# Workforce Development

**A door to financial independence, self-sufficiency, and thriving families. The Maryland Department of Human Services (DHS) is working closely with our partners at the federal, state, and local levels to establish strong career pathways for unemployed and underemployed people across the state. DHS offers several programs that are dedicated to helping eligible participants find, train for, and obtain employment that will pave the way to a lifelong career.**

## Supplemental Nutrition Assistance and Employment and Training (SNAP E&T) Program

Maryland's SNAP E&T program is given form and function from the Office of Nutrition Assistance Programs (ONAP), which connects people who receive snap benefits to industry-specific training programs. These programs are free, run for an average of 12 to 16 weeks, and train participants for employment in welding, construction, machining, manufacturing, healthcare, hospitality, and more. Many SNAP E&T employment programs also offer job placement, retention, and support services that help program graduates find and maintain employment.

## Supporting, Training, and Employing Parents (STEP UP) Program

STEP Up is a pilot program that serves Baltimore City, noncustodial parents, with a child support obligation. The program offers free job training and support services to help parents overcome employment barriers and jumpstart their careers in industries that include welding, green construction, machining, healthcare, and hospitality. Participants who successfully complete their STEP Up program can earn forgiveness for child support arrears owed to the State of Maryland.

## Hiring Agreement Program (HAP)

This program offers eligible applicants the opportunity to apply for qualifying jobs before the employment announcements are made public. Through state Hiring Agreement legislation, current and former Family Investment Program recipients, youth in foster care/alumni, and noncustodial parents have access to employment opportunities offered by participating companies that operate under a State procurement contract. Applicants are prescreened, thereby providing Maryland businesses with a ready workforce as well as the potential for Work Opportunity Tax Credits for hiring targeted populations as per the Department of Labor.

## Transportation Assistance Program (TAP) (TANF & TANF related populations only.)

Do you need help getting to work? Through the Transportation Assistance Program, income-eligible individuals may qualify to receive a reliable vehicle that could increase their mobility, shorten their commute, attain higher-paying employment, and increase accessibility to work schedules to enrich the lives of family and children to promote self-sufficiency.

## Work Experience Program (WEX)- Striving to Empower People for Success ( S.T.E.P.S.)

## Temporary Assistance to Needy Families (TANF), Temporary Cash Assistance (TCA)

**STEPS Program**
*Striving to Empower People for Success*

This program offers TANF/TCA customers an opportunity to acquire the general skills, training, knowledge, and work habits needed to secure and retain stable employment. In addition, will provide training opportunities that promote the professional growth and empowerment of work experience interns. Hence, advocating on behalf of interns and facilitating their connection with community resources. ***Note: (All WEX placements are limited to a maximum of 90 days within a 3-year period).***

To learn more go to the **Maryland Department of Human Services** website at www.dhs.maryland.gov | for more Information call: **1-800-332-6347**

Maryland Department of Human Services

Wes Moore, Governor ▪ Aruna Miller, Lt. Governor ▪ Stacy L. Rodgers, Acting Secretary, Maryland Department of Human Services

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