

**MARYLAND LOCAL DEPARTMENTS OF SOCIAL SERVICES
FACE DIFFERENT JOB OPPORTUNITY CHALLENGES
WHEN ASSISTING WORK-ELIGIBLE TCA RECIPIENTS
TO FIND EMPLOYMENT**

Submitted to:

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The author of this report is David W. 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 continuing team effort within The Jacob France Institute to deliver new information that can be used by DHR/FIA and local DSS staffs in practical decision-making. Jane Staveley's balanced understanding of DHR programs, data sources, analytical approaches, what other researchers are doing and effective communication continues to be particularly valuable. Stacey Lee performed her usual magic under fire to deliver a properly formatted document.

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ABSTRACT

The June 2006 Final Rule implementing the Deficit Reduction Act of 2005 changes in the Temporary Assistance for Needy Families program triggered an ongoing process-intensive investment of state and local staff time to comply with new authorized work activity definitions and administrative record maintenance requirements. No recognition is given to local differences in labor market conditions that impact whether and how a commitment to personal responsibility and serious effort to work is rewarded with success.

This report introduces Family Investment Administration staff to new information that measures differences in the local job opportunity challenge faced by local Department of Social Services staffs expected to help work-eligible cash assistance recipients achieve self-sufficiency through unsubsidized employment.

Census Bureau LEHD Program online Industry Focus indicator data are used to show the average quarterly number of stable new hires of women age 25-34 by industry sub-sector (three-digit NAICS code) in each of Maryland's 12 WIA areas. Six of these WIA areas are single counties, including Baltimore City, Prince George's County and Baltimore County that account for 72 percent of the June 2007 State TCA adult paid recipient caseload.

The ratio of TCA adult paid recipients to all stable new hires of women age 25-34 ranges from a low of 0.1:1—10 stable new hires of women age 25-34 for each TCA adult paid recipient—in Montgomery County (404/5,319), to a high of 1.9:1—almost 2 TCA adult paid recipients for each stable new hire of women age 25-34 in Baltimore City (6,553/3,397). Baltimore City is a clear outlier with regard to the job opportunity challenge faced in assisting work-eligible TCA recipients to find employment.

Rather than allowing able-bodied adults to receive benefits without making a reciprocal commitment to increase personal responsibility, federal and state policy should require serious effort to work.¹

INTRODUCTION

The June 2006 final rule² implementing Deficit Reduction Act of 2005 changes in the Temporary Assistance for Needy Families program triggered an ongoing process-intensive investment of state and local staff time to comply with new authorized work activity definitions and administrative record maintenance requirements. A new term, *work-eligible individual*, has been defined for use in calculating the work activities participation rate.

The June 2006 final rule defines personal responsibility and serious effort to work expectations for work-eligible recipients of cash assistance. No recognition is given to local differences in labor market conditions that impact whether and how a commitment to personal responsibility and serious effort to work is rewarded with success.

This report introduces Family Investment Administration staff to new information³ that measures differences in the local job opportunity challenge faced by local office staffs expected to help work-eligible cash assistance recipients achieve self-sufficiency through unsubsidized employment.⁴

¹ Ron Haskins, "The Rise of the Bottom Fifth: How to Build on Gains of Welfare Reform," *The Washington Post*, May 29, 2007, p. A13.

² *Federal Register*, Vol. 71, No. 125, June 29, 2006, pp. 37454-37483.

³ This report updates, reduces the staff time needed to extract and present management-relevant information and broadens the scope of David W. Stevens (2006), *New Information to Promote Successful Job Search by Temporary Cash Assistance Recipients*, Baltimore, MD: The Jacob France Institute, University of Baltimore, 18 pp.; available at <http://www.ubalt.edu/ifi>. The new June 2007 report (1) covers all Maryland counties, not only Baltimore City and Baltimore County that were included in the June 2006 report; (2) substitutes a public on-line data source for one-time authorized use of a DVD data source for the 2006 report; (3) changes the gender-specific age group coverage from 19-34 and 35-54 in the 2006 report to 25-34 in the new report; and (4) updates the timeliness of information from 2004 in the 2006 report to 2005 in the new report.

⁴ While the information source is new, the topic is not new. I authored a 1971 paper titled *The H.R. 1 'Work Requirement': A Research Strategy*, 13 pp., that documented a series of court cases and academic perspectives based on Fourteenth Amendment equal protection and due process rights—"no State...shall deny to any person within its jurisdiction the equal protection of the laws." Translation—all persons similarly circumstanced shall be treated alike.

The next section describes the data source used for this report. This is followed by summary tabulations and text highlighting policy-relevant table content. A concluding section suggests ways that the new information presented here and in two other Jacob France Institute (JFI) reports⁵ can be used by the State FIA management team.

DATA SOURCE

The data source described here is available online free to anyone. Updates and modifications of the summary tables that appear in this report can be delivered with little delay as new releases of data are posted.⁶

The U.S. Bureau of the Census began a new Longitudinal Employer-Household Dynamics (LEHD) Program in 1998. A Local Employment Dynamics (LED) initiative within the LEHD Program is a state-federal partnership that collects, organizes and makes accessible indicators of local labor market activity and conditions. A feature of this initiative, Industry Focus⁷, is particularly useful to study differences in local employment opportunity for cash assistance recipients and changes in these opportunities.

Fourth quarter 2005 Industry Focus indicators were the most recent available for Maryland when indicator values were downloaded to calculate local labor market differences for this report. Since then, first quarter and second quarter 2006 indicator values have been posted.

Eight indicators of labor market conditions are available at Industry Focus:

1. Total employment;
2. Growth in employment;
3. Growth in hiring;
4. Number of new hires;
5. Firm job change;
6. Average monthly earnings for all workers;
7. Growth in average monthly earnings for all workers; and
8. Average monthly earnings for new hires.

⁵ Chris Herbst and David Stevens, *Did Welfare Reform Change Work Participation Dynamics? Evidence from Maryland*, presented June 4, 2007 at the Tenth Annual ACF/OPRE Welfare Research & Evaluation Conference, available at <http://www.ubalt.edu/jfi>; and a forthcoming (September 2007) statistical extension of that preliminary report of new findings.

⁶ The Jacob France Institute expresses continued interest in delivering technical assistance to FIA and its local affiliate offices in the proper use of this new data tool and other information that is needed to help work-eligible cash assistance recipients find and retain appropriate unsubsidized employment.

⁷ The Industry Focus data are available at <http://lehd.did.census.gov>; under Quick Links click on Industry Focus and select from available drill-down options.

Each user of the Industry Focus online feature can select from the following options:

- Predefined age group (8 groups);
- Gender;
- Industry (NAICS defined sector or sub-sector);
- Geography (State, county, WIA area, metro).

For this report, number of new hires⁸ of women age 25-34 by NAICS sub-sector was selected.⁹

The geographic unit chosen is WIA area. Anne Arundel County, Baltimore City, Baltimore County, Frederick County, Montgomery County and Prince George's County are single-county WIA areas. Eighty-one percent of the June 2007 adult TCA recipient caseload in Maryland is in these six counties. The multi-county WIA areas are: Lower Shore—Somerset, Wicomico and Worcester counties; Mid-Maryland—Carroll and Howard counties; Southern Maryland—Calvert, Charles and St. Mary's counties; Susquehanna—Cecil and Harford counties; Upper Shore—Caroline, Dorchester, Kent, Queen Anne's and Talbot counties; and Western Maryland—Allegany, Garrett and Washington counties.

The next three paragraphs are excerpted from the June 2006 *New Information...* report to ensure continuity in the definition of stable new hire:

Our counting of 2004 stable new hires in Baltimore City or Baltimore County began 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.¹⁰ 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 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 $t+2$.

Our intent in calculating stable new hire information for DHR is to focus attention on mutually satisfied employers and employees—ones who have maintained their joint status for more than three months.¹¹ Concentrated employee churning, frequent turnover after little time on the job, was deleted.

⁸ The official Industry Focus indicator title *number of new hires* is used here, but each reader is cautioned to heed a warning that is elaborated on in the report text—the actual value that is reported at Industry Focus is *number of stable new hires*, not all new hires.

⁹ The 2006 report included two age groups—age 19-34 and age 35-54 and NAICS four-digit detail.

¹⁰ This label of *stable* employment cannot be assigned to the first or third quarters in the three-quarter sequence without additional information about the existence of the employer-employee pairing in the quarter preceding the first quarter or the quarter following the third quarter.

¹¹ 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.

POLICY-RELEVANT INDUSTRY FOCUS DATA

The second paragraph from page 1 is repeated here to focus attention on the *differences in labor market conditions* information gap that is addressed in this report:

The June 2006 final rule defines personal responsibility and serious effort to work expectations for work-eligible recipients of cash assistance. No recognition is given to local differences in labor market conditions that impact whether and how a commitment to personal responsibility and serious effort to work is rewarded with success.

The Industry Focus stable new hires information is organized by predefined industry sub-sectors, geographic area, age group and gender. Selection of stable new hires count, three-digit NAICS¹² sub-sectors, WIA areas and women age 25-34 defines a subset of what some (improperly) describe as *demand* for the supply of work-eligible TCA recipients. The difference between what is measured in this report and the hypothetical larger number warrants further explanation.

Ideally at a defined point in time we would like to align an accurate count of work-eligible TCA recipients in a defined location with a precise count of job vacancies that satisfy predefined criteria of geographic access and candidate qualification. Such job vacancy information is not available. In fact, we cannot come close to an estimate of this number. Reasons include:

- By definition, a job vacancy is unfilled. We do not know what candidate attributes and vacancy descriptors may hypothetically result in a successful hire.
- There is no consensus about what geographic access means. Distance is not a stand-alone criterion of spatial access. But what combination of point-to-point commuting time and cost should be accepted as a criterion of spatial access; and should this combination of time and cost be adjusted to recognize differences in pay and benefits associated with particular opportunities? A practical compromise is needed. How far from the unattainable ideal is the Industry Focus approach adopted here; and is this compromise of sufficient quality to justify policy applications of the resulting tabulations?

The Industry Focus stable new hires figures organized by WIA area, gender, age group and industry sub-sector deliver unprecedented accuracy and detail about local employment opportunity for work-eligible TCA recipients. Not perfect, but much better than previous guesses.

¹² *North American Industry Classification System, 2002*, Washington, DC: Executive Office of the President, Office of Management and Budget; available at <http://www.census.gov/epcd/naics02/naicod02.htm>.

Turning next to the most recent available stable new hires data (2005), we present our findings in the following sequence of tables:

- **Table 1:** Top 10 industry sub-sectors based on 2005 average quarterly stable new hires of women age 25-34.
- **Table 2:** Average number of 2005 quarterly stable new hires of women age 25-34 in top 10 industry sub-sectors ranked by number of stable new hires of women age 25-34.
- **Table 3:** Example of sub-state differences in the ratio of adult TCA recipients to count of quarterly stable new hires of women age 25-34.

TABLE 1

Table 1 shows whether and how the industry mix of concentrated stable new hires of women age 25-34 differs among the 12 WIA areas in Maryland. Table 2 shows differences among the WIA areas in the number of stable new hires of women age 25-34 in the top 10 industry sub-sectors for each of the 12 WIA areas. Table 3 relates the stable new hires figures to the number of adult TCA recipients in each of the 12 WIA areas (six of which are a single county).

Each of the 120 three-digit numbers in Table 1 is an industry sub-sector NAICS code. Nineteen three-digit NAICS codes appear in Table 1. The 19 industry sub-sector titles are shown at the bottom of Table 1.

Six of the 19 three-digit industry sub-sectors appear in each (all) of the 12 WIA area top 10 rankings based on stable new hires of women age 25-34:

- NAICS code 541—Professional, scientific and technical services
- NAICS code 561—Administrative and support services
- NAICS code 621—Ambulatory health care services
- NAICS code 623—Nursing and residential care services
- NAICS code 624—Social assistance services
- NAICS code 722—Food services.

Caution is urged at this point to avoid confusion of the *industry* information presented here with undisclosed *occupational* information. Occupational information is not available in any of the Census Bureau LEHD Program data series, including the Industry Focus online feature.

Table 1 and the other tables in this report concentrate on three-digit NAICS sub-sector detail. Each reader is encouraged to go to <http://www.census.gov/epcd/naics02/naicod02.htm> and scroll through the four-, five- and six-digit titles within the industry sub-sectors defined in Table 1 and the other tables in this report.

TABLE 1
TOP 10 INDUSTRY (NAICS) SUB-SECTORS BASED ON
2005 AVERAGE QUARTERLY STABLE NEW HIRES OF WOMEN AGE 25-34

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
BALTIMORE CITY	622	561	611	541	621	722	623	522	531	624
PRINCE GEORGES COUNTY	541	722	561	621	522	623	452	624	448	238
BALTIMORE COUNTY	561	621	541	623	722	522	452	524	624	622
ANNE ARUNDEL COUNTY	541	722	561	623	621	452	622	522	448	624
SUSQUEHANNA WIA AREA	541	722	561	621	623	452	445	713	522	624
MONTGOMERY COUNTY	541	561	621	722	522	623	622	531	624	611
SOUTHERN MD WIA AREA	541	722	621	622	561	452	623	624	445	522
LOWER SHORE WIA AREA	722	621	561	623	622	721	452	541	522	624
MID MD WIA AREA	561	541	722	621	624	623	452	522	517	531
WESTERN MD WIA AREA	722	621	561	623	622	452	522	541	624	445
UPPER SHORE WIA AREA	561	722	622	623	621	541	311	624	445	721
FREDERICK COUNTY	522	561	722	541	621	524	623	452	624	238

NAICS SUB-SECTORS:

238--specialty trade contractors; 311--food manufacturing; 445--food & beverage stores; 448--clothing stores
452--general merchandise stores; 517--telecommunications; 522--credit intermediaries; 524--insurance carriers;
531--real estate; 541--professional, scientific and technical; 561--administrative and support; 611--educational services;
621--ambulatory health care; 622--hospitals; 623--nursing & residential care; 624--social assistance;
713--amusement and recreation; 721--accommodations; 722--food services

MULTI-COUNTY WIA AREAS:

Susquehanna WIA Area—Cecil and Harford counties; Southern Maryland WIA Area—Calvert, Charles
and St. Mary's counties; Lower Shore WIA Area—Somerset, Wicomico and Worcester counties;
Mid-Maryland WIA Area—Carroll and Howard counties; Western Maryland WIA Area—Allegany, Garrett and
Washington counties; and Upper Shore WIA Area—Caroline, Dorchester, Kent, Queen Anne's and Talbot counties.

Five different highest ranking industry sub-sectors appear among the 12 WIA areas based on the number of stable new hires of women age 25-34—credit intermediaries (Frederick County); professional, scientific and technical services (Prince George’s County, Anne Arundel County, Susquehanna WIA area, Montgomery County and Southern Maryland WIA area); administrative and support services (Baltimore County, Mid Maryland WIA area and Upper Shore WIA area); hospitals (Baltimore City); and food services (Lower Shore WIA area and Western Maryland WIA area).

Table 1 shows the industry sub-sector mix of top ranking stable new hires of women age 25-34 among the 12 WIA areas in Maryland. We turn next to the number of stable new hires of women age 25-34 within these industry sub-sectors.

TABLE 2

The layout of Table 2 is the same as Table 1. Columns 1 through 10 are the top 10 ranked 2005 average quarterly number of stable new hires of women age 25-34 in each of the 12 WIA areas. Each column/row cell in Table 2 corresponds to the same column/row cell in Table 1. So, for example, the number 466 in column 1/row 1 of Table 2 is the number of stable new hires of women age 25-34 in Baltimore City hospitals (Table 1, NAICS industry sub-sector code 622 in column 1/row 1).

The final column, to the right of the 10th rank column, is the row sum of stable new hires of women age 25-34 in the top 10 ranked industry sub-sectors of a defined WIA area. There were 2,474 stable new hires of women age 25-34 in Baltimore City among the top 10 ranked industry sub-sectors in an average quarter of 2005.

Table 2 shows the difference in number of stable new hires of women age 25-34 among the 12 WIA areas and across the 19 industry sub-sectors included in the top 10 rankings. This is an important intermediate result that moves us toward our goal to compare local employment opportunity with the number of work-eligible TCA recipients expected to find jobs.

The next step is to add an approximation¹³ of the number of work-eligible female TCA recipients that can be aligned with the local number of stable new hires of women. This information is presented in Table 3.

¹³ With DHR/FIA cooperation The Jacob France Institute can substitute the actual number of female TCA recipients in a predetermined time interval and age group that were defined as work eligible.

TABLE 2

**AVERAGE NUMBER OF 2005 QUARTERLY STABLE NEW HIRES OF WOMEN AGE 25-34
IN TOP 10 INDUSTRY (NAICS) SUB-SECTORS RANKED BY NUMBER OF STABLE NEW HIRES**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	Sum of <u>1-10</u>
BALTIMORE CITY	466	397	314	296	244	235	155	129	128	110	2474
PRINCE GEORGES COUNTY	270	254	222	192	162	146	113	96	89	72	1616
BALTIMORE COUNTY	542	349	345	290	268	174	165	162	137	115	2547
ANNE ARUNDEL COUNTY	258	252	236	170	128	99	93	92	72	50	1450
SUSQUEHANNA WIA AREA	107	89	67	57	53	42	31	31	29	29	535
MONTGOMERY COUNTY	919	698	419	334	234	213	194	161	143	130	3445
SOUTHERN MD WIA AREA	133	101	58	55	52	49	43	34	31	22	578
LOWER SHORE WIA AREA	98	57	46	40	37	31	30	28	25	16	408
MID MD WIA AREA	273	227	157	107	95	91	78	75	61	61	1225
WESTERN MD WIA AREA	100	78	62	60	44	43	42	41	35	31	536
UPPER SHORE WIA AREA	53	46	34	26	25	24	21	21	16	15	281
FREDERICK COUNTY	155	102	80	77	59	28	27	26	23	21	598

MULTI-COUNTY WIA AREAS:

Susquehanna WIA Area—Cecil and Harford counties; Southern Maryland WIA Area—Calvert, Charles and St. Mary's counties; Lower Shore WIA Area—Somerset, Wicomico and Worcester counties; Mid-Maryland WIA Area—Carroll and Howard counties; Western Maryland WIA Area—Allegany, Garrett and Washington counties; and Upper Shore WIA Area—Caroline, Dorchester, Kent, Queen Anne's and Talbot counties.

TABLE 3

Our policy-relevant objective appears in the right-most column of Table 3—delivery of a credible estimate of the difference in local employment opportunity for work-eligible TCA recipients in Maryland. The intermediate result from the Table 2 far-right column, summing stable new hires of women age 25-34 in the top 10 ranking industry sub-sectors for each of the 12 WIA areas, becomes the Table 3 column titled *Top 10 NAICS Hires Women Age 25-34*.

The far-left column in Table 3 presents new information—the number of TCA Adult Paid Recipients in June 2007, aggregated for each of the 6 multi-county WIA areas.¹⁴

The *All Hires Women Age 25-34* column of numbers is included to show in the column titled *Top 10 Hires as % of All Hires* how concentrated stable new hires of women age 25-34 are in each of the 12 WIA areas. The range of top 10 percentage values ranges from a low of 58 percent in the Upper Shore WIA area to a high of 73 percent in Baltimore City.

Looking finally at the far-right column of Table 3, we see that the ratio of TCA Adult Paid Recipients to All Stable New Hires of Women Age 25-34 ranges from a low of 0.1:1—10 stable new hires of women age 25-34 for each TCA Adult Paid Recipient—in Montgomery County (404/5,319), to a high of 1.9:1—almost 2 TCA Adult Paid Recipients for each stable new hire of women age 25-34 in Baltimore City (6,553/3,397). Baltimore City is a clear outlier with regard to the job opportunity challenge faced in assisting work-eligible TCA recipients to find employment.

Two comparisons of difference are presented to reinforce the finding that the job opportunity challenge differs among Maryland counties.

- Consider four cells in Table 3—Baltimore City and Baltimore County TCA Adult Paid Recipients and All Stable New Hires Women Age 25-34:

	<u>TCA Adult Paid Recipients</u>	<u>All Stable New Hires Women Age 25-34</u>
Baltimore City	6,553	3,397
Baltimore County	1,117	3,918

¹⁴ The misalignment in time between Table 2 stable new hires numbers (average quarter of 2005) and number of TCA Adult Paid Recipients (June 2007) is not thought to detract from the policy relevance of this analysis. Little change in the ranking and magnitude of WIA area stable new hires numbers between 2005 and mid-2007 would be expected. This conclusion can be tested in summer 2008 when the required update will be available online at Industry Focus.

TABLE 3

EXAMPLE OF SUBSTATE DIFFERENCES IN THE RATIO OF ADULT TCA RECIPIENTS TO COUNT OF STABLE NEW HIRES

	TCA Adult Paid Recipients <u>June 2007</u>	Top 10 NAICS Hires <u>Women Age 25-34</u>	All Hires <u>Women Age 25-34</u>	Top 10 Hires as <u>% of All Hires</u>	TCA Recipients <u>/ All Hires</u>
Baltimore City	6,553	2,474	3,397	73	1.9
Prince George's County	1,296	1,616	2,604	62	0.5
Baltimore County	1,117	2,547	3,918	65	0.3
Anne Arundel County	638	1,450	2,320	63	0.3
Susquehanna WIA area	615	535	850	63	0.7
Montgomery County	404	3,445	5,319	65	0.1
Southern MD WIA area	375	578	842	69	0.5
Lower Shore WIA area	326	408	664	61	0.5
Mid MD WIA area	411	1,225	2,003	61	0.2
Western MD WIA area	330	536	850	63	0.4
Upper Shore WIA area	282	281	485	58	0.6
Frederick County	<u>161</u>	598	936	64	0.2
State total	12,508				

Source: The Jacob France Institute, July 2007

Multi-county WIA Areas: Susquehanna WIA area—Cecil and Harford counties; Southern Maryland WIA area—Calvert, Charles and St. Mary's counties; Lower Shore WIA area—Somerset, Wicomico and Worcester counties; Mid-Maryland WIA area—Carroll and Howard counties; Western Maryland WIA area—Allegany, Garrett and Washington counties; and Upper Shore WIA area—Caroline, Dorchester, Kent, Queen Anne's and Talbot counties.

Baltimore City had nearly the same number of stable new hires of women age 25-34 as Baltimore County (3,397 and 3,918 respectively) but almost six times as many TCA adult paid recipients (6,553 and 1,117 respectively).

- Now consider four different cells in Table 3—Montgomery County and Mid-Maryland WIA Area (Carroll and Howard counties) TCA Adult Paid Recipients and All Stable New Hires Women Age 25-34.

	<u>TCA Adult Paid Recipients</u>	<u>All Stable New Hires Women Age 25-34</u>
Montgomery County	404	5,319
Mid-Maryland WIA area	411	2,003

Montgomery County had almost the same number of TCA adult paid recipients as the Mid-Maryland WIA Area (404 and 411 respectively) but more than two and one-half times the number of stable new hires of women age 25-34 (5,219 and 2,003 respectively).

Across Maryland, county Department of Social Services staffs responsible for helping work-eligible TCA recipients find jobs face different job opportunity challenges. Baltimore City Department of Social Services staff members have a far less favorable ratio of TCA adult paid recipients to stable new hires of women age 25-34 (1.9:1) than the ratio shown in Table 3 for any other WIA area, including the two single-county WIA areas that have the largest continuing TCA adult recipient caseloads following top-ranked Baltimore City—Prince George’s County (0.5:1) and Baltimore County (0.3:1). Together, these three counties account for 72 percent of the June 2007 statewide TCA adult paid recipient caseload total.

POLICY USES OF THE FINDINGS REPORTED HERE

The Baltimore City Department of Social Services has four times as difficult a challenge in assisting work-eligible cash assistance recipients to find employment as the Prince George’s County Department of Social Services—two TCA recipients for each stable new hire of women age 25-34 in Baltimore City compared with two stable new hires of women age 25-34 for each TCA recipient in Prince George’s County.

The calculated values in the far-right column of Table 3 on page 10 do not show an exact alignment of the number of work-eligible TCA recipients with the number of successful hire transactions of candidates 'like' them:

- Table 3 counts all TCA adult recipients, not limited to those who are work-eligible and age 25-34 (a smaller number).
- Table 3 shows the quarterly average of all 2005 stable new hires of women age 25-34 and compares this with the June 2007 TCA adult recipient caseload.
- The stable new hires figure in Table 3 is a subset of all new hires (a larger number).
- Unfilled job vacancies, an unknown hypothetical number, are not included in the stable new hires figure.
- Exclusive focus on hiring of women age 25-34 implicitly assumes that work-eligible TCA recipient women are not candidates for other jobs, which is an expedient compromise needed to measure local labor market opportunity differences.
- The Table 3 far-right column ratios of TCA adult paid recipients to all stable new hires of women age 25-34 also implicitly assumes that these recipients are the only candidates for the jobs, when in fact other women and men compete for at least some of these jobs.
- This report concentrates on the industry mix of employment opportunity, but some occupations within these industries that are included in the stable new hires figures can safely be assumed to be unattainable by many work-eligible cash assistance recipients, at least currently without acquisition of additional education or on-the-job learning.

The dot-points anticipate concerns that different readers may have about particular facets of the definitions and drill-down choices made to arrive at the figures in the far-right column of Table 3. I am confident that there will be widespread if not universal agreement that the local labor market difference measures shown are accurate enough to justify the attention of DHR/FIA decision-makers.

The NAICS three-digit industry sub-sector codes in Table 1 and 2005 average quarterly stable new hires of women age 25-34 in these top 10 industry sub-sectors shown in Table 2 direct attention to where the hiring action has been.

I am available to join with the DHR/FIA leadership team and county Department of Social Services staffs to continue using available information in support of resource allocation decisions and service delivery targeting.