



PARTICIPATION IN FEDERALLY DEFINED WORK ACTIVITIES ACROSS MARYLAND

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Most adult Temporary Cash Assistance (TCA) recipients are required to participate in federally defined work activities. Participation in these activities is a central tenant of the Temporary Assistance for Needy Families (TANF) program, as one of the four purposes of TANF is to “end the dependence of needy parents on government benefits by promoting job preparation, work, and marriage” (Personal Responsibility and Work Opportunity Reconciliation Act of 1996, 2019). In Maryland, failure to participate results in a full-family work sanction, leading to a lapse in or termination of benefits.

Recipients have several options for meeting this participation requirement. There are nine core and three non-core work activities in which work-eligible TCA recipients may participate. To be fully compliant, recipients must complete a certain number of hours in core activities each week and may supplement any remaining hours in either a core or non-core activity. Additionally, some of these activities have federal time limits, and these rules can affect participation.

While the work requirement is central to TCA’s purpose, little information is known about the participation in specific work activities. We do know whether adult recipients are participating in activities or not based on the federal work participation rate and the percentage of case closures due to noncompliance with the work requirement. Notably, work sanctions are the most common reason for a case closure among work-eligible cases in Maryland, with three in five of these cases experiencing at least one such closure during a fiscal year (Nicoli, 2016a).

In order to support adult recipients in making a permanent and self-sufficient exit from TCA, there must be an understanding of the current services provided to help them achieve this goal. Therefore, this report begins to examine this topic. In particular, it provides information on the frequency of participation in the most common federally defined work activities, the number of hours of participation in these activities, and includes the range of participation among Maryland’s 24 jurisdictions. Additionally, the report features an appendix of tables highlighting work activity participation for each jurisdiction.

KEY FINDINGS

- ❖ Three in five (61.2%) work-eligible recipients participated in a federally defined work activity.
- ❖ Over one in five (22.2%) work-eligible recipients had a long term disability and did not participate in an activity.
- ❖ One in four (24.4%) recipients participated in three or more federally defined work activities.
- ❖ Adults participating in federally defined work activities did so for an average of 25 hours per week.
- ❖ Among adult participants, the two most common activities were job search (39%) and unsubsidized employment (33%).
- ❖ Hours of weekly participation were highest in unsubsidized employment and vocational education, at 27 hours per week, on average.

Data and Study Population

Data

Data comes from the Client Automated Resource and Eligibility System (CARES) which is the administrative data system for the TCA program. CARES provides individual- and case-level data on demographics and program participation for families receiving TCA. Data on participation in work activities is obtained from WORKS, which the Maryland Department of Human Services uses to document such participation.

Study Population

The study population for this report includes all 16,763 work-eligible adult recipients who received TCA for at least one month in state fiscal year (SFY) 2018, which includes the months from July 2017 through June 2018.¹

We examine all work activities in which adults participated for at least one hour in 2018. All 12 federally defined activities are included in analysis of any participation, but detailed information is provided for activities with more than 1% participation statewide. Job search and job readiness activities (substance abuse treatment, mental health treatment, and rehabilitation) are examined separately. Average hours of participation are calculated for the weeks in which adults participated in an activity.

Findings

Participation in Work Activities

Work-eligible TCA recipients are generally required to participate in federally defined work activities.² These activities are designed to achieve a central tenant of TCA: provide skills and supportive services to help recipients find employment and transition off TCA. Figure 1 shows that in Maryland, three in five (61.2%) work-eligible TCA recipients participated in one of 12 federally defined work activities in 2018.³

State-defined activities are documented reasons why a recipient cannot participate in federally defined work activities. There are 20 state-defined activities, and examples include a long-term disability, transportation issues, and a breakdown in transportation or child care. More than one in three (36.2%) work-eligible recipients were assigned to a state-defined activity and did not participate in a federally defined work activity in 2018. Since a long-term disability is by far the most common state-defined activity, this activity is separated into its own category in Figure 1. Just over one in five (22.2%) work-eligible recipients had a long-term disability, and they did not participate in any federally defined work activities.⁴ One out of seven (14.0%) recipients were assigned to one of the remaining 19 state-defined activities and did not participate in a federally defined activity.

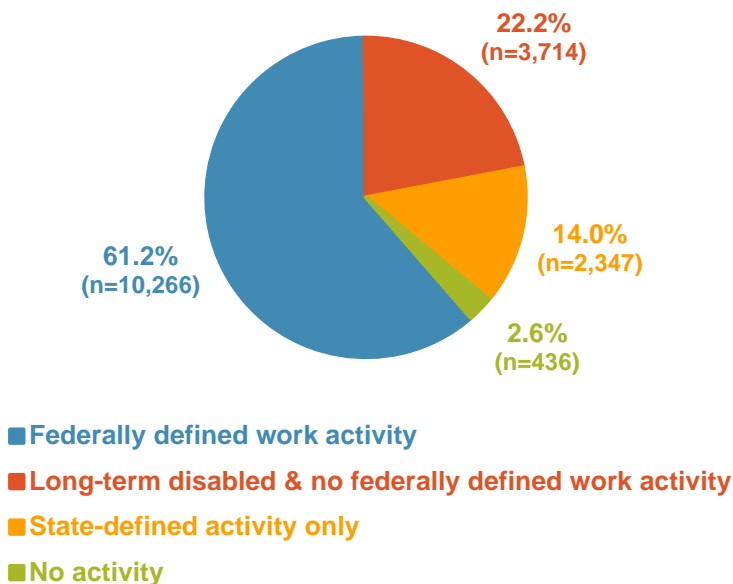
¹ The use of 2018 throughout the report references SFY 2018.

² Definitions of federally defined work activities are located on page 6.

³ Hours of participation above any federal time limitations are included in this percentage even though those hours will not count toward the federal work participation rate.

⁴ As a work-eligible individual, participation in a federally defined activity is encouraged for adults with long-term disability, but at minimum, they are required to apply for Supplemental Security Income (SSI) and comply with the application process (Maryland Department of Human Services, 2015). A previous study found that most recipients with long-term disabilities do apply for SSI (McColl & Nicoli, 2018).

Figure 1. Participation in Work Activities



A small percentage (2.6%) of recipients did not participate in a federally defined activity and there was no state-defined reason for their lack of participation during their months of receipt in 2018.

Participation in federally defined activities varied at the jurisdictional level. Caroline County had the highest participation—four out of five (82.0%) recipients participated in an activity at some point in 2018. This is noticeably higher than the next highest jurisdiction, Montgomery County, where seven in 10 (70.2%) recipients participated in a federally defined work activity. Caroline County’s participation rate is also unique because most of the rural counties had participation rates below 55%.⁵ Allegany County had the lowest participation in federally defined work activities, at about one in three (36.0%) recipients. Most metro and suburban jurisdictions in central

Maryland had participation rates between 60% and 70%: Montgomery County (70.2%), Prince George’s County (68.4%), Howard County (68.2%), Frederick County (64.2%), Baltimore City (61.6%), and Baltimore County (61.4%).

Jurisdictions also varied in their percentages of recipients assigned to state-defined activities. For the category of state-defined activities only, excluding long-term disability, Charles County had the largest percentage of recipients who had a reason for their lack of participation in a work activity, at one in five (21.2%) recipients, while Caroline County had the lowest, at just under one in 10 (8.2%). For the long-term disability category, Allegany County had the highest percentage (46.1%) of recipients reporting a long-term disability with no participation in a federally defined activity, and Caroline County had the lowest

⁵ However, Caroline County had the fourth smallest number of work-eligible recipients in Maryland, with 61 individuals. This means changes in the status of a few recipients has a larger effect on percentages.

This makes it more likely that smaller jurisdictions like Caroline County will be markedly different from the state average.

(9.8%). In addition to Allegany County, other rural counties generally had higher than average percentages of recipients who had a long-term disability and did not participate in a federally defined activity: Worcester County (38.9%), Washington County (37.8%), Talbot County (33.3%), Cecil County (31.9%), Queen Anne’s County (31.9%), Kent County (30.6%), and Garrett County (26.7%).

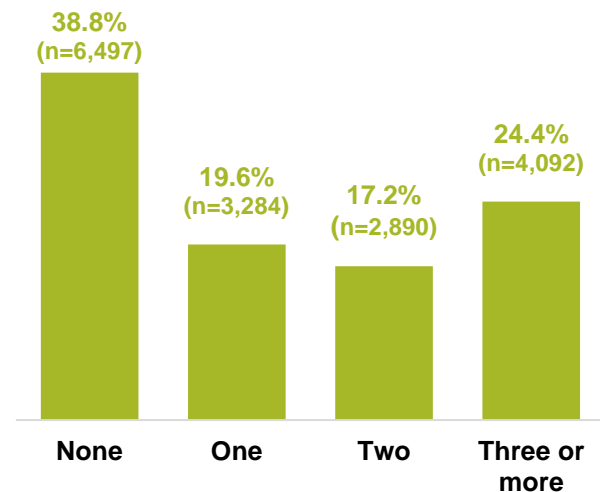
In 18 of the 24 jurisdictions, 5% or fewer of work-eligible recipients did not participate in any activities and they were not assigned to a state-defined activity. The two counties with the highest percentages of recipients who did not participate in any activities were Queen Anne’s County (11.6%) and Montgomery County (7.7%). In contrast, every work-eligible recipient participated in at least one activity or was assigned to a state-defined activity in three counties: Charles, Talbot, and Caroline.

Federally Defined Work Activities

TCA recipients often participated in more than one federally defined work activity in order to comply with their work requirements. While recipients must participate for a certain number of hours, and must predominately participate in core activities, there is no limit on the number of activities in which a recipient may participate. For example, in order to meet the required number of hours, a recipient might work a part-time job but also be enrolled in a vocational education program or a job search program to seek full-time employment. Figure 2 shows work-eligible recipients’ participation by number of federally defined work activities. Two out of five (38.8%) work-eligible recipients did not participate in a federally defined work activity in 2018. After recipients who did not

participate, the most common category was at least three activities (24.4%). One in five recipients participated in one (19.6%) or two (17.2%) activities.

Figure 2. Participation by Number of Federally Defined Work Activities



At the jurisdictional level, Allegany County had the highest percentage of recipients who did not participate in any work activity (64.0%). This result is unsurprising since, as previously discussed, they also had the lowest percentage of participation. On the other end, Caroline County had the smallest percentage of recipients who did not participate in any federally defined activities (18.0%), just as they had the highest level of participation. Notably, more than half of recipients in five other counties with small work-eligible caseloads also did not participate in any work activities: Queen Anne’s (56.5%), Worcester (55.6%), Carroll (54.6%), Washington (54.0%), and Cecil (50.8%).

Participation in one or two activities was above the state average in more than half of the jurisdictions, while Baltimore City, with its large caseload, was below it. Specifically, in Baltimore City, 15% of recipients

participated in one activity and 16% participated in two, compared to 20% and 17%, respectively, for the state average. Dorchester County had the highest percent of recipients who only participated in one activity, at just under two in five (38.2%) recipients. Queen Anne’s County had the fewest, at one in seven (14.5%) recipients. For recipients who participated in two work activities, Caroline County had the highest participation (29.5%), while Calvert County had the smallest (11.3%).

Participation in three or more federally defined activities presented several interesting findings. This category was most common in Caroline County (36.1%) and least common in Allegany County (2.9%), which again, corresponds to their respective levels of participation in any federally defined activity. While the three or more category is the second most popular category, this is again largely due to Baltimore City, which had the second highest percentage of recipients participating in three or more activities (29.9%). Additionally, participation in three or more activities was above the state average in three larger counties: Montgomery (29.8%), Prince George’s (28.0%), and Baltimore (27.9%). All other jurisdictions—19 of the 24—were under the state average, seven of which fell below 10%.

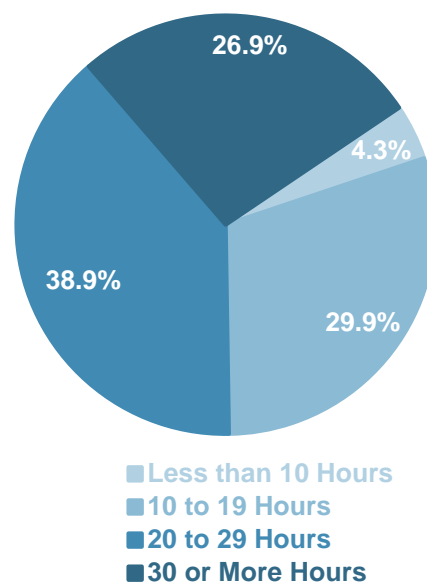
Participation in multiple activities may be a positive indicator. Previous research has shown that successful welfare-to-work programs generally implemented a *mixed strategy* approach, rather than a narrower *work-first* approach. This means that while these programs still prioritized finding employment, they also focused on providing other opportunities through work activities, like skill-building, for example. These

opportunities addressed recipients’ barriers to employment in an attempt to make them more successful in the labor market (Parrott et al., 2007).

Hours of Participation in Federally Defined Activities

In order to comply with federal rules, work eligible recipients must participate in federally defined work activities for a certain number of hours each week. This threshold varies depending on case characteristics. For example, if the adult recipient is a single parent, they generally must complete 30 hours of federally defined work activities each week in order to be compliant. Most (87.7%) cases had one parent. However, if the recipient is a single parent and has a child under the age of six, they only need to complete 20 hours per week. In 2018, half (49.5%) of work-eligible recipients were single parents with a child under the age of six. In households with two adult recipients,

Figure 3. Average Weekly Hours in Federally Defined Work Activities



Note: Figure only includes work-eligible recipients who participated in a federally defined work activity.

the recipients must collectively participate in federally defined work activities for 55 hours per week if they receive federally funded child care. If they do not receive federally funded child care, this weekly threshold is 35 hours. Just over one in 10 (12.3%) cases had two adult recipients.

Of the recipients who participated in federally defined activities, over one in four (26.9%) participated in activities for an average of at least 30 hours each week. Recipients who participated for an average of 20 to 29 hours per week made up the largest group, at nearly two in five (38.9%) recipients. Three in 10 (29.9%) participated in these activities at an average between 10 and 19 hours each week. Only four percent of recipients participated for less than 10 hours each week, on average.

Participation in Each Federally Defined Work Activity

Federally defined work activities are divided into two categories: core and non-core activities. Work-eligible recipients must participate in one of nine core activities for a specified number of hours. Recipients have the option to fulfill their remaining requirements through the three non-core activities. Additionally, vocational education and job search and job readiness activities have federally imposed time limits. For example, recipients may only participate in a vocational education activity for up to one year. If recipients require more time in these activities after they reach the federal limits, Maryland may allow additional hours in these activities. However, the individual's work participation rate will not be met through these additional hours of participation.

Federally Defined Work Activity Definitions

Core Work Activities

Job Search and Job Readiness Assistance (JBS)

Activities to assist a recipient in locating unsubsidized employment, such as resume writing, interviewing skills, or career exploration. Barrier-removal activities to prepare recipients for employment are also included: substance abuse treatment (**JBT**), mental health treatment (**JBM**), or rehabilitation (**JBR**).

Unsubsidized Employment (WEJ)

Full- or part-time employment in the public or private sector that is not subsidized by TCA or any other public program.

Work Experience (WEX)

Unpaid work placements in which the recipient has the opportunity to acquire the skills and knowledge necessary to perform a broad array of jobs.

Vocational Education (BEV)

Organized educational programs to prepare a recipient for employment in current or emerging occupations. Programs are provided by vocational-technical schools, community colleges, or proprietary schools.

Community Service Programs (WEM)

Structured activities that provide a direct benefit to the community and improve the employability of recipients.

On-the-Job Training (OJT)

Training provided to a paid employee by a public or private sector employer. The training provides knowledge or skills essential to the position into which the recipient was hired.

Subsidized Private or Public Sector Employment (WSU/WSP)

Full- or part-time employment in any private or public sector job in which the employer receives a subsidy from TCA or other public/government funds to offset some or all of the costs of employing a recipient.

Non-Core Work Activities

Job Skills Training Directly Related to Employment (IST)

Training or education for job skills required by an employer to provide a recipient with the ability to obtain employment or to advance or adapt to the changing demands of the work place.

Satisfactory Attendance at Secondary School/GED (BED)

Educational instruction provided by a secondary school or an alternative educational program leading to a high school diploma or high school equivalency (e.g., GED).

Education Directly Related to Employment (BER)

Education related to a specific occupation, job, or job offer, including adult basic education or English as a second language (ESL) courses. This is limited to recipients who have not received a high school diploma or GED.

Overall, work-eligible TCA recipients participating in federally defined work activities (61.2%) did so at an average of 24.8 hours per week. Job search had the highest participation rate of any work activity, with just under two in five (38.7%) recipients participating during the year. The average weekly hours of participation for job search were slightly lower than the overall weekly average, but this activity still had the third highest average weekly participation, at 23.5 hours. Unsubsidized employment, the second most popular work activity (32.8%), tied with vocational education for the highest average weekly participation (26.9 hours). Since job search and unsubsidized employment both had participation above 30%, they pulled up the overall average weekly hours of participation, making the state average higher than the hours in five of the seven federally defined activities reviewed in Table 1.

One in four (26.7%) recipients participated in work experience activities, and they participated for an average of 22.2 hours per week. One in five (19.6%) recipients participated in job skills training, and they participated for an average of 13.7 hours per week—the lowest of any activity covered in this report. This lower weekly average is likely due to the fact that job skills training is a non-core work activity, which means that only up to 10 hours of participation per week will count toward a recipient’s work requirement. Just under one in seven (13.5%) recipients participated in vocational education for an average of 26.9 hours per week.

Recipients were less likely to participate in the final two work activities listed in Table 1. Less than one in 20 (3.2%) recipients participated in substance abuse treatment, and they participated for an average of 15.6 hours per week. Additionally, 2.1% of recipients participated in community service, but those who participated averaged 20.2 hours per week.

Table 1. Participation in Federally Defined Work Activities

	Percent	Count	Average Hours Per Week
Any Federally Defined Work Activity	61.2%	(10,266)	24.8
Job Search	38.7%	(6,482)	23.5
Unsubsidized Employment	32.8%	(5,500)	26.9
Work Experience	26.7%	(4,478)	22.2
Job Skills Training	19.6%	(3,279)	13.7
Vocational Education	13.5%	(2,269)	26.9
Substance Abuse Treatment <i>A part of Job Readiness</i>	3.2%	(539)	15.6
Community Service	2.1%	(345)	20.2

Note: Recipients may participate in more than one work activity. All activities with less than 1% of participation among work-eligible recipients are excluded: subsidized private sector employment, subsidized public sector employment, on the job training, mental health treatment, rehabilitation services, providing childcare for an individual participating in community service, secondary school/GED, and education directly related to employment. Combined, 2.5% of recipients participated in any of these excluded activities.

Participation in Federally Defined Work Activities at the Local Level

This section highlights information on participation in federally defined work activities at the jurisdictional level. The figures in this section show the range of participation in every jurisdiction as well as the range of average weekly hours among the jurisdictions that have any recipients participating in that activity. Specifically, the figures in this section place work-eligible adult recipients of one jurisdiction in context with recipients statewide and in other jurisdictions. The lines represent the range of values seen in all jurisdictions, with the bars at the top indicating the statewide high—the highest value across all jurisdictions—and the statewide low—the lowest value across all jurisdictions. The square shows the statewide average.

Job Search

Job search is organized under a larger activity called job search and job readiness. Job search focuses on activities that assist recipients with obtaining employment, such as resume writing, interviewing skills, or career exploration. Job readiness is geared toward assisting recipients with barriers to obtaining employment such as substance abuse, mental health, or rehabilitative treatments. The jurisdictional analyses in this section discuss job search activities only.

Generally, job search and job readiness activities are limited to six weeks of

participation during a fiscal year. However, *needy states* that have high unemployment or high participation in the Supplemental Nutrition Assistance Program (SNAP) can have those limits extended. Maryland, along with 46 other states, is classified as a needy state (U.S. Department of Health and Human Services, Office of Family Assistance, 2019).⁶ Therefore, adult recipients may participate in this activity for a total of 12 weeks. However, recipients cannot participate for more than four consecutive weeks, regardless of needy state status.

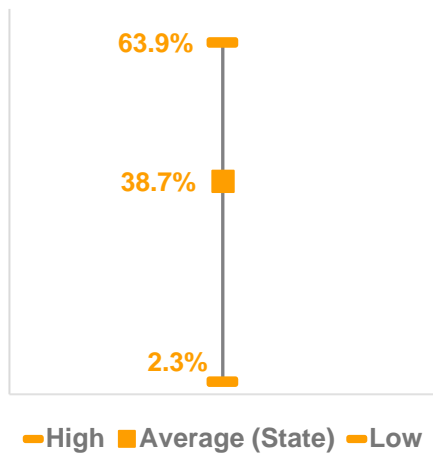
Prior research suggests recipients may experience better outcomes when they participate in more activities than just job search (Nicoli, 2016b). Overall, recipients are more likely to be employed and earn more after exiting TCA compared to their employment and earnings before receiving TCA benefits. While this is often true for recipients who only participated in job search, employment and earnings gains are much smaller relative to recipients who participated in other activities (Nicoli, 2016b).

Job search was one of only two federally defined work activities with participation in all 24 of Maryland's jurisdictions. Caroline County (63.9%) and Prince George's County (51.6%) were the only two counties where a majority of the recipients participated in job search. Just over half of the jurisdictions (14) fell within 10 percentage points of the state average (38.7%). On the lower end, only 2.3% of recipients in Allegany County participated.

⁶ Maryland has been classified as a needy state during every month since December 2008. (U.S.

Department of Health and Human Services, Office of Family Assistance, 2019).

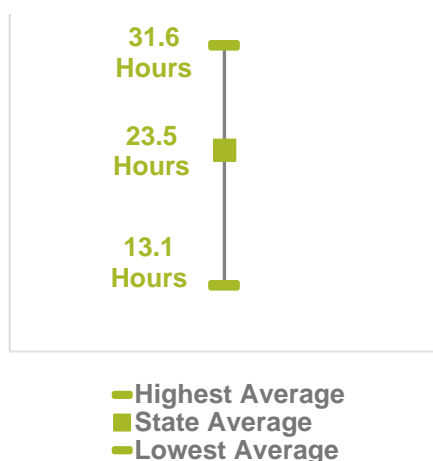
Figure 4. Job Search Participation among Jurisdictions



Overall, larger, metro jurisdictions generally had more hours of participation.

Montgomery County had the highest average weekly participation, at 31.6 hours, and Baltimore City had the third highest, at 24.7 hours. Recipients in Baltimore County (23.2 hours) and Prince George’s County (22.9 hours) also participated more frequently than most other counties. These jurisdictions likely increased the overall average, as 18 jurisdictions fell below the state average, 14 of which were below 20 hours per week. Recipients in Carroll County participated the least often, on average, at 13.1 hours per week.

Figure 5. Job Search: Average Weekly Hours among Jurisdictions



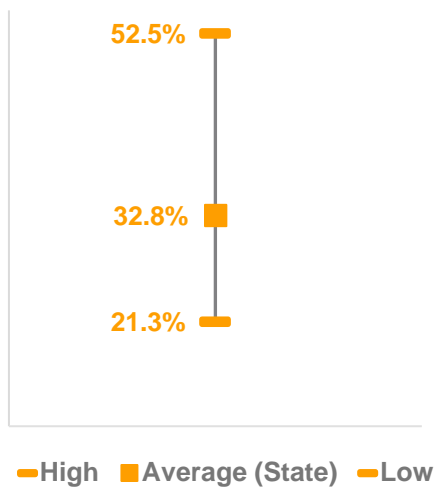
Unsubsidized Employment

Unsubsidized employment refers to any public or private sector employment held by recipients while they are enrolled in TCA. Recipients can hold full- or part-time employment, and they may have more than one job. There are no time restrictions for this activity, and this is an activity encouraged by the program, as it could lead to a family’s self-sufficiency. In Maryland, the months in which adult recipients are employed do not accrue toward the 60-month federal time limit on cash assistance benefits (Maryland Department of Human Services, 2018). However, once adult recipients earn more than their cases’ grant amount after a 40% disregard, their cases are closed due to having income above the income eligibility threshold.

Higher participation in this activity may be a positive indicator. Prior research shows that compared with other work activities, recipients who participate in only unsubsidized employment are more likely to be employed after exiting TCA compared to recipients who participate in other activities (Davis, Younghee, & Livermore, 2011). These recipients also earned more after exiting the TCA program and experienced the highest average salary increase compared to wages earned before enrolling in TCA. However, these earnings are low, averaging \$11,650 in FFY 2015 (Nicoli, 2016b).

Unsubsidized employment is the second work activity, along with job search, in which recipients from every jurisdiction participated. Caroline County had the highest participation in this activity (52.5%) and was the only jurisdiction with over half of recipients participating. Most jurisdictions

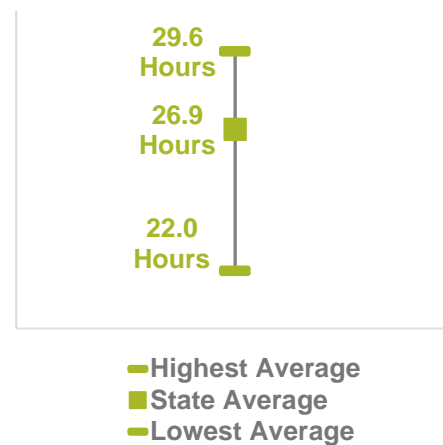
Figure 6. Unsubsidized Employment Participation among Jurisdictions



(15) fell between 30% and 40% participation, including many of the jurisdictions with the largest caseloads (Baltimore City was just outside of this range at 29.3%). Allegany County had the lowest percentage of participation, at one in five (21.3%) recipients.

Statewide, unsubsidized employment tied with vocational education for the highest average weekly hours of participation (26.9 hours). This activity also had the least jurisdictional variation, as the highest and lowest weekly averages only differed by 7.6 hours, and 11 jurisdictions were within one percentage point of the state average. Worcester County had the highest weekly average (29.6 hours), and Somerset County had the lowest weekly average (22.0 hours). Once again, metro jurisdictions were generally above the state average: Montgomery County (29.5 hours), Howard County (27.9 hours), Baltimore County (27.9 hours), Anne Arundel County (27.3 hours), and Baltimore City (27.2 hours). However, the jurisdictional variation is small so this distinction is less meaningful.

Figure 7. Unsubsidized Employment: Average Weekly Hours among Jurisdictions



Work Experience

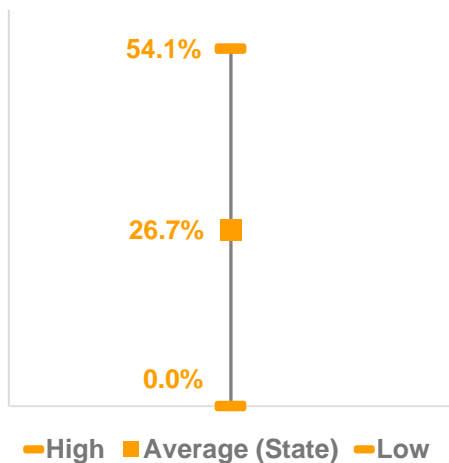
Work experience programs are unpaid training placements that teach skills and provide knowledge to help participants succeed in the workplace. The goal is to help recipients acquire skills to eventually obtain unsubsidized employment, and ideally, these placements match recipients' employment goals.

Earlier research concluded that recipients who participated in work experience were generally younger with less education, and they earned less after exiting the program relative to their peers who participated in other work activities (Davis et al., 2011). Research of Maryland's TCA caseload also validated these findings (Nicoli, 2016b).

Statewide, one quarter (26.7%) of recipients participated in a work experience activity, but there is substantial variation at the jurisdictional level. Caroline County had the highest percentage of participation, with over half (54.1%) of their recipients participating. The next highest jurisdiction, Baltimore City, had just over one in three (35.4%) recipients participate in a work

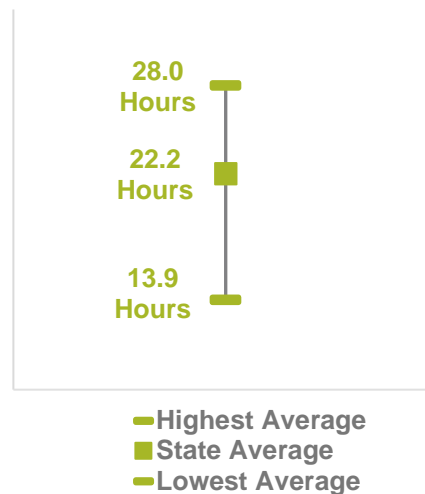
experience activity. In two counties—Garrett and Queen Anne’s—there were no recipients who participated in a work experience activity. Washington County had the lowest level of participation among jurisdictions with participation, at 3%. Caroline and Washington Counties are not representative of most jurisdictions, however, as 19 of the 22 jurisdictions with any participation had rates between 10% and 35%.

Figure 8. Work Experience Participation among Jurisdictions



Of the 22 jurisdictions with participation, 14 had averages of at least 20 hours per week. The eight jurisdictions falling below this mark were all more rural or suburban counties: Kent, Dorchester, Frederick, Charles, St. Mary’s, Cecil, Talbot, and Harford. Prince George’s County had the highest weekly average, at 28 hours, followed by Worcester County (26.8 hours) and Somerset County (26.3 hours). Harford County had the lowest weekly average, at 13.9 hours.

Figure 9. Work Experience: Average Weekly Hours among Jurisdictions



Note: Hours of participation only include jurisdictions that have participation in this activity.

Job Skills Training

Job skills training covers participation in training or education that is required by an employer in order to obtain employment or adapt to the changing demands of the work place. This may include language or literacy education when required by the job. Job skills training is a non-core activity, so recipients may participate for no more than 10 hours per week in order to comply with work requirements. The majority of hours must be in core activities.

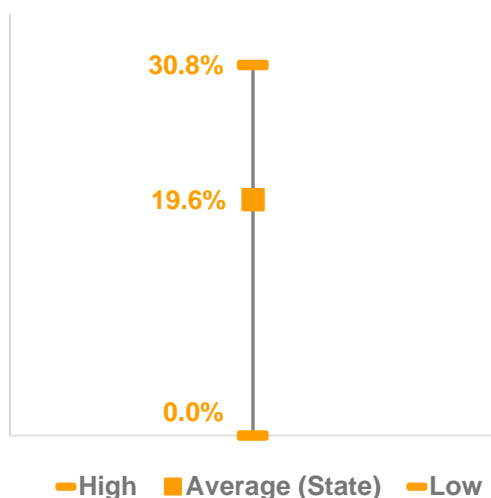
Job skills training was the most common non-core work activity, and the only non-core work activity with at least 1% of statewide participation. Still, participation was lower in this activity compared to the previous three activities, and this could be due to its non-core status.

Participation in this activity was dominated by the metro jurisdictions. Baltimore City had the highest percentage of recipients participate in job skills training, at three in 10 (30.8%) recipients. Just under three in

10 (28.0%) recipients in both Baltimore County and Montgomery County participated in this activity, followed by Anne Arundel County (11.6%). Only nine other jurisdictions had any participation, and less than 5% of recipients participated in each of these nine jurisdictions. The remaining 11 jurisdictions, most of which are rural, had no participation in job skills training.

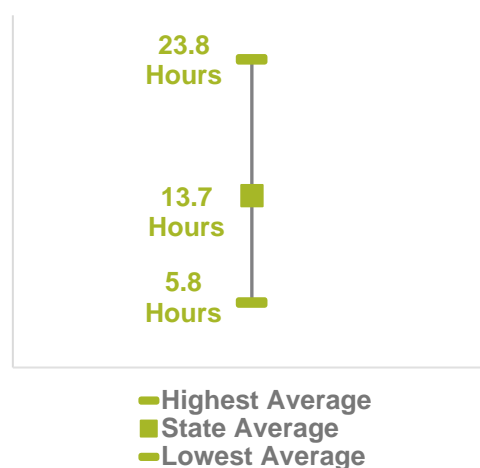
Due to this distribution, the state average is overwhelming represented by metro jurisdictions, especially Baltimore City. Two out of every three (66.8%) recipients who participated in job skills training resided in Baltimore City, and nearly all (97.7%) of the participants were from either Baltimore City, Baltimore County, Montgomery County, or Anne Arundel County. It is possible that participation may vary based on the resources within a jurisdiction. For example, certain jurisdictions might have more employers that can provide this training to recipients. Such differences could explain why more densely populated jurisdictions have more participation in these job skills training programs.

Figure 10. Job Skills Training Participation among Jurisdictions



These larger jurisdictions certainly affected the average weekly hours of participation, as these jurisdictions were all within three percentage points of the state average: Prince George's County (16.7 hours), Baltimore County (15.9 hours), Montgomery County (15.1 hours), Baltimore City (13.0 hours), and Anne Arundel County (11.2 hours). Washington County had the highest weekly average (23.8 hours), which was considerably higher than all other counties, as the county with the next highest average was Carroll County (17.0 hours). Recipients in Wicomico County participated the least often among jurisdictions with participation, at 5.8 hours per week, on average.

Figure 11. Job Skills Training: Average Weekly Hours among Jurisdictions



Note: Hours of participation only include jurisdictions that have participation in this activity.

Vocational Education

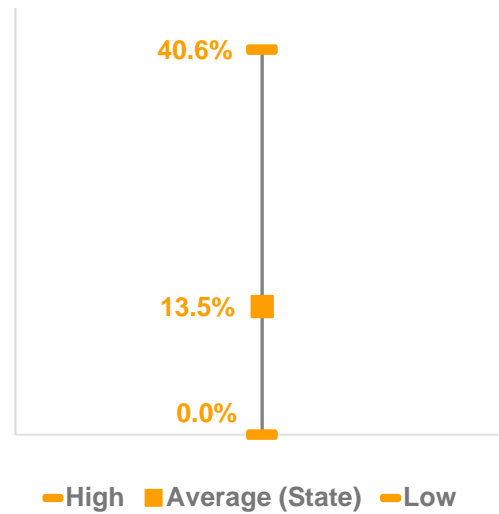
Vocational education refers to organized educational programs that prepare recipients for employment in current or emerging occupations. These programs are provided by institutions like vocational-technical schools, community colleges, or proprietary schools. Participation in vocational education has been associated

with an increase in earnings once recipients exit TANF (Davis et al., 2011). Although earnings may be lower in the short term, they often lead to long-term earnings increases (Strawn, Greenberg, & Savner, 2001).

This is another federally defined work activity that is subject to federal time limits. Federal law states that recipients may only participate in vocational education for up to one year. However, effective in July 2020, Maryland will expand this to two years (Md. Code Ann., 2019). The goal of this expansion is to provide adult recipients with the time necessary to obtain a credential or an associate’s degree. This means that after one year, recipients still participating in vocational education will not meet the federal work participation rate based on hours in this activity. There is a provision that caps participation if Maryland’s work participation rate drops below a certain percentage.

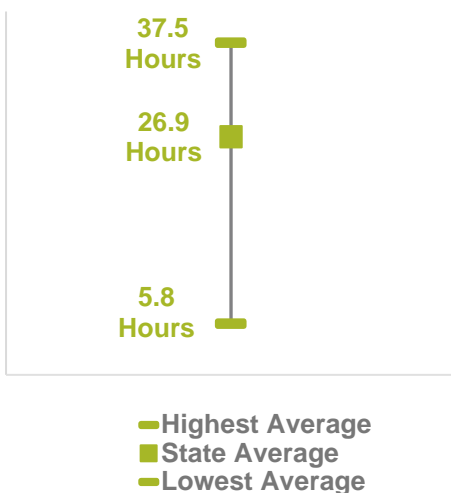
While participation in vocational education was generally less common, a few larger jurisdictions lifted the state average. Prince George’s County, by far, had the highest participation, at two in five recipients (40.6%). Montgomery was the second highest (27.1%), followed by Baltimore City (13.1%) and Howard County (10.6%). These four counties represented 82% of recipients who participated in vocational education. The remaining 20 jurisdictions had less than 10% participation, including Kent County, which had no participation.

Figure 12. Vocational Education Participation among Jurisdictions



The number of hours recipients participated in vocational education varied widely among the jurisdictions with any participation. Average weekly hours ranged from 37.5 hours in Baltimore County to 5.8 hours in Talbot County. Baltimore City had the second highest weekly average, at 34.9 hours, followed by Montgomery County with 32.1 hours. The high weekly averages in these three jurisdictions likely explain why only seven jurisdictions had weekly averages above the state average (26.9 hours). Notably, despite having the highest percentage of participation, Prince George’s County had the second lowest weekly average, at 11.2 hours.

Figure 13. Vocational Education: Average Weekly Hours among Jurisdictions



Note: Hours of participation only include jurisdictions that have participation in this activity.

Substance Abuse Treatment

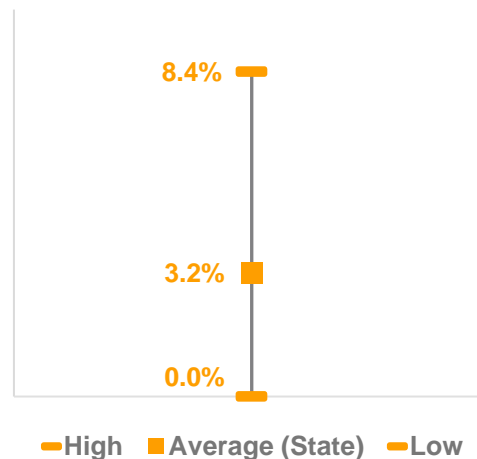
Substance abuse treatment is classified as a job readiness assistance activity. It is designed to be a barrier removal activity, as a substance abuse issue can be an impediment to obtaining employment. When recipients receive treatment, they may be more likely to participate in other activities that will lead to employment. Individuals who have been identified with a substance abuse issue must participate in a treatment program; failure to participate can result in an individual sanction from benefits.

This activity has the same federal time limits as job search activities: a maximum of 12 weeks per year while Maryland is a needy state and no more than four consecutive weeks of participation. However, since this is a treatment-oriented service, local offices may allow recipients who exceed the federal

time limit to continue participating in treatment while receiving benefits.

Substance abuse treatment was much less common than other work activities, with only 3.2% of recipients participating statewide. Participation was highest in Anne Arundel County, where less than one in 10 (8.4%) recipients participated. About 4% of recipients participated in a treatment program in four jurisdictions: Baltimore City and Frederick, Garrett, and Prince George’s counties. In 14 counties, 2% or less of recipients participated in this activity. Three counties had no participation: Calvert, Queen Anne’s, and Worcester.

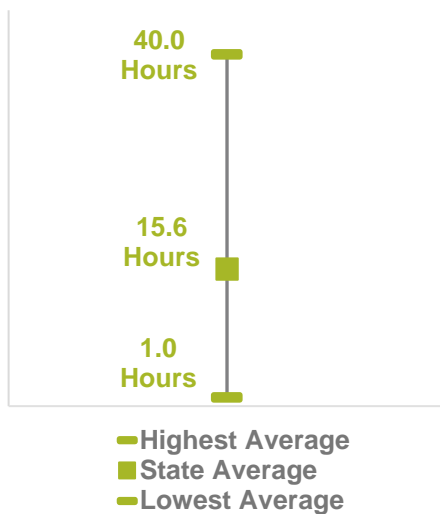
Figure 14. Substance Abuse Treatment Participation among Jurisdictions



Average weekly participation ranged from one hour to 40 hours. Nine jurisdictions⁷ had weekly averages between 10 and 20 hours, including jurisdictions with larger caseloads: Anne Arundel County (16.3 hours), Baltimore County (15.6 hours), Baltimore City (15.2 hours), and Prince George’s County (13.2 hours). Seven counties averaged less than 10 hours, while five counties averaged 30 to 40 hours per week.

⁷ Due to the small number of participant, we cannot provide some specific jurisdiction information.

Figure 15. Substance Abuse Treatment: Average Weekly Hours among Jurisdictions



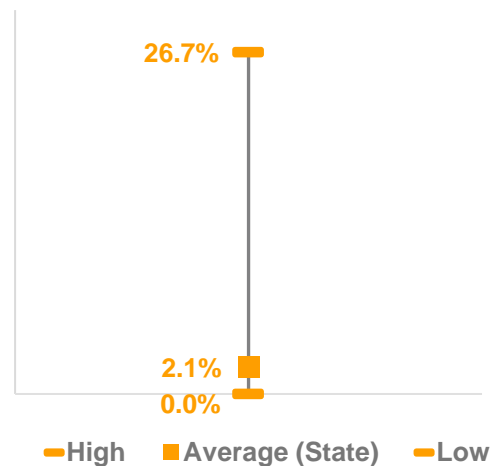
Note: Hours of participation only include jurisdictions that have participation in this activity.

Community Service

Community service refers to structured activities that provide both a direct benefit to the community as well as improve the employability of the participant. Community service is intended to be a stepping stone toward participation in other work activities and, ultimately, unsubsidized employment (Parrott et al., 2007). There are no time restrictions on this activity.

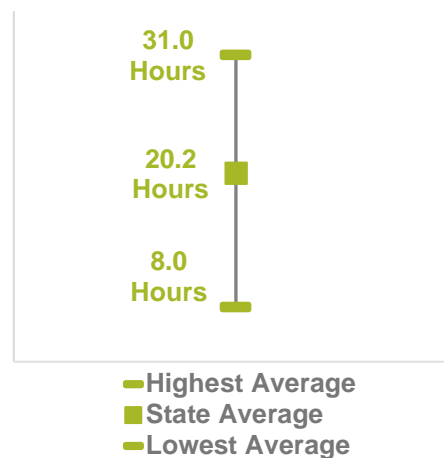
Of the activities discussed in this report, community service had the lowest percentage of participation statewide, but it was popular in two jurisdictions. About one quarter of recipients participated in community service activities in Garrett County (26.7%) and Queen Anne’s County (24.6%). Participation was also high in Washington County (18.4%) and Harford County (12.7%). On the other hand, less than 5% of recipients participated in 11 jurisdictions, and seven jurisdictions had no participation.

Figure 16. Community Service Participation among Jurisdictions



Most counties with participation had lower than average weekly participation, with Baltimore City (21.5 hours) and Washington County (22.8 hours) largely setting the statewide average (20.2 hours). Average weekly participation ranged from eight hours to 31 hours. Of the 17 counties with participation, 10 had weekly averages between 10 and 20 hours. Rural areas, such as Garrett (14.9 hours), Queen Anne’s (17.1 hours), and Harford (15.5 hours) counties, fell below the state average.

Figure 17. Community Service: Average Weekly Participation among Jurisdictions



Note: Hours of participation only include jurisdictions that have participation in this activity.

Conclusion

Federally defined work activities are central to TCA's mission of helping recipients obtain skills and employment in order to end reliance on the program. It is therefore important to analyze which work activities participants are utilizing and to what extent. Most of Maryland's work-eligible adult TCA recipients are participating in federally defined work activities. In 2018, three in five recipients participated in a federally defined work activity and participated for an average of 25 hours per week. Although standard participation is 30 hours per week, just under half of all work-eligible adults were required to complete 20 hours, due to having a child under the age of six.

Many recipients participated in more than one activity to meet their work participation requirement. Job search had the highest participation rate with nearly two in five recipients participating, which was closely followed by unsubsidized employment. As for the extent of participation, recipients had the highest average number of hours in vocational education and unsubsidized employment. Less than 5% participated in substance abuse treatment and community service activities. However, recipients who did participate in community service did so for over 20 hours per week, on average.

Participation rates and average weekly hours varied at the jurisdictional level. For some activities, this variation pointed to the possibility of some regions having more access to employers and providers. For example, in metro jurisdictions, participants were much more likely to participate in job skills training directly related to employment. This could be due to a wider availability of employers that are able to facilitate these programs within the metro area. Similarly,

participation in vocational education was concentrated in four metro jurisdictions.

Information about the activities in which recipients participate is important, but it is also helpful to compare these findings with existing research on the outcomes of the different work activities, as some activities are associated with better post-TCA employment and earnings than others. Unsubsidized employment is associated with a better chance of employment after exiting TCA as well as higher earnings (Davis et al., 2011; Nicoli, 2016b). Vocational education is also associated with increased post-TCA earnings (Davis et al., 2011; Strawn et al., 2001). On the other hand, job search and work experience are associated with lower post-TCA earnings (Nicoli, 2016b).

Although participation in unsubsidized employment was high across the state and employment is commonly associated with favorable outcomes, earnings are consistently low among adults who exit the TCA program. Hence, more investments may need to be considered to help families out of poverty. For example, if there are low rates of high school completion in some jurisdictions, then participation in a GED program may prove beneficial. Alternatively, if most adults have a high school degree, but earnings remain low, then a vocational education program may provide a pathway to a job with a career ladder. Still, participation may be affected by the availability of different services and programs within a jurisdiction, so developing partnerships to expand those opportunities could be advantageous. For these reasons, future research that examines the relationship between participation and available services in different regions could be beneficial for state and local officials.

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APPENDIX: JURISDICTIONAL TABLES

Maryland

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	16,763
Participation in work activities	
Federally defined activity	61.2%
Long-term disabled & no federally defined activity	22.2%
State-defined activity only	14.0%
No activity	2.6%
Participation by number of federally defined activities	
None	38.8%
One	19.6%
Two	17.2%
Three or more	24.4%
Participation by individual federally defined work activities	
Job search	38.7%
Average hours per week	23.5
Unsubsidized employment	32.8%
Average hours per week	26.9
Work experience	26.7%
Average hours per week	22.2
Job skills training	19.6%
Average hours per week	13.7
Vocational education	13.5%
Average hours per week	26.9
Substance abuse treatment	3.2%
Average hours per week	15.6
Community service	2.1%
Average hours per week	20.2

Allegany County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	347
Participation in work activities	
Federally defined activity	36.0%
Long-term disabled & no federally defined activity	46.1%
State-defined activity only	14.1%
No activity	3.7%
Participation by number of federally defined activities	
None	64.0%
One	21.0%
Two	12.1%
Three or more	2.9%
Participation by individual federally defined work activities	
Job search	—
Average hours per week	14.9
Unsubsidized employment	21.3%
Average hours per week	26.1
Work experience	27.1%
Average hours per week	25.4
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	26.1
Substance abuse treatment	—
Average hours per week	11.7
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

Anne Arundel County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	919
Participation in work activities	
Federally defined activity	59.0%
Long-term disabled & no federally defined activity	22.1%
State-defined activity only	16.8%
No activity	2.2%
Participation by number of federally defined activities	
None	41.0%
One	23.1%
Two	15.2%
Three or more	20.7%
Participation by individual federally defined work activities	
Job search	38.4%
Average hours per week	17.3
Unsubsidized employment	36.9%
Average hours per week	27.3
Work experience	19.3%
Average hours per week	20.2
Job skills training	11.6%
Average hours per week	11.2
Vocational education	8.2%
Average hours per week	25.8
Substance abuse treatment	8.4%
Average hours per week	16.3
Community service	2.2%
Average hours per week	13.7

Baltimore City

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	7,099
Participation in work activities	
Federally defined activity	61.6%
Long-term disabled & no federally defined activity	22.7%
State-defined activity only	14.3%
No activity	1.5%
Participation by number of federally defined activities	
None	38.4%
One	15.3%
Two	16.4%
Three or more	29.9%
Participation by individual federally defined work activities	
Job search	35.8%
Average hours per week	24.7
Unsubsidized employment	29.3%
Average hours per week	27.2
Work experience	35.4%
Average hours per week	22.3
Job skills training	30.8%
Average hours per week	13.0
Vocational education	13.1%
Average hours per week	34.9
Substance abuse treatment	4.5%
Average hours per week	15.2
Community service	1.4%
Average hours per week	21.5

Baltimore County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	2,068
Participation in work activities	
Federally defined activity	61.4%
Long-term disabled & no federally defined activity	20.6%
State-defined activity only	16.5%
No activity	1.4%
Participation by number of federally defined activities	
None	38.6%
One	19.7%
Two	13.8%
Three or more	27.9%
Participation by individual federally defined work activities	
Job search	48.2%
Average hours per week	23.2
Unsubsidized employment	38.5%
Average hours per week	27.9
Work experience	22.1%
Average hours per week	20.8
Job skills training	28.0%
Average hours per week	15.9
Vocational education	6.3%
Average hours per week	37.5
Substance abuse treatment	1.0%
Average hours per week	15.6
Community service	0.0%
Average hours per week	0.0

Calvert County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	80
Participation in work activities	
Federally defined activity	61.3%
Participation by number of federally defined activities	
None	38.8%
One	33.8%
Two or More	27.6%
Participation by individual federally defined work activities	
Job search	37.5%
Average hours per week	23.6
Unsubsidized employment	35.0%
Average hours per week	28.8
Work experience	22.5%
Average hours per week	20.2
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	19.6
Substance abuse treatment	0.0%
Average hours per week	0.0
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

Caroline County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	61
Participation in work activities	
Federally defined activity	82.0%
Participation by number of federally defined activities	
None	18.0%
One	16.4%
Two	29.5%
Three or more	36.1%
Participation by individual federally defined work activities	
Job search	63.9%
Average hours per week	14.9
Unsubsidized employment	52.5%
Average hours per week	24.7
Work experience	54.1%
Average hours per week	20.1
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	27.5
Substance abuse treatment	—
Average hours per week	40.0
Community service	—
Average hours per week	17.3

Note: Some categories are excluded for confidentiality.

Carroll County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	97
Participation in work activities	
Federally defined activity	45.4%
Participation by number of federally defined activities	
None	54.6%
One	17.5%
Two or more	27.8%
Participation by individual federally defined work activities	
Job search	27.8%
Average hours per week	13.1
Unsubsidized employment	28.9%
Average hours per week	25.5
Work experience	16.5%
Average hours per week	21.1
Job skills training	—
Average hours per week	17.0
Vocational education	—
Average hours per week	12.8
Substance abuse treatment	—
Average hours per week	8.3
Community service	—
Average hours per week	31.0

Note: Some categories are excluded for confidentiality.

Cecil County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	313
Participation in work activities	
Federally defined activity	49.2%
Participation by number of federally defined activities	
None	50.8%
One	18.5%
Two	17.6%
Three or more	13.1%
Participation by individual federally defined work activities	
Job search	37.1%
Average hours per week	18.7
Unsubsidized employment	25.6%
Average hours per week	26.4
Work experience	23.0%
Average hours per week	17.1
Job skills training	0.0%
Average hours per week	0.0
Vocational education	4.2%
Average hours per week	20.2
Substance abuse treatment	—
Average hours per week	29.5
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

Charles County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	236
Participation in work activities	
Federally defined activity	51.3%
Long-term disabled & no federally defined activity	27.5%
State-defined activity only	21.2%
No activity	0.0%
Participation by number of federally defined activities	
None	48.7%
One	22.5%
Two	18.6%
Three or more	10.2%
Participation by individual federally defined work activities	
Job search	30.9%
Average hours per week	17.4
Unsubsidized employment	25.8%
Average hours per week	25.5
Work experience	25.8%
Average hours per week	18.6
Job skills training	0.0%
Average hours per week	0.0
Vocational education	5.9%
Average hours per week	21.7
Substance abuse treatment	—
Average hours per week	11.0
Community service	—
Average hours per week	19.7

Note: Some categories are excluded for confidentiality.

Dorchester County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	123
Participation in work activities	
Federally defined activity	61.8%
Participation by number of federally defined activities	
None	38.2%
One	38.2%
Two or more	23.6%
Participation by individual federally defined work activities	
Job search	23.6%
Average hours per week	15.1
Unsubsidized employment	33.3%
Average hours per week	24.8
Work experience	28.5%
Average hours per week	19.0
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	23.7
Substance abuse treatment	—
Average hours per week	2.0
Community service	—
Average hours per week	11.9

Note: Some categories are excluded for confidentiality.

Frederick County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	274
Participation in work activities	
Federally defined activity	64.2%
Participation by number of federally defined activities	
None	35.8%
One	24.1%
Two	21.2%
Three or more	19.0%
Participation by individual federally defined work activities	
Job search	46.7%
Average hours per week	19.8
Unsubsidized employment	34.7%
Average hours per week	25.6
Work experience	25.5%
Average hours per week	18.7
Job skills training	—
Average hours per week	14.9
Vocational education	8.8%
Average hours per week	19.2
Substance abuse treatment	4.4%
Average hours per week	29.9
Community service	6.6%
Average hours per week	13.7

Note: Some categories are excluded for confidentiality.

Garrett County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	45
Participation in work activities	
Federally defined activity	55.6%
Participation by number of federally defined activities	
None	44.4%
One	24.4%
Two or more	31.1%
Participation by individual federally defined work activities	
Job search	—
Average hours per week	18.0
Unsubsidized employment	33.3%
Average hours per week	28.9
Work experience	0.0%
Average hours per week	0.0
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	12.8
Substance abuse treatment	—
Average hours per week	12.5
Community service	26.7%
Average hours per week	14.9

Note: Some categories are excluded for confidentiality.

Harford County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	338
Participation in work activities	
Federally defined activity	60.9%
Participation by number of federally defined activities	
None	39.1%
One	26.0%
Two	16.9%
Three or more	18.0%
Participation by individual federally defined work activities	
Job search	43.5%
Average hours per week	17.3
Unsubsidized employment	38.2%
Average hours per week	26.2
Work experience	15.4%
Average hours per week	13.9
Job skills training	—
Average hours per week	7.9
Vocational education	4.7%
Average hours per week	29.4
Substance abuse treatment	—
Average hours per week	2.0
Community service	12.7%
Average hours per week	15.5

Note: Some categories are excluded for confidentiality.

Howard County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	340
Participation in work activities	
Federally defined activity	68.2%
Participation by number of federally defined activities	
None	31.8%
One	29.7%
Two	22.6%
Three or more	15.9%
Participation by individual federally defined work activities	
Job search	46.5%
Average hours per week	20.1
Unsubsidized employment	36.5%
Average hours per week	27.9
Work experience	29.4%
Average hours per week	22.6
Job skills training	—
Average hours per week	9.0
Vocational education	10.6%
Average hours per week	23.7
Substance abuse treatment	—
Average hours per week	1.0
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

Kent County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	62
Participation in work activities	
Federally defined activity	51.6%
Participation by number of federally defined activities	
None	48.4%
One	21.0%
Two or more	30.7%
Participation by individual federally defined work activities	
Job search	32.3%
Average hours per week	18.7
Unsubsidized employment	40.3%
Average hours per week	26.1
Work experience	16.1%
Average hours per week	19.6
Job skills training	0.0%
Average hours per week	0.0
Vocational education	0.0%
Average hours per week	0.0
Substance abuse treatment	—
Average hours per week	8.0
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

Montgomery County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	1,163
Participation in work activities	
Federally defined activity	70.2%
Long-term disabled & no federally defined activity	12.2%
State-defined activity only	9.9%
No activity	7.7%
Participation by number of federally defined activities	
None	29.8%
One	22.5%
Two	18.0%
Three or more	29.8%
Participation by individual federally defined work activities	
Job search	43.4%
Average hours per week	31.6
Unsubsidized employment	37.0%
Average hours per week	29.5
Work experience	24.0%
Average hours per week	24.3
Job skills training	28.0%
Average hours per week	15.1
Vocational education	27.1%
Average hours per week	32.1
Substance abuse treatment	0.9%
Average hours per week	36.1
Community service	1.5%
Average hours per week	28.5

Prince George's County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	1,456
Participation in work activities	
Federally defined activity	68.4%
Long-term disabled & no federally defined activity	13.8%
State-defined activity only	12.7%
No activity	5.1%
Participation by number of federally defined activities	
None	31.6%
One	18.7%
Two	21.8%
Three or more	28.0%
Participation by individual federally defined work activities	
Job search	51.6%
Average hours per week	22.9
Unsubsidized employment	35.9%
Average hours per week	26.5
Work experience	17.2%
Average hours per week	28.0
Job skills training	3.8%
Average hours per week	16.7
Vocational education	40.6%
Average hours per week	11.2
Substance abuse treatment	4.4%
Average hours per week	13.2
Community service	—
Average hours per week	29.3

Note: Some categories are excluded for confidentiality.

Queen Anne's County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	69
Participation in work activities	
Federally defined activity	43.5%
Participation by number of federally defined activities	
None	56.5%
One	14.5%
Two or more	28.9%
Participation by individual federally defined work activities	
Job search	27.5%
Average hours per week	14.2
Unsubsidized employment	24.6%
Average hours per week	23.5
Work experience	0.0%
Average hours per week	0.0
Job skills training	—
Average hours per week	10.0
Vocational education	—
Average hours per week	20.9
Substance abuse treatment	0.0%
Average hours per week	0.0
Community service	24.6%
Average hours per week	17.1

Note: Some categories are excluded for confidentiality.

St. Mary's County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	479
Participation in work activities	
Federally defined activity	61.8%
Long-term disabled & no federally defined activity	23.2%
State-defined activity only	10.9%
No activity	4.2%
Participation by number of federally defined activities	
None	38.2%
One	27.6%
Two	25.7%
Three or more	8.6%
Participation by individual federally defined work activities	
Job search	49.3%
Average hours per week	23.8
Unsubsidized employment	37.2%
Average hours per week	22.4
Work experience	13.6%
Average hours per week	18.3
Job skills training	—
Average hours per week	15.5
Vocational education	3.3%
Average hours per week	20.6
Substance abuse treatment	—
Average hours per week	1.0
Community service	—
Average hours per week	8.0

Note: Some categories are excluded for confidentiality.

Somerset County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	160
Participation in work activities	
Federally defined activity	62.5%
Participation by number of federally defined activities	
None	37.5%
One	26.9%
Two	25.0%
Three or more	10.6%
Participation by individual federally defined work activities	
Job search	30.6%
Average hours per week	22.8
Unsubsidized employment	45.0%
Average hours per week	22.0
Work experience	26.9%
Average hours per week	26.3
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	25.1
Substance abuse treatment	—
Average hours per week	16.0
Community service	—
Average hours per week	17.2

Note: Some categories are excluded for confidentiality.

Talbot County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	48
Participation in work activities	
Federally defined activity	54.2%
Participation by number of federally defined activities	
None	45.8%
One	27.1%
Two or more	27.1%
Participation by individual federally defined work activities	
Job search	27.1%
Average hours per week	18.4
Unsubsidized employment	43.8%
Average hours per week	26.6
Work experience	—
Average hours per week	16.6
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	5.8
Substance abuse treatment	—
Average hours per week	17.0
Community service	—
Average hours per week	17.6

Note: Some categories are excluded for confidentiality.

Washington County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	474
Participation in work activities	
Federally defined activity	46.0%
Long-term disabled & no federally defined activity	37.8%
State-defined activity only	13.9%
No activity	2.3%
Participation by number of federally defined activities	
None	54.0%
One	29.1%
Two	13.3%
Three or more	3.6%
Participation by individual federally defined work activities	
Job search	6.1%
Average hours per week	19.1
Unsubsidized employment	30.6%
Average hours per week	22.3
Work experience	3.0%
Average hours per week	22.8
Job skills training	—
Average hours per week	23.8
Vocational education	7.4%
Average hours per week	27.6
Substance abuse treatment	—
Average hours per week	35.0
Community service	18.4%
Average hours per week	22.8

Note: Some categories are excluded for confidentiality.

Wicomico County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	455
Participation in work activities	
Federally defined activity	62.2%
Long-term disabled & no federally defined activity	19.3%
State-defined activity only	13.0%
No activity	5.5%
Participation by number of federally defined activities	
None	37.8%
One	30.1%
Two	19.3%
Three or more	12.7%
Participation by individual federally defined work activities	
Job search	40.9%
Average hours per week	24.2
Unsubsidized employment	32.5%
Average hours per week	26.2
Work experience	21.8%
Average hours per week	23.5
Job skills training	—
Average hours per week	5.8
Vocational education	7.7%
Average hours per week	17.5
Substance abuse treatment	3.1%
Average hours per week	4.7
Community service	—
Average hours per week	24.3

Note: Some categories are excluded for confidentiality.

Worcester County

Work Activity Participation among Work-Eligible Recipients State Fiscal Year 2018

Number of Work-Eligible Recipients:	54
Participation in work activities	
Federally defined activity	44.4%
Participation by number of federally defined activities	
None	55.6%
One	—
Two	18.5%
Three or more	—
Participation by individual federally defined work activities	
Job search	29.6%
Average hours per week	26.5
Unsubsidized employment	31.5%
Average hours per week	29.6
Work experience	—
Average hours per week	26.8
Job skills training	0.0%
Average hours per week	0.0
Vocational education	—
Average hours per week	31.6
Substance abuse treatment	0.0%
Average hours per week	0.0
Community service	0.0%
Average hours per week	0.0

Note: Some categories are excluded for confidentiality.

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