



**DIVISION OF WORKFORCE DEVELOPMENT
AND ADULT LEARNING**

ANNUAL REPORT

**WORKFORCE INVESTMENT ACT
TITLE I-B PROGRAM YEAR 2009**



MARYLAND ANNUAL REPORT

Workforce Investment Act Title I-B Program Year 2009

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Authorized Official: *Paulette Francois*
Acting Assistant Secretary
Department of Labor, Licensing and
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Division of Workforce Development
and Adult Learning



Mission Statement

To advance Maryland's economic growth through an integrated and comprehensive workforce development system that is responsive to the needs of job seekers, businesses and all system partners.



On behalf of Governor Martin O'Malley, it is my pleasure to present Maryland's Program Year (PY) 2009 Workforce Investment Act Annual Report. This publication illustrates our job training activities for the year and details required financial and performance information for the reporting period July 1, 2009 through June 30, 2010.

Maryland is proud to utilize a collaborative approach in the implementation of the Workforce Investment Act, and this Annual Report is the product of shared work and vision of our many partners and staff members. Over this past year, the Department of Labor, Licensing and Regulation (DLLR) has formed partnerships with our sister state agencies, local governments, and

the private sector to ensure that every Marylander can realize his or her full potential and participate successfully in the workforce. Governor O'Malley recognizes that one of our most precious resources is our human capital, and DLLR is leading the effort to ensure Maryland's workforce will reach even greater heights in the future.

The Governor's Workforce Investment Board (GWIB) is the Governor's chief policy-making body for workforce development. In PY 2009, this business-led, 45-member board developed policies and strategies to form a coordinated workforce system from a variety of education as well as employment and training programs, including: developing the Skills2Compete Maryland (S2C) initiative and serving as the advisory board once the motion for its implementation passed and was endorsed by Governor O'Malley; establishing the Maryland Energy Sector Partnership (MESP) to train workers in skills required in emerging industries including energy efficiency and renewable energy; convening a panel of experts and practitioners from the healthcare and information technology communities to examine the workforce needs and requirements needed to move into an Electronic Health Records environment; and launching the Adult Education and Transition Oversight Committee to ensure successful transition of the adult and correctional educational programs to DLLR.

Local workforce investment boards guide Maryland's twelve workforce investment areas. Using a demand-driven model, the workforce investment system provides services fundamental to Maryland's economic stability and growth. The system is uniquely aligned with the state's economic and educational goals, which enable employers to better access the human resources they need to be successful. In PY 2009, over 550,000 One Stop visitors with an average of nearly 46,000 customers a month, or roughly 3,800 visitors per WIA area, received job seeker services as well as employer services. Each One Stop Center caters to the unique county or workforce investment area.

As we look to the future, our greatest challenge will be to provide every Marylander with the skills and resources necessary to participate in the 21st century workforce. We will accomplish this task through investments in incumbent workforce training programs, creating strategic partnerships with the business community, strengthening adult and correctional education programs, increasing and expanding opportunity for veterans, and developing innovative strategies that engage populations with significant barriers.

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DWDAL General Information

Maryland's Workforce Development System

The origins of the **Division of Workforce Development** date back at least as far as 1896 when, facing a labor shortage, the State created the Bureau of Immigration to attract immigrants from Europe and Canada as well as residents of other states to live and work in Maryland. In 1902, the General Assembly approved the creation of a state employment agency for the free use of all Marylanders “for the purpose of securing employment for unemployed persons.”

Though it has since taken many forms, the *Division of Workforce Development and Adult Learning* is still charged with ensuring employers have the skilled workforce they need to be competitive as well as helping Marylanders access employment and training resources and services. The One Stop System, comprised of a partnership between the thirty-four (34) One Stop Career Centers and the Workforce Investment Boards, serves as the primary vehicle for both adults and dislocated workers to access core, intensive, and training services.

DLLR and the *Division of Workforce Development and Adult Learning* have been tasked with leading the State's efforts to create a collaborative and comprehensive workforce creation and training system that forges better connections between state agencies and better aligns state education systems with workforce needs. The Division of Workforce Development and Adult Learning is diligently working to build upon the state's existing workforce and adult learning systems and to ensure more Marylanders have greater access to career opportunities and training.

In Program Year 2009, the *Division of Workforce Development and Adult Learning* and its local partners serviced over 550,000 One Stop visitors with an average of nearly 46,000 customers a month, or roughly 3,800 visitors per WIA area receiving job seeker services as well as employer services. Each One Stop Center caters to the unique county or workforce investment area. The Division worked throughout the year to strengthen connections between the state and local workforce systems and to enhance the services offered at the One Stops.

The General Assembly in 2008 passed legislation to merge *adult education and literacy* and *correctional education* programs with the workforce development programs under the DLLR umbrella. This program transfer of July 1, 2009 began a major step in the realization of Governor O'Malley's vision of a comprehensive and collaborative system of workforce creation in Maryland. The move ensures adult learners in Maryland can seamlessly access a broad array of educational, job training and career services, providing them with more opportunities to become self sufficient and improve their lives.



Adult Learning

The **Office of Adult Learning** is comprised of two programs:

Adult Education and Literacy Services delivers literacy and English language instruction and high school diploma options for adults and out-of-school youth. The Office oversees Maryland's adult instructional services and General Education Development (GED) testing programs. Instruction program offerings include Adult Basic Education, Adult Secondary Education, (including GED test preparation and National External Diploma Program), English for Speakers of Other Languages, and English Literacy/Civics Education, Family Literacy, and Workplace Education. The Adult Literacy Services Office responds to both the individual education and employment needs of Marylanders and the workforce training demands of the business community.

The Adult Instructional Services program funded 32 instructional grants throughout Maryland, including Community Colleges, Local Public School Systems, Community Based Organizations, a Public Library, and the State Correctional Education Program. During the year ending June 30, 2010, statewide enrollment was 42,758 – an increase of 3% over the previous year.

- ▶ The GED Testing Office processed 11,847 applications for testing and administered tests to 9,405 individuals.
- ▶ There were 5,536 diplomas issued to GED Testers and External Diploma Program completers (preliminary count--final data available October 2010).

A competitive RFP process selected Adult Education and Family Literacy Instructional providers and required stronger alignment of *Adult Education* and *Workforce Development* projects. Local Workforce Investment Directors were asked to review Adult Education plans and work with the grantees to develop integrated services. Curriculum development projects focused on integrated adult education/job training programs and employment/college transitions.

Improvements continue, as during this past year, the GED Testing Office was able to reduce the time between testing and mailing of test results from an excess of 60 days to 19 days.

Correctional Education provides academic, library, occupational, and transitional services to incarcerated students in state correctional institutions. The academic program includes Adult Basic Education, GED Preparation, Special Education, English for Speakers of Other Languages, and college classes. The Library Program provides recreational, informational, and research services. Currently there are seventeen occupational programs with eight nationally recognized certifications. Transitional classes include life skills, financial literacy, employment readiness and workforce development, and career exploration. Correctional Education assists incarcerated students in preparing to become responsible members of their communities.

From July 2009 – June 2010, Correctional Education served approximately 12,000 students in academic classes, 1,800 in occupational programs, and 4,000 in transitional programs. There were 704 students who earned a GED, 2,974 who completed a transitional program, and 907 who completed an occupational program.

To improve workforce outcomes, Correctional Education is –

- Initiating an Assessment Pilot Program at two locations - MCIJ and MCIW - that will gauge the academic and occupational skills of 2,500 students annually. Individuals tested will be administered the TABE test, a vocational interest inventory and a vocational aptitude test. The Individualized Case Plan recommendations of the case management department for inmates relative to academic and occupational programs will be based upon the information provided by DLLR staff.
- Forming a closer alliance with the Maryland One Stop Career Centers by developing a survey to provide the groundwork for an enhanced relationship between Correctional Education and One Stop Staff.
- Starting an On-the-Job-Training (OJT) Culinary Arts program to enhance the skills of inmates culminating in the nationally accredited “SerSafe” credential. This initial program will begin in September, 2010, at the Brockbridge Correctional Facility at the Putuxent Institution.
- Increasing the number of inmates receiving nationally recognized credentials, such as the
- National Center for Construction Education and Research (NCCER) in accordance with the Skills2Compete initiative.
- Enhancing “behind the fence” services by forming a partnership with the Division of Corrections to investigate the implementation of internet usage for software training purposes.



The Maryland Workforce Exchange

The Maryland Workforce Exchange (www.mwejobs.com) is a web-based system which allows employers and the job seeking community access to workforce information. Job seekers and employers can independently access the system from a One Stop or through electronic technologies and receive staff assistance for their requests.

- Employers are able to enroll in the MWE, post job orders, sign up for workforce events, match qualified job seekers to their job orders, perform labor market research and create a web page advertising their company information and benefits on the Exchange site.
- Job seekers can independently enroll in the system, create multiple résumés, search for jobs by industry or occupation, perform an automatic job match, apply for jobs, manage job referrals, sign up for workforce events, research careers and research employers and training.

The Maryland Workforce Exchange was afforded several enhancements in PY09. A \$4 million grant was awarded by USDOL in November 2009 to the Mid-Atlantic Regional Collaboration (MARC) Green Consortium, headed by DLLR's Division of Workforce Development and Adult Learning. The grant allowed Maryland the opportunity to enhance the Maryland Workforce Exchange (MWE) as part of the MARC Green Consortium Portal. The portal is a state-of-the-art labor exchange engine that provides the easiest and most advanced system for job seekers, employers and workforce development staff to meet the supply and demand requirements of the energy efficiency and renewable energy industries as part of a new green economy. Its ease of use makes it a valuable tool for job seekers, employers, training providers, and labor market analysts. In addition to the capability to perform simple or sophisticated job searches, this portal includes career information, competency models (based on skill sets), and guidance for job seekers.

Some specific highlights include the following:

- ◆ Customer functionality enhancements have been added to highlight and provide information to Veterans. The Veteran Friendly Jobs link was added to assist matching veteran friendly employers with veteran job seekers.
- ◆ System functions were added to assist employers seeking the Maryland Hiring Incentive Rebate for Employers
- ◆ Language was added to the system enrollment to identify and better serve the population using English as a second language
- ◆ A link to Maryland State Jobs via the Department of Budget and Management was added to the system homepage

Additionally, in the Services for Individuals section of the portal, there is an area called Career Services, which offers:

- ▶ Career Tips page for selecting the ideal career

- ▶ Career Explorer page for learning about the types of jobs that best suit the job seeker
- ▶ Career Informer page for finding specific information on wages, employers, and training required for a specific occupation

The Job Market Explorer page provides information regarding labor market trends and future employment projections. For example, job seekers can search for occupations related to theirs that offer better wages or are in higher demand. They can then directly click a link to access detailed job skill requirements information for the occupations, and the system can even provide comprehensive green educational program information to help job seekers find and compare training programs in order to gain the necessary skills to move into these occupations.

Lastly, The LMI component includes tools to identify estimated employment, projected employment, and projected annual growth or decline (both short-term and long-term), based on defined industries, occupations, or occupation-related skills. These projections can be made at the state level or at sub-state geographic/economic levels. This part is standard for the Employment and Wage Data sub-component of LMI, available for both historical and current data analysis.

Maryland Business Works (MBW)

Maryland Business Works (MBW) is a statewide incumbent worker training worker requiring a 50% employer match on funding awarded. Training is short term and intended to increase the occupational skill levels of the workers. The skills attained must be transferable and result in an industry recognized certification or credential program.

In FY 2010, MBW served 315 employers accounting for 693 separate training projects. A total of 5,093 individuals were trained at a total cost of \$1,192,354, resulting in an average training cost of \$234. Manufacturing was the leading industry sector with \$472,046 provided for 982 trainees. Other industry sectors were: Healthcare \$266,337 for 3,146 trainees; Information Technology \$152,468 for 199 trainees; Construction \$52,927 for 97 trainees; Green Industries \$41,264 for 70 trainees; Biotech \$8,292 for 15 trainees; and lastly, a general category “Other” provided \$199,020 for 584 trainees.

MBW projects are approved weekly and a monthly activity log is widely distributed on the first Wednesday of each month. The totals provided above were for the period ending June 30, 2010.

Dislocated Services Unit (DSU)

TAA

The Dislocated Services Unit (DSU) is comprised of two areas

First, the Trade Adjustment Assistance (TAA) program was established to specifically serve individuals who have lost their job due to foreign competition — the company for which they worked either outsourced their job or there was an increase of similar products or services that caused a drop in work for the company.

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Second, Maryland had 14 companies that were certified for TAA which resulted in over 441 individuals being eligible for TAA services. Individuals who qualify for the TAA program receive additional benefits beyond what other workers on unemployment receive.

During the year, the state workforce system joined forces with local workforce teams to provide services to the workers who qualified for TAA services. The program has many deadlines and intricate rules that require a great amount of intensive services to ensure that the impacted workers can take full advantage of the program. The program provides services that range from assistance in job hunting in today's labor market to career change or skills enhancement training with follow up once job attainment has taken place.

Rapid Response (RR)

The RR initiative is designed help reduce the impact of the change at the company on the individuals who work for the company. Efforts are made to help individuals transition to another company when it is practical to do so. For those workers who are not able to directly transition to another company the Rapid Response team works to inform workers about the services that are available to them. The topics of these sessions range from how to apply for unemployment to what the local reemployment services are and how to tap into them. In PY 2009, 4,662 individuals received RR services.

Through a combined effort of state workforce development staff and local workforce development staff workers of variety of companies such companies as Capital One Bank, Office Depot and Prime Retail Management were informed of the services that were/are available to them. Through these efforts many individuals found out about and took advantage of the Workforce Development system.

Disability Program Navigator (DPN)

In October of 2002, the Department of Labor (DOL) and the Social Security Administration (SSA) announced a partnership to establish the Disability Program Navigator (DPN) Initiative, a program designed to improve the capacity of One Stops to effectively serve job seekers with disabilities. The program was deemed necessary because the Workforce Investment Act (WIA) made a strong commitment to universal access for all job seekers and a majority of One Stops seemed unprepared to provide their services to people with disabilities. In Maryland and nationwide, the DPN Initiative focused on improving access to One Stop Career Centers for job seekers with disabilities and providing a better understanding of their abilities for One Stop staff and partners. The Maryland DPN Initiative reached out to community partners and located disability resources and services to provide One Stop staff and customers with needed information and referral options. As staffs began to realize that unemployed people with disabilities had the same needs as all unemployed people, they became much more comfortable serving these customers. As staff comfort levels increased, the DPNs began conducting outreach to the disability community on how the One Stop's employment and training services could provide added resources for their job search.

The scope of the Maryland DPNs was redefined as the One-Stops became more adept at including customers with disabilities and a core group of DPNs with specific expertise evolved. Their areas of expertise were

Mental Health, Business/Employer Services, Youth, and Assistive Technology. The DPN Initiative that began in 2002 came to an official end on June 30, 2010.

The DPN Initiative saw many successes. One Stop staff and partners received training and technical assistance that allowed them to feel more comfortable and better prepared to serve customers with disabilities. Each One Stop was assessed and assistive technology such as screen reader software on computers, scanners, Braille printers, devices to magnify written text, etc. was recommended and purchased under the program. Community partnerships and coordination were improved with businesses, local schools, colleges, the Division of Rehabilitation, disability service providers, and other One Stop partners. Job fairs and outreach events have included the disability community, and accommodations such as sign language interpreters were advertised and provided. The DPNs collaborated with their local Business Services Teams to educate them and assist with marketing and business outreach.

Over the years there have been a few constants in the requests for technical assistance, training and resources. Based on that information, the DPNs have spent a large part of this year developing a web-based e-learning series aimed at alleviating those often expressed concerns and at ensuring that relevant staff training will continue to be available after the completion of the DPN Initiative. For One Stop staff and partners the following e-learning series are now available electronically: Serving Customers with Mental Health Issues; Universal Customer Service; and Assistive Technology in One Stops. The DPNs have also developed an e-learning for customers titled One Stop Career Centers – An Overview. *(Note: these videos are available on the DLLR website at <http://www.dllr.state.md.us/employment/dpn/>).*



Apprenticeship Navigators

The Apprenticeship Navigator Program began this year aiming to use two Navigators to increase the flow of information about apprenticeships and increase collaboration between partners. Apprenticeship Navigators work with local One-Stops, Adult Education programs, Correctional Education programs, secondary and post secondary education institutions and other organizations to promote apprenticeship programs as a career pathway to interested Marylanders. Navigators work to promote coordination and partnerships between agencies and program sponsors.

This year, Navigators redesigned and distributed new marketing materials to all partners, provided staff training to all but one local area, redesigned the apprenticeship website, initiated partnership meetings between a Baltimore County high school and three local programs, and conducted multiple inmate presentations at correctional facilities statewide. Navigators also participated in career and resource fairs for youth, students, displaced workers and veterans.

Employment Services for Veterans

The U.S. Department of Labor, Veterans' Employment and Training Service (VETS), offers employment and training services to eligible veterans through a non-competitive Job for Veterans State Grants Program. Under this grant program, funds are allocated to State Workforce Agencies in direct proportion to the number of vet-

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erans seeking employment within their state. The grant supports two principal staff positions: *Disabled Veterans' Outreach Program Specialists* and *Local Veterans' Employment Representatives*. Funds are provided to exclusively serve veterans, other eligible persons, transitioning service members, their spouses and, indirectly, employers. The grant also gives the State the flexibility to determine the most effective distribution of their staff resources based upon the distinct roles and responsibilities of the two positions.

DVOP and LVER staff provide services to all veterans that Title 38 indicates are eligible for their services, but their efforts are concentrated, according to their respective roles and responsibilities, on outreach and the provision and facilitation of direct client services to those who have been identified as most in need of intensive employment and training assistance. DVOP and LVER staff, through outreach with employers, develop increased hiring opportunities within the local work force by raising the employers' awareness of the availability and benefit associated with hiring veterans.

Disabled Veterans Outreach Program (DVOP) specialists provide intensive services to meet the employment needs of disabled veterans and other eligible veterans, with maximum emphasis directed toward serving those who are economically or educationally disadvantaged, including homeless veterans and those with barriers to employment. DVOP specialists are actively involved in outreach efforts to increase program participation among those with the greatest barriers to employment which may include but should not be limited to: outplacement in Department of Veterans' Affairs (DVA) Vocational Rehabilitation and Employment Program offices; DVA Medical Centers; routine site visits to Veterans' Service Organization meetings; Native American Trust Territories; Military installations; and other areas of known concentrations of veterans or transitioning service members.

Local Veterans' Employment Representatives conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, encourage the hiring of disabled veterans, and generally assist veterans to gain and retain employment. LVER staff conduct seminars for employers and job search workshops for veterans seeking employment. Additionally, they facilitate priority of service in regard to employment, training, and placement services furnished to veterans by all staff of the employment service delivery system.

To meet the specific needs of veterans, particularly veterans with barriers to employment, DVOP and LVER staff are thoroughly familiar with the full range of job development services and training programs available at the State Workforce Agency One Stop Career Centers and Department of Veterans' Affairs Vocational Rehabilitation and Employment.

TANF Project

The State of Maryland Department of Labor, Licensing and Regulation (DLLR), Division of Workforce Development and Adult Learning (DWDAL) in partnership with the Maryland Department of Human Resources (DHR) allocated \$5 million to collaboratively develop Job Readiness, Placement and Retention Employment Programs aimed at benefiting Temporary Assistance To Needy Families (TANF) customers via a collaboration between DLLR's Workforce Investment Areas (WIAs) and DHR's Local Departments of Social Services (LDSS).

The primary objective of this initiative was for Local Workforce Investment Boards (LWIBs) to design and operate programs that would aid in the employment and retention of mandatory Temporary Cash Assistance (TCA) customers referred by LDSSs. The overarching objective of the TANF Projects has been to empower these customers with in-demand employability skills that would increase their marketability in the job market, thus improving their family stability. Customers would, in turn, be tooled to secure full-time, unsubsidized employment that is meaningful, gainful, and provides livable, self-supporting wages that promote independence and self-sufficiency while simultaneously impacting the economic growth and development of Maryland business.

A secondary, yet equally important, objective was for customers currently receiving TCA to meet designated Federal Work Participation requirements. The intent was that mandatory daily interface along with the rigors of program participation would ensure that TCA customers are routinely engaged, and therefore countable in the Federally-mandated 40-hour per week work activity goals for DHR of Universal Engagement and Work Participation. Countable work participation consists of a 24-hour combination of the following approved work activities: Unsubsidized Employment, Subsidized Private/Public Sector Employment, Supervised Work Experience, Supervised Community Service, On-the-Job Training, Targeted Independent Job Search, Job Readiness, Substance Abuse Treatment, and/or Vocational Education. The remaining 16 hours per week may consist of Job Skills Training, Employment-Related Education, and Secondary Education, and/or GED Attainment.

As a direct result of the success of the collaboration statewide, effective July 1, 2010, the State of Maryland Department of Labor, Licensing, and Regulation (DLLR) and the Department of Human Resources (DHR) have jointly approved program continuation of all collaborative statewide TANF Projects. Although the funding period for the TANF Projects began initially as a 24-month period from July 1, 2008 thru June 30, 2010 as the closing date for the original grant period was fast approaching, DLLR modified the Inter-Agency Agreement with the Department of Human Resources (DHR) and subsequently gained approval for a one-year renewal option across the board with a new expiration date of June 30, 2011. This option to renew has been extended to all jurisdictions, thus giving Workforce Areas the opportunity to continue much-needed service delivery to the TANF population. This option is a no cost, no materials change extension that stipulates neither an increase in funding, nor alteration to the current program. To that end, these crucial programs may continue, ultimately reducing the number of dependent customers on Public Assistance while successfully developing well-equipped, career-minded independent employees who can consistently generate an income substantive enough to support themselves and their families without governmental assistance.

Hiring Incentive Rebate for Employers (H.I.R.E.)

H.I.R.E., formerly known as Job Creation Recovery Tax Credit or J.C.R.T.C., is a job creation tax credit program in which Maryland businesses may be able to save up to \$5,000 by hiring certain employees into new positions.

All employees must be Maryland residents hired between March 25, 2010, and December 31, 2010, and meet the following criteria:

- ▶ Individuals at the time of hire must be receiving unemployment insurance (UI) benefits or have exhausted their benefits in the previous twelve (12) months and not working full-time immediately

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- preceding the date-of-hire; and
- ▶ Employees must be hired into full-time, newly-created positions or full-time positions that have been vacant for at least six (6) months.

Employers must receive certification from DLLR and may file online. All applications are processed on a first-come, first-served basis.

To be eligible, employers must certify that:

- ▶ They are conducting or operating a trade or business in Maryland.
- ▶ They file a Maryland tax return or are tax-exempt under 501(c) of the Internal Revenue Code.
- ▶ The employees for whom they are seeking credit meet the qualifying criteria.
- ▶ The position for which they are seeking credit is
 - full-time;
 - of indefinite duration;
 - will remain filled for at least twelve (12) months;
 - newly-created or was vacant for a period of at least six (6) months at the time it was filled;
 - not created through a change in ownership of a trade or business;
 - not created as a result of an employment function being contractually shifted from one business entity to another;
 - not displacing an existing employee; and
 - a net new job for the organization of the State of Maryland if it was created through a consolidation, merger, or restructuring.

Information about the H.I.R.E. program has been widely distributed by the One Stop Career Center staff. The number of employers specifically seeking UI recipients in job orders on the Maryland workforce Exchange (MVE) continues to increase, as do the number of UI-recipients and a total of 1,838 job listings with UI preference. Both totals have approximately doubled over the past two months since H.I.R.E. Maryland took effect on 3/29, 301 people have been hired under the program.

Maryland Re-entry Initiative (MRI)

Collaboration and Partnerships Building a Culture for Change

Committed to assisting all citizens in becoming constructively contributing community members, MRI works with and on behalf of Maryland citizens who have criminal background issues and are striving to become viable and productive participants in the workforce.

Maryland is recognized as a leader in America's Re-entry efforts and has a history of reentry collaborations through state-wide projects and partnerships to ensure a continuum of effective reentry services from incarceration to community living.

Maryland boasts initiatives and programs that have been nationally and locally recognized such as:

- ◆ The Jericho Re-entry program under the Episcopal Community Services of Maryland.

- ◆ The Mayor's Office of Employment Development (MOED)'s Re-entry Center, for its leadership in demonstrating the effectiveness of collaboration and team approach to working with formerly incarcerated individuals.
- ◆ MontgomeryWorks Re-entry for being one of the first to have a One Stop career Center within a correctional facility, and Baltimore County Re-entry for its service enhancement to county residents through its Mobile Career Center.

MRI and its partners emphasize and promote collaboration to achieve state-wide and local reentry goals to increase the employability and work readiness skills of incarcerated and formerly incarcerated by pulling the expertise and resources of local community and government programs.

MRI and DLLR Correctional Education (CE) work together to enhance and increase One Stop Career Center services to job seekers with criminal backgrounds, through augmenting and expanding academic, occupational, and pre-employment readiness programs offered within the state correctional facilities. Correctional Education provides Academic Education (ABE – High School); Occupational Skills Training in 18 different areas including computer technology, auto mechanics, and HVAC; and Employment Readiness.

MRI and CE work together with Department of Public Safety and Correctional Services (DPSCS) to improve transition services offered to prepare individuals for successful reentry into their respective communities through programs/resources to build or enhance inmates' employability. DPSCS-Division of Corrections (DOC) is looking at making modifications and enhancements to existing programs as well as developing expanded services such as a system-wide comprehensive transition program that assesses an inmate's academic, interest/skills, and occupational options immediately upon entering the correctional facility.

DLLR Apprenticeship and Training Division, as part of its partnership with MRI, educates soon-to-be released individuals about registered apprenticeships, general requirements, application process, and other pertinent information regarding apprenticeship in Maryland.

Through the efforts of One Stop Veterans Services staff and employment specialist staff 5,471 soon-to-be released individuals have received information and referrals services to Maryland One Stop Career Centers and local community providers.



Additionally, 833 formerly incarcerated individuals have been provided workforce development/job development services, including training, job referrals/placement and education.

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Governor's Workforce Investment Board (GWIB)

GWIB is the State's chief policy-making body for workforce development. The GWIB is a business-led board of 45 members, a majority of whom represent the business community, as mandated by the Workforce Investment Act of 1998 (WIA). Other members include the governor and the lieutenant governor, cabinet secretaries, college presidents, the state superintendent of schools, elected officials, labor, and representatives of nonprofit organizations. The GWIB develops policies and strategies to form a coordinated workforce system from a variety of education, and employment and training programs. It brings together and focuses various workforce development partners and stakeholders on two key outcomes - a properly prepared workforce that meets the current and future demands of Maryland employers, and providing opportunities for all Marylanders to succeed in the 21st century workforce.

The mission of the Governor's Workforce Investment Board (GWIB) is "to guide a nationally recognized workforce development system aligned with the economic and educational goals of the State of Maryland resulting in a qualified workforce available to employers across the state.

Highlights Program Year 2009

Skills2Compete Maryland

In December 2009, the GWIB presented a formal motion before the Board recommending to the Governor adoption of a Skills2Compete Maryland (S2C) initiative.

The motion recommendations included:

- ◆ Adopting a S2C Maryland campaign led by the Governor;
- ◆ Appointing the GWIB to serve as the advisory board to provide oversight of, and advocacy for, the S2C Maryland campaign; and,
- ◆ Encouraging every working Marylander to develop a career pathway that includes at least one year of education or training past high school – leading to a technical credential, industry certification, or one's first year of college.

The motion passed, and the Governor has since endorsed S2C Maryland.

S2C Maryland is part of the national non-partisan campaign to ensure the State's workforce has the skills needed to meet business demand, foster innovation, and grow shared prosperity. S2C promotes post-secondary education and training activities designed to prepare Maryland's workers for middle jobs ~ those requiring more than a high-school diploma, but less than a four-year degree ~ while strengthening the state's economy.

In February 2010, the Governor officially launched S2C Maryland at Prince Georges Community College and set the goal of increasing the skills of Marylanders by 20% by 2012. Lt. Governor Brown leads the S2C Maryland

effort, along with Alex Sanchez, Secretary, Maryland Department of Labor, Licensing and Regulation. The GWIB serves as the S2C Advisory Board, and has since been working to ensure system alignment, promote inter-agency coordination and collaboration, and collect and analyze S2C data from partner agencies and stakeholders.

The GWIB has engaged nine State agency partners, 16 community colleges, 12 Local Workforce Investment Boards, and other workforce partners in developing internal plans and metrics for meeting the Governor's goal of increasing the number of Marylanders in post-secondary education and training by 20% by 2012. Plans included:

Strategies for supporting the Governor's vision of encouraging and promoting programs and activities that increase the skill level of Marylanders through the attainment of a post-secondary credential, apprenticeship certificates, degrees, or other education or training opportunities beyond high school; and
Quantifiable data designed to measure progress toward goal achievement.

Maryland Energy Sector Partnership (MESP): Smart, Green and Growing

In January, 2010, the Governor's Workforce Investment Board (GWIB), as the State Workforce Board, was awarded a \$5.8 million State Energy Sector Partnership grant by the U.S. Department of Labor Employment and Training Administration. As a result of the award, the GWIB established the Maryland Energy Sector Partnership (MESP) to train workers in the skills required in emerging industries including energy efficiency and renewable energy.

The MESP is a comprehensive and representative partnership of the DLLR/GWIB, Local Workforce Investment Boards (LWIBs), State Cabinet officials, energy efficiency and renewable energy business and industry leaders, labor organizations, education institutions, and community organizations.

The MESP will monitor four regional consortia that will create an integrated system of education, training, and supportive services that promotes skill attainment and career pathway development for more than 2,000 Marylanders for green jobs in manufacturing, construction, environment technology and solar energy.

Baltimore Regional Green Tech Workers Program. This effort improves manufacturing sustainability practices, waste stream management and "lean to green" practices in the manufacturing sector. This project works to train 705 incumbent and new workers in two tracks - the Green Worker Training Program for new, entry-level manufacturing positions, and Purdue University's Green Workforce Training Certificate program for incumbent workers with intermediate skills. The program offers three levels of certification provided through the Manufacturing Extension Partnership (MEP) and M-Tech programs at the University of Maryland, working with local community colleges.

Green Training for Energy Efficient Advancement (Green TEEA). This partnership of LWIBs, community colleges, building and trades organizations and labor unions works to train 850 workers to retrofit residential,

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commercial and industrial buildings. This project meets the need for skilled green construction and trades workers expected to be needed in the Baltimore-Washington region to meet employment demands resulting from American Recovery and Reinvestment Act (ARRA) investments,, building related to State Base Realignment and Closure (BRAC) initiatives, and increased energy initiatives of major utilities to comply with the Empower Maryland legislation.

Chesapeake Area Consortium for Higher Education (CACHE): Institute for Environmental Careers. This partnership of LWIBS, four community colleges and leaders from the private sector and governments in counties surrounding the Chesapeake Bay works to train 210 students through community college credit courses leading to certificates in environmental technology. It is designed to help workers take advantage of the environmental technology careers that are projected to grow around the Bay.

Go Solar! Regional Partnership. This business-driven consortium utilizes existing renewable energy curriculum, mostly from the Institute for Environmental Careers' existing courses. IBEW Local 26 and IEC-Chesapeake will act as entry-level service providers, and will collaborate with Goodwill Industries, Job Corps, correctional facilities and existing businesses to train 480 new and incumbent workers.

Health IT

On March 31, 2010, the GWIB convened a panel of experts and practitioners from the healthcare and information technology communities to examine the workforce needs and requirements that will be used to help Maryland meet its goal of rapidly moving into a significant Electronic Health Records environment. Attendees included representatives from healthcare providers, education institutions, HIT vendors and policy organizations, all with some experience in HIT issues. Individuals were divided into two focus groups to facilitate discussion. One group represented physician's practices and other small healthcare providers, while the other group represented hospitals and education institutions.

Following the focus group, the GWIB published a final report ~ "*Maryland's Health Information Technology Workforce Taskforce Report and Findings*," which provided an synopsis of outcomes and recommendations from the focus group.

Findings from the HIT Workforce focus group include:

Build stronger bridges. In order to develop a robust and successful HIT workforce, bridges between the IT and healthcare sectors need to be developed and institutionalized, so that each discipline can learn and benefit from the other.

Tailor education and training programs to the unique HIT requirements. New education and training programs need to recognize and address the unique requirements of most positions in this field.

Establish a new field of study. The HIT industry could benefit from an effort to pull together the essential elements of the healthcare and information technology disciplines into a new field of study focused specifically on HIT.

Prepare students for success in HIT. A range of skills were identified by Focus Group participants as critical to a successful career in HIT.

Findings from the IT Workforce focus group include:

Plan for a workforce bubble. The IT industry could benefit from a better understanding of the needs and requirements that will accompany this projected workforce bubble in order to plan and prepare workers for a growing number of jobs in the HIT sector.

Attract IT workers to healthcare positions. An effort to “brand” the new HIT industry could help to attract individuals who are interested in the public service benefits that come with a career in healthcare.

Prepare IT workers for jobs in healthcare. Healthcare leaders should help the IT sector to identify or develop training programs to boost the healthcare knowledge of IT workers. In addition, IT students could benefit from experiential education and training programs, such as internships and co-ops to bolster their success.

Other GWIB Highlights:

In March 2010, the GWIB partnered with Workforce Investment Network (WIN) to sponsor the 2nd Annual Legislative Breakfast. Governor O’Malley shared that workforce creation as one of his top priorities and discussed how Recovery Act funds coming into Maryland support workforce development activities.

In June, the GWIB convened the Regional Allied Health Forum to prepare to launch a sector strategies initiative to address jobs and skills shortages in the allied health industry.

Also in June, the GWIB’s Regional Allied Health Workgroup issued its workforce report and recommendations. In June, the GWIB recommended to Governor O’Malley recertification of all 12 Local Workforce Investment Boards.

In July 2010, the GWIB launched the Adult Education and Transition Oversight Committee to ensure successful transition of the adult and correctional education programs to DLLR.

In July, the GWIB hosted the Construction Energy Workforce Forum bringing together over 250 stakeholders from Maryland’s construction and energy industries, government, education, and the workforce communities to highlight Maryland’s leadership role in promoting smart, green, and initiatives, and the O’Malley administration’s commitment to growing jobs in the green economy.

In July 2010, the GWIB’s Center for Industry Initiatives Energy Committee published its final report.

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National Emergency Grant (NEG)

– On the Job Training (OJT)

The Department of Labor, Licensing and Regulation received a \$1,971,169 Recovery Act funded NEG to provide workers affected by lay offs with on-the-job training opportunities. This NEG provides a method to jump start re-employment for dislocated workers experiencing prolonged unemployment by enabling employers to create training and job opportunities for these individuals. Participants will be given a change to “earn and learn,” meaning they will develop applicable occupational skills while earning a paycheck. Employers participating in these OJT projects will receive partial reimbursement to offset the extraordinary cost of training workers. OJT will help workers become proficient in needed skills more quickly. This in turn will serve to encourage employers to hire workers sooner than perhaps initially planned, facilitating the private sector hiring of well-qualified individuals to contribute to their bottom line and spur economic recovery. The grant is not only intended to deliver OJT services to thousands of unemployed Americans, but also to build the capacity of the workforce investment system to engage in this critical training model in the months and years to come to assist in economic recovery.



Statewide Highlights, Initiatives, and Success

The Maryland Workforce System prides itself in providing exemplary services to job seekers and employers alike, as is captured in the WIA performance data. This information takes on more profound meaning, however, when personal stories are shared by those whose lives have been forever enhanced. Although the PY09 Youth Summer Employment Program was affected by limited funding, Maryland's WIAs were committed to linking young people with work and learning opportunities. The following stories are highlights of initiatives and stories of all job seekers – our fellow Marylanders – who have benefited from the vital work accomplished through the combined efforts of the WIA and One Stop Career Center partners.

Baltimore City

Healthcare Careers Alliance

In Spring 2010, Baltimore City WIA Healthcare Careers Alliance was selected as a “best practice” and highlighted in the Department of Labor’s Allied Health Access Guidebook. This Guidebook highlights *allied health categories, in-demand occupations, guidance in planning a program, guidance in administering a program* and shares case studies.

Baltimore City’s WIA Healthcare Careers Alliance is a partnership between the Mayor’s Office of Employment Development and three of Baltimore’s leading healthcare providers--Johns Hopkins Hospital, University of Maryland Medical Systems, VSP/Sinai Hospital and Baltimore’s Urban Service Corps operated by Civic Works, Inc. The program features paid healthcare-related occupational skills training, on-the-job-training and paid employment, as well as life skills for young adults. The program serves 17-21 year olds and it consists of an initial assessment of each participant’s skill level, program orientation and *Individualized Employment Planning*. The partnering hospitals offer the following credentialed training programs: admitting specialist, client services representative, floor technician, medical records clerk, patient care technician, patient transporter, radiology patient aide and materials management. Originally funded in 2004 through the Baltimore Workforce Investment Board Youth Council request-for-proposal process, HCA boasts an 85% retention rate among participants. In addition the training and post-placement follow-up, it provides an excellent source of employees for area healthcare facilities.

Anne Arundel County

Digital Inclusion

The Senior Service America, Inc. Digital Inclusion Community Service Initiative, operated by AAWDC, is a self-paced coaching and tutorial program that demonstrates how SCSEP participants can make a measurable impact in assisting older workers to function in our current digital society. The core mission is to make the computer an everyday function of the older worker, including navigating the Internet and utilizing Microsoft Word. In Anne Arundel County, AAWDC manages 2 training sites in Freetown and at the Lloyd Keaser Community Center in Pumphrey. Two additional training sites are scheduled to open in PY10. In PY09, 130 seniors enrolled, and 70 seniors graduated, from the training.

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Arnold Station

AAWDC opened the Arnold Station Career Center on March 1, 2010, with a grand opening on April 21, 2010. The focus of the Center is providing downsizing assistance through Rapid Response and assisting highly-skilled job seekers. Since its opening, 1,037 new customers have been registered at the Center. AAWDC has provided Rapid Response services to Annapolis City Government, Office Depot Distribution Center, Northrup Grumman, and Apex Tool Group. An expanded training room space has allowed an increase of services through workshops, seminars and job clubs, in which over 1,000 customers have participated.

Community Career Connections

AAWDC, Senior Community Service Employment Program (SCSEP), and Anne Arundel County Public Library formed Community Career Connections in October 2009 to establish satellite Career Centers in libraries throughout the county. The creation of the program has brought job seeker assistance to county residents unable to access traditional Career Center locations. This partnership began with the West County Area Library in Odenton, MD. The overwhelming demand for these services resulted in expansion to Crofton, Maryland City at Russett, Edgewater, and South County library locations. Through June 30, 2010, 771 customers have utilized the libraries to access AAWDC services such as locating job listings, compiling resumes and filling out online job applications, among other tasks.

Frederick County

On-the-Job Training Initiative

During the past program year, Frederick County Workforce Services has been able to utilize OJT funds to provide dislocated and/or adult workers with opportunities to engage in “hands-on” training with new employers. In one particular example, the employer, a local HVAC company, was in search of a part-time office assistant with a specific skill set. Through the OJT program, the employer hired a WIA job seeker who successfully completed the training necessary to effectively fulfill the responsibilities of the position. Incidentally, this job seeker had been searching specifically for a part-time position, so the match was ideal – a true “win-win” for both parties.

Baltimore County

Teach for America

Teach for America is an organization that brings together a national corps of recent college graduates who have done outstanding academically in a variety of different majors and who may have very different career interests but commit two years to teach in urban and rural public schools that have historically underperformed on assessment tests. The Baltimore County Public School System (BCPS) has agreed to hire 15 graduates from the local branch of Teach for America to teach in four (4) area middle schools.

Each of the graduates will be paid according to the existing BCPS pay scale in which new hires with a bachelor’s degree earn \$43,000 per year during their 1st year of employment. BCOWD has agreed to cover the costs of teach for America five week summer training institute, on-going teacher training and on-going staff support of 10 of the new hires at a total cost of \$200,000. The new corps members just completed their five week summer training institute and their 1st day of work for BCPS was August 23rd.

Southern MD

Job Match Re-Employment Project

The Tri-County Council opened the doors of the Job Match Re-Employment Project on September 1, 2009. In order to establish eligibility for participation, the candidate must have proof of residency in Charles, Calvert, and St. Mary's Counties as well as having experienced a downsize or lay-off in the past year, as well as having been in a position of mid-to-upper level management (\$40,000 or more per year.) For those participants seeking rapid re-employment, we offer tailored-to-the-individual services, including career coaching, interview skills training, and networking opportunities to determine the needs of individuals transitioning from a previous management career to the next "good fit." Each participant learns to tell her or his own story in a way that distinguishes them in a market where so many candidates compete for a precious few career opportunities. There are as many potential Success Stories in the Job Match Re-Employment Project as there are participants.

Success Stories

Youth Summer

"I really enjoyed my time in my summer job. I was able to really learn and use skills I never knew I had. I learned how to better communicate, both verbally and in writing, learned the importance of work ethic, receiving constructive feedback, and was even given the opportunity to give small presentations as part of my job..." Former Summer Jobs Program Participant, Ft. Detrick, Education Outreach Office.

Frederick County

Extension of Summer Jobs Program through ARRA Funding (Youth Activity/Initiative)

The 2009 Frederick County Summer Jobs Program had many successful placements with positive outcomes. At two of the participating employers, (the YMCA and the Boys and Girls Club), the six youth placements were so successful that all of the parties involved realized that there would be a mutual benefit in continuing the work arrangement. The six summer youth interns, all of whom had a disability and/or a low-income status, had more to offer and learn, and the hiring organizations had a need for additional help as well as a desire to teach.

With the use of ARRA funding, all six youth were given the opportunity to continue their summer job experience for nearly nine additional months, which they all did successfully. Four of the six youth went on to participate in the 2010 Summer Jobs Program, and the three youth employed at YMCA are still involved with the organization on a volunteer basis today.

By extending the duration of the internship experience, the youth gained more depth in their work experience, and are now better prepared for the future.

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Johns Hopkins Summer Program

Frederick County Workforce Services joined multiple public and private partners to fund 24 high school students who learned engineering concepts during an intense, four-week Engineering Innovation summer program. This program, held at Tuscarora High School, is aimed at high school students who want to apply engineering concepts to real-life projects. Based on an undergraduate introductory engineering course at Johns Hopkins University, the program condenses a semester-long, college-level course in engineering into four weeks. Students attend lectures, take lab classes, test theories, and ultimately learn to think like engineers. To qualify for the program, the Frederick County students were required to show that they have taken Algebra 2 and Lab Science. Those who finish the program with an A or B also receive three transferable college credits. Engineering Innovation covers more than structural engineering and also encompasses robotics, chemical engineering, and electronics. Students build robots, test electric circuits, make presentations, and use 3-D engineering drawing to design their projects.

Southern Maryland

Summer Youth Employment Program

Eric C. came to the Southern Maryland Workforce Services Center as a parenting youth who was unemployed. He was a single father who was mainly responsible for his son. Toni Gorman-Branch worked with Eric in assisting him with finding a position with Southern MD Tri-County Community Action Committee, Inc (SMTCCAC). Eric's position allowed him the opportunity to assist the HR department, which is a passion of his. His long-term goal is to eventually major in Human Resources in college to obtain a degree. Since being employed through the program at SMTCCAC, Eric has received a promotion as being in charge of their transportation department. Eric is hoping to secure a full-time position with SMTCCAC when the program comes to an end.

Youth – Year-Round

Mid-Maryland (Carroll County)

Born in Congo, 17-year-old Golois Mouelet-Nguimbi and his family, who had lived “all over Africa,” obtained their green cards in September, 2006, and moved to the United States. Through a church connection, they settled in Westminster where Golois entered 12th grade, speaking fluent French but no English. Dedicated, he studied English at night in order to excel in high school during the day. Fortunately, his English classes were in the same building as the Carroll County Business & Employment Resource Center (BERC, the One Stop Career Center). He spotted the name of the Youth Coordinator, Max Bair, and contacted him in February, 2007. “I asked him to help me get a good job, finish high school, get my license...so before the summer I started applying for jobs. We went all over the place looking for jobs. We went to Wal-Mart, Giant, nursing homes. Mr. Bair went with me, he took the car and went from place to place” until Golois landed a part-time grocery cashier position at \$7/hour. Mr. Bair had recognized Golois's potential, so he called to offer Golois a ride when learning of a job fair at Carroll Hospital Center. He was subsequently hired as a floor technician, earning \$9/hour working part-time.



After graduating with honors from Winters Park High School, Golois entered Carroll Community College full-time as a Computer Information Systems major. “I was elected to the student government association. The first year I was a senator, this year I am the treasurer of the SGA. I have to report on the student activities, I am a liaison between the Community College foundation board and the student life office.” BERCC paid for his books, and he secured tuition grants and scholarships as well. Golois graduated from Carroll Community College in May, 2009, and enrolled as a junior honors student at University of Maryland-Baltimore County (UMBC) in fall 2010. His goal is to receive a degree in Education, and he hopes “to teach math one day.”

Golois continues working at Carroll Hospital Center while attending college. His position has moved into a permanent part-time position, allowing him to receive health care benefits. He adjusts his hours based upon his school commitments – working up to 40 hours/week in the summer months. His success at the Center has earned him not only a raise but the distinguished honor of being named “Employee of the Month.”

Susquehanna (Harford County)

“I lost motivation to continue,” recalls Aberdeen resident Aaron Sierak about dropping out of school during his junior year despite earning As and Bs. “My grandfather had just passed away, my grandmother came to live with us, and there was a lot of stress at home.” A friend told Aaron about Reconnecting Youth, a dropout recovery program run by the Harford County Public Schools in partnership with the Susquehanna Workforce Network. “One day I just called them Miss Boo [Martha Chrismer] came out to talk to me and gave me all the information. I didn’t have to go anywhere else; it was all right there in front of me. They offered to pay for my learner’s permit, and for the classes, and for pretty much everything else. So all I had to do was apply myself. That was my only focus.”



Once he got started, Aaron didn’t waste any time. He earned his GED within three months, entered Harford Community College, and obtained a Pell Grant for the first year’s tuition. He’s working toward his Associate’s degree and, eventually, his registered nursing certification.

Dislocated Worker

Southern MD

Frank G. was a dislocated worker, laid off from his position as a Construction Manager with a company in Georgia in 2007. Customer started his own construction business that did not provide consistent work due to the poor economy. He was receiving unemployment benefits when he came into the WIA program. The Client Services Manager (CSM) worked with the customer on job leads and discussed his job search strategies. The Case Manager reviewed his resume and made recommendations for improvements to it. CSM was working with him on possible training options. The customer was originally interested in pursuing Project/Program Management training through the WIA program. The Case Manager referred him to the College of Southern Maryland to check out job opportunities, since customer had experience teaching in the Construction Trades. He was originally referred to the local WIA program by Maryland’s Professional Outplacement Assistance Center (POAC) and he attended the Early Intervention workshop at the Leonardtown One Stop office. The

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WIA CSM also referred customer to the Southern Maryland Job Match Re-Employment program. The Client Services Manager suggested checking into job opportunities at the College of Southern Maryland. The CSM also referred the customer to the Southern Maryland Job Match Re-Employment program, our region's rapid response program, designed for mid to upper wage earners (over \$40K).

Customer is in a career position as the Director of the Center for Technology and Energy for College of Southern Maryland and a Carpentry Instructor there and expects to continue his employment with them.

Baltimore County

Healthcare may be a high-growth, high-demand industry, but that didn't keep Evangelin Redd from losing her job with a health insurance company. Ms. Redd had been working at a desk job—steady work, but with no growth potential – when she was laid off after 21 years of service. Suddenly, she was a dislocated worker – divorced, 55 years old, with a \$1300 monthly mortgage to pay on her own. With no income other than unemployment compensation and food stamps, she was concerned about losing her home.



Ms. Redd was devastated to be out of work. "It was a horrible feeling," she recalled.

Desperately seeking employment, she heard about Baltimore County's Workforce Development Center at Hunt Valley. "From the time I walked in the door, everybody was very kind, very professional." Ms. Redd especially appreciated the Career Path Strategies/Early Intervention seminar. "Shemel Bowden, who presented the seminar, was a dynamic speaker. I went from having very low self-esteem when I walked in the door to thinking that I could get back out there like a champion and gain employment."

Ms. Redd's career consultant, Annie Hatchett, explored career options and helped her look for jobs. "She talked with me about what I wanted to do. I wanted to work in the healthcare field, hands-on. I had been working part-time as a CNA [certified nursing assistant] since 1997, but my certification had expired so I had to start over again. This is where I got all the help from the Center."

She enrolled in GNA/CNA (geriatric/certified nursing assistant) training, with financial support from the Center, but "from the first day I walked in the class, I felt doomed to fail." And fail she did, but not for long. She had kept Ms. Hatchett up-to-date on her difficulties throughout the training, so the career consultant was able to find another GNA/CNA program, at the Ghandi Institute of Health, that better suited Ms. Redd's learning style. "They are excellent instructors," Ms. Redd said. "My teacher took pride in her teaching, and in her students. I got a lot out of the way she taught her class." She achieved her GNA/CNA in mid-2008, thanks to her own hard work and the Career Center's persistence.

Today, after working brief stints in two nursing homes, Ms. Redd is well on her way to building her own business. While working at the nursing homes, she pursued the paperwork necessary to start an assisted living business, acquiring her Medicaid provider number and her Certified Medications Technician license, and taking First Aid and CPR classes at the American Red Cross. While she currently earns money providing in-home care for one patient, Ms. Redd plans to eventually expand her business, bringing other Medicaid-eligible elderly or disabled people into her home and hiring additional staff. "This is what I like doing – taking care of other people who can't take care of themselves," she says with pride.

“If the workforce development center hadn’t been there for me, I don’t know what I would have done. God sends people into your life. From the day I walked in, I knew I was okay. I couldn’t have done it by myself. They were there for me; they care about people. I just so appreciate it.”

Upper Shore

The Great Recession hit Maryland’s Eastern Shore especially hard. Layoffs and closings forced hundreds of highly skilled workers out of the workforce. Many had great work experience, but no recent job search experience, and found themselves completely unprepared for the challenge of finding a job in today’s fast-paced employment environment.

Easton resident Rose Madison found herself in that position when she lost her job at age 57 in a workforce reduction in February 2009. “I was always one to stay in a company for many years,” she recalled. “When I chose to change careers, I always had a new position before giving my notice. It was never a problem to get hired.” After five years as a Sales Representative at Cambridge International (a manufacturer of conveyor belts and wire cloth) and steady work for years before that, Ms. Madison “really had no idea where to start.”



Not one to stay at home, she began volunteering at Habitat for Humanity Choptank in April, while pursuing paid employment. A fellow Habitat volunteer (who happened to be the daughter of the Upper Shore Workforce Investment Board executive director) referred Ms. Madison to USWIB for help.

“Fortunately, the Upper Shore Workforce Investment Board [USWIB] came to my rescue,” Ms. Madison said. USWIB’s two-day “Dependable Strengths” workshop helped her identify her transferable strengths and taught her how to express those skills in a functional resume. She learned interview preparation strategies and practiced answering tough questions in a positive way. USWIB arranged for Mary Kraft Staffing and HR Solutions to provide a longer, more intensive “boot camp” workshop covering job search resources, networking, personal skills, job-specific cover letters and resumes, and more interviewing techniques.

Meanwhile, Ms. Madison continued to volunteer at Habitat, but with USWIB’s help she transitioned in September to the Office on Aging’s Senior Community Service Employment Program, funded by the federal Older Americans Act. That program enabled her to earn minimum wage for up to 20 hours a week at Habitat.

After completing the Mary Kraft boot camp, Ms. Madison put her new skills to work and landed four interviews immediately, two of which resulted in job offers at higher pay than her Cambridge International job, where she had earned \$15/hour plus commission. Susan Devlin, Habitat’s executive director, had come to rely on Ms. Madison, so when she learned they were about to lose her, she offered a contract position at \$12.50/hour, beginning February 1, 2010. Ms. Madison accepted, despite the pay cut, because “I love the job,” she says. “It’s so nice to work for a nonprofit and feel I’m doing something positive for my community.”

She credits her current employment to the skills she learned and the confidence she gained through the USWIB’s workshops, where she “learned how to stand out to prospective employers and how to sell myself as

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the best candidate.”

Ms. Madison’s experience highlights several lessons. First, volunteering can open the door to employment. In this case, Ms. Madison learned about USWIB through a fellow volunteer. Second, volunteering is a great way to make connections: Habitat’s executive director is a USWIB member, which helped ease the transition to the Senior Community Service Employment Program. And finally, Ms. Madison learned that the workforce investment system is a path to more than employment – through USWIB’s assistance, she is pursuing her longtime dream of higher education, attending Chesapeake College. Funds from the American Reinvestment and Recovery Act paid her tuition last year; with those monies now spent, USWIB is using its dislocated worker funds from the Workforce Investment Act to cover Madison’s tuition and books. She is on her way to completing the 33 credits she needs to earn a Business Technology Certificate, which will help her in her current job as well as in future endeavors.

“All of my dreams have come true,” Ms. Madison concluded. “I am in a job I love and obtaining the education I have always wanted, thanks to the Upper Shore Workforce Investment Board.”

Western MD

“I loved my job, and I felt awful,” recalled Marilyn Baldwin about getting laid off. “I’m 55 years old, and I didn’t think anybody would hire me because of my age.”

Thirteen other workers – one of whom had worked there for 50 years – lost their jobs in that October 2006 downsizing at Statton Furniture in Hagerstown, and further layoffs followed. Ms. Baldwin had been at Statton six years, rising from customer service to stockroom manager.



The Western Maryland Consortium wrote to offer retraining under the Trade Assistance Act. That mailing brought Ms. Baldwin to the Consortium’s Hagerstown office. The Consortium staff “helped me figure out what I wanted to do and who would offer the training. They told me my business administration degree was a dinosaur and advised me to go back to school. I went to a few classes, thought about what I wanted to do. They had all these great self-taught classes. I had used computers, but I didn’t know what I knew. Sharon Swope at the Consortium helped me do a resume, and she also helped my husband. She really knows what people want and what they don’t want. It gives you a lot of confidence.”

After completing computer training at the Consortium, Ms. Baldwin earned her Paralegal Certificate at Hagerstown Community College (HCC) in May 2008, winning the Award of Excellence for maintaining straight A’s.

Until she began her studies at HCC, Ms. Baldwin “spent every day at the Consortium as if it were a job. I went there early in the morning and stayed until they closed. They served coffee and made it seem like it was a job. What I was doing was self-training on the computer and they had newspapers there and I looked for a job. That way I didn’t have to sit at home and rot – it gave me the feeling I had a job.” Now she’s working full-time, for an attorney in nearby Waynesboro PA. “I found it through my teacher at

HCC – she emailed our class that this job was available. A lot of our class applied for it. I put on a cover letter, sent off my trusty resume, sent a follow-up letter. I really love it. I like the speed of it; it's busy, you really have to keep things moving.”

Ms. Baldwin praises the Consortium staff. “Cathy Bergeman, my case manager, would always say ‘Oh, you’re so awesome,’ which you really need to hear when you’ve lost your job. They brought in speakers, consultants, people who gave training tips. They talked about what to wear, how to wear my hair ... I’d been in a factory and had been wearing jeans for a long time. The Consortium referred me to the community college. I got handed off from one nice person to the next – they all knew their jobs really well.” Before she lost her job, Ms. Baldwin had never heard of the workforce development system. Now, she says, “If I ever need to get another job, I’d definitely go back to the Consortium.”

Adult

Baltimore City

Caleche Arrington, a young, unemployed mother of four, was seeking a new career that would allow her to explore her love of science. Having worked in environmental services, hospitality, and mail distribution, Caleche decided to make a change. In November 2009, she was selected to participate in the ARRA-funded BioStart program – pre-training for a laboratory associate that would offer her industry exposure and academic skills remediation.

Caleche passed the course and was subsequently enrolled in the intensive lab associate training. She was a diligent student who studied hard, displayed professional conduct, and consistently focused on her work. After successfully completing the classroom curriculum and her internship at BD Diagnostics, she was hired through their staffing agency. She is currently working full-time earning \$11.13 per hour. She continues to do well on the job and is working with Vehicles for Change to purchase her own car.

Baltimore City

“It all started at One-Stop,” according to Lisa McDowell.

With no typing or computer skills, Ms. McDowell couldn’t get the office job she wanted. “When I had last worked in an office, people were still using switchboards. When I interviewed for a medical receptionist job, they asked what types of computer programs I knew. I said I knew Lotus, and WordPerfect. They said they didn’t use them anymore.”



At 42 years old, Mrs. McDowell had recent work experience in fast food restaurants and a convenience store, but she wanted more. After more unsuccessful interviews, she tried to register for Unemployment Insurance. She learned she wasn’t eligible, but was referred from there to the Baltimore Works One-Stop Career Center in early 2007. That’s where her job prospects began to turn around. “When I went in, they asked me what I wanted to do. I had good people skills, good telephone skills, office etiquette, light typing ... things like that. But a lot of the office jobs required computer skills.” Baltimore Works staff pointed her to the center’s Digital Learning Lab, where technology trainer Melvina Johnson

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taught her essential computer skills – from using a mouse and accessing files and folders, to understanding email and the Internet. As she mastered word processing, she also used the *Mavis Beacon Teaches Typing* program to increase her typing speed, from one-finger tapping to 56 words per minute.

As Ms. McDowell earned certificates of mastery in computer trainings, her confidence grew, leading the Job Service to contact the State Department of Budget and Management on her behalf. Job Service staff helped her complete a state employment application that led to an unpaid internship while she continued her computer training. In June 2008, after more than a year at Baltimore Works, Ms. McDowell landed an \$8.25/hour temporary position as a clerical aide at the State Department of General Services. Eager to continue improving her skills, she returned to the Digital Learning Lab, with her employer's support. "They set up my schedule so I come in Monday through Thursday, with Fridays off to go to the Learning Lab." There she is pursuing the Internet and Computing Core Certification (IC3) – a global, validated, standards-based training and certification program for basic use of computer hardware, software, networks, and the Internet.

Ms. McDowell enthusiastically refers other jobseekers to the Career Center, and helps new people get started. "I explain it to them without using a lot of terminology, so they can understand it. I love hearing them say, 'Girl, I appreciate that! I didn't know how to do that until you showed me.' And I was the same way. It feels good to be able to help others get their understanding. You can teach it to someone else and they light up."

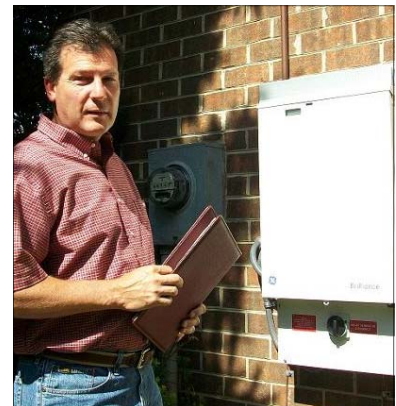
"Now," says Ms. McDowell, "a lot of doors are open to me in the state office buildings. The computer training I can take anywhere and everywhere." Although the \$8.25 job was "a great starting point," she's now on her third job with the State, as an administrative assistant at the Board of Public Works, where her keyboarding speed is up to 65 WPM. "I'm earning \$45,000 a year, with benefits. If I hadn't had that training, I'd still be at McDonald's."

Maryland Business Works (MBW)

Western MD

After a successful career as an executive with two large companies in Western Maryland, Phil Kelly wanted to be his own boss. When the economic downturn derailed his plans, he contacted the Western Maryland Consortium (WMC) for help. He's now a business owner, working in the fast-growing energy efficiency field.

In his first job after college, Kelly worked for Allegheny Power as a Residential Conservation Specialist. "That was my first exposure to energy and conservation," he recalled. "I learned all about energy and heat transfer and even solar, way back then." Fifteen years later, he left Allegheny Power for Citicorp Credit Services, where he was the Director of Public Affairs and Communications for Citicorp's local credit card operation. 'Although I enjoyed my time with Citicorp, I wanted to do something different,' so in 2007, at age 48, he left his executive position to join a small



electrical construction company as operations manager, intending to learn the business and eventually purchase it when the owner retired. When the recession hit the construction industry hard, it was clear that the owner wouldn't be retiring any time soon, nor could he afford to keep everyone on staff. Kelly had been researching opportunities in energy efficiency and renewable energy, so when he was eventually laid off, he had a plan.

"I'd never been a business owner and entrepreneur before, so I took a big leap" by starting a business, especially during a sour economy. Even with an MBA and several decades of solid work experience, he needed help to turn his plans into reality. So, in April 2009, he turned to the workforce investment system. Kelly knew about WMC through volunteer leadership positions he'd held over the years; he had chaired the Hagerstown-Washington County Chamber of Commerce and the local United Way Campaign.

"Back when I was forming my company, I had no income," Kelly said. "But you can't get started without the appropriate training. So I contacted Cathy Bergeman at the Western Maryland Consortium."

As a displaced worker, Kelly qualified for retraining assistance. WMC paid for several technical training courses: Solar Success for Start-Ups, a CEU course through NABCEP (North American Board of Certified Energy Practitioners), and Introduction to Wind Systems, through the Midwest Renewable Energy Association. Once he set up his company, Millennium 3 Energy (www.m3-energy.com), he was eligible for help from the Maryland Business Works Program, which subsidized two more courses – a retrofit lighting course, and a residential PV [photovoltaic] and wind generation systems course – that prepared him to pass NABCEP's solar PV exam.

Today, Kelly is well on his way. "I have several very promising projects underway, and I am an active and qualified installer of solar PV energy systems. In this fast-growing industry, I learn something new every day. So, to stay knowledgeable and to gain customers' confidence, I continue to seek training opportunities."

Kelly is committed to helping Western Maryland get smarter about energy. He's developed a PowerPoint presentation about the nation's energy challenges that he has presented at the Chamber of Commerce and at various service clubs, and has been a guest speaker for Hagerstown Community College's renewable energy degree program.

WMC's Bergeman expects Kelly will eventually hire additional workers through the Consortium. And indeed, that is Kelly's plan. Right now, he's working with partner companies, but he predicts that "a year or two from now I'll probably need people – someone to help in the office, and solar installers. They expect the solar installation business to grow 40 to 50 percent a year."

"The best thing about the WMC folks was that they understood that I was a guy trying to start something new in the green energy field, and they knew that was a good thing, so they tried to find ways to help. They didn't just drop me once I became a struggling new business – they continued to help. They responded better than almost any organization I've worked with in my new venture. WMC and the State's workforce development team gave me just the right kind of support that the burgeoning renewable energy industry needs."

TANF

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Baltimore City

Seanta Brown is living her dream working in the healthcare industry. After a number of years working in retail pharmacy chains and being the victim of two robberies while on the job, Seanta was ready for a career change in a safer environment. While unemployed, she was connected to the Mayor's Office of Employment Development's Workforce Reception Center which focuses on helping public assistance recipients move from welfare to work. To improve her administrative skills, she participated in a volunteer work experience activity and was assigned to the Eastside One-Stop Career Center.

Seanta became an integral part of the center – directing customers, answering phones, completing paperwork. Although she was a parent of four young children dependent on public transportation, Seanta was dependable and reliable – always on time and with a great attitude.

As a result of her positive work ethic and increased skills, Seanta was referred to the ARRA funded medical practice representative training and was selected as a trainee. After successfully completing her training with perfect attendance, she was hired as a fulltime employee by University Physicians at \$10.00 per hour plus a full benefit package. After four months on the job, Seanta continues to excel and has become a valuable asset to the practice.

Southern MD

Bridge to Success Story

Janell M., 26-years old, is the mother of one little girl. She had a number of years of work history in customer service and administrative jobs. She lived in various cities across the country, following her love interest from place to place. Janelle came to the Career Center with a can-do attitude, faithfully committed to sessions and grateful and appreciative for any assistance she received. She had administrative and customer services skills and wanted to begin a career in hospitality and event planning. Career track exploration, professional development work place etiquette consultations & many sessions of encouraged Janell to keep her spirits lifted. Session topics in which she participated included: WAM Job Match Assessment, Personal Profile, Interviewing Techniques, High Risk Job Seekers, Job Search 101, Circle of Influence/Toxic Relationships, Workplace Ethics, Professional Networking, and Social Networking. As a result, Janelle smiled much more and her drive increased as she searched in earnest for career opportunities. Janelle currently works as an Executive Assistant for the Department of Human Services, Department of Aging in downtown Washington DC.

Services to Special Populations - Reentry

Baltimore County

Mobile Career Center

The Baltimore County Office of Workforce Development Special Programs is in full swing providing Baltimore County residents with comprehensive job seeker services on its new Mobile Career Center. The Mobile Career Center (MCC) was launched in October, 2009 and has logged 768 visitors during the first six months of operation. Fully equipped with resource materials and six Internet accessible computer stations, the MCC facilitates

outreach to individuals that are unable to get to our Eastpoint or Hunt Valley Workforce Development Centers. The “on-board” staff have specialized training in working with individual job seekers faced with additional barriers due to a criminal history. Customers have access to one-on-one assistance to guide their progression through their enrollment in the Maryland Workforce Exchange, writing a résumé, and ultimately the job search process and/or referral to other resources or training opportunities when visiting the Mobile Career Center. The MCC also provides outreach via monthly visits to the Department of Parole and Probation Offices in Essex, Dundalk, Towson and Catonsville, as well as the Lansdowne and Hillendale Shopping Centers. Additionally, you will find the Mobile Career Center making bi-weekly visits behind the fence at the Baltimore County Detention Center in an effort to assist those close to release with the skills and tools needed to gain employment upon re-entering the community.

Baltimore City

Jorge DelReal moved to the Baltimore area from Los Angeles, California after his release from prison. He suffered multiple psychological disorders, was diagnosed and treated during his time of incarceration. Jorge left Los Angeles and came to Baltimore because he recognized the strong likelihood of his returning to the gang activities he grew up with prior to incarceration. He was now the father of a young daughter and wanted to start a new life getting as far removed from the gang environment as possible.

Jorge was a customer at the Mayor’s Office of Employment Development’s (MOED) Re-entry Center, a specialized center for customers with criminal backgrounds located at MOED’s Northwest One-Stop Career Center. His career development facilitator referred him to MOED’s ARRA funded culinary arts training at the St. Ambrose Center.

Jorge was a stellar student throughout the program. During both Job Readiness and Culinary Arts Training, he took copious notes and studied each night. He remained extremely focused and willing to learn new things – not just the technical skills – but also the life skills he needed to put into place in order to succeed. He also took advantage of the mentoring support sessions.

Jorge’s hard work and diligence has paid off. He completed his externship with Charm City Catering and they offered him a full time position as a cook. He is quite content working at Charm City Catering. This employer has provided the fertile ground Jorge needed to take his journey to the next level.

Montgomery County

Five years back, “you wouldn’t know what to think if you saw somebody like me on the street,” former gang member Roberto Morejon recalls. But, with hard work, determination, and support from the workforce development system and from his employer, Mr. Morejon turned his life around. In 2008, Montgomery County’s Workforce Services named him Participant of the Year.

As a juvenile offender, Mr. Morejon was sentenced to boot camp, where he earned his GED. “When they talked to me about my release, they suggested the Montgomery Conservation Corps because they didn’t want me to go back home. I didn’t graduate the first time I was in the Corps. I was charged as an adult at 17 for armed robbery. I served seven months in Clarksburg, then rejoined the Corps because I knew

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they would help me. I needed something good on my resume.”

The second time around, Mr. Morejon graduated as a senior crew leader, but when he tried to get work, “they wouldn’t hire me because I had a record.” A Corps caseworker knew the human resources director at Shapiro & Duncan, a contracting company, so Mr. Morejon applied there.

“Shapiro & Duncan took the risk of hiring me” as a bilingual safety officer. While working, Mr. Morejon took three years of classes to develop and hone his skills. His employer paid for many of the classes, and he used the AmeriCorps scholarship he earned through the Corps. He studied industrial hygiene and occupational safety at the OSHA’s MidAtlanticTraining Institute, where he earned the nationally recognized Advanced Safety Certificate.

“There was lots of times when I thought about giving up,” he says now, but neither the Conservation Corps nor Shapiro & Duncan gave up on him. “Even when I had to go back to jail for 10 days on some outstanding charges, Shapiro & Duncan said I would still have a job afterwards. They supported me during some of the worst times, especially during the whole change of lifestyles [out of the gang]. No matter how much you try to hide it, people find out that you’re an ex-offender. Here, they consider it a thing of the past.”

Shapiro & Duncan recently promoted Mr. Morejon to Safety Director. “I’ve never thought about leaving them, I’ll tell you that. When people like them support you, it’s hard to give up.”

Now married with a young son, Mr. Morejon wants to help future gang members turn their lives around. “If I wasn’t working at Shapiro & Duncan, I’d probably be on the streets. I think that’s one of the issues that a lot of [ex-offenders] have. They don’t have support and they don’t find employment and they go back to what they were doing before.”



Maryland Job Market Update 2010

Overview

In December 2007 the U.S. economy entered a recession (as determined by the National Bureau of Economic Research), ending an expansion that began in November 2001. High energy prices, a housing market collapse, and turmoil in the financial markets combined to bring to a halt 73 months of economic growth. Nonfarm employment peaked at 137.9 million (seasonally adjusted) in December 2007, beginning a slide that appears to have ended in December 2009. All told, some 8.36 million jobs -- 6.1% of the nation's payroll -- were eliminated during that two year period. Unemployment began a climb from a recession-low of 4.8% (seasonally adjusted) in February 2008 to a high of 10.1% in October 2009. More than 8.9 million individuals were estimated to be unemployed in 2008 -- an average of 5.8% of the labor force, accelerating to an average of over 14.2 million jobless in 2009, for an unemployment rate of 9.3%. Since the recession began every state has been impacted by rising unemployment and nearly all have experienced a net decline in jobs.

Historically, Maryland has tended to weather economic downturns better than the national average. A heavily services-dominated economy (less cyclically-sensitive than a goods-producing market), a large proportion of professional and technical jobs, a strong federal government presence (as both a non-cyclical employer and purchaser of goods and services) and a well-educated labor force have factored into the state's relative economic stability.

While Maryland's labor market has continued to outperform the national average -- as measured through employment change and unemployment trends -- the recession's impact has affected every county and nearly all industry sectors. Maryland's job market declined for the second straight year in 2009 as deteriorating national economic conditions continued to erode the state's job base and pushed joblessness up to levels not seen since the early 1980's. Although Maryland's jobless rate (7.0% in 2009) remains significantly below that of the nation, the state's annual average unemployment ranking has slipped from 9th lowest in 2007 to 15th in 2009.

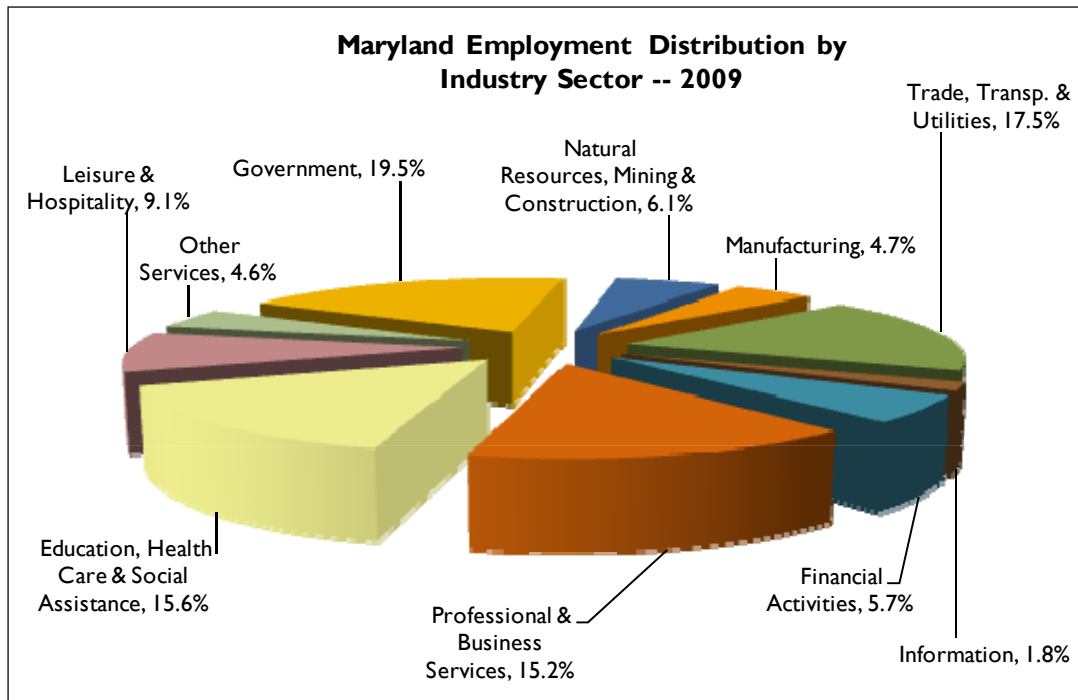
Job Trends

Maryland's economy remained on a relatively even keel during the first five months of the "official recession" and when payrolls began to decline in May 2008, losses were muted compared to those occurring nationally. Maryland's economy did sustain job loss in 2008; however, the rate of decline through December 2008, at 1.7%, was less than half of the national slide. However, in 2009, Maryland employers shed 79,600 jobs -- losses which essentially wiped out 3 years (2005-2007) of expansion and returned business payrolls to a level only slightly above the 2004 level of 2,517,600.

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Maryland Payroll Employment 2008 - 2009 Annual Averages (seasonally adjusted, in thousands)				
Industry	Employment		Change 2008-2009	
	2009	2008	Number	Percent
Total	2,520.5	2,600.1	-79.6	-3.1
Natural Resources, Mining & Construction	154.2	180.1	-25.9	-14.4
Manufacturing	118.6	128.1	-9.5	-7.4
Trade, Transportation & Utilities	440.4	465.1	-24.7	-5.3
Wholesale Trade	88.1	93.0	-4.9	-5.3
Retail Trade	276.3	293.2	-16.9	-5.8
Transportation, Warehousing, Utilities	76.0	78.9	-2.9	-3.7
Information	46.0	49.7	-3.7	-7.4
Financial Activities	144.5	153.0	-8.5	-5.6
Finance & Insurance	101.9	106.8	-4.9	-4.6
Real Estate & Rental & Leasing	42.6	46.2	-3.6	-7.8
Professional & Business Services	384.2	397.6	-13.4	-3.4
Professional, Scientific & Technical Svcs.	224.4	225.2	-0.8	-0.4
Management of Companies & Enterprises	20.3	21.5	-1.2	-5.6
Administrative & Support Services	139.5	150.8	-11.3	-7.5
Education, Health Care & Social Assistance	393.9	384.1	9.8	2.6
Educational Services	73.2	72.5	0.7	1.0
Health Care & Social Assistance	320.8	311.6	9.2	3.0
Leisure & Hospitality	230.3	236.5	-6.2	-2.6
Arts, Entertainment & Recreation	35.2	36.5	-1.3	-3.6
Accommodation & Food Services	195.1	200.0	-4.9	-2.5
Other Services	115.9	118.1	-2.2	-1.9
Government	492.4	487.8	4.6	0.9
Federal	131.7	127.1	4.6	3.6
State	110.1	109.3	0.8	0.7
Local	250.6	251.3	-0.7	-0.3

Job losses were spread throughout the private sector in 2009 though declines varied among industry sectors. Natural Resources, Mining & Construction, a sector which began to react quickly and declined without interruption throughout 2008 and 2009, had both the largest numerical and percentage decrease, down 25,900 jobs and 14.4%. Just over two-thirds of all construction losses were among specialty trade contractors. Initially, sluggishness in the housing market -- both building and remodeling -- caused business conditions to waver. As the recession deepened, the non-residential market was impacted as well. Trade, Transportation & Utilities was reduced by 24,700 jobs, most notably in motor vehicle and parts dealers, and durable goods wholesalers. Close to fifteen Maryland auto dealerships were shuttered as the auto industry attempted to restructure. Consumer-sensitive retailers such as clothing stores and consumer electronics cut jobs or closed stores. Building material and garden supplies stores, whose fortunes are in part tied to the housing market, lost jobs. Professional & Business Services dropped by 13,400, largely in administrative and support services, where jobs in employment services receded. These three major industry sectors, which when combined account for about 39% of Maryland's business base, absorbed 80% of the job loss experienced during 2009.



One of the bright spots in 2009 was Education, Health Care & Social Assistance, which added 9,800 positions -- a gain of 2.6%. Job expansion occurred in ambulatory health care, hospitals, education, and nursing and residential care facilities. This aggregate sector has continued to grow in general throughout the current economic downturn in Maryland as it has nationally.

In the public sector, employment was up 4,600 over the year, with growth particularly strong at the federal level. Significant gains were evident in the national security and international affairs area.

Industries With the Largest Employment Change 2008-2009	
Growth	Decline
Ambulatory health care services Hospitals Educational services Nursing and residential care facilities National security & international affairs	Specialty trade contractors Administrative & support services Construction of buildings Motor vehicle and parts dealers Merchant wholesalers, durable goods Food services & drinking places Credit intermediation & related activities Building material & garden supply stores Electronics & appliance stores

Labor Force and Unemployment Trends

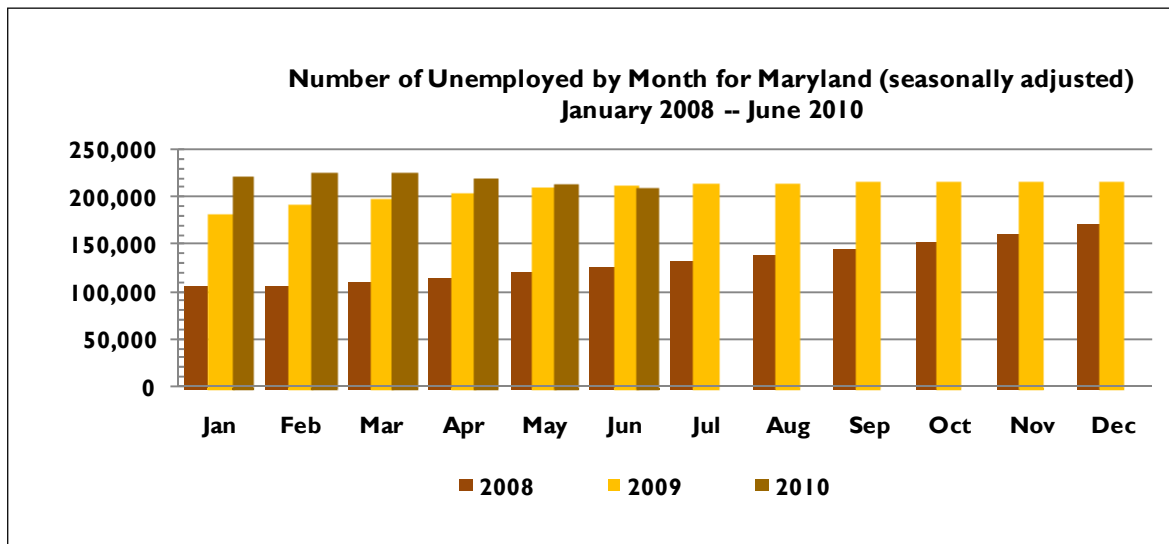
As the economy slowed, the demand for workers declined – a decline which was clearly reflected in labor force movements. From 2008 to 2009 the civilian labor force declined by 39,478 persons (-1.3%) to 3,026,411 --the lowest level since 2005. The number of employed Marylanders fell by 116,168 and the jobless ranks increased

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by 76,690 -- an over the year gain of 57.8% out of work and 4% fewer holding jobs. Average unemployment rose from 4.4% of the labor force in 2008 to 7.0% in 2009 -- the highest annual rate since 1983.

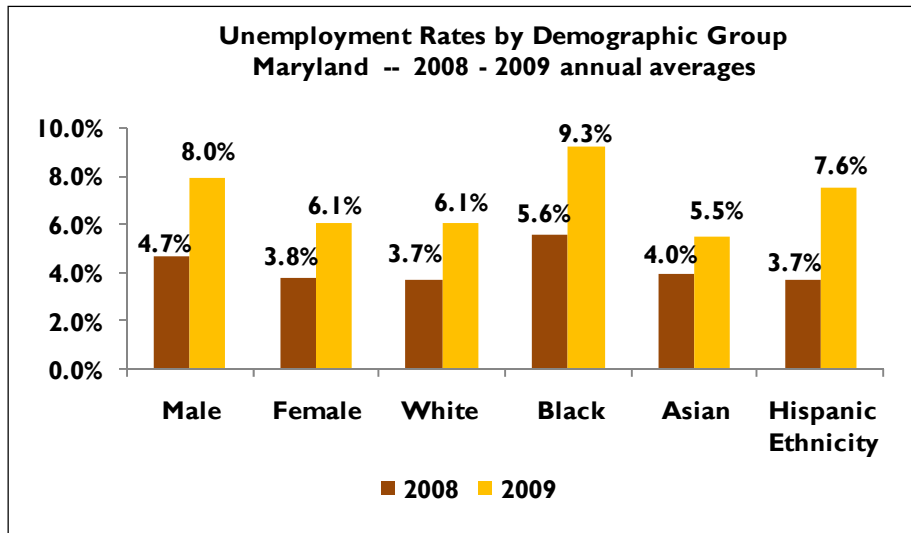
Labor Force Status				
	Annual Average		Change	
	2008	2009	Number	Percent
Maryland				
Civilian Labor Force	3,026,411	2,986,933	-39,478	-1.3%
Employment	2,893,778	2,777,610	-116,168	-4.0%
Unemployment	132,633	209,323	76,690	57.8%
Unemployment Rate	4.4%	7.0%	-	-
U.S. Rate	5.8%	9.3%	-	-

The number of unemployed began rising in January 2008 (107,233, seasonally adjusted), climbing rapidly throughout the year, continuing upward through 2009, and finally peaking (228,088) in March 2010. The jobless rate followed suit -- starting to increase in February 2008 (3.6%), elevating further through 2009, and topping out in February and March 2010 (7.7%).



Unemployment rose for all major demographic groups in 2009. As was the case in 2008, joblessness was not equitable, and the increase was more pronounced for some groups than others. For the second straight year the unemployment rate for men was higher than for women, rising more rapidly in 2009, to extend the jobless gap between the two cohorts. In 2007 unemployment was higher for women. But sizable job losses in industries more likely to employ men, such as construction and manufacturing, combined with the relative strength of health care and education, where women dominate, gave women a statistical advantage in this downturn. The group with the largest proportional gain in unemployment was Hispanic/Latino workers; the number of unem-

employed and the unemployment rate among workers in this ethnic group more than doubled between 2008 and 2009. Hispanic workers are often employed in construction or consumer-sensitive services.

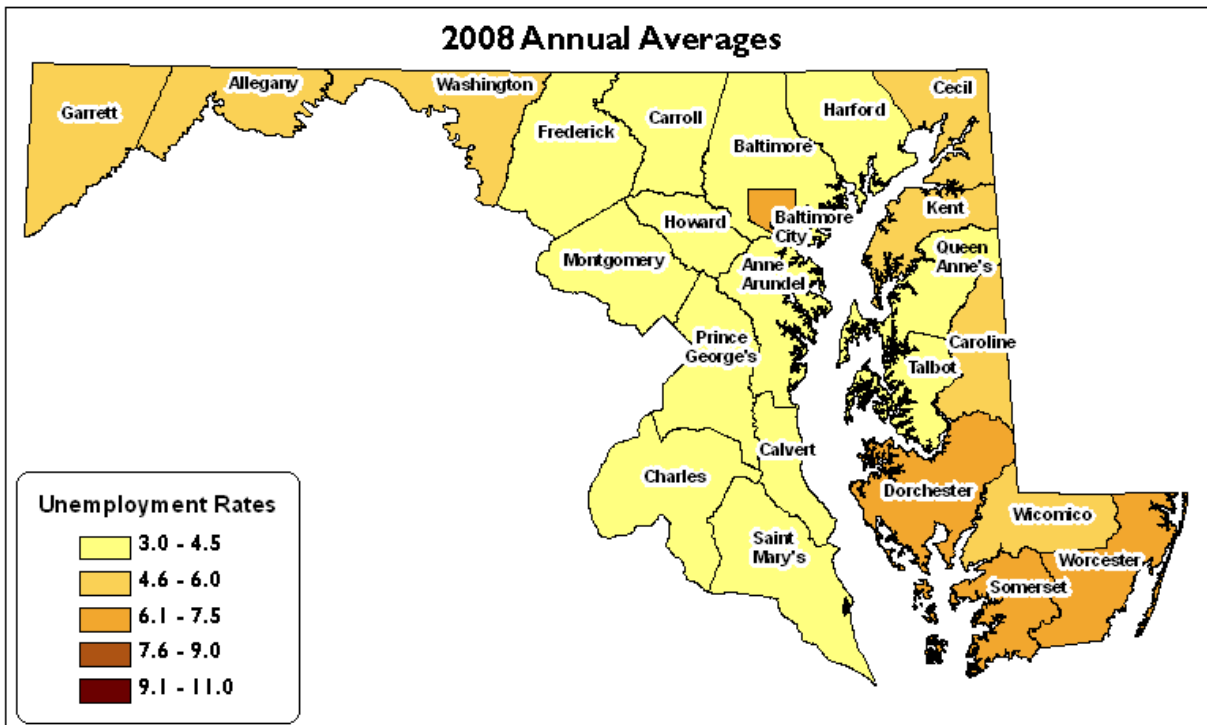
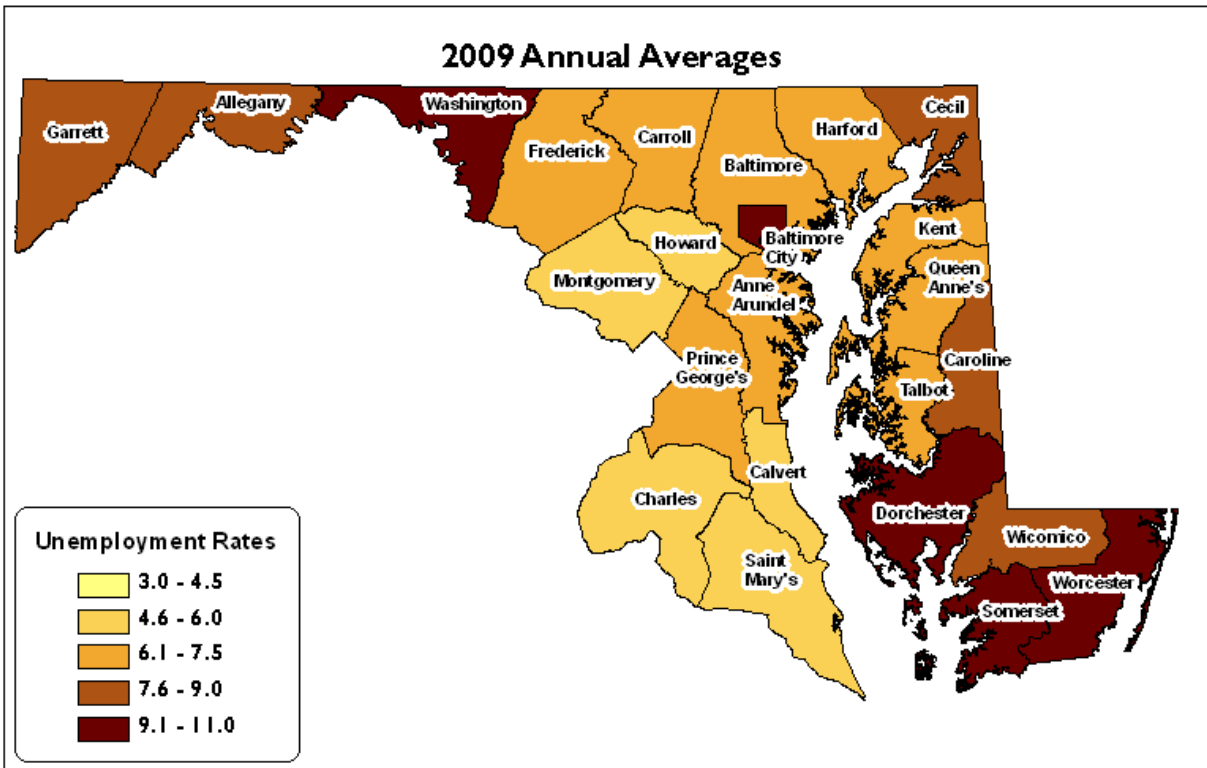


Market conditions tightened across the state during 2009, challenging the resources available to serve the growing numbers of unemployed. Residential employment declined and joblessness advanced in each of the State’s Workforce Investment Areas (WIAs). Jobless rates moved ahead by two full percentage points or better between 2008 and 2009 in each WIA, with rates ranging from a low of 5.3% in Montgomery County to a high of 10.2% in Baltimore City in 2009.

While the numbers of unemployed were higher in each of the WIAs during 2009, the demographics of unemployed workers were little changed, with males and workers between the ages of 30-44 years accounting for higher percentages of the unemployed.

When viewing the impact of the economic downturn on local area residents, the largest percentage reductions in resident employment were posted in the relatively small Eastern Shore counties of Wicomico and Somerset, and in Cecil. The highest numerical losses in employment occurred in the big suburban counties of Baltimore, Montgomery, and Prince George’s. Joblessness climbed significantly in all areas, with the three latter counties claiming the largest absolute gains in unemployment. Proportional increases in unemployment were greatest in Cecil, Washington, Harford, and Carroll Counties -- with each adding about 2/3 more individuals to their jobless ranks. The types of industries prevalent in (or near) each jurisdiction and a county’s proximity to employment centers were among the factors influencing local labor force conditions.

Unemployment Rates by County



Source: Maryland Department of Labor, Licensing & Regulation, Office of Workforce Information & Performance

Unemployment Claims Activity

Unemployment insurance (UI) activity accelerated in 2009 -- the third straight year that claims for unemployment insurance and benefits paid expanded. Initial claims filed against the Maryland Unemployment Insurance Tax Fund were up 120,468 to 295,832 in 2009 -- a gain of nearly 41% over the year. Total weeks compensated topped 3.5 million -- rising by over 1.4 million (a 2/3 increase) from 2008. Final payments (exhaustees) more than doubled in 2009, adding 48,948 to total 93,347. The average duration of benefits lengthened from 15.1 to 18.8 weeks. The Maryland UI Trust Fund was strained by these developments. In 2009 \$1,068,773,978 in benefits were paid out, up from \$633,490,389 the previous year -- a nearly 69% increase.

Data from the mass layoffs statistics program have not been so dramatic. A mass layoff is defined as a filing of at least 50 initial claims of 30 days or longer duration, within a five week period, from one employer. Maryland posted 141 mass layoff events in 2009, up from 85 in 2008 and 128 in 2007. Initial claimants from those events numbered 11,932 in 2009, up from 7,116 the prior year, but down from 12,127 in 2007.

The Job Market 2010

The labor market situation moving into 2010 has evidenced positive, though uneven, movements. At the national level, jobs were added each month from January through May, declining in June primarily due to temporary Census 2010 positions ending (which were also a source of some of the year's growth). Net job gain through June was about 0.7%, seasonally adjusted. Last year, the economy lost jobs every month. Though employment has been on the upswing, every month through June 2010 has recorded fewer jobs than the same month in 2009. Nationally, unemployment registered 9.5%, seasonally adjusted, in June -- the same as June 2009 -- but down from its peak of 10.1% last October.

Maryland's job market performance in 2010 has moved in a positive direction, stronger than the national trend. From January through June a seasonally adjusted 40,200 payroll jobs were added, a gain of 1.6% for the two quarters. Last year, 30,000 jobs were lost over the same period. Advances occurred among construction contractors, professional, scientific and technical services, arts, entertainment and recreation businesses, accommodation and food services, and federal government. Year over year job activity by month was negative from January through April, with May unchanged. In June, however, 7,000 more jobs were recorded than a year ago -- the first June posting over the year job growth since 2007.

State labor force trends in 2010 have improved somewhat. Resident employment had been on a downswing every month since February 2008. But, this year after a dip in February (likely the result of unusually severe weather conditions), the number of employed rose each month from March (2,733,915 persons, seasonally adjusted) through May (2,754,230), falling by 5,338 in June. Unemployment began the year on the rise, topping out in March, and declining over the next 3 months to 211,097 persons in June. June's jobless rate of 7.1% was un-

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changed from a year ago. The state's unemployment rate may have reached its high point of the current downturn at 7.7% for both February and March. Monthly jobless levels have not been that high since 1983.

The short-term outlook for the economy is unclear. The U.S. has now had four consecutive quarters of GDP growth; however, the rate of expansion has slowed for the past two quarters, leveling off at 2.4% for the second quarter of 2010. More robust growth is necessary to stimulate enough job creation to lower unemployment significantly. The Federal Reserve System's Open Market Committee, in its June meeting, forecast a moderately growing economy and a steadily declining unemployment rate, falling to around 7.1 to 7.5% by the end of 2012 – still high by pre-recession standards. Some economists believe that the recession has ended, but the business cycle dating committee of the National Bureau of Economic Research has not so ruled. The NBER monitors economic indicators for many months before determining that a business cycle has turned.

In Maryland unemployment has tended to lag the business cycle in recent downturns. Following the July 1990-March 1991 contraction, the state reached an annual high of 6.6% for unemployment in 1992. The 2001 March-November recession was followed by jobless peaks of 4.5% for both 2002 and 2003. During the course of that downturn monthly unemployment never rose higher than 4.5%.

Maryland is better positioned than many parts of the country for recovery. As low as the job market has ebbed it is still stronger than in many states. Over 130,000 federal government jobs, impervious to the business cycle, are based in Maryland, with many more located within easy reach of Maryland commuters in Washington, D.C. and northern Virginia. The long-run expansion of the state's services-providing economy and the relative (and absolute) decline in manufacturing has helped smooth cyclical trends. This downturn, has reached deep into the services and consumer-driven side.

Maryland's relatively stable economy is receiving a boost from federal fiscal policy and national defense decisions. More than \$4 billion has been committed to the state from the American Recovery and Reinvestment Act (ARRA). The state has been investing those funds throughout the economy, targeting education, health care, transportation, workforce development, and supporting the UI system, among other programs. The Department of Defense's Base

Realignment and Closure (BRAC) initiative will result in Maryland being a net recipient of tens of thousands of jobs located at five DOD installations spread throughout Maryland. Some positions will be re-locating from elsewhere in Maryland, many will be moving in from out of state, and others will be newly created. The majority of the positions will be either DOD civilian personnel or embedded contractors. BRAC will be a multi-decade process. The first personnel moves are underway, with a major influx of employment to occur in 2011. In addition to the BRAC-related growth, the National Security Agency (NSA), based in central Maryland, is also projected to expand by several thousand workers, including employees and contractors. BRAC and NSA contractor firms will be primarily professional, technical, and scientific services, but facilities and worker support services will also be required.

This type and scope of economic expansion is unprecedented in Maryland. Following on the heels of a deep recession, the federal dollars flowing into the state for this initiative are likely to have a very positive impact. The challenge will be in using this long-term project to produce some short-term results for the state's jobless and under-employed. A number of organizations and programs are in the process of trying to connect the supply with the demand.

Aside from federal initiatives noted, Maryland recently initiated a job creation tax credit in an attempt to stimulate expansion. The H.I.R.E. Maryland Program offers tax rebates to employers who, when hiring, tap into the labor pool of persons currently collecting unemployment benefits.

Much of the state's job growth so far this year has occurred in consumer-driven industries. But stronger and more widespread gains are needed to effectively move the state's economy forward. The upcoming openings of slots casinos in Cecil and Worcester counties will hopefully help to jumpstart regional economic development activities.

Statistical Source Data

Maryland Department of Labor, Licensing & Regulation, Office of Workforce Information & Performance – Current Employment Statistics, Local Area Unemployment Statistics and Quarterly Census of Employment and Wages Programs

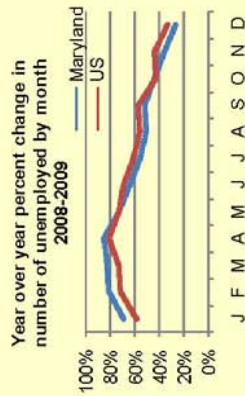
U.S. Department of Labor, Bureau of Labor Statistics – Current Population Survey

U.S. Department of Labor, Employment & Training Administration, Unemployment Statistics

MARYLAND FACT SHEET

**LABOR FORCE STATISTICS
2008 & 2009**

	2008	2009
Civilian Labor Force	3,026,411	2,986,933
Employed	2,693,778	2,777,610
Unemployed	132,633	209,323
Unemployment Rate	4.4%	7.0%



**EMPLOYMENT ESTIMATES BY MAJOR
OCCUPATIONAL GROUP
2009 ANNUAL AVERAGES**

Total Employed 2,777,610
Male 1,415,701 Female 1,361,909

Occupational Group	Employment
Mgmt., Prof. & Related Occ. Service	1,182,910
Sales & Office	432,177
Farm., Fish., & Forestry	681,691
Constr., Extrac., Maint. & Repair	6,628
Prod., Transp. & Material Moving	245,968
Other Services/Unclassified	222,236

Data derived using U.S. Census Bureau 2006-08 American Community Survey

**JOBS BY INDUSTRY DIVISION
2009 ANNUAL AVERAGES**

Industry	Employment
Total Employment	2,460,972
Government Total	476,918
Federal	131,862
State	100,190
Local	244,866
Private Sector Total	1,984,054
Natural Resources & Mining	6,428
Construction	153,122
Manufacturing	118,707
Trade, Transportation, & Utilities	436,545
Information	46,513
Financial Activities	141,937
Professional & Business Services	384,033
Education & Health Services	378,238
Leisure & Hospitality	230,220
Other Services/Unclassified	88,311

**INDUSTRY HIGHLIGHTS
2009 ANNUAL AVERAGES**

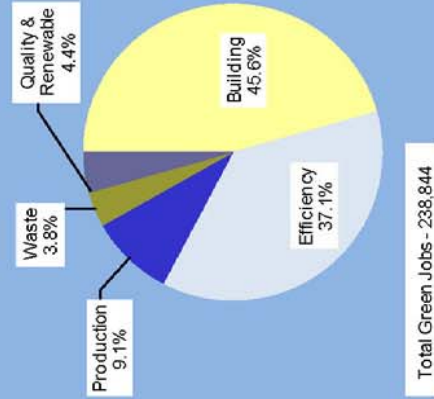
Business Establishments	164,641
Government	3,435
Private Sector	161,206
Average Weekly Wages	\$973
Government	\$1,155
Private Sector	\$929
Largest Industry	Employment
Trade, Transport. & Utilities	436,545
Highest Paying Private Sector Industry	\$1,322
Information	
Lowest Paying Private Sector Industry	\$363
Leisure & Hospitality	

**HS EDUCATION STATISTICS
2008-2009**

HS Dropouts Grade 9-12	Dropout Rate
7920	2.80
HS Graduates	59,002
HS Diploma	58,200
Spec Ed Completion	698
Early College Admiss.	104
Graduation Plans (per student survey)	% of Total
College Full-time	69.9
College Part-time	5.8
Trade/Bus School Full-time	4.2
Work Full-time	13.8
Military Full-time	3.6
Other	2.7

Source: MD State Dept. of Education & DLLR

**DISTRIBUTION OF GREEN JOBS BY
ECONOMIC ACTIVITY - 2009**



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LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 35,636 35,537</p> <p>Employed 33,545 32,510</p> <p>Unemployed 2,091 3,027</p> <p>Unemployment Rate 5.9% 8.5%</p> <p>Year over year percent change in number of unemployed by month</p> <p>2008-2009</p> <p>100% 80% 60% 40% 20% 0%</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 32,510</p> <p>Male 16,616 Female 15,894</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 8,478</p> <p>Service 7,272</p> <p>Sales & Office 8,701</p> <p>Farm., Fish., & Forestry 63</p> <p>Constr., Extraction, Maint. & Repair 3,999</p> <p>Prod., Transp. & Material Moving 3,997</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 29,146</p> <p>Government Total 6,733</p> <p>Federal 554</p> <p>State 3,008</p> <p>Local 3,171</p> <p>Private Sector Total 22,413</p> <p>Natural Resources & Mining 90</p> <p>Construction 1,111</p> <p>Manufacturing 2,405</p> <p>Trade, Transportation, & Utilities 5,039</p> <p>Information 413</p> <p>Financial Activities 826</p> <p>Professional & Business Services 2,250</p> <p>Education & Health Services 6,057</p> <p>Leisure & Hospitality 3,067</p> <p>Other Services/Unclassified 1,155</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 1,748</p> <p>Government 84</p> <p>Private Sector 1,664</p> <p>Average Weekly Wages</p> <p>Total \$639</p> <p>Government \$833</p> <p>Private Sector \$581</p> <p>Largest Industry Employment</p> <p>Education & Health Services 6,067</p> <p>Highest Paying Private Sector Industry</p> <p>Manufacturing \$831</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$243</p>	<p>HS Dropouts Grade 9-12 Dropout Rate</p> <p>90 2.89</p> <p>HS Graduates</p> <p>HS Diploma 713</p> <p>Spec Ed Completion 693</p> <p>Early College Admiss. 20</p> <p>0</p> <p>Graduation Plans</p> <p>(per student survey)</p> <p>College Full-time 51.0</p> <p>College Part-time 27.9</p> <p>Trade/Bus School Full-time 2.7</p> <p>Work Full-time 13.8</p> <p>Military Full-time 3.2</p> <p>Other 1.4</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Waste & Quality 6.5%</p> <p>Building 45.1%</p> <p>Efficiency 39.8%</p> <p>Production 8.6%</p> <p>Total Green Jobs - 1,542</p>

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ANNE ARUNDEL COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES														
<p>Civilian Labor Force 2008 2009 Employed 285,263 280,159 Unemployed 274,193 262,239 Unemployment Rate 11,070 17,920 Unemployment Rate 3.9% 6.4%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p>	<p>Total Employed 262,239 Male 137,192 Female 125,047</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 112,963 Service 34,099 Sales & Office 70,855 Farm., Fish., & Forestry 524 Constr., Extraction, Maint. & Repair 25,441 Prod., Transp. & Material Moving 18,357</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 226,404 Government Total 37,680 Federal 8,734 State 9,032 Local 19,914 Private Sector Total 188,724 Natural Resources & Mining 193 Construction 14,696 Manufacturing 13,090 Trade, Transportation, & Utilities 51,456 Information 4,607 Financial Activities 9,584 Professional & Business Services 33,612 Education & Health Services 25,557 Leisure & Hospitality 27,200 Other Services/Unclassified 8,729</p>														
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009														
<p>Business Establishments</p> <p>Total 14,481 Government 335 Private Sector 14,146</p> <p>Average Weekly Wages</p> <p>Total \$947 Government \$1,030 Private Sector \$831</p> <p>Largest Industry Employment Trade, Transport. & Utilities 51,456</p> <p>Highest Paying Private Sector Industry Manufacturing \$1,780</p> <p>Lowest Paying Private Sector Industry Leisure & Hospitality \$363</p>	<p>HS Dropouts Grade 9-12 695 Dropout Rate 2.83</p> <p>HS Graduates HS Diploma 4,956 Spec Ed Completion 4,907 Early College Admiss. 48 1</p> <p>Graduation Plans (per student survey)</p> <table border="1"> <thead> <tr> <th></th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td>College Full-time</td> <td>65.9</td> </tr> <tr> <td>College Part-time</td> <td>7.1</td> </tr> <tr> <td>Trade/Bus School Full-time</td> <td>3.9</td> </tr> <tr> <td>Work Full-time</td> <td>15.9</td> </tr> <tr> <td>Military Full-time</td> <td>4.2</td> </tr> <tr> <td>Other</td> <td>3.0</td> </tr> </tbody> </table> <p>Source: MD State Dept. of Education & DLLR</p>		% of Total	College Full-time	65.9	College Part-time	7.1	Trade/Bus School Full-time	3.9	Work Full-time	15.9	Military Full-time	4.2	Other	3.0	<p>Total Green Jobs - 19,550</p>
	% of Total															
College Full-time	65.9															
College Part-time	7.1															
Trade/Bus School Full-time	3.9															
Work Full-time	15.9															
Military Full-time	4.2															
Other	3.0															

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BALTIMORE CITY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 280,949 278,970</p> <p>Employed 262,017 250,594</p> <p>Unemployed 18,932 28,376</p> <p>Unemployment Rate 6.7% 10.2%</p> <p>Year over year percent change in number of unemployed by month</p> <p>2008-2009</p> <p>— Maryland</p> <p>— Baltimore City</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 250,594</p> <p>Male 116,158 Female 134,436</p> <p><u>Occupational Group</u></p> <p>Mgmt., Prof. & Related Occ. 88,878</p> <p>Service 55,933</p> <p>Sales & Office 63,162</p> <p>Farm., Fish., & Forestry 270</p> <p>Constr., Exctracton, Maint. & Repair 16,468</p> <p>Prod., Transp. & Material Moving 25,883</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p><u>Industry</u></p> <p>Total Employment 326,654</p> <p>Government Total 77,876</p> <p>Federal 8,204</p> <p>State 41,093</p> <p>Local 28,579</p> <p>Private Sector Total 248,778</p> <p>Natural Resources & Mining 10</p> <p>Construction 9,823</p> <p>Manufacturing 13,690</p> <p>Trade, Transportation, & Utilities 36,374</p> <p>Information 4,617</p> <p>Financial Activities 17,892</p> <p>Professional & Business Services 36,488</p> <p>Education & Health Services 94,404</p> <p>Leisure & Hospitality 24,776</p> <p>Other Services/Unclassified 10,704</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p><u>Business Establishments</u></p> <p>Total 13,889</p> <p>Government 439</p> <p>Private Sector 13,450</p> <p><u>Average Weekly Wages</u></p> <p>Total \$1,029</p> <p>Government \$1,035</p> <p>Private Sector \$1,027</p> <p><u>Largest Industry</u> <u>Employment</u></p> <p>Education & Health Services 94,404</p> <p><u>Highest Paying Private Sector Industry</u></p> <p>Financial Activities \$1,864</p> <p><u>Lowest Paying Private Sector Industry</u></p> <p>Leisure & Hospitality \$471</p>	<p>HS Dropouts Grade 9-12 1640</p> <p><u>Dropout Rate</u> 6.20</p> <p><u>HS Graduates</u></p> <p>HS Diploma 4,348</p> <p>Spec Ed Completion 4,285</p> <p>Early College Admiss. 63</p> <p>0</p> <p><u>Graduation Plans</u> <u>% of Total</u></p> <p>College Full-time 69.1</p> <p>College Part-time 3.4</p> <p>Trader/Bus School Full-time 6.2</p> <p>Work Full-time 13.9</p> <p>Military Full-time 2.4</p> <p>Other 4.9</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Total Green Jobs - 20,742</p>

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BALTIMORE COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 433,463 427,421</p> <p>Employed 413,757 395,718</p> <p>Unemployed 19,706 31,703</p> <p>Unemployment Rate 4.5% 7.4%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 395,718</p> <p>Male 198,119 Female 197,599</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 162,069</p> <p>Service 59,332</p> <p>Sales & Office 106,669</p> <p>Farm., Fish., & Forestry 396</p> <p>Constr., Extraction, Maint. & Repair 31,647</p> <p>Prod., Transp. & Material Moving 35,605</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Employment</p> <p>Total Employment 364,418</p> <p>Government Total 56,484</p> <p>Federal 15,766</p> <p>State 11,031</p> <p>Local 29,687</p> <p>Private Sector Total 307,934</p> <p>Natural Resources & Mining 426</p> <p>Construction 23,289</p> <p>Manufacturing 21,018</p> <p>Trade, Transportation, & Utilities 66,255</p> <p>Information 7,130</p> <p>Financial Activities 30,018</p> <p>Professional & Business Services 51,048</p> <p>Education & Health Services 65,886</p> <p>Leisure & Hospitality 31,426</p> <p>Other Services/Unclassified 11,438</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 21,466</p> <p>Government 310</p> <p>Private Sector 21,156</p> <p>Average Weekly Wages</p> <p>Total \$908</p> <p>Government \$1,107</p> <p>Private Sector \$872</p> <p>Largest Industry Employment</p> <p>Trade, Transport. & Utilities 66,255</p> <p>Highest Paying Private Sector Industry</p> <p>Financial Activities \$1,244</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$413</p>	<p>HS Dropouts Grade 9-12 Dropout Rate</p> <p>1347 3.74</p> <p>HS Graduates</p> <p>HS Diploma 7,381</p> <p>Spec Ed Completion 82</p> <p>Early College Admiss. 2</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 68.1</p> <p>College Part-time 5.0</p> <p>Trade/Bus School Full-time 4.8</p> <p>Work Full-time 14.1</p> <p>Military Full-time 3.1</p> <p>Other 4.9</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Total Green Jobs - 30,319</p>

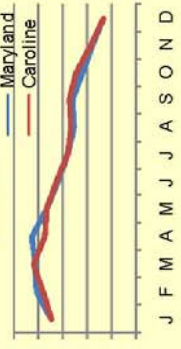
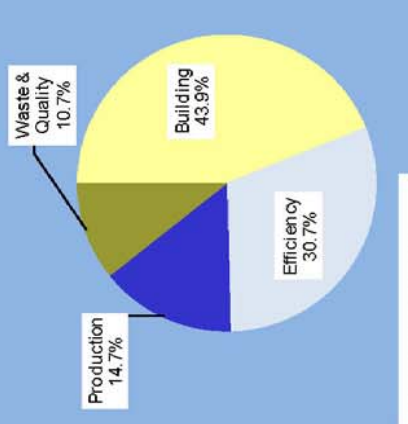
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CALVERT COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOB BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>Civilian Labor Force 2008 2009 49,214 48,693</p> <p>Employed 47,456 45,866</p> <p>Unemployed 1,758 2,827</p> <p>Unemployment Rate 3.6% 5.8%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>100% 80% 60% 40% 20% 0%</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 45,866</p> <p>Male 24,309 Female 21,557</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 18,481</p> <p>Service 7,024</p> <p>Sales & Office 10,347</p> <p>Farm., Fish., & Forestry 34</p> <p>Constr., Extraction, Maint. & Repair 6,151</p> <p>Prod., Transp. & Material Moving 3,829</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 21,168</p> <p>Government Total 4,147</p> <p>Federal 148</p> <p>State 249</p> <p>Local 3,750</p> <p>Private Sector Total 17,021</p> <p>Natural Resources & Mining 17</p> <p>Construction 1,925</p> <p>Manufacturing 628</p> <p>Trade, Transportation, & Utilities 4,686</p> <p>Information 109</p> <p>Financial Activities 667</p> <p>Professional & Business Services 1,691</p> <p>Education & Health Services 3,517</p> <p>Leisure & Hospitality 2,960</p> <p>Other Services/Unclassified 821</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 1,910</p> <p>Government 63</p> <p>Private Sector 1,847</p> <p>Average Weekly Wages</p> <p>Total \$787</p> <p>Government \$873</p> <p>Private Sector \$742</p> <p>Largest Industry Employment</p> <p>Trade, Transport & Utilities 4,686</p> <p>Highest Paying Private Sector Industry</p> <p>Financial Activities \$997</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$291</p>	<p>HS Dropouts Grade 9-12 Dropout Rate</p> <p>95 1.60</p> <p>HS Graduates</p> <p>HS Diploma 1,361</p> <p>Spec Ed Completion 1,355</p> <p>Early College Admiss. 5</p> <p>1</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 64.7</p> <p>College Part-time 7.4</p> <p>Trade/Bus School Full-time 4.6</p> <p>Work Full-time 17.2</p> <p>Military Full-time 4.0</p> <p>Other 2.0</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Waste & Quality 3.5%</p> <p>Building 45.7%</p> <p>Efficiency 21.5%</p> <p>Production 29.3%</p> <p>Total Green Jobs - 3,608</p>

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CAROLINE COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>Civilian Labor Force Employed Unemployed Unemployment Rate</p> <p>2008 2009 16,610 16,341 15,692 14,886 918 1,455 5.5% 8.9%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p>  <p>J F M A M J J A S O N D</p>	<p>Total Employed 14,886 Male 7,945 Female 6,941</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 4,396 Service 2,724 Sales & Office 3,012 Farm., Fish., & Forestry 135 Constr., Extraction, Maint. & Repair 2,429 Prod., Transp. & Material Moving 2,190</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 8,621 Government Total 1,614 Federal 85 State 1,360 Local 7,007</p> <p>Private Sector Total 222 Natural Resources & Mining 639 Construction 1,025 Manufacturing 2,248 Trade, Transportation, & Utilities 11 Financial Activities 252 Professional & Business Services 502 Education & Health Services 1,345 Leisure & Hospitality 520 Other Services/Unclassified 243</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 748 Government 43 Private Sector 705</p> <p>Average Weekly Wages</p> <p>Total \$626 Government \$816 Private Sector \$582</p> <p>Largest Industry Employment 2,248 Trade, Transport. & Utilities</p> <p>Highest Paying Private Sector Industry Information \$796</p> <p>Lowest Paying Private Sector Industry Leisure & Hospitality \$225</p>	<p>HS Dropouts Grade 9-12 Dropout Rate</p> <p>69 3.90</p> <p>HS Graduates</p> <p>HS Diploma 372 Spec Ed Completion 361 Early College Admiss. 4 7</p> <p>Graduation Plans (per student survey) % of Total</p> <p>College Full-time 56.8 College Part-time 8.3 Trade/Bus School Full-time 4.8 Work Full-time 22.1 Military Full-time 6.3 Other 1.8</p> <p>Source: MD State Dept. of Education & DLLR</p>	 <p>Total Green Jobs - 996</p>

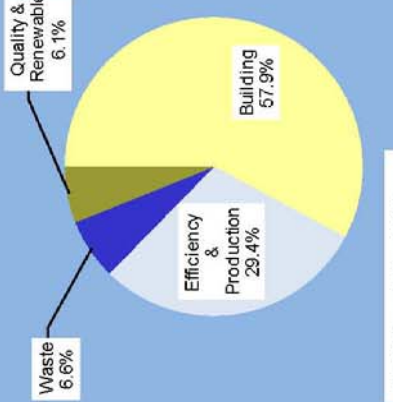
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CARROLL COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOB BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																											
<table border="0"> <tr> <td></td> <td>2008</td> <td>2009</td> </tr> <tr> <td>Civilian Labor Force</td> <td>95,738</td> <td>94,131</td> </tr> <tr> <td>Employed</td> <td>92,108</td> <td>88,092</td> </tr> <tr> <td>Unemployed</td> <td>3,630</td> <td>6,039</td> </tr> <tr> <td>Unemployment Rate</td> <td>3.8%</td> <td>6.4%</td> </tr> </table> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>		2008	2009	Civilian Labor Force	95,738	94,131	Employed	92,108	88,092	Unemployed	3,630	6,039	Unemployment Rate	3.8%	6.4%	<p>Total Employed 88,092</p> <p>Male 46,728 Female 41,364</p> <p>Occupational Group</p> <table border="0"> <tr> <td>Mgmt., Prof. & Related Occ. Service</td> <td>35,828</td> </tr> <tr> <td>Sales & Office</td> <td>12,686</td> </tr> <tr> <td>Farm., Fish., & Forestry</td> <td>22,017</td> </tr> <tr> <td>Constr., Extracn, Maint. & Repair</td> <td>419</td> </tr> <tr> <td>Prod., Transp. & Material Moving</td> <td>9,915</td> </tr> <tr> <td></td> <td>7,227</td> </tr> </table> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	Mgmt., Prof. & Related Occ. Service	35,828	Sales & Office	12,686	Farm., Fish., & Forestry	22,017	Constr., Extracn, Maint. & Repair	419	Prod., Transp. & Material Moving	9,915		7,227	<p>Industry</p> <table border="0"> <tr> <td>Total Employment</td> <td>54,616</td> </tr> <tr> <td>Government Total</td> <td>8,397</td> </tr> <tr> <td>Federal</td> <td>318</td> </tr> <tr> <td>State</td> <td>1,233</td> </tr> <tr> <td>Local</td> <td>6,846</td> </tr> <tr> <td>Private Sector Total</td> <td>46,219</td> </tr> <tr> <td>Natural Resources & Mining</td> <td>312</td> </tr> <tr> <td>Construction</td> <td>5,187</td> </tr> <tr> <td>Manufacturing</td> <td>4,238</td> </tr> <tr> <td>Trade, Transportation, & Utilities</td> <td>11,759</td> </tr> <tr> <td>Information</td> <td>495</td> </tr> <tr> <td>Financial Activities</td> <td>1,567</td> </tr> <tr> <td>Professional & Business Services</td> <td>5,677</td> </tr> <tr> <td>Education & Health Services</td> <td>8,917</td> </tr> <tr> <td>Leisure & Hospitality</td> <td>5,899</td> </tr> <tr> <td>Other Services/Unclassified</td> <td>2,168</td> </tr> </table>	Total Employment	54,616	Government Total	8,397	Federal	318	State	1,233	Local	6,846	Private Sector Total	46,219	Natural Resources & Mining	312	Construction	5,187	Manufacturing	4,238	Trade, Transportation, & Utilities	11,759	Information	495	Financial Activities	1,567	Professional & Business Services	5,677	Education & Health Services	8,917	Leisure & Hospitality	5,899	Other Services/Unclassified	2,168
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Financial Activities	1,567																																																												
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Other Services/Unclassified	2,168																																																												
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<p>Business Establishments</p> <table border="0"> <tr> <td>Total</td> <td>4,842</td> </tr> <tr> <td>Government</td> <td>90</td> </tr> <tr> <td>Private Sector</td> <td>4,752</td> </tr> </table> <p>Average Weekly Wages</p> <table border="0"> <tr> <td>Total</td> <td>\$684</td> </tr> <tr> <td>Government</td> <td>\$813</td> </tr> <tr> <td>Private Sector</td> <td>\$660</td> </tr> </table> <p>Largest Industry Employment 11,759 Trade, Transport. & Utilities</p> <p>Highest Paying Private Sector Industry \$1,016 Manufacturing</p> <p>Lowest Paying Private Sector Industry \$246 Leisure & Hospitality</p>	Total	4,842	Government	90	Private Sector	4,752	Total	\$684	Government	\$813	Private Sector	\$660	<p>HS Dropouts Grade 9-12</p> <table border="0"> <tr> <td>HS Dropouts</td> <td>105</td> <td>Dropout Rate</td> <td>1.07</td> </tr> <tr> <td>HS Graduates</td> <td>2,387</td> <td></td> <td></td> </tr> <tr> <td>HS Diploma</td> <td>2,359</td> <td></td> <td></td> </tr> <tr> <td>Spec Ed Completion</td> <td>28</td> <td></td> <td></td> </tr> <tr> <td>Early College Admiss.</td> <td>0</td> <td></td> <td></td> </tr> </table> <p>Graduation Plans (per student survey)</p> <table border="0"> <tr> <td>College Full-time</td> <td>70.5</td> <td>% of Total</td> </tr> <tr> <td>College Part-time</td> <td>4.2</td> <td></td> </tr> <tr> <td>Trade/Bus School Full-time</td> <td>3.4</td> <td></td> </tr> <tr> <td>Work Full-time</td> <td>16.2</td> <td></td> </tr> <tr> <td>Military Full-time</td> <td>3.7</td> <td></td> </tr> <tr> <td>Other</td> <td>2.0</td> <td></td> </tr> </table> <p>Source: MD State Dept. of Education & DLLR</p>	HS Dropouts	105	Dropout Rate	1.07	HS Graduates	2,387			HS Diploma	2,359			Spec Ed Completion	28			Early College Admiss.	0			College Full-time	70.5	% of Total	College Part-time	4.2		Trade/Bus School Full-time	3.4		Work Full-time	16.2		Military Full-time	3.7		Other	2.0		<p>Total Green Jobs - 6,949</p>									
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Maryland Department of Labor, Licensing and Regulation
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August 2010

CECIL COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 51,772 50,824</p> <p>Employed 49,068 46,259</p> <p>Unemployed 2,704 4,565</p> <p>Unemployment Rate 5.2% 9.0%</p> <p>Year over year percent change in number of unemployed by month</p> <p>2008-2009 Maryland Cecil</p> <p>150% 120% 90% 60% 30% 0%</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 46,259</p> <p>Male 24,195 Female 22,064</p> <p><u>Occupational Group</u></p> <p>Mgmt., Prof. & Related Occ. 14,812</p> <p>Service 7,270</p> <p>Sales & Office 11,619</p> <p>Farm., Fish., & Forestry 309</p> <p>Constr., Extraction, Maint. & Repair 5,680</p> <p>Prod., Transp. & Material Moving 6,568</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p><u>Industry</u></p> <p>Total Employment 30,219</p> <p>Government Total 8,271</p> <p>Federal 3,846</p> <p>State 324</p> <p>Local 4,101</p> <p>Private Sector Total 21,948</p> <p>Natural Resources & Mining 631</p> <p>Construction 1,100</p> <p>Manufacturing 4,284</p> <p>Trade, Transportation, & Utilities 6,080</p> <p>Information 199</p> <p>Financial Activities 737</p> <p>Professional & Business Services 1,264</p> <p>Education & Health Services 3,566</p> <p>Leisure & Hospitality 3,051</p> <p>Other Services/Unclassified 1,016</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p><u>Business Establishments</u></p> <p>Total 1,991</p> <p>Government 85</p> <p>Private Sector 1,906</p> <p><u>Average Weekly Wages</u></p> <p>Total \$831</p> <p>Government \$1,101</p> <p>Private Sector \$729</p> <p><u>Largest Industry</u></p> <p>Trade, Transport. & Utilities Employment 6,080</p> <p><u>Highest Paying Private Sector Industry</u></p> <p>Manufacturing \$1,297</p> <p><u>Lowest Paying Private Sector Industry</u></p> <p>Leisure & Hospitality \$310</p>	<p><u>HS Dropouts Grade 9-12</u> 192</p> <p><u>Dropout Rate</u> 3.49</p> <p><u>HS Graduates</u> 1,095</p> <p>HS Diploma 1,076</p> <p>Spec Ed Completion 15</p> <p>Early College Admiss. 4</p> <p><u>Graduation Plans (per student survey)</u></p> <p>College Full-time 55.8</p> <p>College Part-time 13.5</p> <p>Trade/Bus School Full-time 5.1</p> <p>Work Full-time 19.8</p> <p>Military Full-time 4.8</p> <p>Other 1.0</p> <p>Source: MD State Dept. of Education & DLLR</p>	 <p>Total Green Jobs - 1,479</p>

Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
Office of Workforce Information and Performance
August 2010

CHARLES COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																																			
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DORCHESTER COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																											
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FREDERICK COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																											
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GARRETT COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009		EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES		JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES	
Civilian Labor Force	2008 16,930	2009 16,603	<p>Total Employed 15,306</p> <p>Male 8,455 Female 6,851</p>		<p>Employment</p> <p>Total Employment 11,341</p> <p>Government Total 1,719</p> <p>Federal 77</p> <p>State 175</p> <p>Local 1,467</p> <p>Private Sector Total 9,622</p> <p>Natural Resources & Mining 434</p> <p>Construction 901</p> <p>Manufacturing 975</p> <p>Trade, Transportation, & Utilities 2,430</p> <p>Information 135</p> <p>Financial Activities 480</p> <p>Professional & Business Services 734</p> <p>Education & Health Services 1,720</p> <p>Leisure & Hospitality 1,524</p> <p>Other Services/Unclassified 289</p>
Employed	16,078	15,306	<p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 4,048</p> <p>Service 2,646</p> <p>Sales & Office 3,306</p> <p>Farm., Fish., & Forestry 235</p> <p>Constr., Extrac., Maint. & Repair 2,473</p> <p>Prod., Transp. & Material Moving 2,598</p>		
Unemployed	852	1,297	<p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>		
Unemployment Rate	5.0%	7.8%			
<p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>					
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES		HS EDUCATION STATISTICS 2008-2009		DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009	
<p>Business Establishments</p> <p>Total 995</p> <p>Government 58</p> <p>Private Sector 937</p> <p>Average Weekiv Wages</p> <p>Total \$568</p> <p>Government \$765</p> <p>Private Sector \$532</p> <p>Largest Industry Employment</p> <p>Trade, Transport. & Utilities 2,430</p> <p>Highest Paying Private Sector Industry</p> <p>Natural Resources & Mining \$912</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$256</p>		<p>HS Dropouts Grade 9-12</p> <p>34</p> <p>Dropout Rate</p> <p>2.15</p> <p>HS Graduates</p> <p>364</p> <p>HS Diploma 357</p> <p>Spec Ed Completion 5</p> <p>Early College Admiss. 2</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 62.7</p> <p>College Part-time 3.3</p> <p>Trade/Bus School Full-time 5.9</p> <p>Work Full-time 20.8</p> <p>Military Full-time 4.4</p> <p>Other 2.8</p> <p>Source: MD State Dept. of Education & DLLR</p>		<p>Total Green Jobs - 1,642</p>	

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HARFORD COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																														
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HOWARD COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 162,457 158,757</p> <p>Employed 157,301 150,443</p> <p>Unemployed 5,156 8,314</p> <p>Unemployment Rate 3.2% 5.2%</p> <p>Year over year percent change in number of unemployed by month</p> <p>2008-2009</p> <p>100% 80% 60% 40% 20% 0%</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 150,443</p> <p>Male 79,399 Female 71,044</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 87,236</p> <p>Service 16,243</p> <p>Sales & Office 33,261</p> <p>Farm., Fish., & Forestry 111</p> <p>Constr., Extraction, Maint. & Repair 6,892</p> <p>Prod., Transp. & Material Moving 6,700</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 143,560</p> <p>Government Total 17,836</p> <p>Federal 628</p> <p>State 3,273</p> <p>Local 13,935</p> <p>Private Sector Total 125,744</p> <p>Natural Resources & Mining 468</p> <p>Construction 10,079</p> <p>Manufacturing 6,018</p> <p>Trade, Transportation, & Utilities 31,668</p> <p>Information 3,662</p> <p>Financial Activities 8,271</p> <p>Professional & Business Services 34,274</p> <p>Education & Health Services 14,695</p> <p>Leisure & Hospitality 12,225</p> <p>Other Services/Unclassified 4,384</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 8,829</p> <p>Government 143</p> <p>Private Sector 8,686</p> <p>Average Weekiv Wages</p> <p>Total \$1,049</p> <p>Government \$966</p> <p>Private Sector \$1,061</p> <p>Largest Industry Employment</p> <p>Professional & Bus. Svcs. 34,274</p> <p>Highest Paying Private Sector Industry</p> <p>Professional & Bus. Svcs. \$1,493</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$335</p>	<p>HS Dropouts Grade 9-12</p> <p>239</p> <p>Dropout Rate</p> <p>1.39</p> <p>HS Graduates</p> <p>3,730</p> <p>HS Diploma 3,705</p> <p>Spec Ed Completion 19</p> <p>Early College Admiss. 6</p> <p>Graduation Plans (per student survey)</p> <p>% of Total</p> <p>College Full-time 85.6</p> <p>College Part-time 0.9</p> <p>Trade/Bus School Full-time 2.3</p> <p>Work Full-time 7.4</p> <p>Military Full-time 2.5</p> <p>Other 1.3</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Total Green Jobs - 19,254</p>

Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
Office of Workforce Information and Performance
August 2010

KENT COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>Civilian Labor Force 2008 2009 Employed 11,126 10,798 Unemployed 10,577 9,992 Unemployment Rate 4.9% 7.5%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 9,992 Male 5,232 Female 4,760</p> <p><u>Occupational Group</u></p> <p>Mgmt., Prof. & Related Occ. 3,228 Service 2,007 Sales & Office 2,247 Farm., Fish., & Forestry 462 Constr., Extraction, Maint. & Repair 1,151 Prod., Transp. & Material Moving 897</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p><u>Industry</u></p> <p>Total Employment 7,958 Government Total 1,121 Federal 79 State 280 Local 762 Private Sector Total 6,837 Natural Resources & Mining 298 Construction 374 Manufacturing 691 Trade, Transportation, & Utilities 1,183 Information 54 Financial Activities 358 Professional & Business Services 596 Education & Health Services 2,006 Leisure & Hospitality 1,057 Other Services/Unclassified 220</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p><u>Business Establishments</u></p> <p>Total 779 Government 38 Private Sector 741</p> <p><u>Average Weekly Wages</u></p> <p>Total \$644 Government \$709 Private Sector \$634</p> <p><u>Largest Industry</u> <u>Employment</u> Education & Health Services 2,006</p> <p><u>Highest Paying Private Sector Industry</u> Information \$836</p> <p><u>Lowest Paying Private Sector Industry</u> Leisure & Hospitality \$372</p>	<p>HS Dropouts Grade 9-12 <u>Dropout Rate</u> 23 2.99</p> <p><u>HS Graduates</u> HS Diploma 163 Spec Ed Completion 2 Early College Admiss. 0</p> <p><u>Graduation Plans</u> <u>(per student survey)</u> <u>% of Total</u> College Full-time 51.3 College Part-time 11.0 Trade/Bus School Full-time 11.0 Work Full-time 16.9 Military Full-time 7.8 Other 1.9</p> <p>Source: MD State Dept. of Education & DILLR</p>	<p>Total Green Jobs - 597</p>

Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
Office of Workforce Information and Performance
August 2010

LOWER SHORE FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																													
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MID MARYLAND FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																																									
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Maryland Department of Labor, Licensing and Regulation
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August 2010

MONTGOMERY COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	J O B S B Y I N D U S T R Y D I V I S I O N 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 519,944 513,689</p> <p>Employed 502,940 486,329</p> <p>Unemployed 17,004 27,360</p> <p>Unemployment Rate 3.3% 5.3%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 486,329</p> <p>Male 251,647 Female 234,682</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 269,788</p> <p>Service 69,854</p> <p>Sales & Office 96,650</p> <p>Farm., Fish., & Forestry 481</p> <p>Constr., Extraction, Maint. & Repair 29,353</p> <p>Prod., Transp. & Material Moving 20,203</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 443,305</p> <p>Government Total 82,021</p> <p>Federal 43,158</p> <p>State 1,029</p> <p>Local 37,834</p> <p>Private Sector Total 361,284</p> <p>Natural Resources & Mining 719</p> <p>Construction 24,223</p> <p>Manufacturing 13,431</p> <p>Trade, Transportation, & Utilities 56,566</p> <p>Information 14,117</p> <p>Financial Activities 31,908</p> <p>Professional & Business Services 99,577</p> <p>Education & Health Services 61,977</p> <p>Leisure & Hospitality 37,133</p> <p>Other Services/Unclassified 21,633</p>
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009
<p>Business Establishments</p> <p>Total 32,702</p> <p>Government 369</p> <p>Private Sector 32,333</p> <p>Average Weekly Wages</p> <p>Total \$1,201</p> <p>Government \$1,554</p> <p>Private Sector \$1,120</p> <p>Largest Industry</p> <p>Professional & Bus. Svcs. 99,577</p> <p>Highest Paying Private Sector Industry</p> <p>Manufacturing \$1,766</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$392</p>	<p>HS Dropouts Grade 9-12 1319</p> <p>Dropout Rate 2.72</p> <p>HS Graduates</p> <p>HS Diplomas 10,271</p> <p>Spec Ed Completion 10,124</p> <p>Early College Admiss. 142</p> <p>5</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 83.3</p> <p>College Part-time 1.4</p> <p>Trade/Bus School Full-time 2.1</p> <p>Work Full-time 8.4</p> <p>Military Full-time 2.1</p> <p>Other 2.7</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Total Green Jobs - 42,257</p>

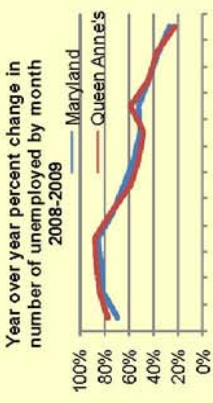
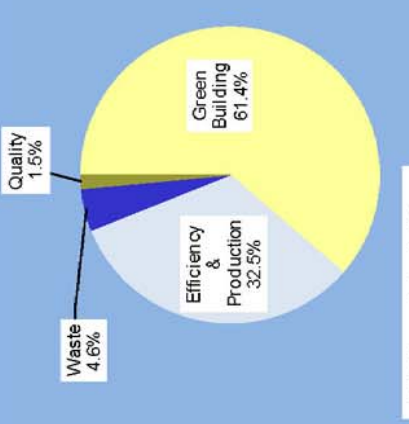
Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
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PRINCE GEORGE'S COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES	
<p>Civilian Labor Force 2008 2009 Employed 454,201 450,657 Unemployed 433,888 419,348 Unemployment Rate 4.5% 6.9%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p style="text-align: center;">J F M A M J J A S O N D</p>	<p>Total Employed 419,348 Male 205,894 Female 213,454</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 164,133 Service 72,472 Sales & Office 107,029 Farm., Fish., & Forestry 394 Constr., Extraction, Maint. & Repair 41,230 Prod., Transp. & Material Moving 34,089</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 303,966 Government Total 86,127 Federal 26,032 State 17,474 Local 42,621 Private Sector Total 217,839 Natural Resources & Mining 195 Construction 27,796 Manufacturing 9,858 Trade, Transportation, & Utilities 57,373 Information 3,304 Financial Activities 12,270 Professional & Business Services 41,116 Education & Health Services 29,080 Leisure & Hospitality 27,261 Other Services/Unclassified 9,586</p>	
<p>INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES</p> <p>Business Establishments</p> <p>Total 15,817 Government 429 Private Sector 15,388</p> <p>Average Weekly Wages</p> <p>Total \$959 Government \$1,201 Private Sector \$863</p> <p>Largest Industry</p> <p>Trade, Transport. & Utilities Employment 57,373</p> <p>Highest Paying Private Sector Industry</p> <p>Information \$1,370</p> <p>Lowest Paying Private Sector Industry</p> <p>Leisure & Hospitality \$347</p>	<p>HS EDUCATION STATISTICS 2008-2009</p> <p>HS Dropouts Grade 9-12 Dropout Rate</p> <p>586 1.34</p> <p>HS Graduates</p> <p>HS Diploma 8,345 Spec Ed Completion 8,286 Early College Admiss. 79 0</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 67.2 College Part-time 6.2 Trade/Bus School Full-time 6.9 Work Full-time 12.9 Military Full-time 4.3 Other 2.5</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009</p> <p style="text-align: right;">Total Green Jobs - 39,287</p>	

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Division of Workforce Development and Adult Learning
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QUEEN ANNE'S COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																													
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SOMERSET COUNTY FACT SHEET

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SOUTHERN MARYLAND FACT SHEET

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<p>INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES</p> <p>Business Establishments</p> <table border="0"> <tr> <td>Total</td> <td>6,981</td> </tr> <tr> <td>Government</td> <td>256</td> </tr> <tr> <td>Private Sector</td> <td>6,725</td> </tr> </table> <p>Average Weekly Wages</p> <table border="0"> <tr> <td>Total</td> <td>\$893</td> </tr> <tr> <td>Government</td> <td>\$1,254</td> </tr> <tr> <td>Private Sector</td> <td>\$772</td> </tr> </table> <p>Largest Industry Trade, Transport. & Utilities Employment 21,945</p> <p>Highest Paying Private Sector Industry Professional & Bus. Svcs. \$1,249</p> <p>Lowest Paying Private Sector Industry Leisure & Hospitality \$275</p>	Total	6,981	Government	256	Private Sector	6,725	Total	\$893	Government	\$1,254	Private Sector	\$772	<p>EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES</p> <p>Total Employed 167,104</p> <p>Male 87,075 Female 80,029</p> <p>Occupational Group</p> <table border="0"> <tr> <td>Mgmt., Prof. & Related Occ.</td> <td>69,002</td> </tr> <tr> <td>Service</td> <td>24,726</td> </tr> <tr> <td>Sales & Office</td> <td>39,222</td> </tr> <tr> <td>Farm., Fish., & Forestry</td> <td>363</td> </tr> <tr> <td>Constr., Extraction, Maint. & Repair</td> <td>20,274</td> </tr> <tr> <td>Prod., Transp. & Material Moving</td> <td>13,517</td> </tr> </table> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	Mgmt., Prof. & Related Occ.	69,002	Service	24,726	Sales & Office	39,222	Farm., Fish., & Forestry	363	Constr., Extraction, Maint. & Repair	20,274	Prod., Transp. & Material Moving	13,517	<p>JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES</p> <p>Industry</p> <table border="0"> <tr> <td>Total Employment</td> <td>101,963</td> </tr> <tr> <td>Government Total</td> <td>25,651</td> </tr> <tr> <td>Federal</td> <td>10,062</td> </tr> <tr> <td>State</td> <td>1,426</td> </tr> <tr> <td>Local</td> <td>14,163</td> </tr> <tr> <td>Private Sector Total</td> <td>76,312</td> </tr> <tr> <td>Natural Resources & Mining</td> <td>151</td> </tr> <tr> <td>Construction</td> <td>7,168</td> </tr> <tr> <td>Manufacturing</td> <td>1,931</td> </tr> <tr> <td>Trade, Transportation, & Utilities</td> <td>21,945</td> </tr> <tr> <td>Information</td> <td>786</td> </tr> <tr> <td>Financial Activities</td> <td>3,076</td> </tr> <tr> <td>Professional & Business Services</td> <td>14,472</td> </tr> <tr> <td>Education & Health Services</td> <td>12,238</td> </tr> <tr> <td>Leisure & Hospitality</td> <td>11,461</td> </tr> <tr> <td>Other Services</td> <td>3,084</td> </tr> </table>	Total Employment	101,963	Government Total	25,651	Federal	10,062	State	1,426	Local	14,163	Private Sector Total	76,312	Natural Resources & Mining	151	Construction	7,168	Manufacturing	1,931	Trade, Transportation, & Utilities	21,945	Information	786	Financial Activities	3,076	Professional & Business Services	14,472	Education & Health Services	12,238	Leisure & Hospitality	11,461	Other Services	3,084			
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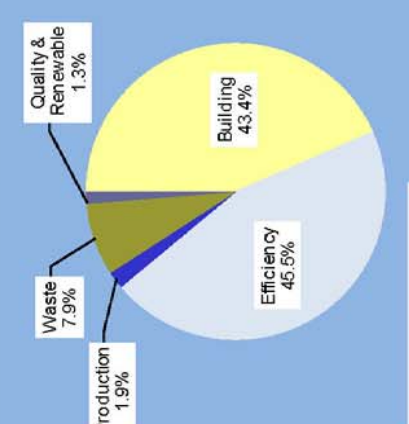
Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
Office of Workforce Information and Performance
August 2010

ST. MARY'S COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009		EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES		JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES	
Civilian Labor Force	2008 52,513	2009 51,343	Total Employed 48,400 Male 26,120 Female 22,280		Employment Total Employment 40,310 Government Total 12,288 Federal 7,683 State 786 Local 3,819 Private Sector Total 28,022 Natural Resources & Mining 48 Construction 1,613 Manufacturing 506 Trade, Transportation, & Utilities 6,651 Information 268 Financial Activities 896 Professional & Business Services 9,551 Education & Health Services 4,155 Leisure & Hospitality 3,391 Other Services/Unclassified 943
Employed	50,552	48,400	Occupational Group Mgmt., Prof. & Related Occ. 20,530 Service 7,601 Sales & Office 10,007 Farm., Fish., & Forestry 239 Constr., Extraction, Maint. & Repair 6,270 Prod., Transp. & Material Moving 3,753 Data derived using U.S. Census Bureau 2006-08 American Community Survey		
Unemployed	1,961	2,943			
Unemployment Rate	3.7%	5.7%			
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES		HS EDUCATION STATISTICS 2008-2009		DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009	
Business Establishments Total 2,080 Government 91 Private Sector 1,989 Average Weekly Wages Total \$1,073 Government \$1,465 Private Sector \$901 Largest Industry Employment 9,551 Professional & Bus. Svcs. Highest Paving Private Sector Industry Professional & Bus. Svcs. \$1,400 Lowest Paving Private Sector Industry Leisure & Hospitality \$250		HS Dropouts Grade 9-12 119 Dropout Rate 2.13 HS Graduates HS Diploma 1,107 Spec Ed Completion 1,093 Early College Admiss. 14 0 Graduation Plans (per student survey) College Full-time 55.9 College Part-time 9.9 Trade/Bus School Full-time 3.7 Work Full-time 20.9 Military Full-time 7.7 Other 2.0 Source: MD State Dept. of Education & DLLR			

Maryland Department of Labor, Licensing and Regulation
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SUSQUEHANNA FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>2008 2009</p> <p>Civilian Labor Force 186,066 183,300</p> <p>Employed 177,672 169,256</p> <p>Unemployed 8,394 14,044</p> <p>Unemployment Rate 4.5% 7.7%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p> Maryland Susquehanna</p> <p>120% 90% 60% 30% 0%</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 169,256</p> <p>Male 88,032 Female 81,224</p> <p><u>Occupational Group</u></p> <p>Mgmt., Prof. & Related Occ. 65,102</p> <p>Service 23,819</p> <p>Sales & Office 43,477</p> <p>Farm., Fish., & Forestry 454</p> <p>Constr., Extraction, Maint. & Repair 17,534</p> <p>Prod., Transp. & Material Moving 18,870</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p><u>Industry</u></p> <p>Total Employment 110,416</p> <p>Government Total 26,438</p> <p>Federal 12,503</p> <p>State 778</p> <p>Local 13,157</p> <p>Private Sector Total 83,978</p> <p>Natural Resources & Mining 833</p> <p>Construction 6,362</p> <p>Manufacturing 8,656</p> <p>Trade, Transportation, & Utilities 24,124</p> <p>Information 770</p> <p>Financial Activities 3,903</p> <p>Professional & Business Services 10,808</p> <p>Education & Health Services 13,217</p> <p>Leisure & Hospitality 11,667</p> <p>Other Services/Unclassified 3,638</p>
<p>INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES</p> <p><u>Business Establishments</u></p> <p>Total 7,640</p> <p>Government 210</p> <p>Private Sector 7,430</p> <p><u>Average Weekly Wages</u></p> <p>Total \$831</p> <p>Government \$1,198</p> <p>Private Sector \$716</p> <p><u>Largest Industry</u> <u>Employment</u></p> <p>Trade, Transport. & Utilities 24,124</p> <p><u>Highest Paying Private Sector Industry</u></p> <p>Manufacturing \$1,182</p> <p><u>Lowest Paying Private Sector Industry</u></p> <p>Leisure & Hospitality \$282</p>	<p>HS EDUCATION STATISTICS 2008-2009</p> <p><u>HS Dropouts Grade 9-12</u> 497</p> <p><u>HS Graduates</u> 3,798</p> <p>HS Diploma 3,742</p> <p>Spec Ed Completion 52</p> <p>Early College Admiss. 4</p> <p><u>Graduation Plans (per student survey)</u> <u>% of Total</u></p> <p>College Full-time 63.2</p> <p>College Part-time 8.9</p> <p>Trade/Bus School Full-time 4.9</p> <p>Work Full-time 17.2</p> <p>Military Full-time 4.4</p> <p>Other 1.4</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009</p>  <p>Total Green Jobs - 10,084</p>

Maryland Department of Labor, Licensing and Regulation
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TALBOT COUNTY FACT SHEET																																																																														
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UPPER SHORE FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES
<p>Civilian Labor Force Employed Unemployed Unemployment Rate</p> <p>2008 2009 90,741 89,110 86,149 81,971 4,592 7,139 5.1% 8.0%</p> <p>Year over year percent change in number of unemployed by month 2008-2009</p> <p>J F M A M J J A S O N D</p>	<p>Total Employed 81,971 Male 43,397 Female 38,574</p> <p>Occupational Group</p> <p>Mgmt., Prof. & Related Occ. 26,493 Service 13,252 Sales & Office 20,350 Farm, Fish., & Forestry 1,342 Constr., Extraction, Maint. & Repair 11,155 Prod., Transp. & Material Moving 9,379</p> <p>Data derived using U.S. Census Bureau 2006-08 American Community Survey</p>	<p>Industry</p> <p>Total Employment 59,346 Government Total 9,589 Federal 680 State 1,600 Local 7,309 Private Sector Total 49,757 Natural Resources & Mining 1,125 Construction 3,430 Manufacturing 5,951 Trade, Transportation, & Utilities 11,951 Information 597 Financial Activities 2,109 Professional & Business Services 5,019 Education & Health Services 9,457 Leisure & Hospitality 7,739 Other Services/Unclassified 2,379</p>
<p>INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES</p> <p>Business Establishments</p> <p>Total 5,578 Government 234 Private Sector 5,344</p> <p>Average Weekly Wages</p> <p>Total \$628 Government \$851 Private Sector \$568</p> <p>Largest Industry Trade, Transport. & Utilities 11,951</p> <p>Highest Paving Private Sector Industry Financial Activities \$856</p> <p>Lowest Paving Private Sector Industry Leisure & Hospitality \$331</p>	<p>HS EDUCATION STATISTICS 2008-2009</p> <p>HS Dropouts Grade 9-12 242</p> <p>HS Graduates</p> <p>HS Diploma 1,810 Spec Ed Completion 1,773 Early College Admiss. 28 28 9</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 59.7 College Part-time 6.0 Trade/Bus School Full-time 6.0 Work Full-time 19.1 Military Full-time 5.7 Other 3.6</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009</p> <p>Total Green Jobs - 5,628</p>

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August 2010

WASHINGTON COUNTY FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009	EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES																																																																																
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WESTERN MARYLAND FACT SHEET

LABOR FORCE STATISTICS 2008 & 2009		EMPLOYMENT ESTIMATES BY MAJOR OCCUPATIONAL GROUP 2009 ANNUAL AVERAGES		JOBS BY INDUSTRY DIVISION 2009 ANNUAL AVERAGES	
Civilian Labor Force	2008 120,825	2009 119,651	Total Employed 108,797 Male 57,799 Female 50,998		Industry
Employed	113,964	108,797	Occupational Group Mgmt., Prof. & Related Occ. 30,838 Service 19,898 Sales & Office 29,257 Farm, Fish., & Forestry 437 Constr., Extraction, Maint. & Repair 13,339 Prod., Transp. & Material Moving 15,028		Employment
Unemployed	6,861	10,854	Data derived using U.S. Census Bureau 2006-08 American Community Survey		Total Employment 104,058 Government Total 17,558 Federal 1,348 State 5,771 Local 10,439 Private Sector Total 86,500 Natural Resources & Mining 674 Construction 5,219 Manufacturing 10,036 Trade, Transportation, & Utilities 22,757 Information 2,025 Financial Activities 7,191 Professional & Business Services 7,309 Education & Health Services 17,611 Leisure & Hospitality 10,583 Other Services/Unclassified 3,095
Unemployment Rate	5.7%	9.1%			
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES		HS EDUCATION STATISTICS 2008-2009		DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009	
Business Establishments	6,231	HS Dropouts Grade 9-12 234			
Government	253	HS Graduates HS Diploma 2,656 Spec Ed Completion 2,524 Early College Admiss. 58 74		Total Green Jobs - 7,600	
Private Sector	5,978	Graduation Plans (per student survey) College Full-time 56.2 College Part-time 14.5 Trade/Bus School Full-time 3.6 Work Full-time 18.7 Military Full-time 4.6 Other 2.5			
Average Weekly Wages	\$661	Source: MD State Dept. of Education & DLLR			
Government	\$808				
Private Sector	\$631				
Largest Industry	Employment 22,757				
Trade, Transport. & Utilities					
Highest Paying Private Sector Industry	\$904				
Manufacturing					
Lowest Paying Private Sector Industry	\$253				
Leisure & Hospitality					

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WICOMICO COUNTY FACT SHEET																																													
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WORCESTER COUNTY FACT SHEET

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Unemployment Rate	7.5%	10.9%															
INDUSTRY HIGHLIGHTS 2009 ANNUAL AVERAGES	HS EDUCATION STATISTICS 2008-2009	DISTRIBUTION OF GREEN JOBS BY ECONOMIC ACTIVITY - 2009															
<p>Business Establishments</p> <p>Total 2,244</p> <p>Government 70</p> <p>Private Sector 2,174</p> <p>Average Weekly Wages</p> <p>Total \$540</p> <p>Government \$655</p> <p>Private Sector \$479</p> <p>Largest Industry Employment 8,313</p> <p>Leisure & Hospitality</p> <p>Highest Paying Private Sector Industry \$732</p> <p>Information</p> <p>Lowest Paying Private Sector Industry \$360</p> <p>Leisure & Hospitality</p>	<p>HS Dropouts Grade 9-12 22</p> <p>Dropout Rate 0.97</p> <p>HS Graduates</p> <p>HS Diploma 495</p> <p>Spec Ed Completion 493</p> <p>Early College Admiss. 2</p> <p>0</p> <p>Graduation Plans (per student survey)</p> <p>College Full-time 68.7</p> <p>College Part-time 7.6</p> <p>Trade/Bus School Full-time 2.5</p> <p>Work Full-time 15.1</p> <p>Military Full-time 4.5</p> <p>Other 1.6</p> <p>Source: MD State Dept. of Education & DLLR</p>	<p>Total Green Jobs - 1,692</p>															

Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development and Adult Learning
Office of Workforce Information and Performance
August 2010

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WORKFORCE DEVELOPMENT AND ADULT LEARNING

WIA Financial Statement

Operating Results	Available	Expended	Pct.	Remaining
<hr/>				
Total All Funds Sources				
<hr/>				
Adult Program Funds	\$6,556,942	\$5,235,296	79.84%	\$1,321,646
Carryin Monies (no add)	\$5,183,641	\$3,402,442	65.64%	\$1,781,199**
Dislocated Worker Program Funds	\$11,579,420	\$5,069,481	43.78%	\$6,509,939
Carryin Monies (no add)	\$8,662,497	\$5,222,663	60.29%	\$3,439,834**
Youth Program Funds	\$6,894,006	\$5,393,164	78.23%	\$1,500,842
Carryin Monies (no add)	\$10,241,106	\$8,609,479	84.07%	\$1,631,627**
* Out-of School Youth		\$3,811,996		
* In-School Youth		\$3,983,487		
* Summer Employment Opportunities		\$398,625		
Local Administration Funds	\$2,506,780	\$1,585,380	63.24%	\$921,400
Carryin Monies (no add)	\$971,630	\$971,630	100.00%	\$0
Rapid Response Funds	\$2,196,333	\$1,703,956	77.58%	\$492,377
Carryin Monies (no add)	\$3,055,851	\$1,835,215	60.06%	\$1,220,636***
Statewide Activity Funds	\$4,248,624	\$3,688,843	86.82%	\$559,781
Carryin Monies (no add)	\$5,553,846	\$2,514,577	45.28%	\$3,039,269
* No breakout for fund availability by these categories.				
** Unexpended PY 08/FY09 funds will be recaptured from local areas. Unexpended ARA funds; TBD				
***The Carryin Amount was adjusted by \$277,280 due to FIFO to PY 06.				

Annual Report Narrative

Maryland has taken the approach that waivers can be used to improve performance, increase local flexibility and administrative efficiency, and to support the State's and USDOL program vision. The following sections will discuss the rationale for and the impact of waivers that the State has operated under through Program Year 2009.

Common Measures

Probably the most significant waiver that the State received was the authorization to begin using the Common Measures in Program Year 2006. Rather than using the 17 Core Measures, the State would be subject to the 9 Common Measures. This was done for number of reasons:

- ◆ The Common Youth measures would support USDOL's and the State's vision to serve more older, out-of-school youth. The Youth Core Measures had the unintended consequence of making it much easier to meet performance, if an LWIA primarily operated in-school, younger youth programs.
- ◆ It would facilitate the on-going integration of WIA and LX services in the One-Stops. Prior to the waiver, WIA and LX operated under different measures, with different definitions and criteria.
- ◆ It would increase transparency and accountability; the Core Measures were so complex and arcane, except for a few experts, it was difficult to determine and explain what was happening in terms of performance.

This waiver has accomplished many of its goals.

- ◆ The Youth Program is now serving a higher percentage of older, out-of school youth. For the two youth measures where we have comparable pre and post waiver data, there was a significant improvement in performance. The PY 05 Placement in Employment or Education is 60.3%. In PY 09, even with the severe recession, 67.8% were successfully placed. In PY 05, only 38.7% Attained a Degree or Certificate. For PY 09, the number is 75%.
- ◆ The use of Common Measures has facilitated the continued integration of WIA and LX. The major impact was on the number of participants served in the One-Stops; in PY 05, a total of 98,456 participants were served. By PY 09 the number had increased to 195,196 participants. This increase was primarily accomplished by more efficient use and deployment of resources rather than more resources.

Use ITAs for Older and Out-of-School Youth

A waiver was requested to allow the use of Youth funds for Individual Training Accounts (ITAs) for older and out-of-school youth program participants, which was not currently permissible. The request was a result of some of the rural areas in the State not being able to find qualified vendors for some of their older, out-of-school youth. The approval of the waiver would give them a larger pool of provider and programs to choose from consistent with the individual service strategy.

In terms of impact of the waiver, its utilization has been limited. In PY 06 there were 28 Youth ITAs, PY 07 there were 25, in PY 08 there were 19 and in PY 09 there were only 4 Youth ITAs. There has been no significant improvement in performance for this group. Most of the youth are able to be served by traditional youth programs, or as Adults with an ITA. The waiver is still useful with a limited number of participants.

Allow OJT Employer Reimbursement to Exceed the Allowable 50%

The waiver request sought to allow Maryland to reimburse the employer on a graduated scale based on the size of the business. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with more than 50 but fewer than 100 employees. For employers with 100 or more employees, the current statutory requirements will continue to apply. The statutory maximum reimbursement has been determined to be a deterrent for small employers in Maryland that had considered OJT as a means to develop workforce skills necessary for growth in their respective industries. A graduated scale of reimbursement will create more incentive for small employers to participate in OJT that achieves high-skill, high demand and/or high wage attainment and family sustaining jobs.

As yet, this waiver has not had any major impact. The primary reason is that with the current economy, employers are not hiring new employees. And if they do hire, it is more likely to be a recall of a previous employee that does not need the training provided by OJT. Due to the economy, there were substantially more OJTs in PY 08 than in PY 09. In addition there are technical barriers, especially to small employer. How do you develop program requirements that are not burdensome to the employers while still adequately documenting the exceptional cost of training? It is hoped that a simplified template can be developed that will be acceptable to both the employers and the auditors. Once there is significant improvement in the economy, this waiver could have major impact.

Allow Customized Training Employer Reimbursement to Exceed the Allowable 50%

The waiver request sought to allow Maryland to reimburse the employer on a graduated scale based on the size of the business. Under the waiver, the following reimbursement amounts will be permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with more than 50 but fewer than 100 employees. For employers with 100 or more employees, the current statutory requirements will continue to apply. The statutory maximum reimbursement has been determined to be a deterrent for small employers in Maryland that had considered customized training as a means to develop workforce skills necessary for growth in their respective industries.

A graduated scale of reimbursement will create more incentive for small employers to participate in customized that achieves high-skill, high demand and/or high wage attainment and family sustaining jobs.

As yet, this waiver has not had any major impact. There are two reasons; one is that with the current economy, most employers are not hiring new employees, which reduces the demand for customized training. As with OJT, employers are more likely to recall an employee than train a new one. In addition, our primary users of customized training are large health care systems, who are not eligible for any increase in the reimbursement percentage. With the economy, there was substantially more customized training in PY 08 than in PY 09. An additional area of concern is the limited experience of the Business Service Representative in working with small employers on developing customized training. The plan is to do capacity building with staff on developing customized training. Once there is significant improvement in the economy, this waiver could have major impact.

Increase the Allowable Transfer of Workforce Investment Act (WIA) Title I Funds between the Adult and Dislocated Worker Funding Streams

The Governor's Workforce Investment Board (GWIB) and the Department of Labor, Licensing and Regulation (DLLR), the administrative entity for Workforce Investment Act (WIA) Title I programs, requested the renewal of a waiver of the legislative provisions, calling for the transfer of no more than 20% of a program year's allocation between Adult and Dislocated Worker program. The waiver would grant individual LWIBs, with State approval, the ability to transfer up to 50% of each program year allocation between the Adult and Dislocated Worker funding streams, beginning in Program Year 2009.

Four of the State's smaller LWIAs took advantage of this waiver in PY 09. Two utilized the maximum allowable 50%, while the two others were between 20% and 50%. The ability to shift the funds allowed the local areas to structure their One-Stop system to meet the needs of their participants. In term of impact on performance, all four areas met or exceeded their PY 09 common measures performance for Adults and Dislocated Workers.

Eliminate the Provision at 20CFR 663.530 that Prescribes a Time Limit on the Period of Initial Eligibility for Training Providers

This waiver addressed the initial time limit for training providers in the Regulations. The State thought that there would be four benefits to the waiver, it would:

- ▶ Address the data collection barriers related to meeting the training provider requirements;
- ▶ Maximizes quality training opportunities for workforce system customers;
- ▶ Removes barriers that will allow LWIBs to award contracts to institutions of higher education; and.
- ▶ Increases the number of institutions that can deliver training to Adult and Dislocated Worker participants.
- ▶ The waiver has had a positive impact on the number of training vendors and programs available to the participants.

Revise the Requirements Regarding Competitive Selection of Providers of Youth Activities

This waiver was requested because the selection of providers of summer youth employment opportunities would be subject to the full competitive procurement requirement for WIA Youth services. These requirements would delay the awarding of grants and contracts, so that the summer program could not begin operating in a timely manner. The State sought the waiver to allow local areas to use local procedures to conduct expedited, limited competition to select service providers. The waiver was approved to allow the State develop and implement summer youth employment opportunities.

This waiver in conjunction with the other ARRA waivers approved resulted in Maryland having a very successful summer program. Summer work experience was provided to 3,610 participants; 99% of these youth completed the program with 91% attaining a work readiness skill. The rapid implementation of the program enabled the State to expend 81% of the full Youth money available.

Waiver of Performance Measures for Youth Who Participate in Work Experience Only

The State had requested waiver of the common measures for out-of-school youth, ages 18-24, who participate in work experience that occurs outside of the summer months. This request was an attempt to address both late starting summer programs and individuals that need more extensive work experience.

This waiver in conjunction with the other ARRA waivers approved resulted in Maryland having a very successful summer program. Summer work experience was provided to 3,610 participants; 99% of these youth completed the program with 91% attaining a work readiness skill. The rapid implementation of the program enabled the State to expend 81% of the Youth money available.

Waiver of Certain Provisions to Provide Program Design Flexibility in Serving Out-of-School Youth who Participate in Work Experience Only

This waiver was requested to allow for design flexibility in terms of the 10 program elements for improving the educational and skill competencies of its youth participants. The waiver gives the State program design flexibility in serving out-of-school youth. In particular the requirement to provide a minimum of 12 months follow-up services was waived, if follow-up services were provided it was allowable to use of ARRA funds for follow-up, and the requirement of doing a full objective assessment and developing an ISS for work experience only participants was waived..

This waiver in conjunction with the other ARRA waivers approved resulted in Maryland having a very successful summer program. Summer work experience was provided to 3,610 participants; 99% of these youth completed the program with 91% attaining a work readiness skill. The rapid implementation of the program enabled the State to expend 81% of the Youth money available.

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84.0%	77.3%	996
			1,289
Employment Retention Rate	84.0%	87.0%	1,125
			1,293
Average Earnings	\$13,100	\$14,490	15,677,405
			1,060

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	60.5%	23	82.8%	77	70.3%	45	73.7%	115
		38		93		64		156
Employment Retention Rate	76.7%	23	89.3%	67	77.6%	38	90.4%	104
		30		75		49		115
Average Earnings	\$12,759	229,664	\$16,260	1,040,652	\$11,154	379,248	\$14,667	1,393,347
		18		64		34		95

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	80.2%	462 546	74.9%
Employment Retention Rate	88.8%	540 608	85.4%	585 685
Average Earnings	\$13,040	6,585,082 505	\$16,383	9,092,323 555

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	91.0%	85.0%	1,011
			1,189
Employment Retention Rate	89.0%	90.7%	901
			993
Average Earnings	\$16,585	\$16,650	14,186,040
			852

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	89.6%	86 96	88.6%	31 35	79.1%	170 215	88.9%
Employment Retention Rate	88.9%	72 81	92.9%	26 28	85.5%	141 165	100%	8 8
Average Earnings	\$18,765	1,275,985 68	\$11,856	248,970 21	\$15,569	2,070,672 133	\$18,176	127,230 7

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Table G- Other Outcome Information for the Dislocated Workers Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	89.1%	450 505	82.0%
Employment Retention Rate	92.9%	405 436	89.0%	496 557
Average Earnings	\$15,295	5,842,827 382	\$17,752	8,343,213 470

Table H.1 - Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	63.0%
Attainment of Degree or Certificate	66.0%	75.0%	406 541
Literacy or Numeracy Gains	65.0%	74.5%	164 220

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	82.1%	1,055 1,285	\$3,166	3,799,301 1,200	0.8%	8 996	\$6,674	6,279,724 941	22.1%
Dislocated Workers	85.2%	880 1,033	86.5%	14,137,493 16,929,103	0.8%	8 1,011	\$8,168	7,930,819 971	17.3%	78 450

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	191,813	157,583
Total Adult (self-service <u>only</u>)	184,962	155,061
WIA Adult	188,849	156,605
WIA Dislocated Worker	4,169	1,453
Total Youth (14-21)	2,199	679
Out-of-School Youth	940	336
In-School Youth	1,259	343

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$8,637,738
Local Dislocated Workers		\$10,292,144
Local Youth		\$14,002,643
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$2,192,550
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$5,141,444
Statewide Allowable Activities WIA Section 134(a)(3)	Capacity Building	\$227,752
	Incumbent Worker Training	\$834,224
Total of All Federal Funding Listed Above		\$41,328,496

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Table O - Local Performance

Local Area Name Anne Arundel County	Total Participants Served	Adults	15,065
		Dislocated Workers	147
		Youth (14 - 21)	88
ETA Assigned # 24055	Total Exiters	Adults	11,988
		Dislocated Workers	51
		Youth (14 - 21)	33
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	84.0%	90.9%
	Dislocated Workers	91.0%	100.0%
Retention Rates	Adults	84.0%	100.0%
	Dislocated Workers	89.0%	100.0%
Average Earnings	Adults	\$16,358	\$9,632
	Dislocated Workers	\$17,589	\$13,461
Placement in Employment or Education	Youth (14-21)	63.0%	61.5%
Attainment of Degree or Certificate	Youth (14-21)	66.0%	74.1%
Literacy or Numeracy Gains	Youth (14-21)	65.0%	94.7%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Table O - Local Performance

Local Area Name Baltimore City	Total Participants Served	Adults	29,341	
		Dislocated Workers	386	
		Youth (14 - 21)	246	
ETA Assigned # 24060	Total Exiters	Adults	24,343	
		Dislocated Workers	122	
		Youth (14 - 21)	115	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	73.1%	
	Dislocated Workers	91.0%	73.4%	
Retention Rates	Adults	84.0%	81.9%	
	Dislocated Workers	89.0%	82.4%	
Average Earnings	Adults	\$11,367	\$12,045	
	Dislocated Workers	\$13,570	\$14,441	
Placement in Employment or Education	Youth (14-21)	63.0%	66.4%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	81.9%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	82.8%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

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Table O - Local Performance

Local Area Name Baltimore County	Total Participants Served	Adults	22,748	
		Dislocated Workers	900	
		Youth (14 - 21)	358	
ETA Assigned # 24010	Total Exiters	Adults	18,641	
		Dislocated Workers	316	
		Youth (14 - 21)	179	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	80.8%	
	Dislocated Workers	91.0%	82.8%	
Retention Rates	Adults	84.0%	90.9%	
	Dislocated Workers	89.0%	88.9%	
Average Earnings	Adults	\$15,009	\$23,110	
	Dislocated Workers	\$16,806	\$18,489	
Placement in Employment or Education	Youth (14-21)	63.0%	73.5%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	67.3%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	76.9%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name Frederick County	Total Participants Served	Adults	6,159	
		Dislocated Workers	340	
		Youth (14 - 21)	41	
ETA Assigned # 24015	Total Exiters	Adults	5,147	
		Dislocated Workers	103	
		Youth (14 - 21)	18	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	83.7%	
	Dislocated Workers	91.0%	90.2%	
Retention Rates	Adults	84.0%	84.7%	
	Dislocated Workers	89.0%	98.1%	
Average Earnings	Adults	\$20,366	\$16,771	
	Dislocated Workers	\$20,302	\$17,043	
Placement in Employment or Education	Youth (14-21)	63.0%	90.0%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	75.0%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	62.5%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

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Table O - Local Performance

Local Area Name Lower Shore Consortium	Total Participants Served	Adults	7,738	
		Dislocated Workers	52	
		Youth (14 - 21)	205	
ETA Assigned # 24035	Total Exiters	Adults	6,126	
		Dislocated Workers	27	
		Youth (14 - 21)	11	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	75.3%	
	Dislocated Workers	91.0%	77.4%	
Retention Rates	Adults	84.0%	88.3%	
	Dislocated Workers	89.0%	84.6%	
Average Earnings	Adults	\$9,759	\$9,196	
	Dislocated Workers	\$12,828	\$15,351	
Placement in Employment or Education	Youth (14-21)	63.0%	26.1%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	70.0%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	15.4%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

Table O - Local Performance

Local Area Name Mid-Maryland Consortium	Total Participants Served	Adults	11,879	
		Dislocated Workers	830	
		Youth (14 - 21)	31	
ETA Assigned # 24065	Total Exiters	Adults	10,483	
		Dislocated Workers	297	
		Youth (14 - 21)	20	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	77.3%	
	Dislocated Workers	91.0%	79.2%	
Retention Rates	Adults	84.0%	91.1%	
	Dislocated Workers	89.0%	93.7%	
Average Earnings	Adults	\$15,486	\$17,319	
	Dislocated Workers	\$19,075	\$18,303	
Placement in Employment or Education	Youth (14-21)	63.0%	72.2%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	88.9%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	0.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

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Table O - Local Performance

Local Area Name Montgomery County	Total Participants Served	Adults	16,088	
		Dislocated Workers	292	
		Youth (14 - 21)	195	
ETA Assigned # 24020	Total Exiters	Adults	15,167	
		Dislocated Workers	80	
		Youth (14 - 21)	50	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	62.1%	
	Dislocated Workers	91.0%	73.3%	
Retention Rates	Adults	84.0%	92.5%	
	Dislocated Workers	89.0%	95.0%	
Average Earnings	Adults	\$17,458	\$13,050	
	Dislocated Workers	\$20,140	\$16,488	
Placement in Employment or Education	Youth (14-21)	63.0%	46.5%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	57.9%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	21.4%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

Table O - Local Performance

Local Area Name Prince George's County	Total Participants Served	Adults	16,684	
		Dislocated Workers	287	
		Youth (14 - 21)	316	
ETA Assigned # 24025	Total Exiters	Adults	13,391	
		Dislocated Workers	71	
		Youth (14 - 21)	81	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	73.9%	
	Dislocated Workers	91.0%	86.3%	
Retention Rates	Adults	84.0%	82.4%	
	Dislocated Workers	89.0%	87.2%	
Average Earnings	Adults	\$14,145	\$13,308	
	Dislocated Workers	\$17,560	\$20,485	
Placement in Employment or Education	Youth (14-21)	63.0%	86.4%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	94.9%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	0.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

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Table O - Local Performance

Local Area Name Southern Maryland Consortium	Total Participants Served	Adults	8,710	
		Dislocated Workers	105	
		Youth (14 - 21)	3	
ETA Assigned # 24050	Total Exiters	Adults	7,724	
		Dislocated Workers	24	
		Youth (14 - 21)	1	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	100%	
	Dislocated Workers	91.0%	100%	
Retention Rates	Adults	84.0%	72.7%	
	Dislocated Workers	89.0%	92.3%	
Average Earnings	Adults	\$11,649	\$10,991	
	Dislocated Workers	\$15,000	\$19,632	
Placement in Employment or Education	Youth (14-21)	63.0%	100%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	0.0%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	0.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

Table O - Local Performance

Local Area Name Susquehanna Region Consortium	Total Participants Served	Adults	8,716	
		Dislocated Workers	193	
		Youth (14 - 21)	138	
ETA Assigned # 24045	Total Exiters	Adults	7,728	
		Dislocated Workers	71	
		Youth (14 - 21)	40	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	89.0%	
	Dislocated Workers	91.0%	96.1%	
Retention Rates	Adults	84.0%	82.4%	
	Dislocated Workers	89.0%	88.9%	
Average Earnings	Adults	\$14,737	\$15,214	
	Dislocated Workers	\$16,424	\$15,477	
Placement in Employment or Education	Youth (14-21)	63.0%	87.0%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	95.8%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	93.9%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

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WORKFORCE DEVELOPMENT AND ADULT LEARNING

Table O - Local Performance

Local Area Name Upper Shore Consortium	Total Participants Served	Adults	6,183	
		Dislocated Workers	311	
		Youth (14 - 21)	211	
ETA Assigned # 24040	Total Exiters	Adults	4,361	
		Dislocated Workers	119	
		Youth (14 - 21)	62	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	84.2%	
	Dislocated Workers	91.0%	97.0%	
Retention Rates	Adults	84.0%	90.9%	
	Dislocated Workers	89.0%	93.9%	
Average Earnings	Adults	\$11,245	\$10,671	
	Dislocated Workers	\$13,117	\$10,866	
Placement in Employment or Education	Youth (14-21)	63.0%	45.5%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	47.7%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	0.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

Table O - Local Performance

Local Area Name Western Maryland Consortium	Total Participants Served	Adults	14,579	
		Dislocated Workers	326	
		Youth (14 - 21)	367	
ETA Assigned # 24030	Total Exitors	Adults	12,177	
		Dislocated Workers	172	
		Youth (14 - 21)	69	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.0%	84.1%	
	Dislocated Workers	91.0%	95.6%	
Retention Rates	Adults	84.0%	91.1%	
	Dislocated Workers	89.0%	89.1%	
Average Earnings	Adults	\$12,453	\$12,458	
	Dislocated Workers	\$12,591	\$15,822	
Placement in Employment or Education	Youth (14-21)	63.0%	70.8%	
Attainment of Degree or Certificate	Youth (14-21)	66.0%	84.0%	
Literacy or Numeracy Gains	Youth (14-21)	65.0%	72.7%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X