

ANNUAL REPORT • MARYLAND WORKFORCE INVESTMENT ACT TITLE 1-B PROGRAM YEAR 2006



MARYLAND

DEPARTMENT OF LABOR, LICENSING AND REGULATION
DIVISION OF WORKFORCE DEVELOPMENT

MARTIN O'MALLEY
GOVERNOR

ANTHONY G. BROWN
LT. GOVERNOR

THOMAS E. PEREZ
SECRETARY

LEONARD J. HOWIE, III
DEPUTY SECRETARY

ANDREW MOSER
ASSISTANT SECRETARY

Maryland Annual Report
Workforce Investment Act Title 1-B
Program Year 2006

State: *Maryland*

Electronic Submission Date: *September 28, 2007*

Authorized Official: *Andrew Moser, Assistant Secretary
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
Lt. Governor

Maryland Annual Report
Workforce Investment Act Title 1-B
Program Year 2006

Table of Contents

Introduction

Maryland's Workforce Development System

- State and Local Boards
- Workforce Investment Services
- Performance Accountability

Labor Market and Economic Outlook

- Map of Maryland Workforce Investment Areas
- 2006 Economic Overview
- Industry Performance
- Labor Force Developments
- Maryland Fact Sheet
- Economic Churnings in 2007

Statewide Highlights and Successes

- Maryland Business Works
- Performance Analysis and Infrastructure Support
 - Maryland Workforce Exchange (MWE)
 - Infrastructure Support
- Disability Navigator Program
- Rapid Response Activities
- GWIB Center for Industry Initiatives
- DLLR Offender Re-entry Initiative
- Listening Tours
- BRAC in Maryland

Local Workforce Investment Area Highlights

▪ Introduction

- Maryland Workforce Development Association Annual Conference: “Raising the Bar 2006”

▪ Adult and Dislocated Worker Services

- City Of Crisfield Embraces Mobile One-Stop Services

▪ Youth Activities

- Frederick County Workforce Development Board Awards S.T.E.M. Scholarships
- Making Successful Classroom to Career Transition at ACCE
- Redirecting Youth to Earn High School Diplomas
- YouthWorks: Career Preparation Through Summer Employment
- Summer Youth Workshops Prepare Teens

▪ Services to Special Populations

- Prison to One-Stop Project
- English in the Workplace

▪ Demand-Driven Business Solutions

- One-Stop Center Opens at BWI Thurgood Marshall Airport
- Ellicott – Providing a Trained and Skilled Workforce
- Baltimore County Honored for Achievements in Registered Nurses Licensure and Summer Youth Employment Programs

Future Direction of Workforce Development in Maryland

WIA Financial Statement and Performance Information

- WIA Financial Statement PY06
- Tables A – O

Introduction

The federal Workforce Investment Act (WIA) was signed into law August 1998 and became effective in Maryland on July 1, 2000. This summary report focuses on the State of Maryland's accomplishments to implement WIA Title I-B services in the 2006 Program Year. Furthermore, this report describes how WIA Title I-B services are provided in Maryland, highlights local and state accomplishments, and concludes with WIA Title I-B performance results.

Maryland's Workforce Development System

State and Local Boards

The Governor's Workforce Investment Board (GWIB) is the state's chief coordinating body on workforce development. The 43 member board, a majority of whom are business representatives, is responsible for developing strategies and policies to form a coordinated workforce system from a multiplicity of education, employment and training programs. The GWIB brings together and focuses various workforce development partners and stakeholders on a single outcome: a properly prepared workforce that will meet the current and future demands of Maryland employers.

The GWIB Subcabinet, which consists of deputy and assistant secretaries of partner state agencies, works diligently to find avenues for collaboration and to determine the best means of addressing workforce and economic issues while ensuring the responses remain business-driven. Partner agencies work cooperatively and collaboratively to eliminate duplication and reduce administrative costs in order to redirect funds for direct service and programmatic activities. Another critical function of the Subcabinet is to respond to the workforce needs identified by the GWIB's industry steering committees.

The GWIB Center for Industry Initiatives serves as a national model in conducting a demand-driven approach to workforce development. The center's industry-led, sector-based industry initiative process engages business, government and education leaders in 13 targeted industry sectors to address projected industry workforce needs and develop solutions. The sector-based approach to workforce development is a demand-driven model for connecting specific industry needs that are established and presented by business with the workforce development system.

Maryland's 24 political subdivisions (23 counties and the City of Baltimore) are organized into 12 local workforce investment areas. Each of the local workforce investment areas has a Workforce Investment Board (WIB) that is responsible for planning, overseeing, and

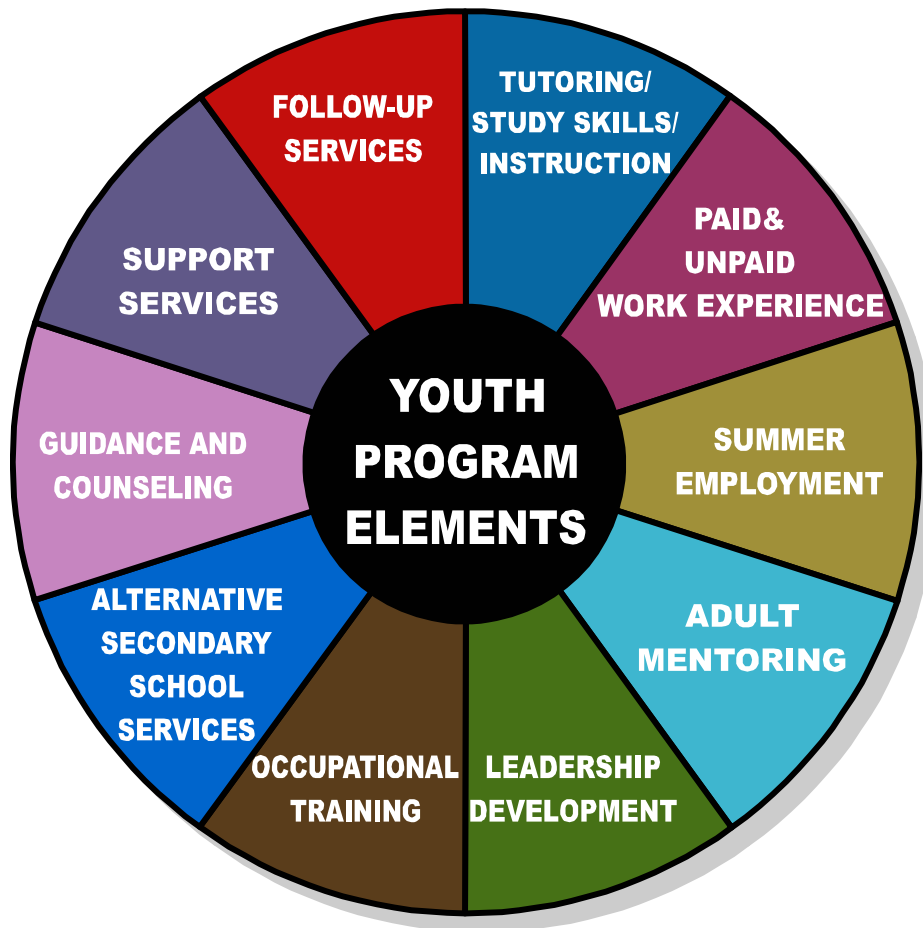
coordinating local employment and training initiatives. These boards are guided by private-sector leaders who represent key industries in the region. Workforce Investment Boards coordinate their services with local Employment Services offices, departments of social services, community colleges, state-operated rehabilitation services, Job Corps, adult literacy and other workforce partners.

Workforce Investment Services

A network of One-Stop Career Centers across the state provides comprehensive services to both job seekers and businesses. A wide range of adult and dislocated worker employment and training services is provided to job seekers through core, intensive and training tiers. Core services are universally accessible and, in our integrated centers, are primarily provided by Wagner-Peyser funded staff. These services include but are not limited to outreach, intake, assessment, orientation, eligibility determination, job placement assistance, career counseling, partner referral, follow-up, labor market information and information on training provider service and performance.

The One-Stop system is also the primary vehicle for both adults and dislocated workers to access intensive and training services. Intensive services are provided to unemployed or underemployed individuals who are having difficulty securing appropriate employment through core services. Intensive services include but are not limited to: comprehensive and specialized assessment, diagnostic testing, identification of employment barriers through in-depth evaluation, individual employment plan development, group and individual counseling, career planning, case management and short-term pre-vocational services. Additional intensive services may include out-of-area job search, relocation assistance, literacy readiness, internships and work experience.

Local boards must develop strategies for providing eligible youth that address the ten WIA required youth program elements. Youth programs are competitively procured and approved by local boards and youth councils. Youth program specialists work with schools, parents and other agency providers to meet the needs of at-risk youth, including those who are pregnant or parenting, foster children, youth with disabilities, youth involved in the juvenile justice system, or those with other substantial barriers to employment. Individual service strategies are developed for each youth. They are based on comprehensive assessments and include short and long-term goals. Job Corps remains a critical youth program partner in most local areas where Job Corps representatives sit on local youth councils, serve on local boards, provide on-site recruitment and assessment, and collaborate on joint projects.



Performance Accountability

Information on the levels of performance achieved by the State of Maryland with respect to the common measures of performance has been entered through the online Enterprise Business Support System (EBSS) in Tables B through M. Information regarding the progress of local areas in achieving performance measures has been entered through the EBSS in Table O. The State of Maryland met or exceeded all 9 common measures performance standards.

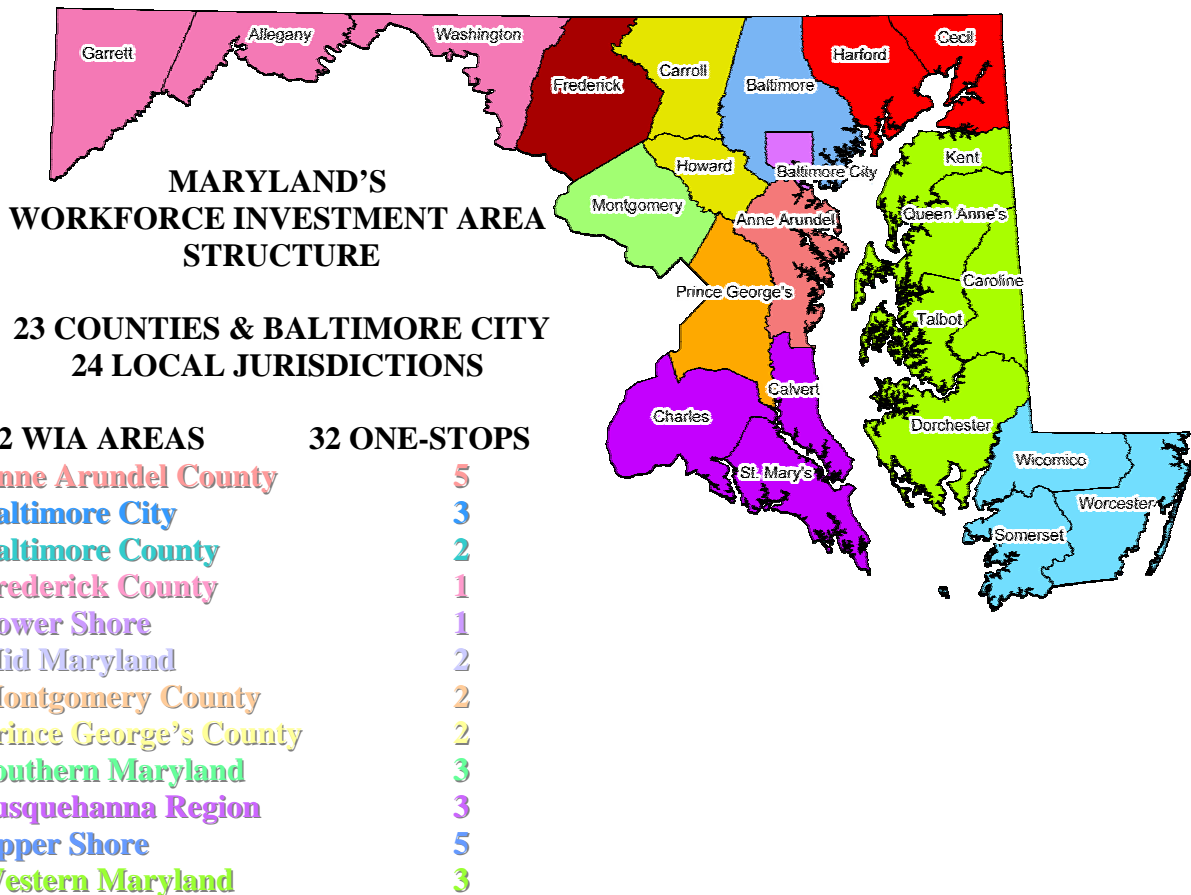
Because the PY2006 performance standards established for the State of Maryland were extremely challenging, the state elected to adopt these same standards for each local area, except for the Adult and Dislocated Workers' Average Earnings. This measure is most subject to factors beyond the control of the local areas. After consultation with the local areas, it was agreed that the most equitable thing to do is to adjust the standard based on historical data. The average earnings for each area for the prior four years were used. The historical average was adjusted upwards based on the proportional increase the State received in its standards. The Department of Labor, Licensing, and Regulation (DLLR) 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 also 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 whose performance does not meet the negotiated standards. Each quarter, there is ongoing communication regarding performance issues through email, teleconferencing and meetings. During PY 2006, onsite visits were conducted with underachieving local areas to review program strategies and discuss program performance. A great deal of time and resources have been allocated to the system programming and staff training needed to prepare for the implementation of Common Measures, which were implemented in for PY 2006. The department has provided a series of statewide training sessions during PY2006 on enhancing WIA performance under Common Measures. Statewide regular meetings of information system users and quarterly meetings of staff responsible for local WIA performance help facilitate ongoing communication and directed technical assistance and training.

In accordance with Section 117 of the Workforce Investment Act, recertification of Maryland's local Workforce Investment Boards was last done in PY2006 and is scheduled again during PY2008. In conjunction with the Local Board Recertification process, the State also reviews the services, facilities and partners of the One-Stop Centers operated by the LWIBs to assure they meet WIA requirements.

Labor Market and Economic Outlook



2006 Economic Overview

Maryland's private sector economy continued to expand in 2006, however, the rate of business expansion slowed, ebbing from 1.7 percent in 2005 to 1.3 percent in 2006. In all, Maryland's private sector employers added an estimated 25,630 jobs over the year, raising employment to a level of 2,074,637 in 2006. The overall moderation in job growth, which affected virtually every business sector in Maryland's economy, resulted from a combination of factors. Higher interest rates, a mid-year downshifting in the housing market, fluctuating gasoline prices and the early stages of the phasing in of higher home energy costs worked in concert to constrain activity in Maryland's job market during 2006.

Industry Performance

The **construction** industry, which finished out 2005 with a growth rate more than double the overall rate of private sector business expansion, was definitely ripe for further expansion in

2006. Early on in 2006, it appeared that the surge in residential building activity, which led the industry's expansionary movement in 2005, was continuing, but by midyear, rising interest rates, coupled with a rapid appreciation in home prices put a dent into affordability. Consumers began to retreat and contractors, faced with declining demand and an inventory glut, began to scale back on homebuilding activity. By the 3rd quarter of 2006, it was apparent that the housing downturn was beginning to take hold, with residential building permit activity showing a decline of nearly 16% from year ago levels. While the residential building market wavered, a relatively healthy pace of activity continued in nonresidential construction, helping the construction industry, as a whole, to retain its ranking as the fastest growing industry during 2006 with an over-the-year gain of 2.5%.

Growth in **education and health services** followed closely on the heels of the construction industry, with jobs advancing at a rate of 2.4% through 2006. Health services was the focal point of activity in the sector, accounting for virtually all the combined sector's increase. The upturn in healthcare reflects a continuing trend which has taken hold as the industry moves forward in its efforts to gear up for the increasing demand anticipated from the aging baby boomer population. According to a recently released survey from the Maryland Hospital Association, growth in healthcare services has led to vacancy rates in a number of allied health occupations, predominantly among RN's and occupational /physical therapists. About 3 out of every 10 jobs generated in health services during 2006 resulted from expansion at general medical and surgical hospitals. Home healthcare services and residential healthcare facilities ranked as the fastest growing healthcare providers.

The **professional and business services** sector has continued to be a mainstay of Maryland's economic growth. This sector, which accounts for about 1 out of every 5 jobs in the state's private sector employment base, was the top job producer during 2006, advancing at a rate of 2.2% -- a growth rate yielding an additional 8,616 jobs. Computer systems design firms, architectural and engineering services and employment services were the largest job contributors in this business sector during 2006, collectively accounting for nearly 60% of the overall industry gain.

**Private Sector Employment Changes by Industry Sectors
2005 -- 2006**

Industry Sector	Employment		Employment Change 2005 -- 2006	
	2005	2006	Numerical	Percent
Total Private Sector Employment	2,049,007	2,074,637	25,630	1.3%
Natural Resources & Mining	6,842	6,836	- 6	-0.1%
Construction	183,845	188,420	4,575	2.5%
Manufacturing	140,204	136,334	- 3,870	-2.8%
Trade, Transportation & Utilities	466,027	470,271	4,244	0.9%
Information	50,598	50,726	128	0.3%
Financial Activities	157,988	157,729	- 259	-0.2%
Professional & Business Services	385,902	394,518	8,616	2.2%
Education & Health Services	340,794	349,136	8,342	2.4%
Leisure & Hospitality	226,422	229,694	3,272	1.4%
Other Services	88,623	89,703	1,080	1.2%

Labor Force Developments

The slowing in the economy during 2006 failed to quell the optimism of Maryland jobseekers. During 2006, the number of Maryland jobseekers topped the 3 million mark. An additional 58,650 Maryland residents became employed in 2006, with persons in the 55 to 64 year old age group making the largest gains in employment. Employment to population ratios rose for all race/sex groups during 2006. Throughout the year, the seasonally adjusted unemployment rate remained within a narrow band, ranging from 3.7 percent to 4.0 percent. On an annual basis, Maryland's unemployment rate inched down slightly from 4.0 percent in 2005 to 3.9 percent in 2006 – a rate considerably below the national average of 4.6 percent.

Among those filing for unemployment benefits during 2006, there was a 10.1% decline from 2005 in the number receiving benefits and a 14.2% drop in the number of benefit exhaustees. The average duration for unemployment benefit payees also was also lower, falling from 15.5 weeks in 2005 to 15.2 weeks in 2006.

MARYLAND FACT SHEET

LABOR FORCE STATISTICS 2006 ANNUAL AVERAGES	JOBS BY INDUSTRY DIVISION 2006 ANNUAL AVERAGES	INDUSTRY HIGHLIGHTS 2005 - 2006																																																		
Civilian Labor Force 3,009,143 Employed 2,892,620 Unemployed 116,523 Unemployment Rate 3.9% 2006 Highlights Peak employment Jan 2,832,857 Employment low July 2,935,822 Unemployment low Apr-Oct-Dec 3.6% Unemployment high July 4.5% 2005 - 2006 Labor Force Changes Civilian Labor Force Up 66,183 Employed Up 72,094 Unemployed Down 5,911	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Industry</th> <th style="text-align: right;">Employment</th> </tr> </thead> <tbody> <tr><td>Total Employment</td><td style="text-align: right;">2,530,129</td></tr> <tr><td>Government Total</td><td style="text-align: right;">455,492</td></tr> <tr><td> Federal</td><td style="text-align: right;">125,178</td></tr> <tr><td> State</td><td style="text-align: right;">97,519</td></tr> <tr><td> Local</td><td style="text-align: right;">232,795</td></tr> <tr><td>Private Sector Total</td><td style="text-align: right;">2,074,637</td></tr> <tr><td> Natural Resources & Mining</td><td style="text-align: right;">6,836</td></tr> <tr><td> Construction</td><td style="text-align: right;">188,420</td></tr> <tr><td> Manufacturing</td><td style="text-align: right;">136,334</td></tr> <tr><td> Trade, Transportation, & Utilities</td><td style="text-align: right;">4702,71</td></tr> <tr><td> Information</td><td style="text-align: right;">50,726</td></tr> <tr><td> Financial Activities</td><td style="text-align: right;">157,729</td></tr> <tr><td> Professional & Business Services</td><td style="text-align: right;">394,518</td></tr> <tr><td> Education & Health Services</td><td style="text-align: right;">349,136</td></tr> <tr><td> Leisure & Hospitality</td><td style="text-align: right;">229,694</td></tr> <tr><td> Other Services/Unclassified</td><td style="text-align: right;">90,973</td></tr> </tbody> </table>	Industry	Employment	Total Employment	2,530,129	Government Total	455,492	Federal	125,178	State	97,519	Local	232,795	Private Sector Total	2,074,637	Natural Resources & Mining	6,836	Construction	188,420	Manufacturing	136,334	Trade, Transportation, & Utilities	4702,71	Information	50,726	Financial Activities	157,729	Professional & Business Services	394,518	Education & Health Services	349,136	Leisure & Hospitality	229,694	Other Services/Unclassified	90,973	Total Employment - 2006 Maryland 2,530,129 Average Weekly Wage - 2006 Maryland \$887 Total Job Gain 2005 -2006 32,713 Detailed Industry Gains 2005 - 2006 <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Industry</th> <th style="text-align: right;">Job Gain</th> </tr> </thead> <tbody> <tr><td>Professional & technical services</td><td style="text-align: right;">6,352</td></tr> <tr><td>Food & beverage stores</td><td style="text-align: right;">3,909</td></tr> <tr><td>Specialty trade contractors</td><td style="text-align: right;">3,400</td></tr> <tr><td>Administrative & support services</td><td style="text-align: right;">2,975</td></tr> <tr><td>Ambulatory health care services</td><td style="text-align: right;">2,863</td></tr> <tr><td>Hospitals</td><td style="text-align: right;">2,585</td></tr> <tr><td>Nursing & residential care facilities</td><td style="text-align: right;">2,300</td></tr> </tbody> </table>	Industry	Job Gain	Professional & technical services	6,352	Food & beverage stores	3,909	Specialty trade contractors	3,400	Administrative & support services	2,975	Ambulatory health care services	2,863	Hospitals	2,585	Nursing & residential care facilities	2,300
Industry	Employment																																																			
Total Employment	2,530,129																																																			
Government Total	455,492																																																			
Federal	125,178																																																			
State	97,519																																																			
Local	232,795																																																			
Private Sector Total	2,074,637																																																			
Natural Resources & Mining	6,836																																																			
Construction	188,420																																																			
Manufacturing	136,334																																																			
Trade, Transportation, & Utilities	4702,71																																																			
Information	50,726																																																			
Financial Activities	157,729																																																			
Professional & Business Services	394,518																																																			
Education & Health Services	349,136																																																			
Leisure & Hospitality	229,694																																																			
Other Services/Unclassified	90,973																																																			
Industry	Job Gain																																																			
Professional & technical services	6,352																																																			
Food & beverage stores	3,909																																																			
Specialty trade contractors	3,400																																																			
Administrative & support services	2,975																																																			
Ambulatory health care services	2,863																																																			
Hospitals	2,585																																																			
Nursing & residential care facilities	2,300																																																			

POPULATION DEMOGRAPHICS 2005	PRIVATE SECTOR ESTABLISHMENT & EMPLOYMENT SIZE CLASS - 4 th Qtr. 2006	FASTEST GROWING PRIVATE INDUSTRIES* 2005 - 2006																																																																								
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Number</th> <th style="text-align: center;">Percent</th> </tr> </thead> <tbody> <tr><td>Total</td><td style="text-align: center;">5,600,388</td><td style="text-align: center;">100.0</td></tr> <tr><td>Male</td><td style="text-align: center;">2,713,312</td><td style="text-align: center;">48.4</td></tr> <tr><td>Female</td><td style="text-align: center;">2,887,076</td><td style="text-align: center;">51.6</td></tr> <tr><td>White Only</td><td style="text-align: center;">3,586,856</td><td style="text-align: center;">64.0</td></tr> <tr><td>Black Only</td><td style="text-align: center;">1,640,316</td><td style="text-align: center;">29.3</td></tr> <tr><td>Other</td><td style="text-align: center;">373,216</td><td style="text-align: center;">6.7</td></tr> <tr><td>Hispanic / Latino</td><td style="text-align: center;">319,303</td><td style="text-align: center;">5.7</td></tr> <tr><td>0-14 years</td><td style="text-align: center;">1,153,348</td><td style="text-align: center;">20.6</td></tr> <tr><td>15-24 years</td><td style="text-align: center;">781,675</td><td style="text-align: center;">14.0</td></tr> <tr><td>25-44 years</td><td style="text-align: center;">1,583,362</td><td style="text-align: center;">28.3</td></tr> <tr><td>45-54 years</td><td style="text-align: center;">842,696</td><td style="text-align: center;">15.0</td></tr> <tr><td>55-64 years</td><td style="text-align: center;">594,747</td><td style="text-align: center;">10.6</td></tr> <tr><td>65+ years</td><td style="text-align: center;">644,560</td><td style="text-align: center;">11.5</td></tr> </tbody> </table>		Number	Percent	Total	5,600,388	100.0	Male	2,713,312	48.4	Female	2,887,076	51.6	White Only	3,586,856	64.0	Black Only	1,640,316	29.3	Other	373,216	6.7	Hispanic / Latino	319,303	5.7	0-14 years	1,153,348	20.6	15-24 years	781,675	14.0	25-44 years	1,583,362	28.3	45-54 years	842,696	15.0	55-64 years	594,747	10.6	65+ years	644,560	11.5	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Size Class</th> <th>Employment (%)</th> <th>Establishment (%)</th> </tr> </thead> <tbody> <tr><td>0-49</td><td style="text-align: center;">44.1%</td><td style="text-align: center;">94.8%</td></tr> <tr><td>50-249</td><td style="text-align: center;">33.5%</td><td style="text-align: center;">22.4%</td></tr> <tr><td>250+</td><td style="text-align: center;">4.7%</td><td style="text-align: center;">0.5%</td></tr> </tbody> </table>	Size Class	Employment (%)	Establishment (%)	0-49	44.1%	94.8%	50-249	33.5%	22.4%	250+	4.7%	0.5%	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Industry</th> <th style="text-align: right;">Growth Rate</th> </tr> </thead> <tbody> <tr><td>Electronic mktg, agts. & brokers</td><td style="text-align: right;">8.7</td></tr> <tr><td>Transit & grd. passenger transp.</td><td style="text-align: right;">8.1</td></tr> <tr><td>Food & beverage stores</td><td style="text-align: right;">6.6</td></tr> <tr><td>Electronics & appliance stores</td><td style="text-align: right;">6.1</td></tr> <tr><td>Couriers & messengers</td><td style="text-align: right;">4.2</td></tr> <tr><td>Nursing & residential care facilities</td><td style="text-align: right;">3.8</td></tr> <tr><td>Bldg. material/garden supply stores</td><td style="text-align: right;">3.5</td></tr> <tr><td>Clothing/clothing accessory stores</td><td style="text-align: right;">3.3</td></tr> </tbody> </table> <p>* Industries with 2005 employment level of 8,000 or more</p>	Industry	Growth Rate	Electronic mktg, agts. & brokers	8.7	Transit & grd. passenger transp.	8.1	Food & beverage stores	6.6	Electronics & appliance stores	6.1	Couriers & messengers	4.2	Nursing & residential care facilities	3.8	Bldg. material/garden supply stores	3.5	Clothing/clothing accessory stores	3.3
	Number	Percent																																																																								
Total	5,600,388	100.0																																																																								
Male	2,713,312	48.4																																																																								
Female	2,887,076	51.6																																																																								
White Only	3,586,856	64.0																																																																								
Black Only	1,640,316	29.3																																																																								
Other	373,216	6.7																																																																								
Hispanic / Latino	319,303	5.7																																																																								
0-14 years	1,153,348	20.6																																																																								
15-24 years	781,675	14.0																																																																								
25-44 years	1,583,362	28.3																																																																								
45-54 years	842,696	15.0																																																																								
55-64 years	594,747	10.6																																																																								
65+ years	644,560	11.5																																																																								
Size Class	Employment (%)	Establishment (%)																																																																								
0-49	44.1%	94.8%																																																																								
50-249	33.5%	22.4%																																																																								
250+	4.7%	0.5%																																																																								
Industry	Growth Rate																																																																									
Electronic mktg, agts. & brokers	8.7																																																																									
Transit & grd. passenger transp.	8.1																																																																									
Food & beverage stores	6.6																																																																									
Electronics & appliance stores	6.1																																																																									
Couriers & messengers	4.2																																																																									
Nursing & residential care facilities	3.8																																																																									
Bldg. material/garden supply stores	3.5																																																																									
Clothing/clothing accessory stores	3.3																																																																									

Maryland Department of Labor, Licensing and Regulation
 Division of Workforce Development and Performance
 Office of Workforce Information and Performance
 July 2007

Economic Churnings in 2007

Despite the weakness in the housing market during 2006, Maryland's economy remained generally on track, with solid job growth. Calendar year 2007, however, has brought some new concerns to the surface, concerns which are also affecting the national market. The looser lending standards employed during 2006 which enabled buyers to qualify for loans compatible with appreciably higher price tags has increased foreclosure activity during 2007. Lenders are now stuck with an inventory of their own to market. Financial markets have begun to show the strain, with layoffs and closings among mortgage lenders on the rise. What can now be viewed as somewhat of a lending fiasco in 2006 has caused lenders to tighten their standards – a movement that can be expected to lengthen the readjustment period necessary before the housing industry can regroup and establish a more sustainable level of expansion.

Detailed Industries Adding the Largest Numbers of Jobs 2005 -- 2006			
Grocery stores	3,725	T	4451
General medical & surgical hospitals	2,388	H	6221
Computer systems design & related services	1,726	P	5415
Architectural & engineering services	1,695	P	5413
Limited-service eating places	1,641	L	7222
Employment services	1,603	P	5613
Building equipment contractors	1,375	C	2382
Electronic markets & agents and brokers	1,013	T	4251
Services to buildings & dwellings	979	P	5617
Management & technical consulting services	977	P	5416

Statewide Highlights and Successes

Maryland Business Works

During Program Year 2006, DLLR continued operating its highly successful statewide incumbent worker training program called Maryland Business Works (MBW). Utilizing federal WIA incentive funds, DLLR developed this initiative in PY 2003 to support existing Maryland businesses in the retention and growth of their workforce by providing matching funds to upgrade the skills of currently employed workers.

MBW training projects are employer based, targeted at specific demand occupations and require a dollar-for-dollar match from the employer. The employer match, in conjunction with the federal WIA dollars, allows for the development of training programs valued at two million dollars annually. Funds are primarily targeted for training projects with small businesses (50 employees or less) and the healthcare industry, although locally targeted high-demand industries may also be considered. The grants are administered through Maryland's twelve local workforce investment areas.

During PY 2006, MBW supported 224 projects, serving 2,837 workers at an average cost of \$314 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.

Performance Analysis and Infrastructure Support

In PY 2006, DLLR's Division of Workforce Development continued to maintain, enhance and support the State's comprehensive workforce development case management and information system. The division also provided performance analysis and infrastructure support to the local workforce investment areas.

Maryland Workforce Exchange (MWE)

The Maryland Workforce Exchange (www.mwejobs.com) is the state's comprehensive Internet-based information and case management system which provides customers "around the clock" access to Maryland's workforce development system from local One-Stop Centers, home or office. MWE continues to play a vital role in the continued integration of Maryland's workforce development programs. Since its launch in March 2004, MWE has provided:

- ◆ The ability for employers to post job orders, sign up for workforce events, find potential candidates for job openings, access labor market information and create a web page advertisement with their company information and benefits;
- ◆ The ability for enrolled job seekers to create multiple resumes, search for jobs by industry or occupation, perform automatic job matches, apply for jobs listed, manage job referrals, sign up for workforce events, and research careers, employers or training;
- ◆ The ability to access Maryland's Approved Training Provider list and related performance data
- ◆ The ability to produce the required federal and internal management reports used to improve service delivery and report on system accountability.

During PY 2006, Maryland has continued to experience growth in the utilization of the MWE. Employer enrollment and job orders have steadily increased and reached approximately 70,000 and 90,000 respectively. Job seeker enrollment also increased in PY 2005 to approximately 227,000. Over 169,000 of those jobseekers have created resumes and over 75,239 have made self referrals using the MWE system.

In PY 2006 Maryland also has provided MWE customers with the following innovative system enhancements:

- ◆ Added the ability to allow job seekers to open and save the MWE resume in Word format
- ◆ Developed BRAC Icon for public information and services regarding Base Realignment and Closure
- ◆ Improved the functionality of the Employer “Join Team” Information web page
- ◆ Incorporated a Spanish correspondence letter and claimant identifier to the Early Intervention profile list
- ◆ Enhanced the job order posting screen
- ◆ Added the BWI Marshall Airport Icon, to provide the public instant access to open job orders at BWI
- ◆ Provided system correspondence in Word format
- ◆ Enhanced staff notes functionality
- ◆ Enhanced customer Job order search
- ◆ Streamlined and refined the staff assign services page



Infrastructure Support

During PY 2006, DLLR's Division of Workforce Development committed considerable financial resources to relocate or renovate several local One-Stop Centers. For better customer accessibility, the Columbia Workforce Center which includes the Professional Outplacement Assistance Center moved to another location in Columbia while the Baltimore County Workforce Development Center at Towson moved to Hunt Valley. In Carroll County, the Westminster Workforce Center merged with the Business and Employment Resource Center to bring the workforce partners together for better customer service. Extensive renovations were made to the Resource Room at the Wheaton office on Montgomery Works.

Disability Navigator Program

During Program Year 2006, Maryland's Department of Labor, Licensing and Regulation received fourth year federal funding for the Disability Program Navigator (DPN) initiative. Under this initiative, DLLR works closely with the Maryland Department of Disabilities, the U.S. Department of Labor, and the Social Security Administration to help job seekers with disabilities access the career services available in Maryland's One-Stop Career Centers.

People with disabilities have an unemployment rate of nearly 70 percent. This high rate is due to many employment barriers, fear of losing cash assistance and health benefits, and the inability to navigate job search systems. The Disability Navigator program provides staff to assist disabled individuals with the many career related resources available at One-Stop Career Centers.

The combined role of the Disability Navigator includes: facilitating universal access to the One-Stop system; conducting outreach to disability service providers; developing links with One-Stop business services staff to increase recruitment, hiring and accommodation of persons with disabilities; and working directly with customers with disabilities to access available programs and ensure provision of necessary benefits, services and supports.

Rapid Response Activities

The State of Maryland's Dislocation Services Unit (DSU) coordinates rapid response activities and works closely with all twelve Workforce Investment Area and their designated professionals in a team effort to assist companies forced to close or facing mass layoffs. In addition to the State DSU Representative, Unemployment Insurance and One-Stop Staff presents program services to the affected workers through a series of informational sessions. The DSU assists with providing sufficient resources to allow for the delivery of employment transition services for significant events. Applying for TAA or NEG funds and placing Rapid Response Funds in place play a major role in providing the necessary financial resources for these major dislocation events. Working with the employer and local transition team to establish on-site assistance services, unemployment insurance seminars, and other group benefit seminars are a major portion of the DSU's involvement in these major events. These types of services are atypical of those provided to Maryland firms experiencing dislocations. During PY 2006, Maryland received 40 WARN Notifications and provided assistance to 54 WARN and non-WARN dislocation events. The sighted dislocations impacted 5964 workers. Some of the major events of the past program

year include PNC 454 financial associates, Universal Maritime Services 435 dock workers and support, Icelandic Seafood 426 food processors, First Students, Inc. 260 employees, Collins Aikman 250 workers and Fleetwood Travel Trailer 243 employees.

GWIB Center for Industry Initiatives

The Governor's Workforce Investment Board (GWIB) Center for Industry Initiatives was established with a \$1 million grant from the U.S. Department of Labor, Employment and Training Administration. The center is responsible for administering a demand-driven, industry-led workforce development approach and working with Maryland's business leaders to address their respective industry's current and projected workforce issues and solutions. The center staff guides leaders from industry, education and government through a demand-driven 5 phase industry initiative process:

- Phase 1: Get organized with industry leadership
- Phase 2: Conduct research and assessment of the industry
- Phase 3: Conduct Industry Summit
- Phase 4: Develop an Industry Plan of Action
- Phase 5: Implement the Industry Plan of Action

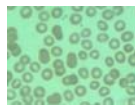
In the past year, the center staff has been working with industry leaders in the following industry initiatives. Updates of their past and projected activities include:



Education Industry Initiative

Chair: Dr. Bob Caret, President, Towson University

Distributed Maryland Education Industry white paper on critical industry workforce issues with invitation to Statewide Education Industry Symposium on November 1, 2007.



Bioscience Industry Initiative

Co-Chairs: Dr. Wayne Hockmeyer, Founder, MedImmune; Chuck Fleishman, President retired, Digene.

Finalizing research and assessment reports for Industry Monograph for technical writer and summit planning for Industry Summit targeted for March 2008.



Healthcare Industry Initiative

Neil Meltzer, President & COO, Sinai Hospital of Baltimore and Senior Vice President, LifeBridge Health, replaces Bill Robertson as chairman

Developing recommendations to address healthcare teaching faculty capacity for nursing and other healthcare occupations.



Retail Services Industry Initiative

Co-Chairs: Daryl Routzahn, President, Routzahn's; Donna Gwin, Director of Human Resources, Safeway

Convened industry focus group in Frederick, Maryland July 2007, developed an initial list workforce issues, updated initial industry profile, preparing monograph pre-draft report by October, 2007.



Aerospace Industry Initiative

Chair: Anoop Mehta, Vice President & CFO, SSAI, Inc.; Vice Chair:> Harry Solomon Program Director, SGT, Inc.

Formulating an agreement with MSDE and Project Lead the Way to infuse industry participation in mentorship and experiential learning opportunities for educators and students; development of Maryland industry portal; association.



Hospitality and Tourism Industry Initiative

Co-Chairs: Tom Hall, President, Thomas H. Hall Company; Tom Warren, Regional Director, Operations, Morrison Healthcare Food

Conducted Industry Summit and published Industry Plan of Action; organizing a Maryland Senior Executive Business Council to implement the Industry Plan of Action.



Manufacturing Industry Initiative

Chair: Tom Crawford, Director of Business Development, MaTech

Planning to conduct four regional industry focus groups with Local Workforce Investment Boards. Developing draft of industry report incorporating the Manufacturing Commission Report, National Association of Manufacturing and other resources.



Information Technology Industry Initiative

Co-Chairs: John Nyland, Managing Partner, Public Sector, IBM; Mike Curreri, CEO and President, AVIcode, Inc.

Developing parameters of and activities in the IT industry; surveying to gather workforce profile and needs.



Transportation and Warehousing Industry Initiative

Co-Chairs: Kevin Garvey, Manager, Div Workforce Planning, UPS; John von Paris, Exec VP, von Paris Moving

Engaging the University of Maryland College Park Department of Transportation Engineering and the Department of Urban Planning to develop the industry report.



Construction

GWIB Industry Leader: Gino Gemignani, Senior Vice President, The Whiting-Turner Contracting Company

Developing partnerships with construction industry leaders and construction industry groups to collaborate on existing and new initiatives to address current and future worker shortages.

DLLR Offender Re-entry Initiative

The Offender Re-entry Initiative was implemented in January 2007, as a result of a two year planning process between the Department of Labor, Licensing, and Regulation (DLLR) and the Department of Public Safety and Correctional Services (DPSCS).

This initiative works in partnership with the DPSCS, the Governor's Workforce Investment Board (GWIB), The Governor's Council on Offender Employment Coordination, and the Maryland State Department of Education (MSDE).

The goal of the Offender Re-entry Initiative is to increase employment opportunities for previously incarcerated individuals and provide a qualified, well-trained workforce to local businesses by:

- ◆ forming effective partnerships,
- ◆ increasing skills and occupational training opportunities within the prison system, and

- ◆ encouraging and facilitating coordination of discharge plans with existing services and programs within the community.

The Offender Re-entry Initiative provides these main services:

- ◆ Encourage coordination and collaboration between the Correctional System and the local Workforce Investment Area (WIA)/One-Stop Career Centers to provide quality and effective services to help soon-to-be released incarcerated individuals make a smoother transition from incarceration to gainful and meaningful employment.

- ◆ Provide technical assistance and training to and, where needed, act as a liaison between the correctional system officials, DLLR program staff, One-Stop personnel, local WIA representatives, local businesses and community-based organizations to minimize employment barriers to formerly incarcerated people.

- ◆ Enhance existing and develop new re-entry services offered within the correctional system and through the local One-Stops.

- ◆ Enhance existing and form new partnerships with employers, colleges, and training institutions to increase opportunities to train a qualified, skilled and prepared workforce to meet employer needs.

- ◆ Provide opportunities for occupational licensure, professional certification, and apprenticeship for skilled trades to those who are trained within the correctional system.

Highlights

With its partners, the Offender Re-entry Initiative has been engaged in the following activities:

Apprenticeship Training

Offering apprenticeship opportunities, in conjunction with DLLR Apprenticeship and Training Division, to pre-release individuals successfully completing skilled-trade certification programs offered by MSDE within the correctional system.

Skilled-Trades Training

Developing strategies to effectively implement training by enhancing existing skilled-trade training offered within the correctional system: printing certification and diesel mechanic training.

Technical Assistance/Training

Assisting individuals and agencies working with formerly incarcerated people to;

- ◆ Recognize barriers (social, cultural, etc.),
- ◆ Identify specific resources/support for reentry services
- ◆ Implement appropriate soft skills training such as workplace readiness, and appropriate interviewing techniques,
- ◆ Providing standardized training to organizations and agencies across the state that offer re-entry services (Offender Workforce Development and Offender Employment Specialist training)

Public Relations

- ◆ Presenting services and projects that are offered through this initiative to community and faith-based organizations, industry groups, government agencies and colleges.
- ◆ Developing a marketing brochure, targeted to employers under the auspices of GWIB which will incorporate our state-wide reentry programs.

Federal Bonding Program

In April 2007, the Federal Bonding Program (FBP) became a part of the Offender Re-entry Initiative. Customers requesting to participate in the FBP must register in the Maryland Workforce Exchange and be actively engaged in job search activities. To provide efficient customer service and to ensure that every applicant is registered before getting a Federal Bonding Eligibility Letter, Local Bonding Coordinators were identified for each local One-Stop Career Center throughout the state. Customers may now request the Eligibility Request Form and have their letter of eligibility issued at their local One-Stop. As part of this change, the Initiative has

- ◆ trained each of the local bonding coordinators
- ◆ provided a listing of each coordinator to be used by community, government, correctional agencies and local One-Stops to refer interested customers
- ◆ developed a FBP brochure to market program to potential customers and community organizations

Listening Tours

The Solutions for Maryland's Future listening tour was groundbreaking. It marked the first time that Maryland's higher education sectors as well as the Department of Labor, Licensing and Regulation (DLLR) and the Governor's Workforce Investment Board (GWIB), collaborated to create a dialogue between higher education and the business community. At each event, business leaders offered their assessments of how higher education is or is not responding to the workforce and economic development needs of their regions. In total, more than 500 people participated in the tour.

The tour provided higher education, DLLR and GWIB with an opportunity to listen to the business community and to communicate its role not only in workforce development, but also as a source of innovation, new ideas, and as a key to global competitiveness. At all eight listening tour events, several broad themes emerged, including the need for higher education to:

- ◆ work more closely with business and industry to keep up with the changing workforce needs both current and future;
- ◆ create new partnerships and expand existing ones to address immediate workforce shortages

- ◆ strengthen its relationship with K-12 to ensure that students are ready to work when entering the workforce (concern about a lack of work ethic), and better prepared for college level work upon entering college (too much remediation is currently needed);
- ◆ provide flexibility in degree-granting requirements, timeframes and locations; and
- ◆ expand demand programs in regions that are underserved by the higher education community, particularly pharmacy and engineering.

Lower/Upper Eastern Shore – Event was at the University of Maryland Eastern Shore – businesses concerned about increasing number of college graduates. There are emerging aerospace and engineering companies. Specific requests made for a School of Pharmacy and four year Engineering program for the Eastern Shore. Concern about the “brain drain.”

Frederick/Carroll Counties – Event at Hood College. Career placement for college grads. Many expressed importance of involving parents in the career preparation process.

Montgomery/Prince George’s County – Event held at the Universities at Shady Grove – Issues: measuring effectiveness of higher education, need to produce well-rounded candidates.

Anne Arundel County – Anne Arundel Community College – issues were: healthcare workforce shortages, STEM, teacher shortages.

Southern Maryland – event at College of Southern Maryland – Issues were – ready workforce, partnerships, highlights of what is good in Maryland.

Baltimore City/County – event at College of Notre Dame – issues: shortage of drug and alcohol counselors, how higher education is assisting with reintegration of ex-offenders, shortages in the printing industry.

Cecil/Harford County – Event at the Higher Education and Applied Technology Center – issues were lack of higher education’s outreach to the business community. Career exploration for K-12. How business can help with legislative initiatives.

Western Maryland – Event at Frostburg State University. Higher education needs to have more of a “can do” attitude in responding to economic development and workforce needs. Flexibility is needed.

BRAC in Maryland

In July 2005, the State of Maryland initiated a BRAC Planning Project with Workforce Investment Act (WIA) NEG Base Realignment and Closure Planning (BRAC) Funds. DLLR received \$1,237,500 in BRAC Planning Funds. These BRAC funds were awarded to assist with

community planning for the realignment of employment levels based on Department of Defense reorganization decisions at Fort Meade, Aberdeen Proving Ground, National Geospatial Center Andrews Air Force Base and the Bethesda Naval Hospital.

Under the Military Council, the Department of Labor, Licensing and Regulation partnered with the Department of Business and Economic Development to develop a study project with other State and local partners in Economic & Workforce Development, Education, Planning, Transportation and Environment. In year two of the NEG BRAC Planning Grant, the four task study was placed in final form for public release. The summary conclusions determined the impact that the BRAC growth will have upon local planning, public facilities, the environment, schools, infrastructure (particularly transportation, water and sewer), workforce issues, housing, financial requirements and regulatory issues. The BRAC Impact Study was released in February 2007 and offered several conclusions related to impact issues.

Key Findings

Overall, growth resulting from BRAC 2005 will increase development pressures in several jurisdictions in the context of what are already fairly high growth rates across much of the Baltimore-Washington, D.C. metropolitan area. These growth pressures will be strongest in Harford and Cecil Counties based on BRAC demand and anticipated supply of both new and existing housing units available to all in-migrants over the 2009 to 2015 time period, when BRAC housing demand is expected to be strongest.

The influx of jobs at the affected installations, whether they are filled by personnel moving with their jobs, new residents drawn to the area, or current residents who then vacate jobs they currently hold, would have additional impacts because of the movement of spouses and dependents.

Current personnel whose positions are relocating from Fort Monmouth and DISA show an average age in the mid to late 40s. For instance, among the employees whose positions are moving from Fort Monmouth 78% are over 40, 45% are over 50, and 11% are over 60. The relative seniority of the workforces at DISA and the Fort Monmouth missions, along with the indication that the Army plans to concentrate the BRAC-related movement of non-uniformed organizations toward the latter part of the BRAC movement period (2010 to 2011), suggests that many employees of these organizations may be close to retirement by the time the positions move. This aging issue will compound the need for hiring new workers.

A majority of the BRAC positions at Meade and Aberdeen will require security clearances for positions from construction and maintenance to scientists and engineers. This clearance issue will require considerable planning in order to have the available workers at the time they are needed. Looking at fast-tracking clearances to meet the demand is an option requiring exploration.

Although STEM Education will play a major role in preparing workers for the higher end positions, it has been found Maryland's Workforce and School Systems are prepared for the challenge.

Regional Economic Approach, the Maryland Department of Labor, Licensing and Regulation has been engaged with regional partners to meet the BRAC growth through leveraging resources across local and state jurisdictional lines. With the help of these regional partnerships, the Capital Beltway BRAC Group, Chesapeake Science and Security Corridor and the local BRAC Planning Coordinators have begun the work of planning for implementing action plans to meet the BRAC move. Diminishing border constraints to meet the growth as a regional economy is a work in progress. Meeting the lucrative challenge requires innovative action by these regional partners. Successfully finding solutions and problem solving in the final planning phase will be our reward over the next 2 years.

STATE TOOLS FOR A SMOOTH MOVE

Before and after your move to Maryland, the Maryland Department of Labor, Licensing and Regulation (DLLR) has the resources to help with workforce recruitment, training and support.

Manage your entire hiring process at no cost online 24/7 via the Internet:
www.mwejobs.com.



- ▶▶ Obtain matching funds for training current workers with Maryland Business Works.
- ▶▶ Find current stats and make future projections with DLLR's Labor Market Information.
- ▶▶ File Unemployment Insurance employer reports online.
- ▶▶ Use DLLR's Occupational and Professional Licensing for electronic licensing.
- ▶▶ Create a safe workplace with Maryland Occupational Safety and Health.
- ▶▶ Work locally with DLLR's workforce partners to get customized service at the 32 One-Stop Career Centers.



DLLR: Protecting and Empowering Marylanders... in ^{so} many ways.

www.dllr.state.md.us

Local Workforce Investment Area Highlights

Introduction

The development of a strong and integrated workforce investment system is built upon committed partner relationships. The Department of Labor, Licensing and Regulation relies on the partnership of the twelve local workforce investment area directors and their boards to build and grow our collective system. In addition to providing financial support for the Maryland Workforce Development Association (MWDA) and the Maryland Institute for Workforce Excellence, DLLR maintains regular and ongoing communication with the local directors and their staff. Many of their collective and individual accomplishments are highlighted below.

Raising the Bar 2007

Attendance at the 2007 annual MWDA Workforce Development Conference again met ambitious planning projections, with over 800 individuals registered for pre-conference and conference sessions, again exceeding our planning goals. Attendees represented workforce investment areas, One-Stop Centers, higher education, K-12 education, TANF, vocational rehabilitation, corrections, and various non-profit and community-based human services organizations. In addition, 34 exhibitors promoted their latest products and services.

DLLR Secretary Tom Perez, welcomed the attendees at the opening session, sharing his vision for Maryland's workforce development system, and pledging his support in advocating for additional resources for the system.

Featured keynote speakers included nationally acclaimed trainer/speaker Greg Newton, Freeman Hrabowski (President, University of Maryland, Baltimore County), and humorist Silver Rose. This was the third year of the annual "Above the Bar" staff awards which recognize the contributions of staff members from each local area as well as DLLR. Awards were presented to the recipients by Assistant Secretary Andrew Moser and MWDA President Karen Sitnick.

Over 50 workshop sessions covered topics in the areas of job seeker services, business services, economic and workforce development, education and workforce development, leadership/management/supervision, technology, program planning and management, and personal development. In addition, three full-day pre-conference sessions were held on Monday, attracting approximately 120 participants. Topics addressed were customer service, leadership, and youth services.

The first ever “Tuesday Night Fever,” 70s theme party provided an opportunity for attendees to relax, socialize, dance, sing karaoke, and network with their colleagues in an informal setting.

Adult and Dislocated Worker Services

City Of Crisfield Embraces Mobile One-Stop Services



Outreach to the residents of Somerset, Wicomico and Worcester counties has been the mission of the Mobile One-Stop Job Market since it began canvassing the region just over a year ago. Its services are particularly important to the City of Crisfield, Maryland. The Princess Anne One-Stop satellite office is located 20 minutes away, and the people of Crisfield appreciate the convenience offered by the Mobile One-Stop. It has been a real benefit to the Crisfield community and warmly received by its residents.

Crisfield Mayor Percy “PJ” Purnell has taken a huge interest in the services provided by the Mobile Unit. While the Mobile was on a site visit at the Crisfield Housing Authority last July, the Mayor boarded with several City Council members and a reporter from the local newspaper. The entourage watched as several area residents enrolled in Maryland Workforce Exchange and searched the database for job opportunities. They discussed with the Mobile Coordinator what they could do to ensure that the Unit was being fully utilized when it visited the area. The Mayor suggested advertising the Mobile’s schedule on the local cable channel and offered to reserve parking space for the vehicle at City Hall two times each month. With the generous offer extended, the Mobile was then available to Crisfield residents on a weekly basis.

The cable advertisement and customer endorsements are paying off. The Mobile is not just receiving curious looks as it passes through town because job seekers are beginning to understand the services. More importantly, they are taking advantage of those services, which are enhanced by the friendly staff that provides assistance to those who are “technology challenged.” The number of customers obtaining services in Crisfield has increased by nearly 60% over the last quarter.

During a recent visit, an area resident boarded in search of a job. She realized that she would have to hone her job search skills, as it had been more than 16 years since she had needed to look for employment. After working with Mobile staff for over an hour, she commented upon leaving that an anxious time had been made much easier. “You are really doing a good thing here. You made me feel relaxed. I feel like I am really prepared to find a new job”.

Mayor Purnell remains an avid supporter and he visits the Mobile each time we're in the area. When asked his thoughts on the impact of the Mobile's presence, the Mayor had this to say: "I feel the service being provided by the mobile van is one of the best utilizations of tax money that I have encountered. The mobile van is providing one of the best job search, job seeking assistance services that I have ever encountered. It comes to our town and provides these services on multiple sites and at multiple times during the month. This is a service that costs hundreds of dollars in many urban areas, and here it is free. Everyone seeking employment on the lower shore should find the schedule and utilize this service. Great!"

Youth Activities

Frederick County Workforce Development Board Awards S.T.E.M. Scholarships



In partnership with Frederick County Workforce Services, the Frederick County Workforce Development Board (WDB) proudly launched the S.T.E.M. (Science, Technology, Engineering, Mathematics) Educational Scholarship Program earlier this year. This new program awards academic scholarships to students with plans to pursue degrees in a S.T.E.M. career-related field.

"As part of our commitment to the local labor market, we designed a program that we hope will encourage students to consider a S.T.E.M. career path," states Laurie Holden, Director of Frederick County Workforce Services and a member of the Frederick County Workforce Development Board.

This year, eight students enrolled in S.T.E.M. programs this fall at schools such as the University of North Carolina at Chapel Hill, Virginia Tech, and the University of Maryland, were awarded scholarships ranging from \$1,000 to \$2,500 in support of their studies.

Making Successful Classroom to Career Transition at ACCE

ACCE, Academy for College and Career Exploration, completed its third year of operation in PY 2006 and will graduate its first senior class in PY 2007. Approximately 100 students are expected to receive their high school diplomas next May, with their college and career plans fully set. *ACCE* is a high school that looks and feels different from traditional neighborhood Baltimore City public school in many ways. Operated by the Baltimore City Mayor's Office of Employment Development, *ACCE* is predicated on the belief that there is no better way to promote successful "classroom to career" transition than by making learning relevant to students' future careers.

ACCE does this by coupling a broad menu of real world of work exposure, career-based knowledge and hands-on experiences with a rigorous college preparatory curriculum. Limiting student enrollment to no more than 400 students at full capacity, *ACCE* also offers a small learning environment where students are able to develop positive relationships with caring adults who guide their career planning and help create individualized work based learning opportunities to augment their academic coursework. *ACCE* introduces students to the concept of career planning early on with a “21st Century Careers” freshman seminar and keeps them engaged in a full day of learning, simulating the 9 to 5 work day.

The Mayor’s Office of Employment Development incorporates the assistance of strong community partners, such as the Sar Levitan Center at the Institute of Policy Studies at the Johns Hopkins University, the Baltimore Workforce Investment Board, and the One-Stop Career Centers to operate the *ACCE* model, expanding learning beyond the classroom and into the community. From career-focused internships and guaranteed summer jobs to college field trips and post-secondary campus experiences, *ACCE* students acquire the necessary skills to become well-rounded and productive citizens upon their high school graduation – ready for the careers of the 21st century.

Redirecting Youth to Earn High School Diplomas

Two programs dedicated to providing services that redirect Baltimore City youth toward productive outcomes successfully realized their goals by graduating 98 youth from high school in PY 2006. All of these young people had dropped out of traditional high schools due to a variety of reasons, but overcame remarkable odds to earn their Maryland State High School diplomas once they became affiliated with *Youth Opportunity (YO!) Baltimore* and the *Baltimore City Career Academy*. These two programs, operated by the Mayor’s Office of Employment Development in cooperation with multiple workforce partners, provide broad menus of educational, work-readiness, health education, career and personal development resources and activities – all with a genuine, personal touch that helps these young people maintain their focus and achieve their success.

Thirty-four *YO! Baltimore* graduates marched across the stage in June 2006 at The Johns Hopkins University’s Shriver Hall, bringing the total number of *YO! Baltimore* graduates to more than 250 since the year 2000 – many of whom are pursuing postsecondary credentials. Each of the 64 graduates from the *Baltimore City Career Academy* benefited from a tailored course of study and career exploration designed to meet individual academic and career development needs and to facilitate the transition to employment or postsecondary experiences. Both programs are continuing their essential work for PY 2007, not only providing assistance that leads to these educational outcomes, but also connecting hundreds more with meaningful employment.

YouthWorks: Career Preparation Through Summer Employment

YouthWorks continued the year-long continuum of career preparation services for youth in PY

2006 by matching Baltimore City youngsters, ages 14 to 21, to productive summer work opportunities in 2007. Administered annually by the Mayor's Office of Employment Development and the Baltimore Workforce Investment Board Youth Council, *YouthWorks* collaborates with local businesses and community partners to give Baltimore City's "future workforce" the opportunity to explore a variety of career choices and valuable workplace skills. It is truly a "win-win" program; it benefits youth by allowing them to build marketable skills and better understand the connection between education and work, while enriching businesses by providing them with access to a talented and energetic labor pool and the opportunity to help shape their emerging workforce.

More than 5,000 youth were provided summer work experiences that included a variety of public and private sector career connections, such as taking classes and working at the Biotechnical Institute of Maryland; exploring the health care industry by working at the University of Maryland Medical Systems and Professional Schools, The Johns Hopkins Health System, and Sinai Lifebridge Health System; painting murals under the direction of the Maryland Institute College of Art; beautifying city parks and neighborhoods; tutoring elementary aged children in summer camps; and working in law firms, accounting offices, recreation centers, libraries and senior centers. An aggressive YouthWorks fundraising campaign helps elicit broad support from many partners – the private sector, philanthropic organizations, community groups, the Maryland Department of Labor, Licensing and Regulation and a significant allocation of local city government funds.

Summer Youth Workshops Prepare Teens

The Youth Council of the Susquehanna Workforce Network, Inc., sponsored career and workplace readiness workshops for youth ages 14 to 21 at the Cecil County and Bel Air Workforce Centers. "Career Planning" was a fun career exploration workshop that looked at finding their ideal careers. "Show Me the Money" taught the important lessons of managing credit cards, car insurance and credit buying. "Background Checks and Security Clearances" shared information about careers where they would be required.

For recent high school graduates seeking full-time employment, the "First Real Job" workshop introduced job seekers to local employers seeking entry level workers and offered job search secrets to give them an advantage in their job search.

Services to Special Populations

Prison to One-Stop Project

The Baltimore City Mayor's Office of Employment Development (MOED), along with the Maryland State Department of Education (MSDE) and the Maryland Department of Public Safety and Correctional Services (DPSCS), formed a collaborative public partnership called the *Prison to One-Stop Project*. This project fills existing gaps among the many necessary but often

isolated services available to inmates and ex-inmates and provides both pre- and post-release services to eligible offenders who return to several Baltimore communities and empowers them with the tools to build a positive and productive life after prison. Pre-release services include: individual counseling and assessments, informational and motivational workshops and employment readiness workshops in Maryland State Division of Corrections facilities throughout Maryland. MOED provides post-release services at its Re-entry Center (ReC), a unique “one stop job center for ex-offenders” located within its Northwest One-Stop Career Center. The ReC offers assistance in obtaining personal identification documents, referrals to housing, medical and legal services, along with a full range of employment and training services – job readiness and life skills workshops, skills training, computer literacy, job placement and retention support.

During this initial start up period, over 490 inmates have begun to receive services through the *Prison to One-Stop Project*, well beyond the contracted goal of 250 for the year. As the participants leave the prison system they are provided direct case management at the ReC and are expected to be successful in their post release transition. Early, positive results are being seen as 21 customers have already been placed in unsubsidized employment with an average hourly wage of \$9.58.

English in the Workplace

The Telamon Corporation, in collaboration with the Family Support Center, continues to offer English language classes to non-native speakers on the Lower Eastern Shore who want to improve their communicative skills and enhance their employability through the English in the Workplace Program (EWP). The program helps customers who need English Language classes in order to maintain, obtain or upgrade employment. The EWP is currently funded through a pass-through grant from Lower Shore Workforce Alliance and the Community Reinvestment Fund.

Classes have attracted students from five different language backgrounds. The majority of the students are native Spanish speakers followed by adult students from Haiti, Brazil, South Korea and China. The students learn English for every day communication and vocabulary that is useful and necessary for the workplace environment. Beginner, immediate, immediate-advance and all level classes are held at the Wicomico County Family Support Center or the One-Stop Job Market. The intermediate class was developed in partnership with the Somerset County Board of Education, Adult Ed program. Classes run for twelve consecutive weeks and students may continue to attend all four sessions.

The classes have been well attended. Each semester reviews some of the vocabulary and grammatical structures from the previous semesters and also includes instruction in new topics of conversation. The classes have a modified open enrollment.

The classes are also supported with computer software that allows students to improve their English skills as independent learners. This component of the classes has also provided students with the opportunity to learn basic computer skills which are transferable to the desired employment outcomes.

Demand-Driven Business Solutions

One-Stop Center Opens at BWI Thurgood Marshall Airport

The Anne Arundel Workforce Development Corporation (AAWDC) partnered with BWI Thurgood Marshall International Airport to open the nation's first federal, state and locally funded One-Stop Career Center in August 2006. The BWI One-Stop Center offers job posting services for individuals seeking employment at BWI Airport. In addition, AAWDC utilizes the Maryland Workforce Exchange to service employers of BWI with customized training opportunities, targeted recruitment events and job fairs focused on the development of BWI. Services include a customized link on the Maryland Workforce Exchange where potential employees can access information on job openings posted by BWI employers.

Located at the upper level ticket counters on Concourse C, the One-Stop Career Center provides weekday staff offering recruitment and screening for BWI-based employers as well as training, job coaching and retention assistance for eligible individuals seeking employment at BWI Airport.

The BWI One-Stop Center is a partnership between the U.S. Department of Labor, the Maryland Department of Labor, Licensing and Regulation and Anne Arundel County.

Ellicott – Providing a Trained and Skilled Workforce

The Baltimore City Mayor's Office of Employment Development (MOED) continues its strong support to local businesses by creating customized training opportunities resulting in successful employment connections, such as their relationship with Ellicott, a division of Baltimore Dredges LLC. After more than a century in the maritime business, Ellicott is one of the world's largest dredge manufacturers. While the manufacturing sector in Baltimore has witnessed little growth, specialty manufacturing of dredges continues to survive and expand. However, Ellicott shared a common issue with others in the manufacturing sector – attracting, training, and maintaining a skilled workforce.

After years of disappointment trying to find qualified, experienced workers and facing an aging employee base, Ellicott agreed to partner with MOED and the Community College of Baltimore County (CCBC) to support the cost of a new hire training program utilizing a customized curriculum. A pilot pre-apprenticeship program was designed to quickly prepare prospective employees for entry level employment. The specialized curriculum focused on basic math functions for mechanical/fabrication, as well as the ability to read precision-measuring devices. A strong emphasis was placed on math computations including fraction/decimal conversion, computing volume and solving linear equations.

MOED contributed the initial recruitment, assessment and prescreening of interested applicants through the One-Stop Career Center Network, CCBC provided additional math and mechanical aptitude testing, and Ellicott conducted a final interview with the pool of applicants and selected the top five for the pilot program. The four weeks of fulltime classes, funded by MOED, were held at the CCBC's Dundalk campus, and the trainees received a salary of \$8.00 per hour paid by Ellicott. Successful graduates were guaranteed fulltime positions with a starting salary of \$10.00 per hour, with the promise of an additional raise after the three-month probationary period.

The pilot program graduated all five students, and four accepted fulltime employment with Ellicott. After 60 days, all four workers remain motivated and continue to exhibit excellent attendance. Each is looking forward to enrollment in an apprenticeship program that is still under development with the CCBC and the Maryland Apprenticeship Council. Ellicott has committed to a second class of pre-apprentice trainees for the PY 2007.

Baltimore County Honored for Achievements in Registered Nurses Licensure and Summer Youth Employment Programs

The Baltimore County Office of Workforce Development was honored by the National Association of Counties (NACo) when they were presented with two 2007 Achievement Awards at the 11th annual award ceremony held in Richmond, Virginia this past July. The awards were presented to Baltimore County for their "*The National Council Licensure Examination for Registered Nurses Program*" and the "*Summer Youth Employment Program*." To help meet the demand for nurses, the National Council Licensure Examination for Registered Nurses is a three-week, 30 hour course designed to help recent nursing school program graduates successfully pass a nationally accredited exam which determines competency of entry-level nursing school graduates. The Summer Youth Employment Program was designed to give at-risk and disabled youth practical "real-world" work experience.

The NACo awards recognize effective and innovative programs that contribute to, and enhance, county government in the United States. "The Achievement Award program nationally recognizes the best county government initiatives," said County Executive Jim Smith. "I applaud the Office of Workforce Development's contribution to build a better Baltimore County."

Future Direction of Maryland's Workforce Development System

Maryland's highly educated workforce and strategic location are extremely attractive to companies looking to either relocate to, or expand in, Maryland. While Maryland is known nationally for its highly educated workforce, there are many less educated Maryland job seekers

and low-wage incumbent workers who want to work or advance in their careers but do not have the skills, or the know how to obtain the skills that businesses demand.

Skill gaps in critical industries and anticipated worker shortages due to Base Re-alignment and Closure (BRAC) activities, Baby Boom retirements and other factors, make it imperative that every potential worker in Maryland receives the education, training and support needed to become a contributing member of the state's changing workforce. In collaboration with federal and local partners, the State of Maryland will provide comprehensive services to job seekers and employers by integrating and aligning employment and training services delivered by various agencies.

Maryland continued to meet or exceed the federally mandated performance standards. While proud of this accomplishment, workforce investment partners strive to ensure that there is a consistent quality of services and good outcomes regardless of where a customer enters the workforce development system. Greater emphasis will be placed on collecting feedback from the system's customers to make certain that One-Stop staff has the tools, knowledge, and training to provide high-quality services.

The educated worker pipeline needs to remain active. Building upon the Industry Cluster approach, workforce investment agencies will take direction from the business community to ensure that new and incumbent workers have the education and skills needed by Maryland employers. Local Workforce Investment Areas (WIAs) have begun to develop and implement demand-driven, industry specific training initiatives. In partnership with local community colleges, local WIAs are creating multiple entry point 2+2+2 programs that bridge the curriculum gaps between high schools, community colleges, and four year colleges.

Greater focus and resources will be directed to developing strategies that engage individuals with significant barriers to employment with advancement opportunities. This includes encouraging target populations such as individuals with disabilities, ex-offenders, long-term public assistance recipients, and at-risk youth to enter structured apprenticeship programs.

WIA Financial Statement PY06

Operating Results	Available	Expended	Pct.	Balance Remaining
Total All Funds Sources				
Adult Program Funds	\$7,673,396	\$5,408,689	70.49%	\$2,264,707
Carryin Monies (no add)	\$1,365,142	\$1,364,781	99.97%	\$361 **
Dislocated Worker Program Funds	\$6,128,531	\$4,148,749	67.70%	\$1,979,782
Carryin Monies (no add)	\$1,275,491	\$946,001	74.17%	\$329,490 **
Youth Program Funds	\$7,334,605	\$5,004,378	68.23%	\$2,330,227
Carryin Monies (no add)	\$2,501,508	\$2,441,463	97.60%	\$60,045 **
* Out-of School Youth	\$0	\$5,745,800	0.00%	\$0
* In-School Youth	\$0	\$1,700,041	0.00%	\$0
* Summer Employment Opportunities	\$0	\$405,732	0.00%	\$0
Local Administration Funds	\$2,310,875	\$1,260,852	54.56%	\$1,050,023
Carryin Monies (no add)	\$449,435	\$449,435	100.00%	\$0
Rapid Response Funds	\$2,010,044	\$1,251,402	62.26%	\$758,642
Carryin Monies (no add)	\$325,907	\$325,907	100.00%	\$0
Statewide Activity Funds	\$4,492,491	\$1,733,860	38.59%	\$2,758,631
Carryin Monies (no add)	\$2,159,892	\$1,843,261	85.34%	\$316,631
* No breakout for fund availability by these categories.				
** The unexpended PY 05 funds will be recaptured from local areas.				

WIA Annual Report (ETA Form 9091)

State Name: MD

Date Submitted: September 29, 2007

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	91.0%	78.3%	1,015
			1,297
Employment Retention Rate	87.0%	86.3%	1,233
			1,429
Average Earnings	\$13,100	\$12,096	14,273,223
			1,180

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	64.4%	76	74.2%	69	66.7%	56	80.4%	88
		118		93		84		102
Employment Retention Rate	89.4%	93	83.0%	73	93.0%	66	82.5%	80
		104		88		71		97
Average Earnings	\$8,488	755,728	\$15,890	1,118,613	\$10,487	639,696	\$14,313	1,073,460
		89		70		61		75

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	81.4%	496 609	75.4%
Employment Retention Rate	86.0%	632 735	86.6%	601 694
Average Earnings	\$11,857	7,127,010 601	\$12,342	7,146,213 579

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	94.0%
Employment Retention Rate	91.0%	86.6%	1,003 1,128
Average Earnings	\$17,000	\$15,574	14,950,666 960

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	84.8%	496 609	76.2%	16 21	87.5%	161 184	55.6%
Employment Retention Rate	86.0%	632 735	87.5%	21 24	89.9%	141 157	60.0%	3 5
Average Earnings	\$18,335	7,127,010 601	\$13,470	269,392 20	\$15,141	2,028,921 134	\$9,582	28,745 3

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	87.4%	505	88.9%	514
		578		578
Employment Retention Rate	86.5%	525	91.7%	478
		607		521
Average Earnings	\$14,7112	7,417,714	\$16,526	7,535,952
		504		456

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	64.0%	64.6%	415
			642
Attainment of Degree or Certificate	45.0%	62.6%	330
			527
Literacy or Numeracy Gains	51.0%	70.8%	102
			144

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	86.3%	1,232	4,374	5,848,088	1.6%	16	\$5,099	4,945,674	11.7%	58
		1,428		1,337		1,015		970		495
Dislocated Workers	88.5%	1,072	106.3%	16,509,737	2.5%	25	7,643	7,444,113	17.9	90
		1,211		15,534,561		1019		974		503

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	109,540	73,978
Total Adult self-service only	105,434	71,460
WIA Adult	107,908	72,908
WIA Dislocated Worker	2,055	1,229
Total Youth (14-21)	2,884	756
Out-of-School Youth	2,015	449
In-School Youth	869	307

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$6,773,470.00
Local Dislocated Workers		\$5,094,750.00
Local Youth		\$7,445,841.00
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$1,577,309.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$3,577,121.00
Statewide Allowable Activities WIA Section 134(a)(3)	Capacity Building	\$127,270.00
	Incumbent Worker Training	\$354,391.00
	Administration by State	\$1,258,401.00
Total of All Federal Funding Listed Above		\$26,208,553.00

Table O - Local Performance

Local Area Name Anne Arundel County	Total Participants Served	Adults	5,671	
		Dislocated Workers	23	
		Youth (14 - 21)	76	
ETA Assigned # 24055	Total Exiters	Adults	3,843	
		Dislocated Workers	30	
		Youth (14 - 21)	25	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	77.8%	
	Dislocated Workers	94.0%	83.7%	
Retention Rates	Adults	87.0%	75.0%	
	Dislocated Workers	91.0%	83.8%	
Average Earnings	Adults	\$17,060	\$11,621	
	Dislocated Workers	\$17,892	\$16,776	
Placement in Employment or Education	Youth (14-21)	64.0%	55.0%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	60.0%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	81.8%	
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 Baltimore City	Total Participants Served	Adults	22,113	
		Dislocated Workers	258	
		Youth (14 - 21)	1,310	
ETA Assigned # 24060	Total Exiters	Adults	14,510	
		Dislocated Workers	162	
		Youth (14 - 21)	79	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	73.7%	
	Dislocated Workers	94.0%	80.5%	
Retention Rates	Adults	87.0%	88.5%	
	Dislocated Workers	91.0%	91.6%	
Average Earnings	Adults	\$11,558	\$10,873	
	Dislocated Workers	\$13,990	\$12,658	
Placement in Employment or Education	Youth (14-21)	64.0%	72.4%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	91.3%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	80.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

ETA 9091 – Maryland Common Measures Revision

Table O - Local Performance

Local Area Name Baltimore County	Total Participants Served	Adults	10,922	
		Dislocated Workers	364	
		Youth (14 - 21)	319	
ETA Assigned # 24010	Total Exiters	Adults	7,433	
		Dislocated Workers	216	
		Youth (14 - 21)	75	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	91.7%	
	Dislocated Workers	94.0%	96.6%	
Retention Rates	Adults	87.0%	87.3%	
	Dislocated Workers	91.0%	92.3%	
Average Earnings	Adults	\$14,102	\$17,231	
	Dislocated Workers	\$17,079	\$16,232	
Placement in Employment or Education	Youth (14-21)	64.0%	82.8%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	86.2%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	93.8%	
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	3,014	
		Dislocated Workers	89	
		Youth (14 - 21)	60	
ETA Assigned # 24015	Total Exiters	Adults	2,147	
		Dislocated Workers	44	
		Youth (14 - 21)	18	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	90.5%	
	Dislocated Workers	94.0%	89.7%	
Retention Rates	Adults	87.0%	89.4%	
	Dislocated Workers	91.0%	92.7%	
Average Earnings	Adults	\$22,144	\$15,321	
	Dislocated Workers	\$22,067	\$17,087	
Placement in Employment or Education	Youth (14-21)	64.0%	71.4%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	58.3%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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 Lower Shore Consortium	Total Participants Served	Adults	4,573	
		Dislocated Workers	69	
		Youth (14 - 21)	27	
ETA Assigned # 24035	Total Exiters	Adults	3,232	
		Dislocated Workers	58	
		Youth (14 - 21)	41	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	74.7%	
	Dislocated Workers	94.0%	84.3%	
Retention Rates	Adults	87.0%	85.9%	
	Dislocated Workers	91.0%	79.2%	
Average Earnings	Adults	\$9,608	\$9,025	
	Dislocated Workers	\$12,781	\$13,396	
Placement in Employment or Education	Youth (14-21)	64.0%	69.0%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	16.2%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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 Mid-Maryland Consortium	Total Participants Served	Adults	6,054	
		Dislocated Workers	352	
		Youth (14 - 21)	50	
ETA Assigned # 24065	Total Exiters	Adults	4,331	
		Dislocated Workers	231	
		Youth (14 - 21)	40	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	86.3%	
	Dislocated Workers	94.0%	91.3%	
Retention Rates	Adults	87.0%	89.8%	
	Dislocated Workers	91.0%	89.0%	
Average Earnings	Adults	\$13,432	\$14,511	
	Dislocated Workers	\$19,742	\$17,617	
Placement in Employment or Education	Youth (14-21)	64.0%	43.5%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	70.8%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	18.2%	
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 Montgomery County	Total Participants Served	Adults	10,346	
		Dislocated Workers	2265	
		Youth (14 - 21)	133	
ETA Assigned # 24020	Total Exiters	Adults	7,192	
		Dislocated Workers	154	
		Youth (14 - 21)	71	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	76.7%	
	Dislocated Workers	94.0%	88.6%	
Retention Rates	Adults	87.0%	92.0%	
	Dislocated Workers	91.0%	91.8%	
Average Earnings	Adults	\$18,692	\$12,277	
	Dislocated Workers	\$20,223	\$23,466	
Placement in Employment or Education	Youth (14-21)	64.0%	38.1%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	27.3%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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 Prince George's County	Total Participants Served	Adults	7,097	
		Dislocated Workers	155	
		Youth (14 - 21)	219	
ETA Assigned # 24025	Total Exiters	Adults	4,483	
		Dislocated Workers	103	
		Youth (14 - 21)	130	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	67.6%	
	Dislocated Workers	94.0%	77.8%	
Retention Rates	Adults	87.0%	73.4%	
	Dislocated Workers	91.0%	77.5%	
Average Earnings	Adults	\$13,802	\$15,777	
	Dislocated Workers	\$17,288	\$21,873	
Placement in Employment or Education	Youth (14-21)	64.0%	56.5%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	27.4%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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 Southern Maryland Consortium	Total Participants Served	Adults	4,615
		Dislocated Workers	44
		Youth (14 - 21)	30
ETA Assigned # 24050	Total Exiters	Adults	3,125
		Dislocated Workers	24
		Youth (14 - 21)	21
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	76.0%
	Dislocated Workers	94.0%	95.2%
Retention Rates	Adults	87.0%	78.4%
	Dislocated Workers	91.0%	93.5%
Average Earnings	Adults	\$11,991	\$10,903
	Dislocated Workers	\$15,786	\$13,978
Placement in Employment or Education	Youth (14-21)	64.0%	80.0%
Attainment of Degree or Certificate	Youth (14-21)	45.0%	100.0%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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	4,796	
		Dislocated Workers	38	
		Youth (14 - 21)	248	
ETA Assigned # 24045	Total Exiters	Adults	3,367	
		Dislocated Workers	22	
		Youth (14 - 21)	106	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	65.6%	
	Dislocated Workers	94.0%	86.1%	
Retention Rates	Adults	87.0%	85.7%	
	Dislocated Workers	91.0%	85.4 %	
Average Earnings	Adults	\$12,817	\$11,538	
	Dislocated Workers	\$16,766	\$14,077	
Placement in Employment or Education	Youth (14-21)	64.0%	58.1%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	78.0%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	55.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

ETA 9091 – Maryland Common Measures Revision

Table O - Local Performance

Local Area Name Upper Shore Consortium	Total Participants Served	Adults	2,714	
		Dislocated Workers	212	
		Youth (14 - 21)	170	
ETA Assigned # 24030	Total Exiters	Adults	1,595	
		Dislocated Workers	78	
		Youth (14 - 21)	62	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	74.1%	
	Dislocated Workers	94.0%	84.1%	
Retention Rates	Adults	87.0%	82.4%	
	Dislocated Workers	91.0%	87.0%	
Average Earnings	Adults	\$11,848	8,839	
	Dislocated Workers	\$13,405	11,802	
Placement in Employment or Education	Youth (14-21)	64.0%	77.6%	
Attainment of Degree or Certificate	Youth (14-21)	45.0%	83.5%	
Literacy or Numeracy Gains	Youth (14-21)	51.0%	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	9,302
		Dislocated Workers	202
		Youth (14 - 21)	238
ETA Assigned # 24040	Total Exiters	Adults	5,972
		Dislocated Workers	123
		Youth (14 - 21)	90
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	95.2%
	Dislocated Workers	94.0%	94.7%
Retention Rates	Adults	87.0%	86.4%
	Dislocated Workers	91.0%	88.1%
Average Earnings	Adults	\$11,852	\$11,346
	Dislocated Workers	\$12,076	\$10,638
Placement in Employment or Education	Youth (14-21)	64.0%	75.3%
Attainment of Degree or Certificate	Youth (14-21)	45.0%	83.1%
Literacy or Numeracy Gains	Youth (14-21)	51.0%	40.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA	
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X