

PROGRAM DESCRIPTIONS

THE MARYLAND PUBLIC WORKFORCE DEVELOPMENT SYSTEM

MARYLAND DEPARTMENT OF AGING (MDoA)

Senior Employment Program: Provides subsidized training and unsubsidized placement assistance for a period of up to two years for people who are economically disadvantaged and ages 55 and older.

DEPARTMENT OF BUSINESS AND ECONOMIC DEVELOPMENT (DBED)

Maryland Industrial Training Program (MITP): Provides incentive grants for the development, retention and training of employees in firms locating or expanding their workforces in Maryland.

Partnership for Workforce Quality (PWQ): Provides 50/50 matching funds for manufacturing and technology companies with fewer than 500 employees in Maryland to invest in modernization. PWQ's three goals are to improve business competitiveness and worker productivity, upgrade worker skills for new technologies and production processes, and promote employment stability.

MARYLAND STATE DEPARTMENT OF EDUCATION (MSDE)

Adult Education and Literacy Services: Provides funding to local programs for adult education and literacy services, including GED instruction, to improve the education and basic skill level of adults to prepare them for employment and self-sufficiency.

Career and Technology Education (CTE): Provides leadership, coordination and technical assistance to local school systems and community colleges for the development and improvement of Career and Technology Education programs. "Maintenance of effort" is the amount of non-federal dollars (both local and State) that a local school system (and a community college) reports as its fiscal effort toward CTE programs.

Correctional Education: Provides skill training and education to inmates in Maryland prisons.

Division of Rehabilitation Services (DORS): Provides an array of services such as training, employment assistance and assistive technologies to individuals with a physical or mental impairment that presents a substantial impediment to employment.

MARYLAND HIGHER EDUCATION COMMISSION (MHEC)

Community Colleges: Undergraduate education at 16 institutions. State support includes State aid provided through the Cade formula to community colleges.

Public Colleges and Universities: Undergraduate and graduate education at 13 public universities and colleges. Public universities include 11 institutions in the University System of Maryland, Morgan State University, and St. Mary's College of Maryland. State funding includes general funds and contracts.

Private Career Schools: This category was unable to be part of the workforce chart this year. Job preparatory, career training offered by 150 privately-owned postsecondary schools. State financial aid is provided through the Tolbert Memorial Grant Program to students of private career schools. The total enrollment for these schools is 29,539. In FY 2003, there were 16,089 graduates and in FY 2002 53% of the graduates obtained training-related employment.

Non-Public Colleges and Universities: Undergraduate and graduate education at 27 non-public colleges and universities. State support is provided through the Joseph A. Sellinger Program to 17 of these institutions.

Student Financial Assistance and Institutional Grants: Over 20 State financial aid programs that increase access and affordability for undergraduate/graduate students to attend higher education. Several programs are designed to attract graduate and undergraduate students into workforce shortage areas. Grants to graduate students, higher education institutions and regional centers are designed with different objectives, but all enhance higher education in Maryland.

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT (DHCD)

Community Development Block Grant (CDBG): The State distributes competitive Federal HUD funds to local governments in non-urban areas for eligible housing, public infrastructure, public facilities and economic development activities. Economic development activities (25% of the funds) must involve the employment of mostly low and moderate-income persons. These are generally used for loans to businesses for startup or expansion, or for infrastructure grants.

Community Services Block Grant (CSBG): Provides general operating support to Community Action Agencies across the state that serve people at or below 125% of federal poverty guidelines. Agencies provide a variety of services, including employment services, all designed to assist the customer in becoming self-sufficient.

DEPARTMENT OF HUMAN RESOURCES (DHR)

Food Stamp Employment and Training (FSET) and Able-Bodied Adults Without Dependent Children (ABAWD): Provides training and employment services to qualified food stamp recipients and ABAWD customers.

Child Care/Purchase of Care: Provides vouchers for child care to low-income families to enable them to achieve and maintain economic self-sufficiency.

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PROGRAM DESCRIPTIONS (CONTINUED)

THE MARYLAND PUBLIC WORKFORCE DEVELOPMENT SYSTEM

The Maryland Fatherhood Initiative Grant Program: Provides a variety of services to fathers including parenting skills instruction, education, employment development, and counseling.

Job Access/Reverse Commute (JARC): Creates or expands transportation opportunities for current and former Temporary Cash Assistance (TCA) recipients and other low-income workers.

DEPARTMENT OF LABOR, LICENSING AND REGULATION (DLLR)

Maryland Apprenticeship and Training Program: Brings together employers, employer associations, and jointly by management and organized labor to develop apprenticeship programs. Apprentices typically earn 50% of the wage that fully-qualified workers earn.

Employment Service/Job Service: Provides a variety of self-services, facilitated self-help services, and staff-assisted services to secure employment. The program is designed to assist all employers seeking employees and people seeking employment.

Veterans' Services: Provides employment services to all veterans, including veterans with service-connected disabilities. Such services include employability and job development, job placement assistance, vocational guidance, training services, referral to supportive services and case management.

Labor Market Information: Provides a wide range of workforce and labor market information that facilitates career decisions, job search, economic development and planning for education and human resources. Users are varied and include, but are not limited to, Workforce Investment Area Directors, and their staffs, employers, educators, as well as economic development organizations.

Maryland Business Works: New State program designed to support existing Maryland businesses in the retention and growth of their workforce. It encourages the promotion and creation of additional job opportunities and improves worker retention by increasing the skill level of the existing workforce.

MetroTech: D.C. Metropolitan Area workforce development initiative designed to address the hiring needs of employers seeking to fill technology positions in the Information Technology (IT) and Biotechnology (Biotech) fields. MetroTech serves to upgrade the skills of IT/Biotech professionals who have recently been laid-off from their jobs through no fault of their own.

Skills-based Training for Employment Promotion (STEP): STEP, which is co-administered with the Governor's Workforce Investment Board, provides skills upgrade training for low-income working parents. Participating employers provide 50% of the training costs and agree to promote their incumbent workers, guarantee benefits and increase their salary after training.

Trade Adjustment Assistance (TAA) Services: TAA provides job training, out-of-state job search assistance, relocation assistance and travel allowance for training to displaced manufacturing workers where the layoff or plant closure is caused by foreign competition.

Unemployment Insurance: Provides financial benefits to workers unemployed through no fault of their own. The program is primarily funded through employer and employee contributions. The State determines employer tax rates and collects taxes to fund the benefit outlays. Participant and outcomes information is for Program Year (Federal) 2003 (7/1/02 – 6/30/03).

Work, Not Welfare Tax Credit (the Employment Opportunity Credit (EOC)): Designed to assist welfare recipients in securing employment. It provides a financial incentive in the form of State income tax credits for employers who hire these individuals.

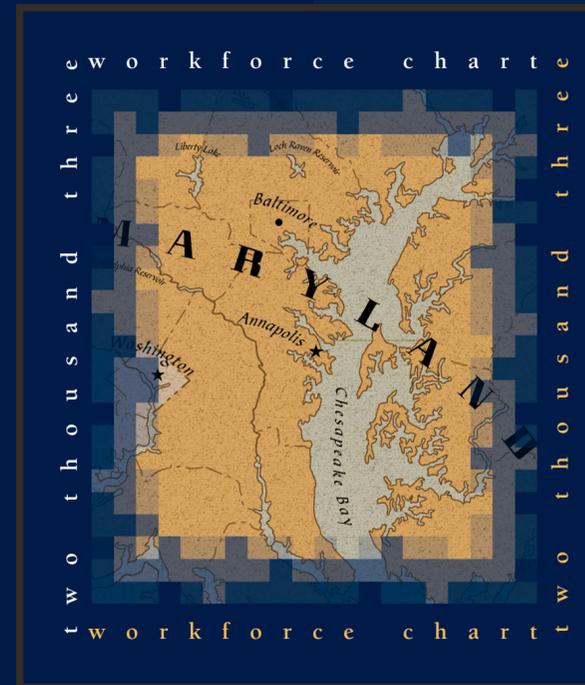
Work Opportunity Tax Credit/Welfare-to-Work Tax Credit: Designed to help individuals, such as welfare/social service recipients, persons with disabilities, youth, and low-income individuals, who have consistently had the most difficulty in securing employment. Employers are given a financial incentive, in the form of Federal income tax credits, for hiring these individuals.

Workforce Investment Act (WIA) Title I: A Federal program that assists adults, youth 14 – 21 years of age and dislocated workers to obtain employment services, assessment, employment assistance, and skills training. Program services are administered through 12 Workforce Investment Areas via One-Stop centers that offer citizens and employers access to publicly funded workforce services. Participant and outcomes information is for Program Year (Federal) 2002 (7/01/01 – 6/30/02). Note: *Adult Education, Wagner-Peyser, Perkins Act and Rehabilitation Services are also included in other WIA titles.*

MARYLAND ASSOCIATION OF COMMUNITY COLLEGES (MACC)

Technology Enhancement Consortium (TEC): Originally entitled the Maryland Applied Information Technology Initiative, Maryland Association of Community Colleges (MAITC MACC), MACC TEC expands the information technology capacity of community colleges. Competitive grant funding will assist in the development of joint marketing, curriculum review, program support in technology, program innovation and the pipeline program, and an effort to strengthen Information Technology instruction at the high school level. Under a separate award, the Association will allocate funding among the community colleges to help integrate information technology into the courses and programs of nursing and allied health programs. ■

THE MARYLAND PUBLIC WORKFORCE DEVELOPMENT SYSTEM CHART



THE MARYLAND PUBLIC WORKFORCE DEVELOPMENT SYSTEM CHART

Maryland's public workforce development system is critical to its economic development. Only with an expanded, properly trained workforce can Maryland maintain and expand its competitive edge.

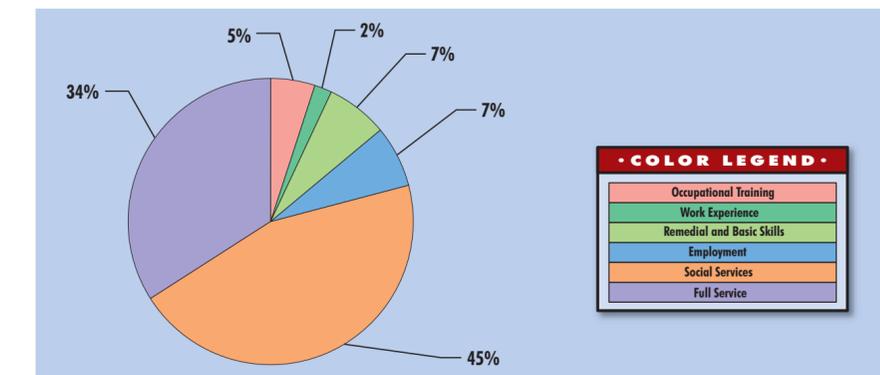
The workforce development system, however, is difficult to define and even more difficult to calculate. Maryland is one of the first states to attempt to do so. This workforce development system chart is an easy-to-read, visual representation of this effort.

Last year, the Governor's Workforce Investment Board put together the first ever Maryland Public Workforce Development System Chart. This year we have updated and expanded this chart, including six new programs. Unless otherwise noted, the available funds data are for Fiscal Year 2004 (7/1/03 – 6/30/04) and the Service Level and Impact/Outcome data are for Fiscal Year 2003 (7/1/02 – 6/30/03).

This chart shows eight State agencies administering thirty-one workforce development programs and the Federal and State funding for each. The chart, however, does not include investment in the K-12 system, teacher development programs, Job Corps, or adjudicated youth and adult programs. It also does not include some financial subsidies directly to citizens such as Temporary Assistance for Needy Families (TANF).

The chart illustrates \$2.4 billion in public workforce development spending; \$1.5 billion of that are State funds. 85% of the \$2.4 billion in funding goes to education programs. Of the 15% remaining funds, social service programs receive 45%, with the bulk for childcare and unemployment insurance payments. Full service workforce development programs account for another 34%. The types of programs with the least spending, in order from less to more, are work experience, occupational training, remedial/basic skills training, and employment programs.

Public Workforce Development Spending: Non-Education Programs (15% of total funding)



By looking at the workforce development system as a whole, we can evaluate whether we are funding our priorities. The Governor's Workforce Investment Board is committed to analyzing the entire system and to developing a method for evaluating its success. This chart is a first step towards leading the State to an efficient, successful, demand-driven workforce development system.

MARYLAND GOVERNOR'S WORKFORCE INVESTMENT BOARD

