and develop these databases.

Performance indicators (including employment rates, earnings gains, and credential attainment) should be used to assess program effectiveness and track participant outcomes over time. (*Source: WDQI Funding Opportunity Announcements www.grants.gov*)

The WDQI Objectives are as follows:
- Develop or improve state workforce longitudinal data systems to include data from Unemployment Insurance (UI) wage records, UI benefit claims, training and employment services (such as WIOA; Wagner-Peyser; Trade Adjustment Assistance; Veterans; Adult Education and Literacy, and Disability programs) and other data sources like the Federal Employment Data Exchange System.
- Enable workforce data to be matched with education data to ultimately create longitudinal data systems with individual-level information beginning with pre-kindergarten through post-secondary schooling all the way through entry and sustained participation in the workforce and employment services.
- Improve the quality and breadth of workforce data.
- Use longitudinal data to provide useful information about program operations and analyze the performance of education and employment and training programs.
  (*Source: USDOL website on WDQI performance[215]*)

Who is served by this program: WIOA partners at the state and local levels.

Funding: Maryland won a WDQI grant in Round 8 (July 1, 2021 - June 30, 2024) for $1,799,422 in federal funds.

# of Participants: Individual participation is not applicable to this statewide initiative.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- At the Federal level, WDQI is a collaborative partnership between the Departments of Labor and of Education.
- State level:
    - WDQI grant: Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL), Office of Workforce Information and Performance (OWIP).
    - Maryland Longitudinal Data System (MLDS) Center.
    - Governor's Workforce Development Board (GWDB).

Reports:

- MSAR# 11685 (per Maryland Educ. Art., §21-206) requires annual data reports from the MLDS Center and GWDB on outcomes for high school graduates for the 5-years after graduation as follows:
    - (1) Wages earned;
    - (2) Hours worked per week; and
    - (3) Industry in which the individuals are employed.

    [Link to 2022 annual report[216] – Note: reports on Maryland public high school students graduating for January – October of 2016 who were ages 16 – 24 at the time of graduation. This was the latest high school graduation year with five years of available wage data post-high school graduation.]

Data repository: The Maryland Longitudinal Data System (MLDS) Center has memorandums of understanding (MOUs) with MSDE, MHEC, and MDL to upload certain data to be used for research and evaluation.

Related Program: FY 2023 Deficiency Appropriation: DBM code M00F02.01 Office of Population Health Improvement – Office of Population Health Improvement – Maryland Department of Health (MDH) $200,000 in general funds for fiscal 2023 for a new Workforce Development Data System.

Program Title:

Benchmarks of Success for Maryland's Workforce System *[GWDB]*

Program Description: Begun in 2017, the Benchmarks of Success for Maryland's Workforce System ('Benchmarks of Success') is an Executive Branch initiative for Maryland's WIOA partners to collectively measure success under a State–defined framework. The Benchmarks supplement the performance measures required by federal WIOA law.

This initiative is not in Maryland statute.

Who is served by this program: This initiative is to benefit public workforce development customers but does not provide direct services to individuals or businesses.

Funding: N/A. Benchmarks of Success is an Executive Branch initiative funded through MDL appropriations; it has no budget line item.

# of Participants: N/A.

Employment rate 12 months after participation, and other key outcomes: N/A

Entity responsible for administration/implementation: The Governor's Workforce Development Board (GWDB)

Reports: *Benchmarks of Success Monthly Newsletters* (Issue 01–July 2018 thru Issue 48–August 2023[217]), Maryland Department of Labor

Data repository: Contact the Governor's Workforce Development Board for more information.

Related Programs: Federal WIOA performance measures, which MDL must report to USDOL quarterly.

Program Title:

Labor Market Information (LMI) Program *[MDL]*

Program Description: The Maryland Department of Labor's Office of Workforce Information and Performance (OWIP) is Maryland's public source for workforce and labor market information. OWIP collects, analyzes, and produces workforce and labor market information as a service to businesses, jobseekers, students, workforce and economic development programs, and community service providers in Maryland. OWIP's primary function is to make the data and analysis easily accessible for informed decisions.

The federal Bureau of Labor Statistics (BLS) partners with states to produce consistent and comparable labor market information in four components, as follows:

- The *Current Employment Statistics (CES) program* provides a monthly report on payroll jobs for the nation by detailed industry. It also provides employment data for states and metropolitan areas.
- The *Quarterly Census of Employment and Wages (QCEW)* is a complete count of all employers who file Unemployment Insurance reports with their states. This program provides the most detailed geographic breakdowns, with information down to the county level.
- The *Occupational Employment Statistics (OES) program* provides employment and wage information for detailed occupations. The program provides data for the nation, states, metropolitan areas, and other geographic groupings.
- The *Local Area Unemployment Statistics (LAUS) program* provides unemployment data for states and local areas.

The Maryland Department of Labor's OWIP is the state entity which partners with BLS.

The federal Workforce Information Grants to States (WIGS) program provides funding to states to develop and maintain their workforce and labor market information (LMI) systems. This funding is authorized by Sec. 15 of the federal Wagner–Peyser Act of 1933, as amended.

Who is served by this program: Businesses, jobseekers, students, workforce and economic development programs, and community service providers.

Funding: There is no line item appropriation in the state operating budget specifically for the Labor Market Information Program. It is generally funded within DBM Budget Code P00 – Maryland Department of Labor, and Federal Funds for Labor Force Statistics (Federal Fund #17.002.) over the last three years have been distributed across several units within MDL.

U.S. Department of Labor Employment and Training Administration (USDOL–ETA) allotment of federal WIGS to Maryland, by federal program year (PY).				
	PY2020	PY2021	PY2022	PY2023
WIGS allotment to MD	$620,310	$622,290	$612,523	$614,643
Source: US Dept. of Labor Training and Guidance Letters (TEGL)[218].				

# of Participants: N/A.

Employment rate 12 months after participation, and other key outcomes: N/A

225

Entity responsible for administration/implementation: MDL Office of Workforce Information and Performance (OWIP).

Reports: State WIGS grantees must submit a WIGS Annual Performance Report to their USDOL–ETA regional office summarizing all grantee activities, including core deliverables, by October 1 each year.

Data repository: Contact MDL for more information.

Miscellaneous Workforce Development Programs and Services

Miscellaneous programs and services related to workforce development	
Program Title	**State Agency**
Workforce Solutions to Address Maryland's Opioid Crisis	MDL + MDH
Rural Maryland Prosperity Investment Fund (RMPIF)	RMC
Maryland Highway and Capital Transit Construction Skills Training (HCCT) Program	MDL
Transportation: On–the–Job Training and Supportive Services Program (OJT/SS)	MDOT

MDH: Maryland Department of Health
MDL: Maryland Department of Labor
MDOT: Maryland Department of Transportation
RMC: Rural Maryland Council

Program Title:

Workforce Solutions to Address Maryland's Opioid Crisis *[MDL + MDH]*

Program Description: MDL has used employment and training services to help address the opioid crisis, in partnership with the Behavioral Health Administration (BHA) at Maryland Department of Health (MDH) and the Opioid Operational Command Center (OOCC).

MDL's "Workforce Solutions to Address Maryland's Opioid Crisis policy" (see MDL Policy Issuance #2021–03[219]) related to the following grant opportunities:

- 'Support to Communities: Fostering Opioid Recovery Through Workforce Development Grant Program'. The program offers participants job training and recovery services. The total cost of this grant program was $4,589,064, fully funded through USDOL.
- 'Workforce Development for Persons in Recovery 2' grant: The total cost of this grant was $1,050,00, fully funded through the U.S. Department of Health and Human Services.

Per MDL, a series of federal grants (including those noted above) and one state grant have been used to support job seekers impacted by substance use and to expand the number of workers seeking to enter professions that help in addressing the heroin, opioid, and fentanyl crisis in Maryland. (See: Maryland's Workforce Innovation and Opportunity Act PY2022 Annual Report (p. 24), and https://www.dllr.state.md.us/employment/opioid/[220].)

Who is served by this program:
- Workers directly or indirectly affected by the Opioid Crisis.
- Workers seeking to enter professions that could help in addressing the Opioid Crisis.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this initiative.

Per MDL, this initiative had two federally funded grant opportunities:

- Support to Communities: Fostering Opioid Recovery Through Workforce Development Grant Program is $4,589,064 (100% from USDOL).
- The Workforce Development for Persons in Recovery 2 grant is $1,050,00. (100% from U.S. Department of Health and Human Services /SAMHSA).

# of Participants: Under the 'Support to Communities: Fostering Opioid Recovery Through Workforce Development Grant Program, MDL has reported that it awarded funding to seven Local Areas representing 14 jurisdictions across Maryland. As of July 2023, about 400 individuals had completed training and about 350 had entered employment. In addition, about 380 individuals enrolled in the grant had received supportive services or recovery treatment.(Source: Maryland's Workforce Innovation and Opportunity Act PY2022 Annual Report, p. 29.)

Employment rate 12 months after participation, and other key outcomes: Under the 'Support to Communities: Fostering Opioid Recovery Through Workforce Development Grant Program, MDL has reported that as of July 2023 about 350 individuals had entered employment.

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL)
- Maryland Department of Health (MDH), Behavioral Health Administration (BHA)
- Local Workforce Development Boards (LWDBs)
- Opioid Workforce Innovation Fund (OWIF) grantees
- Opioid Operational Command Center (OOCC)

Reports:

- Maryland's Workforce Innovation and Opportunity Act PY2022 Annual Report (pp. 24 & 29).
- MDL Policy Issuance 2021–03[221]

Data repository: Contact MDL for more information.

Related Programs:

- Supporting Recovery Through Employment (SRTE) (Nov. 2022–Oct. 2023) *[MDH/BHA and MDL]*
- Opioid Workforce Innovation Fund (OWIF) competitive grants *[MDH/BHA and MDL]*

Program Title:

Rural Maryland Prosperity Investment Fund (RMPIF) *[RMC]*

Program Description: Authorizes grants for workforce development to community colleges, rural councils, and other entities from the Rural Maryland Prosperity Investment Fund (RMPIF).

This program is authorized by Md. State Finance and Procurement Art., § 2–207 [See: Chap. 439/HB695 of 2023; Link to DLS fiscal note[222].]

Who is served by this program: Community colleges and rural councils.

Funding:
- DBM Budget Code: L00 – Maryland Department of Agriculture.
- DBM Subprogram Code: 6960.

# of Participants: N/A

Employment rate 12 months after participation, and other key outcomes: N/A

Entity responsible for administration/implementation:
- The Rural Maryland Council (RMC), within the Maryland Department of Agriculture (MDA), brings together citizens and representatives of public-sector entities and private-sector organizations to collaboratively address problems and challenges facing rural communities.
- Maryland Dept. of Agriculture (MDA): For administrative and budgetary purposes, RMC is in MDA.
- Rural Development Assistance Board.
- Regional councils.

Reports: None.

Data repository: Contact RMC for more information.

Program Title:

Maryland Highway and Capital Transit Construction Skills Training (HCCT) Program
[MDL]

Program Description: The goal of HCCT is to prepare underserved individuals for employment opportunities in the highway and capital transit construction industries. Over the 2013–2021 period, there were five cycles of HCCT competitive grant opportunities for vendors to train economically disadvantaged, underserved populations in Maryland.

HCCT grants have been awarded to: Anne Arundel Workforce Development Corporation (AAWDC), Prince Georges County Local Workforce Development Area, Western Maryland Consortium, Susquehanna Workforce Network (SWN), Baltimore City Mayor's Office of Employment Development (MOED), and Baltimore County Department of Economic and Workforce Development (DEWD).

This program is authorized by Md. Transportation Art., § 8–508.

Who is served by this program: Economically disadvantaged, underserved populations in Maryland.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- MDL Division of Workforce Development and Adult Learning (DWDAL).
- Local Workforce Development Boards

Reports:

- MSAR # 10808 (per Chap. 664/HB457 of 2012): A mandated annual report on the Highway and Capital Transit Training and Supportive Services Program. (*Link to A Report Regarding the Highway or Capital Transit Construction Training and Supportive Services Program* (June 2019)[223]
- *Transportation Apprenticeship Workgroup – Final Report 2023*, prepared by MDL in response to 2022_JCR_pp153–55 request [link[224]].
- MDL response to 2020_JCR_p148(b) request on outcome tracking for workforce development programs.[225]

Related programs and services: JumpStart and JumpStart Plus

Program Title:

Transportation: On–the–Job Training and Supportive Services Program (OJT/SS)
[MDOT]

Program Description: The Federal Highway Admin. (FHWA) requests State departments of transportation (DOTs) to submit an annual Statement of Work demonstrating how it will provide a career path for minority, women, and/or disadvantaged people into journey-level positions.

This program is authorized by:

- On-the-Job Training (OJT): 23 USC 140 (a); 23 CFR 230.111
- OJT Supportive Services (OJT/SS): 23 USC 140 (b).

Who is served by this program: State departments of transportation (DOTs), for the purpose of providing career paths for minority, women, and/or disadvantaged people.

Funding: DBM Budget Code: N/A. There is no line item appropriation in the state operating budget specifically for this program.

# of Participants: Unavailable.

Employment rate 12 months after participation, and other key outcomes: Unavailable.

Entity responsible for administration/implementation:

- Maryland Department of Labor (MDL), Division of Workforce Development and Adult Learning (DWDAL): Office of Workforce Development
- Maryland Department of Transportation (MDOT), State Highway Administration (SHA).

Reports: Annual Statement of Work from MDOT to the Federal Highway Admin. (FHWA) demonstrating a career path for minority, women, and/or disadvantaged people into journey-level positions.

Data repository: Contact MDL for more information.

Appendix D. Comparison of Publicly Funded Incumbent Worker Training in Maryland

Program Title	Partnership for Workforce Quality (PWQ)	Maryland Employment Advancement Right Now (MD EARN)	Maryland Business Works (MBW)	Incumbent Worker Training (IWT) Funded via the 13 Local Workforce Development Boards
Year Est.	1989	2013	2016	2014 Federal Workforce Innovation and Opportunity Act (WIOA) Reauthorization
Program Summary	PWQ is a State funded program assisting Maryland employers and employees through IWT and other employment services. Participating businesses develop and implement training to improve business competitiveness and worker productivity, upgrade worker skills to accommodate new technologies and production processes, and promote employment stability.	MD EARN is a State-funded, competitive workforce development grant program to help employers cultivate the skilled workforce they need to compete. MD EARN uses an industry-led, regional strategy to encourage mobility for hard-to-serve jobseekers through job readiness training and supports, as well as upskilling of incumbent workers, as determined by industry. Some MD EARN grants fund IWT, some fund training for jobseekers, and some fund both.	MBW is a statewide IWT program available to support employer strategies for retention, expansion, and layoff aversion. MBW funds classroom-based training, in-house staff training, and registered apprenticeships (RAs). Training must result in an industry-recognized credential, certificate of RA completion, or a certificate that results in a wage increase for the trainee.	Local workforce development boards (LWDBs) may choose to use up to 20% of their combined Adult and Dislocated Worker program funds for IWT, under federal WIOA Title I (Sec. 134). Such local IWT opportunities may have specific or unique names.
Eligible Businesses	PWQ serves employers seeking to train incumbent and/or new employees.	MD EARN serves consortiums of 5 or more employers in strategic industry partnerships (SIPs) focused on the workforce needs of an industry sector. SIPs across	MBW targets single businesses (private and non-profit) with ≤500 employees. Applications from businesses for MBW funds are received and awarded by the	Locally defined by local policy.

Program Title	Partnership for Workforce Quality (PWQ)	Maryland Employment Advancement Right Now (MD EARN)	Maryland Business Works (MBW)	Incumbent Worker Training (IWT) Funded via the 13 Local Workforce Development Boards
	PWQ prioritizes (but is not limited to) employers in the manufacturing sector.

At least 60% of PWQ employer grantees must have ≤150 employees. | different industries include Cyber/IT, Transportation/Logistics, Biotechnology, Green Technology, Health Care, Manufacturing, Construction, Automotive, Child Care, and Hospitality. | Maryland Department of Labor (MDL) on a rolling basis. MBW awards must be spent only on employees working at the applicant's Maryland facilities.

Employers may fund RA training after year 1. | |
Eligible Employees	Not predefined by PWQ; employee eligibility defined by each employer.	Not predefined by MD EARN program; defined by each SIP, and varies for each MD EARN grant.	Employees must meet the WIOA definition of incumbent worker: employed full-time and have worked for the employer for at least six months. In addition, for MBW the worker must be eligible for benefits and an annual salary <$90K.	Employees must meet the WIOA definition of incumbent worker: employed full-time and have worked for the employer for at least six months.
Funding Source	General Funds (GF).	GF and Special Funds transferred by the Maryland Energy Administration (MEA) from the Strategic Energy Investment Fund to the Clean Energy Workforce Account (CEWA) for disbursement as green energy grants under the MD EARN program.	Federal Funds (FF). Federal WIOA Title I allows governors to set aside 15% of their full combined allotment (Title I Youth, Adult, and Dislocated Worker programs) for their highest workforce development priorities. Maryland uses part of its WIOA "Governor's set aside" to fund MBW.	Federal Funds. Federal WIOA Title I (Sec. 134(d)(4)) allows local boards to use up to 20% of the funds allocated to the local area for Adult and Dislocated Worker programs to pay the federal share of the cost of IWT. *(Note: This is separate from the "Governor's set aside".)*
FY 2022 Expenditures	FY 2022 Actual GF: $1,000,000	FY 2022 Actual GF: $7,081,426	FY 2022 Actual FF: $230,744	FY 2022 Actual FF: $65,828 in total across 4 LWDBs.

Program Title	Partnership for Workforce Quality (PWQ)	Maryland Employment Advancement Right Now (MD EARN)	Maryland Business Works (MBW)	Incumbent Worker Training (IWT) Funded via the 13 Local Workforce Development Boards
# Workers Trained	*Projected only*: 800 incumbents trained.	4,638 individuals trained, of which 1,782 (38%) were incumbents.	217 incumbents trained	216 incumbents trained in total across 4 LWDBs.
FY 2023 Expenditures # Workers Trained	FY 2023 Actual GF: $998,479 *Projected only*: 948 individuals trained (incumbent portion unknown)	FY 2023 Actual GF: $8,088,618 5,266 individuals trained, of which 2,226 (42%) were incumbents.	FY 2023 Actual FF: $234,073 208 incumbents trained	FY 2023 Actual FF: $46,669 in total across 2 LWDBs. 98 trained across 3 LWDBs
Employer Match	Yes (dollar-for-dollar)	Yes, but type and amount varies widely by SIP and MD EARN grant.	Yes (dollar-for-dollar)	Yes: locally defined, subject to the minimums by employer size in WIOA Sec. 134(d)(4)(C)–(D).
DBM Budget Code + Subprogram	T00.F00.07.6701	P00.A01.01.AA37	P00. [TBD] (No subprogram is assigned.)	P00. [TBD] (No subprogram is assigned.)
Funding Disbursement	Funds are disbursed as grants to eligible Maryland companies for up to 50% of the direct costs of training.	Funds are disbursed to the lead applicant of each SIP awarded a competitive EARN grant.	Employers pay 100% of total training costs and then receive a 50% reimbursement from MDL upon successful completion of the training.	Locally defined by local policy.
Authorizing Statute	Md. Econ. Dev. Articles, § 3–403 and § 2.5–105(7). Ch. 115/HB1342 of 2021 expanded PWQ training to both incumbent and new employees.	Md. Labor & Employment Art., § 11-701 et seq. Ch. 757/SB516 of 2019 established CEWA.	Federal Workforce Innovation and Opportunity Act of 2014, Title I, Section 128.	Federal Workforce Innovation and Opportunity Act of 2014, Title I, Section 134(d)(4).

Program Title	Partnership for Workforce Quality (PWQ)	Maryland Employment Advancement Right Now (MD EARN)	Maryland Business Works (MBW)	Incumbent Worker Training (IWT) Funded via the 13 Local Workforce Development Boards
Implementing Agency	Maryland Dept. of Commerce	MDL in collaboration with MEA.	MDL in consultation with Maryland Department of Commerce	Maryland's 13 LWDBs, in collaboration with MDL.
Sources for More Information	The annual *Consolidated Incentives Performance Reports* (pp.12–13) from Commerce: Consolidated Incentives Performance Report FY22.[226]	MD EARN's main website: EARN Maryland - Maryland's new workforce training initiative - Division of Workforce Development and Adult Learning (DWDAL).[227] MD EARN annual reports.[228]	MBW 1–page summary: mbwonepager.pdf (state.md.us).[229] MBW main website: Maryland Business Works - Division of Workforce Development and Adult Learning (DWDAL). MDL Policy Issuance 2021–02: Maryland Business Works (2/8/2021).	LWDBs report quarterly to MDL on their use of federal WIOA funds. Spending for IWT is a line item in these reports.
Application Portal	Contact Maryland Department of Commerce.	Email MDL–DWDAL at earn.jobs@maryland.gov	Application available from MDL.[230]	Varies locally by LWDB.[231]

Note: Federal Program Year (PY) 2022 = State Fiscal Year (FY) 2023 = July 1, 2022 – June 30, 2023.

Appendix E. Boards and Commissions in Maryland Related to Workforce Development

Contents of Appendix E:

Governor's Workforce Development Board

Description: The Governor's Workforce Development Board (GWDB) is the Governor's chief policy-making body for workforce development in Maryland. The GWDB oversees Maryland's 13 local workforce development boards (LWDBs) through compliance activities and the provision of technical assistance. The Blueprint for Maryland's Future established the Career and Technical Education (CTE) Committee as a unit within GWDB.

Law: Chapter 344 of 2016

Report: Annual Reports of the GWDB, MSAR # 10805 and MSAR # 10704[232]

Maryland Manual link[233].

Membership: GWDB is comprised of 59 members representing business, workforce, and state agencies, with the following *ex officio* members:

Governor	Secretary of Juvenile Services
Secretary of Aging	Secretary of Labor
Secretary of Commerce	Secretary of Public Safety & Correctional
Secretary of Disabilities	Services
Secretary of Human Services	Secretary of Veterans Affairs

State Superintendent of School   Secretary of Higher Education

Career and Technical Education (CTE) Committee within the GWDB

Description: The Blueprint for Maryland's Future established the Career and Technical Education (CTE) Committee as a unit within GWDB. Per Md. Code, Educ. § 21-209, the CTE Committee operates under the oversight of the Accountability and Implementation Board. The purpose of the CTE Committee is to build an integrated, globally competitive framework for providing CTE to Maryland students in public schools, institutions of postsecondary education, and the workforce.

Law: Chapter 583 of 2021

Report: Annual Reports of the CTE Committee, MSAR # 12961.[234]

Ex officio Members:

> Secretary of Commerce
> Secretary of Labor
> State Superintendent of Schools
> Secretary of Higher Education

Note: Under Maryland's current Perkins plan, the Maryland State Board of Education serves as the State Board of Career and Technology Education (the State agency for CTE), an entity required in each state by the federal Perkins statute. When Maryland's new State Perkins Plan takes effect, Maryland will designate the CTE committee within the GWDB as the State agent for CTE, with an memorandum of understanding keeping MSDE as the operational entity.

Youth Apprenticeship Advisory Committee

Description: The Youth Apprenticeship Advisory Committee (YAAC) evaluates the effectiveness of high school apprenticeship programs in Maryland, other states, and other countries. Further, the committee pinpoints how to start up high school youth apprenticeship programs in Maryland and identify ways that employers and organizations may obtain grants, tax credits, and other subsidies to support and operate such programs. Finally, YAAC sets goals for the State on how many of these programs should be established in the next three years.

Each December, the committee submits recommendations to the General Assembly on any legislation needed to promote high school youth apprenticeship programs in Maryland.

Law: Chapter 646 of 2014 and Chapter 343 of 2016

Report: Annual Reports of the YAAC, MSAR # 10965.[235]

Maryland Manual [link](#)[236].

Ex officio Members:

> Secretary of Commerce, Designee of
> State Superintendent of Schools
> Secretary of Juvenile Services, Designee of
> Secretary of Labor
> Assistant Secretary for Workforce Development & Adult Learning

Maryland Apprenticeship and Training Council

Description: The Maryland Apprenticeship and Training Council (MATC) originated in 1962 within the Maryland State Department of Education and received its present name in 1966 (Chap. 671, Acts of 1966). The council was transferred to the Maryland Department of Labor's Division of Workforce Development and Adult Learning in October 2016 (Chap. 343, Acts of 2016).

The Council recommends apprenticeship programs to the Division of Workforce Development and Adult Learning (DWDAL). The Council also makes recommendations concerning standards for registered apprenticeship (RA) programs.

Law: Chapter 343 of 2016 and Chapter 125 of 2022

Report: Annual reports of the MATC, [MSAR # 11095](#).[237]

Maryland Manual [link](#).[238]

Membership: The council's 12 members are appointed to four-year terms by the Governor with Senate advice and consent and the advice of the Secretary of Labor. Also, with the advice of the Secretary, the Governor may appoint up to three consultants to the council. *Ex officio* nonvoting members are the Assistant State Superintendent for Career and College Readiness, Maryland State Department of Education; and the State Director, Bureau of Apprenticeship and Training, U.S. Department of Labor-Multistate Navigator.

Apprenticeship 2030 Commission

Description: The commission is to examine and make recommendations to reduce skill shortages in high demand occupations and provide affordable training as career pathways for young people. At all education levels, it will focus on registered apprenticeships with the goal of recruiting into apprenticeships people at least 18 years of age, including high school students, and individuals who are unemployed or underemployed.

Law: Chapter 168 of 2023

Report: *Interim Report of the Apprenticeship 2030 Commission* (January 2024)[239]

Maryland Manual link.[240]

Ex officio Members:

Secretary of Commerce, Designee of	Chair, Apprenticeship & Training
Secretary of Labor, Designee of	Council
State Superintendent of Schools,	Chair, Governor's Workforce
Designee of	Development Board, Designee of
Secretary of Higher Education,	Chair, Career & Technical Education
Designee of	Committee

Advisory Council on Workforce Shortage

Description: Authorized by the Maryland General Assembly in 2006, the Advisory Council on Workforce Shortage helps the Maryland Higher Education Commission (MHEC) identify fields experiencing workforce shortages (Chapter 367 of 2006). Every two years, the council recommends to MHEC fields to be included in the Workforce Shortage Student Assistance Grants program and advises MHEC on fields that no longer face shortages. In making its recommendations, the council must consider whether such a field provides a public good or benefit to Maryland citizens.

Law: Chapter 367 of 2006

Report: *Report of the Advisory Council on Workforce Shortage* (January 2008).[241]

Maryland Manual link.[242]

Ex officio Members:

Secretary of Commerce, Designee of	Secretary of Higher Education
Secretary of Health, Designee of	President, Morgan State University,
Secretary of Labor, Licensing, and	Designee of
Regulation, Designee of	President, St. Mary's College of
State Superintendent of Schools	Maryland, Designee of

Commission to Study the Health Care Workforce Crisis in Maryland

Description: The commission is charged with determining the extent of the health care workforce shortage in Maryland. This will include different settings, such as in-home care, hospitals, private practice, nursing homes, schools, community health centers, hospice care; in different geographic regions; care provided in different languages; environmental services for hospitals and nursing homes; and different levels of care for health occupations.

For workforce shortages, the commission will examine turnover rates and average length of tenure. It will consider strategies to reduce turnover, increases wages, and grow opportunities for career advancement.

The commission is to examine future needs of health care workers by region, language, and age. It will consider ways to encourage people to enter and remain in health care, including changes to high school curricula, mid-career transition programs, State tax incentives, grant programs, enhanced benefits, tuition subsidies, and potential rate increases.

The commission's authorization ended December 31, 2023.

Law: Chapter 708 of 2022

Report: Commission to Study the Health Care Workforce Crisis: Final Report (Dec. 31, 2023)[243]

Maryland Manual link.[244]

Ex officio Members:

Secretary of Commerce, Designee of
Secretary of Labor, Designee of
Provost, University of Maryland, Baltimore, Designee of
Secretary of Higher Education, Designee of
Maryland Higher Education Commission
Executive Director, Maryland Longitudinal Data System Center.
Secretary of Health, Designee of
Deputy Secretary of Behavioral Health, Designee of
Deputy Secretary of Developmental Disabilities, Designee of
Deputy Secretary of Public Health, Designee of
Chair, Maryland Health Care Commission, Designee of

Executive Director, State Board of Dental Examiners, Designee of
Executive Director State Board of Nursing
Executive Director State Board of Pharmacy
Executive Director, State Board of Physicians
Executive Director, Boards of Chiropractic Examiners and Massage Therapy Examiner Director, Office of Minority Health & Health Disparities
Director, Office of Health Care Quality, Designee of
Director, State Office of Rural Health

Correctional Education Council

Description: The Correctional Education Council (CEC) oversees the implementation of the Maryland Department of Labor Correctional Education (CE) Program. The CE Program reaches inmates in need of academic, occupational, and transitional program support to prepare them for a positive transition and employment when they are released.

Functions of CEC began in 1975 when the Education Coordinating Council for Correctional Institutions was formed (Ch. 539 of 1975). In 2015, that council was renamed the Correctional Education Council (Ch. 123 of 2015).

Law: Chapter 134 of 2008 and Chapter 123 of 2015

Report: CEC Annual Activity Reports[245]

Maryland Manual link.[246]

Ex officio Members:

Secretary of Commerce	President, Hagerstown Community College
State Superintendent of Schools	
Secretary of Higher Education	Director of Education and Workforce Skills Training for Correctional Institutions
Chair, Governor's Workforce Development Board	

Maryland Manufacturing Advisory Board

Description: The Maryland Manufacturing Advisory Board (MMAB) advises the Secretary of the Commerce on how best to implement the action plan for manufacturing competitiveness in the State, including:

- encouraging the development of new manufacturing enterprises and the expansion and retention of existing manufacturing enterprises;

- encouraging and facilitating training and education for manufacturing jobs; and

- encouraging, assisting, and coordinating the activities of local, regional, and national public or private organizations that promote manufacturing.

Law: Chapter 482 of 1994 and Chapter 259 of 2017

Report: Annual Reports of the MMAB[247]

Maryland Manual [link].[248]

Membership: Fourteen members serve three-year terms. Those 14 are appointed by the Secretary of Commerce with the Governor's approval; 1 member is appointed by the Senate President, and 1 by the House Speaker. The Secretary of Commerce is an *ex officio* member of the board.

Maryland State Rehabilitation Council

Description: The Maryland State Rehabilitation Council (MSRC) is appointed by the Governor, per federal law, to monitor, advise, and oversee the Maryland State Department of Education's Division of Rehabilitation Services (DORS). Established by the federal Rehabilitation Act of 1973, as amended, MSRC reports annually to the U.S. Department of Education's Rehabilitation Services Administration and to the Governor.

MSRC advises DORS and helps it prepare applications; strategic plans; reports, needs assessments, and evaluations required by federal law; and the State Plan for Vocational-Rehabilitation Services. MSRC coordinates its work with the Maryland Statewide Independent Living Council, the Maryland Developmental Disabilities Council, and the Behavioral Health Advisory Council.

Reports:

- [MSRC Annual Reports][249]

- DORS [2022 Comprehensive Statewide Assessment of the Rehabilitation Needs of Individuals with Disabilities in Maryland][250]

- [Statewide Performance Reports for WIOA Title IV Vocational Rehabilitation][251] (by federal program year): (OMB Control Number 1205–0526; ETA 9169)

- DORS Performance Measures in [Managing for Results Annual Performance Reports][252] published by the Maryland Department of Management and Budget.

Maryland Manual [link].[253]

Membership: MSRC members are appointed by the Governor and include representatives from education, rehabilitation, employment, industry, and consumer advocacy groups.

Maryland Developmental Disabilities Council

Description: The Maryland Developmental Disabilities Council advocates for policy and practices that promote the full inclusion of persons with developmental disabilities in community life. The council funds projects and grants that provide opportunities and support in communities. Projects concern employment, child care, education and early intervention, recreation, health, housing, self-advocacy and self-determination, transportation, and community supports. Funds are distributed to priority areas identified in the council's five-year State plan, which is submitted to the U.S. Department of Health and Human Services and amended annually.

Funded by federal dollars, the council is an independent, self-governing body that reports directly to the Administration for Community Living of the U.S. Department of Health and Human Services (U.S. Code, Title 42, sec. 6024; Council Bylaws, Art. III).

Annual Reports of the Maryland Developmental Disabilities Council[254]

Five–year State Plan 2022 - 2026[255]

Maryland Manual link.[256]

Ex Officio Members

Secretary of Aging
Secretary of Disabilities
State Superintendent of Schools, Designee of

Assistant State Superintendent for Rehabilitation Services
Secretary of Health, Designee of
Secretary of Human Services, Designee of

Just Transition Employment and Retraining Working Group

Description: Chapter 38 of 2022 requires the Maryland Commission on Climate Change (MCCC) to establish a Just Transition Employment and Retraining Working Group, staffed by the Maryland Department of the Environment to identify, study, and advise MCCC on workforce development, training, job loss, and job creation as the State implements energy efficiency and greenhouse gas emission reduction measures.

The working group must study and report on (1) the number of jobs created to counter climate impacts; (2) the projected inventory of jobs, skills, and training needed to counter climate impacts; (3) workforce disruption caused by the transition to a low-carbon economy; and (4) strategies to target workforce development and job creation in communities that have historically borne the brunt of hosting carbon polluters. [Source: DLS Fiscal Note for Ch. 38/SB528 of 2022[257]]

This program is authorized by Md. Environment Art., § 2–1303.1.

Report: Per Md. Environment Art., § 2–1303.1, by December 31, 2023, the Just Transition Employment and Retraining Working Group must report to MCCC and the General Assembly on study findings.

Appendix F. Eligible Training Providers Qualified to Receive Federal WIOA Funds to Train Adults, Dislocated Workers, and Youth in Maryland

State Fiscal Years 2019–2022
Ranked by Number of Participants Served

Eligible Training Providers (ETPs) Qualified to Receive WIOA Funds	City	Participants Served (WIOA + non-WIOA)	Participants Completed (WIOA + non-WIOA)	WIOA Training Participants Served	WIOA Training Participants Completed
Howard Community College	Columbia	3,933	1,430	105	89
Allegany College of Maryland	Cumberland	3,892	534	62	11
All-State Career, Inc.	Baltimore	2,710	1,373	33	24
Fortis College1	Landover	2,083	852	*	*
It Works Learning Center Inc.	Baltimore	1,904	1,401	89	71
Baltimore City Community College (BCCC)	Baltimore	1,784	446	86	15
Community College of Baltimore County (CCBC)	Baltimore	1,746	923	25	*
Wor-Wic Community College	Salisbury	1,742	736	160	123
Hagerstown Community College	Hagerstown	1,579	765	32	18
Fortis Institute-Towson1	Towson	1,511	525	*	*
Chesapeake College	Wye Mills	1,399	625	359	230
Anne Arundel Community College	Arnold	1,251	537	49	38
North American Trade School	Baltimore	1,228	883	59	35
Prince George's Community College	Largo	781	251	10	*
Montgomery College	Germantown	767	609	*	*
Carroll Community College	Westminster	711	366	40	14
Towson University	Towson	659	352	155	99
University of Maryland Baltimore County	Columbia	642	329	126	96
Cecil College	North East	634	253	80	58
Knowledge First Institute1	Silver Spring	621	549	15	*
Vision Allied Health Institute	Towson	580	507	*	*
Frederick Community College	Frederick	561	141	*	*

Eligible Training Providers (ETPs) Qualified to Receive WIOA Funds	City	Participants Served (WIOA + non-WIOA)	Participants Completed (WIOA + non-WIOA)	WIOA Training Participants Served	WIOA Training Participants Completed
Stein Academy-School of Health Tech. & Career Dev.	Baltimore	559	498	14	11
ASM Educational Center Inc.	Rockville	538	372	66	9
Pittsburgh Institute of Aeronautics	Hagerstown	536	254	39	32
Harford Community College	Bel Air	535	236	*	*
The Temple: A Paul Mitchell Partner School	Frederick	519	309	*	*
Garrett College	McHenry	507	233	106	60
Institute of Health Sciences	Hunt Valley	445	283	*	*
Per Scholas, Inc.	Silver Spring	367	291	*	*
Maryland Institute of Nail Technology	Rosedale	315	263	15	7
160 Driving Academy[1]	Baltimore	310	168	102	34
BEAT - Beauty Expert Artistry Training	Pikesville	278	236	*	*
Dominion Academy	Lanham	263	220	*	*
Health Focus Inc.	Baltimore	233	197	20	19
Yellow Tail Training, LLC1	Silver Spring	204	144	*	*
Fomen Nursing Assistant Training Academy	Hyattsville	187	183	22	18
Topcurl Beauty Academy[1]	Bowie	152	128	14	7
WIS ED, LLC2	Randallstown	151	17	*	*
Gandhi Health Care, LLC	Pikesville	146	133	*	*
College of Southern Maryland	La Plata	137	55	*	*
Cybersecurity Training Center[1]	Rockville	134	84	*	*
Jane Addams Resource Corporation	Baltimore	127	62	20	9
Holistic Massage Training Institute	Baltimore	108	55	*	*
Trinity Nursing Academy, Inc.	Frederick	106	98	*	*
Power52 Energy Institute[1]	Columbia	68	48	*	*
Compassionate Nursing Assistant Academy, Inc.	Hyattsville	62	51	*	*
Snob Nails Technician School, LLC[1]	Temple Hills	61	56	7	7
Vehicles For Change, Inc.	Halethorpe	59	11	*	*

Eligible Training Providers (ETPs) Qualified to Receive WIOA Funds	City	Participants Served (WIOA + non-WIOA)	Participants Completed (WIOA + non-WIOA)	WIOA Training Participants Served	WIOA Training Participants Completed
Healthcare Training Solutions LLC	Temple Hills	52	43	22	14
PJ Professional IT Services[1]	Lanham	51	42	*	*
Southern Md Tri-County Community Action Committee Inc.	Hughesville	47	26	22	11
New Destiny Health Career Center[1]	Towson	34	33	*	*
Shippers' Choice of Virginia, Inc.	Annapolis	28	24	28	24
Telesis Systems, Inc. [1]	Upper Marlboro	25	16	*	*
GapBuster, Inc. [1]	Rockville	21	8	7	*
XL Career School	Bowie	15	10	*	*
Lexington Healthcare Institute, LLC1	Lexington Park	14	11	*	*
Essence Training Center, LLC1	Glen Burnie	13	9	*	*
Sheffield Institute For The Recording Arts	Phoenix	13	10	*	*
AMC Career Institute1	Waldorf	12	12	*	*
Access to Wholistic and Productive Living Inc.	Accokeek	*	*	*	*
Avara's Academy of Hair Design	Dundalk	*	*	*	*
Catalyte, Inc.	Baltimore	*	*	*	*
Cedar Point Consulting, LLC	Gaithersburg	*	*	*	*
Del-Mar-Va Beauty Academy	Salisbury	*	*	*	*
Dr Masica Jordan, LLC	Bowie	*	*	*	*
I'm Still Standing Community Corporation	Baltimore	*	*	*	*
Joshua Career Institute1	Columbia	*	*	*	*
Kinetic Potential	Upper Marlboro	*	*	*	*
Mid-Atlantic Carpenters Training Centers	Upper Marlboro	*	*	*	*
Morgan State University	Baltimore	*	*	*	*
Pass IT On, Inc. 1	Baltimore	*	*	*	*
Shawntay's School of Creative Nails	Towson	*	*	*	*

Eligible Training Providers (ETPs) Qualified to Receive WIOA Funds	City	Participants Served (WIOA + non-WIOA)	Participants Completed (WIOA + non-WIOA)	WIOA Training Participants Served	WIOA Training Participants Completed
Shawntay's School of Creative Nails - South	Hyattsville	*	*	*	*
Smoothstack, Inc.2	Rockville	*	*	*	*
Time For Change	Clinton	*	*	*	*
TranZed Apprenticeship Services, LLC	Parkville	*	*	*	*
Voices of Hope, Inc.1	Elkton	*	*	*	*
Statewide Totals are at least this amount (some data unavailable or suppressed*).		40,150	19,316	1,989	1,183

[1]Private for-profit

[2]National apprenticeship

Per the Maryland Department of Labor, data shown is aggregated for four-year period: July 1, 2018, through June 30, 2022 (State FY 2019-2022).

*Indicates data is unavailable or suppressed. <Trainingproviderresults.gov> suppresses data from public view when any of the following occur: Data submitted for the program contains sample sizes that are too small to protect Personally Identifiable Information; No data were reported for the program; or the U.S. Department of Labor identified significant data quality issues with the state submitted data. This table also suppresses data where fewer than seven participants were reported.

WIOA: Workforce Innovation and Opportunity Act

Data source: www.trainingproviderresults.gov; Department of Legislative Services.

Appendix G. Providers of Supplemental Nutrition Assistance Program Employment and Training Services Under Contract with the Maryland Department of Humans Services During Fiscal 2019–2021

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
Baltimore City Community College (BCCC)	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients		Medical technician and warehouse associate training, access to other education and training opportunities. Potential credentials: certified Logistics Associate, Occupational Safety and Health Administration (OSHA)-10 Safety, OSHA Forklift Operation and Safety, Warehouse Inventory Control Specialist, Basic First Aid with Adult Cardiopulmonary Resuscitation (CPR), Electrocardiogram (EKG), Certified Nursing Assistant, Geriatric Nursing Assistant, Venipuncture, and Multi-Skilled Medical Technician	OSHA 10 Forklift & Certified Logistics Associate, Service Lane Technician, CDL Class B Driver's License, NCCER Core Construction, American Hotel & Lodging Educational Institute, CompTIA A+, CNA/GNA (Venipuncture), Pharmacy Technician, Emergency Medical Technician	

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
Baltimore Cyber Range (BCR Cyber)	Baltimore	Baltimore County	ABAWDs, Voluntary SNAP recipients	Unemployed and under employed residents	Job readiness training, vocational training, job placement, and job retention for occupational skills in Information Technology and cyber security.	CompTIA A+, Network+ and Security+ industry certifications. CompTIA test reviews.	State and Federal Government
Bugg Hardnett Associates	Baltimore	Baltimore City & Baltimore County, Worcester County, Wicomico County, Somerset County	ABAWDs, Voluntary SNAP recipients	Fathers	Industry recognized certificate training, wages plus other assistance like case management services, job placement, job readiness training for occupational skills in 90 Hours in Early Childhood Education, 45 Hours Infant and Toddler Certification, A+ Certification, Therapeutic IEP (Crisis Prevention Intervention) Certification, and Traffic Control Specialist (Flagger).	90 Hours in Early Childhood Education, 45 Hours Infant and Toddler Certification, A+ Certification, Therapeutic IEP (Crisis Prevention Intervention) Certification, and Traffic Control Specialist (Flagger).	BGE, Coleman and Associates, Erosun, Inc., Sungrace, Inc., Initiatives, Inc., State Farm Insurance, S&T Development, LLC, CVS, Personnel Plus, Shoppers Food Warehouse, Maximus Corp., KRA Corp., Baltimore City Public Schools, Change Health Systems, Living Classroom Foundation, MSDE Div. of Rehabilitation Services, Focus Point Behavioral Health, and Lower Shore Homeless Shelter.
Center for Urban	Baltimore	Baltimore City	ABAWDs, Voluntary	Urban communities, Re-entry	Job readiness activities to include case management and supportive services,	CNA, GNA, PCT, OSHA 10, CNC, CDL License	McCormick & Co, Arnold Packaging, Mechanical

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
Families (CFUF)			SNAP recipients		job placement and retention skills, and potential co-enrollment in other SNAP E&T training programs.		Engineering, First Transit, Hyatt Regency Hotel, Marriott Hotel, Gray & Sons Construction, LS Lee Contracting, Cain Construction, Edgewood Management Co, Towner Management Co Inc.
Civic Works	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients	Customers impacted by criminal justice system, homelessness, and drug addiction	Weatherization and solar training; job readiness activities, case management, supportive services, and job placement and retention skills. Potential credentials: Dept. of Energy Weatherization Tactics, OSHA Construction Safety, EPA Lead Renovation, Repair and Painting, EPA Asbestos Hazard Emergency Response Act Supervisor, MD Lead Abatement Worker, Hazardous Site Worker Protection and Emergency Response, OSHA Confined Space Operations, OSHA Bloodborne Pathogens, OSHA Fall Protection,	Energy Retrofit Installer, Solar Installer, Stormwater Management Technician, Brownfields Remediation Technician, Utility Infrastructure Technician	

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
					Basic First Aid & Adult CPR.		
Community College of Baltimore County (CCBC)	Catonsville	Baltimore County	ABAWDs, Voluntary SNAP recipients		Job readiness, access to basic education and training, connections to employers, job placement verification and job retention skills. Providing training and non-credit certification programs for over 15 industry sectors.	CAMT, Medical Front Office & Phlebotomy, CNA/GNA & Patient Care Technician, Pharmacy Technician, Construction and Welding	IKEA, GBMC, Walgreens, Carefirst, Johns Hopkins, BGE, Chipotle
Goodwill Industries of the Chesapeake	Baltimore	Baltimore City, Somerset, Wicomico, Worcester	ABAWDs, Voluntary SNAP recipients	Low-income	Job readiness including case management, job retention skills, work experience and basic education in multiple training/credentialing programs. Three job placement tracks offered; Goodwill Staffing Services (GSS), Transitional Work Program, and the external job market.	Microsoft Technology Associate, National Retailers Association, Retail Skills certification, Google IT Support Professional, Retail Skills & Pharmacy Technician	CVS, 7-11, Chipotle, Turn Around Tuesday, Amazon, Lowe's FedEx, CHOICE Maryland Trade Unions
Humanim	Baltimore	Baltimore City, Baltimore, Harford	ABAWDs, Voluntary SNAP recipients	Youth & Family Services, Seniors	Job readiness activities to include case management and supportive services, job placement and retention skills, culinary arts training (co-enrollment with Moveable Feast), and administrative training (co-enrollment with Community College of Baltimore County).	Microsoft Outlook Specialist, ServSafe; National Retail Federation	Johns Hopkins, Towson Univ., Mercy Medical Center, Morgan State Univ., UMD Medical System, Loyola Univ., Notre Dame of Maryland, Shop Rite, DMG Foods, City Seeds, Details

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
I'm Still Standing Community Corporation	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients		Job readiness training, vocational training, job search training, job retention services, and supervised job search activities.	CompTIA A+, Network+, and Security+, NABCEP, and BICSI	
International Rescue Committee	Silver Spring	Baltimore, Montgomery County	ABAWDs, Voluntary SNAP recipients	Immigrants, refugees, and asylee populations	Job readiness activities to include case management and supportive services, job placement and retention skills.		
It Works Learning	Annapolis	Baltimore City & Baltimore Co., Anne Arundel Co., Charles Co., PG Co.	ABAWDs, Voluntary SNAP recipients	Ready by 21, WIOA, youth, homeless	Job readiness training, vocational training, job search training, job retention services, WIOA activities, on-the-job training and barrier removal services for occupations in Health Care Industry	CNA/GNA, CPR certification	FutureCare Senior Care
Jane Adams Resource Center (JARC)	Baltimore	Baltimore City & Baltimore County	ABAWDs, Voluntary SNAP recipients		Computer Numerical Control (CNC) machining and welding training; job readiness activities: case management and supportive services; job placement and retention skills. Potential credentials: OSHA 10 Hour for General Industry, Nat'l Inst. for Metalworking Skills (NIMS) CNC Milling; NIMS CNC Turning.	CNC, Welding	

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
Jewish Council for the Aging	Rockville	Montgomery Co., Frederick County	ABAWDs, Voluntary SNAP recipients	Unemployed, Low-income, Age 55+	On-the-job training		CVS, Grosvenor Condominiums, Chimes D.C., NAIP, First Transit
Our Daily Bread Employment Center of Catholic Charities	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients	Jobless/ Homeless	Training in healthcare, Manufacturing, Culinary, Hospitality, Construction, Information Technology, Transportation and Logistics, Office Occupations.	ServSafe	
Job Opportunities Task Force	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients		Pre-apprenticeship construction training. Job readiness activities: case management and supportive services, job placement and retention skills.	OSHA 10, First Aid/CPR, Entry Skills for Electrical Plumbing/Carpentry	Associated Builders and Contractors (ABC)
Living Classrooms Foundation	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients	Re-entry population; low English language proficiency; public housing residents	Barrier removal, vocational services, retention services, training for occupations in IT, healthcare, and capability of earning forklift certification.	Forklift certification, OSHA, CPR, A+ certification, Network+	
Maryland Food Bank	Baltimore	Baltimore City & Baltimore County	ABAWDs, Voluntary SNAP recipients		12 weeks of culinary training. FoodWorks students learn basic cooking skills, converting fresh produce and other perishable foods into healthy meals for those in need. Potential credentials: ServSafe.	Culinary Training	Sagamore Pendry, Brightview Senior Living, Johns Hopkins Hospital

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
Maryland New Directions	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients		Barrier removal services, Vocational training, Education, Job retention services, work readiness training, on the job training for occupations in ware housing, logistics, CDL, maritime transportation, and guest services.	Certified Guest Service Professional (CGSP). Maritime Transportation, Distribution, and Logistics (MTDL), OSHA-10 and Forklift Certification; Warehouse Specialist Training (WST); Transportation Worker Identification Credential (TWIC), Commercial Driver's License (CDL).	Home Depot, Maryland Live Casino, Baltimore County and City Public Schools, Securitas Security, Mosaic, Baltimore VA Medical Center, H&S Bakery, Enterprise Holding Inc., Johns Hopkins Hospital, Morgan State Univ., Hilton Baltimore Inner Harbor Hotel, and Hyatt Regency Inner Harbor Hotel
MCVET	Baltimore	Baltimore City, Anne Arundel County, Howard County, Harford County	ABAWDs, Voluntary SNAP recipients	Homeless veterans	Barrier removal, vocational training, education, job retention, work experience, self-employment training, work readiness training, on–the–job training for occupations in Information Technology (Microsoft Basic Skills to A++ Certifications); Culinary; Certified Peer Recovery Specialist (CPRS)	CPRS, Serve Safe, A++ Certification	
Per Scholas	Silver Spring	Montgomery County	ABAWDs, Voluntary SNAP recipients		Job readiness and retention skills including case management. Vocational training in the Information Technology (IT) field. Potential credentials earned	IT Support, CompTIA A+, Network Support, CompTIA A+, IT Security, Cyber Ops, CYSA+	Capital One, design DATA, TEK system, Discovery, Iron Bow, Dynamic Network Solutions, XA Systems

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
					include IT Support, A+ certification or IT Security Network+ and Security+ certifications.		
Four Point Education	Bethesda	Baltimore City, and counties of Anne Arundel, Howard, Harford, Carroll.	ABAWDs, Voluntary SNAP recipients	Veterans, Young Adults	Job placement, job retention, self-employment training, barrier removal services, and training for occupations in IT support specialist, healthcare community work, and drone piloting.	N/A	State and Federal Government
Roca Baltimore	Baltimore	Baltimore City	ABAWDs, Voluntary SNAP recipients		Barrier removal services, on-the-job training, retention services, and basic education.	Forklift Training, ServSafe Training	
The Light House, Inc.	Annapolis	Anne Arundel County	ABAWDs, Voluntary SNAP recipients	Homeless, Substance Abuse Recovery Re-entry	Job readiness: case management, basic education, and job retention services. Job placement, vocational training, and work experience in Culinary Arts and Facilities Maintenance. Potential credentials: ServSafe, TIPS, OSHA 10, CPR, First Aid.	Culinary Arts, Building Trades	Fresh Market, Loews, Annapolis Hotel, PeaPod, WaWa, Target
The National Center on Institutions and Alternatives (NCIA)	Baltimore	Baltimore City & counties of Baltimore, Harford, Howard	ABAWDs, Voluntary SNAP recipients		Four vocational training programs: automotive repair; commercial driver's license (CDL-B); heating, ventilation, air conditioning, and refrigeration (HVAC/R);	CDL-B, Automotive, HVAC/R, sUAS/Drones	Amazon, Drive Source, Jiffy Lube, NTB TIre & Service Center, Bridgestone/Firestone, FedEx, Sysco, Pepsi

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
					and/or unmanned aerial systems (UAV, or drones) FAA certified pilot license. Course includes classroom theory and hands-on applications, and networking with NCIA's employment and apprenticeship partners.		
The Work First/ America Works	Baltimore	Baltimore City, Howard County	ABAWDs, Voluntary SNAP recipients	Ex-offenders	Barrier-removal services before or concurrent to job placement. Job Readiness activities: case management, work experience, workfare basic education, job retention and vocational training for occupational skills in Construction, Hospitality, Tourism, Port and Port-Related Services.	ServSafe, OSHA-10	CVS, USPS, Aramark, MedStar Family Choice, Motel 6, Crowne Plaza Tysons Coverner, Volunteers of America
Union Kitchen	Washington	Montgomery County, Howard County, PG County	ABAWDs, Voluntary SNAP recipients		Barrier removal services, job readiness training, retention services, apprenticeships for occupations in culinary arts and guest services	Servsafe Training	
United Way	Baltimore	Baltimore City, Baltimore County, Howard County, Anne Arundel	ABAWDs, Voluntary SNAP recipients		Job readiness activities, barrier assessment, basic education, vocational training, work experience and job retention services. Potential credentials: Construction (Apprenticeship Readiness	Healthcare, Automotive, CDL, HVAC, Drone, Environment and General Construction, Heavy Highway/Utility, Safety, Washington	

Organizations Contracted with DHS to Offer SNAP E&T Services	City	Service Area	Target Population	Special Populations	Description of Services	Certifications Offered	Employer Partners
		County, Carroll County			Program), Healthcare (Certified Nurse Assistant training), and IT (CompTIA A+ Certified PC Repair Technician course).	Laborers Training, Operator Qualifications (BGE)	
Vehicles for Change	Halethorpe	Baltimore City, Baltimore County, PG	ABAWDs, Voluntary SNAP recipients	Criminal background/ Returning citizens	Automotive training program, a 4–6 month paid internship that trains un/underemployed, hard-to-serve individuals to become ASE-certified automotive mechanics.	Automotive Technology (ACE)	Antwerpen Auto Group, Mile On Auto Group, Mr. Tire, AAA Auto Repair, Precision Tune, Pleet Pro, MD Transit Admin.

ABAWD: Able bodied adult without dependents.
DHS: Maryland Department of Human Services.

Source: Maryland Department of Human Services (DHS); Department of Legislative Services.

ENDNOTES (Full URLs are needed to ensure document aligns with the DLS Library Catalog)

[1] Public Law 111-352 (GPRA Modernization Act of 2010); https://www.congress.gov/111/plaws/publ352/PLAW-111publ352.pdf.

[2] Public Law 116-283; https://fpi.omb.gov/next-steps/.

[3] The U.S. Bureau of Labor Statistics (www.bls.gov/regions/mid-atlantic/maryland.htm) and the Maryland Department of Labor's Office of Workforce Information and Performance (www.dllr.state.md.us/lmi/ces/) provide additional employment information for Maryland.

[4] 2022 American Community Survey 1-year estimates, retrieved from www.census.gov.

[5] U.S. Bureau of Labor Statistics, Mid-Atlantic Information Office: https://www.bls.gov/regions/mid-atlantic/maryland.htm.

[6] Economic News Release: Metropolitan Area Employment and Unemployment Summary (January 4, 2024), U.S. Bureau of Labor Statistics; retrieved from www.bls.gov/news.release/metro.nr0.htm.

[7] Economic Data, St. Louis Fed, interactive graphic using U.S. Bureau of Labor Statistics data: https://fred.stlouisfed.org/series/CIVPART.

[8] U.S. Census Bureau: Quick Facts U.S. and Maryland (retrieved January 4, 2024); www.census.gov/quickfacts/fact/table/US,MD/BZA115221.

[9] Massachusetts Institute of Technology Living Wage Calculator for Maryland, retrievable from https://livingwage.mit.edu/. "Analysts and policy makers often compare income to the federal poverty threshold…to determine an individual's ability to live within a certain standard of living. However, poverty thresholds do not account for living costs beyond a very basic food budget. The federal poverty measure does not take into consideration costs like childcare and healthcare …. Further, poverty thresholds do not account for geographic variation in the cost of essential household expenses." (Excerpted from *Living Wage Calculator User's Guide* / Technical Notes 2022-2023 Update, p. 2.)

[10] Summary of Attendance Maryland Public Schools 2021–22, MSDE, Division of Assessment, Accountability, and Performance Reporting, Table 12: Graduates and Other Completers (July 2022), p. 16; marylandpublicschools.org.

[11] *Workforce Development is a Collaborative Effort*, by A. Birritteri, Editor-In-Chief, Aug 2, 2022, New Jersey Business Magazine; https://njbmagazine.com/monthly-articles/workforce-development-is-a-collaborative-effort/.

[12] *Can workforce development help us reach full employment?* By H. Holzer, Brookings Institution, Dec. 21, 2023; https://www.brookings.edu/articles/can-workplace-development-help-us-reach-full-employment/.

[13] *What is Workforce Development?* By L.E. Haralson (April 01, 2010), Federal Reserve Bank of St. Louis; retrievable from www.stlouisfed.org/publications/bridges/spring-2010/what-is-workforce-development.

[14] The Carl D. Perkins Career and Technical Education Act of 2006 was reauthorized in 2018 as the Strengthening Career and Technical Education for the 21st Century Act (Perkins V).

[15] A WIOA State Plan may be Unified or Combined. For a comparison, see: https://wioaplans.ed.gov/.

[16] The federal Office of Management and Budget (OMB) defines what the states must address in their WIOA State Plans: *Required Elements for Submission of the Unified or Combined State Plan and Plan Modifications under WIOA* Approved through March 31, 2026 (OMB Control Number 1205-0522). Retrievable from www.dol.gov/agencies/eta/wioa/resource.

[17] All submitted WIOA State Plans are accessible via the U.S. Department of Education: https://wioaplans.ed.gov/.

[18] URL active as of 2/6/2024: https://wioaplans.ed.gov/sites/default/files/pdfs/state-plan/2022/Maryland_PYs_2022-2023_%28Mod%29.pdf.

[19] URL active as of 2/6/2024: https://wioaplans.ed.gov/sites/default/files/pdfs/state-plan/2021/Maryland_PYs_2020-2023.pdf.

[20] URL active as of 2/6/2024: https://wioaplans.ed.gov/sites/default/files/state_plans/2018/Maryland.pdf.

[21] URL active as of 2/6/2024: https://wioaplans.ed.gov/sites/default/files/state_plans/2016/Maryland.pdf.

[22] *How Governors Can Execute Their Vision For Workforce Development: Policy Levers Available Through The Workforce Innovation and Opportunity Act*, Jan. 10, 2023, National Governors' Association; retrievable from

https://www.nga.org/publications/how-governors-can-execute-their-vision-for-workforce-development-policy-levers-available-through-the-workforce-innovation-and-opportunity-act/.

[23] Definitions of fragmentation, duplication, and overlap are inspired by the following sources: (1.) *Fragmentation, Overlap, and Duplication: An Evaluation and Management Guide*, April 2015, GAO–15–49SP, p. 2.; (2.) *Report on the Potential Duplication, Overlap, and Fragmentation of New York City's Employment-Related Programs*, 2015, MJ14-080S, City of New York, Office of the Comptroller, pp. 1–2.)

[24] States may also use WIOA Rapid Response funds for layoff aversion to cover IWT costs, but over the 2018-2023 period Maryland has not used WIOA Rapid Response funds in this way.

[25] Data source: Job Opening and Labor Turnover Survey (JOLTS), U.S. Bureau of Labor Statistics (BLS).

[26] Data source: Job Opening and Labor Turnover Survey (JOLTS), U.S. Bureau of Labor Statistics (BLS).

[27] *Can occupational labor shortages be identified using available data?* By C.M. Veneri, U.S. Bureau of Labor Statistics.

[28] *Report of the Advisory Council on Workforce Shortage*, Jan. 2008, Maryland Higher Education Commission (MHEC), p. 1.

[29] In 2022 MGA established a Commission to Study the Health Care Workforce Crisis in Maryland (https://health.maryland.gov/Pages/Workforce-Commission.aspx). (Chap. 780 (SB440/HB625 of 2022).

[30] Maryland Combined WIOA State Plan, 2015 (p. 92).

[31] URL active as of 2/6/2024: https://labor.maryland.gov/whatsnews/governormooreannounces4millionfederalgrant.shtml?trk=feed-detail_main-feed-card_feed-article-content.

[32] For Federal Detailed Performance Guidance to states, see: U.S. Department of Labor (for WIOA Titles I and III), U.S. Department of Education Office of Career, Technical, and Adult Education (OCTAE) (for WIOA Title II), and the U.S. Department of Education Rehabilitative Services Administration (RSA) (for WIOA Title IV).

[33] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[34] URL active as of 1/29/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf.

[35] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[36] URL active as of 1/29/2024: https://commerce.knack.com/maryland-funding-incentives

[37] URL active as of 1/29/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-709(a)_2022.pdf

[38] URL active as of 1/31/2024: https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0516/?ys=2019rs

[39] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53362/one.

[40] URL active as of 1/29/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-709(a)_2022.pdf

[41] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[42] URL active as of 1/29/2024: https://www.labor.maryland.gov/earn/fy22earnevalreport.pdf

[43] URL active as of 1/29/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[44] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50430/one

[45] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50430/one

[46] URL active as of 1/29/2024: https://mwejobs.maryland.gov/vosnet/aboutsite.aspx

[47] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[48] URL active as of 1/29/2024: https://mgaleg.maryland.gov/2022RS/fnotes/bil_0002/hb0002.pdf

[49] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50430/one

[50] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[51] URL active as of 1/29/2024: https://commerce.knack.com/maryland-funding-incentives

[52] URL active as of 1/29/2024: www.dllr.state.md.us/employment/mdetc.shtml

[53] URL active as of 1/29/2024: https://dbm.maryland.gov/budget/taxexpendreports/FY2022TaxExpenditureReport.pdf

[54] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50430/one

[55] URL active as of 1/29/2024: https://dbm.maryland.gov/budget/taxexpendreports/FY2022TaxExpenditureReport.pdf

[56] URL active as of 1/29/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[57] URL active as of 1/29/2024: www.dllr.state.md.us/employment/appr/apprtaxcreditinfo.shtml

[58] URL active as of 1/29/2024: https://dbm.maryland.gov/budget/taxexpendreports/FY2022TaxExpenditureReport.pdf

[59] URL active as of 1/30/2024: www.dllr.state.md.us/employment/eztc.shtml

[60] URL active as of 1/30/2024: https://dbm.maryland.gov/budget/taxexpendreports/FY2022TaxExpenditureReport.pdf

[61] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[62] URL active as of 1/30/2024: www.dllr.state.md.us/employment/taxcreditsalesuse.shtml

[63] URL active as of 1/30/2024: https://advance.lexis.com/api/document/collection/statutes-legislation/id/63SM-W0X1-DYB7-W4Y6-00008-00?cite=Md.%20Tax-General%20Code%20Ann.%20%C2%A7%2011-105&context=1000516

[64] URL active as of 1/30/2024: https://dbm.maryland.gov/budget/taxexpendreports/FY2022TaxExpenditureReport.pdf

[65] URL active as of 1/30/2024: https://commerce.maryland.gov/fund/programs-for-businesses/hire-our-veterans-tax-credit

[66] URL active as of 1/30/2024: https://mgaleg.maryland.gov/2021RS/fnotes/bil_0006/sb0186.pdf

[67] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50430/one

[68] URL active as of 1/30/2024: https://bpw.maryland.gov/Pages/adv-2011-1.aspx

[69] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51700/one

[70] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51700/one

[71] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/catalogs/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51700/one

[72] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi6-23.pdf

[73] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi6-23.pdf

[74] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi10-22.pdf

[75] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi10-22.pdf

[76] URL active as of 1/30/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-1407_2022.pdf

[77] URL active as of 1/30/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[78] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi11-22.pdf

[79] URL active as of 1/30/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[80] URL active as of 1/30/2024: www.labor.maryland.gov/employment/reentryincentives.pdf

[81] URL active as of 1/30/2024: https://bonds4jobs.com/

[82] URL active as of 1/30/2024: https://mgaleg.maryland.gov/pubs/budgetfiscal/2024fy-budget-docs-operating-P00-Maryland-Department-of-Labor.pdf

[83] URL active as of 2/15/2024: http://www.dllr.state.md.us/employment/mpi/mpi12-21.pdf.

[84] URL active as of 1/30/2024: https://www.dol.gov/agencies/eta/performance/results

[85] URL active as of 1/30/2024: https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/accountability-reporting.html

[86] URL active as of 1/30/2024: https://rsa.ed.gov/wioa-resources/wioa-annual-reports

[87] URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/Exec/GWDB/LE11-505(f)_2022.pdf

[88] URL active as of 1/30/2024: https://dlslibrary.state.md.us/publications/Exec/GWDB/LE11-505(f)_2022.pdf

[89] URL active as of 1/30/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE8-311_2021.pdf

[90] URL active as of 1/30/2024: https://labor.maryland.gov/whatsnews/governormooreannounces4millionfederalgrant.shtml?trk=feed-detail_main-feed-card_feed-article-content

[91] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[92] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi5-18.pdf

[93] URL active as of 1/30/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[94] Source: Maryland's PY 2022 WIOA Annual Report, p. 27) https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[95] URL active as of 1/30/2024: https://www.dllr.state.md.us/employment/mpi/mpi5-18.pdf

[96] URL active as of 1/30/2024: https://www.dol.gov/sites/dolgov/files/ETA/Performance/pdfs/PY2022/MD_PY22%20WIOA%20Statewide%20Annual%20Performance%20Report%20Narrative.pdf

[97] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[98] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[126] URL active as of 1/31/2024: https://health.maryland.gov/pophealth/Pages/State-Loan-Repayment-Program.aspx

[127] URL active as of 1/31/2024: https://mhec.maryland.gov/publications/Documents/Research/AnnualPublications/2022DataBook.pdf

[128] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:54642/one

[129] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:54056/one

[130] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:52494/one

[131] URL active as of 1/31/2024: https://mhec.maryland.gov/publications/Documents/Research/AnnualPublications/2022DataBook.pdf

[132] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:52494/one

[133] URL active as of 1/31/2024: https://mhec.maryland.gov/publications/Documents/Research/AnnualPublications/2022DataBook.pdf

[134] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55522/one

[135] URL active as of 1/31/2024: https://mdacc.org/resources/workforce-training-dashboard

[136] URL active as of 1/31/2024: https://hscrc.maryland.gov/Pages/hsp-gbr-tpr-update.aspx#:~:text=Annual%20Update%20to%20Unit%20Rates%20and%20Global%20Budget%20Revenue&text=Each%20year%2C%20in%20July%2C%20HSCRC,avoidable%20utilization%2C%20and%20other%20adjustments.

[137] URL active as of 1/31/2024: https://nursesupport.org/nurse-support-program-i/reports/

[138] URL active as of 1/31/2024: https://nursesupport.org/assets/files/1/files/nspii/nursing-economicsprogram-evaluation-of-nursing-workforce-interventionthe-md-nsp-ii.pdf

[139] URL active as of 1/31/2024: https://nursesupport.org/assets/files/1/files/nspi/nsp-i-outcomes-evaluation-july-12--2017.pdf

[140] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:49221/one

[141] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55360/one

[142] URL active as of 1/31/2024: https://mgaleg.maryland.gov/2023RS/fnotes/bil_0009/hb1219.pdf

[143] URL active as of 1/31/2024: https://mhec.maryland.gov/Documents/Cybersecurity%20Conditions%20of%20Award%2022-23.pdf

[144] URL active as of 1/31/2024: http://www.labor.maryland.gov/employment/appr/

[145] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi11-23.pdf

[146] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi10-23.pdf

[147] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi5-22.pdf

[148] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi8-21.pdf

[149] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:52949/one

[150] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55037/one

[151] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/appr/apprannrep.shtml

[152] URL active as of 1/31/2024: http://www.dllr.state.md.us/employment/appr/apprgrantreimb.shtml

[153] URL active as of 1/31/2024: https://www.labor.maryland.gov/employment/appr/apprgrantreimb.shtml

[154] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[155] URL active as of 2/15/2024: https://marylandpublicschools.org/about/Pages/ofpos/gac/mdworks/index.aspx

[156] URL active as of 1/31/2024: https://marylandpublicschools.org/about/Pages/ofpos/gac/mdworks/index.aspx

[157] URL active as of 1/31/2024: https://marylandpublicschools.org/about/Documents/OFPOS/GAC/GrantPrograms/MDWorks/MarylandWorksGrantInformationGuide_20221213.pdf

[158] URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi5-22.pdf

[159] URL active as of 1/31/2024: https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/hb0467/?ys=2017rs

[160] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55368/one

[161] URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

[162] URL active as of 1/31/2024: https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwj8xuOD6uSDAxWlZfUHHck7AYQQFnoECBIQAQ&url=https%3A%2F%2Fwww.dllr.state.md.us%2Femployment%2Fmpi%2Fmpi12-21.pdf&usg=AOvVaw1G5QGwVKnQaBVSvoeZt2XC&opi=89978449

[163] URL active as of 1/31/2024: http://www.va.gov/homeless/hvces.asp

[164] URL active as of 1/31/2024: https://health.maryland.gov/bha/veterans/Pages/Home.aspx

[165] URL active as of 1/31/2024: https://health.maryland.gov/bha/veterans/Pages/Home.aspx

[166] URL active as of 1/31/2024: https://veterans.maryland.gov/wp-content/uploads/sites/2/2014/05/6-24-15-OH-Flier.pdf

[167] URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55368/one

[168] URL active as of 1/31/2024: http://www.acf.hhs.gov/ofa/data/work-participation-rates-fiscal-year-2022

[169] URL active as of 1/31/2024: https://www.acf.hhs.gov/ofa/policy-guidance/tanf-acf-im-2023-02#:~:text=The%20U.S.%20Department%20of%20Health,activities%20during%20a%20fiscal%20year.

[170] URL active as of 1/31/2024: https://mgagov.sharepoint.com/sites/DLS-WorkforceDev_CollaborationOPEGAandLibrary/Shared Documents/Workforce Dev_Collaboration OPEGA-OPA-Library/1. WD_ Project Research Questions & Drafts/PARTICIPATIONINEDUCATIONANDIMPACTONEMPLOYMENTFORTCARECIPIENTS MARYLANDDEPARTMENTOFHUMANSERVICES InaccordancewithHumanServicesArticle§5-322(a) November15,2023

[171] URL active as of 1/31/2024: https://www.acf.hhs.gov/ofa/policy-guidance/tanf-acf-im-2022-02

[172] URL active as of 1/31/2024: https://www.labor.maryland.gov/wdplan/wdstateplan.pdf

[173] URL active as of 1/31/2024: https://dhs.maryland.gov/supplemental-nutrition-assistance-program/supplemental-nutrition-assistance-program-employment-training/

[174] URL active as of 1/31/2024: http://www.fns.usda.gov/pd/supplemental-nutrition-assistance-program-snap

[175] URL active as of 1/31/2024: http://www.fns.usda.gov/pd/snap-state-activity-reports

[176] URL active as of 1/31/2024: http://www.fns.usda.gov/pd/snap-state-activity-reports

[177] URL active as of 1/31/2024: https://www.labor.maryland.gov/wdplan/wdstateplan.pdf

[178] URL active as of 1/31/2024: https://dhs.maryland.gov/workforce-development/

[179] URL active as of 1/31/2024: https://www.acf.hhs.gov/css/training-technical-assistance/guide-national-directory-new-hires

180 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:52054/one

181 URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi8-21.pdf

182 URL active as of 1/31/2024: https://dhs.maryland.gov/workforce-development/

183 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/catalogs/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:52131/one

184 URL active as of 1/31/2024: https://dhs.maryland.gov/weathering-tough-times/transportation-assistance-program-tap/

185 URL active as of 1/31/2024: https://dhs.maryland.gov/workforce-development/

186 URL active as of 1/31/2024: http://www.acf.hhs.gov/ocs/report/csbg-monitoring-report-maryland-fy-2021

187 URL active as of 1/31/2024: https://dhcd.maryland.gov/Communities/Documents/FFY23-FFY24-CSBG-StatePlan.pdf

188 URL active as of 1/31/2024: http://www.acf.hhs.gov/ocs/report/csbg-monitoring-report-maryland-fy-2021

189 URL active as of 1/31/2024: https://dhcd.maryland.gov/Communities/Pages/programs/CSBG.aspx#:~:text=Eligible%20Activities,one%2Dstop%20service%20delivery%20system

190 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:40883/one

191 URL active as of 1/31/2024: https://dbm.maryland.gov/Pages/MFR_StrategicPlansFY24.aspx

192 URL active as of 1/31/2024: http://www.dllr.state.md.us/employment/mpi/mpi12-21.pdf

193 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:40883/one

194 URL active as of 1/31/2024: https://dors.maryland.gov/.../DDA-DORS_Employment_Collaboration_PPT.pdf

195 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:40883/one

196 URL active as of 1/31/2024: http://www.samhsa.gov/data/report/2021-uniform-reporting-system-urs-table-maryland

197 URL active as of 1/31/2024: https://labor.maryland.gov/whatsnews/governormooreannounces4millionfederalgrant.shtml?trk=feed-detail_main-feed-card_feed-article-content

198 URL active as of 1/31/2024: http://www.labor.maryland.gov/employment/reentryincentives.pdf

199 URL active as of 1/31/2024: http://www.dllr.state.md.us/ce/

200 URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-902(d)_2021.pdf

201 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:19121/one

202 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53165/one

203 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55410/one

204 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/catalogs/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55664/one

205 URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/JCR/2021/2021_149.pdf

206 URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/Exec/DPSCS/DOC/COR3-509_2022.pdf

207 URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-902(d)_2021.pdf

208 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/catalogs/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55664/one

209 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:19121/one

210 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:19121/one

211 URL active as of 1/31/2024: https://dlslibrary.state.md.us/publications/Exec/MDL/LE11-604(i)_2022.pdf

212 URL active as of 1/31/2024: https://mgaleg.maryland.gov/2022RS/fnotes/bil_0008/hb0158.pdf

213 URL active as of 1/31/2024: http://www.labor.maryland.gov/employment/mpi/mpi5-23.pdf

214 URL active as of 1/31/2024: https://mgaleg.maryland.gov/2022RS/fnotes/bil_0008/hb0158.pdf

215 URL active as of 1/31/2024: www.dol.gov/agencies/eta/performance/wdqi

217 URL active as of 1/31/2024: http://www.labor.maryland.gov/employment/wioanewsletters.shtml

218 URL active as of 1/31/2024: http://www.dol.gov/agencies/eta/advisories/tegl-01-22

219 URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi3-21.pdf

220 URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/opioid/

221 URL active as of 1/31/2024: https://www.dllr.state.md.us/employment/mpi/mpi3-21.pdf

222 URL active as of 1/31/2024: https://mgaleg.maryland.gov/2023RS/fnotes/bil_0005/hb0695.pdf

223 URL active as of 1/131/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:48545/one

224 URL active as of 1/31/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55037/one

225 URL active as of 1/30/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53757/one

226 URL active as of 2/14/2024: https://commerce.maryland.gov/Documents/FinanceDocument/Consolidated Incentives Performance Report FY22.pdf.

227 URL active as of 2/14/2024: https://www.dllr.state.md.us/earn/earnwhatisearn.shtml.

228 URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/JCR/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53362/one

229 URL active as of 2/14/2024: https://www.dllr.state.md.us/employment/mbwonepager.pdf.

230 URL active as of 2/14/2024: http://www.dllr.state.md.us/employment/mbw.shtml.

231 URL active as of 2/14/2024: https://marylandworkforceassociation.org/about-us/.

232 URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:35406/one.

233 URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/25ind/html/80wo.html.

234 URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55254/one

[235] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:50382/one.

[236] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/20dllr/html/dllr.html#apprenticeshipcouncil.

[237] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51474/one.

[238] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/20dllr/html/20agen.html#apprenticeshipcouncil.

[239] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55701/one.

[240] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/26excom/html/01appren2030.html.

[241] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:53436/one.

[242] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/26excom/html/36workforces.html.

[243] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:55360/one

[244] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/26excom/html/20healworkforce.html.

[245] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51134/one.

[246] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/20dllr/html/20agen.html#education.

[247] URL active as of 2/14/2024: https://mlsd.ent.sirsi.net/client/en_US/default/search/detailnonmodal/ent:$002f$002fSD_ILS$002f0$002fSD_ILS:51905/one.

[248] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/12dbed/html/12agen.html#manufacturing.

[249] URL active as of 2/14/2024: https://msrc.maryland.gov/Pages/AnnualReports.aspx.

[250] URL active as of 2/14/2024: https://dors.maryland.gov/resources/Documents/CSNA_2022.pdf.

[251] URL active as of 2/14/2024: https://rsa.ed.gov/wioa-resources/wioa-annual-reports.

[252] URL active as of 2/14/2024: https://dbm.maryland.gov/Documents/MFR_documents/2025/Maryland-State-Department-of-Education-MFR.pdf.

[253] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/13sdoe/html/sdoe.html#rehabilitationcouncil.

[254] URL active as of 2/14/2024: http://www.md-council.org/publications/.

[255] URL active as of 2/14/2024: http://www.md-council.org/about-us/5-year-plan/#:~:text=Every%205%20years%2C%20the%20Maryland,with%20the%20support%20they%20need.

[256] URL active as of 2/14/2024: https://msa.maryland.gov/msa/mdmanual/26excom/html/12disf.html.

[257] URL active as of 2/14/2024: https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0528/?ys=2022rs.