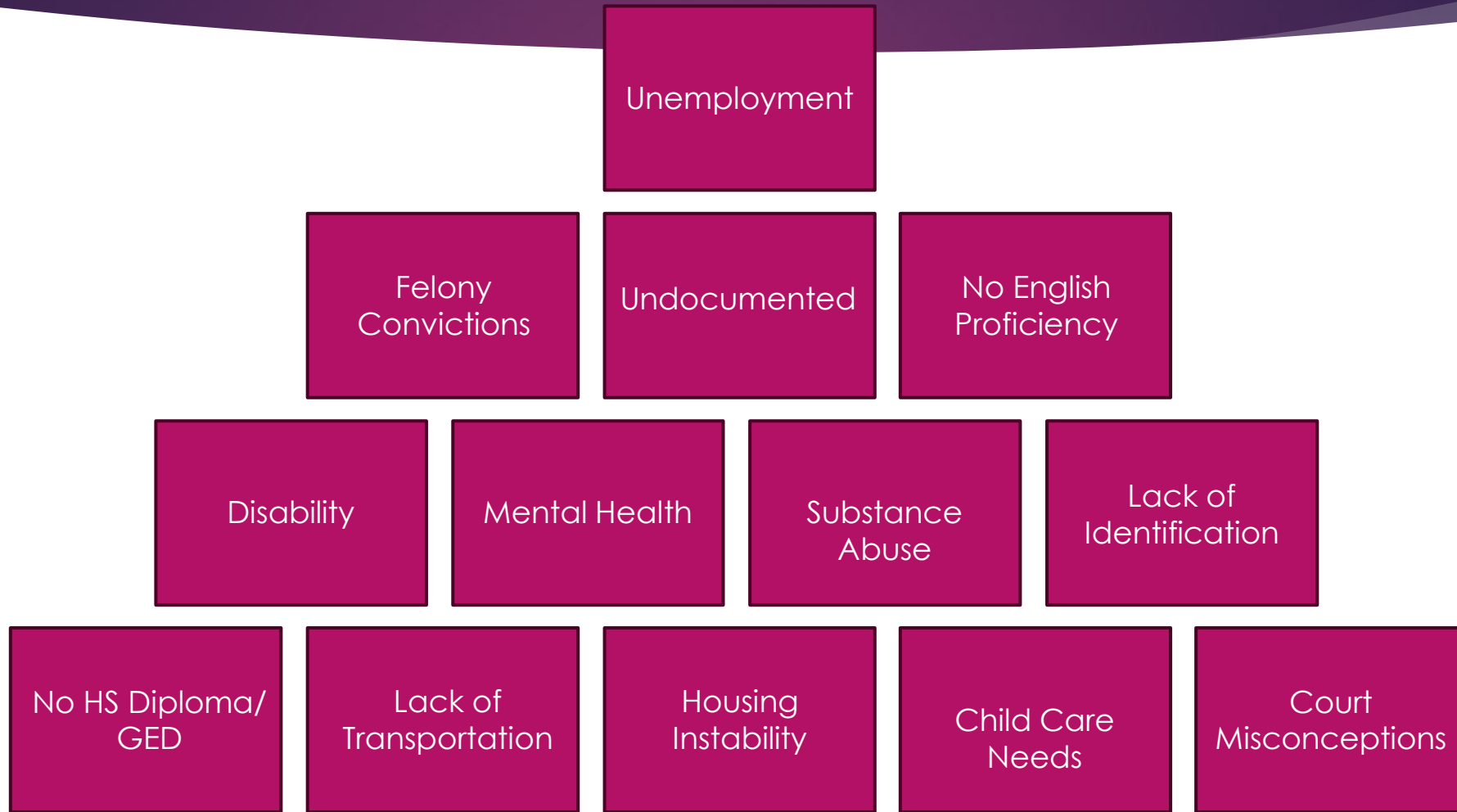


Providing Positive Change to Overcome Obligor Obstacles

CHILD SUPPORT SYMPOSIUM

APRIL 4, 2025

Obstacles Faced

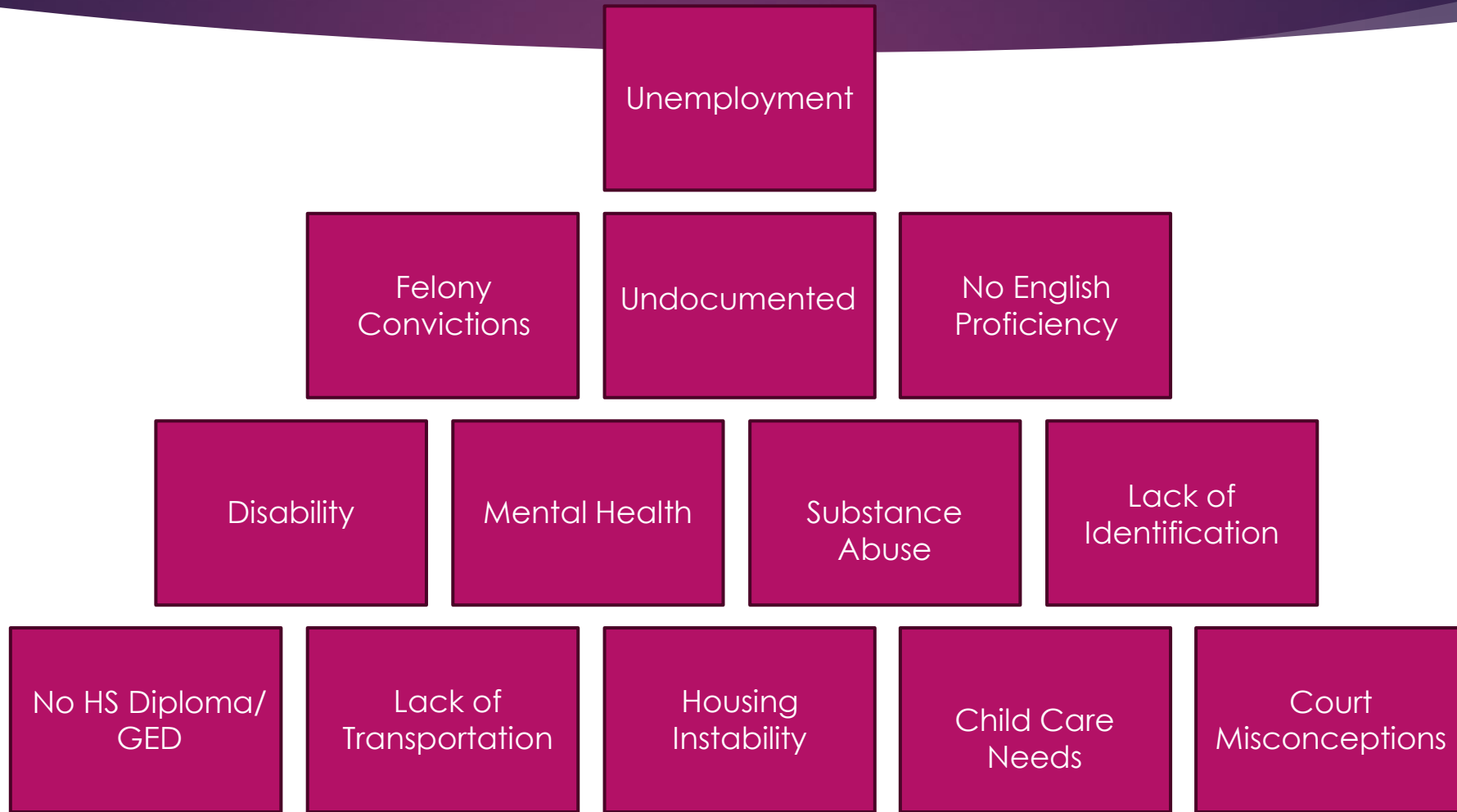


Unemployment

Resources

- FESP (Family Employment Support)- Baltimore Co.
- Step-Up- Baltimore City
- NPEP (Noncustodial Parent Employment Program)- Baltimore Co., Cecil, Talbot, etc.
- RISE (Re-Engaging Individuals Through Successful Employment)- Caroline, Cecil, Dorchester, Talbot
- RPEN (Responsible Parent Employment Network)- Anne Arundel
- Non-Custodial Parent Job Program- Prince George's
- Prince George's Co. Workforce and Adams House- Prince George's
- Career Teams (PGWORKS@CAREERTEAM.COM)- Prince George's
- Strive Workforce- Center for Urban Families

Obstacles Faced



Felony Convictions

Understanding the Obstacle

- Some employers consider applications but there are no guarantees

Factors that Influence Hiring

- Type of criminal offense
- Number of convictions
- Education and prior work experience
- Outcome of interview

Resources

- America Works of Maryland- Baltimore City & Co.
- Justice Jobs [WHO WE ARE | Justice Jobs](#) - Frederick
- Project Empowerment - DC/ Prince George's
- Goodwill Industries (training and refer to career specialists)
- One Stop Career Centers/Reentry Center- Baltimore City, Prince George's

Obstacles Faced



Undocumented

Understanding the Obstacle

- Undocumented persons are not eligible for FESP due to their legal status

Resources

- Esperanza Center through Catholic Charities In Action
- Spanish Speaking Community of Maryland- Montgomery & Frederick
- Centro Hispano de Frederick [Home](#) | [Centro Hispano - Immigrant support in Frederick Maryland](#)

Obstacles Faced



Limited English Proficiency

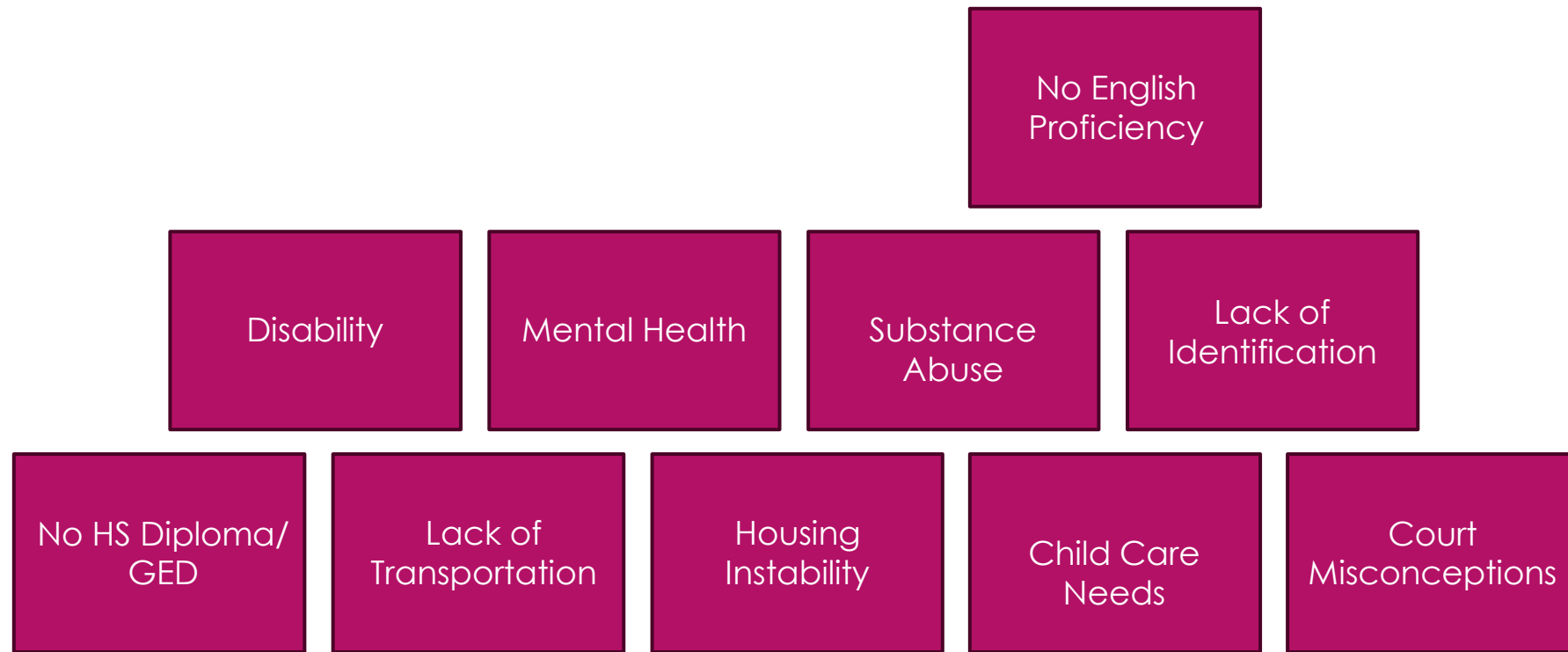
Understanding the Obstacle

- May have issues with applications if not in native language
- May have issues during interviews with English speaking interviewers

Resources

- We Are Casa program
- [skilledimmigrantguide.pdf](#)
- Asian American Center of Frederick [Enhance. Empower. Enrich - Asian American Center of Frederick](#)
- Centro Hispano de Frederick

Obstacles Faced



Disability

Understanding the Obstacle

- Claimed inability or limitations in ability to work
- Not understanding the disability process

Resources

- Baltimore County Circuit Court medical docket
- Provide Form 500/go to DSS to get TDAP

Obstacles Faced

Disability

Mental Health

Substance
Abuse

Lack of
Identification

No HS Diploma/
GED

Lack of
Transportation

Housing
Instability

Child Care
Needs

Court
Misconceptions

Mental Health

Understanding the Obstacle

- Mental health issues must be addressed prior to evaluating child support obligation/employment

Resources

- Baltimore County Circuit Court mental health docket
- Referral to address mental health issue/filing disability claim

Obstacles Faced



Substance Abuse

Understanding the Obstacle

- Addressing underlying substance use issue before starting job search process

Resources

- Maryland Wellness- Baltimore Co.
- Maryland Center for Veterans Education and Training (MCVET)-don't need be veteran
- Orenda [The Orenda Center of Wellness - Residential Treatment Facility Frederick MD](#)
- Helping Up Mission [Helping Up Mission | Home](#)

Obstacles Faced



Lack of Identification

Understanding the Obstacle

- Lack of photo ID card/driver's license to obtain a job

Resources

- FESP provides MVA funds to obtain identification
- Franciscan Center [Program: Franciscan Center, Identification Documents Assistance](#)
- [MD_Field-Guide_Obtaining-ID-Cards.pdf](#) (\$1 if experiencing homelessness)

Obstacles Faced



No High School Diploma/GED

Understanding the Obstacle

- Jobs that require a high school diploma/GED

Resources

- Baltimore City Community College
- GED prep classes at Baltimore Co Community College (check community colleges statewide)
- GED: [GED® Testing in Maryland - Adult Education and Literacy Services - Division of Workforce Development and Adult Learning](#)
- National External Diploma Program: [gednedpbrochure.pdf](#)
- Adult HS in some jurisdictions: Family Partnership - Frederick

Obstacles Faced

No HS Diploma/
GED

Lack of
Transportation

Housing
Instability

Child Care
Needs

Court
Misconceptions

Lack of Transportation

Understanding the Obstacle

- Lack of personal transportation to attend interviews or career events
- Lack of funds for transportation (public transport fees, gas, etc.)

Resources

- FESP provides public transportation cards for program participants
- Transportation Assistance Program [Transportation Assistance Program - Maryland Department of Human Services](#)
- Frederick County offers free or discounted rides to ALICE individuals

Obstacles Faced

Lack of
Transportation

Housing
Instability

Child Care
Needs

Court
Misconceptions

Housing Instability

Understanding the Obstacle

- Lack of stability/address
- Inability to receive mail for potential employment documents
- Inability to complete online applications that include address

Resources

- Local library for email access and applications online
- Main Street Housing
- Using local shelters' mailing services (mail can be picked up at the shelter)
- P.O. Box
- Virtual mail service if available
- St. Ambrose Housing Aid Center (Baltimore City & County) – provides transitional housing for those recently released from incarceration

Obstacles Faced

Housing
Instability

Child Care
Needs

Court
Misconceptions

Childcare Needs

Understanding the Obstacle

- Coordination of childcare to participate in interview or career events
- Lack of funds to obtain childcare

Resources

- Child Care Scholarship program: [Child Care Scholarship Program | Division of Early Childhood](#)
- DSS voucher program
- Locate Maryland program (1-877-261-0060) – search for childcare providers

Obstacles Faced

Child Care
Needs

Court
Misconceptions

Court Misconceptions

Understanding the Obstacle

- Defendants lack trust of the court process
- Defendants lack understanding of specific child support process

Resources

- Maryland Legal Aid
- Court Help Centers throughout the State
- Access to Justice Center
- Pro Bono Resource Center [Pro Bono Resource Center of Maryland](#)
- People's Law Library
- [Maryland Courts - YouTube](#)

Obstacles Faced

Court
Misconceptions

The Court Acting as Social Workers

