

Annual Report Maryland

Workforce Investment Act Title I – B Program Year 2007



DEPARTMENT OF LABOR, LICENSING AND REGULATION
DIVISION OF WORKFORCE DEVELOPMENT

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Governor

ANTHONY G. BROWN
Lieutenant Governor

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Maryland Annual Report

Workforce Investment Act Title 1-B Program Year 2007

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Department of Labor, Licensing and Regulation
Division of Workforce Development*

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.



Martin O'Malley
Governor



Anthony G. Brown
Lieutenant Governor

On behalf of Governor Martin O'Malley, it is my pleasure to present Maryland's Program Year (PY) 2007 Workforce Investment Act Annual Report. This publication describes our job training activities for the year and details required financial and performance information for the reporting period July 1, 2007 through June 30, 2008.

This Annual Report details the collaborative approach Maryland has instituted in its implementation of the Workforce Investment Act. Over the 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 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 charge to ensure Maryland's top notch 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 2007, this business-led board engaged in long-term strategic planning activities, including: supporting Science, Technology, Engineering and Math (STEM) educational programs, attending to the influx of jobs from Base Realignment and Closure (BRAC), and championing the expansion of education and training programs. GWIB's industry initiative committees also examined strategies to prepare untapped and emerging workers for entry into the workforce.

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 2007, more than 139,000 job seekers utilized the services of Maryland's 33 one-stop career centers.

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, and developing innovative strategies that engage populations with significant barriers.

Thomas E. Perez

Secretary

Maryland Department of Labor, Licensing & Regulation



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Introduction to Workforce Creation

One of Governor Martin O'Malley's top priorities is building a workforce creation system that is comprehensive, collaborative, and provides Marylanders with vast opportunities while ensuring that employers have access to workers who possess the skills and knowledge necessary to compete in the 21st Century. Although Maryland has a thriving economy as well as a highly-skilled and educated workforce, many people lack the basic skills needed to participate. Concurrently, our growing industries report chronic worker shortages in critical workforce areas.

The Department of Labor, Licensing and Regulation (DLLR) and its sister agencies are diligently working to find innovative and unique ways to work together in an effort to reach more people. Workforce creation is charged with finding ways to provide more opportunities as well as address employers' needs now and for the future. It's about linking our education system with the business community while ensuring the skills we are teaching are relevant for the modern economy. It's about connecting people not only to jobs but to career ladders that will enable them to participate in the 21st century workforce. Finally, it's about ensuring Maryland's competitive edge in the fast-growing global economy of tomorrow. With DLLR leading the way, Maryland's workforce will remain strong for generations to come.

The Division of Workforce Development

The primary focus of the Division of Workforce Development is helping to ensure that employers have the workforce they need to be competitive as well as assisting Marylanders to access employment resources and services. With a number of critical and imminent challenges facing Maryland's workforce and economy – including the impending baby boomer retirement wave, the influx of up to 60,000 jobs from the military base realignment, and worker shortages in a number of key high-growth industries – workforce creation strategies must ensure that there is no spare Marylander.

The Division of Workforce Development has been tasked with leading the state's efforts in creating a collaborative and comprehensive workforce creation system that forges solid connections between state agencies and one that better aligns state education systems with workforce needs. The Division of Workforce Development is committed to building upon the state's existing workforce system, thus ensuring more Marylanders have greater access to career opportunities.

Program Year 2007 Highlights for the Division of Workforce Development

The Division of Workforce Development and its local partners provided workforce services to more than 139,000 Maryland residents, including 12,764 veterans. A total of 64,930 new customers visited one of the state's 33 full-service One Stop Career Centers, and 1,700 Marylanders who received unemployment benefits completed early intervention workshops through the Division of Workforce Development. The state's system of One Stop Career Centers offers job seeker services and employer services. Each center caters to the local needs of the surrounding community, ensuring that the local workforce needs of each unique county or workforce investment area are met. The Division of Workforce Development strived throughout the year to strengthen connections between the state and local workforce systems as well as enhance the services offered at the One Stop Career Centers.

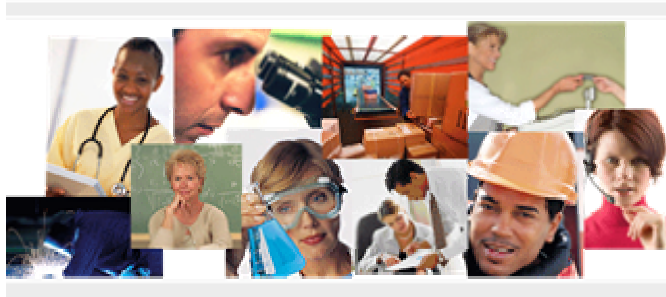
The General Assembly in 2008 passed legislation to merge adult education and literacy and correctional education programs with workforce development programs under the DLLR umbrella. The program transfer, which will take place in 2009, is a major step in the realization of Governor O'Malley's vision of a comprehensive and collaborative system of workforce creation in Maryland. The move will ensure for adult learners in Maryland a seamless access among a broad array of educational, job training, and career services. Adult Marylanders will realize greater opportunities for self-sufficiency and an overall life improvement. Under the new law, a Transition Council will work to create a plan for a smooth transfer as well as assist in developing a new framework for program alignment.

In April 2008, Maryland opened the first ever out-of-state One Stop Transition Career Center in Ft. Monmouth, New Jersey. The center was established to serve New Jersey workers impacted by the 2005 military Base Realignment and Closure, or BRAC, process. The Center will provide transitional services for individuals and families who will follow jobs that are transferring to Aberdeen Proving Ground in Harford County. Resources available at the center include job search and training information, tools for professionals who will need to be registered or licensed to work in Maryland, community and housing resources, and a host of other resources to help prepare for the move.



With an estimated 40,000 to 60,000 BRAC jobs coming to Maryland, the Division of Workforce Development has been diligently working to equip workers with the skill sets necessary to be successful in highly-skilled jobs. A \$4 million federal grant was awarded to fund innovative workforce projects designed to address workforce development, training, and educational needs in Maryland's BRAC-impacted regions. In 2008, the Division began distributing the grant money, funding five projects. More rounds of grants will follow.

As part of statewide efforts to create a comprehensive network of workforce development for Maryland, the Division of Workforce Development launched a number of innovative partnerships with other state agencies that will help to ensure that more people will have access to employment services and resources. For example, the Division of Workforce Services, in conjunction with the Department of Public Safety and Correctional Services and the Independent Electrical Contractors Association, helped to launch a new electrical contractor construction training program for incarcerated individuals. Inmates who participate in the program have the opportunity to earn industry-recognized credentials and participate in training that will give them the skills they need to thrive once they return to the community. Studies show that providing an incarcerated individual with job training programs behind the fence reduces the chances that the individual will return to prison. This program is just the first of many collaborative programs that will improve public safety while providing ex-offenders with the resources they need to improve their lives and become self-sufficient.



The highly successful statewide incumbent worker training program called Maryland Business Works (MBW) continued with a fifth year of operation. During PY 2007, MBW supported 239 projects, serving 3,079 workers at an average cost of \$334 per trainee. As a result, many Maryland employers are more productive, profitable and competitive. MBW has also provided employment stability, career growth, and wage increases for workers through training in transferable skills or industry-recognized certification or credential programs.

The Disability Program Navigator (DPN) initiative, also in its fifth year, brings together the Maryland Department of Disabilities, the U.S. Department of Labor, the Social Security Administration, and numerous local service providers in an effort to help job seekers with disabilities access the career services available in Maryland's One-Stop Career Centers. The DPN initiative has been working this year to train One-Stop staff to assist disabled individuals by making them aware of the wide variety of federal, state and local resources available to the One-Stop Career Centers.

Governor's Workforce Investment Board

The Governor's Workforce Investment Board (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 leaders, and representatives of non-profit 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 various workforce development partners to focus on two key outcomes – preparing a workforce that meets the current and future demands of Maryland employers, and providing opportunities for all Marylanders to succeed in the 21st century workforce.

Program Year 2007 Highlights for the Governor's Workforce Investment Board:

In February 2008, the GWIB convened the Governor's Workforce Summit 2008. More than 500 stakeholders gathered at the Johns Hopkins Applied Physics Lab in Laurel to examine Maryland's workforce challenges and discuss how to overcome those challenges by aligning and streamlining Maryland's workforce system. Much of the day's discussions focused on the need to better align the state's educational systems – from elementary school on up through postsecondary education – with the needs of employers and the economy now and in the future. Governor O'Malley addressed the Summit, telling those in attendance, "Our future progress depends on our ability to build and sustain a workforce that answers the critical needs of our employers, while also fulfilling the needs of our most precious resource – our people."

In October 2007, Governor O'Malley signed an executive order creating the P-20 Leadership Council, a group that brings together leaders from government, business, education, and workforce development to create strategies for ensuring all Maryland students are prepared to compete for 21st century jobs.

In May 2008, the Bioscience Industry Initiative Committee convened an industry summit to address bioscience workforce challenges. Bioscience is a fast growing industry worldwide, and Maryland has emerged as a leader. In order to remain competitive in the bioscience industry, Maryland will ensure the existence of highly-skilled workers by encouraging young people to consider the field early as well as aligning educational outcomes with industry needs. The summit brought together industry leaders and stakeholders to examine these challenges. This five phase process will culminate with the implementation of an action plan to ensure the bioscience industry will have the workforce necessary to compete in the 21st century.

The Education Industry Initiative Steering Committee held a symposium in November 2007 that brought together 150 education industry stakeholders. The event focused on tackling the recruitment, training, and retention challenges that contribute to shortages of teachers, professors, administrators, and support staff in the education industry. The Education Industry Steering Committee's goal is to address these shortages by working to develop a pipeline of qualified professionals.

The Construction Industry Initiative began the five phase process. It will study the workforce development issues that have caused worker shortages in the industry and will develop strategies and solutions to address both current and projected labor challenges.

Maryland was selected by the National Governors' Association Center for Best Practices as one of seven states to participate in a new policy academy. The program will help states identify and implement policies to stimulate expansion of their most promising industry clusters.



Governor's Workforce Investment Board

Looking Forward

The Division of Workforce Development will continue the drive toward a statewide workforce system that is seamlessly integrated and maximizes the resources available to produce a world-class workforce for the 21st Century. The transfer of adult education and correctional education to the Division of Workforce Development will provide an exciting opportunity to create a new paradigm for providing more Marylanders with more opportunities to better their lives. The Department continues to seek avenues for partnership with other state agencies. We envision a well-aligned and streamlined system – one that matches the education outcomes of our K-12 systems, community colleges and four year institutions - with the needs of growing industries and employers. We envision a system that allows each individual, no matter what challenges they face, to realize their full potential in the workplace. We envision a system that keeps Maryland competitive in an economy that becomes more global each day.

Statewide Highlights and Successes

Youth

The Frederick County Workforce Development Board and Frederick County Workforce Services proudly launched the Science, Technology, Engineering, and Mathematics (STEM) Educational Scholarship Program in 2007. This program awards academic scholarships to students who plan to pursue degrees in these specific disciplines, where projected employment growth is high and the demand for related skills is significant.

A total of eight students who met the program criteria were awarded scholarships ranging from \$1,000 to \$2,500 in support of their studies in a STEM, career-related field. Scholarship recipients included Michael, who is studying biology and philosophy at the University of North Carolina at Chapel Hill.

Michael discovered his love of science in a ninth grade biology class while working on a project about vaccinations. “I was so amazed at how you can manipulate this thing that can harm people to create a vaccine to protect people.” From there, Michael went on to do an internship with the National Cancer Institute working with an individual mentor doing cancer research.



After completing his undergraduate work, Michael hopes to continue his educational career in the STEM disciplines by studying clinical lab sciences in graduate school or by attending medical school.

Dislocated Worker

Jim was 55 years old and recently widowed. He had been working in the construction/architectural field for over 25 years when he was suddenly laid off. He was visibly depressed and anxious about finding another job, especially since technology had changed so much in the past 25 years. After consulting with an Anne Arundel Workforce Development Corporation (AAWDC) Career Counselor at the Arundel Mills (Maryland) One-Stop, he participated in several workshops, including computer basics and résumé writing. Soon after the résumé workshop his whole demeanor changed. He started to gain confidence and pursued the services of Maryland's Professional Outplacement Assistance Center. Within a few weeks, he had attained a position with a construction company making \$60,000 a year. He also received a company car, credit card and full benefits package. He called his Career Counselor to thank her and AAWDC for assisting him.

Adult

After Reggie's job as a salesperson with a local sports retailer ended, he attended a two-day Early Intervention workshop at Frederick County Workforce Services. The purpose of the Early Intervention workshop is to provide job search preparation to individuals coping with unemployment. Reggie was introduced to the basic principles of networking, resume writing, interviewing, and career exploration.

Through coaching sessions with a career specialist at Frederick County Workforce Services, Reggie learned of the Department of Labor Construction Grant that now provides him with financial assistance to attend classes at Frederick Community College. He is currently pursuing an Associates of Science in Construction Management and Supervision, and will earn a certification in welding as part of the program.

"I wanted to get into the degree program so that I could learn about the different trades and about the full spectrum of construction." Reggie is excited about gaining a comprehensive education in the construction industry at FCC.

Reggie found a position in the industry working as a laborer for a local construction company. Because of his newly acquired credentials, he was quickly promoted to a position as an apprentice pipe fitter.

Disability Program Navigator (DPN)

Sara is a recent high school graduate who received transitioning services through the Division of Rehabilitation Services (DORS). She was referred to the Susquehanna Workforce Network for help with her job search and for WIA training. After meeting with her WIA counselor, she was referred to the Vocational Foundations (VFT) program at Harford Community College. This program is a joint effort between the Susquehanna Workforce Network, Harford Community College, and DORS to provide job readiness, career exploration, job search, and basic skills remediation to individuals with disabilities.

While in high school, Sara had completed the 90 hour child care certification program but was still unable to get a job. After completing the VFT program, she became employed at a day care center and loves her job. She met the WIA youth goal of increasing her math functioning level from beginning literacy grade 3 to beginning basic skill level grade 5.



Limited English Proficiency (LEP)

"Okay, I'll go to the Job Market and apply for a job. The newspaper ads and the websites never contact me. I remember there was a guy that helped me get a job a few years ago. I'll go to that Job Market and try again." Phil had just spent three years home-schooling his children, and the thought of re-entering the workforce was intimidating.

The job counselor did a job search focusing on his Spanish-speaking background and found two part-time job openings for an adjunct Spanish professor at a nearby university and community college. His previous teaching experience aided him in being offered the two professorship jobs. Building upon his experience as an adjunct professor in Spanish helped him to get a full-time position as a Spanish Translator/Training Instructor. He worked the night shift for three years but missed his children's sports activities and began searching for a day job by in the newspapers and on web sites.

His search took him back to the One-Stop Job Market. With an updated resume, he did a job search on the Maryland Workforce Exchange. He found some job opportunities that were of interest to him. With the assistance of a job counselor, he was referred to and subsequently interviewed for one of the positions. The resulting interview went well and he was offered employment.

Older Workers

Two participants in the Senior Aides Employment Program at the One-Stop Job Market in Salisbury, Maryland, were recently recognized during a Commission on Aging staff meeting at the Snow Hill Senior Center. James and Ann received Certificates of Excellence from Worcester County Commission on Aging's Executive Director, Rob Hart, for graduating from the program. James trained as the kitchen manager in the Berlin Senior Center before assuming a permanent position there. Ann became the kitchen manager at the Ocean Pines Senior Center after a brief training period in the facility.

The Senior Aides Employment Program is available to men and women, ages 55 years and older, who are unemployed, meet established income guidelines, and desire an opportunity for training and employment. It is sponsored by MAC, Inc., a private not-for-profit organization dedicated to serving the needs of older citizens on the Eastern Shore of Maryland. Senior aides serve their communities by working with local non-profit agencies and government organizations while learning skills that can be transferred to employment with local businesses. The jobs help seniors build the experience and confidence they need to ultimately find permanent, unsubsidized employment.



Trade Adjustment Assistance (TAA)

In the spring of 2007, Mr. and Mrs. C., a husband and wife who had been laid off from a Black & Decker packaging facility in North Carolina, relocated to Baltimore County in search of a fresh start. They sought help at the Baltimore County Workforce Development Center in Hunt Valley, where they met with Career Consultant, Annie Hatchett. Mr. and Mrs. C were given assistance in processing paperwork to receive Trade Adjustment Allowances – income support provided for individuals whose jobs are affected by foreign imports.

Working with Ms. Hatchett, Mr. and Mrs. C each developed an Individual Employment Plan. Both attended professional development seminars in resume writing, interviewing, and internet job searching at the Hunt Valley center. In September 2007, Mrs. C was awarded an Individual Training Account, an agreement that allows One-Stop customers to receive skills training through a community college, private career school, or another approved vendor. She attended a three-and-a-half week pre-vocational skills training class on the Microsoft Office Suite at the Community College of Baltimore County, and she received a Maryland Workforce Exchange job referral in early October. She applied for an administrative position at a Baltimore County pharmaceutical manufacturing company and began working on October 29, 2007. Her starting wage was higher than that of her previous job.



Mr. C., meanwhile, also was awarded an Individual Training Account and attended the same skills training class in the Microsoft Office Suite in November 2007. With some assistance from Ms. Hatchett, he utilized his new computer skills as he began submitting resumes and job applications online. He was offered a job at Anne Arundel County manufacturing company and began working on December 17, 2007.

Re-entry Initiative

A “behind the fence” program for inmates at Prince George’s County Department of Corrections (DOC) was developed to assist adult inmates, both male and female, with their transition from incarceration to the community and workplace. The recipients of this individualized, holistic program must be within ninety days of their release. While at DOC, inmates receive instruction in work-readiness skills, such as: interviewing skills, career mapping methods, job searching techniques, labor market information, and workplace expectations. Participants work in teams to manage discussion projects and assignments. Activities culminate with a “graduation” program planned and executed by the participants.

The program continues post-release, with a community-based network approach that encompasses such services as housing, health care, substance abuse treatment, and counseling. The One-Stop Career Center provides WIA-funded workforce development services. Participants have gained employment as truck drivers, cooks, construction-related workers, and an electrical engineering apprentice.

Partners in the program include the Workforce Services Division – Prince George’s County Economic Development Corporation, DOC, and the State Attorney General’s Office. As a result of the partnership, a satellite office has been opened in the Suitland Wellness Center.



Labor Market Information

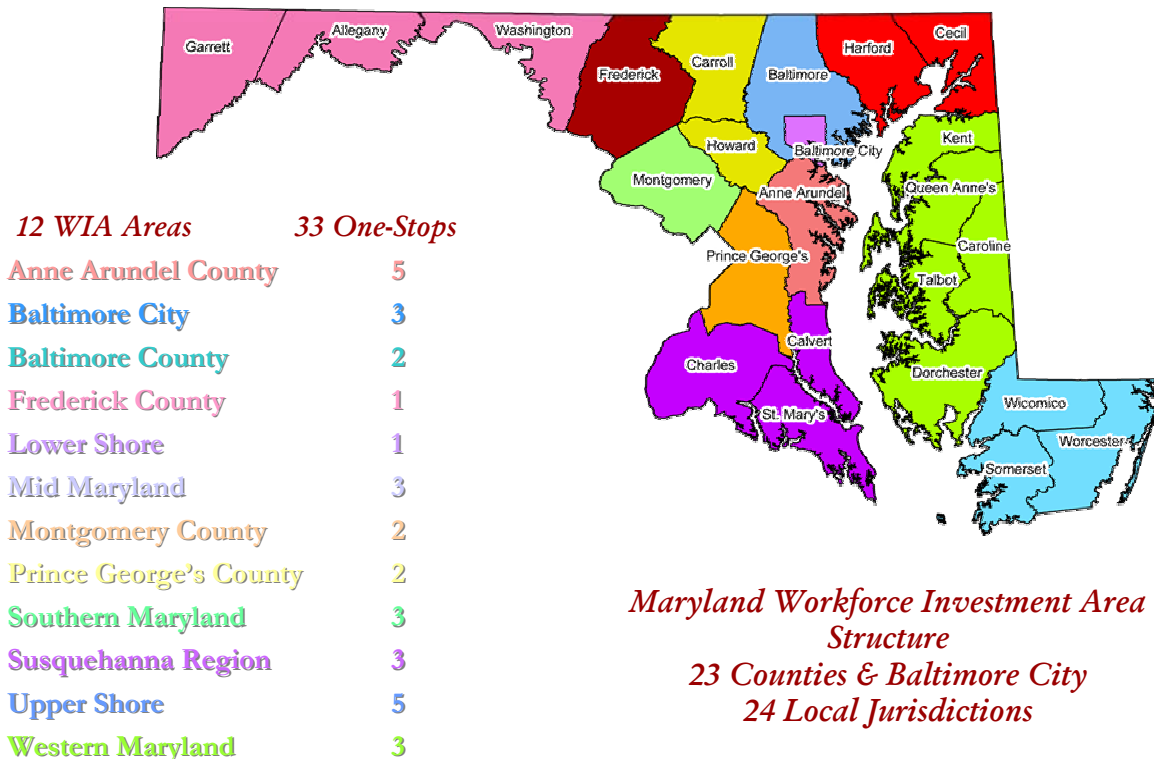
2007 – A Year of Changing Economic Conditions

In early 2007, homebuyers, many of whom entered into ownership with marginal credit and were lured by the “teaser” rates offered by sub-prime mortgage lenders during the 2005 housing frenzy, were faced with the dilemma of meeting the obligations of escalating monthly payments. Delinquency rates rose to record highs, foreclosures followed, and lender’s liabilities mounted -- factors which ultimately led to the collapse of the sub-prime mortgage industry early on in 2007.

These events, exacerbated by mounting concerns over the impact of rising energy prices and the falling dollar, created an economic maelstrom which sent shock waves through Wall Street. In order to contain the headwinds imperiling labor market conditions, the Federal Reserve, in September 2007, lowered the discount rate. This was the first of several such actions taken by the Federal Reserve in the months to come.

Despite federal intervention, the economic picture was, by years’ end, relatively bleak. The rapid deceleration in job growth from 1.8% in 2006 to 1.1% in 2007, the lowest rate in 4 years, resulted from a combination of cyclical losses in construction and finance, structural declines in manufacturing and restrained performance in the consumer driven trade and transportation sectors.

Meanwhile, unemployment, on an annual basis, held steady at 4.6% in 2006 and 2007. A monthly comparison of unemployment, however, offers a much more sobering delineation of faltering market conditions. In December 2006, unemployment across the nation was reported at 4.4%; by December 2007, the rate had climbed to 5.0%.



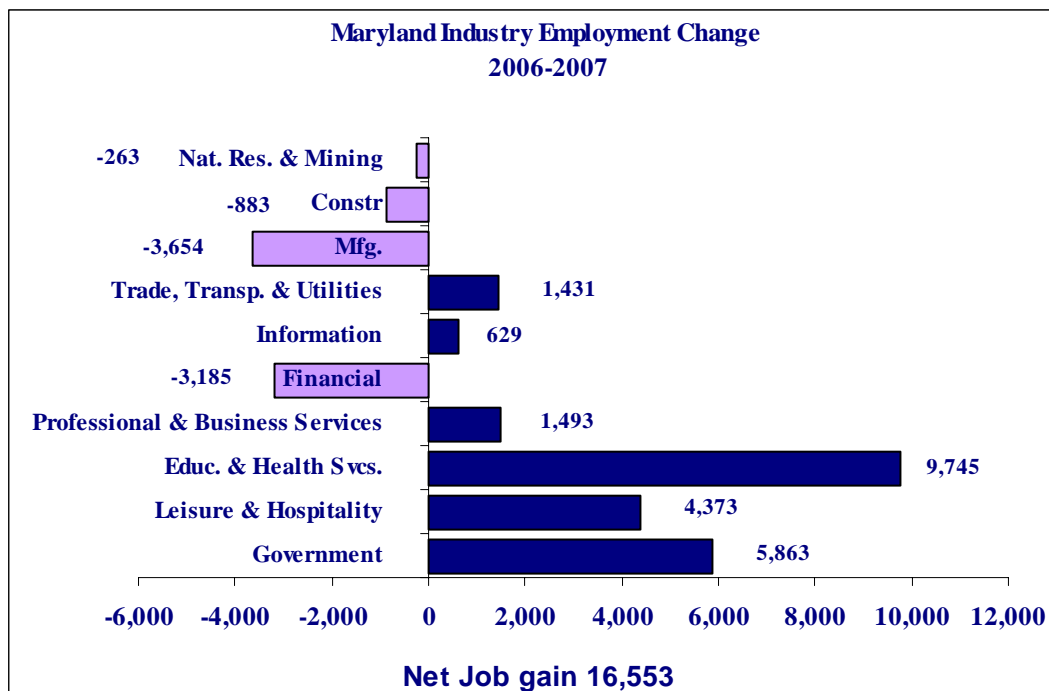
How did Maryland's Economy Fare in 2007?

While Maryland's labor market was certainly not immune to the turbulence on the national front, the national slowdown was well underway before Maryland months later started to feel the ripple effects of the nation's economic movements. This delayed reaction helped to lessen the impact on Maryland's business payrolls during 2007. While Maryland's industrial expansion slowed during 2007, the rate of deceleration, from 1.3% in 2006 to 0.8% in 2007, was less acute than that experienced nationally.

During 2007, 16,553 jobs were added to Maryland's business payrolls, with growth in the private sector economy accounting for just over two-thirds of the overall gain. About 5 out of every 10 jobs added to the statewide economy resulted from hiring by businesses based in Anne Arundel, Baltimore and Prince George's counties.

Among the state's private sector industries, education and health services as well as leisure and hospitality were the most notable areas of expansion. Education and health services posted the highest sectoral growth rate of 2.8% -- a rate more than three times that of overall industry expansion during 2007. Within the industry, ambulatory health care services nosed out education services and hospitals by a narrow margin in order to rank as the top job producer. Nearly 23% of all jobs added in ambulatory health care services were generated by employers in Baltimore County.

While rising energy costs and higher mortgage rates prompted consumers to take a cautious approach in their discretionary spending during 2007, habits and frequency of outings may have changed but the demographic/lifestyle driven leisure and hospitality industry, nonetheless, continued to expand. Food services and drinking places, ranking as the top growth industry in a profile of detailed industry sectors during 2007, contributed the largest share of the total expansion in leisure and hospitality.



On the debit side of the employment ledger, the trickling down of national economic unrest tempered performance and ultimately led to over-the-year declines in Maryland's finance and construction industries. Stress cracks started to surface in the financial sector, most notably in the credit intermediation and related activities sub sector, in the early part of 2007. By year's end, the national "credit crisis" had spread its tentacles into Maryland, resulting in a loss of nearly 3,200 jobs in the industry.

Meanwhile, the construction industry, which remained in somewhat of a holding pattern with alternate periods of slow growth and no growth, didn't show any visible signs of economic unrest until well into 2007. Activity in residential building construction started to buckle as the demand for new housing construction declined. Between the 3rd and 4th quarters of 2007, the number of new housing units authorized for construction plunged by just over 45%. The net effect was a drop of just over 1,500 jobs, or 5.4%, in residential building construction during 2007. Maryland's decline was, however, moderate compared to that of 9.2% reported nationally. The slide in Maryland was mitigated by ongoing nonresidential building activity, cutting residential loss by almost half.

Growth Among Maryland's Detailed Industries 2006 - 2007

Industry	Employment		Employment Change 2006-2007
	2006	2007	
Food services & drinking places	170,473	174,469	3,996
Professional & technical services	218,361	221,533	3,172
Ambulatory health care services	95,774	98,401	2,627
Educational services	54,140	56,475	2,335
Hospitals	94,620	96,879	2,259

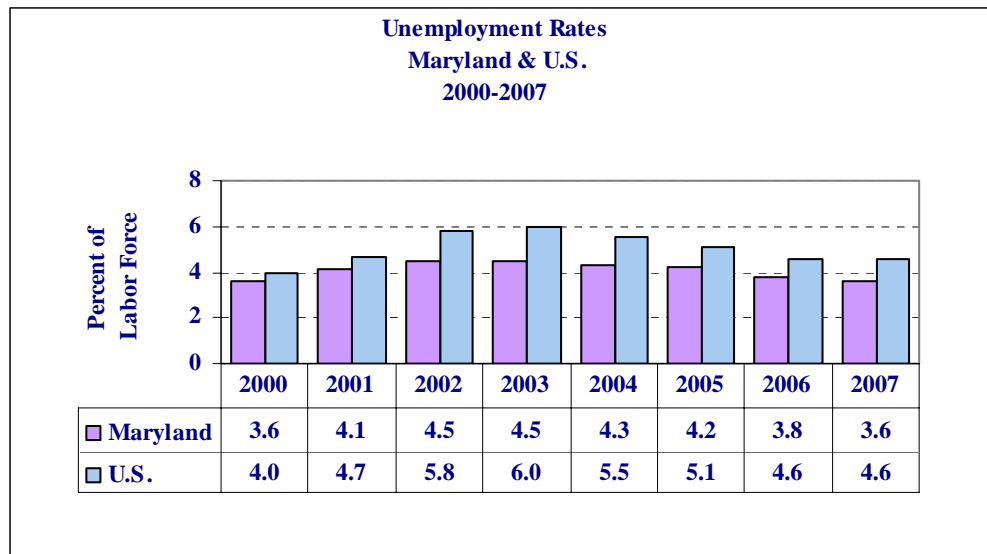
Declines Among Maryland's Detailed Industries

Industry	Employment		Employment Change 2006-2007
	2006	2007	
Credit intermediation & related activities	58,317	55,703	-2,614
Administrative & support services	149,907	148,172	-1,735
Merchant wholesalers, durable goods	51,730	50,761	-969
Construction of buildings	44,591	43,793	-798
Truck transportation	17,652	16,945	-707

A Look at Unemployment

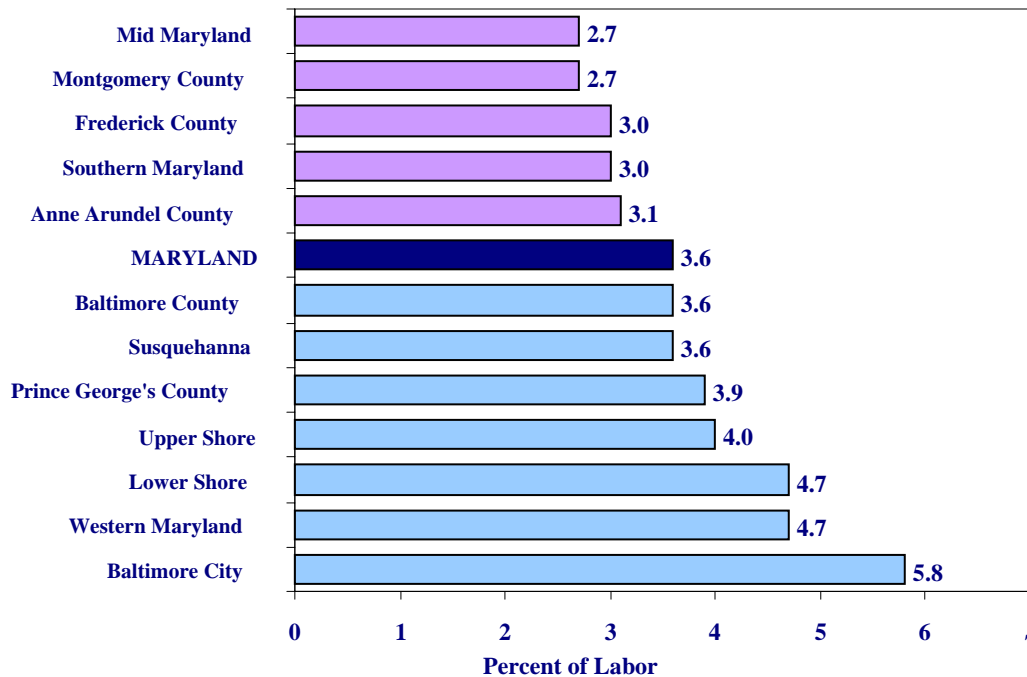
The economic slowing during 2007 increased the challenges for Maryland jobseekers. Since 2003, Maryland's unemployment rate has been progressively declining and, by 2006, had dropped to 3.8% -- a rate believed by many economists to fall within the range characterized as "full employment." In essence, an already existing tight job market was strained even further in 2007 as employers, conscious of the economic slippage, became more tentative in their hiring.

Maryland jobseekers, however, fared relatively well. Unemployment in the state remained somewhat low key during 2007, with monthly rates vollying between 3.5% and 3.6% throughout the year. On an annual basis, Maryland's unemployment rate declined to 3.6%, a rate well below that of 4.6% reported nationally. More importantly, the employment to population ratio, a variable which measures the percentage of the work-eligible population who are employed, was little changed over the year, falling slightly from 66.6% in 2006 to 66.4% in 2007.



Unemployment rates either declined or held steady in each of the state's twelve workforce areas during 2007, with seven of the twelve areas recording unemployment rates at or below the statewide average.

Unemployment in Maryland & Workforce Investment Areas
2007



The Here and Now – How 2008 is Shaping Up

Nationally

On the national front, it appears as if the economy is enmeshed in a “catch 22” situation. While the Federal Reserve continued to lower interest rates through April in an attempt to inject some life back into the ailing housing and credit markets, tightening lending standards on home mortgages and other consumer and business loans have, in essence, restricted the availability of monies needed to kick start these industries.

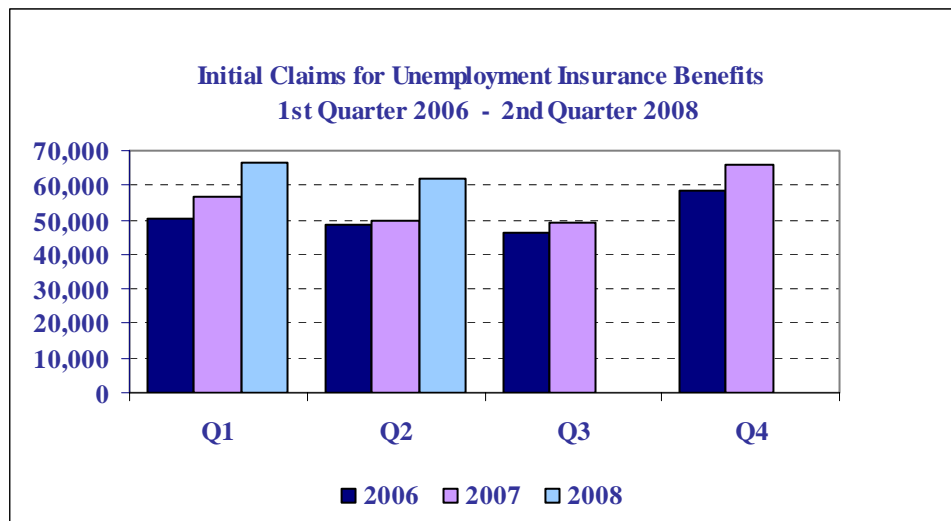
Another concern which has reared its ugly head is rising inflation. Oil prices began to fall towards mid-2008 which provided for some relief at the pumps and in-home energy costs. However, the price of food and other necessary commodities has escalated, making it harder to stretch paychecks, particularly since growth in paychecks has been lagging. While President Bush gave the go ahead on tax incentive rebates, it seems to some consumers to be “too little – too late.” For those hit by rising costs, rebates didn’t necessarily increase discretionary income as much as provide a resource to pay for necessities.

Continuing economic uncertainty has been reflected in both the national jobless numbers and payroll statistics. By August 2008, unemployment topped the 6% mark -- a level not attained since 2003. Business payrolls have continued to show signs of considerable strain, with an eight month consecutive string of job cuts resulting in a year-to-date loss of 529,000 jobs on national payrolls and an over-the-year decline of 283,000 jobs.

Maryland

Entering 2008, Maryland's economy, while nursing some sore spots, seemed to be holding its own. Unemployment remained little changed during the first three months of 2008, as rates remained between 3.4% and 3.6%. Maryland's business payrolls continued the slow but steady expansion that had begun during the last three months of 2007.

However, with the national cloud looming darkly overhead, statewide labor conditions lost some traction towards the end of the first quarter. The numbers of initial unemployment claims, while declining somewhat between the 1st and 2nd quarters of 2008, were running about 25% above year ago levels by the end of the second quarter. In addition to filings under the regular program by the end of August, about 20,000 initial claims were filed by Maryland jobseekers seeking payment eligibility under the federally funded Emergency Unemployment Compensation Act.



However, based on year-to-date movements in Maryland's business payroll statistics, the statewide economy appears to be in somewhat of a better place than that of the nation. Aside from a mild interruption in April, Maryland's job base has continued to add jobs, gaining 11,600 jobs through the first seven months of 2008 and nearly 26,000 jobs over the past year.

What to Expect...

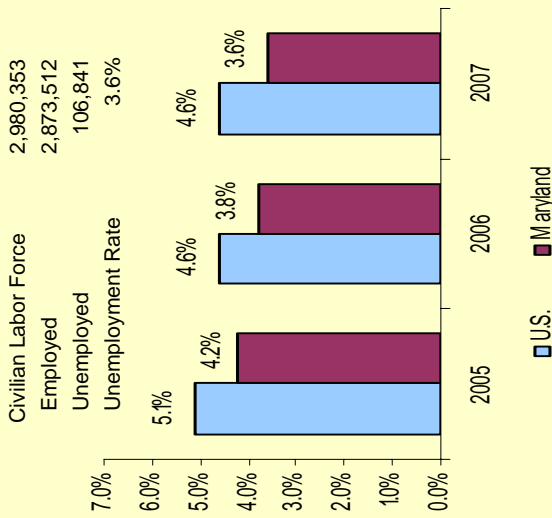
Based on current conditions, it appears as if the economy, both nationally and in Maryland, is going to be traveling a rocky road at least through the end of the year. It's too early to tell whether or not the recent government takeover of Fannie Mae and Freddie Mac will stimulate activity enough to reenergize the economy, particularly the construction and finance sectors. While steps have been taken to stem the bleeding in these industries, the situation will definitely not be easily reversed.

Belts have already been tightened – how much more consumers and businesses can take is debatable. What's going to happen with inflation will be a big factor in determining whether consumers and businesses will feel comfortable enough to move out of the “wait and see” mode, stimulate supply/demand, and reinvest in the economy.



MARYLAND FACT SHEET

LABOR FORCE STATISTICS 2007 ANNUAL AVERAGES



INDUSTRY HIGHLIGHTS 2007

Total Employment - 2007
Maryland 2,546,848

Average Weekly Wage - 2007
Maryland \$928

Total Job Gain 2006 -2007 16,623

2007 PS Industry Employment Concentrations

Industry	Jobs
Professional & technical services	221,533
Food services & drinking places	174,469
Administrative & support services	148,172
Specialty trade contractors	127,249
Ambulatory health care services	98,401
Hospitals	96,879
Food & beverage stores	64,371
Nursing & residential care facilities	63,875

JOBS BY INDUSTRY DIVISION 2007 ANNUAL AVERAGES

Industry	Employment
Total Employment	2,546,848
Government Total	461,356
Federal	124,843
State	98,634
Local	237,879
Private Sector Total	2,085,492
Natural Resources & Mining	6,556
Construction	187,878
Manufacturing	131,699
Trade, Transportation, & Utilities	472,363
Information	50,646
Financial Activities	154,556
Professional & Business Services	396,733
Education & Health Services	359,053
Leisure & Hospitality	234,278
Other Services/Unclassified	91,730

HIGH PAYING PRIVATE SECTOR INDUSTRIES* 2007

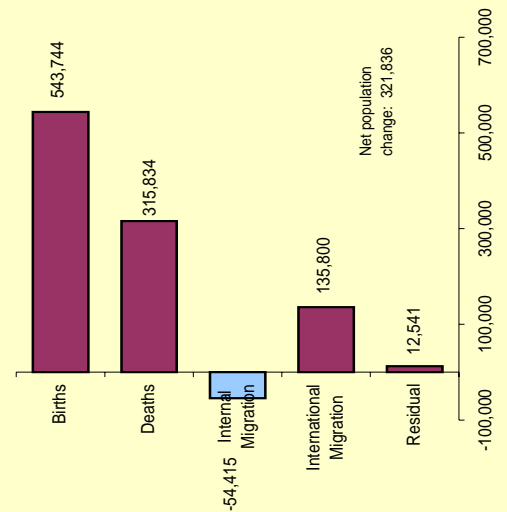
Industry	Wkly Wage
Sec. comm. contracts, investments	\$3,177
Utilities	\$1,892
Computer & electr. product mfg.	\$1,826
Mgmt. of co. & enterprises	\$1,817
Broadcasting, exc. Internet	\$1,729
Chemical manufacturing	\$1,722
Electronic mktg, agts. & brokers	\$1,609
Professional & technical services	\$1,465

* Industries with 2007 employment level of 5,000 or more

INDUSTRY TURNOVER RATES 2nd QUARTER 2007

Industry	Turnover Rate
All industries	10.7
Utilities	3.4
Educational services	6.5
Manufacturing	7.1
Mgmt of co. & enterprises	7.3
Health care & social assistance	8.6
Wholesale trade	9.0
Transportation & warehousing	9.5
Professional, sci. & technical svcs.	9.6
Finance & insurance	10.3

COMPONENTS OF POPULATION CHANGE 2000 - 2007



financial statement

WIA Financial Statement

6/30/08

Operating Results	Available	Expended	Pct.	Balance Remaining
Total All Funds Sources				
Adult Program Funds	\$6,066,251	\$4,952,903	81.65%	\$1,113,349
Carryin Monies (no add)	\$2,208,483	\$2,161,467	97.87%	\$47,016 **
Dislocated Worker Program Funds	\$7,455,832	\$4,627,819	62.07%	\$2,828,013
Carryin Monies (no add)	\$1,975,407	\$1,450,626	73.43%	\$524,781 **
Youth Program Funds	\$6,721,527	\$4,812,087	71.59%	\$1,909,441
Carryin Monies (no add)	\$2,330,227	\$2,009,726	86.25%	\$320,501 **
* Out-of School Youth		\$4,270,893		
* In-School Youth		\$2,550,920		
* Summer Employment Opportunities		\$568,951		
Local Administration Funds	\$2,337,570	\$1,365,940	58.43%	\$971,630
Carryin Monies (no add)	\$992,893	\$979,216	98.62%	\$13,677 **
Rapid Response Funds	\$1,553,844	\$1,332,883	85.78%	\$220,961
Carryin Monies (no add)	\$744,316	\$579,625	77.87%	\$164,691
Statewide Activity Funds	\$4,259,850	\$2,897,245	68.01%	\$1,362,605
Carryin Monies (no add)	\$2,758,631	\$2,758,631	100.00%	\$0

* No breakout for fund availability by these categories.

** The unexpended PY 06 funds will be recaptured from local areas.

Annual Report Narrative

Program Year 2007 is Maryland's second year of operating under a Common Measures Waiver. This simplification and alignment of goals has allowed for increased cooperation and integration within each of Maryland's 12 workforce investment areas. With WIA, Wagner-Peyser, Trade Assistance, and the Veterans programs working towards common goals, it has eliminated some of the traditional barriers where the different programs goals could be at cross-purposes.

While the One-Stop Centers have continued to provide seamless delivery of services for job seeker and business customers, a wide range of adult and dislocated worker employment and training services are provided to job seekers through WIA core, intensive and training tiers. Core services are universally accessible through the State's network of One-Stop Centers. Many are self-service or provided through Wagner-Peyser funded staff. The One-Stop System is also the primary mechanism for both adults and dislocated workers to access intensive and training services. One of the major changes is the utilization of the State's job matching and case management system, the Maryland Workforce Exchange (MWE), to provide self-services to a much larger population in a cost effective manner. The Table below shows the explosive growth in WIA Adult Self Service Only, since that information began to be reported in PY 05.

Adult Self Service Only	Number
Program Year 2005	575
Program Year 2006	105,434
Program Year 2007	117,788

As part of Maryland's effort to provide services, the Department has promoted the Internet based MWE to public. As a result of this initiative, over 20% of our Self-Service customers' access to services is virtual, without the customer ever having to come into the One-Stop. As we further promote the system and make the interface more user-friendly, we expect both the total number of self-service customers to increase as well as the percentage of them that are virtual.

The State requires coordination and participation of the required One-Stop Partners in the delivery of Adult, Youth, and Dislocated Workers services. This year the Department has substantially increased coordination with one of the optional One-Stop partners, the Department of Human Resources, the State's TANF agency. The partnership helps recipients of public assistance have greater access to services. It allows DLLR to tap into \$5 million in federal funds from DHR to pay for job training programs for public assistance recipients and foster children.

One of the most important coordinated workforce efforts has been with preparing for the impact of the Base Realignment and Closure (BRAC). As a result of on-going BRAC, Maryland is expected to pick up over 40,000 new jobs. To address this issue, the State, in conjunction with the LWIAs, has taken a number of actions. One of the most effective initiatives, described earlier, is the establishment of a Maryland One-Stop at Fort Monmouth, New Jersey. The function there will be transferred in the Aberdeen Proving Ground in Maryland. The One-Stop provides a wide range of services and information that will facilitate the smooth transition of the employees that wish to move from New Jersey to Maryland.

In addition, the State applied and received Workforce Investment Act National Emergency Grant (NEG) funding available to assist several states with the planning and implementation of workforce development initiatives for BRAC. Maryland's project, Workforce ONE Maryland, addresses the coordination of workforce development activities, initiatives and projects across all regions in and around Maryland utilizing the WIRED approach.

To facilitate the operation of this project, Regional BRAC Project Coordinators are funded to various WIAs throughout Maryland to facilitate regional projects, collaboration and cooperation and assist with the coordination of BRAC-related workforce development activities centered on Maryland's military installations affected by BRAC.

During PY 2007, the State of Maryland expended \$7,114,370 in Adult program funds to serve 120,518 participants, including self-service only. Expenditures for the Dislocated Worker program totaled \$6,078,445 to serve 2,037 participants. Youth expenditures totaled \$6,821,813 and served 2,483 Youth. See the WIA Financial Statement for percentage of available funds expended and percentage of carry-in monies expended. Information on funds expended by activity is not available.

Information on the levels of performance achieved by the State of Maryland with respect to nine Common Performance Measures has been entered through the online Enterprise Business Support System (EBSS) and attached are the required Common Measures Tables: B. C. D. E. G. H1, L, M and N.

Information regarding the progress of local areas in the State in achieving local performance standards, including information on the levels of performance achieved by the areas with respect to the nine Common Measures, was entered through the online Enterprise Business Support System (EBSS) and attached as Table O.

The State of Maryland met or exceeded all 9 performance standards. This is exemplary since the State has some of the highest standards in the Nation, especially for Adults and Dislocated Workers measures.

The Department of Labor, Licensing, and Regulation takes a very active role in reviewing performance. The Department works closely with state partner agencies to develop an integrated and comprehensive accountability system for use in evaluating the effectiveness of the state's workforce development system. Performance information, both statewide and by local area, is regularly provided to the system. On a quarterly basis the Department (1) compares the performance of each local area against its negotiated WIA standards, (2) details the performance of the state and each local area on achieving system-wide performance measures, and (3) reports any actions, corrective or otherwise, the State is taking regarding the performance of local areas against their negotiated standards. Quarterly performance reports include not only summary data on each of the WIA performance standards, but the raw data that was used to calculate performance and a data extract file that can be imported into the Mathematica Data Reporting and Validation software.

The Department of Labor, Licensing and Regulation provides ongoing technical assistance to local workforce investment areas who fail to meet the standards.

performance statement

OMB Approval No.: 1205-0420

Expires: 02/28/2009

WIA Annual Report (ETA Form 9091)

State Name: MD

Date Submitted: September 25, 2008

WIA Title IB

Annual Report Form (ETA 9091)

I. Narrative Section

A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.

B. A description of State evaluations of workforce investment activities, including:

1. The questions the evaluation will/did address;
2. A description of the evaluation's methodology; and
3. Information about the timing of feedback and deliverables

II. Table Section

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	89.0%	83.2%	875
			1,052
Employment Retention Rate	87.0%	81.8%	1,023
			1,251
Average Earnings	\$12,600	\$12,245	11,852,905
			968

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	74.1%	40	84.8%	67	76.2%	48	84.7%	
		37546		79		63		
Employment Retention Rate	75.0%	60	83.1%	64	80.7%	46	87.1%	
		80		77		57		
Average Earnings	12,439\$	422,692	\$13,949	822,993	\$10,618	445,936	\$13,681	
		54		59		42		

performance statement

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	84.6%	318 376	82.4%
Employment Retention Rate	83.4%	448 537	80.5%	575 714
Average Earnings	\$12,439	5,336,242 429	\$12,090	6,516,663 539

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	94.0%	88.0%	868 986
Employment Retention Rate	91.0%	88.7%	945 1,065
Average Earnings	\$167,000	\$15,713	13,953,199 888

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	88.8%	71 80	82.8%	24 29	82.9%	184 222	76.9%
Employment Retention Rate	78.3%	65 83	90.5%	19 21	90.3%	187 207	80.0%	8 10
Average Earnings	\$18,236	1,094,175 60	\$13,881	249,860 18	\$14,207	2,486,293 175	\$15,668	94,008 6

performance statement

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	90.9%	329	86.4%
		362		624
Employment Retention Rate	89.1%	376	88.5%	569
		422		643
Average Earnings	\$15,802	5,514,964	\$15,655	8,438,235
		349		539

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	64.0%
			655
Attainment of Degree or Certificate	52.0%	73.9%	365
			494
Literacy or Numeracy Gains	51.0%	63.2%	268
			424

performance statement

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	83.8%	1,124	\$4,726	5,911,785	2.2%	19	\$6,134	5,073,006	48.3%	153
		1,341		1,251		8758		827		317
Dislocated Workers	89.2%	925	97.7%	13,696,967	2.5%	22	\$7,266	5,902,867	44.0%	144
		1,037		14,018,994		868		812		327

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	122,024	104,533
Total Adult self-service only	117,788	102,385
WIA Adult	120,518	103,754
WIA Dislocated Worker	2,037	1,084
Total Youth (14-21)	2,483	864
Out-of-School Youth	1,511	612
In-School Youth	972	252

performance statement

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$7,114,370
Local Dislocated Workers		\$6,078,445
Local Youth		\$6,821,813
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$1,912,508
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$5,655,876
Statewide Allowable Activities WIA Section 134(a)(3)	Capacity Building	113,616
	Incumbent Worker Training	\$517,767
Total of All Federal Funding Listed Above		\$28,214,395

performance statement

Table O - Local Performance

Local Area Name Anne Arundel County	Total Participants Served	Adults	6,243
		Dislocated Workers	27
		Youth (14 - 21)	81
ETA Assigned # 24055	Total Exiters	Adults	5,604
		Dislocated Workers	12
		Youth (14 - 21)	39
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	78.6%
	Dislocated Workers	94.0%	90.0%
Retention Rates	Adults	87.0%	72.9%
	Dislocated Workers	91.0%	76.2%
Average Earnings	Adults	\$16,816	\$12,414
	Dislocated Workers	\$16,884	\$18,948
Placement in Employment or Education	Youth (14-21)	64.0%	72.4%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	65.6%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	90.5%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

performance statement

Table O - Local Performance

Local Area Name Baltimore City	Total Participants Served	Adults	22,977	
		Dislocated Workers	203	
		Youth (14 - 21)	748	
ETA Assigned # 24060	Total Exiters	Adults	20,637	
		Dislocated Workers	146	
		Youth (14 - 21)	304	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	89.0%	78.0%	
	Dislocated Workers	94.0%	88.3%	
Retention Rates	Adults	87.0%	78.9%	
	Dislocated Workers	91.0%	86.3%	
Average Earnings	Adults	\$11,557	\$9,804	
	Dislocated Workers	\$13,154	\$11,499	
Placement in Employment or Education	Youth (14-21)	64.0%	73.6%	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	71.8%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	57.7%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

performance statement

Table O - Local Performance

Local Area Name Baltimore County	Total Participants Served	Adults	12,846
		Dislocated Workers	441
		Youth (14 - 21)	401
ETA Assigned # 24010	Total Exiters	Adults	11,396
		Dislocated Workers	209
		Youth (14 - 21)	103
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	88.7%
	Dislocated Workers	94.0%	86.6%
Retention Rates	Adults	87.0%	92.7%
	Dislocated Workers	91.0%	90.8%
Average Earnings	Adults	\$14,618	\$16,387
	Dislocated Workers	\$16,139	\$16,133
Placement in Employment or Education	Youth (14-21)	64.0%	86.3%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	83.3%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	92.7%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

performance statement

Table O - Local Performance

Local Area Name Frederick County	Total Participants Served	Adults	3,977
		Dislocated Workers	79
		Youth (14 - 21)	51
ETA Assigned # 24015	Total Exiters	Adults	2,929
		Dislocated Workers	19
		Youth (14 - 21)	12
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	96.4%
	Dislocated Workers	94.0%	100%
Retention Rates	Adults	87.0%	76.4%
	Dislocated Workers	91.0%	78.6%
Average Earnings	Adults	\$21,293	\$15,246
	Dislocated Workers	\$20,305	\$15,451
Placement in Employment or Education	Youth (14-21)	64.0%	100%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	100%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	20.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

performance statement

Table O - Local Performance

Local Area Name Lower Shore Consortium	Total Participants Served	Adults	5,880	
		Dislocated Workers	61	
		Youth (14 - 21)	96	
ETA Assigned # 24035	Total Exiters	Adults	5,003	
		Dislocated Workers	46	
		Youth (14 - 21)	6	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	89.0%	76.0%	
	Dislocated Workers	94.0%	90.3%	
Retention Rates	Adults	87.0%	81.6%	
	Dislocated Workers	91.0%	88.7%	
Average Earnings	Adults	\$9,719	\$9,829	
	Dislocated Workers	\$12,245	\$14,571	
Placement in Employment or Education	Youth (14-21)	64.0%	62.5%	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	0%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

performance statement

Table O - Local Performance

Local Area Name Mid-Maryland Consortium	Total Participants Served	Adults	7,022
		Dislocated Workers	350
		Youth (14 - 21)	40
ETA Assigned # 24065	Total Exiters	Adults	5,970
		Dislocated Workers	225
		Youth (14 - 21)	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	93.2%
	Dislocated Workers	94.0%	91.6%
Retention Rates	Adults	87.0%	84.8%
	Dislocated Workers	91.0%	87.1%
Average Earnings	Adults	\$14,101	\$14,483
	Dislocated Workers	\$18,451	\$17,175
Placement in Employment or Education	Youth (14-21)	64.0%	65.2%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	77.8%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	9.1%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

performance statement

Table O - Local Performance

Local Area Name Montgomery County	Total Participants Served	Adults	11,253	
		Dislocated Workers	215	
		Youth (14 - 21)	123	
ETA Assigned # 24020	Total Exiters	Adults	9,773	
		Dislocated Workers	118	
		Youth (14 - 21)	32	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	89.0%	66.1%	
	Dislocated Workers	94.0%	84.1%	
Retention Rates	Adults	87.0%	83.7%	
	Dislocated Workers	91.0%	90.9%	
Average Earnings	Adults	\$18,496	\$15,094	
	Dislocated Workers	\$19,323	\$20,438	
Placement in Employment or Education	Youth (14-21)	64.0%	68.0%	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	45.2%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
		X		

performance statement

Table O - Local Performance

Local Area Name Prince George's County	Total Participants Served	Adults	9,222
		Dislocated Workers	174
		Youth (14 - 21)	258
ETA Assigned # 24025	Total Exiters	Adults	7,455
		Dislocated Workers	53
		Youth (14 - 21)	87
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	77.9%
	Dislocated Workers	94.0%	81.1%
Retention Rates	Adults	87.0%	79.5%
	Dislocated Workers	91.0%	90.1%
Average Earnings	Adults	\$14,116	\$17,051
	Dislocated Workers	\$16,613	\$18,695
Placement in Employment or Education	Youth (14-21)	64.0%	67.9%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	88.2%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			X

performance statement

Table O - Local Performance

Local Area Name Southern Maryland Consortium	Total Participants Served	Adults	6,223	
		Dislocated Workers	37	
		Youth (14 - 21)	15	
ETA Assigned # 24050	Total Exiters	Adults	5,179	
		Dislocated Workers	16	
		Youth (14 - 21)	14	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	89.0%	75.9%	
	Dislocated Workers	94.0%	80.0%	
Retention Rates	Adults	87.0%	84.6%	
	Dislocated Workers	91.0%	83.3%	
Average Earnings	Adults	\$11,989	\$10,930	
	Dislocated Workers	\$14,774	\$11,441	
Placement in Employment or Education	Youth (14-21)	64.0%	92.3%	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	100%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

performance statement

Table O - Local Performance

Local Area Name Susquehanna Region Consortium	Total Participants Served	Adults	6,366
		Dislocated Workers	56
		Youth (14 - 21)	212
ETA Assigned # 24045	Total Exiters	Adults	5,783
		Dislocated Workers	34
		Youth (14 - 21)	112
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	92.2%
	Dislocated Workers	94.0%	87.0%
Retention Rates	Adults	87.0%	81.6%
	Dislocated Workers	91.0%	84.2%
Average Earnings	Adults	\$12,806	\$12,211
	Dislocated Workers	\$15,487	\$15,495
Placement in Employment or Education	Youth (14-21)	64.0%	67.4%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	52.9%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	47.5%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

performance statement

Table O - Local Performance

Local Area Name Upper Shore Consortium	Total Participants Served	Adults	3,524
		Dislocated Workers	227
		Youth (14 - 21)	221
ETA Assigned # 24040	Total Exiters	Adults	3,257
		Dislocated Workers	84
		Youth (14 - 21)	44
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	89.0%	73.1%
	Dislocated Workers	94.0%	83.1%
Retention Rates	Adults	87.0%	77.1%
	Dislocated Workers	91.0%	95.1%
Average Earnings	Adults	\$11,577	\$8,621
	Dislocated Workers	\$12,510	\$13,071
Placement in Employment or Education	Youth (14-21)	64.0%	66.7%
Attainment of Degree or Certificate	Youth (14-21)	52.0%	75.0%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	100%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

performance statement

Table O - Local Performance

Local Area Name Western Maryland Consortium	Total Participants Served	Adults	11,489	
		Dislocated Workers	169	
		Youth (14 - 21)	241	
ETA Assigned # 24030	Total Exiters	Adults	9,699	
		Dislocated Workers	125	
		Youth (14 - 21)	84	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	89.0%	88.0%	
	Dislocated Workers	94.0%	92.0%	
Retention Rates	Adults	87.0%	83.8%	
	Dislocated Workers	91.0%	92.2%	
Average Earnings	Adults	\$12,059	\$11,692	
	Dislocated Workers	\$11,286	\$12,944	
Placement in Employment or Education	Youth (14-21)	64.0%	67.5%	
Attainment of Degree or Certificate	Youth (14-21)	52.0%	77.4%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	63.6%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X