


Southern Maryland JobSource: Connecting Local Businesses with Qualified Candidates

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Every day, local businesses list vacancies and job hunters search for the right position. However, the process to find one another can be lengthy and complex. For employers, finding the right candidate and ensuring they undergo the necessary training for a new role can be challenging, and sometimes costly. For job candidates, standing out to employers and preparing for a job interview can be a daunting task. [Southern Maryland JobSource](#) addresses these issues by providing both employers and prospective employees with the resources they need to make the hiring process as effective as possible. 

When [MPM Communications LLC](#) – which offers marketing, printing and mailing services – relocated from Virginia to Charles County in 2013, President Tom Buckley, faced with the difficult task of staffing the company, reached out to Maryland’s Department of Labor, Licensing and Regulation (DLLR) for help. The DLLR connected Buckley with the Business Services Department of Southern Maryland JobSource, which soon introduced the company to its On-the-Job Training program (OJT), where eligible candidates who have been out of work can be trained for a specific position at a subsidized cost to the employer.

JobSource initiatives, like the OJT program, are designed to prepare a candidate for a specific position with a company, while removing or subsidizing the cost to the employer. JobSource offers a range of free services to local businesses to assist with their growth and development in the local community. Available services include posting and maintaining job openings, training programs, customized recruitment (where JobSource will recruit, screen and refer qualified applicants to specific openings), and assistance with employer grants.

“It’s a win-win,” says Heidi Rackoski, vice president of finance and administration at MPM Communications. “The company doesn’t bear the burden of an employee’s full cost during the transition period, and the new employee gains valuable work skills. There is no downside.”

Finding the right candidate can be a difficult task for any business, regardless of whether it’s relocating or expanding to a new area. Gayle Howe, HR Coordinator at [Fenwick Landing Senior Care Community](#), uses the recruitment events provided by JobSource to fill vacancies at the Waldorf-based care community.


Howe first encountered JobSource from the jobseeker perspective, as JobSource provides programs to eligible unemployed or underemployed residents in the community, including training, support services, and job-seeking tools to assist them in gaining employment. Southern MD JobSource offers an extensive amount of resources to assist all jobseekers including youth with workshops on resume writing, interview skills, reemployment, a weekly job club and summer youth employment opportunities.

JobSource advised Howe that the Workforce Innovation and Opportunity Act ([WIOA](#)) – which provides eligible individuals with federal funding to enroll into postsecondary school programs related to their role – could provide additional training. Through JobSource’s recommendations, Howe connected with training that ultimately helped her qualify for her current position as HR Coordinator with Fenwick Landing.

After her own positive experience, Howe has continued using JobSource to recruit other employees for Fenwick Landing.

“The recruitment events that JobSource organizes for us are very efficient and allow for a streamlined and stress free interviewing process,” Howe explains.

MPM Communications and Fenwick Landing are just two examples of local companies that have benefitted from the programs and resources offered by JobSource.

 Interested in learning more about JobSource? Join us at [IGNITE Charles County Business Resource Fair](#) on May 12, where JobSource representatives will be available to answer any questions about its services.

IGNITE Charles County, which is co-sponsored by the Charles County Economic Development Department and [Entrepreneur and Innovation Institute at CSM](#), brings local business owners and aspiring entrepreneurs together to learn more about the resources that are available to ignite their success.

To learn more about the services offered by the EDD for [new businesses](#), [entrepreneurs](#), and [local minority businesses](#), please visit our [Business Support](#) page.

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