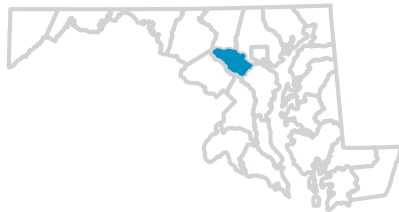


Developing America's Workforce

County Roles, Barriers and Solutions - County Case Studies



Howard County, Maryland



2021 POPULATION: **334,529**

U.S. REGION: **NORTHEAST**

ARCHETYPE: **URBAN PERIPHERY**



*NACo Counties for Career
Success Participant*

Howard County is a suburban county within one hour's drive of the City of Baltimore and Washington, D.C. Home to numerous immigrant populations, the county is also characterized by a high median income and cost of living. The county's high median income is reflected in higher transportation, housing and child care costs compared to elsewhere in the state. As a result, those seeking employment or working relatively low-wage jobs in the county may face significant financial challenges in meeting the basic needs that enable work or training.

Barriers



TRANSPORTATION



CHILD CARE



BARRIERS FOR IMMIGRANTS,
REFUGEES AND NEW AMERICANS

Solutions

APPRENTICESHIP PATHWAYS

Howard Community College (HCC) provides both traditional and non-traditional apprenticeships in the fields of information technology, medical technology, nursing, hospitality and construction management. The college works closely with the county's Office of Workforce Development and the public school system to provide access and connections to both students and local employers. In addition to supplying relevant work experience, the apprenticeships increase students' ability to afford transportation and child care by helping them earn income while they learn.

SUPPORTING ENGLISH LANGUAGE LEARNERS

Zap the Gap is a collaboration between HCC, the Office of Workforce Development and Howard County Library System to support English language learners at a higher proficiency level who are interested in health care careers. Training involves English as a Second Language (ESL) and medical terminology to teach participants fundamental skills to train as CNAs.



*Scan to access
the full report
and other
case studies*