



October 14, 2025

FISCAL AND POLICY NOTE

TO: Colette R. Gresham, Esq.
Acting Council Administrator

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THRU: Lavinia Baxter
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FROM: Caleb Callender
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-089-2025 Year-Round Jobs Program for Underserved Youth

CB-089-2025 (*Proposed by:* Council Member Hawkins)

Assigned to the Education and Workforce Development (EWD) Committee.

AN ACT CONCERNING YEAR-ROUND JOBS PROGRAM FOR UNDERSERVED YOUTH
For the purpose of establishing an employment program for low-income youth and young adults throughout the calendar year to improve socioeconomic outcomes for low-income youth and families in Prince George's County.

Fiscal Summary

Direct Impact

Expenditures: The fiscal impact of this bill is dependent on the number of students that the program is designated for, as outlined in the chart below.

Revenues: No anticipated revenue impact.

Indirect Impact

Likely Favorable.

Legislative Summary

CB-089-2025, proposed and sponsored by Council Member Hawkins, was presented on September 30, 2025, and was referred to the Education and Workforce Development (EWD) Committee. The proposed bill would establish a year-round employment program, providing opportunities for employment throughout the calendar year. This will be conducted in partnership with County agencies, private sector entities, government and quasi-government agencies, and enrichment, employment, and entrepreneurship training programs.

Background/Current Law

State Law:

The State of Maryland offers multiple career and workforce development programs that can potentially provide youth with opportunities for income-earning jobs throughout the year. The State identifies eligible youth for these year-long jobs as being between the ages of 16 and 24¹. These programs are offered and funded through several State agencies.

These include:

- Maryland Department of Labor²
 - Maryland Youth Employment Program
 - Maryland Apprenticeship and Training Program
 - EARN Maryland
- Maryland State Department of Education
 - Division of Rehabilitative Services (youth with disabilities)³
 - Apprenticeship Maryland⁴
- Maryland Department of Service & Civic Innovation⁵
 - Maryland Corps
 - Service Year Option
- Maryland Department of Natural Resources
 - Maryland Conservation Corps⁶
- Chesapeake Bay Trust
 - Chesapeake Conservation & Climate Corps⁷

¹ [Maryland Youth Employment Programs](#)

² [Maryland Department of Labor – Youth Programs and Services](#)

³ [Division of Rehabilitative Services](#)

⁴ [Apprenticeships Maryland](#)

⁵ [Maryland Department of Service and Civic Innovation](#)

⁶ [Maryland Conservation Corps](#)

⁷ [Chesapeake Conservation and Climate Corps](#)

Current County Law:

The County Council previously enacted CB-032-2013, which established Subtitle 10 Finance and Taxation Division 21 Youth Jobs Fund. The intent of the bill was to create a nonlapsing fund, the Youth Jobs Fund, for the purpose of youth summer jobs, as outlined in Section 10-306:

(a) There is established as a nonlapsing fund, the Youth Jobs Fund, managed by the Director of Human Resources Management or other designee of the County Executive. All funds deposited or allocated to the Youth Jobs Fund, and any interest earned on those funds, shall not revert to the unrestricted fund balance of the General Fund of Prince George's County at the end of a fiscal year, or at any other time, but shall be continually available for the uses and purposes for the summer youth jobs program set forth in Section 2-503 without regard to fiscal year limitation. The Youth Jobs Fund may accept funds from public and private sources.

(b) The Youth Jobs Fund shall be used to pay for any purpose authorized under Section 2-503 for the summer youth jobs program, including administrative and vendor costs; provided, that not more than 10% of the funds expended annually from the Youth Jobs Fund shall be used for administrative or vendor costs.

(c) During the fall of each year, on or before November 1, the Director of Human Resources Management or other designee of the County Executive shall submit to the County Council a report that details the activities, budget, and expenditures, at the program level, of all programs, activities, and projects undertaken by the Youth Jobs Fund from all available funding sources. The report shall include an assessment of ways to prospectively improve the administration and effectiveness of the summer youth jobs program.

Relevant legislation from other Jurisdictions:

Montgomery County conducts a program named Teen Works⁸, where teens benefit from a hands-on approach that coaches teens through their first jobs in the workforce. Depending on when they are hired, they are given a maximum number of hours that they can work. If a teen is hired in the 9th grade, they can work a maximum of 350 hours, whereas if they are hired in the 10th grade, they can work a maximum of 300 hours. Students hired in 11th and 12th grade can work a maximum of 200 hours. Throughout the program, teens engage in three personalized coaching sessions, complete 30 hours of workforce development training, and are responsible for creating and executing a capstone project. Upon completion, participants receive a certificate and a letter of reference to support future opportunities. The program accepts applications twice a year, during the summer/spring and fall/winter cycles. To be eligible, applicants must be high school students, at least 15 years old, and available to commit to a full year in the program.

Policy Impact

Low-intensity youth employment can help provide developmental skills that teens can take into their next steps in life. Employment also provides teens with fewer opportunities to engage in delinquent behavior as students are now forced to balance a job on top of their schoolwork, which

⁸ [Teen Works](#)

can help to develop time management skills. Youth employment can also be beneficial for resume building, particularly for teens who are less interested in college, offering a competitive edge in the job market by demonstrating initiative and real-world experience beyond academic credentials.

Outlined below are four different models, constructed by the policy analyst, which displays the funding required based on the number of hours worked per week, the number of employees, and the wage earned:

Model where students work 10 Hours per week

	Employees receive Minimum wage (\$15/hour)	Employees receive \$20/hour
1 employee	\$7,800	\$10,400
25 employees	\$195,000	\$260,000
50 employees	\$390,000	\$520,000
75 employees	\$585,000	\$780,000
100 employees	\$780,000	\$1,040,000

Model where Students work 15 Hours per week

	Employees receive Minimum wage (\$15/hour)	Employees receive \$20/hour
1 employee	\$11,700	\$15,600
25 employees	\$292,500	\$390,000
50 employees	\$585,000	\$780,000
75 employees	\$877,500	\$1,170,000
100 employees	\$1,170,000	\$1,560,000

Model where Students work 20 Hours per week

	Employees receive Minimum wage (\$15/hour)	Employees receive \$20/hour
1 employee	\$15,600	\$20,800
25 employees	\$390,000	\$520,000
50 employees	\$780,000	\$1,040,000
75 employees	\$1,170,000	\$1,560,000
100 employees	\$1,560,000	\$2,080,000

Model where Students work 25 Hours per week

	Employees receive Minimum wage (\$15/hour)	Employees receive \$20/hour
1 employee	\$19,500	\$26,000
25 employees	\$487,500	\$650,000
50 employees	\$975,000	\$1,300,000

75 employees	\$1,462,500	\$1,950,000
100 employees	\$1,950,000	\$2,600,000

If enacted, the proposed Bill would also amend the Prince George's County Code Subtitle 10. *Finance and Taxation*. Division 21. *Youth Jobs Fund*. section 10 -306, to ensure that the code is inherent to all youth employment programs, not just the Summer Youth Employment Program.

Fiscal Impact

- *Direct Impact:*

The fiscal impact based on the enactment of CB-089-2025 will vary based on three factors: the wage, the number of youth hired, and the hours worked. For example, if there are 25 designated youth employees receiving the Maryland minimum wage of \$15 an hour, and all work 20 hours per week, this would require \$390,000 in County funding, whereas if the same number of students who worked the same number of hours worked for \$20/hour, this would require \$520,000 in County funding.

- *Indirect Impact:*

The enactment of CB-089-2025 will likely have no indirect impact. There may be a long-term beneficial effect on the County by having a workforce with more job experience.

Appropriated in the Current Fiscal Year:

No.

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information or have questions about this fiscal impact statement, please reach out to me via phone or email.