

NEW INFORMATION TO PROMOTE SUCCESSFUL JOB SEARCH BY TEMPORARY CASH ASSISTANCE RECIPIENTS

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June 2006

The author of this report is David Stevens, who accepts full and sole responsibility for the accuracy of all data presented, statements made and conclusions reached. However, the report is the end product of a team effort within The Jacob France Institute that involved Jeff Gabriel, John Janak, Stacey Lee, Jane Staveley and Sang Truong.

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1.0 INTRODUCTION

This report delivers new information to the Maryland Department of Human Resources about employer hiring patterns in Baltimore City and Baltimore County. This information can be used to select promising industry destinations for successful job search by temporary cash assistance (TCA) recipients.

Three features of this report are new.¹

1. Data from the *Market-responsive Education and Employment Training System* (MEETS) program managed by The Jacob France Institute² provide age, gender and industry detail about the top 20 levels of 2004 hiring³ in Baltimore City and Baltimore County.
2. A concept of stable new hires focuses attention on accessions that result in continued affiliation with the new employer for more than three months; an indicator of shared employer and new employee satisfaction.
3. The industry mix of TCA recipient hires is compared to the industry composition of all female hires. Separate industry hire rankings are presented for women ages 19-34 and 35-54.

¹ Additional information, including estimated monthly salary amounts for stable new hires, can be provided. No occupational information about the new hires is available from the Census Bureau LED program QWI series of indicators.

² The MEETS program receives funds from the U.S. Department of Labor, Employment and Training Administration, Office of Policy Development and Research, and receives Quarterly Workforce Indicator (QWI) updates from the Census Bureau Local Employment Dynamics (LED) program with authorization from the Maryland Department of Labor, Licensing and Regulation (DLLR) for release of the data to The Jacob France Institute. Information about the MEETS program is available on-line at <http://www.ubalt.edu/jfi/meets>. Information about state coverage of the Census Bureau LED program and other process and technical documentation is available on-line at <http://lehd.dsd.census.gov>.

³ 2004 is the most recent full calendar year of Census Bureau LED program QWI series coverage for Maryland. Complete coverage of 2005 will be available in the fall of 2006.

2.0 DATA SOURCE

The Census Bureau LED program receives confidential administrative records from the Maryland Department of Labor, Licensing and Regulation (DLLR) under a data sharing agreement authorizing defined LED program uses of the records.

Two types of administrative record are delivered by DLLR to the Census Bureau LED program:

1. Quarterly Maryland unemployment insurance wage records, which is the source of our employer hiring calculations. More than 90 percent of individuals employed in Maryland are covered in the reports submitted by employers to DLLR in compliance with Maryland's unemployment compensation law.
2. Quarterly Census of Employment and Wages records, which is the source of the industry codes and employer locations used in this report.⁴

Four exclusions from required reporting are:

1. Federal agencies employing civilian workers.
2. Department of Defense units staffed by active duty military personnel.⁵
3. Independent contractors defined as such by their employer(s).
4. Self-employed individuals.

⁴ Measurement error occurs in the assignment of some employer worksite locations to a Baltimore City or Baltimore County address. Multi-establishment employers, those with more than one facility location in Maryland, are permitted but not required by DLLR to report all Maryland-based employees under a single address. The DLLR Office of Labor Market Information and Analysis tries to identify the facility-specific breakout of the employment total. However, even when successful, this does not define which employees work at a particular worksite. We adopt a practical employer address assignment strategy for this report—if a multi-establishment employer has a facility in Baltimore City, or Baltimore County, and elsewhere in Maryland, the local facility is chosen for analysis purposes.

⁵ The Jacob France Institute manages a Federal Employment Data Exchange System (FEDES) funded by the U.S. Department of Labor. The FEDES can be used to add hiring of new civilian employees by Federal agencies located in Baltimore City or Baltimore County. Military accessions information cannot be used for purposes other than those defined in Federal laws and regulations.

The DLLR administrative records maintained by the Census Bureau LED program begin in 1990 and are updated every quarter. These records are the starting point for calculation of the indicator values available in the LED Quarterly Workforce Indicator (QWI) series. The Census Bureau LED Program staff uses disclosure-proofing software to protect the anonymity of all individuals and employers represented in the administrative records received from DLLR.

Each UI wage record contains data fields that define the pairing of a reporting employer and an employee whose employment status and quarterly earnings have been reported by that employer for a defined quarter and year. The LED program software scans consecutive quarters to determine if the pairing of employer and employee continues from quarter to quarter, or is interrupted but then resumes again later, or ends and is not reestablished within a defined time limit.

3.0 THE CONCEPT OF STABLE NEW HIRE

Our counting of 2004 stable new hires in Baltimore City or Baltimore County begins with software detection of employer-employee pairings in three consecutive quarters— t , $t+1$ and $t+2$. We define the middle quarter, $t+1$, in each series of three consecutive quarters as a stable employment observation. Then, if the employer-employee pairing is not found for the $t-1$ quarter—the quarter before quarter t —we define this as a hire event that occurred in quarter t . Finally, we add the label *new hire* to indicate when an employee counted as a hire in quarter t had not been reported as an employee by the same employer in any of the three previous quarters— $t-2$, $t-3$ and $t-4$. We define those who had been reported as employed in one, two, or all three of these prior quarters as recalled employees who are not included in our calculations.

We summarize the previous paragraph—a stable new hire occurs when an employee begins work in reference quarter t and then is reported by the same employer as still being employed in both quarter $t+1$ and quarter $t+2$. This concept differs from the TANF high performance bonus job *retention* indicator, which requires only reported employment in consecutive quarters, without reference to a particular employer-employee pairing.

Our intent in calculating stable new hire information is to focus attention on mutually satisfied employers and employees—ones who have maintained their joint status for more than three months.⁶ Concentrated employee churning, frequent turnover after little time on the job, is not included in our calculations.

⁶ A person could begin work on the last day of quarter t and be reported as employed by the hiring employer for that quarter, then continue through all of quarter $t+1$ and be reported as employed for a second consecutive quarter, and finally work one day in quarter $t+2$ and leave for another job or activity but be reported as employed for the third consecutive quarter.

4.0 INTRODUCTION TO THE STABLE NEW HIRES DATA

Eight tables are presented—four each for Baltimore City and Baltimore County. This allows a reader to examine the Baltimore City or Baltimore County sequence of tables or compare the paired tables for Baltimore City and Baltimore County.

- **TABLE A**—Top 20 industries in Baltimore City ranked by number of 2004 *stable new hires* of women ages 19-54.
- **TABLE B**—Top 20 industries in Baltimore County ranked by number of 2004 *stable new hires* of women ages 19-54.
- **TABLE C**—Top 20 industries in Baltimore City (from Table A) now ranked by number of TCA recipient hires into these industries in Maryland during October-December 2004.
- **TABLE D**—Top 20 industries in Baltimore County (from Table B) now ranked by number of TCA recipient hires into these industries in Maryland during October-December 2004.
- **TABLE E**—Top 20 industries in Baltimore City ranked by number of TCA recipient hires in Maryland during October-December 2004; not the same concept as Table C that is limited to the top 20 industries based on overall number of stable new hires of women ages 19-54 during 2004. Here, an industry that is not included in the top 20 based on overall number of stable new hires of women ages 19-54 can rank high in the number of TCA recipient hires.
- **TABLE F**—Top industries in Baltimore County ranked by number of TCA recipient hires in Maryland during October-December 2004; again, not the same concept as Table D for the reason explained above.
- **TABLE G**—Top 20 industries in Baltimore City ranked by number of *stable new hires* of women—similar to Table A, but now showing separate rankings for women ages 19-34 and 35-54, as well as the summed number of stable new hires of these two sub-populations and the percentage of all 2004 stable new hires of women ages 19-54 in Baltimore City accounted for by each of the top 20 industries.
- **TABLE H**—Top 20 industries in Baltimore County ranked by number of *stable new hires* of women—similar to Table B, but now showing separate rankings for women ages 19-34 and 35-54, as well as the summed number of stable new hires of these two sub-populations and the percentage of all 2004 stable new hires of women ages 19-54 in Baltimore County accounted for by each of the top 20 industries.

5.0 THE TABLES AND DECISION-RELEVANT HIGHLIGHTS

Tables A and B

Table A for Baltimore City and **Table B** for Baltimore County show the top 20 industries ranked by the number of 2004 stable new hires of women ages 19-54. Baltimore City and Baltimore County together accounted for 94,746 stable new hires of women ages 19-54 in 2004. Of these stable new hires, 46 percent involved employers assigned a Baltimore City address and 54 percent involved employers assigned a Baltimore County address.

Important differences appear in **Table A** and **Table B**. An asterisk (*) following a four-digit North American Industry Classification System (NAICS) industry code in the left column of either table indicates that this industry is not included in the top 20 ranking for the other jurisdiction. We select the following highlights from **Table A** and **Table B**:

- The industry titled *employment services*⁷ ranks first in number of 2004 stable new hires among women ages 19-54 in both Baltimore City and Baltimore County. This industry alone accounted for 10.8 percent of all 2004 stable new hires of women ages 19-54 in Baltimore City, but only 6.1 percent of such hires in Baltimore County.
- The industries ranked second and third in number of 2004 stable new hires among women ages 19-54 in Baltimore City are *general medical and surgical hospitals* and *colleges and universities*. The *colleges and universities* industry does not appear in the top 20 list for Baltimore County, and the *general medical and surgical hospitals* industry ranks last among the top 20 for Baltimore County.

The industry mix of 2004 stable new hires among women ages 19-54 in Baltimore City is more concentrated than that of Baltimore County—45 percent of Baltimore City stable new hires of women were in the top 10 industries, while only 34 percent of Baltimore County stable new hires of women were in the top 10 industries

⁷ The industry title *employment services* is the official designation in the 2002 North American Industry Classification System (NAICS) taxonomy. The four-digit NAICS code 5613 falls within the three-digit NAICS subsector 561 titled *administrative and support services*. Three five-digit NAICS titles are classified under the 5613 *employment services* title—56131 *employment placement agencies*, 56132 *temporary help services agencies*, and 56133 *professional employer organizations*. The only employees of *employment placement agencies* are those staffing the business, not including the clients who are referred to jobs. However, the *temporary help services agencies* do treat their referrals to client businesses as employees of the agency and report such employment statuses to DLLR in this way. The *professional employer organizations* include a mix of human resource management consulting services and employee leasing services. Most of the hiring of TCA recipients would be expected to fall in the *temporary help services* category within the larger *employment services* designation.

TABLE A
TOP HIRING INDUSTRIES IN BALTIMORE CITY
RANKED BY NUMBER OF STABLE NEW HIRES
IN 2004, WOMEN AGES 19-54

NAICS Code	NAICS Title	Number of Stable New Hires Women 19-54	Percentage of Total Stable New Hires	
5613	Employment services	4,731	10.8%	
6221	General medical and surgical hospitals	3,856	8.8%	
6113*	Colleges and universities	3,245	7.4%	
7222	Limited service eating places	1,284	2.9%	
7211*	Traveler accommodation	1,204	2.8%	
7221	Full-service restaurants	1,111	2.5%	
6211	Offices of physicians	1,110	2.5%	
6231	Nursing care facilities	1,109	2.5%	
5617	Services to buildings and dwellings	830	1.9%	
5411*	Legal services	811	1.9%	
5616	Investigation and security services	750	1.7%	
5412*	Accounting and bookkeeping services	720	1.6%	
6111	Elementary and secondary schools	617	1.4%	
4451	Grocery Stores	611	1.4%	
5415*	Computer systems design and related services	599	1.4%	
4461	Health and personal care stores	586	1.3%	
6241*	Individual and family services	573	1.3%	
5221	Depository credit intermediation	570	1.3%	
9221*	Justice, public order, and safety activities	520	1.2%	
4481	Clothing Stores	516	1.2%	
Top 20 Number of Stable New Hires Women 19-54		25,353	Top 20 Share of All Industries	58.0%
Total Stable New Hires All Industries		43,715		

* NAICS code not in Table B Top 20 for Baltimore County.

Source: The Jacob France Institute under Project MEETS, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004. Data use authorized by the Maryland Department of Labor, Licensing and Regulation (DLLR).

TABLE B
TOP HIRING INDUSTRIES IN BALTIMORE COUNTY
RANKED BY NUMBER OF STABLE NEW HIRES
IN 2004, WOMEN AGES 19-54

NAICS Code	NAICS Title	Number of Stable New Hires Women 19-54	Percentage of Total Stable New Hires	
5613	Employment services	3,091	6.06%	
7221	Full-service restaurants	2,180	4.27%	
4521*	Department stores	2,101	4.12%	
6111	Elementary and secondary schools	1,941	3.80%	
6231	Nursing care facilities	1,645	3.22%	
7222	Limited-service eating places	1,488	2.92%	
4451	Grocery stores	1,472	2.88%	
6211	Offices of physicians	1,465	2.87%	
4481	Clothing stores	1,149	2.25%	
6232*	Residential mental health facilities	1,044	2.05%	
5617	Services to buildings and dwellings	1,011	1.98%	
6233*	Community care facilities for the elderly	858	1.68%	
5241*	Insurance carriers	806	1.58%	
7139*	Other amusement and recreation industries	792	1.55%	
5242	Insurance agencies, brokerages, and related	752	1.47%	
5616	Investigation and security services	729	1.43%	
6241	Individual and family services	717	1.41%	
5222*	Non-depository credit intermediation	715	1.40%	
4461	Health and personal care stores	694	1.36%	
6221	General medical and surgical hospitals	691	1.35%	
Top 20 Number of Stable New Hires Women 19-54		25,341	Top 20 Share of All Industries	49.7%

Total Stable New Hires All Industries 51,031

*NAICS code not in Table A Top 20 for Baltimore City.

Source: The Jacob France Institute under Project MEETS, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004. Data use authorized by the Maryland Department of Labor, Licensing and Regulation (DLLR).

Tables C and D

Table C for Baltimore City retains the top 20 industries ranked in Table A by 2004 stable new hires of women ages 19-54, but these 20 industries are now ranked in **Table C** by the number of October-December 2004 Baltimore City TCA recipient hires in these 20 industries statewide. The left column of **Table C** shows the Table A top 20 ranking for comparison purposes.

Table D for Baltimore County retains the top 20 industries ranked in Table B by 2004 stable new hires of women ages 19-54, but these 20 industries are now ranked in **Table D** by the number of October-December 2004 Baltimore County TCA recipient hires in these 20 industries statewide. The left column of **Table D** shows the Table B top 20 ranking for comparison purposes.

The phrase “number of October-December 2004...TCA recipient hires in these 20 industries statewide” in the previous two paragraphs requires explanation of the approach taken to arrive at the **Table C** and **Table D** figures.

- A woman is defined as a Baltimore City TCA recipient if the District Office code in the CARES file maintained by The Jacob France Institute indicates that this is where her 2004 TCA benefit request was processed. She is defined as a 2004 TCA recipient if she received a monthly TCA benefit in December 2003 and any combination of 2004 months, but not in both December 2004 and January 2005.
- A 2004 TCA recipient is further defined as a *hire* in a particular industry if she appears in a new October-December 2004 Maryland employer affiliation in that industry.⁸

These definitions mean that we are not comparing Table A and Table B top 20 full-year stable new hire *levels* with Table C and Table D top 20 three-month TCA recipient hire *levels*. Instead, we focus attention on the industry rankings in a comparison of paired tables. This is why the Table A top 20 ranking appears in the left column of **Table C** for Baltimore City, and why the Table B top 20 ranking appears in the left column of **Table D** for Baltimore County.

⁸ These definitional criteria were adopted for processing convenience. The criteria will be redefined in future updates. For example, we know that 43 percent of 2004 hires of Baltimore City TCA recipients occurred with employers having a Baltimore City address, and another 25 percent of the 2004 hires of Baltimore City TCA recipients were with employers having a Baltimore County address. We selected the October-December 2004 reference quarter because this is the last segment of the 2004 calendar year during which TCA recipients were identified without more refined alignment of the end of a TCA spell and the beginning of a new employment affiliation.

An asterisk (*) following a four-digit NAICS industry code in the left column of **Table C** or **Table D** indicates that this industry is not included in the top 20 ranking for the other jurisdiction.

We select the following highlights:

- More than six times as many Baltimore City TCA recipient hires than Baltimore County TCA recipient hires occurred in Maryland during October-December 2004—3,514 versus 554 respectively.⁹ Care is urged to distinguish TCA recipient hires from number of TCA recipients hired. The **Table C** and **Table D** calculations include multiple hires of some TCA recipients during the three-month reference period.¹⁰
- The *employment services* industry ranks first in the number of October-December 2004 statewide hires of both Baltimore City and Baltimore County TCA recipients. This signals favorable penetration by TCA recipients into the most active industry based on number of stable new hires (Table A and Table B). Reassignment of a temp agency employee to different employer clients does not appear in our calculations as multiple hire events.
- Seven of the top twenty industries based on the number of October-December 2004 TCA recipient hires that appear in either **Table C** or **Table D** do not appear in the other table. In both cases, five of the seven differences are in the industries ranked 16 through 20. The two differences found among the top 10 rankings are: *Traveler accommodation* is ranked ninth for Baltimore City (**Table C**) but does not appear among the top 20 for Baltimore County, and *Department stores* is ranked fourth for Baltimore County (**Table D**) but does not appear among the top 20 for Baltimore City. We conclude that the basic industry concentrations of Baltimore City and Baltimore County TCA recipient hires are similar.
- The top 10 industries based on statewide October-December 2004 hiring of TCA recipients account for 48.1 percent of all Baltimore City TCA recipient hires (**Table C**) and 43.7 percent of all Baltimore County TCA recipient hires (**Table D**).

⁹ Some of the difference in the Baltimore City and Baltimore County TCA hires is attributed to a large difference in the TCA recipient caseload levels in Baltimore City and Baltimore County. This caseload difference can be described in an update of this report.

¹⁰ Future updating can redefine TCA hires information to show the number of individual TCA recipients who were hired during a full calendar year, by the assigned county address of the hiring employer and adding the stable new hire definition criteria. This will permit direct comparisons of updated Table A and Table B top 20 industry stable new hires figures with revised Table C and Table D definitions and calculations.

TABLE C
TABLE A INDUSTRIES IN BALTIMORE CITY
RANKED BY STATEWIDE HIRES OF BALTIMORE CITY TCA RECIPIENTS, OCT-DEC 2004

TABLE A RANK	NAICS Code	NAICS Title	Number of TCA Recipient Hires	Percentage of Total TCA Recipient Hires
1	5613	Employment services	454	12.9%
4	7222	Limited service eating places	283	8.1%
8	6231	Nursing care facilities	244	6.9%
2	6221	General medical and surgical hospitals	152	4.3%
9	5617	Services to buildings and dwellings	129	3.7%
11	5616	Investigation and security services	108	3.1%
20	4481	Clothing Stores	87	2.5%
6	7221	Full-service restaurants	81	2.3%
5	7211*	Traveler accommodation	76	2.2%
14	4451	Grocery Stores	73	2.1%
7	6211	Offices of physicians	64	1.8%
17	6241	Individual and family services	55	1.6%
13	6111	Elementary and secondary schools	45	1.3%
3	6113*	Colleges and universities	36	1.0%
16	4461	Health and personal care stores	36	1.0%
19	9221*	Justice, public order, and safety activities	30	0.9%
12	5412*	Accounting and bookkeeping services	26	0.7%
18	5221*	Depository credit intermediation	8	0.2%
10	5411*	Legal services	7	0.2%
15	5415*	Computer systems design and related services	4	0.1%
Top 20 Number of TCA Recipient Oct-Dec 2004 Hires			1,998	Top 20 Share of All Industries 56.9%
Total Number of TCA Recipient Oct-Dec 2004 Hires in All Industries			3,514	

* NAICS code not listed in Table D.

Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004 under authorization of Maryland Department of Labor Licensing and Regulation (DLLR) and Maryland Department of Human Resources *Client Automated Resource and Eligibility System* (CARES).

TABLE D
TABLE B INDUSTRIES IN BALTIMORE COUNTY
RANKED BY STATEWIDE HIRES OF BALTIMORE COUNTY TCA RECIPIENTS, OCT-DEC 2004

TABLE B RANK	NAICS Code	NAICS Title	Number of TCA Recipient Hires	Percentage of Total TCA Recipient Hires		
1	5613	Employment services	62	11.2%		
6	7222	Limited-service eating places	43	7.8%		
2	7221	Full-service restaurants	25	4.5%		
3	4521*	Department stores	21	3.8%		
5	6231	Nursing care facilities	19	3.4%		
20	6221	General medical and surgical hospitals	18	3.2%		
7	4451	Grocery stores	16	2.9%		
11	5617	Services to buildings and dwellings	14	2.5%		
4	6111	Elementary and secondary schools	12	2.2%		
8	6211	Offices of physicians	12	2.2%		
16	5616	Investigation and security services	11	2.0%		
9	4481	Clothing stores	9	1.6%		
12	6233*	Community care facilities for the elderly	9	1.6%		
17	6241	Individual and family services	8	1.4%		
19	4461	Health and personal care stores	3	0.5%		
15	5242*	Insurance agencies, brokerages, and related	2	0.4%		
18	5222*	Non-depository credit intermediation	2	0.4%		
10	6232*	Residential mental health facilities	0	0.0%		
13	5241*	Insurance carriers	0	0.0%		
14	7139*	Other amusement and recreation industries	0	0.0%		
Top 20 Number of TCA Recipient Oct-Dec 2004 Hires			286	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="text-align: center;">Top 20 Share of All Industries</td> <td style="text-align: center;">51.6%</td> </tr> </table>	Top 20 Share of All Industries	51.6%
Top 20 Share of All Industries	51.6%					

Total Number of TCA Recipient Oct-Dec 2004 Hires in All Industries **554**

*NAICS code not listed in Table C.

Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004 under authorization of Maryland Department of Labor Licensing and Regulation (DLLR) and Maryland Department of Human Resources Client Automated Resource and Eligibility System (CARES).

The **Table C** and **Table D** rankings are based on the statewide number of October-December 2004 TCA recipient hires. These tables do not show any quality indicators for these new employment affiliations.¹¹

Tables E and F

Table E for Baltimore City and **Table F** for Baltimore County do not begin with the top 20 industries based on 2004 stable new hires of women ages 19-54 covered up to this point in Tables A and C for Baltimore City and Tables B and D for Baltimore County. Instead, **Table E** and **Table F** rank industries based on statewide October-December 2004 hiring of Baltimore City and Baltimore County TCA recipients respectively.

An asterisk (*) following a four-digit NAICS industry code in the left column of **Table E** for Baltimore City indicates that this industry does not appear in the top 20 industries based on 2004 stable new hires of women ages 19-54 covered in Tables A and C. An asterisk (*) following a four-digit NAICS industry code in the left column of **Table F** for Baltimore County indicates that this industry does not appear in the top 20 industries based on 2004 stable new hires of women ages 19-54 covered in Tables B and D.

We select the following highlights from **Table E** and **Table F**:

- Eight of the top ten industries shown in **Table E** for Baltimore City, and eight of the top ten industries in **Table F** for Baltimore County, appear in the respective lists of top 20 industries shown in Tables A and B ranked by the number of 2004 stable new hires of women ages 19-54. In both jurisdictions, TCA recipients penetrated the industries offering the highest levels of stable new hires for women ages 19-54.
- Seven of the top twenty industries shown in **Table E** for Baltimore City, and seven of the top twenty industries shown in **Table F** for Baltimore County, do not appear in the top 20 rankings in Table A and Table B respectively for Baltimore City and Baltimore County based on the number of 2004 stable new hires of women ages 19-54. In both jurisdictions, TCA recipients are overrepresented in some industries that do not rank among those offering the largest number of stable new hire opportunities.

¹¹ The Jacob France Institute historical data files maintained under data sharing agreements negotiated with the Maryland Department of Human Resources and the Maryland Department of Labor, Licensing and Regulation contain the data fields needed to define *stable new hires* of TCA recipients and to calculate dollar amounts earned using multiple definitions of *stable new hire earnings*. These calculations would enable us to compare the **Table C** and **Table D** rankings based on number of TCA recipient hires with top 20 rankings based on number of TCA recipient *stable new hires* and *stable new hire earnings*. This would combine the quantitative and qualitative descriptors needed by the DHR management team to decide whether and how industry targeting recommendations should be defined for local office adoption in guiding TCA recipient job search activities.

TABLE E
TOP 20 INDUSTRIES HIRING BALTIMORE CITY TCA RECIPIENTS
STATEWIDE, OCT-DEC 2004

NAICS Code	NAICS Title	Number of TCA Recipient Hires	Percentage of Total TCA Recipient Hires
5613	Employment Services	454	12.9%
7222	Limited-service eating places	283	8.1%
6231	Nursing care facilities	244	6.9%
6221	General Medical and Surgical Hospitals	152	4.3%
5617	Services to buildings and dwellings	129	3.7%
5616	Investigation and security services	108	3.1%
4529*	Other general merchandise stores	90	2.6%
4481	Clothing stores	87	2.5%
7221	Full-service restaurants	81	2.3%
4521*	Department stores	78	2.2%
7211	Traveler accommodation	76	2.2%
4451	Grocery stores	73	2.1%
7223*	Special food services	69	2.0%
4931*	Warehousing and storage	66	1.9%
6211	Offices of physicians	64	1.8%
6233*	Community care facilities for the elderly	62	1.8%
5614*	Business support services	59	1.7%
6241	Individual and family services	55	1.6%
6111	Elementary and secondary schools	45	1.3%
6244*	Child day care services	44	1.3%
Top 20 Number of TCA Recipient Hires		2,319	Top 20 Share of All Industries 66.0%

Total Number of TCA Recipient Hires Oct-Dec 2004

3,514

*NAICS code not in Table A Top 20 Ranking.

Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004 under authorization of Maryland Department of Labor Licensing and Regulation (DLLR) and Maryland Department of Human Resources Client Automated Resource and Eligibility System (CARES).

TABLE F
TOP 20 INDUSTRIES HIRING BALTIMORE COUNTY TCA RECIPIENTS
STATEWIDE, OCT-DEC 2004

NAICS Code	NAICS Title	Number of TCA Recipient Hires	Percentage of Total TCA Recipient Hires	
5613	Employment Services	62	11.2%	
7222	Limited-service eating places	43	7.8%	
4529*	Other general merchandise stores	26	4.7%	
7221	Full-service restaurants	25	4.5%	
4521	Department stores	21	3.8%	
6231	Nursing care facilities	19	3.4%	
6221	General Medical and Surgical Hospitals	18	3.2%	
4451	Grocery stores	16	2.9%	
5617	Services to buildings and dwellings	14	2.5%	
5511*	Management of companies and enterprises	14	2.5%	
6211	Offices of physicians	12	2.2%	
6111	Elementary and secondary schools	12	2.2%	
6244*	Child day care services	12	2.2%	
5616	Investigation and security services	11	2.0%	
4481	Clothing stores	9	1.6%	
7211*	Traveler accommodation	9	1.6%	
5223*	Activities related to credit intermediation	9	1.6%	
6233	Community care facilities for the elderly	9	1.6%	
5614*	Business support services	8	1.4%	
5412*	Accounting and bookkeeping services	8	1.4%	
Top 20 Number of TCA Recipient Hires		357	Top 20 Share of All Industries	64.4%
Total Number of TCA Recipient Hires Oct-Dec 2004		554		

*NAICS code not in Table B Top 20 Ranking.

Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004 under authorization of Maryland Department of Labor Licensing and Regulation (DLLR) and Maryland Department of Human Resources Client Automated Resource and Eligibility System (CARES).

For Baltimore City TCA recipients (**Table E**) high numbers are hired in seven industries that do not rank among the top 20 Baltimore City industries offering stable new hire opportunities for women ages 19-54 in 2004—*Other general merchandise stores, Department stores, Special food services, Warehousing and storage, Community care facilities for the elderly, Business support services, and Child day care services.*

For Baltimore County TCA recipients (**Table F**) high numbers are hired in seven industries that do not rank among the top 20 Baltimore County industries offering stable new hire opportunities for women ages 19-54 in 2004—*Other general merchandise stores, Management of companies and enterprises, Child day care services, Traveler accommodation, Activities related to credit intermediation, Business support services, and Accounting and bookkeeping services.*

Tables G and H

A final pair of tables shows two sub-populations that comprise the female population covered in Table A for Baltimore City and Table B for Baltimore County.¹²

The left panel of **Table G** shows the top 20 industries ranked by 2004 stable new hires in Baltimore City of women ages 19-34. The right panel of **Table G** shows the top 20 industries ranked by 2004 stable new hires in Baltimore City of women ages 35-54.

The left panel of **Table H** shows the top 20 industries ranked by 2004 stable new hires in Baltimore County of women ages 19-34. The right panel of **Table H** shows the top 20 industries ranked by 2004 stable new hires in Baltimore County of women ages 35-54.

The appearance of an asterisk (*) to the right of a four-digit NAICS code in the left column of either the left panel or right panel of **Table G** or **Table H** indicates that this industry does not appear in the other panel of the same table. This signals that the top 20 industries ranked by 2004 stable new hire numbers differ between the ages 19-34 and ages 35-54 sub-populations in the jurisdiction covered—**Table G** for Baltimore City and **Table H** for Baltimore County.

¹² It is accurate to say that the ages 19-34 and 35-54 sub-populations of women *comprise* the ages 19-54 population of women, but the top 20 industries ranked by 2004 stable new hires can and do differ among the three tabulations for Baltimore City (Table A and the two panels of **Table G**), and among the three tabulations for Baltimore County (Table B and the two panels of **Table H**). A concentration of 2004 stable new hires of either sub-population in an industry can result in a high composite ranking of this industry for all women ages 19-54, but leave the industry ranking of the other sub-population below the cutoff point of top 20.

TABLE G

TOP 20 INDUSTRIES, BY 2004 STABLE NEW HIRES OF WOMEN, AGES 19-34 BALTIMORE CITY

NAICS Code	NAICS Title	Stable New Hires	Percentage of 2004 Stable New Hires of Women Ages 19-34 in Baltimore City
5613	Employment services	2,541	5.8%
6221	General medical and surgical hospitals	2,371	5.4%
6113	Colleges and universities	1,954	4.5%
7221*	Full-service restaurants	917	2.1%
7222	Limited services eating places	852	1.9%
7211	Traveler accommodation	627	1.4%
6211	Offices of physicians	586	1.3%
6231	Nursing care facilities	562	1.3%
5616	Investigation and security services	494	1.1%
5411	Legal services	449	1.0%
5412	Accounting and bookkeeping services	448	1.0%
4451	Grocery stores	391	0.9%
5415	Computer systems design and related services	381	0.9%
4481*	Clothing stores	379	0.9%
4461	Health and personal care stores	372	0.9%
5221	Depository credit intermediation	367	0.8%
9221*	Justice, public order, and safety activities	349	0.8%
5617	Services to buildings and dwellings	342	0.8%
6111	Elementary and secondary schools	321	0.7%
6241	Individual and family services	302	0.7%
Top 20 Stable New Hires of Women, Ages 19-34 Baltimore City		15,005	34.3%

Total 2004 Stable New Hires of Women, Ages 19-34 Baltimore City

24,402

of Total 2004 Stable New Hires of Women Ages 19-34 in Baltimore City

Percent of 2004 Stable New Hires of Women, Ages 19-34 Baltimore City

55.8%

TOP 20 INDUSTRIES, BY 2004 STABLE NEW HIRES, WOMEN, AGES 35-54 BALTIMORE CITY

NAICS Code	NAICS Title	Stable New Hires	Percentage of 2004 Stable New Hires of Women Ages 35-54 in Baltimore City
5613	Employment services	2,190	5.0%
6221	General medical and surgical hospitals	1,485	3.4%
6113	Colleges and universities	1,291	3.0%
7211	Traveler accommodation	577	1.3%
6231	Nursing care facilities	547	1.3%
6211	Offices of physicians	524	1.2%
5617	Services to buildings and dwellings	488	1.1%
7222	Limited service eating places	432	1.0%
5411	Legal services	362	0.8%
6111	Elementary and secondary schools	296	0.7%
5412	Accounting and bookkeeping services	272	0.6%
6241	Individual and family services	271	0.6%
5616	Investigation and security services	256	0.6%
6214*	Outpatient care centers	232	0.5%
7223*	Special food services	222	0.5%
4451	Grocery Stores	220	0.5%
5415	Computer systems design and related services	218	0.5%
4461	Health and personal care stores	214	0.5%
5221	Depository credit intermediation	203	0.5%
5241*	Insurance carriers	199	0.5%
Top 20 Stable New Hires of Women, Ages 35-54 Baltimore City		10,499	24.0%

Total Stable New Hires Baltimore City, Women, Ages 35-54

19,313

of Total 2004 Stable New Hires of Women Ages 35-54 in Baltimore City

Percent of 2004 Stable New Hires of Women, Ages 35-54 Baltimore City

44.2%

Total Stable New Hires Baltimore City, Women, Ages 19-54

43,715

*NAICS code not in other panel of this table.

Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004.

TABLE H

TOP 20 INDUSTRIES, BY 2004 STABLE NEW HIRES,
WOMEN, AGES 19-34 BALTIMORE COUNTY

NAICS Code	NAICS Title	Stable New Hires	Percentage of 2004 Stable New Hires of Women Ages 19-34 in Baltimore County
5613	Employment services	1,679	3.3%
7221	Full-service restaurants	1,621	3.2%
4521	Department stores	1,188	2.3%
6111	Elementary and secondary schools	1,068	2.1%
7222	Limited-service eating places	995	1.9%
6231	Nursing care facilities	875	1.7%
4481	Clothing stores	828	1.6%
4451	Grocery stores	788	1.5%
6211	Offices of physicians	740	1.5%
6232	Residential mental health facilities	569	1.1%
7139*	Other amusement and recreation industries	510	1.0%
5617	Services to buildings and dwellings	471	0.9%
4461*	Health and personal care stores	461	0.9%
5222*	Non depository credit intermediation	434	0.9%
5616	Investigation and security services	427	0.8%
5221*	Depository credit intermediation	427	0.8%
6244*	Child day care services	421	0.8%
5241	Insurance carriers	417	0.8%
8121*	Personal care services	400	0.8%
6233	Community care facilities for the elderly	393	0.8%
Top 20 Stable New Hires of Women, Ages 19-34 Baltimore County		14,712	28.8%

of Total 2004 Stable New Hires of Women Ages 19-34 in Baltimore County

Total 2004 Stable New Hires of Women, Ages 19-34 Baltimore County 28,383
Percent of 2004 Stable New Hires of Women, Ages 19-54 Baltimore County 55.6%

Total 2004 Stable New Hires of Women, Ages 19-54 Baltimore County

TOP 20 INDUSTRIES, BY 2004 STABLE NEW HIRES,
WOMEN, AGES 35-54 BALTIMORE COUNTY

NAICS Code	NAICS Title	Stable New Hires	Percentage of 2004 Stable New Hires of Women Ages 35-54 in Baltimore County
5613	Employment services	1,412	2.8%
4521	Department stores	913	1.8%
6111	Elementary and secondary schools	873	1.7%
6231	Nursing care facilities	770	1.5%
6211	Offices of physicians	725	1.4%
4451	Grocery stores	684	1.3%
7221	Full-service restaurants	559	1.1%
5617	Services to buildings and dwellings	540	1.1%
7222	Limited-service eating places	493	1.0%
6232	Residential mental health facilities	475	0.9%
6233	Community care facilities for the elderly	465	0.9%
5242*	Insurance agencies, brokerages, and related	397	0.8%
5241	Insurance carriers	389	0.8%
6241*	Individual and family services	341	0.7%
4481	Clothing stores	321	0.6%
5412*	Accounting and bookkeeping services	315	0.6%
6221*	General medical and surgical hospitals	313	0.6%
6213*	Offices of other health practitioners	309	0.6%
5411*	Legal Services	306	0.6%
5616	Investigation and security services	302	0.6%
Top 20 Stable New Hires of Women, Ages 35-54 Baltimore County		10,902	21.4%

of Total 2004 Stable New Hires of Women Ages 35-54 in Baltimore County

Total 2004 Stable New Hires of Women, Ages 35-54 Baltimore County 22,648
Percent of 2004 Stable New Hires of Women, Ages 19-54 Baltimore County 44.4%

51,031

*NAICS code not in other panel of this table
Source: The Jacob France Institute, 2006; adapted from U.S. Census Bureau Local Employment Dynamics (LED) program data for 2004.

We select the following highlights from **Table G** and **Table H**:

- Eight of the top ten industries in Baltimore City ranked by 2004 sub-population stable new hires (**Table G**, comparison of left and right panels) are the same, and nine of the top ten industries in Baltimore County ranked by 2004 sub-population stable new hires (**Table H**, comparison of left and right panels) are the same.
- The *full-service restaurants* industry ranks fourth in 2004 stable new hires of women ages 19-34 in Baltimore City, but does not appear in the top 20 ranking for women ages 35-54 (**Table G**). This industry ranks second and seventh for these sub-populations in Baltimore County (**Table H**).
- The *traveler accommodation* industry ranks sixth in 2004 stable new hires of women ages 19-34 in Baltimore City (**Table G**, left panel), and ranks fourth for the older sub-population of Baltimore City stable new hires (**Table G**, right panel), but does not appear in the top 20 ranking for either of the Baltimore County sub-populations (**Table H**, left and right panels).
- The *limited-service restaurants* industry ranks among the top 10 industries based on 2004 stable new hires for each of the four sub-populations defined in **Table G** and **Table H**. This high ranking does not include limited-service restaurant hires that were terminated within 90 days.
- Three subsectors within the two-digit NAICS industry sector *Health care and social assistance* appear in the top 10 rankings in both panels of **Table G** based on 2004 stable new hires in Baltimore City, and two of these three subsectors also appear in both panels of **Table H** based on 2004 stable new hires in Baltimore County. The two industry subsectors that are common across all four sub-populations of female stable new hires are *Offices of physicians* and *Nursing care facilities*. The third industry subsector that appears only in the two panels of **Table G** for Baltimore City is *General medical and surgical hospitals*. The occupational mix of employment opportunities differs among these subsectors within the broad *Health care and social assistance* industry sector.
- Stable new hires are more concentrated in the highest ranking industries in Baltimore City (**Table G**) than in Baltimore County (**Table H**), and for the younger sub-population compared with the older sub-population in each jurisdiction. The top five industries in Baltimore City account for 19.7 percent of stable new hires of women ages 19-34 (**Table G**, left panel) but only 12.8 percent of stable new hires of women ages 19-34 in Baltimore County (**Table H**, left panel).

6.0 CONCLUSIONS AND NEXT STEPS

This report offers new insights about industry-specific hiring of women in Baltimore City and Baltimore County. New information about hiring levels of women ages 19-34 is of particular interest for promotion of successful job search by TCA recipients. Concentration on what we define as stable new hires addresses concerns about short-term job holding or churning that is deemed inappropriate for targeted job search advocacy.

Many stable new hires of women ages 19-34 happen in Baltimore City and Baltimore County. Awareness of industry concentrations of these stable new hires is a starting point for definition of next step priorities. By year-end the Jacob France Institute will receive the Census Bureau LED program QWI update file needed to calculate 2005 stable new hire numbers. At that time we will also be able to calculate TCA recipient stable new hire numbers specific to Baltimore City and Baltimore County—TCA recipient calculations that will align with the stable new hire figures extracted from the updated Census Bureau LED program QWI series. Addition of the average monthly earnings associated with stable new hires in defined industries will extend the decision-relevant information that DHR can expect to receive from the Jacob France Institute.

We conclude with an expression of interest in moving beyond what can be learned from linked administrative records alone—proposing to join with DHR to select industries that justify field inquiries about the occupational mix of stable new hire opportunities. This will motivate TCA recipients to act on insights about industries we know offer employment opportunities that predecessor employers and newly hired employees agreed were satisfactory, defined by continuity of an employer-employee affiliation beyond 90 days.