

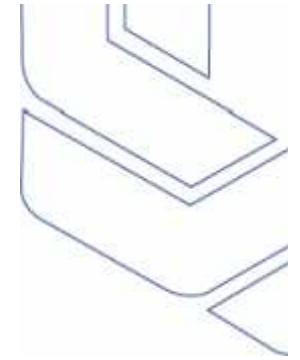


Economic Inclusion and Anchor Institutions in Baltimore

Opportunity Collaborative & BIP

June 17, 2016





Cooperative Efforts



Baltimore Integration



Partnership

www.baltimorepartnership.org



Baltimore Metropolitan Council

Regional Similarities

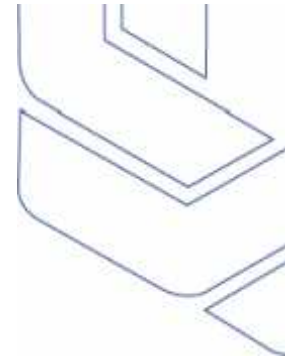


	Baltimore City	Baltimore MSA	Hartford	Hartford MSA
Population	630,644	2,715,650	124,879	1,211,280
White Pop.	30.1%	62.6%	34.5%	77.6%
No Diploma	20.4%	11.5%	31.4%	10.9%
Bachelors	14.0%	20.2%	8.6%	20.1%
Median HH Income	\$40,804	\$68,616	\$28,931	\$68,410
Poverty Rate	23.4%	10.6%	33.9%	10.2%
Public Transit Use	18.2%	6.3%	16.9%	3.1%

Sources: US Census Bureau, 2008-2012 ACS



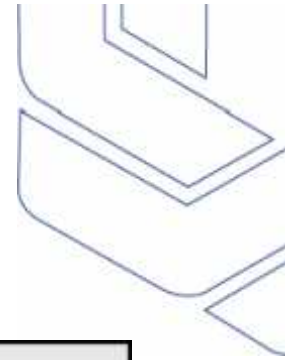
Opportunity Collaborative



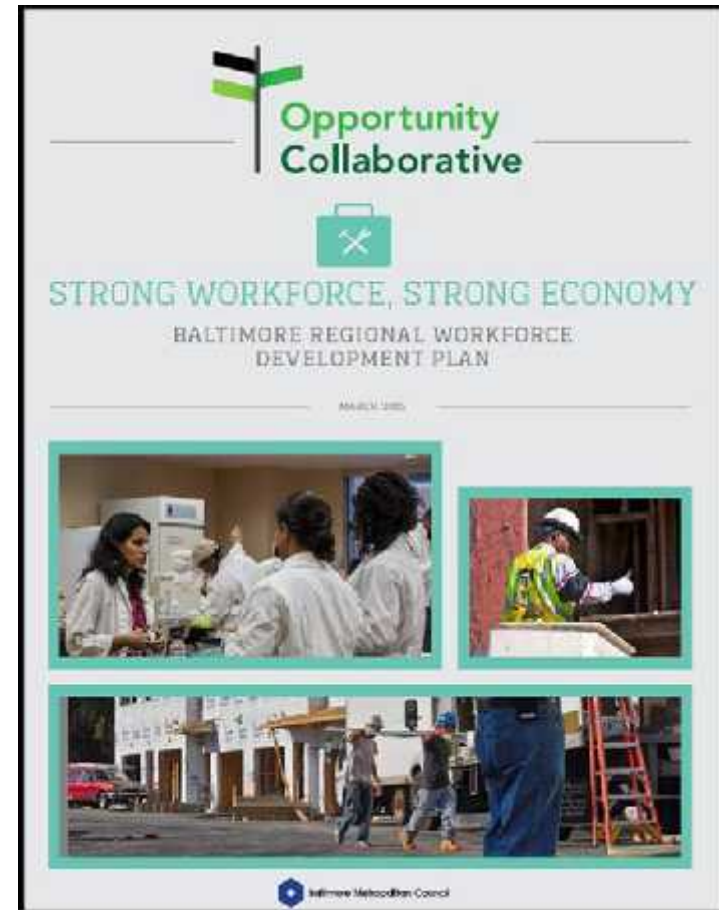
www.opportunitycollaborative.org



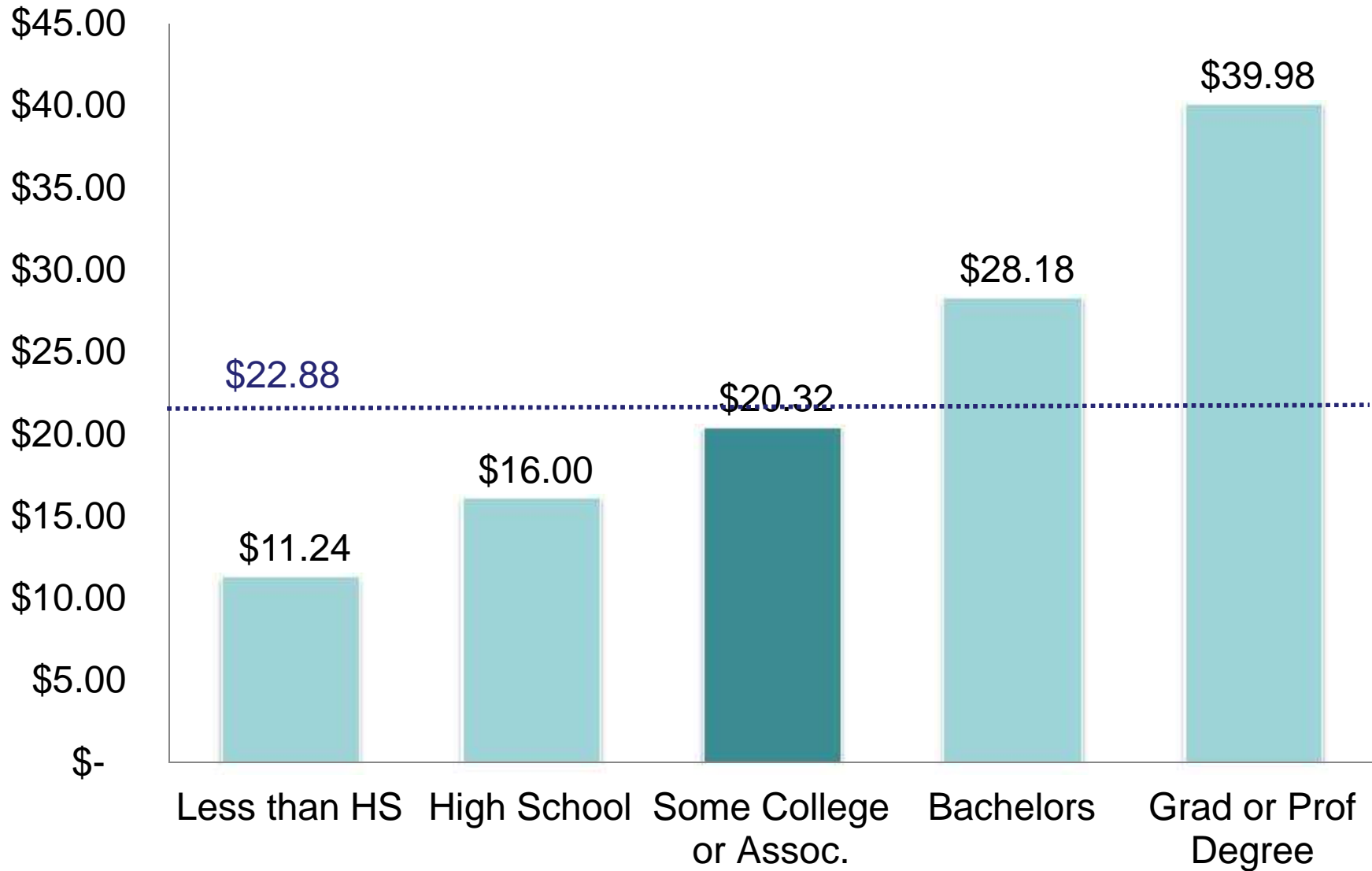
Workforce Development



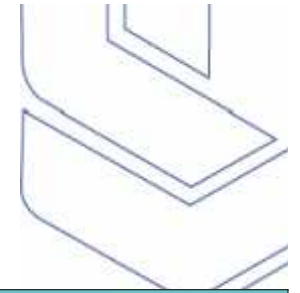
- Labor Market Analysis
- Barriers To Employment
- Career Pathways
- Transportation Connections



Regional Median Hourly Earnings



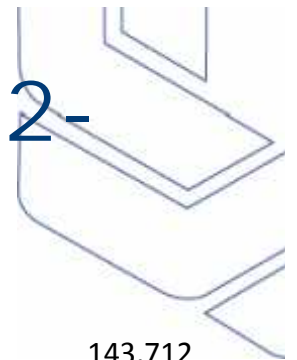
Source: 2009-13 ACS Survey, 5 yr estimates



Scarce Mid-Skilled Jobs

	Less than High School	High School Diploma or Equivalent	Associate's Degree, Post-Secondary Award, or Some College, less than a Bachelor's Degree	Bachelor's Degree or Higher
Bioscience	2%	25%	13%	60%
Business Services	13%	36%	12%	38%
Construction	18%	65%	12%	5%
Education	4%	28%	5%	63%
Finance & Insurance	6%	64%	4%	26%
Healthcare	11%	30%	38%	22%
Hospitality & Tourism	76%	20%	2%	2%
IT	2%	28%	13%	57%
Manufacturing	15%	55%	11%	19%
Retail Trade	62%	31%	3%	3%
Transportation and Warehousing	24%	66%	4%	6%
Utilities	4%	63%	11%	22%
Wholesalers	15%	61%	8%	16%

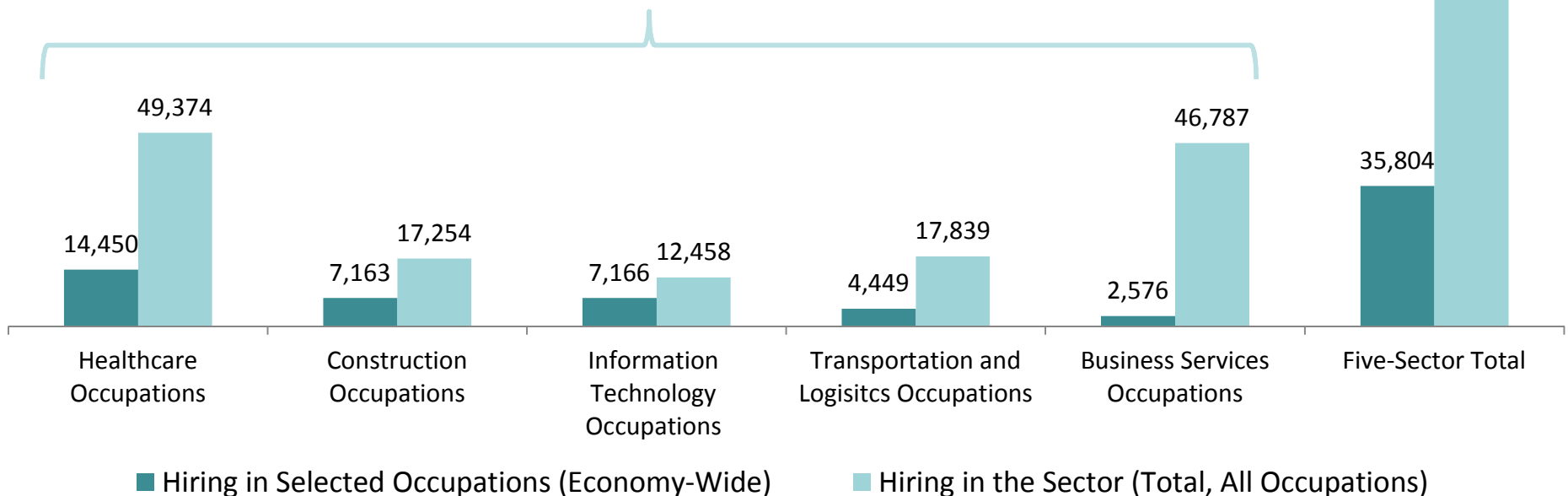
Middle-Skill Job Growth: 2012-2020

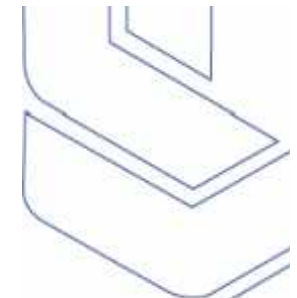


Future Hiring Demand 2012-2020, Selected Sectors and Occupations

Unemployed Persons in the Baltimore Region April 2015: **75,851**

Projected Hiring in 39 Selected Mid-Skill Occupations (2012-2020): **35,800**



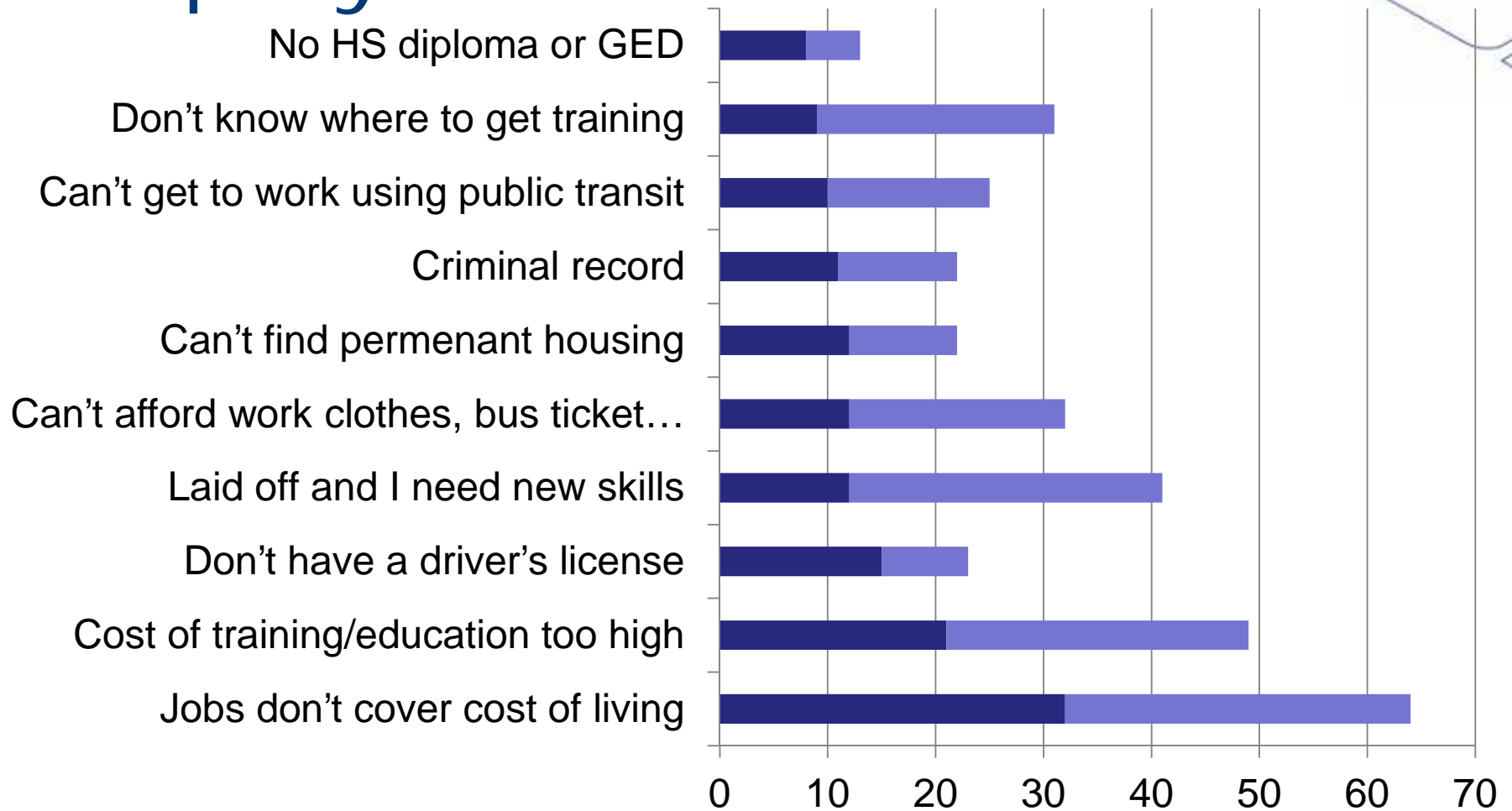
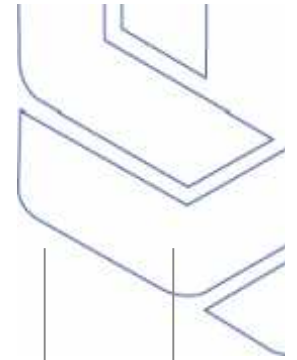


Key Findings of the Baltimore Talent Development Pipeline Study

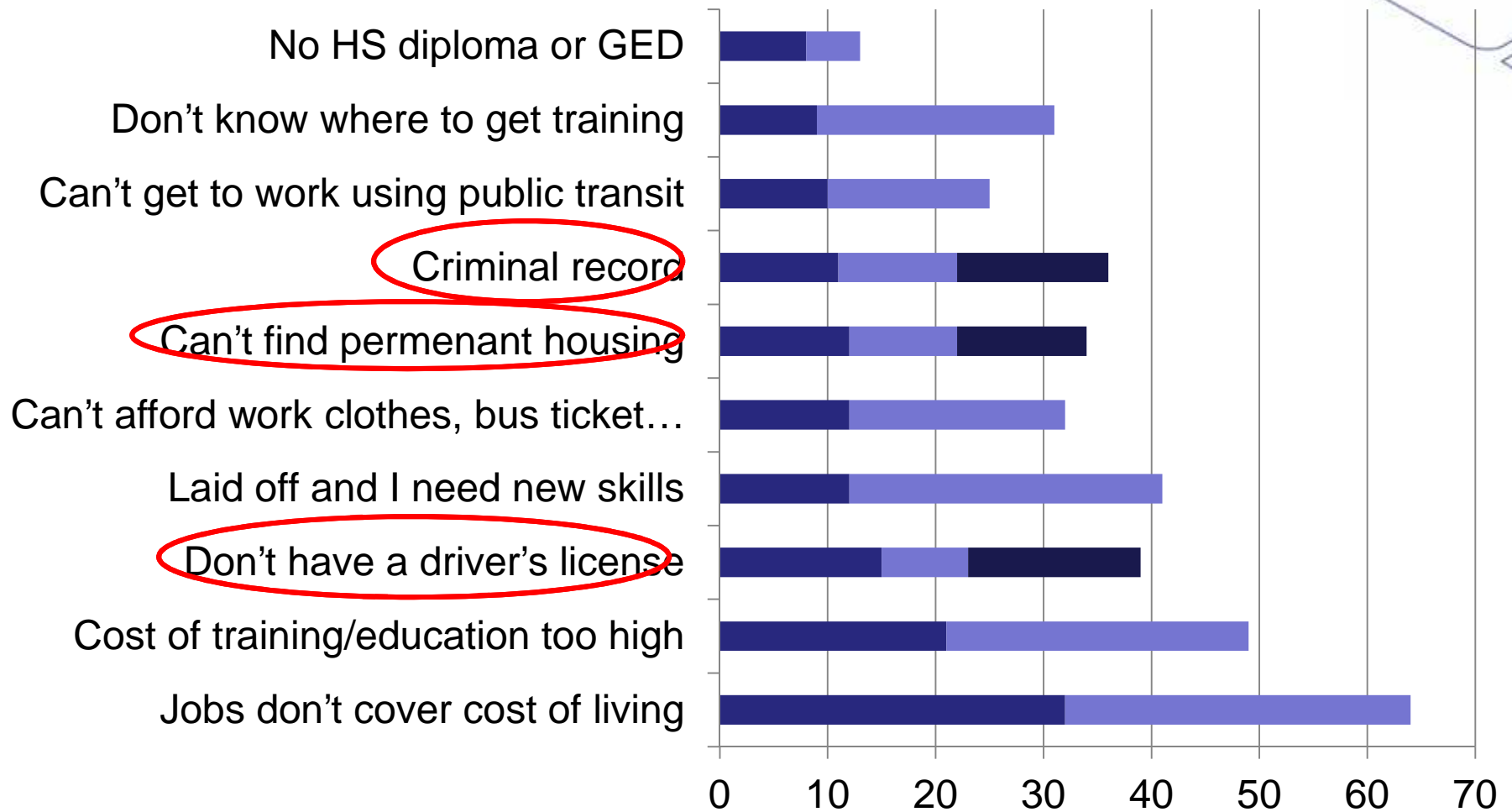
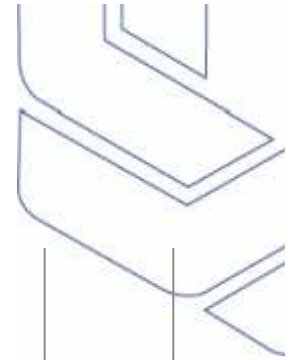
Healthcare	Construction	IT / Cybersecurity	Transportation & Logistics	Business Services
<ol style="list-style-type: none">1. Medical Assistants2. Medical Records and Health Information Technicians3. Pharmacy Technicians4. Surgical Technologists5. Radiologic Technologists and Technicians6. Medical and Clinical Laboratory Technicians7. Licensed Practical and Licensed Vocational Nurses8. Emergency Medical Technicians and Paramedics9. Registered Nurses10. Respiratory Therapists11. Dental Hygienists	<ol style="list-style-type: none">1. Electricians2. Plumbers, Pipefitters, and Steamfitters3. Carpenters4. Operating Engineers and Other Construction Equipment Operators5. Highway Maintenance Workers6. Brickmasons and Blockmasons7. Glaziers8. Elevator Installers and Repairers9. Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<ol style="list-style-type: none">1. Computer Support Specialists*2. Computer Systems Analysts*3. Network and Computer Systems Administrators4. Information Security Analysts, Web Developers, and Computer Network Architects	<ol style="list-style-type: none">1. Industrial Truck and Tractor Operators2. Heavy and Tractor-Trailer Truck Drivers3. Cargo and Freight Agents4. Dispatchers5. Bus and Truck Mechanics and Diesel Engine Specialists	<ol style="list-style-type: none">1. Tax Preparers2. Human Resources Assistants3. Hazardous Materials Removal Workers4. Environmental Science and Protection Technicians, Including Health5. Civil Engineering Technicians*6. Electrical and Electronics Engineering Technicians*7. Mechanical Engineering Technicians8. Other Engineering Technicians9. Architectural and Civil Drafters10. Mechanical Drafters*

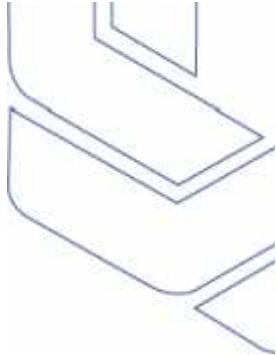
*Note: Also a top manufacturing occupation

Employment Barriers



Employment Barriers

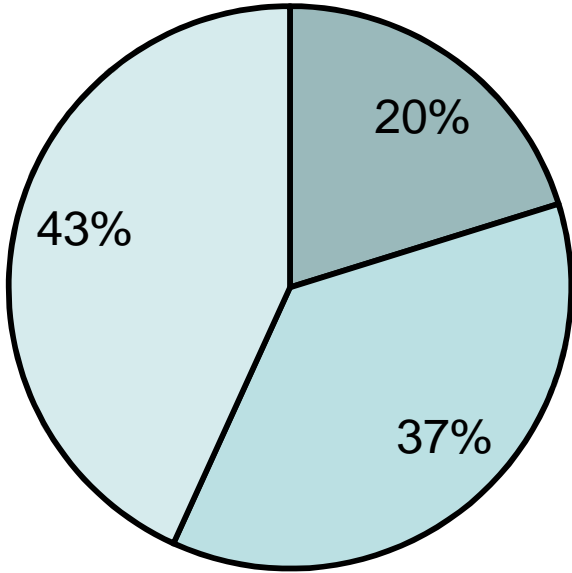




Job Sprawl in Baltimore

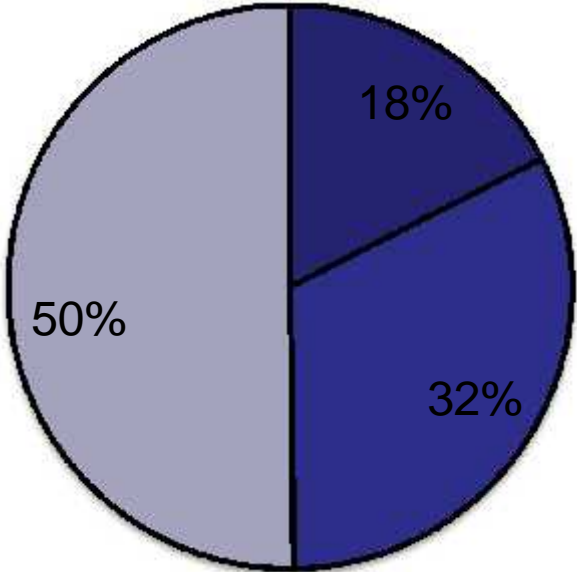
1998 Job Share

- CBD + 3 miles
- 3 - 10 miles
- 10 - 35 miles



2010 Job Share

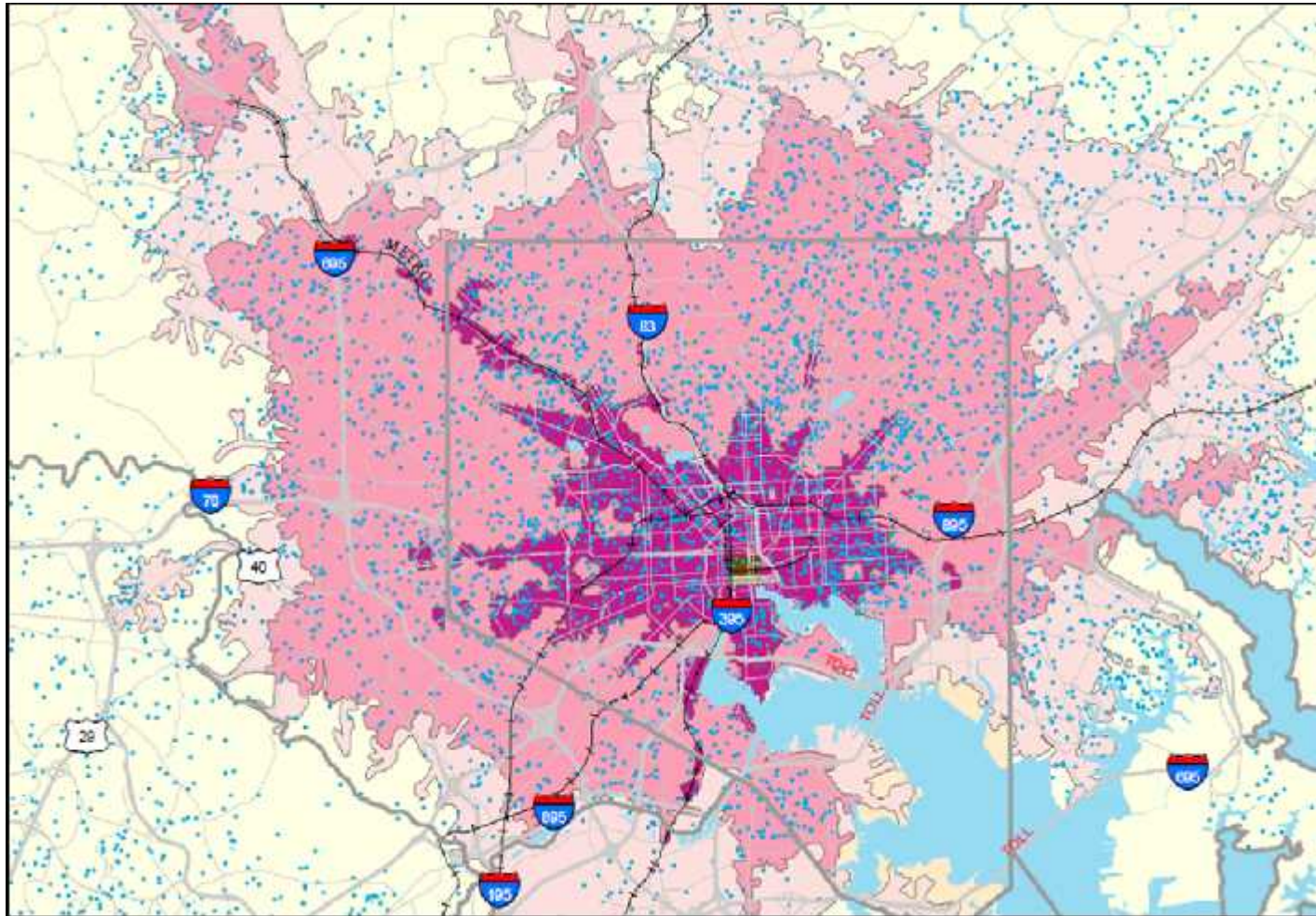
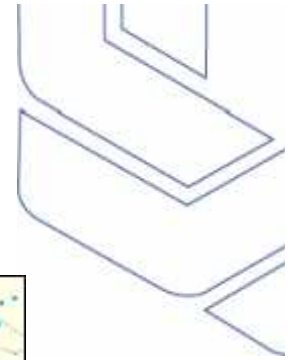
- CBD + 3 miles
- 3 - 10 miles
- 10 - 35 miles



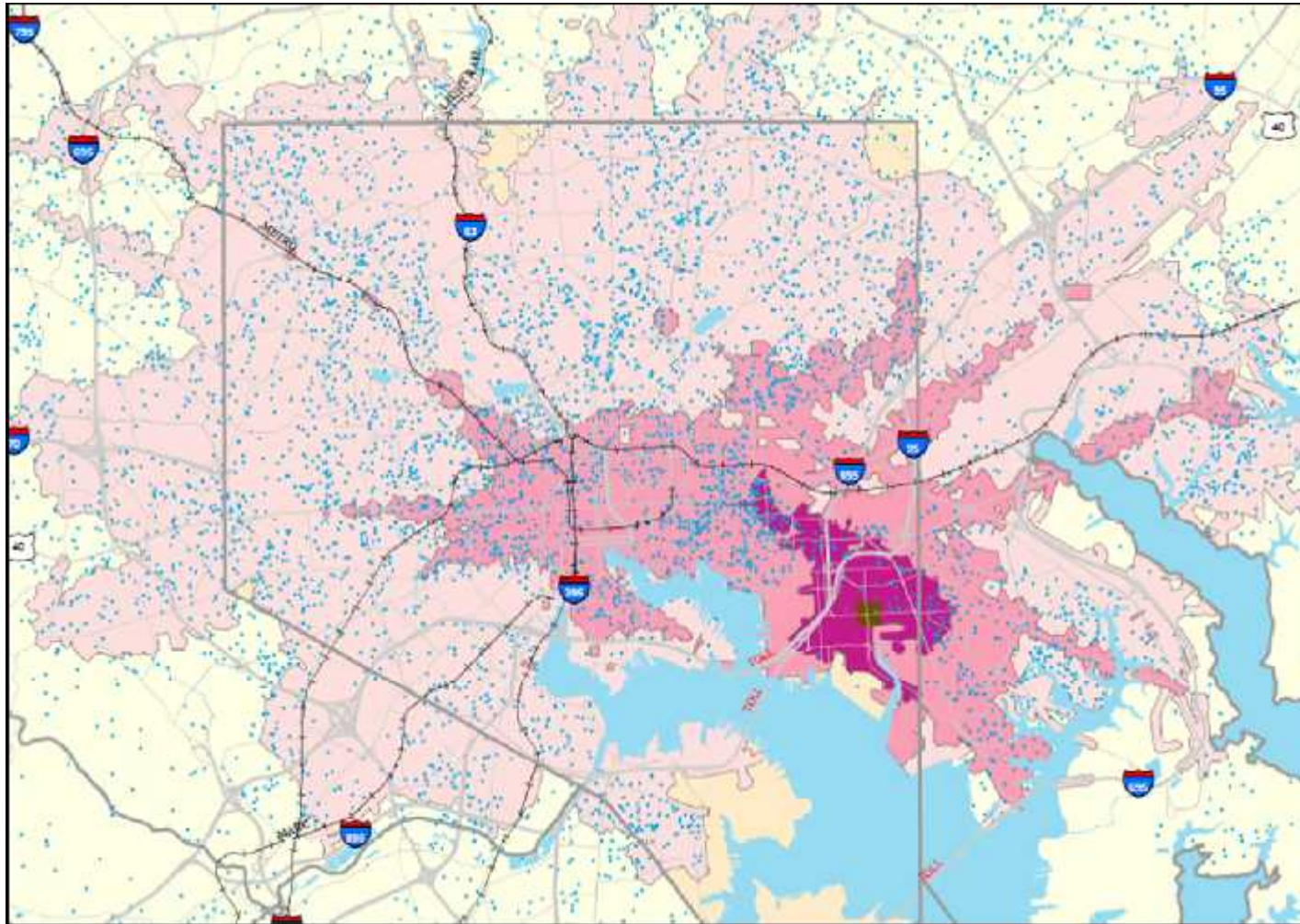
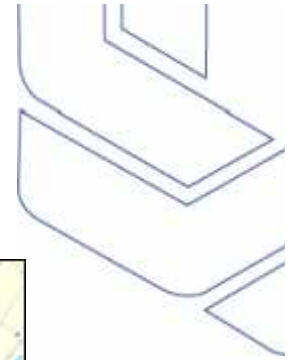
Sources: Brookings ; Job Sprawl Revisited, 1998 & Job Sprawl Stalls, 2013



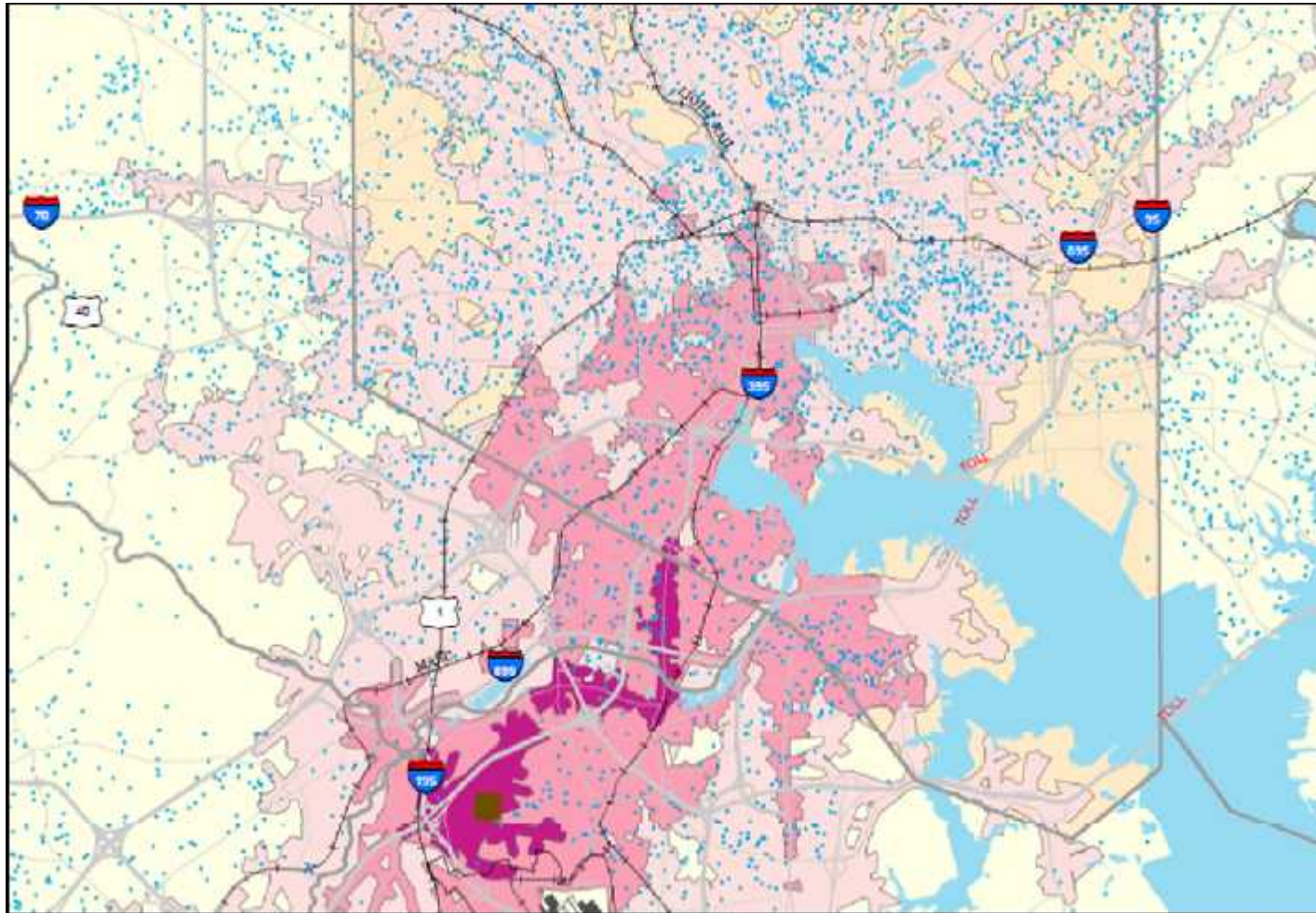
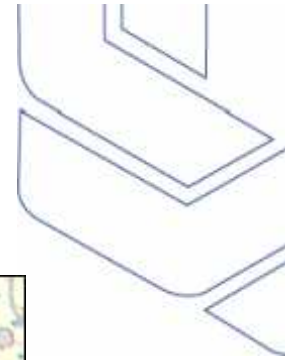
Downtown Transit-Shed



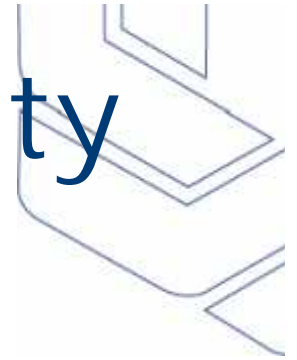
Port Transit-Shed



BWI Airport Transit-Shed



The Role of Anchors for City Workers



Pressures

- Job Sprawl
 - Dwindling mid-skill jobs in Baltimore City
- Limited Transit Access
 - City has ½ the region's 0 car households
 - Employment has not followed transit lines
- Poor Paths to Opportunity
 - Lowest opportunity areas are in the City

Opportunities

- Mid-Skill Employment
 - Family supporting jobs are coming to the region
- Local Workforce
 - With training and support, a local workforce exists
- A Coordinated Network
 - Anchors working as a system will achieve greater results





Baltimore Integration



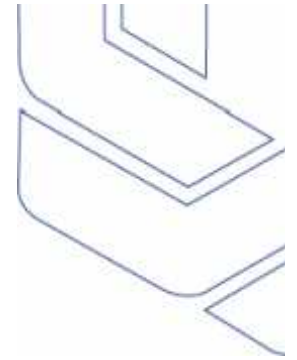
Partnership

www.baltimorepartnership.org

January 2016

The BIP 2.0

Governance Table



Coordinator

Association of Baltimore
Area Grantmakers

Public

State of Maryland
City of Baltimore
Baltimore Metropolitan Council

Anchor Institutions

Johns Hopkins University
Johns Hopkins Hospital
Maryland Institute College of Art
University of Baltimore
University of Maryland- Baltimore
Coppin State University
Bon Secours Hospital
Loyola University
Morgan State University
Notre Dame
LifeBridge Health
UMD Medical Center

Philanthropic

Annie E. Casey Foundation
Associated Black Charities
The Goldseker Foundation
Baltimore Workforce Funders Collaborative

Community Development Financial Institution

The Reinvestment Fund



Baltimore Metropolitan Council

Economic Inclusion

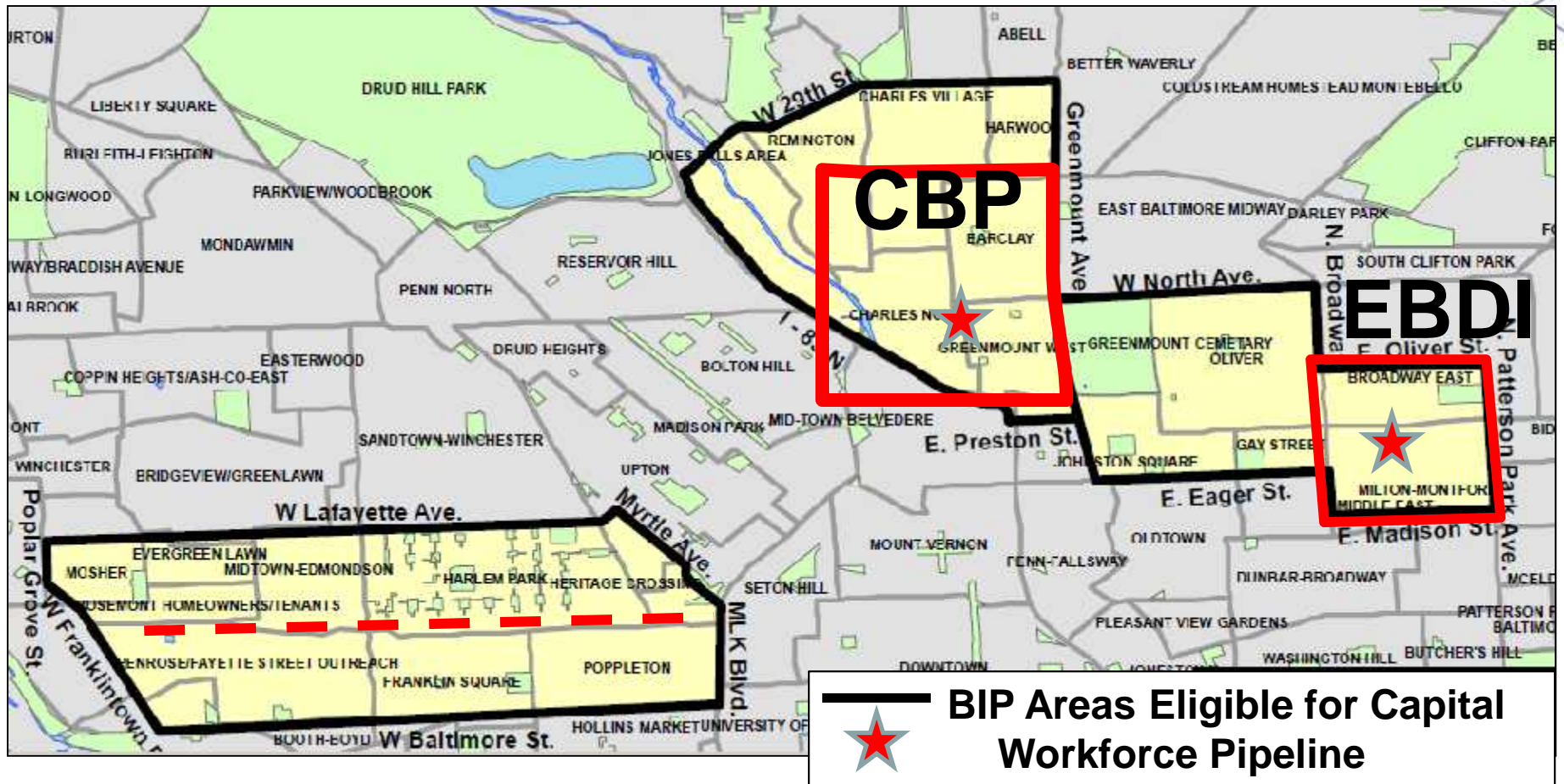
Anchor Institutions

Opportunity: Build on proximity of these institutions as influencing agents in the target areas for the revitalization and the workforce development opportunities that they may offer particularly through:

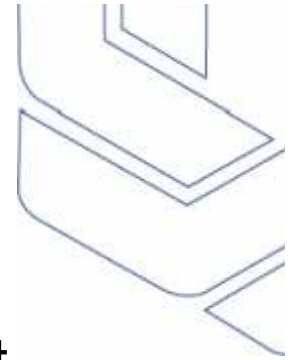
- Local hiring practices
- Procurement activities (local small /minority businesses)
- Capital investments (both revitalization and job opportunities)



Round One Geography



BIP Round One Outcomes



- 17 transactions and \$155 million in capital investment.
 - Projects included 49 homeownership units, 76 rental housing units, a grocery store, two school facilities, and two restaurants.
- 504 workforce training opportunities
 - Construction, deconstruction, healthcare, retail/hospitality, culinary arts, and job readiness.
- Creation of 837 jobs for neighborhood residents.



BIP 2.0 Goals

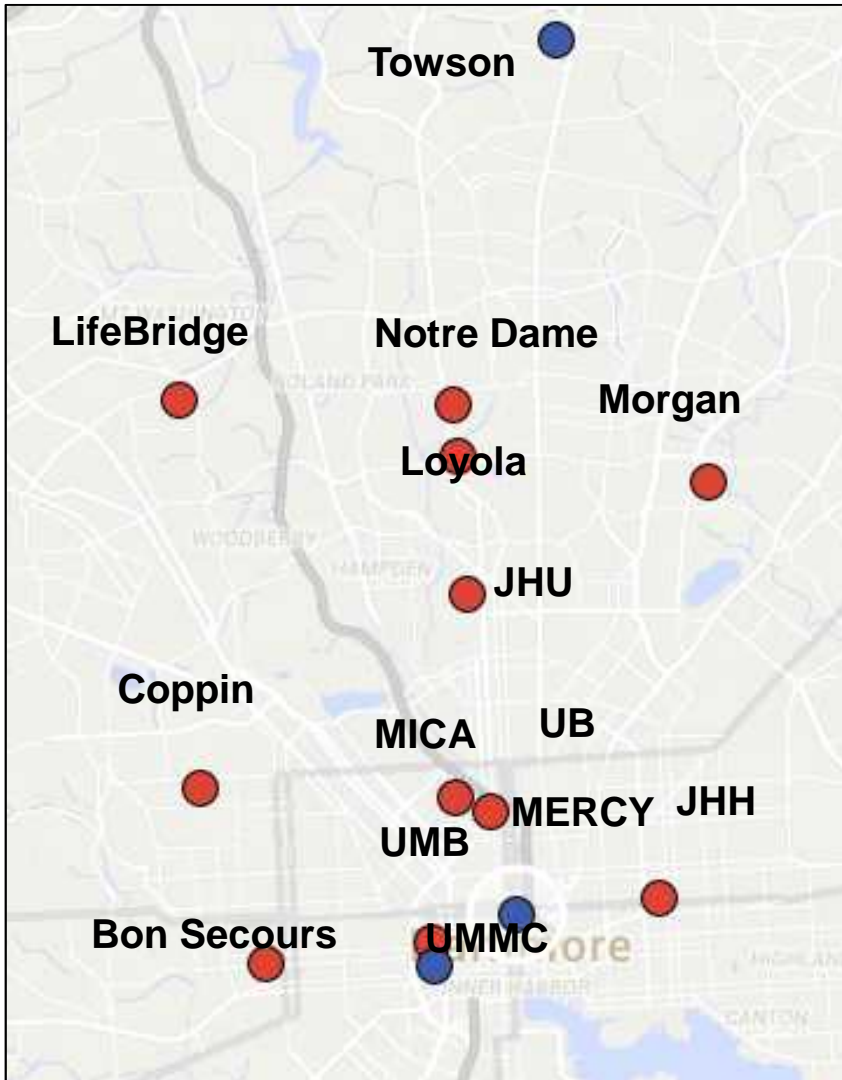
- **PROCUREMENT** - link local, small and minority-owned businesses to anchor procurement opportunities
- **INVESTMENT** - intentional local investments in real estate and small businesses to foster and support broader community benefit.
- **LOCAL HIRING** - connecting low income residents to jobs within anchors and anchor-supporting businesses.



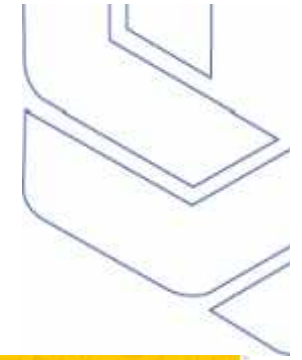
Shared Result: BIP / Anchor partners are developing and implementing economic inclusion policy and practice to create jobs; establishing a proven business model applicable to other industry sectors.



Economic Inclusion Initiatives by Anchor Institutions by Portfolio



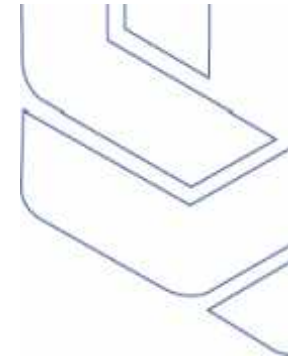
Anchor	Workforce	Purchasing	Capital/CD
Bon Secours	X	X	X
Coppin		X	X
JHU	X	X	X
JHH	X	X	X
LifeBridge	X	X	
Loyola	X	X	
MICA	X	X	X
*MERCY	X		
Morgan	X		X
Notre Dame	X	X	
*Towson	X		
UB	X	X	X
UMB	X	X	X
*UMMC	X		



BIP 2.0 Next Steps

- Commitment to hiring and procurement goals
- Data tracking and benchmarking across anchors
- Analysis of family supporting jobs and pathways





For More Information

Michael B. Kelly

Executive Director

Baltimore Metropolitan Council

mkelly@baltometro.org

www.baltometro.org

