

# Maryland Nonprofit Employment

Johns Hopkins Nonprofit Employment Data Project

Sarah Dewees  
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Nonprofit Employment Bulletin Number 9

A Joint Product of the Johns Hopkins Center for Civil Society  
Studies and the Maryland Association of Nonprofit Organizations

*This report was prepared for the Maryland Association of Nonprofit Organizations by Sarah Dewees and Lester Salamon at the Center for Civil Society Studies, Institute for Policy Studies, Johns Hopkins University.*

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# **MARYLAND NONPROFIT EMPLOYMENT**

**A JOINT PRODUCT OF**

**THE JOHNS HOPKINS  
NONPROFIT EMPLOYMENT  
DATA PROJECT**

**AND**

**THE MARYLAND  
ASSOCIATION  
OF NONPROFIT  
ORGANIZATIONS**

**SARAH DEWEES  
AND  
LESTER M. SALAMON**

**AUGUST 2002**

## **KEY FINDINGS**

1. The Maryland nonprofit sector continued its recent pattern of growth in 2000, adding over 9,000 net new employees, for a gain of 4.5 percent, twice that of the business sector (2.0 percent) and three times that of government (1.5 percent).
2. Nonprofit employment accounted for nearly 9 percent of total employment in the state of Maryland in the year 2000.
3. Over the past 10 years, nonprofit employment grew by 34 percent, faster than most other industries in the state including the manufacturing, construction, and high technology industries.
4. Currently, the Baltimore and Washington suburbs account for the majority of total nonprofit employment in the state, although the City of Baltimore accounts for a large share of employment in key industries such as health care, education, and culture.
5. Average weekly wages for Maryland nonprofit employees are well above the average of the seven states for which we have data, but lag behind those of Connecticut.

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## INTRODUCTION

This report presents new information on the size, distribution, and growth of the private nonprofit sector in Maryland as of the end of 2000, the latest year for which data are available. The report updates an earlier analysis of private nonprofit employment in Maryland completed last year and covering 1999. That report made clear that the private nonprofit sector is a major economic force in Maryland, employing over 8 percent of Maryland's workforce. Given the scale of this sector and the contribution it makes to the state, tracking its health and development over time thus becomes especially important.

Like the earlier study, this report draws on data generated by the Maryland Department of Labor, Licensing, and Regulation through the quarterly survey of Maryland workplaces it carries out under the national ES-202 Labor Market Information Program administered by the U.S. Bureau of Labor Statistics as part of the Unemployment Insurance Program. These data are compiled from quarterly reports submitted by employers subject to Maryland law. The data series covers 98 percent of all wage and salary civilian employment.

For the purpose of this report, the nonprofit sector includes all 501(c)(3) organizations registered with the State of Maryland. This embraces private, not-for-profit universities, hospitals, clinics, social service agencies, day care centers, orchestras, symphonies, museums, art galleries, theaters, homeless shelters, soup kitchens, and many more. The one major exclusion is religious organizations, although the significance of this exclusion is unknown as some religious organizations elect to be covered by unemployment insurance as provided for in the law. For a fuller description of the ES-202 data source, see Appendix A.

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## DETAILED FINDINGS

### I. A LARGE SECTOR

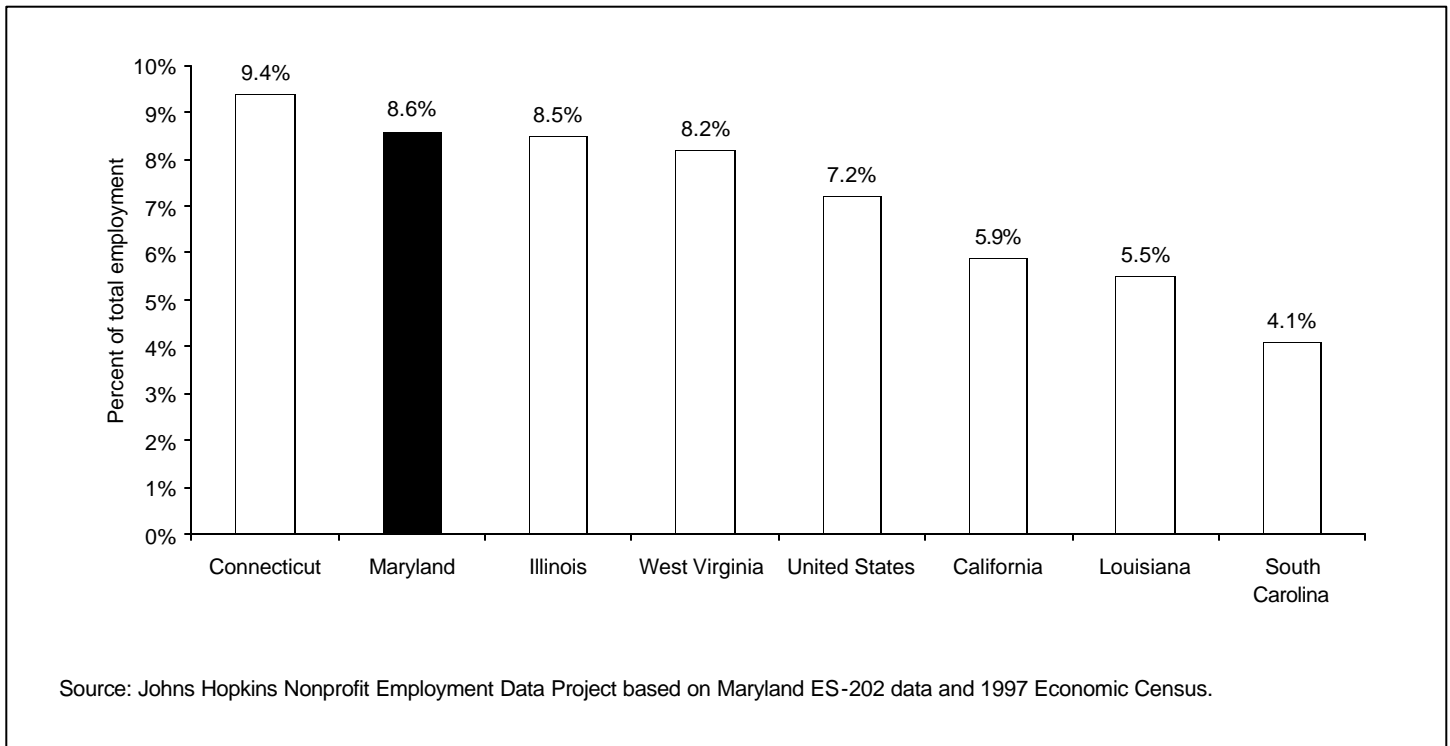
*The private nonprofit sector, comprised of hospitals, clinics, colleges, universities, elementary schools, day care centers, social service providers, museums, theaters, soup kitchens, and many more, is a major economic force in the state of Maryland.*

**Employment:** As of the fourth quarter of 2000, the 4,252 nonprofit organizations in Maryland employed 211,683 paid workers, or 8.6 percent of the state's total employment.

- As can be seen in Figure 1, this is higher than most other states for which data are available and higher than the national average (7.2 percent).<sup>1</sup>

- The 211,683 nonprofit employees in Maryland earned over \$6.8 billion in wages in 2000, or 7.2 percent of the state's total payroll.
- In 2000, the nonprofit sector employed 18 percent more people than the construction industry and 32 percent more people than the manufacturing industry in the state (See Appendix B).

**Figure 1: Nonprofit share of total employment**



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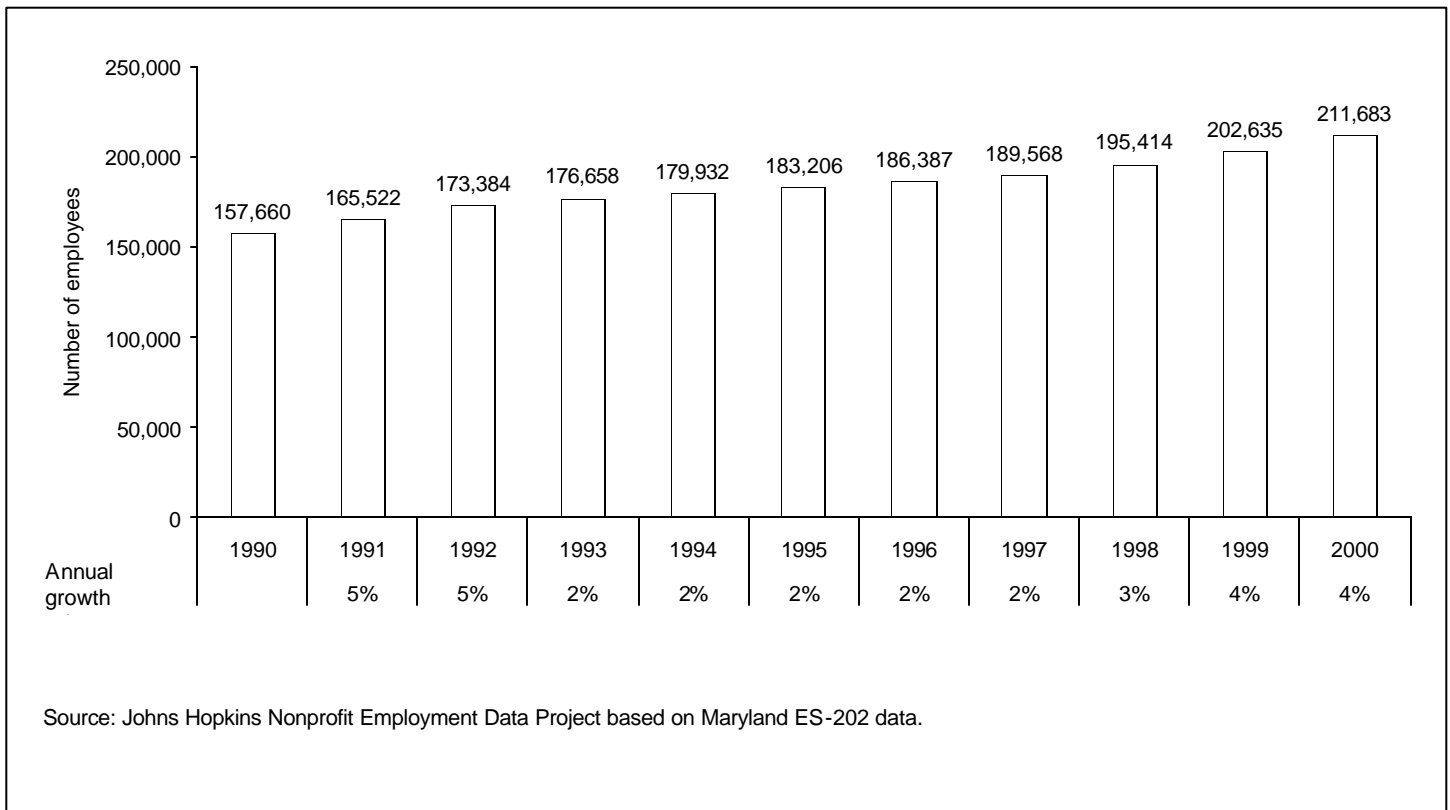
<sup>1</sup> States are chosen based on available data from the Nonprofit Employment Data Project.

## II. A GROWING SECTOR

*Not only does the nonprofit sector account for a large percentage of total Maryland employment, but it has been growing at a rapid pace over the last 10 years.*

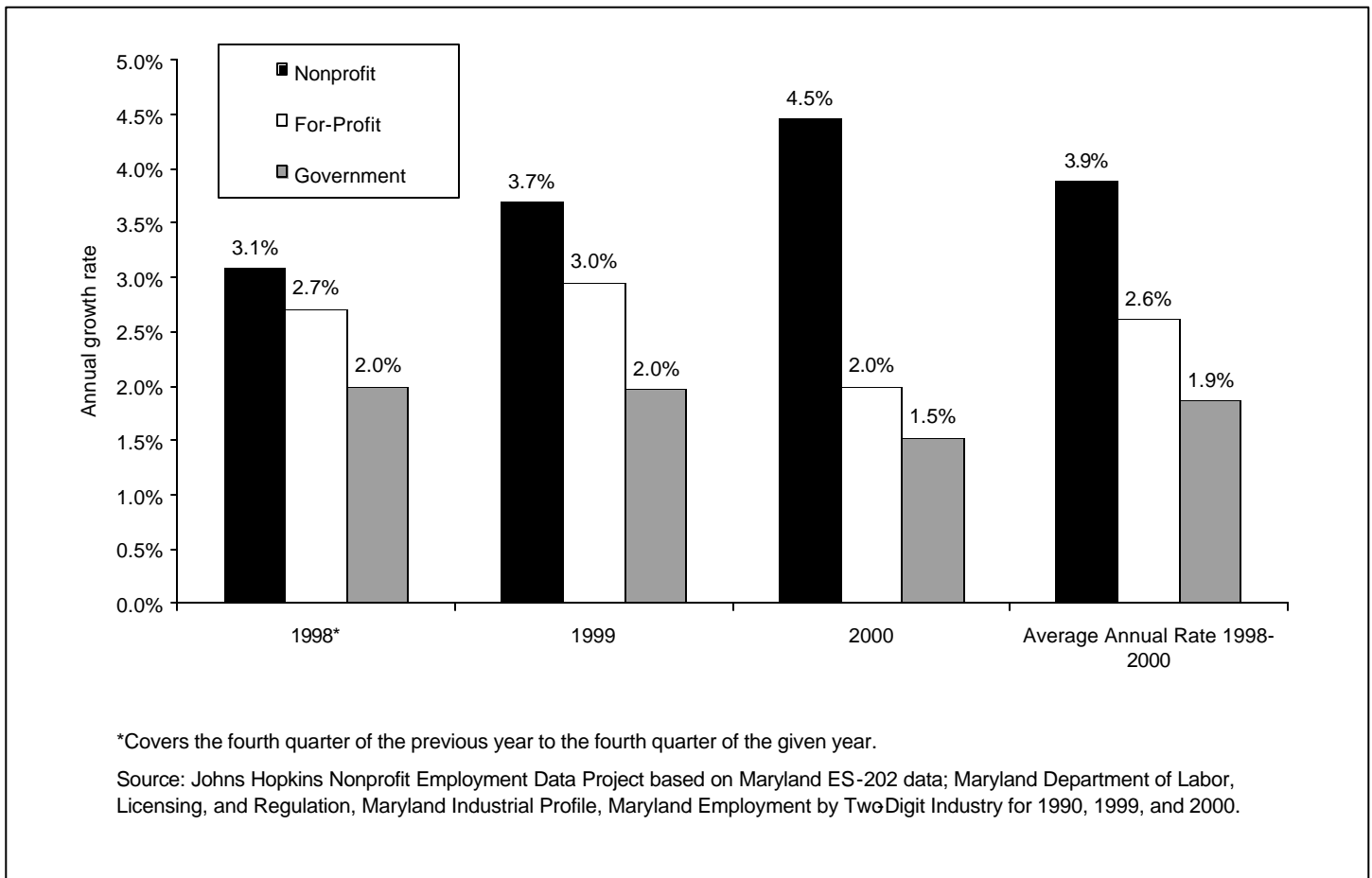
- As can be seen in Figure 2, nonprofit employment in Maryland has increased by over 54,000 jobs since 1990, an increase of 34 percent.
- By comparison, the for-profit sector grew by 11 percent and government increased by 8 percent.
- With less than 9 percent of the state's employment, the nonprofit sector accounted for an impressive 20 percent of the state's total job growth.

**Figure 2: Nonprofit employment in Maryland, 1990-2000**



Nonprofit employment growth has continued to outpace employment in the for-profit and government sectors, growing by an average annual rate of 3.9 percent between 1998 and 2000, compared to 2.6 percent for the business sector and 1.9 percent for government. This was even more apparent in the year 2000, when nonprofit employment grew at over twice the rate of for-profit employment and three times that of government employment (see Figure 3).

**Figure 3: Growth rates for nonprofit, for-profit, and government sectors, 1998-2000**

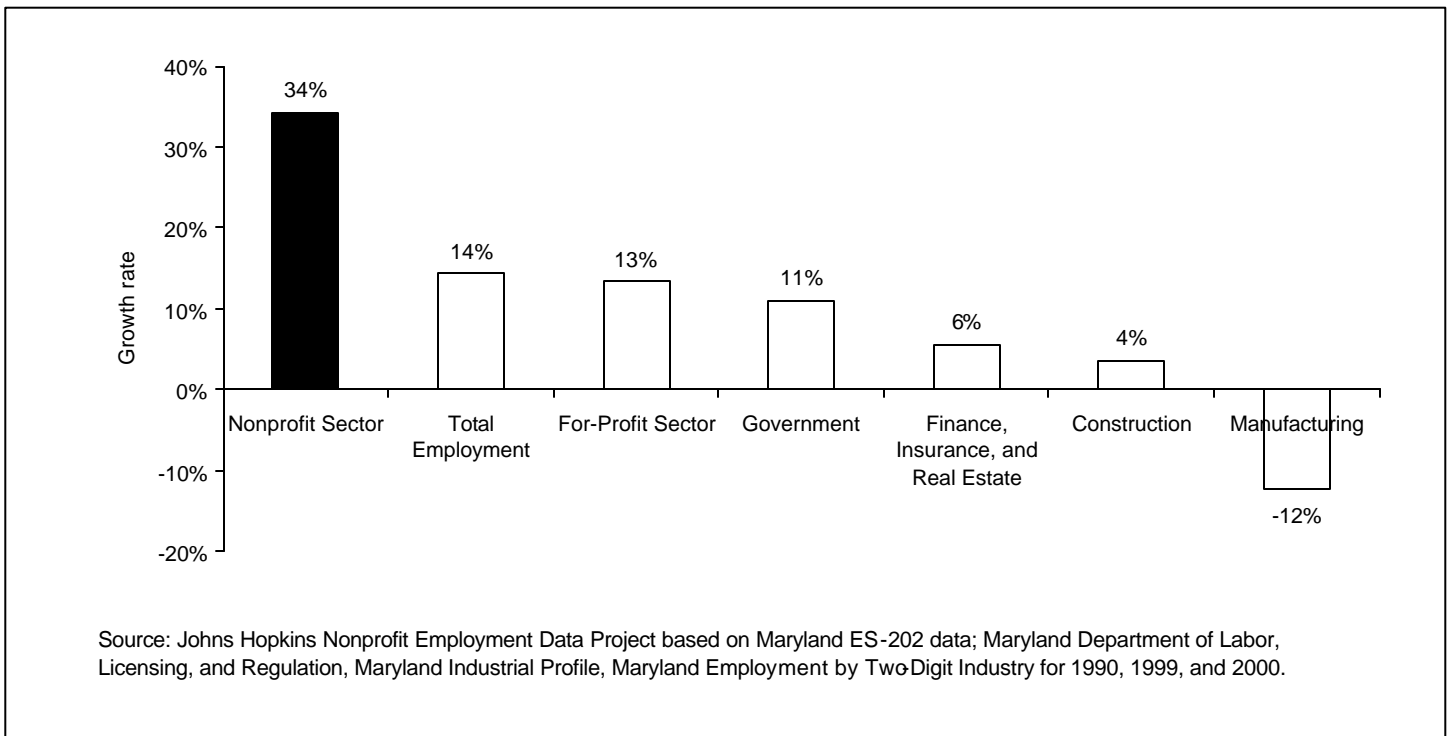


- As can be seen in Figure 4, employment in the nonprofit sector has grown at a faster rate than most other industries in the state over the past decade. Thus, compared to the 34 percent growth of nonprofit employment, employment grew by:
  - Eleven percent in the government sector;
  - Only 6 percent in the finance, insurance, and real estate industry;
  - Only 4 percent in construction;
  - And by a negative amount in manufacturing.

The nonprofit sector also added more jobs in recent years than Maryland’s high technology industry, which has been a special focus of Maryland economic development efforts. In particular:

- Between 1992 and 2000, the nonprofit sector accounted for 38,299 new jobs in Maryland vs. 28,818 new jobs associated with all branches of the high technology industry.<sup>2</sup>
- The growth rate of the nonprofit sector also kept pace with the growth rate of high technology (22 percent vs. 21 percent).

**Figure 4: Employment growth in Maryland by industry and sector, 1990-2000**



<sup>2</sup> The high technology industry includes information technology services, high technology research, biotechnology and biomedical, high technology machinery and instruments, and defense and aerospace.



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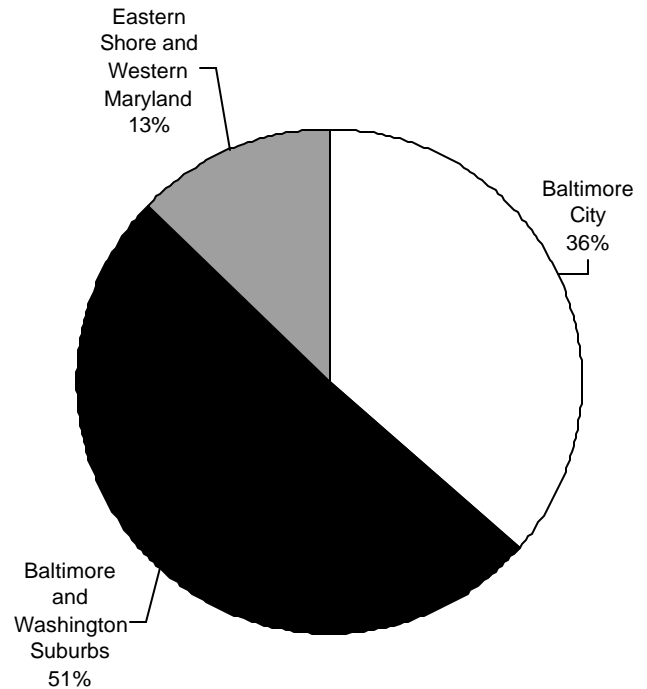
### III. SUBURBANIZATION

While a large number of Maryland's nonprofits are located in Baltimore City, Baltimore's share of the state's total nonprofit employment has declined over the past 10 years. Currently, the majority of nonprofit employment in the state is located in the suburban areas surrounding Washington D.C. and Baltimore. Nonprofit employment has continued to grow at a particularly fast pace in the suburban regions of the state.

Like Maryland's population, most of the state's nonprofit employment is located in the state's suburban areas. As can be seen in Figure 5:

- Over 50 percent of Maryland nonprofit employment is located in the suburban areas of the state, with 26 percent of nonprofit employment located in the Baltimore suburbs and 25 percent located in the Washington suburbs.<sup>3</sup> The Maryland suburbs together account for a total of 107,000 nonprofit jobs.
- Thirty-six percent of Maryland's nonprofit employment is located in Baltimore City, accounting for 76,889 nonprofit jobs.
- A much smaller share of total nonprofit employment is located in the more rural regions of Western Maryland and the Eastern Shore.<sup>4</sup> These regions account for 7 and 6 percent of total nonprofit employment, respectively, or a total of 27,000 nonprofit jobs.

Figure 5: Share of total nonprofit employment accounted for by Maryland regions, 2000



Source: Johns Hopkins Nonprofit Employment Data Project based on Maryland ES-202 data.

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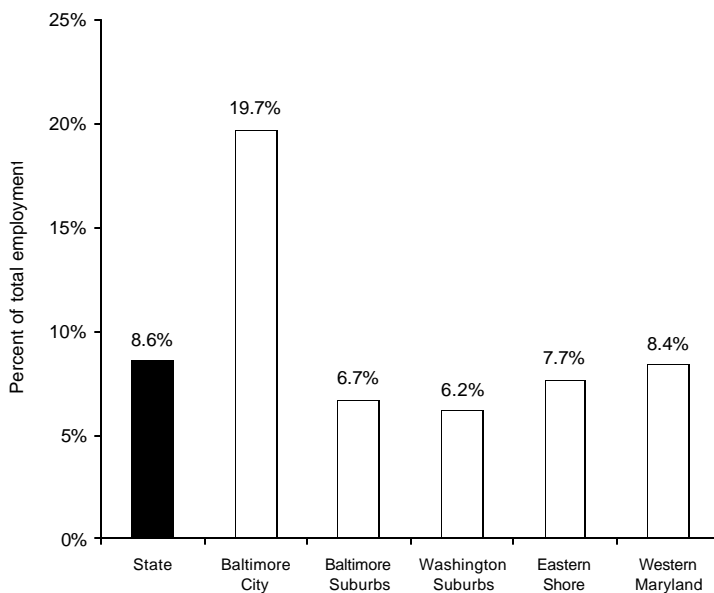
<sup>3</sup> The Baltimore suburbs include Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties; and the Washington D.C. suburbs include Calvert, Charles, Montgomery, Prince George's, and St. Mary's Counties.

<sup>4</sup> The Eastern Shore region includes Caroline, Cecil, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, and Worcester Counties; and the Western Maryland region includes Frederick, Allegany, Garrett, and Washington Counties.

Although the rural regions account for a relatively small share of total Maryland nonprofit employment, nonprofits still play a larger part in the economies of these regions than they do in the suburbs. As can be seen in Figure 6:

- Nonprofit organizations account for between 7.7 and 8.4 percent of total employment on the Eastern Shore and in Western Maryland, compared to approximately 6.2 and 6.7 percent, respectively, in the Washington and Baltimore suburbs.
- Nonprofit organizations account for an even larger share of total employment in Baltimore City—a striking 20 percent, or one out of every five jobs.

**Figure 6: Nonprofit share of total employment, by region, 2000**

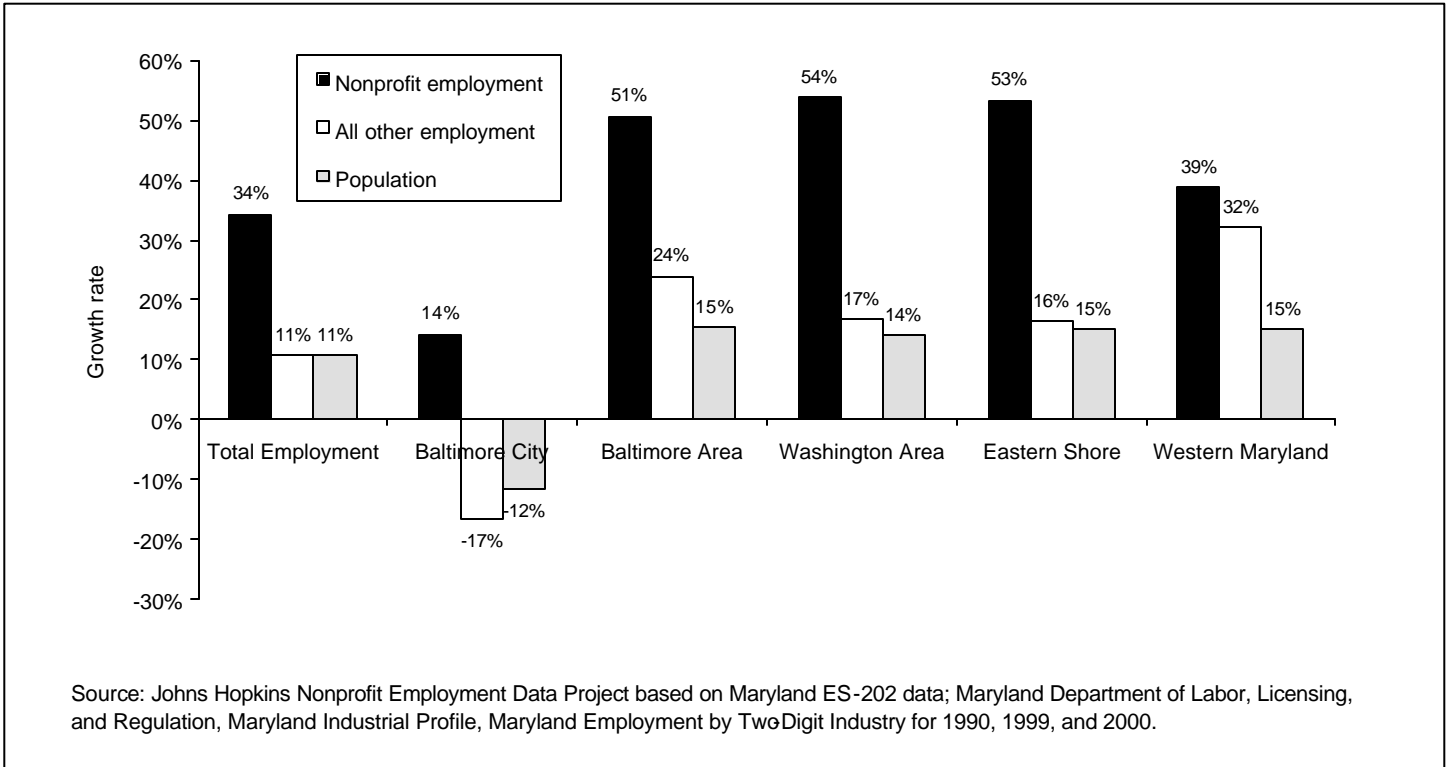


Source: Johns Hopkins Nonprofit Employment Data Project based on Maryland ES-202 data.

In every region of the state, moreover, as can be seen in Figure 7, nonprofit employment grew faster between 1990 and 2000 than all other employment and than the population.

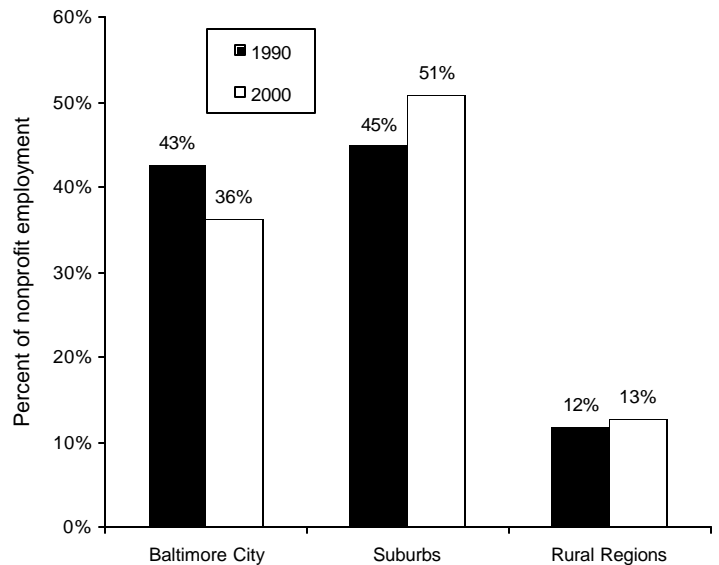
- In Baltimore City, nonprofit employment grew at a rate of 14 percent, while all other employment actually declined by 17 percent. This means that the nonprofit sector was one of the few sources of job growth in the city during this time period.
- In the Baltimore suburbs, nonprofit employment grew by 51 percent while all other employment grew by 24 percent. The nonprofit sector accounted for 11 percent of the total employment growth in this region.
- In the Washington suburbs, nonprofit employment grew by 54 percent, accounting for 14 percent of total employment growth during this time period. In contrast, all other employment grew by only 17 percent.
- On the Eastern Shore, nonprofit employment grew by 53 percent, accounting for 17 percent of all employment growth during this time period. All other employment grew by 16 percent.
- In Western Maryland, nonprofit employment grew by 39 percent compared to 32 percent for all other employment. Nonprofits thus accounted for 10 percent of all job growth.

**Figure 7: Growth rates of population, nonprofit employment, and all other employment by region, 1990-2000**



- Behind these numbers lies an extensive decentralization of nonprofit activity in the state, as nonprofit institutions have followed the movement of population to the suburbs and outlying areas. As a result, as can be seen in Figure 8:
  - Baltimore City went from 43 percent of total nonprofit employment in 1990 to only 36 percent by the year 2000, while the Baltimore and Washington suburbs went from 45 percent of the total in 1990 to 51 percent by 2000.
  - The more rural regions of the state, including Western Maryland and the Eastern Shore, experienced a slight increase in their total share of nonprofit employment from 12 percent to 13 percent.

**Figure 8: Share of total Maryland nonprofit employment accounted for by regions, 1990 and 2000**



Source: Johns Hopkins Nonprofit Employment Data Project based on Maryland ES-202 data.

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## IV. REGIONAL DIFFERENCES

*Although the bulk of nonprofit employment in Maryland is located in Baltimore City, the Baltimore suburbs, and the Washington suburbs, the nonprofit sector in the suburbs looks very different from the nonprofit sector in Baltimore City (see Figure 9).*

As of the year 2000, Baltimore City, though containing only 16 percent of the state's employment and 12 percent of its total population, accounted for:

- Forty percent of the state's nonprofit health care jobs;
- A majority (53 percent) of its nonprofit education employment; and
- A striking 65 percent of its nonprofit cultural and recreational employment including museums, theaters, and opera houses.

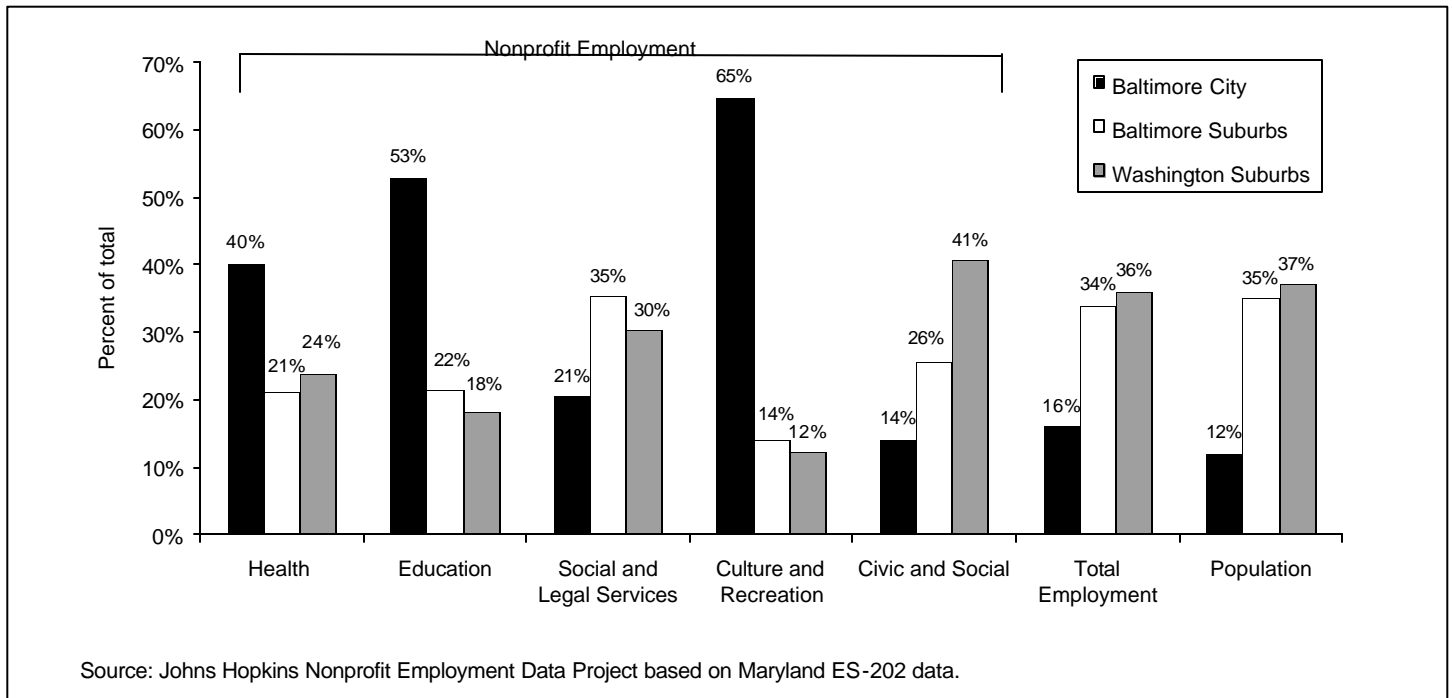
These figures suggest that Baltimore City performs a service function for the rest of the state in the fields of health care, education, and culture and recreation. Although the majority of jobs in these fields are located in Baltimore City, the consumers of these services, and their tax dollars, are located in other regions of the state.

The Baltimore and Washington suburbs by contrast accounted for the majority of employment in nonprofit social and legal service organizations and civic and social membership organizations. In particular, as of 2000, these two suburban regions contained:

- Sixty-five percent of all nonprofit social and legal service jobs (e.g. child care, family services, and job training).
- Sixty-seven percent of the state's nonprofit civic and social organization jobs including business associations, professional associations, and political or public education organizations.

These figures suggest there is a demand in the suburbs for social services ranging from child care to services for the disadvantaged. They also reflect the attraction that proximity to the nation's capital has for many membership organizations.

**Figure 9: Regional share of nonprofit employment by field in comparison to total employment and population, 2000**



## V. MARYLAND NONPROFIT WAGES IN PERSPECTIVE

*Average weekly wages for Maryland nonprofit employees are well above the average of the seven states for which we have data, but lag behind those of Connecticut (see Table 1).*

**Table 1: Average weekly wage in nonprofit, for-profit, and government firms**

State	Average nonprofit wage	Average for-profit wage	Average government wage
Connecticut	\$ 645	\$ 913	\$ 798
Maryland	\$ 615	\$ 750	\$ 765
California	\$ 611	\$ 762	\$ 790
Illinois	\$ 584	\$ 849	\$ 714
South Carolina	\$ 510	\$ 521	\$ 582
Louisiana	\$ 482	\$ 522	\$ 598
West Virginia (1999)	\$ 480	\$ 502	\$ 543
Seven State Average	\$ 561	\$ 688	\$ 684
Seven State Median	\$ 584	\$ 750	\$ 714
<b>Maryland as percent of 7 state average</b>	<b>110%</b>	<b>109%</b>	<b>112%</b>
<b>Maryland as percent of 7 state median</b>	<b>105%</b>	<b>100%</b>	<b>107%</b>

Source: Johns Hopkins Nonprofit Employment Data Project based on Maryland ES-202 data.

This pattern varies somewhat by industry.

- Average weekly nonprofit wages in the health sector in Maryland are lower than those in both Connecticut and California, as are the average weekly nonprofit wages in hospitals only (see Table 2).
- Average weekly nonprofit wages in social services in Maryland are lower than those in the three northern/western states for which we have data (Connecticut, Illinois, and California).

## CONCLUSION

The nonprofit sector not only contributes to the quality of life for all Maryland citizens through the health care, education, counseling, job training, nursing home care, access to arts and culture, and opportunities for democratic participation it offers, but it is also a major economic force in the state's economy, and in the economies of all the state's regions.

Regrettably, however, this point is not well understood by policymakers, the press, or the public at large. As a result, this sector is often overlooked in economic development and education and training efforts that could prove extremely beneficial to it in the long term. Hopefully, the data presented here will promote greater understanding of the impact of the nonprofit sector and demonstrate the immense stake that Maryland citizens have in the sector's continued health.

**Table 2: Average nonprofit weekly wage by industry**

Average weekly wage by industry					
State	Health	Hospitals	Education	Social services	Average nonprofit wage
Connecticut	\$ 707	\$ 767	\$ 775	\$ 456	\$ 645
Maryland	\$ 662	\$ 683	\$ 658	\$ 411	\$ 615
California	\$ 741	\$ 777	\$ 589	\$ 421	\$ 611
Illinois	\$ 617	\$ 649	\$ 662	\$ 431	\$ 584
South Carolina	\$ 633	\$ 646	\$ 527	\$ 326	\$ 510
Louisiana	\$ 552	\$ NA	\$ 610	\$ 274	\$ 482
West Virginia (1999)	\$ 565	\$ 595	\$ 465	\$ 283	\$ 480
Seven state average	\$ 640	\$ 686	\$ 612	\$ 372	\$ 561
Seven state median	\$ 633	\$ 666	\$ 610	\$ 411	\$ 584
<b>Maryland as percent of 7 state average</b>	<b>104%</b>	<b>100%</b>	<b>107%</b>	<b>111%</b>	<b>110%</b>
<b>Maryland as a percent of 7 state mean</b>	<b>105%</b>	<b>103%</b>	<b>108%</b>	<b>100%</b>	<b>105%</b>

Source: Johns Hopkins Nonprofit Employment Data Project based on Maryland ES-202 data.

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## APPENDIX A: THE ES-202 UNEMPLOYMENT INSURANCE LABOR MARKET INFORMATION PROGRAM

### SOURCE OF DATA

The major source of data for this report is the Covered Employment and Wages Program, commonly referred to as the ES-202 program, a cooperative initiative involving State Employment Security Agencies and the Bureau of Labor Statistics. The ES-202 program produces a comprehensive tabulation of employment and wage information for workers covered by state Unemployment Insurance (UI) laws and federal workers covered by the Unemployment Compensation for Federal Employees Program. Data contained in this report represent all employees covered by the Unemployment Insurance (UI) Law of Maryland as well as federal workers covered by the Unemployment Compensation of Federal Employees Program. The data on state-insured workers are compiled from quarterly contribution reports submitted by employers subject to Maryland law. Employment data pertaining to the federal government are obtained from similarly required reports submitted by the various government installations in Maryland.

### SCOPE OF COVERAGE

The ES-202 program accounts for approximately 98 percent of all wage and salary civilian employment nationally (the program does not cover self-employed and family workers). The principal exclusions from the ES-202 data set are employees of religious organizations, railroad workers, small-scale agriculture, domestic service, crew members on small vessels, state and local government elected officials, and insurance and real estate agents who receive payment solely by commission. In terms of nonprofit employment, the exclusion of religious organizations is the most significant; however, religious organizations may elect to be covered by the UI program and those that do are covered in the data. At this time the level of noncoverage is unknown.

The number of employees is measured by the number of filled jobs for the pay period that includes the 12<sup>th</sup> day of each month as reported by the employer. Both part-time

and full-time employees are included in the data set. If a person holds two jobs, that person would be counted twice in the data set. Wages include bonuses, stock options, the cash value of meals and lodging, and tips and other gratuities.

The employment data for nonprofit organizations are isolated within this data set by using state records on tax-exempt organizations, specifically covering all 501(c)(3) organizations registered with the State of Maryland for purposes of tracking exemption from federal unemployment taxes. This embraces private, nonprofit universities, schools, hospitals, clinics, social service agencies, day care centers, orchestras, symphonies, museums, art galleries, theaters, homeless shelters, soup kitchens, and many more.

For the purpose of this report, we have chosen to focus on the “charitable” portion of the nonprofit sector. This includes organizations registered with the U.S. Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code, which embraces private, not-for-profit hospitals, clinics, colleges, universities, elementary schools, social service agencies, day care centers, orchestras, museums, theaters, homeless shelters, soup kitchens, and many more. In addition to Section 501(c)(3), the Internal Revenue Code contains 25 other subsections under which organizations can claim exemption from federal income taxation as nonprofit organizations. Section 501(c)(3) is by far the most important of these, the one that covers the bulk of nonprofit organizations, and the one with the organizations most commonly associated with the nonprofit sector.

The Johns Hopkins Center for Civil Society Studies’ Nonprofit Employment Data Project is now working with State Employment Security Agencies throughout the country drawing on this ES-202 data source to generate similar data on nonprofit employment in other states. For more information, visit the CCSS Web site ([www.jhu.edu/~ccss](http://www.jhu.edu/~ccss)).

## APPENDIX B: NONPROFIT EMPLOYMENT AND EMPLOYMENT IN MANUFACTURING AND CONSTRUCTION, IN MARYLAND, BY COUNTY, 2000

Area	Total nonprofit employment	Nonprofit employ- ment as a percent of total employment in jurisdiction/region	Construction employees	Manufacturing employees	Total employment in region
<b>Counties</b>					
Allegany County	3,469	11.2%	4,335	1,282	31,012
Anne Arundel County	10,782	5.4%	15,891	13,017	199,261
Baltimore County	28,785	7.9%	33,492	21,851	365,443
Calvert County	1,456	8.5%	1,110	1,564	17,113
Caroline County	962	10.8%	1,829	559	8,899
Carroll County	3,917	8.2%	5,451	6,471	47,978
Cecil County	1,302	5.5%	3,839	1,402	23,622
Charles County	1,641	4.4%	1,361	3,867	37,021
Dorchester County	681	6.0%	3,688	517	11,268
Frederick County	5,508	6.9%	7,673	8,190	79,687
Garrett County	915	9.1%	1,092	784	10,096
Harford County	3,429	4.8%	5,215	5,097	72,147
Howard County	7,982	6.2%	8,202	10,232	128,834
Kent County	1,328	17.0%	973	508	7,793
Montgomery County	34,824	7.6%	20,402	27,248	457,263
Prince George's County	13,471	4.3%	13,578	28,971	311,189
Queen Anne's County	305	2.8%	988	896	10,849
Saint Mary's County	1,409	4.2%	703	1,431	33,823
Somerset County	521	7.3%	411	360	7,165
Talbot County	1,888	10.3%	2,747	1,400	18,417
Washington County	5,643	8.8%	10,566	3,548	63,853
Wicomico County	3,752	8.9%	6,568	2,375	41,996
Worcester County	824	3.9%	1,861	1,328	21,090
Baltimore City	76,889	19.7%	27,249	13,633	390,307
Nondistributable			738	4,313	51,920
<b>Regions</b>					
Baltimore City	76,889	19.7%	27,249	13,633	390,307
Baltimore Area	54,895	6.7%	68,251	56,668	813,663
Washington Area	52,801	6.2%	37,154	63,081	856,409
Eastern Shore	11,563	7.7%	22,904	9,345	151,099
Western Maryland	15,535	8.4%	23,666	13,804	184,648
<b>Grand Total for State</b>	<b>211,683</b>	<b>8.6%</b>	<b>179,962</b>	<b>160,844</b>	<b>2,448,046</b>



## APPENDIX C: DISTRIBUTION OF NONPROFIT EMPLOYMENT BY INDUSTRY IN MARYLAND, 2000

SIC codes <sup>5</sup>	Industry	Type of organization	Number of nonprofit employees	Percent of total nonprofit employees
80	<b>Health</b>	Hospitals, nursing and personal care facilities, home health care organizations	104,183	49%
81	<b>Legal Services</b>	Legal aid clinics, conflict resolution programs	340	0.2%
82	<b>Education</b>	Private colleges and universities, elementary and secondary schools	38,700	18%
83	<b>Social Services</b>	Child day care services, residential care, job training and related services, individual and family services	43,227	20%
79, 84	<b>Culture and Recreation</b>	Museums, theaters, art galleries, orchestras, membership sport and recreation clubs, amateur sports clubs, day camps	3,522	2%
86	<b>Civic and Social</b>	Business associations, professional associations, neighborhood associations, social clubs, hiking clubs, environmental organizations	7,572	4%
All other	<b>Other</b>	Research, development, and testing firms; printing and publishing firms; religious, educational, and charitable trusts, and others	14,139	7%
<b>Total</b>			<b>211,683</b>	<b>100%</b>

<sup>5</sup> SIC codes are based on the 1987 Standard Industrial Classification system. The SIC codes are used by the state Labor Market Information Office to identify different industries.

## APPENDIX D: NONPROFIT EMPLOYMENT AND WAGES FOR SELECT INDUSTRIES IN MARYLAND, 2000

SIC code	Industry group	Total nonprofit employment	Average annual wage
<b>79</b>	<b>Amusement and Recreation</b>	<b>1,726</b>	<b>\$21,132</b>
<b>80</b>	<b>Health Services</b>	<b>104,183</b>	<b>\$34,432</b>
805	Nursing and Personal Care Facilities	12,133	\$23,661
806	Hospitals	79,313	\$35,514
808	Home Health Care Services	2,457	\$26,059
<b>82</b>	<b>Education Services</b>	<b>38,700</b>	<b>\$34,237</b>
821	Elementary and Secondary Schools	16,761	\$27,866
822	Colleges and Universities	20,222	\$40,252
823	Libraries	75	\$26,243
<b>83</b>	<b>Social Services</b>	<b>43,227</b>	<b>\$21,369</b>
832	Individual and Family Services	9,024	\$25,042
833	Job Training and Related Services	7,031	\$18,205
835	Child Daycare Services	5,178	\$16,513
836	Residential Care	17,925	\$20,421
<b>84</b>	<b>Museums, Botanical Gardens</b>	<b>1,796</b>	<b>\$20,920</b>
<b>86</b>	<b>Membership Organizations</b>	<b>7,572</b>	<b>\$27,023</b>
	<b>All other SIC codes</b>	<b>14,479</b>	<b>\$45,516</b>
	<b>Total</b>	<b>211,683</b>	<b>\$31,999</b>

## APPENDIX E: NONPROFIT EMPLOYMENT BY REGION, 1990 AND 2000

Region	Nonprofit employment, 1990	Nonprofit employment, 2000	Growth in nonprofit employment, 1990-2000	Percent change in nonprofit employment, 1990-2000
Baltimore City	67,287	76,889	9,602	14%
Baltimore Suburbs	36,436	54,895	18,459	51%
Washington Suburbs	34,346	52,801	18,455	54%
Eastern Shore	7,541	11,563	4,022	53%
Western Maryland	11,192	15,535	4,343	39%
Whole State	157,660	211,683	54,023	34%

## The Johns Hopkins Nonprofit Employment Data Project

The Nonprofit Employment Data (NED) Project is utilizing a previously untapped source of up-to-date data to shed new light on nonprofit employment and wages in the U.S. and to chart the relationship between nonprofit, for-profit, and government employment both nationally and locally. To do so, the project is drawing on data compiled as part of the U.S. Unemployment Insurance program. A collaboration between the Center for Civil Society Studies, state employment security agencies, the U.S. Bureau of Labor Statistics, and state nonprofit associations, the NED Project is yielding a vital new resource for understanding the nonprofit sector.

## The Johns Hopkins Center for Civil Society Studies

The Johns Hopkins Center for Civil Society Studies seeks to improve understanding and the effective functioning of not-for-profit, philanthropic, or “civil society” organizations in the United States and throughout the world in order to enhance the contribution these organizations can make to democracy and the quality of human life. The Center is part of the Johns Hopkins Institute for Policy Studies and carries out its work through a combination of research, training, and information-sharing both domestically and internationally.

## The Maryland Association of Nonprofit Organizations

Maryland Nonprofits’ mission is to strengthen and support the ability of nonprofit organizations to serve the community, and to enhance public understanding of, confidence in, and support for the nonprofit sector. More information about the Maryland Association of Nonprofit Organizations can be found at [www.mdnonprofit.org](http://www.mdnonprofit.org).



### Center for Civil Society Studies

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