EMPLOYMENT OPPORTUNITIES TRENDS FOR MID-MARYLAND WELFARE RECIPIENTS:
Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental
Nutrition Assistance Program (SNAP) caseloads

Anne Arundel County, Baltimore City, Baltimore County,
Montgomery County and Prince George's County

Submitted by:

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The author of this report is Shannon Lee, MPA. She accepts full responsibility for the accuracy of the data presented, statements made and conclusions reached. This is the twelfth in a series of Institute reports that deliver new decision-making tools to DHR/FIA and local DSS staffs.

Table of Contents

1.0   INTRODUCTION

This report is the twelfth in a series of Jacob France Institute (JFI) technical assistance reports that document local differences in the ratio[1] of welfare recipients to business hires.[2] These updated estimates can improve local Department of Social Services staff understanding of job-finding prospects for work-eligible welfare recipients.

This report updates three important policy-relevant trend figures first introduced in the 2009-2010 report in the series: County-specific trends[3] (July 2006-March 2016) in the ratio of TCA recipients to business hires, of TCA recipients, and of SNAP recipients, are presented and discussed. This decade-long time coverage spans pre-recession, recession, and post-recession economic conditions.

Differences in local labor market opportunities for work-eligible welfare recipients are important because the February 2008 *Reauthorization of the Temporary Assistance for Needy Families (TANF) Program; Final Rule[4]* defined personal responsibility and serious effort to work expectations for work-eligible welfare recipients. No recognition was 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.

Section 2 describes the data sources used to calculate ratios of welfare recipients to local business hires and defines three basic terms used to present the local ratio estimates—work-eligible welfare recipients, age groups and industries ranked by local private business hires of women in these age groups. The ratio estimates and trend calculations appear in Section 8. Conclusions follow in Section 9.

2.0   DATA SOURCES AND DEFINITIONS

2.1   Welfare recipient data source

An *Interagency Agreement* between the Maryland Department of Human Resources Family Investment Administration and JFI supports JFI maintenance and updating of monthly Client Automated Resource and Eligibility System (CARES)[5] record extracts. For the new ratio calculations in this report we used data fields from the April 2015-March 2016 monthly CARES records.

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[1] The **ratio** of welfare—temporary cash assistance (TCA)—recipients (numerator) to hire transactions (denominator), as each term is defined in this report, is a convenient way to show local differences in hiring prospects. A ratio value > 1 means there are more welfare recipients than hires. A ratio value < 1 indicates that there are more hires than welfare recipients.

[2] The previous ten reports in this series are listed in Appendix A at the end of this report.

[3] The 2006 and 2007 reports in the series differed from the more recent releases in geographic coverage, defined age groupings and industry designations of hires included in the ratio calculations.

[4] *Federal Register*, Volume 73, Number 24, February 5, 2008, pp. 6771-6828.

[5] The CARES is a data system maintained by the MD DHR Office of Technology for Human Services.

2.2   Work-eligible welfare recipients

Our definition of *work-eligible* welfare recipients is female household heads ages 19-34[6] with related children that received cash assistance in any month or combination of months between April 2015 and March 2016.[7]

Coverage of work-eligible female head-of-household welfare recipients ages 19-34 with related children is split into two age groups—ages 19-24 and ages 25-34—that align with defined age groups in the available local business hiring data described in subsection 2.4 below.

2.3   Local area coverage

The 2006 report in this series included only Baltimore City and Baltimore County.[8] The 2007 report offered statewide coverage.[9] The 2008-2015 reports contained welfare recipient to local business hires ratio estimates for five local Department of Social Services jurisdictions—Anne Arundel County, Baltimore City, Baltimore County, Montgomery County, and Prince George's County. These five counties account for a high percentage of the Maryland work-eligible welfare recipient caseload. This 2017 report includes the same five-county coverage as the 2008-2016 reports.

2.4   The local business hires data source[10]

The Census Bureau 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, Quarterly Workforce Indicators (QWI)[11], is particularly useful to study differences and changes in local employment opportunities for welfare recipients.

January-March 2015 QWI information was the most recent available when we selected indicator values to calculate local labor market differences for this report. Updates and modifications of the summary tables that appear here can be delivered with little delay as new quarterly releases of data are posted.

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[6] Age is defined at the time of first TCA benefit received during these 12 months.

[7] Two parent households, disabled cases and domestic violence cases, as these are defined in a CARES data field labeled 'stratum', are excluded from this work-eligible subpopulation definition.

[8] The 2006 report used a restricted access DVD data source that required many hours of JFI staff time to extract and work with defined local areas, so the ratio estimates were limited to these two contiguous DSS jurisdictions and a single 'core' labor market.

[9] The 2007 report took advantage of the web-based availability of statewide hires estimates by industry, gender and age group that could easily be rank ordered for each of the 12 local Workforce Investment Board jurisdictions in Maryland.

[10] This subsection repeats relevant data source descriptive text and data field definitions from the 2006-2016 reports in this series; ensuring that new first-time readers of the current report have an opportunity to receive full information about the business hires data source without having to refer back to an earlier report in the series.

[11] The Quarterly Workforce Indicators data are available at http://qwiexplorer.ces.census.gov/

Eight indicators of labor market conditions are available at QWI:

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
8. Average monthly earnings for new hires

The QWI online feature allows selection from the following options:

- Predefined age group (8 groups);
- Gender;
- Industry—North American Industry Classification System (NAICS)[12] sector (two-digit code) or subsector (three-digit code);
- Geography (State, county, Workforce Investment Act local area designation, or defined metro area).

We selected number of new hires[13] of women ages 19-24 and ages 25-34, by NAICS subsector, reported separately for Anne Arundel County, Baltimore City, Baltimore County, Montgomery County, and Prince George's County.[14]

2.5 The stable new hires indicator

The Census Bureau LEHD Program software detects employer-employee pairings that are sustained for three consecutive quarters—t, t+1 and t+2. Employment in the middle quarter, t+1, of a three-quarter series is defined as a stable <u>employment</u> observation.[15] If the same employer-employee pairing is not found for the t-1 quarter—the quarter before quarter t—this is defined as a <u>hire</u> event in quarter t. The label <u>new</u> hire is added 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 quarters prior to t-1; that is, 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 here is to focus attention on mutually

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[12] See: http://www.census.gov/epcd/naics07/naics07.xls. In addition to the two-digit sectors and three-digit subsectors the NAICS taxonomy includes four-digit industry groups and five-digit industries and six-digit United States detail industries. The Census Bureau LEHD Program QWI online site contains only two-digit and three-digit NAICS coded data.

[13] The official QWI indicator label is 'new hires', but caution is urged—the actual value that is reported at QWI is number of **stable** new hires, not all new hires.

[14] The 2006 report included different age groups—ages 19-34 and ages 35-54—and NAICS industry group (four-digit) detail. The 2007 report included a single age group, ages 25-34, and NAICS subsector (three-digit) detail. The 2008-2015 reports included the same two age groups as the current report.

[15] 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.

satisfied employers and employees—those that have maintained their paired status for more than three months.[16] Employee churning—frequent turnover after little time on the job—is not included in the ratio estimates presented in this report.

2.6   The unachievable ideal and the available substitute

Ideally, for a defined date, we would like to be able to compare an exact count of local work-eligible welfare recipients with an exact count of local job openings that satisfy practical access and candidate qualification criteria. Such job opening and access information is not available.

By definition a job opening is unfilled. We do not know what combination of candidate attributes, worksite location and job descriptors may hypothetically result in a successful hire—a combination that satisfies both the employer and the job applicant.

There is no consensus about what access means, exemplified by ongoing commuter responses to fluctuating fuel prices. Individuals respond in unpredictable ways to distance, time, out-of-pocket costs, and changes in these attributes of access.

In this report we substitute QWI stable new hires information organized by county, industry subsector, age group and gender for the unmeasured exact count of local job openings that satisfy practical access and candidate qualification criteria.

2.7   Table Methodology

Each section of this report presents: three single-year data tables (April 2015-March 2016); two trend tables (July 2006-March 2016); and a county-specific graph, showing each county's TCA and SNAP trend calculations for ease of understanding. At the end of the report, two figures showing the respective TCA and SNAP caseload trends for each of the five mid-Maryland counties for ease of comparisons among the five counties are displayed.

- Table 1— Ranking of top 10 industries[17] based on average quarterly local stable new hires, April 2015-March 2016, women ages 19-34 for each of five counties.

- Table 2— Average quarterly number of local stable new hires, April 2015-March 2016, in top 10 ranked industries, women ages 19-34 for each of five counties.

- Table 3— Ratios of work-eligible TCA women ages 19-34 to sum of top 10 local industry subsector stable new hires and to all local industry subsector stable new hires. Both ratios are age group-specific and represent averages over April 2015-March 2016. Ratio numerator and denominator definitions and time alignment assumptions are explained in Section 3.3.

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[16] 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.

[17] NAICS subsector (three-digit) designations.

- Table 4— Trends in Top 10 Hires Ratios of Work-Eligible TCA Women Ages 19-34 July 2006-March 2016

- Figure 1— TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children) July 2006-March 2017(County specific)

- Figure 2— Trends in Top 10 Hires Ratios of Work-Eligible TCA Women Ages 19-24, and Ages 25-34, July 2006-March 2016

- Figure 3— TCA Paid Cases, Paid Recipients (Adults & Children) July 2006 – March 2017

- Figure 4— SNAP Paid Cases, Paid Recipients (Adults & Children) July 2006 – March 2017

Each of the four numbered series tables appears in the five county-specific section for ease of comparison between the two age groups and among the five counties. The progression from Table 1, through Table 2 and Table 3, to Table 4 answers four questions in a logical sequence.

1. Table 1 answers the question: What is the county-specific top 10 ranking of local industry subsectors based on number of stable new hires of women in a defined age group?

2. Table 2 answers the question: How many county-specific stable new hires of women in a defined age group were there in an average quarter from April 2015 to March 2016 in each of these ranked industry subsectors?

3. Table 3 answers the question: What are the county-specific ratios of work-eligible welfare recipients to: (1) the sum of local stable new hires of women in the top 10 ranked industry subsectors; and (2) the sum of all local industry subsector stable new hires?

4. Table 4 answers the question: What are the county-specific trends for the ratios of work-eligible welfare recipients to the sum of local stable new hires of women in the top 10 ranked industry subsectors?

2.7.1 Table 1 Methodology
Top 10 industry subsectors ranked based on local stable new hires

Table 1 shows industry subsectors (three-digit NAICS codes and titles) ranked 1 through 10 based on county average quarterly stable new hires of women ages 19-24 and 25-34 from April 2015 through March 2016. This table includes a combined 22 NAICS industry subsector codes.

A combined total of 22 three-digit 2007 North American Industry Classification System (NAICS) industry subsector codes appear in Table 1:

238—specialty trade contractors
445—food and beverage stores
446—health and personal care stores
448—clothing and clothing accessories stores
452—general merchandise stores
493—warehousing and storage
522—credit intermediation and related activities
524—insurance carriers and related activities
541—professional, scientific, and technical services
531—real estate
561—administrative and support services
611—educational services
621—ambulatory health care services
622—hospitals
623—nursing and residential care facilities
624—social assistance
713—amusement, gambling, and recreation
722—food services and drinking places
812—personal and laundry services
813—religious, grant-making, civic, professional, and similar organizations
922—justice, public order, and safety activities
923—administration of human resource programs

The 22 pairings of NAICS industry subsector codes indicate that the age-specific county rankings based on local stable new hires are not identical. If the rankings were uniform only 10 NAICS codes would appear in the combination of Table 1. Compared to last year, more of these subsectors appeared in the top ten age-specific county rankings, indicating that the top subsectors hiring women ages 19-34 are becoming more diverse.

The Table 1 rankings should be heeded by local DSS staffs charged with carrying out the February 2008 *Final Rule* personal responsibility and serious effort to work expectations. A work-eligible TCA recipient's age and location should be considered in targeting local office assistance.

2.7.2 Table 2 Methodology

Number of local stable new hires by ranked top 10 industries

The format of Table 2 is the same as the format for Table 1, described on page 6, except that each row-column cell number in the new tables is a local average quarterly stable new hires estimate for the industry subsector in the same row-column cell of the previous table.

The comparison of stable new hires in the defined age groups for the top 10 ranked industry subsectors within Table 2 shows interesting similarities and differences. Table 2 provides a comparison, looking at the last column reading from left to right, labeled *sum*, that shows there are clear age-related differences in the average quarterly sum of top 10 ranked industry subsector stable new hires. Again, the message for local DSS staffs is that age and location matter in targeting promising industries for work-eligible TCA recipient action.

2.7.3 Table 3 Methodology

Ratios of work-eligible welfare recipients to: (1) summed local stable new hires in ranked top 10 industry subsectors; and (2) all industry subsectors

Numbers from different sources are brought together next and transformed into clear indicators of local differences in job opportunities for female work-eligible welfare recipients[18]. Table 3 shows two distinct types of difference relevant for DSS local office targeting of job opportunities for welfare recipients:

- Differences between age groups within a local area; and

- Differences among local areas within an age group.

The following steps were used to calculate the ratio number in Table 3 column 5:

- The ratio numerator calculation started with the column 1, which is the unduplicated count of county-specific female work-eligible welfare recipients ages 19-24, from April 2015 through March 2016. This count over 12 months is intended for alignment with quarterly business hires data to answer the question: How many relevant local hires is a work-eligible recipient 'exposed' to during her TCA benefit spell(s)?

- For this report we assume an average TCA benefit duration of six months between April 2015 and March 2016, so we <u>divided</u> the year-long count of recipients by 2 to arrive at a six-month estimate of work-eligible female welfare recipients ages 19-24—the derived number does not appear in Table 3. This number is the numerator value used to calculate the Table 3 row 1 column 5 ratio result.

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[18] Our phrase "job opportunities for female work-eligible welfare recipients" requires elaboration. The hires numbers we present in this report are defined by location (county), gender (female), age group (ages 19-24 or ages 25-34) and industry subsector (NAICS three-digit). Our decision to compare these hires figures to a count of female work-eligible welfare recipients in the same age ranges implicitly assumes that current and future job opportunities for these work-eligible designees are defined by and only by the local business affiliations of April 2015-March 2016 new hires of women in the same age spans. Unobserved forces work in opposite directions to influence the relevance of our hires estimates for local DSS staff actions. Our hires figures <u>understate</u> local job opportunities for female work-eligible welfare recipients if these welfare recipients can successfully compete for local jobs not previously held by women in the same age range. But our hires figures <u>overstate</u> local job opportunities for female work-eligible welfare recipients if some of the local jobs previously held by women in the same age range are not realistic opportunities because of unobserved differences—such as lower educational attainment, substance abuse history, criminal conviction, and less favorable previous employment profile. There is no occupational descriptor in the QWI data source, so we do not know the occupational distribution of 2015-2016 hires of women in mid-Maryland. Another source of <u>overstatement</u> is that our ratio calculation assumes that the female work-eligible welfare recipients compete for job offers only among themselves, not with the unobserved larger pool of other women and men that compete for the same jobs. Other considerations include: (1) our hires figures in this report cover only private business hires, but we know that a substantial number of local government jobs are held by or potentially available to women; and (2) there is some measurement error of unknown size in the assignment of business hire transactions to a defined location. We do not think that these warnings should cause local DSS staffs to ignore the targeting implications of our Table 3 findings.

- To calculate the denominator value of the Table 3 row 1column 5 ratio our next step was to start with the Table 3 row 1 column 2 number, which is the sum of top 10 industry subsector average quarterly stable new hires from April 2015 through March 2016. This is a quarterly value, but we need a six-month denominator number that aligns with the numerator six-month derived estimate of work-eligible female welfare recipients. So we <u>multiplied</u> the average quarterly stable new hires number by 2 to arrive at a six-month estimate of top 10 industry subsector stable new hires of women ages 19-24.

- Our third and final step to arrive at the Table 3 row 1 column 5 ratio value was to divide the derived numerator number by the derived denominator number.

> As we stated on page 1 footnote 1, a ratio value < 1 indicates that there were more stable new hires in the defined industry subsectors of women ages 19-24 or 25-34 than the estimated count of female work-eligible welfare recipients in the same age group, given the cautions we describe on page 7, footnote 18.

The difference between columns 5 and 6 is the scope of industry subsector coverage—column 5 includes only the top 10 ranked industry subsector stable new hires, while column 6 includes all industry subsectors. Our ratio definitions mean that the derived ratio in column 6 of a row must be lower than (or equal to because of rounding) the column 5 ratio value because the column 6 denominator value is larger, including all industry subsector stable new hires.

2.7.4 Table 4 Methodology

Trends in county-specific top 10 stable new hires ratios

No new information is presented in this subsection. Information from Table 3 column 5 in all cases has been extracted from the 2008-2016 and current 2017 reports, and consolidated in Table 4 to demonstrate trends in county-specific top 10 stable new hires ratios.

2.7.5 Figure 1 Methodology

Trends in TCA & SNAP Paid Cases, Paid Recipients (Adults & Children)

Figure 1, showing county-specific TCA and SNAP caseload trends, displays the county-specific trends of TCA paid caseload and SNAP paid caseload to advance understanding of the growing gap between quite stable TCA caseloads and increasing SNAP caseloads. Each county-specific graphic uses a single common y-axis (vertical) scale for ease of interpretation of the TCA and SNAP trends. However, because the magnitude of the respective caseloads is so different among the five counties, the y-axis (vertical) scale differs among the five graphs—no two are the same. The substantial growth of the SNAP paid caseload over the years observed

(July 2006-March 2017) is apparent for each of the counties, as is the relative stability, and much lower level, of the TCA paid caseload over the same time period.

2.7.6 Figure 2 Methodology

Figure 2 is a graphical representation of the data presented Table 4 presented in the preceding five sections. This two part Figure, separating the county-specific top 10 stable new hire trends for the two age groups of welfare recipients, highlights recent leveling off of the hires ratio trends, particularly in Baltimore City and Prince George's County, and the differences in the ratio levels among the five counties.

3.0 ANNE ARUNDEL COUNTY

	TABLE 1									
	TOP 10 INDUSTRY (NAICS) SUBSECTORS BASED ON									
	AVERAGE QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34									
	ANNE ARUNDEL COUNTY									
	April 2015 - March 2016									
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
19-24	722	448	561	621	452	541	713	445	624	812
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
25-34	722	621	561	541	623	452	448	622	624	713

Source: The Jacob France Institute, University of Baltimore, June 2017

NAICS SUBSECTORS: 445--food and beverage stores; 446--health and personal care stores; 448--clothing and clothing accessories stores; 452--general merchandise stores; 522--credit intermediation and related activities; 524-- insurance carriers and related activities; 541--professional, scientific, and technical services; 561--administrative and support services; 611--educational services; 621--ambulatory health care services; 622--hospitals; 623--nursing and residential care facilities; 624--social assistance; 713- amusement, gambling, and recreation; 722--food services and drinking places; 812--personal and laundry services; 813--religious, grant making, civic

Table 1 shows that for women ages 19-34 in Anne Arundel county, NAICS industry subsector code 722 (food services and drinking places) is ranked first in the average number of quarterly new hires of women for both age groups. Of the top industries presented in Table 1, 80% are shared by both age groups, down from 90% the previous year. This indicates hiring is becoming more diverse in terms of industry in Anne Arundel County. Industry subsector codes 445 (food and beverage stores) and 812 (personal and laundry services) appears for women ages 19-24, but not for women ages 25-34. Conversely, industry subsector codes 623 (nursing and residential care facilities), and 622 (hospitals) appear in the top ten industries for women aged 25-34, but not for women ages 19-24. This means the two age groups share 80% of the top ten industries hiring women in the area.

	TABLE 2										
	AVERAGE NUMBER OF QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34										
	IN TOP 10 INDUSTRY (NAICS) SUBSECTORS RANKED BY NUMBER OF LOCAL STABLE NEW HIRES										
	ANNE ARUNDEL COUNTY										
	April 2015 - March 2016										
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
19-24	400	156	153	139	127	96	78	74	65	65	**1,353**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
25-34	301	282	241	225	90	82	75	71	70	70	**1,505**

Source: The Jacob France Institute, University of Baltimore, June 2017

The first row and first column cell number of Table 2 is 400. This is the quarterly average number of NAICS code 722 (food services and drinking places) stable new hires of women ages 19-24 in Anne Arundel county from April 2015 through March 2016. The quarterly average number of stable new hires of women ages 25-34 for this same category is 301.

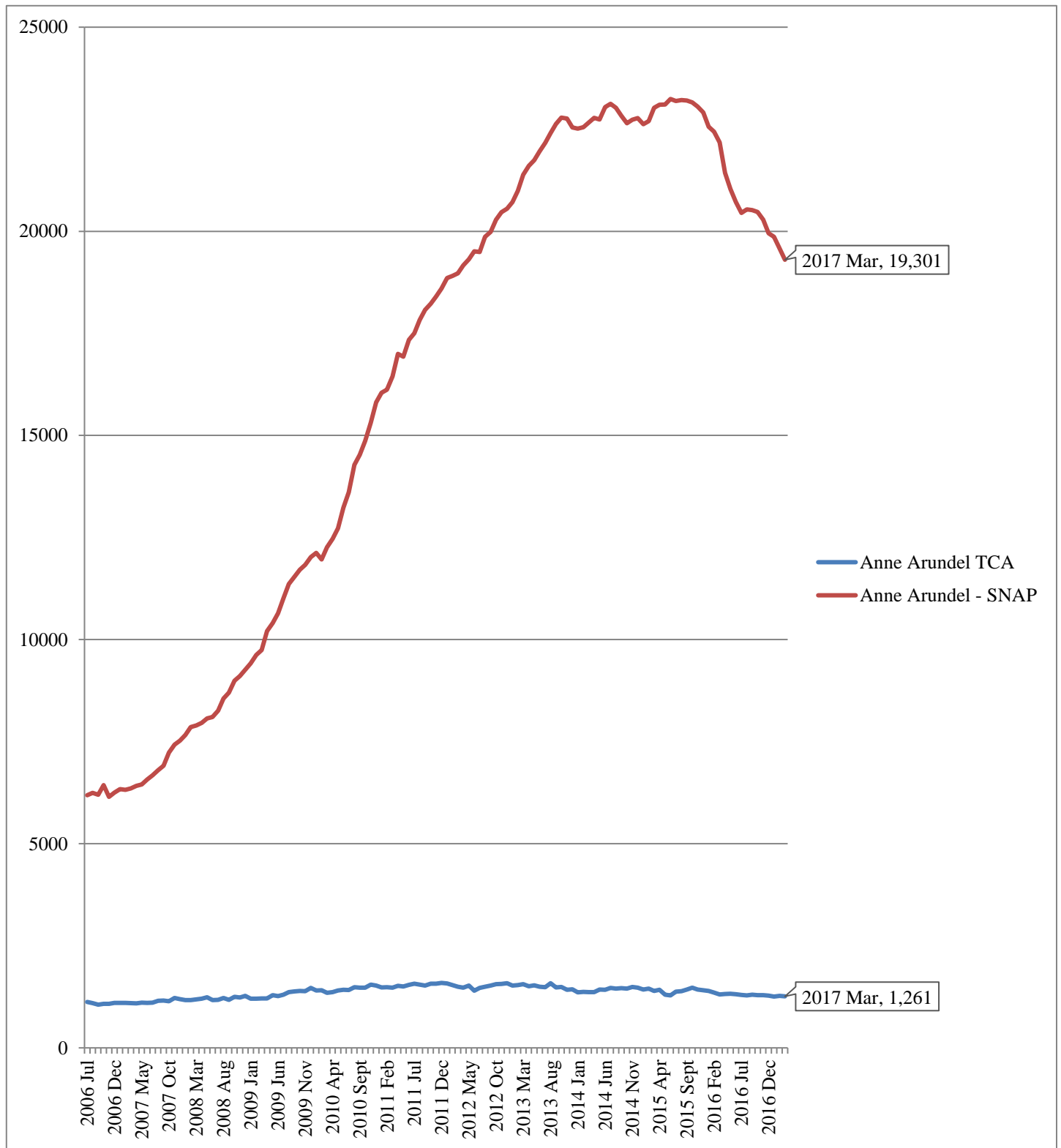| TABLE 3					
RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-34 TO					
SUM OF TOP 10 LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES AND TO					
ALL LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES					
BOTH AGE GROUP-SPECIFIC AND AVERAGE APRIL 2015 - MARCH 2016					
ANNE ARUNDEL COUNTY					
1	**2**	**3**	**4**	**5**	**6**
Work-eligible TCA count	Sum top 10 subsector hires	Sum of all hires	Column 2/ Column 3	Top 10 hires ratio	All hires ratio
19-24 253	1,353	1,952	0.69	0.05	0.03
25-34 551	1,505	2,459	0.61	0.09	0.06

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 3 row 1 column 5 derived ratio value of 0.05 indicates that there were 21 stable new hires of women ages 19-24 in Anne Arundel County for each woman in the defined pool of local work-eligible welfare recipients. The ratio value of 0.09 found in Table 3 row 2 column 5 indicates that there were 11 stable new hires of women ages 25-34 in Anne Arundel County for each woman in the defined pool of local work eligible welfare recipients. This rate of stable new hires has also been stable since 2006, indicating that **both** age groups in Anne Arundel County are experiencing the same level of stability in terms of stable new job opportunities (see Table 4).

TABLE 4									
TRENDS IN TOP 10 HIRES RATIOS									
OF WORK-ELIGIBLE TCA WOMEN AGES 19-34									
ANNE ARUNDEL COUNTY									
JULY 2006-MARCH 2016									
Jul 2006 - Jun 2007	Jul 2007 - Jun 2008	Jul 2008 - Jun 2009	Jul 2009 - Jun 2010	Apr 2010 - Mar 2011	Apr 2011 - Mar 2012	Apr 2012 - Mar 2013	Apr 2013 - Mar 2014	Apr 2014 - Mar 2015	Apr 2015 - Mar 2016
19-24 0.07	0.07	0.08	0.10	0.10	0.09	0.07	0.06	0.04	0.05
25-34 0.07	0.09	0.09	0.11	0.12	0.13	0.12	0.10	0.06	0.09

Source: The Jacob France Institute, University of Baltimore, June 2017

Figure 1 - TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children)
July 2006 – March 2017 (Anne Arundel County)

Source: The Jacob France Institute, University of Baltimore, June 2017

4.0 BALTIMORE CITY

TABLE 1
TOP 10 INDUSTRY (NAICS) SUBSECTORS BASED ON **AVERAGE QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34** **BALTIMORE CITY** **April 2015 - March 2016**

	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
19-24	722	622	493	561	611	621	541	624	445	448
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
25-34	622	611	561	621	722	541	493	624	623	923

Source: The Jacob France Institute, University of Baltimore, June 2017

NAICS SUBSECTORS: 445--food and beverage stores; 446--health and personal care stores; 448--clothing and clothing accessories stores; 452--general merchandise stores; 493 - warehousing and storage; 522--credit intermediation and related activities; 524-- insurance carriers and related activities; 541-- professional, scientific, and technical services; 561--administrative and support services; 611--educational services; 621--ambulatory health care services; 622--hospitals; 623--nursing and residential care facilities; 624--social assistance; 713- amusement, gambling, and recreation; 722--food services and drinking places; 812--personal and laundry services; 813--religious, grant making, civic; 923- administration of human resource programs

Table 1 shows the NAICS industry subsector codes ranked number highest for average quarterly stable new hires in the two age groups of women. For women ages 19-24 NAICS industry subsector code 722 (food services and drinking places) is ranked first; but for women ages 25-34 the top ranking NAICS industry subsector code is 622 (hospitals), while industry subsector code 722 is ranked fifth. Industry subsector codes 448 (clothing and clothing accessory stores) and 445 (food and beverage stores) appear only in the 19-24 age group, while 623 (nursing and residential care facilities) and 923 (administration of human resource programs) only appear in the 25-34 age group. This indicates that both age groups share 80% of the top industries listed. Also of note, this is the third consecutive year that industry subsector 923 has appeared in a top ten sector for these reports, indicating a continued increase in public sector presence and hiring in the city. This is also the first year that sector 493 (warehousing and storage) has appeared in the top ten hiring industries.

TABLE 2
AVERAGE NUMBER OF QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34 **IN TOP 10 INDUSTRY (NAICS) SUBSECTORS** **RANKED BY NUMBER OF LOCAL STABLE NEW HIRES** **BALTIMORE CITY** **April 2015 - March 2016**

	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
19-24	387	305	304	241	233	131	130	80	63	57	**1,929**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
25-34	546	447	380	335	329	245	234	149	109	74	**2,847**

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 2 first row and first column cell number is 387. This is the quarterly average number of NAICS code 722 (food services and drinking places) stable new hires of women ages 19-24 in Baltimore City from April 2015 through March 2016. The quarterly average number of stable new hires of women ages 25-34 for this same category (722) is 329.

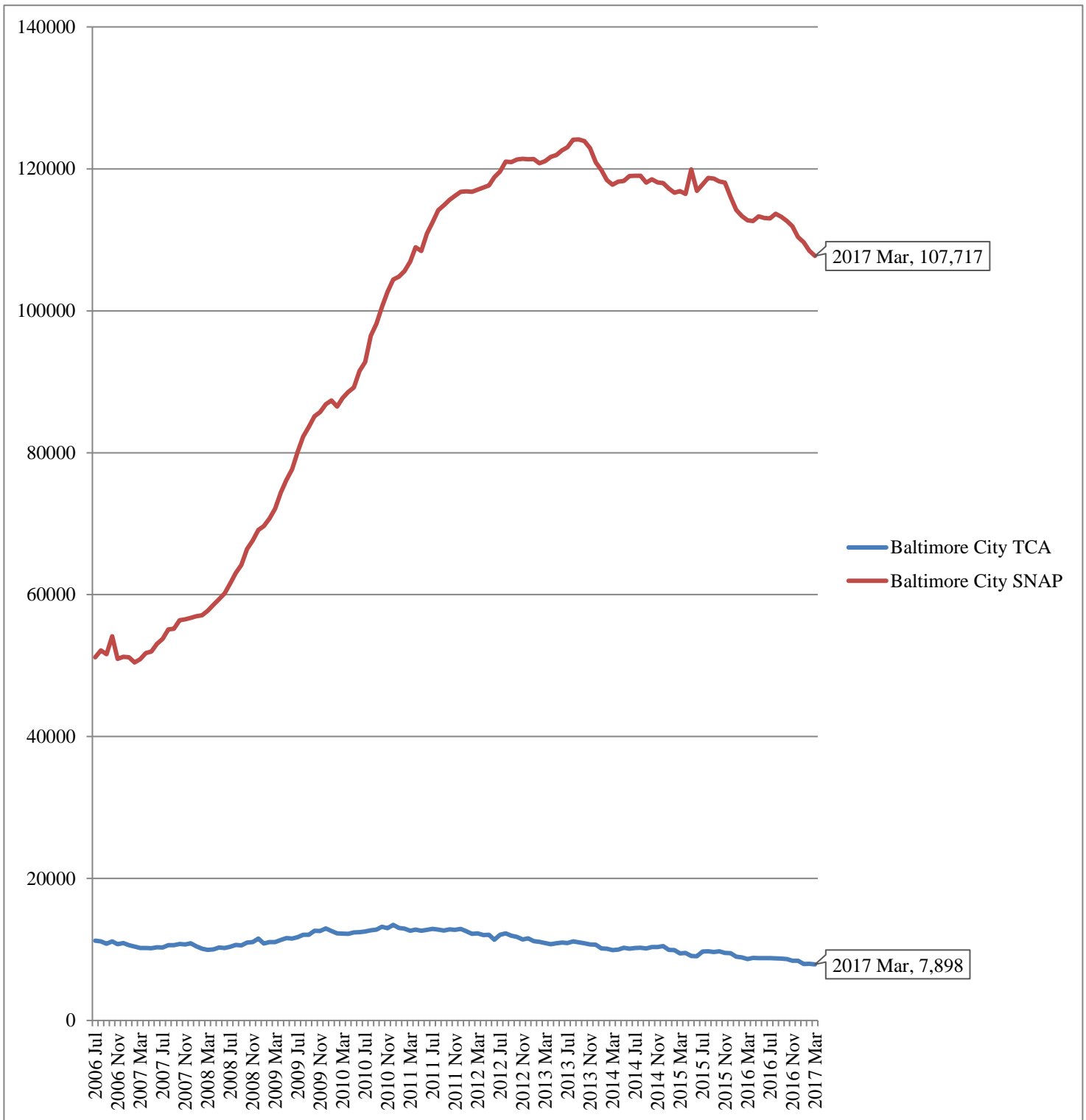| TABLE 3					
RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-34 TO					
SUM OF TOP 10 LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES AND TO					
ALL LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES					
BOTH AGE GROUP-SPECIFIC AND AVERAGE APRIL 2015 - MARCH 2016					
BALTIMORE CITY					
1	**2**	**3**	**4**	**5**	**6**
Work-eligible TCA count	Sum top 10 subsector hires	Sum of all hires	Column 2/ Column 3	Top 10 hires ratio	All hires ratio
19-24 2,502	1,929	2,471	0.78	0.32	0.25
25-34 4,335	2,847	3,785	0.75	0.38	0.29

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 3 row 1 column 5 derived ratio value of 0.32 indicates that there were three stable new hires of women ages 19-24 in Baltimore City for each woman in the defined pool of local work-eligible TCA recipients. The trend for this age group of work-eligible TCA recipients in Baltimore City had been a steady decline of opportunities, from 2.3 stable new hires for each work-eligible recipient in 2006-2007, to a low point of 1.3 from 2009-2011. However, this is an increase over the 2.3 stable new hires for each work-eligible TCA recipient in 2014-2015. (See Table 4) Similarly, the Table 3 row 2 column 5 derived ratio value of 0.38 indicates there were 2.6 stable new hires of women ages 25-34 for each work-eligible TCA recipient in that age group.

TABLE 4									
TRENDS IN TOP 10 HIRES RATIOS									
OF WORK-ELIGIBLE TCA WOMEN AGES 19-34									
BALTIMORE CITY									
JULY 2006-MARCH 2016									
	Jul 2006 - Jun 2007	**Jul 2007 - Jun 2008**	**Jul 2008 - Jun 2009**	**Jul 2009 - Jun 2010**	**Apr 2010 - Mar 2011**	**Apr 2011 - Mar 2012**	**Apr 2012 - Mar 2013**	**Apr 2013 – Mar 2014**	**Apr 2014 – Mar 2015**	**Apr 2015 – Mar 2016**
19-24	0.44	0.52	0.62	0.75	0.76	0.71	0.59	0.48	0.32	0.32
25-34	0.34	0.39	0.45	0.59	0.61	0.56	0.50	0.43	0.30	0.38

Source: The Jacob France Institute, University of Baltimore, June 2017

**Figure 1 - TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children)
July 2006 – March 2017 (Baltimore City)**

5.0 BALTIMORE COUNTY

		TABLE 1								
		TOP 10 INDUSTRY (NAICS) SUBSECTORS BASED ON								
		AVERAGE QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34								
		BALTIMORE COUNTY								
		April 2015 - March 2016								
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
19-24	722	561	611	621	452	541	448	623	445	624
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
25-34	561	621	722	541	611	623	622	624	452	524

Source: The Jacob France Institute, University of Baltimore, June 2017

NAICS SUBSECTORS: 445--food and beverage stores; 446--health and personal care stores; 448--clothing and clothing accessories stores; 451-- sporting goods, hobby, musical instrument, and book stores; 452--general merchandise stores; 522--credit intermediation and related activities; 524-- insurance carriers and related activities; 541--professional, scientific, and technical services; 561--administrative and support services; 611--educational services; 621--ambulatory health care services; 622--hospitals; 623--nursing and residential care facilities; 624--social assistance; 721-accommodation; 722--food services and drinking places; 812--personal and laundry services; 813--religious, grant making, civic

Table 1 shows the NAICS industry subsector codes ranked number one for the two age groups that appear in Table 1—the first column reading from left to right. For women ages 19-24 NAICS industry subsector code 722 (food services and drinking places) is ranked first; but for women ages 25-34 the top ranking NAICS industry subsector code is 561 (administrative and support services), while industry subsector code 722 is ranked third. Industry subsector codes 445 (food and beverage stores) and 448 (clothing and clothing accessories stores) appear only in the top ten listing for women ages 19-24, while 622 (hospitals), and 524 (insurance carriers and related activities) only appear in the top ten listing for the 25-34 age group. This indicates that both age groups share 80% of the top industries listed.

		TABLE 2									
	AVERAGE NUMBER OF QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34										
	IN TOP 10 INDUSTRY (NAICS) SUBSECTORS RANKED BY NUMBER OF LOCAL STABLE NEW HIRES										
	BALTIMORE COUNTY										
	April 2015 - March 2016										
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
19-24	517	247	224	213	205	171	158	155	113	103	**2,106**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
25-34	447	430	304	294	276	257	175	141	130	99	**2,551**

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 2 first row and first column cell number is 517. This is the quarterly average number of NAICS code 722 (food services and drinking places) stable new hires of women ages

19-24 in Baltimore county from April 2015 through March 2016. The quarterly average number of stable new hires of women ages 25-34 for this same category (722) is 304.

	TABLE 3					
	RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-34 TO					
	SUM OF TOP 10 LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES AND TO					
	ALL LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES					
	BOTH AGE GROUP-SPECIFIC AND AVERAGE APRIL 2015 - MARCH 2016					
	BALTIMORE COUNTY					
	1	**2**	**3**	**4**	**5**	**6**
	Work-eligible TCA count	Sum top 10 subsector hires	Sum of all hires	Column 2/ Column 3	Top 10 hires ratio	All hires ratio
19-24	569	2,106	2,950	0.71	0.07	0.05
25-34	1154	2,551	3,674	0.69	0.11	0.08

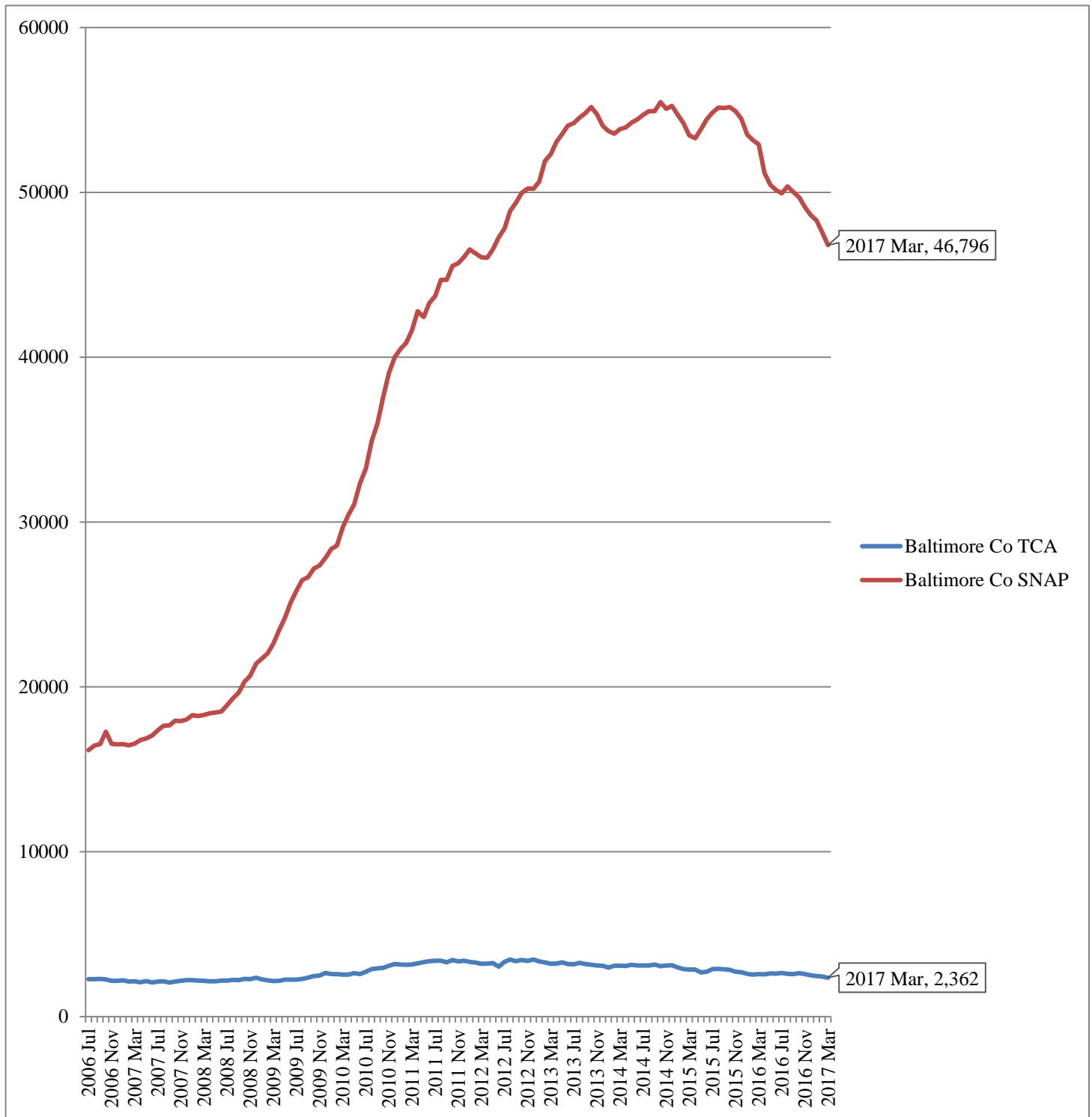**Source**: The Jacob France Institute, University of Baltimore, June 2017

The Table 3 row 1 column 5 derived ratio value of 0.07 indicates that there were 15 stable new hires of women ages 19-24 in Baltimore County for each woman in the defined pool of local work-eligible TCA recipients, an increase from the 10.5 stable new hires in this same age group over the previous year. The trend for both age groups of work-eligible TCA recipients in Baltimore County has remained stable for both age groups. (see Table 4).

	TABLE 4									
	TRENDS IN TOP 10 HIRES RATIOS									
	OF WORK-ELIGIBLE TCA WOMEN AGES 19-34									
	BALTIMORE COUNTY									
	JULY 2006-MARCH 2016									
	Jul 2006 - Jun 2007	**Jul 2007 - Jun 2008**	**Jul 2008 - Jun 2009**	**Jul 2009 - Jun 2010**	**Apr 2010 - Mar 2011**	**Apr 2011 - Mar 2012**	**Apr 2012 - Mar 2013**	**Apr 2013 – Mar 2014**	**Apr 2014 – Mar 2015**	**Apr 2015 – Mar 2016**
19-24	0.06	0.07	0.07	0.09	0.11	0.15	0.11	0.10	0.08	0.07
25-34	0.07	0.07	0.08	0.12	0.14	0.16	0.16	0.14	0.13	0.11

Source: The Jacob France Institute, University of Baltimore, June 2017

Figure 1 - TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children)
July 2006 – March 2017 (Baltimore County)

Source: The Jacob France Institute, University of Baltimore, June 2017

6.0 MONTGOMERY COUNTY

TABLE 1										
TOP 10 INDUSTRY (NAICS) SUBSECTORS BASED ON										
AVERAGE QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34										
MONTGOMERY COUNTY										
April 2015 - March 2016										
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
19-24	722	541	621	561	448	611	452	624	445	812
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
25-34	541	621	561	722	611	623	624	622	813	531
Source: The Jacob France Institute, University of Baltimore, June 2017										
NAICS SUBSECTORS: 445--food and beverage stores; 446--health and personal care stores; 448--clothing and clothing accessories stores; 452--general merchandise stores; 522--credit intermediation and related activities; 524-- insurance carriers and related activities; 531--real estate; 541--professional, scientific, and technical services; 561--administrative and support services; 611--educational services; 621--ambulatory health care services; 622--hospitals; 623--nursing and residential care facilities; 624--social assistance; 713- amusement, gambling, and recreation; 722--food services and drinking places; 812--personal and laundry services; 813--religious, grant making, civic										

Table 1 shows the NAICS industry subsector codes ranked number one for the two age groups that appear in Table 1—the first column reading from left to right. For women ages 19-24 NAICS industry subsector code 722 (food services and drinking places) is ranked first; but for women ages 25-34 the top ranking NAICS industry subsector code is 541 (professional, scientific, and technical services), while industry subsector code 722 is ranked fourth. Industry subsector codes 622 (hospitals), 623 (nursing and residential care facilities), 531 (real estate), and 813 (religious, grant making, civic) only appear in the top ten industries for women ages 25-34 in Montgomery county. Conversely, industry subsector codes 448 (clothing and clothing accessories stores), 445 (food and beverage stores), 452 (general merchandise stores), and 812 (personal and laundry services) only appear in the top ten industries for women ages 19-24 in Montgomery county. This indicates that both age groups share 60% of the top industries listed.

TABLE 2											
AVERAGE NUMBER OF QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34											
IN TOP 10 INDUSTRY (NAICS) SUBSECTORS RANKED BY NUMBER OF LOCAL STABLE NEW HIRES											
MONTGOMERY COUNTY											
April 2015 - March 2016											
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
19-24	461	294	251	244	147	140	120	115	100	78	**1,949**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
25-34	672	483	431	352	226	144	137	104	102	94	**2,744**

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 2 first row and first column cell number is 461. This is the quarterly average number of NAICS code 722 (food services and drinking places) stable new hires of women ages 19-24 in Montgomery County from April 2015 through March 2016. The quarterly average number of stable new hires of women ages 25-34 for this same category (722) was 226.

	TABLE 3					
	RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-34 TO					
	SUM OF TOP 10 LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES AND TO					
	ALL LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES					
	BOTH AGE GROUP-SPECIFIC AND AVERAGE APRIL 2015 - MARCH 2016					
	MONTGOMERY COUNTY					
	1	**2**	**3**	**4**	**5**	**6**
	Work-eligible TCA count	Sum top 10 subsector hires	Sum of all hires	Column 2/ Column 3	Top 10 hires ratio	All hires ratio
19-24	222	1,949	2,779	0.70	0.03	0.02
25-34	375	2,744	4,141	0.66	0.03	0.02

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 3 row 1 column 5 derived ratio value of 0.03 indicates that there were 35 stable new hires of women ages 19-24 in Montgomery County for each woman in the defined pool of local work-eligible TCA recipients. The trend for both age groups of work-eligible TCA recipients in Montgomery County has remained unchanged since 2009 (see Table 4).
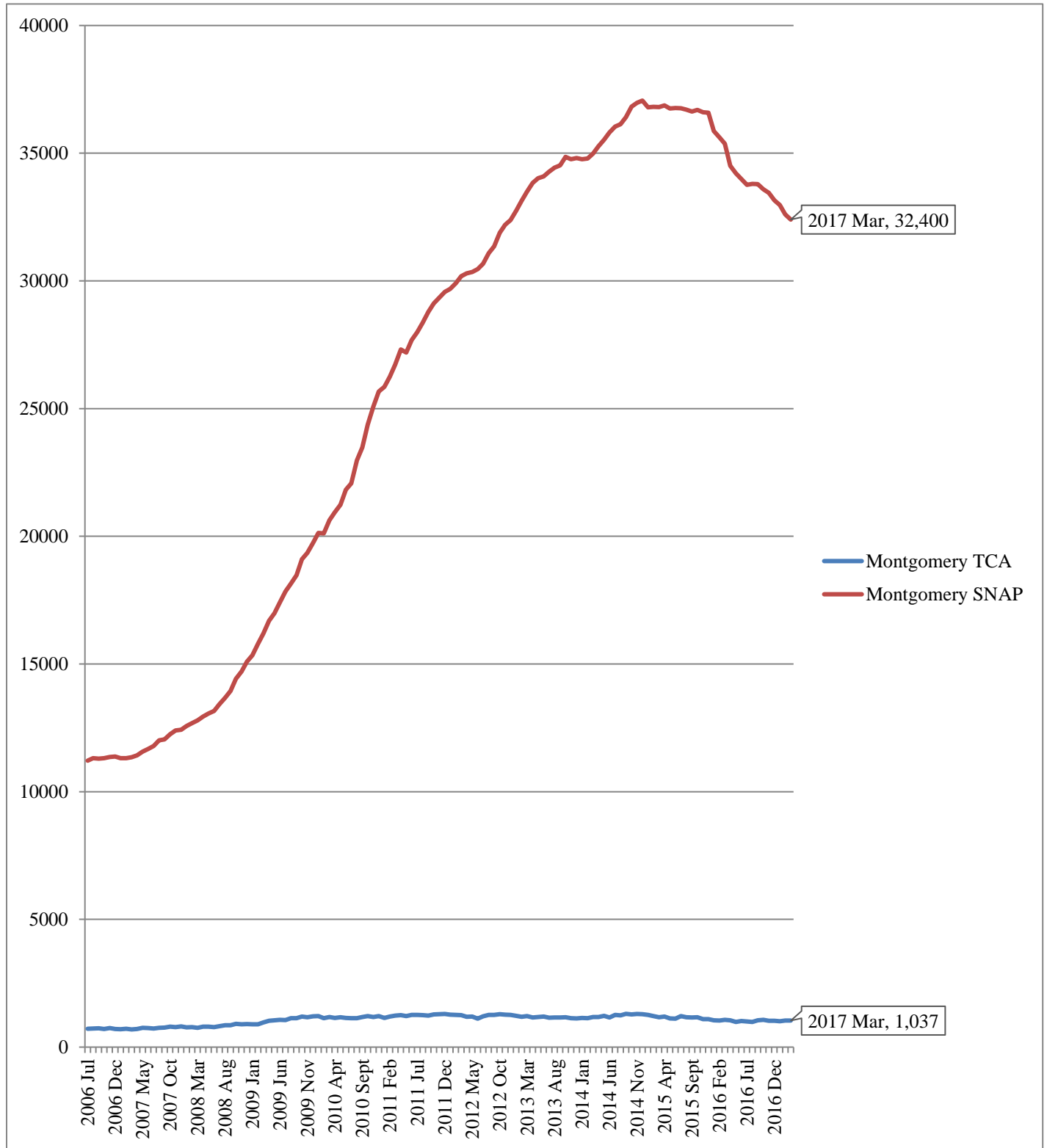
	TABLE 4									
	TRENDS IN TOP 10 HIRES RATIOS									
	OF WORK-ELIGIBLE TCA WOMEN AGES 19-34									
	MONTGOMERY COUNTY									
	JULY 2006-MARCH 2016									
	Jul 2006 - Jun 2007	**Jul 2007 - Jun 2008**	**Jul 2008 - Jun 2009**	**Jul 2009 - Jun 2010**	**Apr 2010 - Mar 2011**	**Apr 2011 - Mar 2012**	**Apr 2012 - Mar 2013**	**Apr 2013 - Mar 2014**	**Apr 2014 - Mar 2015**	**Apr 2015 - Mar 2016**
19-24	0.02	0.02	0.02	0.04	0.04	0.04	0.04	0.04	0.03	0.03
25-34	0.02	0.02	0.03	0.04	0.04	0.04	0.04	0.04	0.04	0.03

Source: The Jacob France Institute, University of Baltimore, June 2017

**Figure 3 - TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children)
July 2006 – March 2017 (Montgomery County)**

7.0 PRINCE GEORGE'S COUNTY

TABLE 1										
TOP 10 INDUSTRY (NAICS) SUBSECTORS BASED ON **AVERAGE QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34** **PRINCE GEORGE'S COUNTY** **April 2015 - March 2016**										
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
19-24	722	611	452	621	448	541	561	445	446	624
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
25-34	611	722	621	541	561	624	452	623	445	238

Source: The Jacob France Institute, University of Baltimore, June 2017

NAICS SUBSECTORS: 238- specialty trade contractors; 445--food and beverage stores; 446--health and personal care stores; 448--clothing and clothing accessories stores; 452--general merchandise stores; 522--credit intermediation and related activities; 524-- insurance carriers and related activities; 541--professional, scientific, and technical services; 561--administrative and support services; 611--educational services; 621--ambulatory health care services; 622--hospitals; 623--nursing and residential care facilities; 624--social assistance; 713- amusement, gambling, and recreation; 722--food services and drinking places; 812--personal and laundry services; 813--religious, grant making, civic.

Table 1 shows the NAICS industry subsector codes ranked number one for the two age groups that appear in Table 1—the first column reading from left to right. For the 19-24 age group, the NAICS industry subsector code 722 (food services and drinking places) is ranked first, while it is ranked second for the 25-34 age group of women. Industry subsector codes 448 (clothing and clothing accessories stores) and 446 (health and personal care stores) only appear in the top ten industries for women ages 19-24. Industry subsector codes 623 (nursing and residential care facilities) and 238 (specialty trade contractors) only appear in the top ten industries for women ages 25-34. This indicates that both age groups share 80% of the top industries listed in Prince George's County.

TABLE 2											
AVERAGE NUMBER OF QUARTERLY LOCAL STABLE NEW HIRES OF WOMEN AGES 19-34 **IN TOP 10 INDUSTRY (NAICS) SUBSECTORS RANKED BY NUMBER OF LOCAL STABLE NEW HIRES** **PRINCE GEORGE'S COUNTY** **April 2015 - March 2016**											
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
19-24	455	166	146	124	121	111	104	81	65	59	**1,430**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**SUM**
25-34	298	285	266	217	213	92	85	81	73	65	**1,674**

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 2 first row and first column cell number is 455. This is the quarterly average number of NAICS code 722 (food services and drinking places) stable new hires of women ages 19-24 in Prince George's County from April 2015 through March 2016. The quarterly average number of stable new hires of women ages 25-34 for this same category (722) is 285.

TABLE 3
RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-34 TO
SUM OF TOP 10 LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES AND TO
ALL LOCAL INDUSTRY SUBSECTOR STABLE NEW HIRES
BOTH AGE GROUP-SPECIFIC AND AVERAGE APRIL 2015 - MARCH 2016
PRINCE GEORGE'S COUNTY

	1	**2**	**3**	**4**	**5**	**6**
	Work-eligible TCA count	**Sum top 10 subsector hires**	**Sum of all hires**	**Column 2/ Column 3**	**Top 10 hires ratio**	**All hires ratio**
19-24	566	1,430	1,994	0.72	0.10	0.07
25-34	787	1,674	2,501	0.67	0.12	0.08

Source: The Jacob France Institute, University of Baltimore, June 2017

The Table 3 row 1 column 5 derived ratio value of 0.10 indicates that there were 10 stable new hires of women ages 19-24 in Prince George's County for each woman in the defined pool of local work-eligible TCA recipients. Similarly, the ratio value of 0.12 from Table 3 row 2 column 5 indicates that there were 8.5 stable new hires of women ages 25-34 in Prince George's County for each woman in the defined pool of local work-eligible TCA recipients. The trend for this age group of work-eligible TCA recipients in Prince George's county peaked from 2009 to 2011 and has since declined to be consistent with 2007-2008 levels (see Table 4).
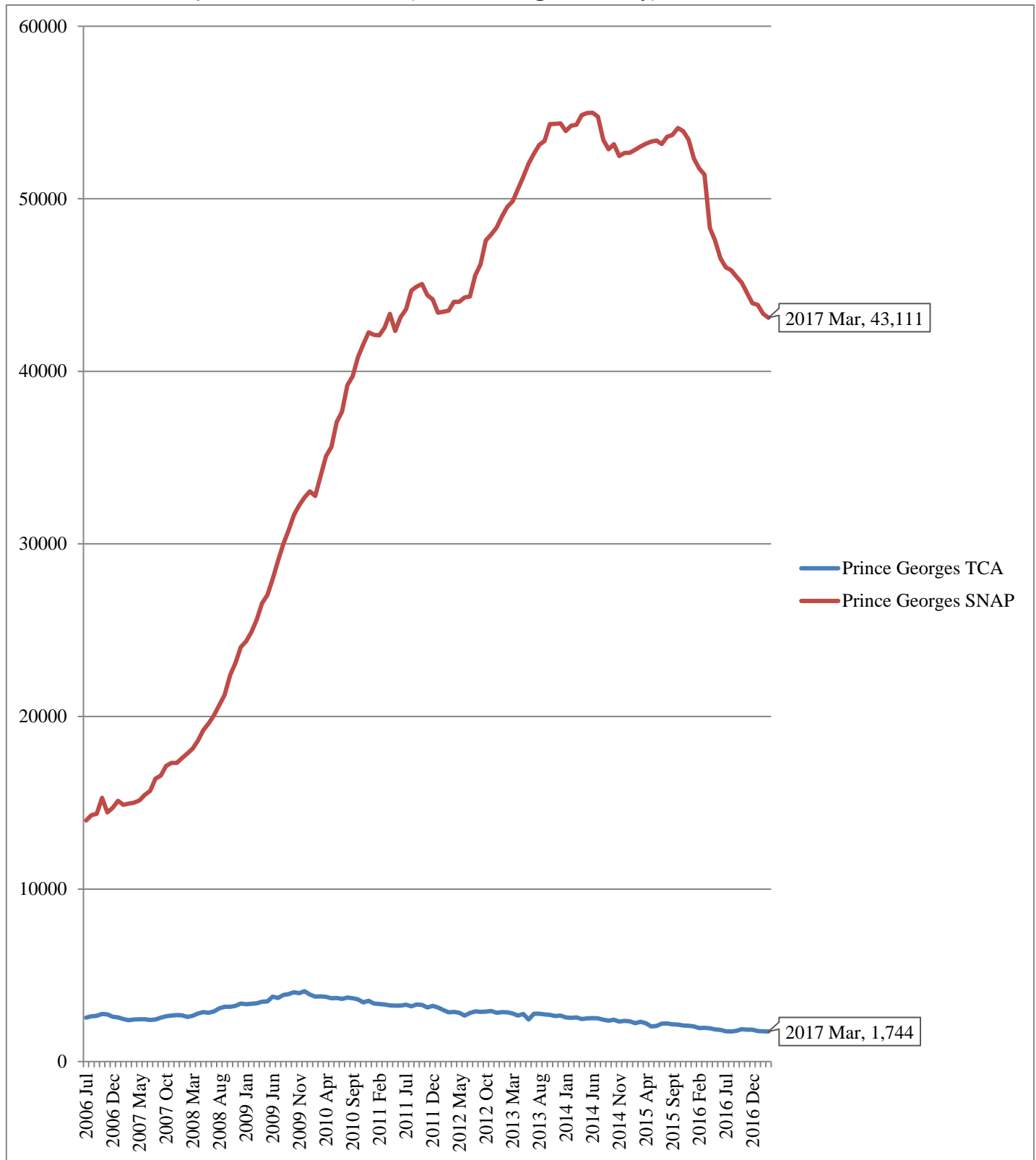
TABLE 4
TRENDS IN TOP 10 HIRES RATIOS
OF WORK-ELIGIBLE TCA WOMEN AGES 19-34
PRINCE GEORGE'S COUNTY
JULY 2006-MARCH 2016

	Jul 2006 - Jun 2007	**Jul 2007 - Jun 2008**	**Jul 2008 - Jun 2009**	**Jul 2009 - Jun 2010**	**Apr 2010 - Mar 2011**	**Apr 2011 - Mar 2012**	**Apr 2012 - Mar 2013**	**Apr 2013 - Mar 2014**	**Apr 2014 – Mar 2015**	**Apr 2015 – Mar 2016**
19-24	0.11	0.15	0.23	0.31	0.29	0.25	0.20	0.15	0.12	0.10
25-34	0.11	0.16	0.23	0.32	0.29	0.25	0.24	0.17	0.14	0.12

Source: The Jacob France Institute, University of Baltimore, June 2017

Figure 1 - TCA & SNAP: Paid Cases, Paid Recipients (Adults & Children) July 2006 – March 2017 (Prince George's County)


Source: The Jacob France Institute, University of Baltimore, June 2017

8.0 TCA AND SNAP CASELOAD TRENDS

Figure 2 below is a graphical representation of the data presented Table 4 presented in the preceding five sections. This two part Figure, separating the county-specific top 10 stable new hire trends for the two age groups of welfare recipients, highlights recent leveling off of the hires ratio trends, particularly in Baltimore City and Prince George's County, and the differences in the ratio levels among the five counties.

Figure 2- Trends in Top 10 Hires Ratios of Work-Eligible TCA Women Ages 19-34 July 2006-March 2016

TRENDS IN TOP 10 HIRES RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 19-24 JULY 2006 - MARCH 2016

TRENDS IN TOP 10 HIRES RATIOS OF WORK-ELIGIBLE TCA WOMEN AGES 25-34 JULY 2006 - MARCH 2016
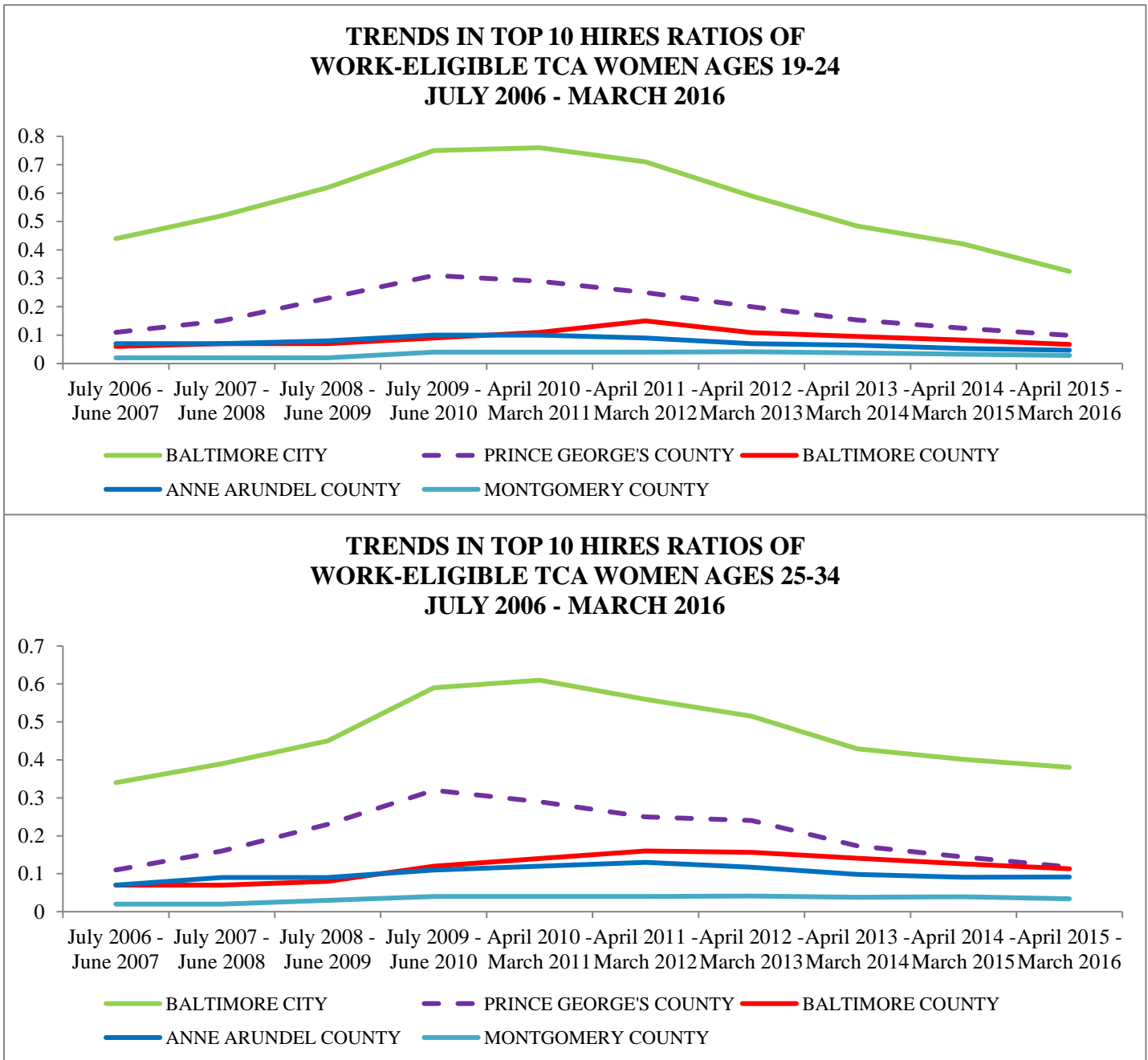
We alert readers to be careful when interpreting each of the Figure 2 graphs. A **rising** trend line indicates **worsening** stable new hires conditions. Recall the earlier definition that places new hires in the denominator and welfare recipients in the numerator of the ratio calculations. Therefore, an increasing ratio indicates a growing 'wedge' between recipients and job opportunities.

We also alert readers that changes can occur in the denominator number, the numerator number, or both. This means that care must be exercised when drawing program management and policy conclusions from the ratio trends and differences.

Figures 3 and 4, on pages 27 and 28 for TCA and SNAP caseloads respectively, offer a different visualization of the same data that underlie Figure 2. However, for ease of interpretation, now the y-axis (vertical) scale is the same in Figure 3 for the five county TCA paid caseload trends graphed together; and a different y-axis (vertical) scale appears in Figure 4 than in Figure 3, because of the large difference in TCA and SNAP caseloads, but the Figure 4 y-axis (vertical) scale is the same for each of the five county SNAP paid caseload trends that are graphed together.

Figure 5 - TCA Paid Cases, Paid Recipients (Adults & Children) July 2006 – March 2017

TCA Paid Cases, Paid Recipients (Adults & Children) July 2006 - March 2017
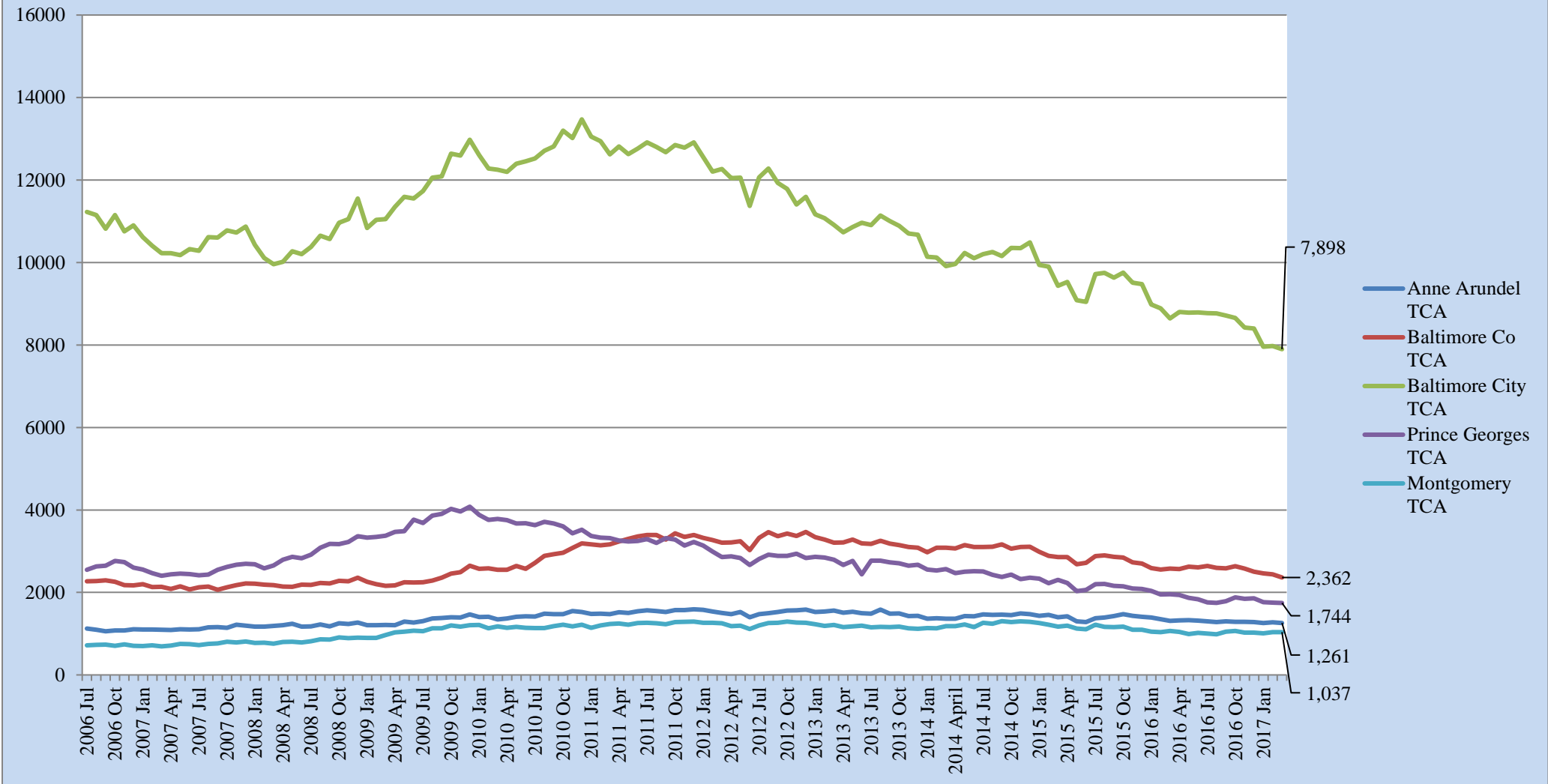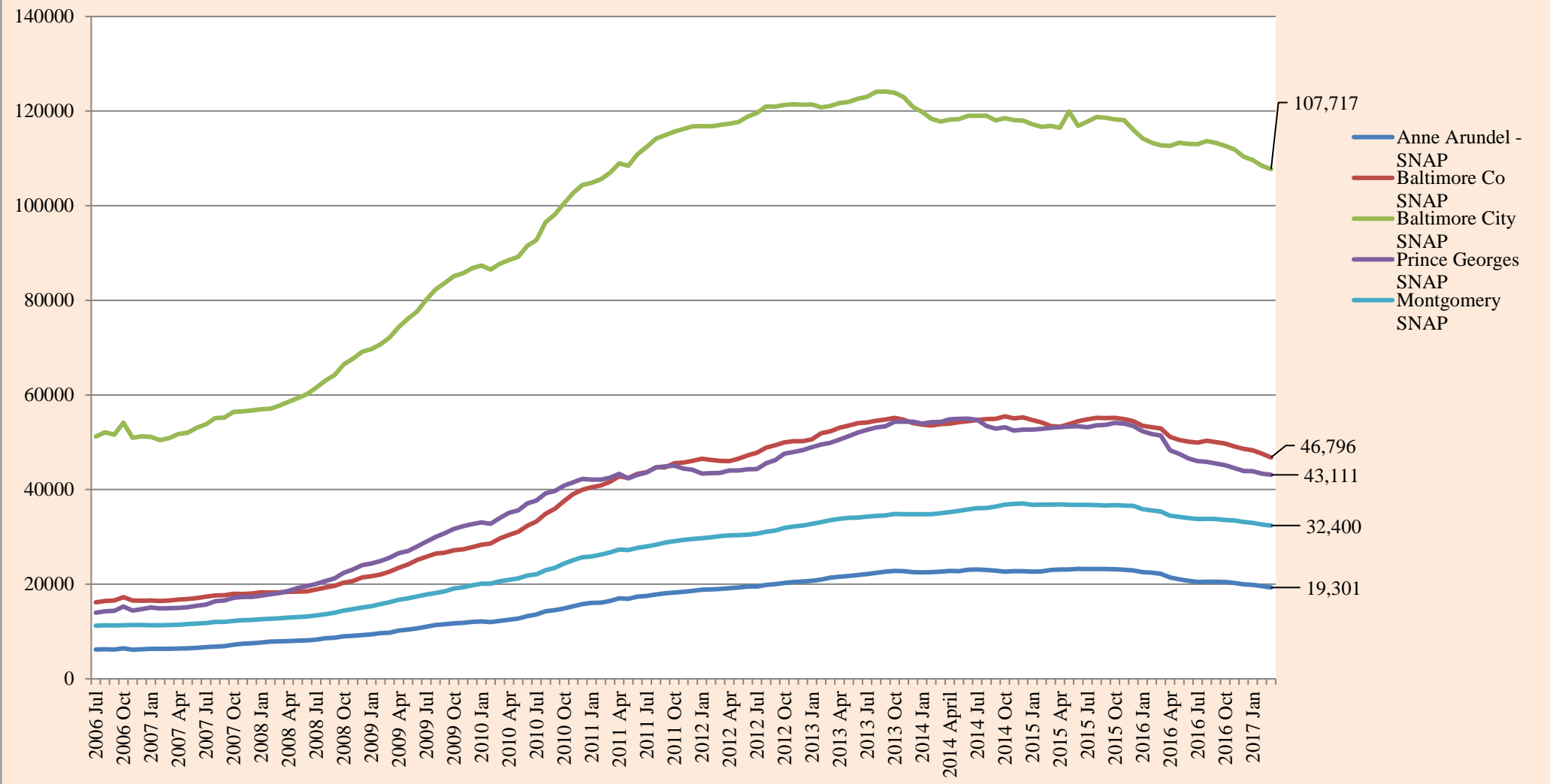
Figure 6 - SNAP Paid Cases, Paid Recipients (Adults & Children) July 2006 – March 2017

SNAP Paid Cases, Paid Recipients
(Adults & Children) July 2006 - March 2017

9.0 CONCLUSIONS

The effective date of the February 2008 *Reauthorization of the Temporary Assistance for Needy Families (TANF) Program: Final Rule* was October 1, 2008. The last sentence of the supplementary information introduction to the *Final Rule* is: Under this final rule States are accountable for moving more families to self-sufficiency and independence. Of course, we know now that a spike in deteriorating economic conditions occurred at the time when this new *Final Rule* was effective.

We have used the most current available information about mid-Maryland job opportunities for women ages 19-34 to estimate local differences in how many hires can be thought of as 'relevant' for local DSS staff assistance to carry out the mandate to move more families to self-sufficiency and independence. Our opportunity estimates are based on April 2015-March 2016 stable new hires information by mid-Maryland county, gender and age group.

We continue to encourage Maryland Department of Human Resources headquarters staff and local Department of Social Services front-line staffs to use the new information presented here as a starting point for thought and conversation about how local differences in job opportunities should be translated into actions consistent with the mandate to move more families to self-sufficiency and independence. We remain available to participate in this conversation and hasten progress toward the shared goal of TCA recipient self-sufficiency and independence in very challenging economic circumstances.

Appendix A

The previous eleven reports in this series:

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/jfi);

David W. Stevens (2007), *Maryland Local Departments of Social Services Face Different Job Opportunity Challenges When Assisting Work-Eligible TCA Recipients to Find Employment*, Baltimore, MD: The Jacob France Institute, University of Baltimore, 13 pp. (available at http://www.ubalt.edu/jfi);

Jane Staveley and David W. Stevens (2008), *Mid-State Differences in Job Opportunities for Maryland Welfare Recipients*, Baltimore, MD: The Jacob France Institute, University of Baltimore, 15 pp. (available at http://www.ubalt.edu/jfi);

Jane Staveley and David W. Stevens (2009), *Mid-State Differences in Job Opportunities for Maryland Welfare Recipients*, Baltimore, MD: The Jacob France Institute, University of Baltimore, 15 pp. (available at http://www.ubalt.edu/jfi);

Jane Staveley and David Stevens (2010), *Mid-State Differences in Job Opportunities for Maryland Welfare Recipients*, Baltimore, MD: The Jacob France Institute, University of Baltimore, 14 pp. (available at http://www.ubalt.edu/jfi);

Jane Staveley and David Stevens (2011), *Pre-recession Through Post- recession Trends in Job Opportunities for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 25 pp. (available at http://www.ubalt.edu/jfi);

David Stevens (2012), *Trends in Job Opportunities for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 25 pp. (available at http://www.ubalt.edu/jfi).;

Shannon Lee and David Stevens (2013) *Trends in Job Opportunities for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 30 pp. (available at http://www.ubalt.edu/jfi).;

Shannon Lee and David Stevens (2014) *Trends in Job Opportunities for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 37 pp. (available at http://www.ubalt.edu/jfi); and

Shannon Lee (2015) *Trends in Job Opportunities for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 37 pp. (available at http://www.ubalt.edu/jfi)

Shannon Lee (2016) *Employment Opportunities Trends for Mid-Maryland Welfare Recipients: Including divergent trends in Temporary Cash Assistance (TCA) and Supplemental Nutrition Assistance Program (SNAP) caseloads*, Baltimore, MD, The Jacob France Institute, University of Baltimore, 31 pp. (available at http://www.ubalt.edu/jfi)

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