

Department of Labor

MISSION

The Maryland Department of Labor is committed to safeguarding and protecting Marylanders. We're proud to support the economic stability of the State by providing businesses, the workforce and the consuming public with high quality customer-focused regulatory, employment and training services.

VISION

The Maryland Department of Labor continues to change Maryland for the better by providing a predictable and inclusive regulatory environment through efficient and responsive processes. The Department safeguards Maryland's work environments through outreach and educational programs, by establishing partnerships and encouraging ongoing improvements in workplace safety and health. We're fostering economic growth through our collaborative, comprehensive employment and job training programs that best ensure Maryland workers have the skills Maryland employers need to succeed and grow into the future. Our vision for Maryland drives the work of the Department's employees each and every day.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. To support Maryland's economic vibrancy by fostering a comprehensive, cohesive and collaborative workforce creation and adult education system that is supportive of the needs of both job seekers and the business community.

- Obj. 1.1** During the current fiscal year, 80 percent of unemployed or underemployed Employment Advancement Right Now (EARN) Maryland participants who complete training will be placed into employment.
- Obj. 1.2** During the current fiscal year, 95 percent of EARN Maryland incumbent participants will acquire a new credential, certification, or skill as a result of participation in EARN Maryland training.
- Obj. 1.3** Apprenticeship programs are reviewed regularly by the Maryland Apprenticeship and Training Program as required by standards set by law and regulation.
- Obj. 1.4** Technical assistance provided to employers will result in 10 or more new apprenticeship programs being developed and 5 or more inactive apprenticeship programs being reactivated annually.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percentage of EARN Maryland participants who complete training placed into employment	83%	81%	83%	81%	80%	80%	80%
Percentage of EARN Maryland incumbent participants that acquire a new credential, certification, or skill as a result of participation in EARN Maryland training	97%	97%	97%	99%	99%	97%	97%
Number of active registered apprenticeship programs	138	153	170	177	180	185	190
Number of apprenticeship technical assistance contacts provided to apprenticeship sponsors	888	1,274	1,469	1,579	2,472	2,500	2,550
Number of apprenticeship program reviews	76	82	38	102	57	75	75
Total number of active apprentices	9,344	9,546	10,542	10,490	11,005	12,000	12,250
Total number of new apprentices	3,368	3,391	3,181	3,187	3,747	4,500	4,700
Total number of apprenticeship graduates	1,343	1,376	953	1,682	1,396	1,600	1,750
Number of new apprenticeship programs	23	27	23	20	25	25	25
Number of reactivated apprenticeship programs	13	10	3	2	3	3	3

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- Obj. 1.5** Maintain the percent of Workforce Innovation and Opportunity Act (WIOA) adult program participants who are employed two quarters following program services at a rate that meets or exceeds the Federal standard.
- Obj. 1.6** Annually maintain the percent of WIOA youth program participants who are employed or are receiving education two quarters following program services at a rate that meets or exceeds the Federal standard.
- Obj. 1.7** During the current fiscal year, maintain the number of WIOA adult program participants who are employed four quarters following the end of their program services at a rate that meets or exceeds the Federal standard.
- Obj. 1.8** By June 30 of the current fiscal year, the number of students earning Adult Basic Literacy or Adult Intermediate certificates (low or high), Maryland high school diploma, or a transitional certificate will increase to meet standards established by the Correctional Education Council.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Employment Rate of WIOA adult program participants employed during the 2nd quarter after exit	77%	76%	81%	77%	74%	75%	76%
Percentage of WIOA Youth participants placed into employment or receiving education during the 2nd quarter after exit	74%	76%	74%	71%	76%	72%	72%
Employment Rate of WIOA adult program participants employed during the 4th quarter after exit	77%	75%	77%	77%	74%	73%	74%
Total Correctional Education students served per year	5,290	4,749	3,544	1,908	2,531	2,600	2,650
Number of Correctional Education students who earn an Adult Basic Literacy certificate	435	574	274	60	53	60	65
Number of Correction Education students who earn an Intermediate Low certificate	565	422	277	29	155	200	250
Number of Correctional Education students who earn an Intermediate High certificate	634	33	24	14	41	50	55
Number of Correctional Education students who earn a high school diploma	437	387	186	4	171	200	250
Number of Correctional Education students who earn a transitional certificate	2,989	2,370	1,483	135	1,164	1,200	1,250

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- Obj. 1.9** By June 30 of the current fiscal year, the number of students earning an occupational program completion certificate will increase to meet the standard established by the Correctional Education Council.
- Obj. 1.10** By June 30 of the current fiscal year, increase the percent of adults achieving the targeted annual performance measures established by WIOA for literacy level advancement and earning a Maryland High School Diploma by Examination.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Number of occupational certificates earned by Correctional Education students	790	631	402	80	229	300	350
Number of national certificates issued to Correctional Education students	779	564	447	69	476	500	550
Total students served per year	34,259	32,518	29,814	17,984	22,755	23,500	24,500
Number of GED applicants tested	6,569	6,316	4,529	3,418	4,038	4,100	4,150
Learner Persistence Rate	59%	58%	45%	60%	60%	61%	62%
Number of High School Diplomas by Examination awarded	3,201	3,110	1,934	1,579	1,677	1,725	1,750
Percent advancing a literacy level	61%	59%	54%	49%	57%	59%	60%
GED pass rate	68%	68%	64%	67%	67%	68%	69%
Percent of senior employment participants placed in jobs	22%	24%	29%	0%	29%	31%	32%
Total number of senior employment program participants trained	112	122	71	52	65	70	71
¹ Total number of hours senior employment participants served local communities	43,612	54,012	56,800	4	40,920	55,500	57,000

Goal 2. To provide a worker safety net to promptly and accurately provide Unemployment Insurance (UI) benefits to qualified individuals and to collect employer taxes to fund the benefits.

- Obj. 2.1** During the current fiscal year, reduce the average age of an unemployment insurance case pending before the Board of Appeals to 40 days.
- Obj. 2.2** During the current fiscal year, process 85 percent of unemployment insurance appeals at the Hearing Examiner’s level within 45 days.
- Obj. 2.3** During the current fiscal year, have at least 80 percent of evaluated cases pass the Federal Hearing Examiner Evaluation with a score of 85 percent or better.
- Obj. 2.4** During the current fiscal year, pay 87 percent of Federal first payment UI intrastate initial claims within 21 days.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Average age of a case pending before the Board (days)	64	45	36	35	65	40	40
Percent of UI appeals processed within 45 days	82%	96%	88%	64%	45%	80%	80%
Percent of UI lower appeals cases passed scoring 85 or better	98%	99%	98%	100%	87%	96%	96%
Intrastate initial claims paid within 21 days	89%	91%	73%	41%	38%	87%	87%

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Goal 3. To improve workplace safety and health for all workers in the State of Maryland and prevent injuries and save lives of individuals using railroads, elevators, escalators, boilers, pressure vessels, and amusement rides in the State.

Obj. 3.1 Annually ensure Maryland’s average private sector DART (days away from work, days of restricted activity) rate remains within 15 percent of the U.S. private sector DART rate average.

Obj. 3.2 Annually ensure formal complaint inspections are initiated within an average of five days of notification.

Performance Measures (MOSH)	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Number of inspections/investigations opened	1,904	2,237	1,717	1,179	1,448	1,550	1,600
Number of hazards identified	6,599	9,111	6,701	4,221	7,009	7,500	7,500
² National DART rate average of injuries and illnesses	1.6	1.5	1.7	1.7	N/A	N/A	N/A
² Maryland DART rate average of injuries and illnesses	1.6	1.5	1.6	1.7	N/A	N/A	N/A
Number of formal complaints investigated	71	72	51	136	182	100	150
Average number of days to initiate inspection of formal	4.8	5.9	5.3	3.2	2.7	3.5	3.5

Obj. 3.3 Annually at least 90 percent of Maryland Occupational Safety and Health (MOSH) safety and health training survey respondents rate the services received as

Obj. 3.4 Annually at least 90 percent of consultation survey respondents rate the services received as satisfactory.

Performance Measures (MOSH)	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Number of individuals attending safety and health seminars	5,892	6,219	3,531	1,192	N/A	N/A	N/A
Percent of individuals who rate overall services received as satisfactory	94%	92%	93%	N/A	N/A	N/A	N/A
Number of consultation visits conducted	396	388	306	274	496	525	525
Percent of employers who rate consultation services received as satisfactory	100%	100%	100%	100%	100%	100%	100%

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- Obj. 3.5** During the current fiscal year, maintain the incidence of accidents/injuries at no more than 18 for those accidents that involve covered railroad disciplines.
- Obj. 3.6** Reduce incidents and accidents from amusement rides to no more than three during the current fiscal year.
- Obj. 3.7** Reduce incidents and accidents from elevators, escalators and lifts to no more than four during the current fiscal year.
- Obj. 3.8** Reduce incidents and accidents related to boilers and pressure vessels (BPV) to no more than two during the current fiscal year.

Performance Measures (Safety and Inspection Unit)	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Total railroad accidents/incidents investigated	13	18	12	24	29	20	20
Track inspections	383	288	231	221	168	200	220
Operating practices inspections	0	10	46	128	105	120	140
Motive Power and Equipment (MP&E) inspections	0	0	89	151	116	150	170
Number of amusement ride inspections	6,406	5,715	3,809	2,288	4,654	4,800	5,000
Amusement Ride Accidents	1	5	3	2	3	3	3
Amusement Ride Incidents	14	10	6	11	8	10	10
Number of elevator inspections (State)	9,167	9,102	8,357	8,833	4,015	5,500	5,500
Number of elevator inspections (third party QEI)	23,316	25,857	29,426	30,330	33,178	33,500	34,000
Total units inspected	32,483	34,959	37,783	39,163	37,193	39,000	39,500
Elevator ride incidents	6	3	1	0	2	2	2
Elevator ride accidents	1	3	4	3	1	3	3
Number of BPV inspections conducted by State inspectors	7,544	7,391	6,717	7,663	6,793	7,200	7,500
Number of inspected boilers and pressure vessels by insurance inspectors	29,134	31,856	24,507	31,462	29,756	30,000	30,500
Total units inspected	36,678	39,247	31,224	39,125	36,549	37,200	38,000
Boiler/pressure vessel incidents	4	0	2	0	0	1	1
Boiler/pressure vessel accidents	0	0	2	0	0	1	1

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Goal 4. To protect workers and employers through the effective enforcement of wage laws to ensure a level playing field and that workers receive the wages and

- Obj. 4.1** In the current fiscal year, reach disposition on 75 percent of wage claims filed within 90 calendar days.
- Obj. 4.2** During the current fiscal year, initiate an investigation on 90 percent of referrals and complaints of improperly classified employees working in construction and landscaping industries within 30 days of reception.
- Obj. 4.3** During the current fiscal year, reduce the dollar amount of underpayments recovered on prevailing wage projects to \$553 per project.
- Obj. 4.4** Annually maintain the percentage of workers found to be owed wages at or below 8 percent.
- Obj. 4.5** Annually issue wage determinations within two working days and present pre-construction information for all projects prior to project start.
- Obj. 4.6** In the current fiscal year, conduct at least 60 percent of initial compliance reviews within 120 days.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percentage of wage claims where disposition is reached within 90 calendar days	82%	72%	69%	66%	76%	77%	78%
Number of workers interviewed for possible misclassification	7,571	5,894	4,045	16	2,485	2,500	2,500
Number of referrals concerning possible misclassification	56	58	14	8	28	20	20
Number of workers found to have been misclassified as independent contractors	173	74	0	0	0	5	5
Percent of referral and complaint inquiries opened in 30 days	100%	100%	100%	100%	100%	100%	100%
Number of random site investigations of possible misclassification conducted	1,441.0	1,397	986	2	1,105	1,000	1,000
Number of prevailing wage project sites investigated	757	99	55	0	692	650	650
Wages collected through prevailing wage investigations	\$1,492,204	\$848,430	\$660,818	\$244,030	\$355,224	\$350,000	\$350,000
Amount of wages recovered per prevailing wage project	\$1,971	\$607	\$12,014	\$0	\$513	\$538	\$538
Number of employees interviewed	9,365	1,201	274	0	5,477	6,000	6,000
Percentage of workers owed wages on prevailing wage projects	10%	7%	30%	0%	10%	10%	10%
Number of wage determinations requested and issued	501	444	413	395	423	400	400
Percentage of wage determinations issued within two business days and projects provided pre-construction information	100%	100%	100%	100%	100%	100%	100%
Initial compliance reviews conducted within 120 days	400	443	572	630	675	700	725
Total Living Wage service contracts	2,236	2,382	2,627	2,884	3,259	3,515	3,771
New Living Wage service contracts	258	147	242	257	375	256	256
Amount of wage restitution collected on living wage contracts	\$3,513	\$0	\$39,584	\$81,200	\$0	\$10,000	\$10,000
Average amount of wages under the living wage statute recovered per employee	\$88	\$0	\$683	\$478	\$0	\$500	\$500
Percentage of initial compliance reviews conducted within 120 days	100%	100%	100%	100%	100%	100%	100%

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Goal 5. To protect the health, safety and welfare of the public by assuring both the basic competence of applicants for occupational and professional licensure, and the adherence of licensees to pertinent statutes and codes.

- Obj. 5.1** By the end of the current fiscal year, maintain the percent of complaints against licensees closed within 180 days of date of receipt above 67 percent.
- Obj. 5.2** By the end of the current fiscal year, the percentage of Home Improvement Commission complaints closed through mediation or by voluntary settlement will reach 42 percent.
- Obj. 5.3** Annually the overall rating of customer satisfaction with the Division of Occupational and Professional Licensing complaint process will be maintained at 5.6, or higher, based on complainant survey responses.
- Obj. 5.4** Through the end of the current fiscal year, the percent of license renewals that are processed through the use of internet and telecommunications technology will be at 92 percent or greater.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percent of complaints closed within 180 days of receipt	77%	70%	70%	72%	67%	70%	71%
Average number of days to complete complaint process (date the complaint is received to date complaint is closed)	155	195	192	200	240	220	200
Percent of complaints resolved by mediation/settlement based on staff intervention	43%	45%	57%	40%	45%	47%	50%
Recoveries for consumers in non-guaranty cases as a result of Home Improvement Commission activities (millions of dollars)	\$1.51	\$1.60	\$0.90	\$0.28	\$1.52	\$1.60	\$1.65
³ Customer service rating on a scale of 1 to 10 (1= Very Dissatisfied/ 10 = Very Satisfied)	8.9	9.0	9.0	N/A	N/A	N/A	N/A
Average percent of renewals via internet and telecommunications technology	92%	94%	94%	96%	96%	97%	97%
Average percent of online initial applications via Internet	78%	77%	77%	81%	79%	80%	81%

Goal 6. To protect financial services consumers, to ensure appropriate financial services licensing, and to maintain the safety and soundness of Maryland's financial services industry.

- Obj. 6.1** During the current fiscal year, 100 percent of all bank and credit union examinations will start within the statutory time period of 12 to 18 months.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percentage of banks without onsite monitoring that have an offsite quarterly monitoring report within 90 days of close of the calendar quarter	100%	100%	100%	100%	100%	100%	100%
Percentage of bank and credit union examinations that start within statutory time frame	100%	100%	100%	100%	100%	100%	100%

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- Obj. 6.2** During the current fiscal year, 100 percent of all mortgage company examinations will start within the statutory time period (18 months of licensure and 36 months of the previous examination).
- Obj. 6.3** During the current fiscal year, reach an average disposition of 60 days for non-depository complaints.
- Obj. 6.4** Annually maintain 75 percent or greater of complainant survey respondents' satisfaction rating as "Satisfied" or better.
- Obj. 6.5** During the current fiscal year, reach disposition of 80 percent of non-depository license applications within 60 days (new applications).
- Obj. 6.6** During the current fiscal year, 100 percent of all Notice of Intent to Foreclose outreach letters will be sent within 30 days.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Percentage of mortgage companies examined that start within statutory time frame (18 months of licensure and 36 months of the previous examination)	100%	100%	99%	98%	100%	100%	100%
Number of non-depository complaints filed	878	913	956	701	1,016	976	1,042
Average number of days to reach disposition of non-depository complaints	43	47	54	53	33	35	38
Percent of complainants survey respondents rated overall satisfaction as "Satisfied" or better	75%	53%	71%	77%	68%	75%	75%
Number of non-mortgage licenses	3,339	3,363	3,354	3,760	3,563	3,495	3,395
Number of new non-mortgage licenses	480	467	396	521	475	370	375
Percent of non-mortgage license applications approved within 60 days	68%	78%	76%	81%	80%	80%	80%
Number of new mortgage lender licenses	541	601	629	851	885	600	600
Number of mortgage lender licenses	2,438	2,404	2,660	3,223	3,776	3,300	3,500
Number of new mortgage loan originator licenses	3,568	2,540	3,658	7,253	6,446	3,100	3,100
Percent of mortgage loan originator license applications approved within 60 days	94%	94%	97%	88%	86%	88%	88%
Number of mortgage loan originator licenses	11,974	11,081	12,800	18,675	22,313	18,000	16,700
Percent of mortgage lender license applications approved within 60 days	1.0	97%	93%	91%	90%	90%	90%
Number of Notice of Intent to Foreclose outreach letters sent out within 30 days	64,849	62,002	55,239	0	38,112	N/A	N/A
Percent of Notice of Intent to Foreclose outreach letters sent within 30 days	100%	100%	100%	100%	100%	100%	100%

NOTES

¹ Due to the COVID-19 pandemic, nearly all participants were locked out of their training assignments in FY 2021 and FY 2022. Host agencies have set internal standards for the protection of their health and well being.

² Data is published by the U.S. Bureau of Labor Statistics on a calendar year basis.

³ Agency is unable to produce data for 2021 - 2024.