

*Connecting Low-Income Families to Good Jobs*  
Chapter 3, Policy Indicators

Variable #	Variable name	Answer	Explanation	Source
1	State Customized and Incumbent Worker Training Includes Target to Serve Entry-level and Low-income Workers	Yes	The STEP pilot program targets entry level workers. Funding was cut from \$1 million in FY2001 to \$500,000 in FY2004. The state's largest programs, Partnership for Workforce Quality and MD Industrial Training Program do not target entry level or low-income workers specifically.	Maryland Governor's Workforce Investment Board. "Maryland STEPs Up for Working Parents," 2003 and author's communication with Department of Business and Economic Development.
2	State Tax Credits Available for Training Entry-level and Low-income Workers	No	MD has a tax credit for hiring disadvantaged workers through the Enterprise Zone Tax Credit and it has the Employment Opportunity Tax Credit for hiring former welfare recipients. However, these programs are not linked to job training.	Comptroller of Maryland. "Business Tax Credits, Tax Year 2000," 2002.
3	State Primary Business Assistance Programs Include Job Creation Goals with Wage Standards and Targets for Serving Entry-level and Low-income Workers	No	Tax credits, such as the Job Creation Tax Credit, One MD Tax Credit and Enterprise Zone Tax Credit all have a wage standard of 150% of the minimum wage (\$7.73) which is less than the living wage (\$8.70), but they don't have hiring targets for entry level workers. Loan programs generally require that the jobs created pay more than 150% of the minimum wage, but this standard is sometimes waived and in some cases stricter standards are imposed. The MD Industrial Training Program has a wage standard of 150% of the minimum wage for newly created jobs, but does not have hiring targets for entry level workers. The Partnership for Workforce Quality programs has neither hiring targets for entry level workers or wage standards.	Author's communication with Department of Business and Economic Development.
4	State Primary Business Assistance Programs for Distressed Places Include Job Creation Goals with Wage Standards and Targets for Serving Entry-level and Low-income Workers	No	The One MD Tax Credit and Enterprise Zones (which target distressed areas) have a wage standard of 150% of the minimum wage (\$7.73) which is lower than the living wage (\$8.70). They have no hiring targets for entry level workers.	Comptroller of Maryland. "Business Tax Credits, Tax Year 2000," 2002.

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5	State Has a Formal Business Retention Program	Yes	Regional development field workers are in close contact with local economic development officials and do outreach to local businesses.	Author's communication with Department of Business and Economic Development.
6	State Supports Sectoral Development Initiatives	Yes	The state supports sectoral programs in manufacturing, film and tourism, software, advanced technology and biotechnology.	Author's communication with Department of Business and Economic Development.
7	State Public Works Projects Utilize Targeted Hiring Agreements	Yes	State public works projects target 25% of project budgets for contracts with minority or women owned businesses. There are no targets for minority employees or entry level employees.	Maryland Board of Public Works Advisory, June 29, 2001.
8	State Resources Used to Support Transitional Employment Programs	n/a		
9	State Employment Service and One Stops Fully Integrated	Yes	Almost all of One Stops have Department of Labor and Licensing funded job counselors, and DBED refers businesses with job openings to the One Stop system.	Author's communication with Department of Labor, Licensing and Regulation.