

2010 MARYLAND'S WORKFORCE INDICATORS



GOVERNOR'S WORKFORCE INVESTMENT BOARD

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Governor's Workforce Investment Board

May 2011

Dear Workforce Stakeholder,

The Governor's Workforce Investment Board (GWIB) is pleased to share this report, *Maryland's Workforce Indicators: 2010*. The report provides an overview and analysis of our State's workforce, by compiling relevant data, produced by multiple agencies and published in multiple locations, into a single document. The report highlights key characteristics of Maryland's workforce and examines other factors of influence.

The report shows that Maryland is recovering from the national economic downturn. The State has added jobs in the past year, our unemployment rate remains well below the national average and our education and workforce investment systems continue preparing students and workers with the skills needed to succeed in today's workplace. The report also addresses some challenges, such as addressing Maryland's pool of untapped workers and reducing literacy and math remediation rates for students entering college.

One theme found throughout the report is that skilled workers have the best job opportunities. Indicators such as earnings, current and projected job growth all point to the same conclusion: workers who attain the right education and training will have the best opportunities to succeed and thrive. This report illustrates the continued need for Maryland's government, business, education and workforce development leaders to work together to maintain and grow our highly educated and skilled workforce while creating additional employment and training opportunities for all Marylanders to participate and succeed in the 21st century economy.

We are fortunate to live in a State where our leadership understands the need and opportunities for skilled workers and has made workforce development a priority. In March 2010, Governor O'Malley launched Skills2Compete Maryland, his vision for Marylanders to gain the skills and credentials needed to get good jobs with family supporting wages. I encourage you to visit www.skills.maryland.gov to learn more about this important initiative.

I hope that you find this report to be useful and informative. The full report is available on the GWIB website: www.gwib.maryland.gov.



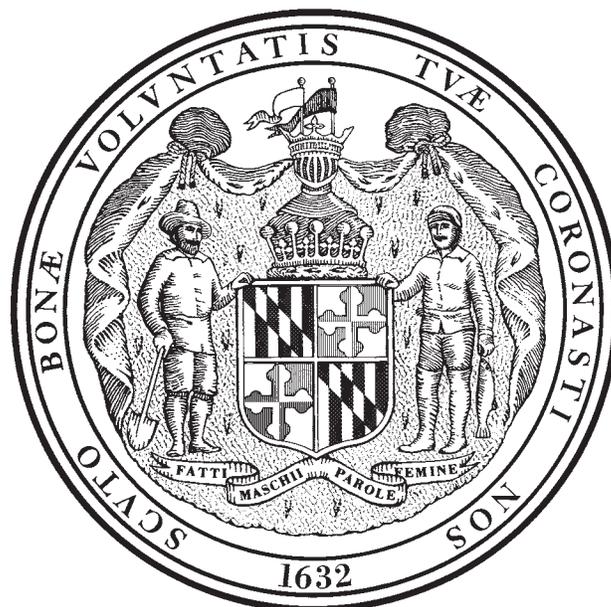
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Alexander M. Sanchez
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Maryland's Workforce Indicators: 2010 presents an overview of current conditions and notable trends affecting Maryland's workforce and economy. In this report, the Governor's Workforce Investment Board (GWIB) assembled an array of relevant labor market information, education, and economic data, which are collected and disseminated by different state and federal agencies. By gathering this information into a single annual report, the GWIB hopes to present an overall profile that provides a measurable representation of the health of Maryland's workforce now and into the future. This annual report will, over time, reveal trends and patterns that will assist the GWIB, business leaders, and other workforce policymakers, in developing policies and programs to ensure Maryland's continued strength and competitiveness well into the 21st century.

The report confirms that Maryland's workforce is strong and dynamic, leading many states in educational attainment, labor force participation rate and earnings. Leading indicators show an economy that is recovering and creating good jobs requiring all levels of skilled workers. Although some indicators show the effects of the most recent national economic downturn, Maryland's prospects for long-term growth remain positive. This growth is supported by a stable pipeline of workers, a strong PreK-20 educational system, job recovery, and a highly engaged and educated immigrant population. In addition, Maryland's highly ranked public school system, noted for its high percentage of advanced placement students, contributes to a pipeline of highly educated workers that can support Maryland's emerging industries. While the recent economic crisis may impact this outlook, this strong workforce foundation positions Maryland well for the future.

There are also several challenges that lie ahead. These include replacing retiring workers, discouraging out-of-state migration and reducing literacy and math remediation rates for entering college students. The data also show a significant population of potentially untapped or underutilized workers, who, with appropriate education and training, can contribute even further to Maryland's strong workforce foundation. These challenges contribute to an increasingly wide skills gap that leaves some employers unable to meet their workforce needs, and renders unskilled workers unable to secure family-sustaining employment. Proactively addressing these emerging trends will enhance Maryland's already strong competitive edge, and its ability to attract and grow jobs and develop skilled workers across all skill levels.

About the Governor's Workforce Investment Board

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

This report is available online at: www.gwib.maryland.gov.

Updated Data

At the time of the original publication of this report, jobs and labor force data were only available through October, 2010. In this version of the report, data are provided for the entirety of 2010.

In Brief: The number of jobs has started to recover. Between December 2009 and December 2010, Maryland gained 11,300 jobs. The largest job gains were seen in the Trade, Transportation, Warehousing & Utility and the Education & Health Care sectors. For six consecutive months, there were more jobs in Maryland than in the same month in the

Table: Key Indicators of Job Growth (Seasonally Adjusted Data)

| Key Indicators | Maryland | United States | Maryland's Rank |
|--|-----------|---------------|------------------|
| Jobs (December 2010) | 2,513,400 | 130,260,000 | 20 th |
| One Year Change (December 2009 to December 2010) | +11,300 | 940,000 | 22 nd |
| One Year Change (December 2009 to December 2010) | 0.5% | 0.7% | 29 th |

Data Source: Maryland Department of Labor, Licensing and Regulation, Seasonally Adjusted Data

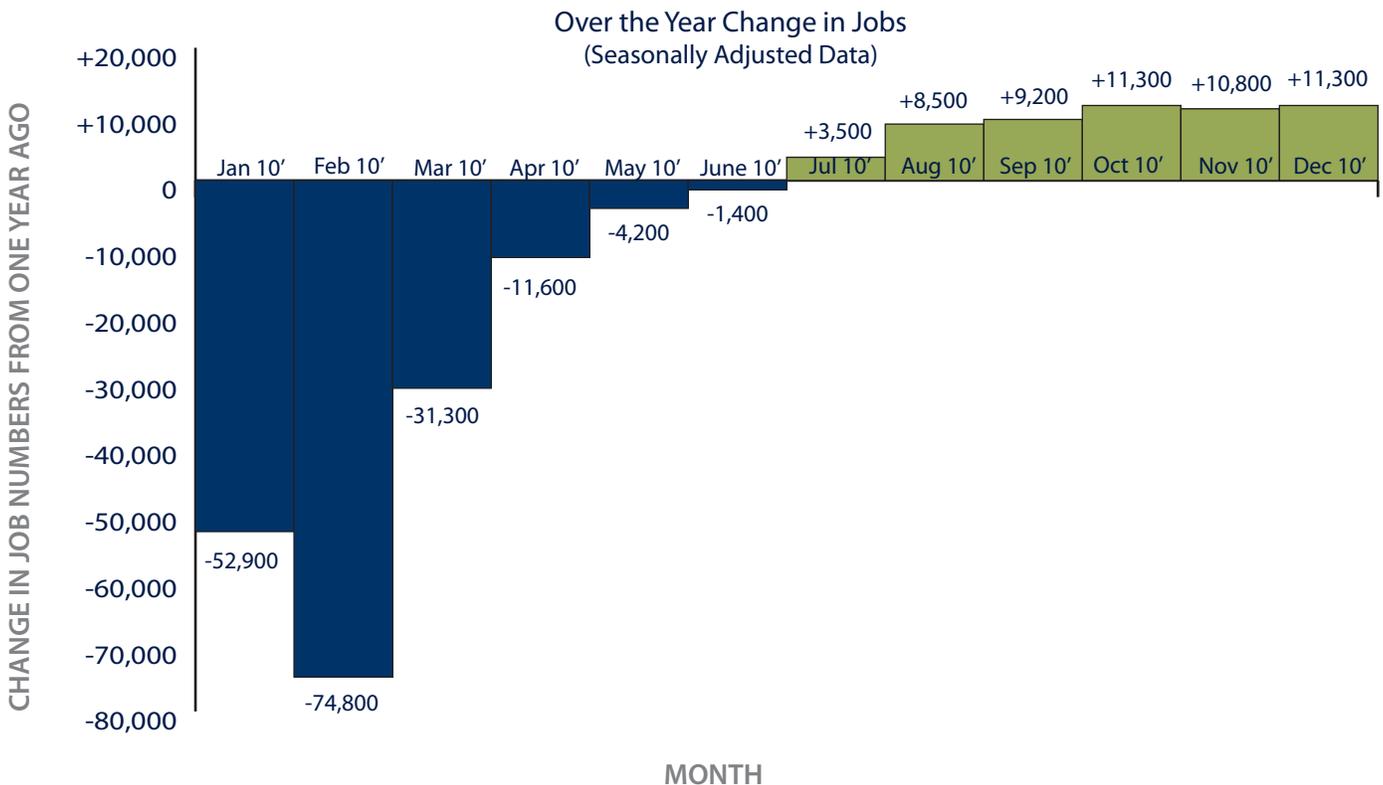
Table: Jobs in Maryland, October 2009 to October 2010 (Seasonally Adjusted Data)*

| Industry Title | Jobs: December 2009 | Jobs: December 2010 | Change: December 2009 to December 2010 | Change: December 2009 to December 2010 |
|--|------------------------|------------------------|---|---|
| Total Nonfarm | 2,502,100 | 2,513,400 | 11,300 | 0.5% |
| <i>Natural Resources, Mining & Construction</i> | 146,700 | 143,300 | -3,400 | -2.3% |
| <i>Manufacturing</i> | 116,000 | 112,500 | -3,500 | -3.0% |
| <i>Durable Goods</i> | 62,200 | 59,700 | -2,500 | -4.0% |
| <i>Nondurable Goods</i> | 53,800 | 52,800 | -1,000 | -1.9% |
| <i>Trade, Transportation, Warehousing, Utilities</i> | 433,400 | 440,400 | 7,000 | 1.6% |
| <i>Wholesale Trade</i> | 85,600 | 85,000 | -600 | -0.7% |
| <i>Retail Trade</i> | 273,600 | 278,500 | 4,900 | 1.8% |
| <i>Transportation, Warehousing, & Utilities</i> | 74,200 | 76,900 | 2,700 | 3.6% |
| <i>Information</i> | 44,000 | 43,500 | -500 | -1.1% |
| <i>Financial Activities</i> | 144,500 | 141,500 | -3,000 | -2.1% |
| <i>Finance and Insurance</i> | 101,900 | 100,000 | -1,900 | -1.9% |
| <i>Real Estate & Rental & Leasing</i> | 42,600 | 41,500 | -1,100 | -2.6% |
| <i>Professional and Business Services</i> | 381,800 | 388,600 | 6,800 | 1.8% |
| <i>Professional, Scientific, & Technical Services</i> | 222,000 | 223,800 | 1,800 | 0.8% |
| <i>Management of Companies & Enterprises</i> | 19,800 | 19,600 | -200 | -1.0% |
| <i>Administrative & Support Services</i> | 140,000 | 145,200 | 5,200 | 3.7% |
| <i>Educational & Health Care & Social Assistance</i> | 396,700 | 403,800 | 7,100 | 1.8% |
| <i>Educational Services</i> | 73,000 | 75,100 | 2,100 | 2.9% |
| <i>Health Care & Social Assistance</i> | 323,700 | 328,700 | 5,000 | 1.5% |
| <i>Leisure & Hospitality</i> | 227,000 | 227,200 | 200 | 0.1% |
| <i>Arts, Entertainment, & Recreation</i> | 34,600 | 34,500 | -100 | -0.3% |
| <i>Accommodation & Food Services</i> | 192,400 | 192,700 | 300 | 0.2% |
| <i>Other Services</i> | 115,500 | 114,700 | -800 | -0.7% |
| <i>Government</i> | 496,500 | 497,900 | 1,400 | 0.3% |
| <i>Federal Government</i> | 134,200 | 139,300 | 5,100 | 3.8% |
| <i>State Government</i> | 111,800 | 113,100 | 1,300 | 1.2% |
| <i>Local Government</i> | 250,500 | 245,500 | -5,000 | -2.0% |

*Preliminary data, subject to revision. Data Source: Maryland Department of Labor, Licensing and Regulation, Seasonally Adjusted Data

Job Growth in the Past 12 Months, Largest Jobs Gains Seen in Educational Service, Health Care and Social Assistance

- Maryland's job growth of 11,300 (0.5 percent increase) between December 2009 and December 2010 was tied for 22nd highest in the nation. This was Maryland's largest December to December gain since 2007.
- The following bullets provide a sector by sector break down of job growth in Maryland.
 - **Natural Resources, Mining & Construction:** lost 3,400 jobs, a decrease of 2.3 percent.
 - **Manufacturing:** lost 3,500 jobs, a decrease of 3.0 percent.
 - **Trade, Transportation, Warehousing & Utilities:** added 7,000 jobs, an increase of 1.6 percent. The majority of the sector's jobs gains occurred in Retail Trade (added 4,900 jobs) and Transportation, Warehousing and Utilities (added 2,700 jobs). Wholesale trade lost 600 jobs.
 - **Information:** lost 500 jobs, a decrease of 1.1 percent.
 - **Financial Activities:** lost 3,000 jobs, a decrease of 2.1 percent.
 - **Professional & Business Services:** added 6,800 jobs. The majority of the sector's job gains occurred in Administrative and Support Services (added 5,200 jobs).
 - **Educational & Health Care:** added 7,100 jobs, an increase of 1.8 percent. The majority of the sector's job gains occurred in Health Care and Social Assistance (added 5,000 jobs).
 - **Leisure & Hospitality:** added 200 jobs, an increase of 0.1 percent.
 - **Other Services:** lost 800 jobs, a decrease of 0.7 percent.
 - **Government:** added 1,400 jobs, an increase of 0.3 percent. The number of Federal Government jobs increased by 5,100, while the number of Local Government jobs decreased by 5,000. The number of State Government jobs increased by 1,300.



Data Source: Maryland Department of Labor, Licensing and Regulation

Workers

In Brief: Maryland's workforce continued to rank among the nation's most productive and skilled. Compared to the rest of the United States, Maryland's residents have a high rate of participation in the labor force, a low unemployment rate, and high levels of educational attainment. The median age of Maryland's workers is higher than the national average.

Table: Key Indicators of Maryland's Workforce

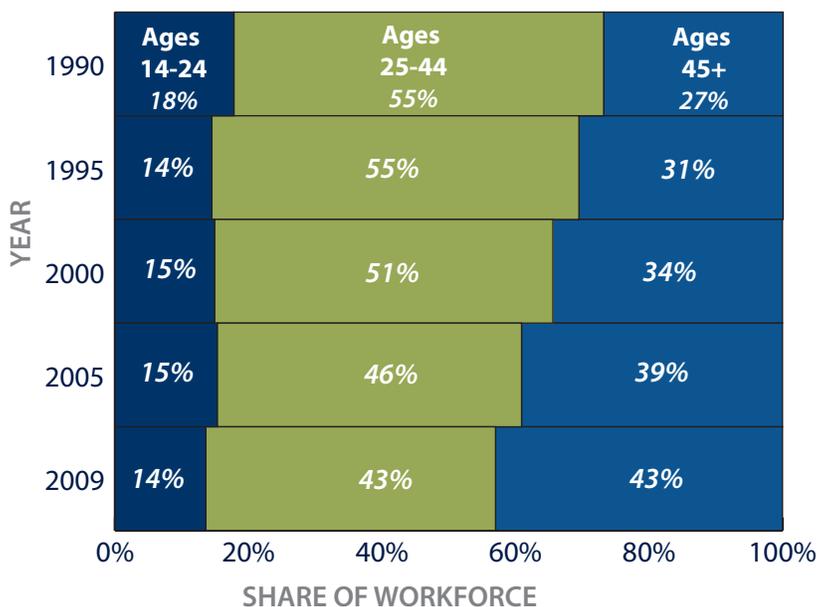
| Key Indicators | Maryland | United States | Maryland's Rank |
|--|-----------|---------------|-----------------------|
| Labor Force (December 2010) Seasonally Adjusted | 2,979,485 | 153,690,000 | 20 th |
| Employed People (December 2010) Seasonally Adjusted | 2,759,783 | 139,206,000 | 19 th |
| Labor Force Participation Rate (December 2010) Seasonally Adjusted | 66.7% | 64.3% | 19 th |
| Unemployed People (December 2010) Seasonally Adjusted | 219,702 | 14,485,000 | 22 nd |
| Unemployment Rate (December 2010) Seasonally Adjusted | 7.4% | 9.4% | 38 th |
| Median Age of Workers (2009) | 41 | 40 | 7 th (tie) |
| Have Completed High School or Equivalent (2009) | 88.2% | 85.3% | 22 nd |
| Have Completed a Bachelor's Degree (2009) | 35.7% | 27.9% | 4 th |
| Have Completed an Advanced Degree (2009) | 16.0% | 10.3% | 3 rd |

Maryland's Highly Skilled and Productive Workforce

- Maryland is home to the nation's 20th largest labor force, ranking between Missouri and Minnesota.
- The rate of Maryland's population who participate in the labor force (the labor force includes people who are working or looking for work) is 66.7 percent, the 19th highest in the nation.
- Maryland's unemployment rate of 7.4 percent ranks 38th in the nation and is below the national rate of 9.4 percent.
- Maryland's workforce is the 7th oldest in the United States, with a median age of 41 years.
- Maryland ranked 4th highest in the percentage of people with at least a bachelor's degree and 3rd highest in the percentage of people with a graduate or professional degree.

Data Sources: U.S. Department of Labor, Bureau of Labor Statistics and U.S. Census Bureau

Maryland's Workers, by Age Group: 1990 - 2009



How Maryland's Workforce is Aging

As people work longer, and as the large baby-boomer generation (people born between 1946 and 1964) ages, the age composition of the State's workforce has been changing.

As shown in the graphic to the left, there has been a large movement of workers from the 25-44 age group to the 45+ age group. In 1990, there were two workers in the 25-44 age group for every one worker in the 45+ age group. This ratio has changed over time, and in 2009, these age groups made up equal portions of the State's workers.

Data Source: U.S. Census Bureau

In Brief: The list of fastest growing occupations in Maryland is dominated by positions related to health care and science, technology, engineering and math (STEM) fields. Jobs that require training or education beyond high school account for the overwhelming majority of projected occupational openings between 2008 and 2018 in Maryland.

Table: Occupations in Maryland Projected to Grow the Fastest Between 2008 and 2018*

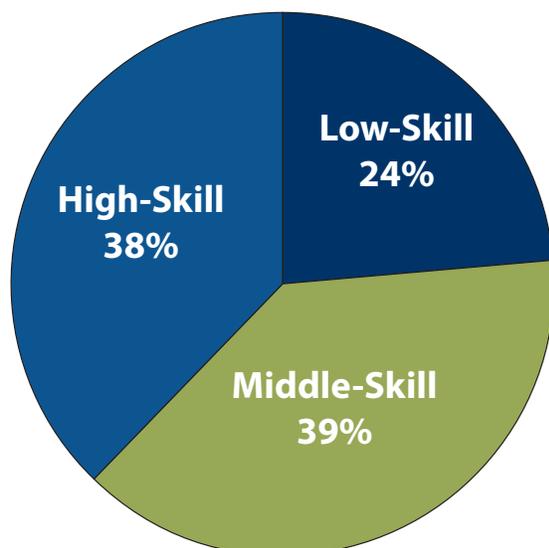
| Occupational Title | Projected Annual Openings | Projected Annual Growth Rate | Most Significant Source of Education or Training | Median Annual Wages |
|--|---------------------------|------------------------------|--|---------------------|
| Personal and Home Care Aides | 345 | 4.6% | Short-term on-the-job training | \$21,725 |
| Home Health Aides | 580 | 4.6% | Short-term on-the-job training | \$23,825 |
| Network Systems and Data Communications Analysts | 633 | 4.6% | Bachelor's degree | \$83,650 |
| Medical Scientists, Except Epidemiologists | 191 | 4.0% | Doctoral degree | \$88,025 |
| Physical Therapists | 180 | 3.4% | Master's degree | \$86,850 |
| Hotel, Motel, and Resort Desk Clerks | 206 | 3.3% | Short-term on-the-job training | \$21,875 |
| Civil Engineers | 345 | 3.1% | Bachelor's degree | \$77,975 |
| Compliance Officers** | 242 | 3.0% | Long-term on-the-job training | \$57,575 |
| Nonfarm Animal Caretakers | 247 | 3.0% | Short-term on-the-job training | \$21,525 |
| Personal Financial Advisors | 186 | 3.0% | Bachelor's degree | \$75,850 |
| Computer Software Engineers, Applications | 436 | 3.0% | Bachelor's degree | \$93,125 |
| Network and Computer Systems Administrators | 427 | 2.9% | Bachelor's degree | \$78,350 |
| Pharmacy Technicians | 317 | 2.9% | Moderate-term on-the-job training | \$29,425 |
| Taxi Drivers and Chauffeurs | 277 | 2.7% | Short-term on-the-job training | \$24,425 |
| Computer Software Engineers, Systems Software | 496 | 2.7% | Bachelor's degree | \$94,525 |

* Only includes occupations with at least 3,000 positions in 2008

**Excludes Agriculture, Construction, Health and Safety, and Transportation

Data Sources: Maryland Department of Labor, Licensing and Regulation

Projected Job Openings in Maryland, by Skill Level: 2008-2018



Data Source: Maryland Department of Labor, Licensing and Regulation,

The Importance of Training and Education

Numerous studies indicate that the majority of jobs in the foreseeable future will require some type of post-secondary training or education.

Middle-skill jobs, which require training or education beyond high school but not a four-year degree, are projected to make up 39 percent of job openings in Maryland between 2008 and 2018.

High skill jobs, which require at least a bachelor's degree, are projected to account for 38 percent of job openings.

Subsequently, less than one quarter of job openings will require a high school diploma or less.

Commuting Patterns

In Brief: Maryland is a net exporter of workers. Maryland's commuters have relatively long travel times, and their use of public transportation is among the highest in the nation.

Table: Key Indicators of Commuting

| Key Indicators | Maryland | United States | Maryland's Rank |
|---|--------------|---------------|------------------------|
| Percent of Workers Who Commute Outside of Home County (2009) | 46.6% | 27.3% | 2 nd |
| Average Travel Time to Work (2009) | 31.3 minutes | 25.1 minutes | 2 nd |
| Percent of Workers who Carpool (2009) | 10.0% | 10.0% | 29 th (tie) |
| Percent of Workers Who Commute via Public Transportation (2009) | 8.8% | 5.0% | 5 th (tie) |

Data Source: U.S. Census Bureau

High Use of Public Transportation, Long Commute Times

- Maryland residents had an average daily commute of 31.3 minutes in 2009. Only New Yorkers had a longer average daily commute, at 31.4 minutes.
- In 2009, 46.6 percent of Maryland residents worked outside of their home counties. This is the second highest rate in the nation.
- While the rate of carpooling in Maryland equals the national average, Maryland workers had the fifth highest rate of public transportation usage in the nation.

Table: Average Daily Commuting Patterns: 2006-2008

| Area | Commuters out of Maryland | Commuters into Maryland | Net Commuters from Maryland |
|-------------------------|---------------------------|-------------------------|-----------------------------|
| Delaware | 22,689 | 16,843 | -5,846 |
| Washington, DC | 300,405 | 42,915 | -257,490 |
| New Jersey | 1,009 | 1,235 | 226 |
| New York | 2,180 | 938 | -1,242 |
| Pennsylvania | 12,441 | 57,036 | 44,595 |
| Virginia | 123,874 | 59,808 | -64,066 |
| West Virginia | 4,495 | 18,099 | 13,604 |
| Elsewhere | 3,096 | 4,463 | 1,367 |
| Total, All Areas | 470,189 | 201,337 | -268,852 |

Data Source: U.S. Census Bureau

Maryland

- On average, 268,852 more people commuted out of Maryland than into Maryland each day, during 2006-2008.
- 470,189 Maryland residents commuted outside of Maryland each day. Washington, DC and Virginia were the work destinations for a majority of these commuters.
- 201,337 workers from other states commuted to jobs in Maryland. Most of these commuters came from their homes in Virginia, Pennsylvania and Washington, DC.

Average Travel Time to Work for Marylanders and Residents of Other Areas



Data Source: U.S. Census Bureau

In Brief: Maryland is the nation's 19th most populous state. The State added more than 40,000 new residents in 2009, a growth of about 0.7 percent. The out-migration of Maryland residents to other states and the in-flow of foreign immigrants continued to be important factors to Maryland's overall population.

Fastest Population Growth in Four Years

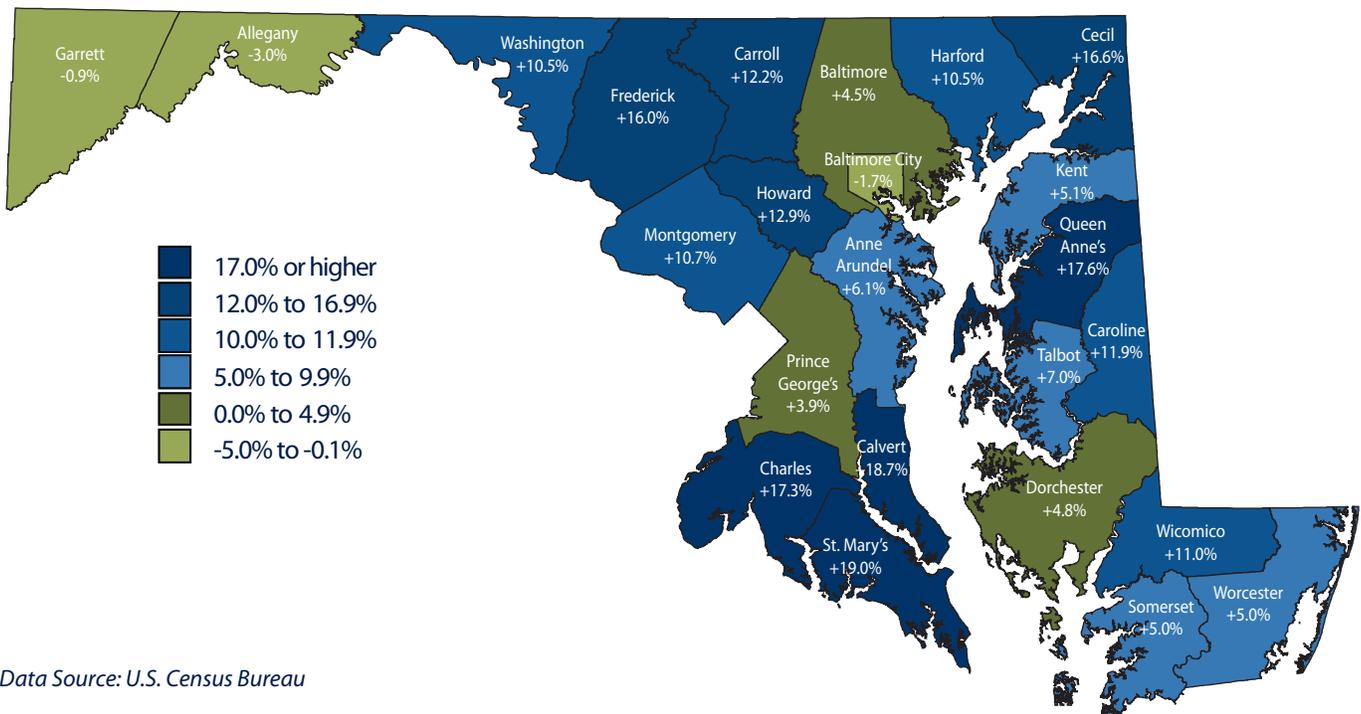
- Legal immigration continues to support the State's population growth, with more than 360,000 people becoming permanent legal residents or citizens in Maryland between 2000 and 2009.
- Maryland's population grew by 0.7 percent between 2008 and 2009, the State's fastest growth in four years. Maryland's population growth in 2009 ranked 28th in the nation, up from 40th in the prior two years.
- In 2008, Maryland continued an out-migration trend. The net outflow of 23,434 people from Maryland to other states in 2008 is smaller than the 26,536 net out-migration in 2007.

Table: Key Indicators of Population Trends

| Key Indicators | Maryland | United States | Maryland's Rank |
|---|------------------|--------------------|--------------------------------------|
| Population (2009) | 5,699,478 | 307,006,550 | 19 th |
| Population Growth (2008 to 2009) | 40,283 (+0.7%) | 2,631,704 (+0.9%) | 19 th (28 th) |
| Population Growth (2000 to 2009) | 388,899 (+07.3%) | 24,834,593 (+8.8%) | 17 th (23 rd) |
| New Citizens and Permanent Legal Residents (2009) | 43,821 | 1,874,533 | 10 th |
| Net Migration with Other States (2007-2008) | -23,434 | - | - |

Data Sources: U.S. Census Bureau, U.S. Department of Homeland Security, and Maryland Department of Planning

Population Growth in Maryland's Counties: 2000 to 2009



Data Source: U.S. Census Bureau

Immigration and Language

In Brief: Foreign-born people are an important and growing group of Marylanders. They come from all reaches of the globe and tend to possess either very high or very low levels of education.

Table: Key Indicators of Immigration and Language

| Key Indicators | Maryland | United States | Maryland's Rank |
|---|----------|---------------|------------------------|
| Foreign-Born Population (2009) | 12.8% | 12.5% | 12 th |
| Median Age of Foreign Born People (2009) | 40.4 | 41.1 | 21 st (tie) |
| Foreign-Born People with at Least a Bachelor's Degree (2009) | 39.8% | 26.8% | 4 th |
| Foreign-Born People with at Least a High School Diploma (2009) | 78.1% | 67.7% | 11 th |
| Newly Naturalized Citizens (2009) | 17,099 | 743,715 | 10 th |
| New Permanent Legal Residents (2009) | 26,722 | 1,130,818 | 11 th |
| Working Age People (18 to 64) Who Speak a Language Other than English at Home (2009)* | 16.4% | 20.9% | 17 th * |
| Linguistically-Isolated Households (2009) | 3.1% | 4.7% | 18 th |

*Data not available for Vermont and Wyoming.
Data Source: U.S. Census Bureau

Legal Immigration Bolsters Population Growth

- In 2009, 12.8 percent of Marylanders were born outside of the United States, up from 9.8 percent in 2000.
- A high proportion of foreign-born residents in Maryland have completed at least a bachelor's degree (39.8 percent for foreign-born versus 35.3 percent for native-born).
- At the other end of the educational spectrum, 19.9 percent of foreign-born people in Maryland do not have a high school diploma, compared with 10.9 percent for native-born people.
- Around 16 percent of working age (18 to 64) Marylanders speak a language other than English at home. About three percent of Maryland households are linguistically-isolated, meaning that no one in the household over the age of 14 speaks English "very well."

Maryland Residents: Naturalized or Became Permanent Legal Residents, by Year



Data Source: U.S. Department of Homeland Security

In Brief: Marylanders remain economically well-positioned, relative to rest of the United States. However, the most recent national recession affected the financial situation of many Maryland residents.

Highest Household Income, Low Poverty Rates

- In 2009, 38.5 percent of Maryland households with mortgages spent more than 30 percent of their income on selected housing costs. Maryland ranks 15th in the nation on this measure.
- Almost half (49.2 percent) of renters in Maryland spend more than 30 percent of their household income on rent and utilities. Maryland is the 10th highest in the nation on this measure.
- Along with 48 other states, Maryland saw its median household income decline between 2008 and 2009. Maryland's median income fell by 1.8 percent, from \$70,545 in 2008 to \$69,272 in 2009. The national median household income fell by 3.5 percent.
- The median value of an owner-occupied home in Maryland was \$318,600 in 2009. Between 2008 and 2009, the median value in Maryland fell from \$341,200 to \$318,600, a decrease of 6.6 percent. The median value for the entire United States fell by 6.3 percent.
- Maryland ranked 13th in foreclosures in 2009, with one in every 54 housing units in foreclosure. Maryland's foreclosure rate was lower than the national average.
- Although Maryland continued to rank very low in the poverty rate (49th in 2009), the rate increased from 8.1 percent in 2008 to 9.1 percent in 2009. The national poverty rate rose from 13.2 percent in 2008 to 15.3 percent in 2009.
- In FY 2010, the number of Maryland residents receiving Temporary Assistance for Needy Families (TANF) rose for the third consecutive year. The average number of TANF recipients in FY 2010 was 67,420, 15.7 percent higher than FY 2009.

Maryland households earned the highest median income in the United States in 2009, 38 percent higher than the national median household income.

Table: Key Indicators of Income and Affordability

| Key Indicators | Maryland | United States | Maryland's Rank |
|--|---------------------------------------|---------------------------------------|------------------------|
| Median Household Income (2009) | \$69,272 | \$50,221 | 1 st |
| Median Value of Owner-Occupied Housing Units (2009) | \$318,600 | \$185,200 | 6 th |
| Households with Mortgages who Spend More than 30 Percent of Income on Housing Costs (2009) | 38.5% | 37.5% | 15 th |
| Renter Households who Spend More than 30 Percent of Income on Rent and Utilities (2009) | 49.2% | 47.7% | 10 th |
| Foreclosure Rate (2009) | 1.87 (1 in every 54 housing units) | 2.21 (1 in every 45 housing units) | 13 th |
| People Living Below the Poverty Level (2009) | 9.1% | 14.3% | 49 th |
| Average Monthly TANF Recipients (FY 2010) | 67,420 | - | - |
| Unemployment Rate (October 2010, Preliminary) | 7.4% | 9.6% | 37 th (tie) |

Data Sources: U.S. Census Bureau, Realty Trac and Maryland Department of Labor, Licensing and Regulation

Maryland's Untapped Workers

In Brief: There are a number of Maryland residents who are unemployed, underemployed or facing barriers to employment. Given opportunities for education, training and other assistance, many of these individuals can be ready for entry or re-entry into the workforce, filling the need for skilled workers in Maryland.

Table: Key Indicators of the Untapped Workforce

| Key Indicators | Maryland |
|--|----------|
| Initial Claims for Unemployment Insurance (December 2010) | 37,284 |
| Youth, Ages 16 to 19, Without a High School Diploma and Not Enrolled in School (2009) | 15,609 |
| Adults, Ages 18 to 64, with Limited English Proficiency (2009) | 250,667 |
| Adults, Ages 18 to 64, without a High School Diploma or Equivalent (2009) | 372,343 |
| Ex-Offender Releases from County Jails and State Correctional Facilities in Maryland (FY 2009) | 154,156 |
| People with Disabilities, Ages 18 to 64, Not Employed or Not in the Labor Force (2009)* | 171,301 |
| Working Age Veterans (2009) | 282,195 |

*The U.S. Census Bureau changed its questions about disability status in the 2008 American Community Survey. Consequently, disability data from 2008 and later are not compatible with disability data from 2007 and earlier years.

Data Sources: U.S. Department of Labor, Maryland Department of Labor, Licensing and Regulation, U.S. Census Bureau, and Maryland Department of Public Safety and Correctional Services

Snapshot of Maryland Untapped Workers

- In December 2010, there were 37,284 initial claims for unemployment insurance in Maryland. This represents a decrease of 11,409 from the December 2009 figure of 48,693 initial claims.
- Of the 15,609 youth (ages 16 to 19) in Maryland who do not have a high school diploma and are not enrolled in school, only about 30.3 percent were working in 2009.
- There were 250,667 working age (ages 18 to 64) people in Maryland with Limited English Proficiency in 2009, meaning that they spoke English less than “very well.” This group accounts for 6.9 percent of the working age population.
- In 2009, 372,343 working age adults (ages 18 to 64) in Maryland did not have a high school diploma or an equivalent. This group of people accounts for 10.2 percent of the working age population.
- There were 14,775 releases from Maryland’s state correctional system. In addition, the jails run by Maryland’s counties had 139,381 releases.
- Maryland was home to 294,435 working age people (ages 18 to 64) with disabilities in 2009. Only 41.8 percent of these individuals were employed. By comparison, 78.6 percent of people without disabilities were employed.
- Approximately 7.8 percent (282,195) of Maryland residents between the ages of 18 and 64 were military veterans in 2009.

In Brief: Maryland's PreK-12 system is the beginning of the State's workforce pipeline. The outcomes of Maryland's students rank highly against national measures, including Advanced Placement (AP) participation and scores. Maryland's Career and Technology Education (CTE) programs are increasing the pipeline of students who are both ready for college and possess technical skills.

Table: Advanced Placement Outcomes

| Key Indicators | Maryland | United States | Maryland's Rank |
|--|----------|---------------|-----------------|
| Seniors who Took an AP Exam During High School (2009) | 40.0% | 26.5% | 2 nd |
| Seniors who Scored 3 or Higher on an AP Exam During High School (2009) | 24.8% | 15.9% | 1 st |

Data Source: The College Board

Table: Key Indicators of K-12 Performance

| Key Indicators | 2009-2010 School Year | 2008-2009 School Year | 2007-2008 School Year | 2006-2007 School Year |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| Total Enrollment (PreK-12) | 848,412 | 843,861 | 845,700 | 851,640 |
| High School Graduation Rate (4 Year Adjusted Cohort)* | 80.71% | * | * | * |
| Grades 9-12 Dropout Rate | 2.50% | 2.80% | 3.40% | 3.54% |
| Students Completing CTE Programs | 11,404 | 11,786 | 12,676 | 15,040 |
| CTE Completers who also Met USM's Admissions Requirements | 51.2% | 48.3% | 49.7% | 51.0% |
| Teachers with Advanced Professional Certifications | 59.8% | 55.8% | 51.0% | 46.8% |

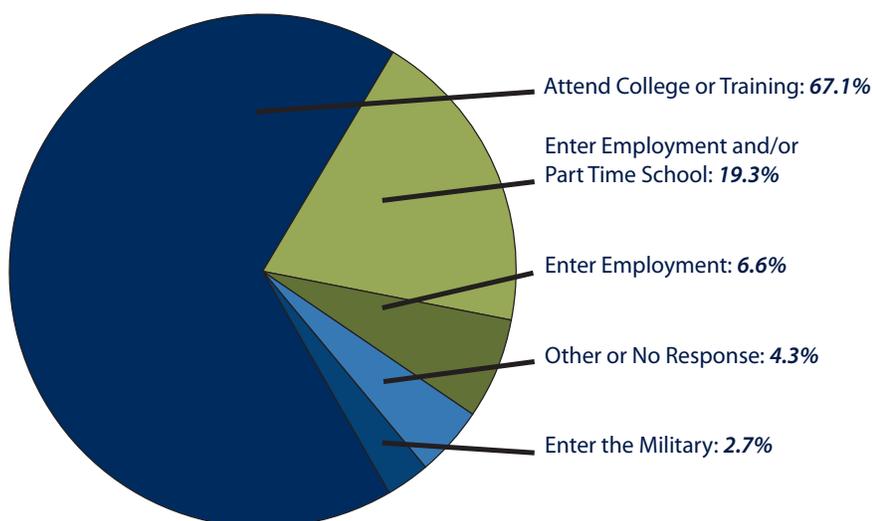
*Federal law now requires that Maryland use an adjusted cohort graduation rate to determine AYP by 2011.

Data Source: Maryland State Department of Education

AP Participation and Scores among the Nation's Highest

- Maryland ranked second in the nation in AP participation in 2009, with four out of every 10 high school seniors having taken an AP exam during high school.
- Maryland had the highest rate of high school seniors who scored at least 3 on an AP exam during high school. In Maryland, 24.8 percent of seniors scored at least 3, which generally qualifies students to receive college credit and/or placement into advanced courses.
- Maryland's overall high school dropout rate in the 2009-2010 school year was 2.5 percent, its lowest level in over 11 years.
- In the 2009-2010 school year, more than half of CTE completers (51.2 percent) also met the University System of Maryland's (USM) admission requirements.
- In the 2009-2010 school year, 59.8 percent of Maryland's teachers had advanced professional certifications.

Documented Decisions of High School Graduates in Maryland: 2009



Data Source: Maryland State Department of Education

Post Graduation Plans

In 2009, the majority of high school graduates in Maryland attended college or training.

- 47.6% entered four-year college
- 17.1% entered two-year college
- 2.4% entered a specialized school or training

About one of every five entered employment and/or school part time.

- 8% entered employment and school
- 11.3% entered part-time employment and/or school

Other students entered the workforce, joined the military or had other plans.

- 6.6% entered employment
 - 2% related to their high school program
 - 4.6% unrelated to their high school program
- 2.7% percent entered the military
- 4.3% percent provided some other or no response

Adult Learning

In Brief: Adult learning is critical to developing Maryland's workforce and closing the skills gap for the 730,000+ Maryland residents who do not have a high school diploma or have limited English speaking ability. Adult learning programs support workforce preparation by allowing underskilled and undereducated adults to upgrade their skills and gain employment in more highly skilled occupations.

Table: Key Indicators of Adult Learning Activities

| Key Indicators | FY 2010 | FY 2009 | FY 2008 |
|--|---------------|---------------|---------------|
| Adult Basic Education (ABE) Enrollment | 21,121 | 20,126 | 17,456 |
| Adult Secondary Education (ASE) Enrollment | 4,639 | 4,716 | 4,621 |
| English as a Second-Language (ESL) Enrollments | 16,998 | 16,851 | 15,491 |
| Total Enrollment | 42,758 | 41,693 | 37,568 |
| General Education Development (GED) Awards | 5,021 | 5,475 | 5,569 |
| External Diploma Program (EDP) | 600 | 581 | 602 |
| Total GEDs and Adult High School Diplomas | 5,621 | 6,056 | 6,171 |

Data Source: Maryland Department of Labor, Licensing and Regulation

Maryland's Highly Skilled and Productive Workforce

- In FY 2010, there were 42,758 enrollments in Maryland's adult learning programs, marking a 2.5 percent increase over FY 2009 enrollments.
- The number of adults receiving a Maryland high school diploma decreased by 7.2 percent from 2009, due to the unexpected closure of a high volume GED testing site. DLLR is working to establish a replacement testing site.
- About 90 percent of adults who completed a high school credential in FY 2010, did so by passing the GED tests. The other 600 individuals received their high school credential through the National External Diploma Program (NEDP), which allows adults to demonstrate their mastery of nationally standardized reading, writing and mathematical competencies.

Highlight: Adult Learning Transferred to the Department of Labor, Licensing and Regulation.

FY 2010 was the first year in which adult learning in the State of Maryland was run by the Maryland Department of Labor, Licensing and Regulation (DLLR). As a result of Senate Bill 203 in 2008, Maryland's adult and correctional education programs were transferred from the Maryland State Department of Education to DLLR's Division of Workforce Development and Adult Learning.

The move took place in July 1, 2009, and involved the transfer of 184.5 staff positions and 37 contractual workers. The successful coordination of the transfer resulted in uninterrupted service to students through the instructional grantees.

In Brief: Apprenticeship programs prepare workers for careers in technical and skilled-trade occupations, many of which are high-paying and in-demand careers.

Table: Newly Registered Apprentices in Maryland

| Key Indicators | Maryland |
|-------------------------------------|----------|
| Newly Registered Apprentices (2009) | 2,595 |
| Newly Registered Apprentices (2008) | 2,594 |
| Newly Registered Apprentices (2007) | 3,566 |
| Newly Registered Apprentices (2006) | 3,904 |

Data Source: Maryland Department of Labor, Licensing and Regulation

Table: Completed Apprenticeships in Maryland

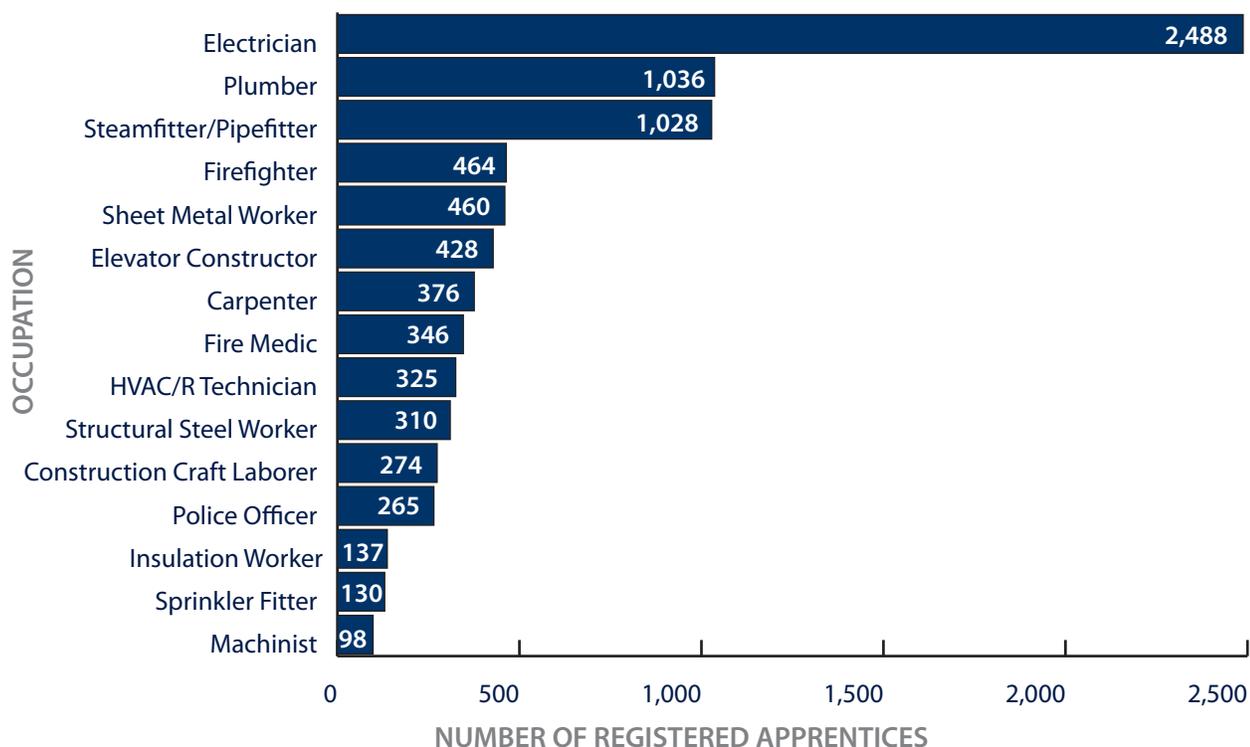
| Key Indicators | Maryland |
|----------------------------------|----------|
| Completed Apprenticeships (2009) | 1,022 |
| Completed Apprenticeships (2008) | 1,189 |
| Completed Apprenticeships (2007) | 1,119 |
| Completed Apprenticeships (2006) | 1,117 |

Data Source: Maryland Department of Labor, Licensing and Regulation

New Apprenticeship Registrations Stable in 2009

- As of July 2010, there were 9,209 registered apprentices, training and working in Maryland. These apprentices were preparing for careers in 67 different occupations.
- The majority of apprenticeship occupations in Maryland are related to the construction trade. There are, however, registered apprenticeships in other fields, such as public safety and health care.
- The number of newly registered apprentices in Maryland leveled off in 2009. Almost 2,600 people registered for an apprenticeship program in 2009.
- The number of people who completed apprenticeships in 2009 was about 14 percent lower than in 2008. Most apprenticeships are multi-year programs. Consequently, completion numbers are often influenced by enrollment numbers from a few years earlier.
- The graphic below shows the top 15 registered apprenticeship programs in Maryland, as of July 2010.

Top 15 Registered Apprentices in Maryland: July 2010



Data Source: Maryland Department of Labor, Licensing and Regulation

Private Career Schools

In Brief: After a couple of years of declining enrollments, driven largely by the declining real estate market, Maryland's private career schools (PCS) saw increased enrollments in FY 2009. In FY 2009, these institutions had a completion rate of 70 percent and an employment rate of 60 percent.

Table: Key Indicators for Private Career Schools

| Key Indicators | FY 2009 | FY 2008 | FY 2007 | FY 2006 |
|-----------------------------|---------|---------|---------|---------|
| Number of Schools | 174 | 172 | 161 | 156 |
| Number of Programs | 337 | 293 | 295 | 316 |
| Enrollments | 29,125 | 28,284 | 31,344 | 37,223 |
| Completion Rate | 70% | 71% | 69% | 69% |
| Employment (Placement) Rate | 60% | 59% | 62% | 64% |

Data Source: Maryland Higher Education Commission

PCS Enrollments Up in FY 2009

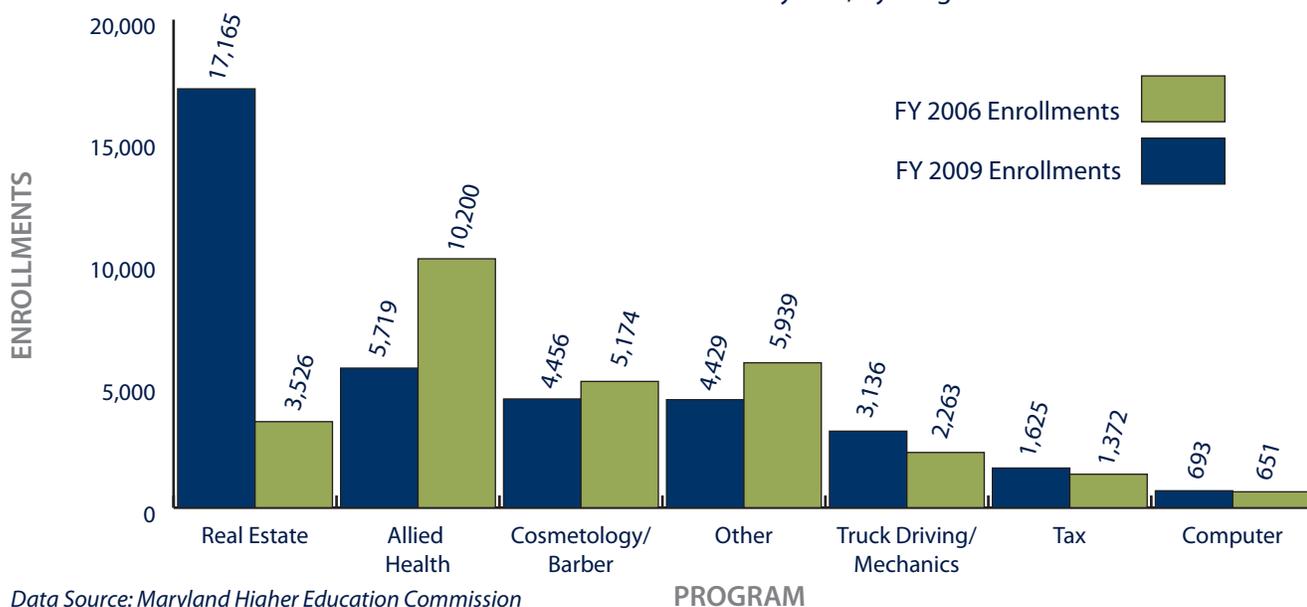
- The enrollments at Maryland's private career schools (PCS) rose by 841 (3 percent) to 29,125 in FY 2009, up from 28,284 in FY 2008.
- In FY 2009, the number of PCS increased by two to 174, and the number of programs increased by 44 to 337.
- The completion rate was 70 percent in FY 2009, relatively unchanged from values between 69 and 71 percent in preceding years.
- The employment rate was 60 percent in FY 2009, up slightly from FY 2008.

Large Shifts in Real Estate and Allied Health Enrollments

In FY 2006, Real Estate enrollments were at their peak and accounted for 46 percent of all PCS enrollments in Maryland. By FY 2009, enrollments in Real Estate programs had fallen sharply, accounting for only 12 percent of enrollments.

Allied Health enrollments moved in the opposite direction, up from 15 percent of PCS enrollments in FY 2006 to 35 percent of PCS enrollments in FY 2009.

Private School Enrollments in Maryland, by Program: 2006 and 2009



Data Source: Maryland Higher Education Commission

Institutions of Higher Education

In Brief: Maryland's highly-educated workforce is largely due to the state's outstanding network of colleges and universities. During the 2008-2009 school year, these institutions awarded over 59,000 credit-based degrees and certificates.

Table: Key Indicators for Higher Education

| Key Indicators | 2008-2009 Academic Year | 2007-2008 Academic Year | 2006-2007 Academic Year |
|---|----------------------------|----------------------------|------------------------------|
| Community College Fall Enrollments | 128,093 | 122,790 | 119,655 |
| Four-Year College Fall Enrollment* | 142,179 | 138,517 | 137,333 |
| Graduate and Professional Fall Enrollment* | 66,516 | 64,780 | 62,813 |
| Lower-Division Certificates Awarded | 4,091 | 3,724 | 3,975 |
| Associate Degrees Awarded | 11,287 | 11,051 | 10,415 |
| Bachelor's Degrees Awarded | 26,684 | 26,069 | 25,586 |
| Graduate and Professional Degrees Awarded | 17,563 | 17,049 | 16,530 |
| Total Degrees and Certificates Awarded | 59,625 | 57,893 | 56,506 |
| Students Needing Math Remediation in College** | - | - | 32% (Core) 49% (Non-Core) |
| Students Needing English Remediation in College** | - | - | 11% (Core) 22% (Non-Core) |
| Students Needing Reading Remediation in College** | - | - | 13% (Core) 25% (Non-Core) |

*Includes enrollments at public campuses and independent colleges and universities.

** Data includes students who graduated from Maryland high schools in 2005-2006 and who also enrolled at a Maryland college or university during the 2006-2007 academic year.

Data Source: Maryland Higher Education Commission

Enrollments and Degrees Up in 2008-2009 Academic Year

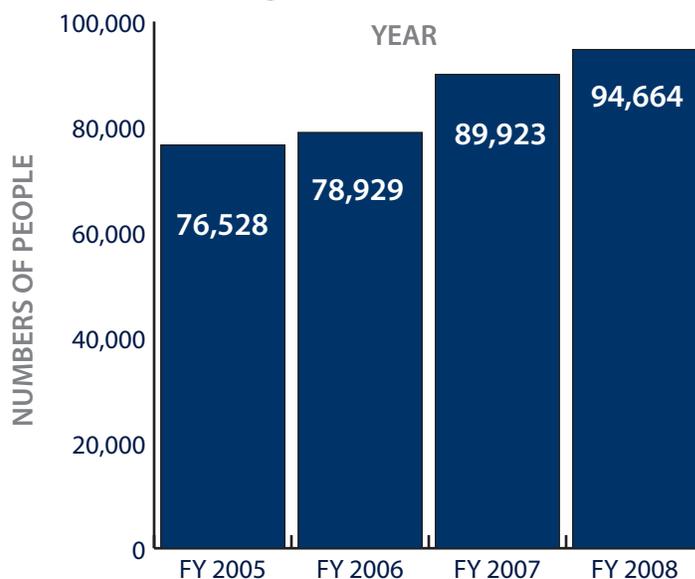
- Community college enrollments increased by 4.3 percent between Fall 2007 and Fall 2008.
- Undergraduate enrollment (not including community colleges) increased by 2.6 percent, and graduate and professional school enrollment increased by 3.5 percent.
- The 59,625 degrees and credit-based certificates awarded at Maryland IHE in 2008-2009 represent a 3.0 percent increase from the 57,893 awards in 2007-2008. Lower-division certificates saw the largest percent increase, rising by 9.9 percent during the same period.
- The need for students to take remedial coursework in college was highest in Math, followed by Reading and English. In all three subject areas, students who completed a college preparatory curriculum (core) in high school were less likely to need remediation in college than students who completed a non-core curriculum.

Highlight: Continuing Professional Education

In addition to providing for-credit programs, community colleges also offer opportunities for learning through continuing education coursework. Using continuing education opportunities, workers can learn skills that lead to professional licensure and certification.

In FY 2008, there were 94,664 enrollments in Continuing Professional Education (CPE) that lead to government or industry-required certification or licensure. This figure represents a one-year increase of 5.3 percent and a two-year increase of 19.9 percent in such enrollments.

Continuing Professional Education Enrollments Leading to Licensure or Certification



Data Source: Maryland Higher Education Commission

Institutions of Higher Education

Table: Degrees Awarded by Major Program

| Major Program | Lower Division Certificates | Associate | Bachelors | Masters | Doctorate | 2008-2009 Total | 2007-2008 Total | 2006-2007 Total |
|--|-----------------------------|---------------|---------------|---------------|--------------|-----------------|-----------------|-----------------|
| Agriculture | | | 204 | 53 | 16 | 273 | 239 | 213 |
| Architecture | | | 113 | 74 | 3 | 190 | 167 | 147 |
| Area Studies | | | 185 | 16 | 10 | 211 | 209 | 194 |
| Biological Science | | | 1,656 | 586 | 243 | 2,485 | 2,380 | 2,203 |
| Business | | | 4,846 | 4,397 | 42 | 9,285 | 8,628 | 8,370 |
| Communications | | | 1,606 | 103 | 12 | 1,721 | 1,618 | 1,483 |
| Computer Science | | | 1,328 | 961 | 50 | 2,339 | 2,613 | 2,702 |
| Education | | | 1,890 | 3,137 | 123 | 5,150 | 5,175 | 5,213 |
| Engineering | | | 1,197 | 859 | 231 | 2,287 | 2,088 | 2,107 |
| Fine Arts | | | 1,359 | 301 | 46 | 1,706 | 1,740 | 1,645 |
| Languages | | | 308 | 26 | 10 | 344 | 370 | 358 |
| Health | | | 1,791 | 1,296 | 777 | 3,864 | 3,722 | 3,603 |
| Home Economics | | | 199 | 2 | 4 | 205 | 255 | 206 |
| Law | | | 176 | 36 | 548 | 760 | 783 | 795 |
| Letters | | | 1,263 | 170 | 34 | 1,467 | 1,463 | 1,459 |
| Library Science | | | | 118 | 2 | 120 | 137 | 116 |
| Mathematics | | | 317 | 106 | 47 | 470 | 420 | 425 |
| Physical Science | | | 329 | 181 | 114 | 624 | 644 | 580 |
| Psychology | | | 1,826 | 458 | 59 | 2,343 | 2,220 | 2,204 |
| Public Affairs | | | 725 | 658 | 11 | 1,394 | 1,436 | 1,282 |
| Social Science | | | 4,191 | 1,114 | 98 | 5,403 | 5,192 | 5,018 |
| Theology | | | 90 | 125 | 9 | 224 | 228 | 253 |
| Transfers | | | | | | | | |
| <i>Interdisciplinary</i> | 20 | 278 | 1,085 | 278 | 19 | 1,680 | 1,704 | 1,857 |
| <i>Arts & Science</i> | 9 | 1,046 | | | | 1,055 | 1,203 | 1,092 |
| <i>Mathematics</i> | | 6 | | | | 6 | 4 | 5 |
| <i>Science</i> | | | | | | | 21 | 17 |
| <i>Biotechnology</i> | | 33 | | | | 33 | | |
| <i>Fine & Performing Arts</i> | | | | | | | 6 | |
| <i>Humanities & Social Science</i> | | 36 | | | | 36 | 12 | |
| <i>Engineering</i> | | 79 | | | | 79 | 98 | 92 |
| <i>General Studies</i> | 251 | 3,337 | | | | 3,588 | 3,312 | 3,187 |
| <i>Teacher Education</i> | | 148 | | | | 148 | 161 | 168 |
| <i>Early Childhood Education (AAT)</i> | | 70 | | | | 70 | 43 | 25 |
| <i>Elementary Education/ Generic Special Education (AAT)</i> | | 145 | | | | 145 | 148 | 146 |
| <i>Teacher's Aide</i> | | | | | | | 2 | |
| <i>Secondary Education - Chemistry (AAT)</i> | | 2 | | | | 2 | | |
| <i>Secondary Education - Mathematics (AAT)</i> | | 4 | | | | 4 | 3 | 5 |
| <i>Secondary Education - Spanish (AAT)</i> | | 3 | | | | 3 | 3 | 2 |
| <i>Business Administration</i> | | 1,127 | | | | 1,127 | 1,092 | 897 |
| <i>Computer Science</i> | | 67 | | | | 67 | 69 | 83 |
| <i>Technical/Professional Studies</i> | | | | | | 0 | | |
| <i>Personal Trainer</i> | 4 | 2 | | | | 6 | | |
| <i>Gerontology</i> | 1 | | | | | 1 | | |
| <i>Addictions Counseling</i> | 1 | | | | | 1 | | |
| Business & Communication Technology | 743 | 930 | | | | 1,673 | 1,684 | 1,617 |
| Data Processing | 312 | 571 | | | | 883 | 897 | 851 |
| Health Technology | 1,787 | 2,184 | | | | 3,971 | 3,471 | 3,657 |
| Mechanical & Engineering Technology | 494 | 341 | | | | 835 | 912 | 761 |
| Natural Science Technology | 54 | 179 | | | | 233 | 195 | 239 |
| Public Service Technology | 415 | 699 | | | | 1,114 | 1,125 | 1,228 |
| Directed Technology | | | | | | | 1 | 1 |
| Total | 4,091 | 11,287 | 26,684 | 15,055 | 2,508 | 59,625 | 57,893 | 56,506 |

Data Source: Maryland Higher Education Commission

Workforce Investment System

In Brief: Maryland's local workforce investment areas operate a network of 35 One-Stop workforce centers. Collectively, Maryland's 12 local workforce investment agencies help create a strong workforce by connecting skilled workers with business that need qualified employees.

Their core work includes:

- linking qualified candidates to current job vacancies,
- ensuring business customers' labor market needs are met, and
- honing the workforce toolkit of Maryland's One-Stop workforce centers.

Maryland's workforce investment system also helps to build consensus on important workforce policy and appropriations issues through advocacy at the state and federal levels. The 12 local areas work closely with the Maryland DLLR and the GWIB to support a locally-driven, yet comprehensive workforce investment system.

Table: Key Indicators for Maryland's Workforce Investment System

| Key Indicators | Program Year 2009 | Program Year 2008 | Program Year 2007 | Program Year 2006 |
|----------------------------|----------------------|----------------------|----------------------|----------------------|
| One-Stop Enrollments | 195,196 | 179,688 | 137,840 | 126,171 |
| One-Stop Job Placements | 64,574 | 62,562 | 57,419 | 46,446 |
| Job Skills Training | 8,859 | 7,781 | 6,547 | 4,895 |
| Incumbent Worker Training | 6,236 | 4,378 | 5,234 | 5,557 |
| Business Services Provided | 35,965 | 29,503 | 41,227 | 39,326 |

Data Source: Maryland Department of Labor, Licensing and Regulation and Workforce Investment Network for Maryland

More than 195,000 Enrollments at Maryland's One-Stop Centers in PY 2009

- In Program Year (PY) 2009, more than 195,000 people registered in person at one of Maryland's 35 One-Stop centers, or online at www.mwejobs.com. This represents an 8.6 percent increase from PY 2008 and a 41.6 percent increase from PY 2007.
- The number of job placements increased to 64,574 in PY 2009, an increase of 3.2 percent from PY 2008.
- The number of trainings, both job skills training and incumbent worker training, increased in PY 2009.
 - More than 8,800 people received jobs skills training in PY 2009, a 13.9 percent increase of PY 2008.
 - Job skills training includes: Individual Training Accounts, On-the-Job-Training, customized training for new employees, pre-vocational training and other training for new employees.
 - Incumbent worker training also increased in PY 2009, by more than 40 percent.
 - Incumbent worker training includes: the Maryland Business Works (MBW) program, customized training for incumbent workers (outside of the MBW), and other training for incumbent workers.
- Businesses received 35,965 services from Maryland's One-Stop centers in PY 2009, an increase of almost 22 percent over the previous year.

Area Comparisons

In Brief: The following tables provide comparisons of Maryland, nearby states, Washington, D.C. and the United States on most, but not all, of the workforce indicators presented in the preceding pages. Data sources are listed in the References and Notes section.

Table: Area Comparisons

| Key Indicators | Maryland | Delaware | New Jersey | New York | North Carolina | Pennsylvania | Virginia | Washington, D.C. | West Virginia | United States |
|---|--------------|--------------|--------------|--------------|----------------|--------------|--------------|------------------|---------------|---------------|
| JOBS | | | | | | | | | | |
| Jobs (December 2010) | 2,513,400 | 413,700 | 3,844,700 | 8,557,900 | 3,856,900 | 5,639,900 | 3,626,500 | 714,100 | 744,500 | 130,260,000 |
| One Year Change (December 2009 to December 2010) | 11,300 | 3,600 | -17,000 | 67,800 | 5,400 | 63,900 | 11,300 | 10,300 | 3,200 | 940,000 |
| One Year Change (December 2009 to December 2010) | 0.5% | 0.9% | -0.4% | 0.8% | 0.1% | 1.1% | 0.3% | 1.5% | 0.4% | 0.7% |
| WORKERS | | | | | | | | | | |
| Labor Force (December 2010) | 2,979,485 | 422,624 | 4,472,545 | 9,574,933 | 4,461,716 | 6,326,175 | 4,182,608 | 778,935 | 331,150 | 153,690,000 |
| Employed People (December 2010) | 2,759,783 | 386,859 | 4,065,242 | 8,786,868 | 4,024,468 | 5,790,894 | 3,906,554 | 703,307 | 299,272 | 139,206,000 |
| Labor Force Participation Rate (December 2010) | 66.7% | 60.7% | 65.4% | 61.9% | 61.7% | 63.2% | 68.4% | 53.3% | 66.2% | 64.3% |
| Unemployed People (December 2010) | 219,702 | 35,765 | 407,303 | 788,065 | 437,248 | 535,281 | 276,054 | 75,628 | 31,878 | 14,485,000 |
| Unemployment Rate (December 2010) | 7.4% | 8.5% | 9.1% | 8.2% | 9.8% | 8.5% | 6.6% | 9.7% | 9.6% | 9.40% |
| Median Age of Workers (2009) | 41.0 | 40.3 | 41.6 | 40.7 | 39.8 | 41.2 | 40.1 | 36.6 | 41.0 | 40.0 |
| Have Completed High School or Equivalent (2009) | 88.2% | 87.4% | 87.4% | 84.7% | 84.3% | 87.9% | 86.6% | 87.1% | 82.8% | 85.3% |
| Have Completed a Bachelor's Degree (2009) | 35.7% | 28.7% | 34.5% | 32.4% | 26.5% | 26.4% | 34.0% | 48.5% | 17.3% | 27.9% |
| Have Completed an Advanced Degree (2009) | 16.0% | 11.4% | 12.9% | 14.0% | 8.8% | 10.2% | 14.1% | 28.0% | 6.7% | 10.3% |
| COMMUTING PATTERNS | | | | | | | | | | |
| Percent of Workers Who Commute Outside of Home County (2009) | 46.6% | 19.4% | 45.3% | 35.4% | 27.7% | 29.3% | 52.3% | 25.7% | 31.9% | 27.3% |
| Average Travel Time to Work (2009) | 31.3 minutes | 23.6 minutes | 29.8 minutes | 31.4 minutes | 23.2 minutes | 25.4 minutes | 27.2 minutes | 29.2 minutes | 25.1 minutes | 25.1 minutes |
| Percent of Workers who Carpool (2009) | 10.0% | 8.9% | 8.7% | 7.4% | 10.7% | 9.0% | 10.4% | 6.7% | 10.3% | 10.0% |
| Percent of Workers Who Commute via Public Transportation (2009) | 8.8% | 3.8% | 10.6% | 26.6% | 1.0% | 5.3% | 4.4% | 37.1% | 0.9% | 5.0% |
| POPULATION | | | | | | | | | | |
| Population (2009) | 5,699,478 | 885,122 | 8,707,739 | 19,541,453 | 9,380,884 | 12,604,767 | 7,882,590 | 599,657 | 1,819,777 | 307,006,550 |
| Population Growth (2008 to 2009) | 40,823 | 8,911 | 44,341 | 73,664 | 133,750 | 38,399 | 87,166 | 9,583 | 4,904 | 2,631,704 |
| Population Growth (2008 to 2009) | 0.7% | 1.0% | 0.5% | 0.4% | 1.4% | 0.3% | 1.1% | 1.6% | 0.3% | 0.9% |
| Population Growth (2000 to 2009) | 388,899 | 98,711 | 276,818 | 543,409 | 1,301,501 | 319,263 | 778,057 | 27,913 | 12,815 | 24,834,593 |
| Population Growth (2000 to 2009) | 7.3% | 12.6% | 3.3% | 2.9% | 16.1% | 2.6% | 11.0% | 4.9% | 0.7% | 8.8% |
| New Citizens and Permanent Legal Residents (2009) | 43,821 | 3,729 | 93,956 | 239,455 | 34,856 | 41,010 | 54,555 | 5,122 | 1,095 | 1,874,533 |

Area Comparisons

Table: Area Comparisons

| Key Indicators | Maryland | Delaware | New Jersey | New York | North Carolina | Pennsylvania | Virginia | Washington, D.C. | West Virginia | United States |
|--|-----------|-----------|------------|-----------|----------------|--------------|-----------|------------------|---------------|---------------|
| IMMIGRATION AND LANGUAGE | | | | | | | | | | |
| Foreign-Born Population (2009) | 12.8% | 8.4% | 20.2% | 21.4% | 7.1% | 5.5% | 10.2% | 12.0% | 1.3% | 12.5% |
| Median Age of Foreign Born People (2009) | 40.4 | 36.9 | 42.5 | 44.4 | 35.9 | 41.5 | 39.7 | 39 | 42.5 | 41.1 |
| Foreign-Born people with at Least a Bachelor's Degree (2009) | 39.8% | 38.7% | 35.6% | 28.2% | 26.6% | 35.8% | 40.2% | 48.1% | 53.8% | 26.8% |
| Foreign-Born people with at Least a High School Diploma (2009) | 78.1% | 74.9% | 78.5% | 72.6% | 64.5% | 78.3% | 80.4% | 76.7% | 87.3% | 67.7% |
| New Permanent Legal Residents (2009) | 26,722 | 2,184 | 58,879 | 150,722 | 18,562 | 24,105 | 29,825 | 2,934 | 734 | 1,130,818 |
| Newly Naturalized Citizens (2009) | 17,099 | 1,545 | 35,077 | 88,733 | 16,294 | 16,905 | 24,730 | 2,188 | 361 | 743,715 |
| Working Age People (18 to 64) Who Speak a Language Other Than English at Home (2009) | 16.4% | 12.8% | 30.6% | 30.2% | 10.7% | 9.9% | 14.6% | 13.6% | 2.4% | 20.9% |
| Linguistically-Isolated Households (2009) | 3.1% | 2.2% | 7.2% | 8.3% | 2.6% | 2.1% | 2.5% | 2.5% | 0.3% | 4.7% |
| INCOME AND AFFORDABILITY | | | | | | | | | | |
| Median Household Income (2009) | \$69,272 | \$56,860 | \$68,342 | \$54,659 | \$43,674 | \$49,520 | \$59,330 | \$59,290 | \$37,435 | \$50,221 |
| Median Value of Owner-Occupied Housing Units (2009) | \$318,600 | \$249,400 | \$348,300 | \$306,000 | \$155,500 | \$164,700 | \$252,600 | \$443,700 | \$94,500 | \$185,200 |
| Households with mortgages who spend more than 30 percent of income on housing costs (2009) | 38.5% | 36.0% | 46.8% | 40.9% | 32.3% | 32.6% | 36.0% | 38.9% | 24.2% | 37.5% |
| Renter households who spend more than 30 percent of income on rent and utilities (2009) | 49.2% | 49.9% | 49.9% | 48.8% | 45.6% | 44.2% | 45.6% | 46.7% | 40.5% | 47.7% |
| Foreclosure Rate (2009) | 1.87% | 0.78% | 1.81% | 0.63% | 0.69% | 0.82% | 1.59% | 1.14% | 0.17% | 2.21% |
| People Living Below the Poverty Level (2009) | 9.1% | 10.8% | 9.4% | 14.2% | 16.3% | 12.5% | 10.5% | 18.4% | 17.7% | 14.3% |
| UNTAPPED WORKERS | | | | | | | | | | |
| Initial Claims for Unemployment Insurance (December 2010) | 37,284 | 6,645 | 69,003 | 145,086 | 83,358 | 156,312 | 40,999 | 4,210 | 3,699 | 2,382,661 |
| Youth, Ages 16 to 19, Without a High School Diploma and Not Enrolled in School (2009) | 15,609 | 2,928 | 15,805 | 61,388 | 38,766 | 37,346 | 16,794 | 2,841 | 8,539 | 1,053,234 |
| Adults, Ages 18 to 64, with Limited English Proficiency (2009) | 250,667 | 30,277 | 760,531 | 1,785,542 | 324,756 | 305,487 | 307,195 | 18,306 | 8,099 | 18,655,718 |
| Adults, Ages 18 to 64, without a High School Diploma or Equivalent (2009) | 372,343 | 62,273 | 576,508 | 1,640,536 | 804,745 | 740,604 | 570,359 | 47,704 | 152,789 | 25,531,073 |
| People with Disabilities, Ages 18 to 64, Not Working or Not in Labor Force (2009)* | 171,301 | 37,717 | 251,815 | 722,194 | 435,809 | 542,533 | 271,998 | 30,321 | 141,001 | 12,330,893 |
| Working Age Veterans (2009) | 282,195 | 45,133 | 225,088 | 522,880 | 466,601 | 526,514 | 490,881 | 19,090 | 89,363 | 12,842,337 |
| K-12 EDUCATION | | | | | | | | | | |
| Seniors who Took an AP Exam During High School (2009) | 40.0% | 27.0% | 25.1% | 36.8% | 29.1% | 18.8% | 36.4% | 26.8% | 17.2% | 26.5% |
| Seniors who Scored 3 or Higher on an AP Exam During High School (2009) | 24.8% | 14.3% | 18.0% | 23.8% | 17.4% | 12.3% | 22.9% | 5.8% | 7.6% | 15.9% |
| INSTITUTIONS OF HIGHER EDUCATION | | | | | | | | | | |
| Associate Degrees Awarded (2007-2008) | 10,964 | 1,475 | 16,904 | 57,807 | 19,622 | 26,575 | 17,675 | 1,047 | 3,844 | 750,164 |
| Bachelor's Degrees Awarded (2007-2008) | 26,085 | 5,322 | 33,645 | 118,387 | 43,452 | 82,132 | 41,236 | 10,736 | 11,488 | 1,563,069 |
| Graduate and Professional Degrees Awarded (2007-2008) | 17,226 | 2,820 | 16,326 | 77,506 | 17,115 | 38,500 | 19,514 | 13,539 | 4,640 | 780,044 |

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AREA COMPARISONS

With the following exceptions all state comparisons use the same data sources as the respective, preceding sections of this document.

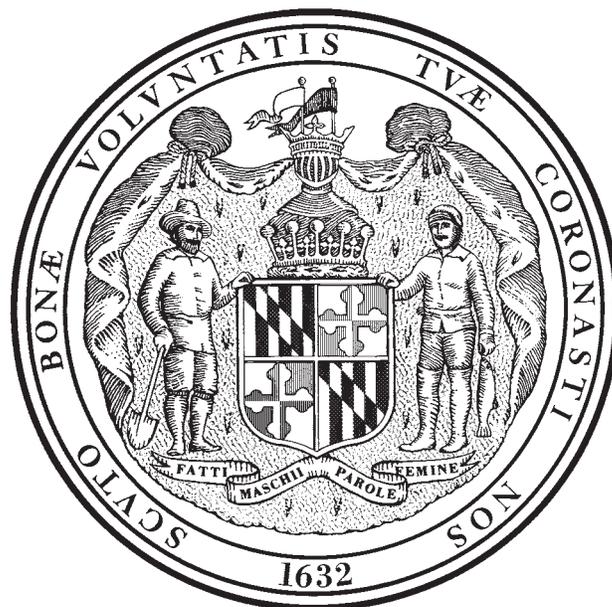
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- Workforce Investment Network for Maryland





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