



MARYLAND EMPLOYERS:

Access Talent to Meet Your Workforce Needs

Are you a Maryland employer with a job opening to fill? Want to reach new talent?

Many Marylanders affected by H.R.1—the federal government’s One Big Beautiful Bill—need opportunities to work, train, learn, and volunteer in their communities. They want to both improve their financial security and hold onto critical healthcare coverage and food assistance.

How many Marylanders does this include? Up to 80,000 Marylanders are now subject to expanded work requirements to keep their Supplemental Nutrition Assistance Program (SNAP) benefits, and up to 320,000 Marylanders soon will be subject to new Medicaid work requirements.

These jobseekers could be great assets to your team, and employing them will help our communities thrive.

MEET JOBSEEKERS WHERE THEY ARE

- Connect with your [Local Workforce Development Board](#) to **recruit and hire qualified candidates**.
- **Register** with the [Maryland Workforce Exchange](#) to ensure jobseekers can directly access your job postings.
- Participate in local **job fairs, open houses, and information sessions** for jobseekers, including those hosted by [Maryland’s American Job Centers](#).
- Implement a **guaranteed interview initiative** for qualified candidates referred by [Local Workforce Development Boards](#) and [SNAP E&T providers](#).
- Offer employees **predictable shift schedules** that guarantee at least 20 hours per week so employees can maintain benefits.

MAXIMIZE TRAINING

- **Convert unpaid training to paid on-the-job training**, where participants earn a wage while they gain the specialized skills your workplace needs.
- Create or expand **Registered Apprenticeship or other paid training opportunities** that create career pathways for new talent.
- Collaborate with your [Local Workforce Development Board](#) to **design custom training** to directly address your company's specific skill shortages.

EXPAND YOUR POOL OF QUALIFIED CANDIDATES

- **Eliminate unnecessary requirements** in your job postings and instead seek candidates based on their skills, experience, and potential to learn.
- **Offer paid internships or returnships** targeting individuals with employment gaps or barriers to employment.
- **Actively recruit jobseekers with disabilities** and get technical assistance and support from the [Maryland Department of Disabilities](#).

CONNECT PEOPLE AND RESOURCES

- **Train your Human Resources staff and share information with your employees** about H.R.1 changes to [SNAP](#) and [Medicaid](#), and connect them to resources through flyers, newsletter information, and paycheck inserts.
- Partner with and support **local community-based groups** that serve H.R.1-affected community members, such as food banks.
- **Donate resources**, such as work supplies or staff capacity, to groups helping Marylanders prepare for training, interviews, and employment.

QUESTIONS? WE CAN HELP!

- Contact your [Local Workforce Development Board](#) or the [Governor's Workforce Development Board](#)
- Read the [SNAP Resource Guide on Work Requirements and Work Opportunities](#) and learn about [Important Changes in SNAP Benefits and Key Resources](#)
- Read about [Medicaid Resources for Employers on Upcoming Medicaid Changes](#)