

Workforce Development Pilot

LANDSCAPE ASSESSMENT

A MFB Strategy Group Research Report
November 2021

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EXECUTIVE SUMMARY

► Target Industries¹

The Maryland Food Bank would be well-advised to prepare Workforce Development Pilot participants for healthcare and/or IT sectors, and related fields, as well as green jobs.

- **Healthcare jobs with rapid growth rates:** A closer look at occupations with the most job growth underscores the significance of healthcare careers, with projected growth ranging from 10-35%.
- **B.A. degree matters:** A closer look at occupational projections by worker characteristics underscores that a graduate degree is often not a guarantee for securing a high-paying job. An increasing number of high-paying jobs are available to people with B.A. degrees or to individuals with a combination of on-the-job training and some college.
- **IT jobs pay high:** Occupations in the IT sector are among the professions with the highest growth rates (>25% in 10 years), offering higher-than-average wages. Information security analysts will earn an average \$105,095 per year in Baltimore City, requiring only a B.A. degree.

- **Automation risk for service sector jobs:** Lower-skill, low-wage jobs in occupations such as food preparation and service, production, office and administrative support, and transportation are especially vulnerable to being replaced with automation.
- **Top seven healthcare and IT occupations with projected growth rates above 18% over 10 years, close/above median wages, and with educational accessibility:**

Healthcare Jobs

- Occupational Therapy Assistants
- Physician Assistants
- Substance Abuse, Behavioral Disorder, and Mental Health Counselors
- Respiratory Therapists

IT Sector Jobs

- Information Security Analysts
- Computer Occupations (All)
- Market Research Analysts and Marketing Specialists

- ***This report proposes to include Green Jobs in the list of target industries.***

Green Jobs:

- Solar Photovoltaic Installers
- The BLS estimates rapid growth for solar photovoltaic installers (105% increase) and wind turbine service technicians (96%) between 2016-2026.
- Baltimore has significant green workforce development capacity (i.e., *Civic Works*), and the Build Back Better Act is projected to create an additional 763,000 green jobs.²

INDUSTRY ANALYSIS³

The Maryland Department of Labor's Industry Analysis Tool underscores the positive occupational outlook for healthcare and IT jobs. It is insightful to look at the total number of jobs per sector.

TOTAL NUMBER OF JOBS IN BALTIMORE CITY PER SECTOR

► HEALTHCARE SECTOR:

- **The healthcare sector remains strong.** The analysis of the four sub-sector jobs *Ambulatory Health Care Services, Hospitals, Nursing and Residential Care Facilities, and Social Assistance* shows the following trend: The number of people employed in those fields dropped to 75,456 in the 2nd quarter of 2020 — due to COVID-19 — only to rebound to 76,442 in the 4th quarter.

▶ IT SECTOR:

- **The IT sector is stable.** While the number of people employed in IT sector jobs may appear to pale in comparison to the healthcare field, it would be wrong to assume that IT jobs are limited to this specific category (hence are likely under-counted). IT tech people may find employment in administrative positions, the sciences, government jobs, healthcare tech, or higher education. This analysis includes the following three-digit subsector jobs: *Data Processing, Hosting, Related Services; and Other Information Services*. In the fourth quarter of 2020, 1,167 people were employed in those fields. While this number may seem small, the larger IT job category — coded by the Department of Labor as the two-digit *Information* subsector — lists 5,195 city jobs for the fourth quarter of 2020 (and 5,415 in the first quarter).

TOP REGIONAL WORKFORCE PARTNERS⁴

Baltimore Alliance for Careers in Health Care (BACH)

Since inception in 2014, the BACH EARN program (Employment Advancement Right Now) has placed nearly 700 workers in healthcare jobs.

<https://www.baltimorealliance.org/program/earn-maryland>

Biotechnical Institute of Maryland (BTI)

Since the program's onset in 1998, BTI has successfully trained 500 students. The program offers a six-week bridge program in basic math, communications, and critical workplace skills and a second more intense component, the nine-week Laboratory Associates Program. They also do job placement.

<https://btiworks.org/our-programs/laboratory-associates-program>

Civic Work Center for Sustainable Careers

Civic Works has prepared Baltimore area residents for green jobs in five career tracks. Since 2003, 947 unemployed and underemployed city residents have graduated.

<http://sustainablecareers.civicworks.com>

PRIORITY POPULATIONS⁵

1. Opportunity Youth

- **Lack of workforce development programming:** Recent needs assessments have pointed to the lack of workforce development programming for Baltimore City young people ages 18-24 and Opportunity Youth, defined as youth ages 16-24. The same report finds that only 2% (or 40) of all programs available to youth in Baltimore City focus on workforce development.
- **Youth not working:** Baltimore's Promise found that as of 2018, 17% of youth ages 16-24 were neither in school nor working, compared to only 11% statewide.

2. Demographic Analysis

Many first-generation students and new immigrants are underemployed. A significantly larger share of African Americans or Latinos/as have lower educational outcomes and higher unemployment rates.

- **First-Generation Students:** For out-of-school youth or adults who are not on a traditional college trajectory, researchers have identified several career pathways to develop skills, earn credentials, and find and retain employment in high-demand occupations. Such career pathways can be very effective in advancing young adults whose parents didn't go to college.
- **African Americans:** In Baltimore City, African Americans with less than a high school diploma had the highest unemployment rate at 22%. Only 17% of African Americans in Baltimore City have a B.A. or higher (compared to 60.3% of whites and 68.2% of Asian Americans, and 44.5% of Latinos/as). The unemployment rate for African Americans with high school diploma but no college was 11% (five points higher than for white Americans).
- **Latinos/as:** Latinos/as have the second lowest percentage of high school graduates (76.6%). People who identified with "Some Other Race" had the lowest percentage of 62.5%. Latinos/as with B.A. degrees or higher have the highest unemployment rate at 5.3%. The unemployment rate for Latinos/as with high school diploma but no college was 11% (five percent points higher than for white Americans).
- **New Americans:** Baltimore has a large ratio of highly skilled immigrants relative to other U.S. cities. Of the estimated 222,678 residents in the metro area, almost 70% (or 154,694) are considered to have mid- and high-skill profiles, whereas 31,546 are considered low-skill. For newcomers, overcoming the "overeducated yet underemployed" hurdle can be especially challenging. Immigrants represented 26% of all nurses in the state in 2018 in sync with a potential target industry of this pilot: healthcare careers. Moreover, many recent immigrants are of Central American origin, which likely accounts for the significant increase of the Latino/a population in Baltimore City from 4% in 2010 to 8% in 2020 (or from 25,960 to 45,927).⁶

3. Placed-Based Analysis⁷

The federal poverty level for a family of four in Maryland is \$26,500. In contrast, factoring real cost of living, the United Way's ALICE survival budget threshold for a family of two adults and two school-age children in Baltimore City is \$72,156, which is nearly three times above the poverty level.

- The five Baltimore City neighborhoods with the largest percentage of ALICE families — calculated as the sum of families living below poverty and the ALICE survival budget — are Greenmount East, Cherry Hill, Oldtown/Middle East, Upton/Druid Heights, and Southern Park Heights.
- Economic hardship is widespread, geographically: In 42 of Baltimore City's 55 Community Statistical Areas — or three-fourths of all neighborhoods — more than 50% of households live below the ALICE Household Survival Budget threshold.

Figure 1: ALICE Household Survival Budget, Baltimore City, MD, 2018

	Single Adult	One Adult, One Child	One Adult, One In Child Care	Two Adults	Two Adults Two Children	Two Adults, Two In Child Care	Single Senior	Two Seniors
Housing	\$1,129	\$1,270	\$1,270	\$1,270	\$1,542	\$1,542	\$1,129	\$1,270
Child Care	\$0	\$223	\$722	\$0	\$446	\$1,317	\$0	\$0
Food	\$292	\$504	\$421	\$606	\$1,013	\$884	\$249	\$517
Transportation	\$335	\$495	\$480	\$507	\$808	\$779	\$293	\$423
Health Care	\$213	\$494	\$494	\$494	\$832	\$832	\$522	\$1,045
Technology	\$55	\$55	\$55	\$75	\$75	\$75	\$55	\$75
Miscellaneous	\$255	\$366	\$421	\$369	\$563	\$660	\$279	\$408
Taxes	\$524	\$616	\$764	\$738	\$909	\$1,174	\$540	\$749
Monthly Total	\$2,803	\$4,023	\$4,627	\$4,059	\$6,188	\$7,263	\$3,067	\$4,487
Annual Total	\$33,636	\$48,276	\$55,524	\$48,708	\$74,256	\$87,156	\$36,804	\$53,844
Hourly Wage	\$16.82	\$24.14	\$27.76	\$24.35	\$37.13	\$43.58	\$18.40	\$26.92

Source: [United for ALICE Research Portal](#).

All ALICE reports are accessible via the ALICE research project's national clearinghouse.

DEMOGRAPHIC PROFILE OF BALTIMORE CITY

Age

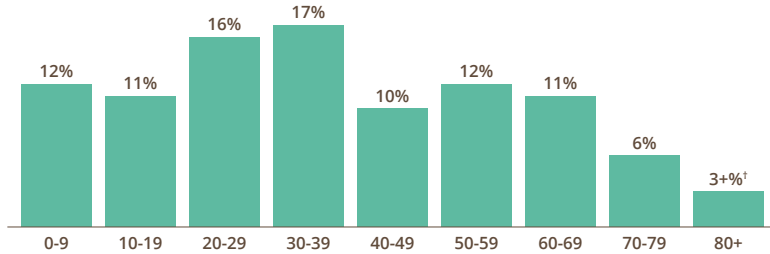
35.9

Median age

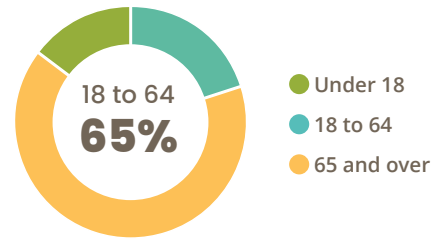
about 90 percent of the figure in Maryland: 39 ±0.2 |

about 90 percent of the figure in United States: 38.5 ±0.1

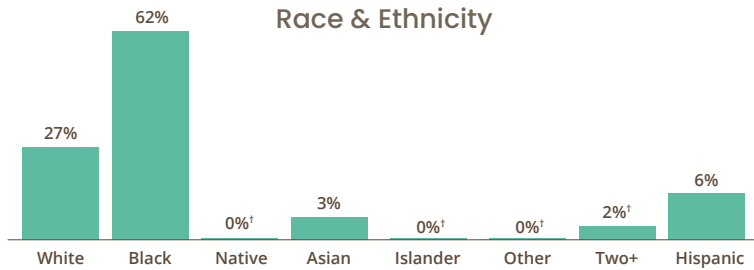
Population by age range



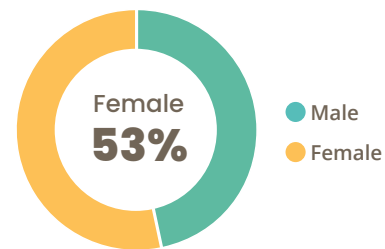
Population by age category



Race & Ethnicity



Sex



Income

\$32,430

Per capita income

about three-quarters of the amount in Maryland: \$43,325 ±\$422

about 90 percent of the figure in United States: \$35,672 ±\$76

Income

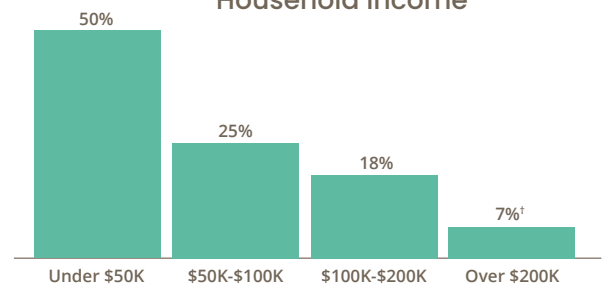
\$50,177

Median household income

about three-fifths of the amount in Maryland: \$86,738 ±\$934

about three-quarters of the amount in United States: \$65,712 ±\$118

Household income



Poverty

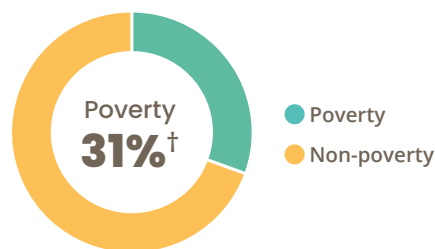
20.2%

Persons below poverty line

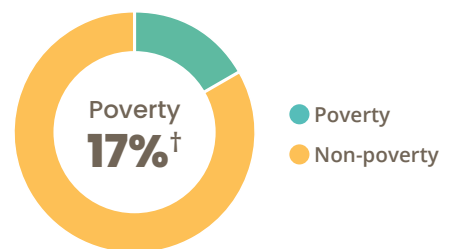
more than double the rate in Maryland: 9%

more than 1.5 times the rate in United States: 12.3%

Children (Under 18)



Seniors (65 and over)



Source: [Census Reporter Core Demographics. "Baltimore City." Accessed on Nov. 2, 2021.](#)

► In-Demand, Living Wage Target Occupations in Baltimore City

- **Occupational analysis:** Healthcare and IT jobs show a steady growth rate and offering a wide range of medium to high wages for people with varying skill levels and academic credentials, with projected growth ranging from 10-35%.
- **Industry analysis:** *Baltimore City's Healthcare and Social Assistance* sectors are projected to have solid 10-year growth, and Ambulatory Healthcare Services jobs lead with a projected 2.27% in growth. *Data Processing and Other Information Services* jobs also have growth rates above 1.75%.
- **Healthcare sector:** In Baltimore, the share of jobs available to people entering healthcare and higher education fields has increased significantly during the last 20 years, from 15% in 1998 to 19% in 2017. Metro Baltimore with its many hospitals and flagship healthcare research institutions ranks 4th in the nation of municipalities offering the largest share of jobs in these sectors.⁸⁸
- **B.A. degree matters:** People with B.A. degrees can climb high: A closer look at occupational projections by worker characteristics underscores that a graduate degree is often not a guarantee for a high-paying job. An increasing number of high-paying jobs are available to people with B.A. degrees or to individuals with a combination of on-the-job training and some college.
- **IT jobs pay high:** Occupations in the IT sector are among the professions with the highest growth rates (>25% in 10 years), offering higher than average wages. Information security analysts will earn an average \$105,095 per year in Baltimore City, requiring only a B.A. degree to achieve this career success.
- **Healthcare pays, too:** *Some* healthcare occupations offer pathways to high-paying jobs, although a minimum of B.A. and M.A. (or a combination of on-the-job training and B.A.) may be required to achieve this goal. Nurse practitioners have a median annual wage of \$111,838 in Baltimore City.
- **Green Jobs:** While numerical job growth may be small, the BLS estimates rapid growth for solar photovoltaic installers (105% increase) and wind turbine service technicians (96%) between 2016-2026. Furthermore, Baltimore has significant green workforce development capacity (i.e., *Civic Works*). Additionally, the Build Back Better Act is projected to create an additional 763,000 green jobs.
- **Automation risk for service sector jobs:** Lower-skill, low-wage jobs in occupations such as food preparation and service, production, office and administrative support, and transportation are especially vulnerable to being replaced with automation.

► Occupations with Highest Growth Above 30%

The occupations projected to grow > 30% by 2028⁹ (* = does not require four-year bachelor's degree or higher):

- Personal Care Aides*
- Occupational Therapy Assistants*
- Home Health Aides*
- Information Security Analysts

► Occupations with Highest Growth and Median Wages

The below top seven list includes occupations with projected growth rates above 18% over 10 years, close or above median wages, and with educational accessibility.¹⁰

HEALTHCARE SECTOR JOBS

Occupational Therapy Assistants

- Highest growth rate in Baltimore City, pays 22% below the Annual Median Wage of \$50,379
- Only an associate degree is needed to access this field
- Low risk of automation¹¹

Physician Assistants

- Highest growth rate in Baltimore City, pays 229% of the Annual Median Wage of \$50,379
- A master's degree is needed to access this field
- Low risk of automation

Substance Abuse, Behavioral Disorder, and Mental Health Counselors

- Highest growth rate in Baltimore City, pays 95% of the Annual Median Wage of \$50,379
- A bachelor's degree is needed to access this field
- Low risk of automation

Respiratory Therapists

- Highest growth rate in Baltimore City, pays 139% the Annual Median Wage of \$50,379
- An associate degree is needed to access this field
- Medium risk of automation

IT SECTOR JOBS

Information Security Analysts

- Highest growth rate in Baltimore City, pays more than 200% the Annual Median Wage of \$50,379
- A bachelor's degree is needed to access this field
- Medium risk of automation

Computer Occupations, All

- Highest growth rate in Baltimore City, pays almost twice the Annual Median Wage of \$50,379
- A bachelor' degree is needed to access this field
- Medium risk of automation

Market Research Analysts and Marketing Specialists

- Highest growth rate in Baltimore City, pays 136% the Annual Median Wage of \$50,379
- A bachelor's degree is needed to access this field
- Medium risk of automation

Green Jobs: Environment, Conservation, Renewable Energy

While the actual available number of jobs in these fields are small, the Maryland Food Bank might consider preparing pilot participants for careers in Green Jobs. Furthermore, the City of Baltimore has multiple training providers with significant workforce development capacity — i.e., *Civic Works* and the Maryland Department of Natural Resources' *Work2Live WELL* — that offer specialized training in Green Job careers.¹²

- The U.S. Bureau of Labor Statistics (BLS) projects job growth in occupations related to helping the environment or conserving natural resources. In fact, the two occupations that BLS projects to have the fastest employment growth from 2016 to 2026 — solar photovoltaic installers (105 percent increase) and wind turbine service technicians (96 percent increase)—involve “green” work.¹³ The number of new jobs is projected to be relatively small in these and some other rapidly growing green occupations.
- Additionally, the Infrastructure Investment and Jobs Act — also known as “Build Back Better Act” — is projected to create an additional 763,000 green jobs.¹⁴
- A sector analysis of Baltimore City's workforce development programs, which analyzed client outcomes for 1,200 participants over a period of 10 years, found that Green Job programs outperformed the remaining five industry sector programs. A high percentage (89%) of individuals completed their Green Job training program and 83% of the 209 participants were able to quickly find and retain employment.¹⁵
- The Baltimore Office of Sustainability offers updated information about Green Jobs training providers and job opportunities in the city.¹⁶
- Low Risk of Automation

Figure 2: Green Jobs Growth Projections (U.S.)¹⁷

Occupation	Median Annual Wage, 2017	Employment, 2016	Employment, projected 2026	Typical entry-level education
Environmental engineers	\$86,800	53,800	58,300	Bachelor's degree
Environmental scientists and specialists, including health	69,400	89,500	99,400	Bachelor's degree
Conservation scientists	61,480	22,300	23,700	Bachelor's degree
Wind turbine service technicians	53,880	5,800	11,300	Postsecondary nondegree award
Environmental engineering technicians	50,230	17,000	19,100	Associate's degree
"Environmental science and protection technicians, including health"	45,490	34,600	38,800	Associate's degree
Hazardous materials removal workers	41,400	46,200	54,100	High school Diploma or equivalent
Solar photovoltaic installers	39,490	11,300	23,100	High school diploma or equivalent

INDUSTRY ANALYSIS

The Maryland Department of Labor's Industry Analysis Tool underscores the positive occupational outlook for healthcare and IT jobs.

Healthcare Sector

Quarter	Ambulatory Health Care Services	Hospitals	Nursing and Residential Care Facilities	Social Assistance	Total
2020 Q1	18,926	46,501	6,752	7,349	79,528
2020 Q2	17,704	45,230	6,283	6,239	75,456
2020 Q3	18,552	45,145	5,808	6,409	75,914
2020 Q4	18,942	44,953	6,153	6,394	76,442

Data Point: Employment Count Over Time by Industry. Estimated total number of jobs in each industry (NAICS) for the selected time period. The following three-digit subsectors were included in the analysis: Ambulatory Health Care Service; Hospital; Nursing and Residential Care Facilities; and Social Assistance.

Source: [Maryland Department of Labor. The Industry Analysis Tool. Accessed on Nov. 5, 2021.](#)








IT Sector

Quarter	Data Processing, Hosting, and Related Services	Other Information Services	Total
2020 Q1	325	868	1,193
2020 Q2	307	809	1,116
2020 Q3	323	817	1,140
2020 Q4	321	846	1,167

Data Point: Employment Count Over Time by Area. Estimate of total number of jobs in Baltimore City for the selected period. The following subsectors were included: Data Processing, Hosting, Related Services; Other Information Services.

Source: [Maryland Department of Labor. "The Industry Analysis Tool." Accessed on Nov. 5, 2021.](#)

PART 2: LIST OF TOP REGIONAL WORKFORCE DEVELOPMENT ORGANIZATIONS BY CAPABILITY

Organization		Employer Involvement	Skill Building	Scaled Impact	Support Services	Target Audience	Sector focus
	Baltimore Alliance for Careers in Health Care (BACH)	Yes	Yes	Since inception in 2014, the BACH EARN program (Employment Advancement Right Now) has placed nearly 700 workers into employment.	Yes	Underemployed Prepares residents for living-wage jobs and a career in the healthcare field.	Healthcare Careers Training for certified nursing assistants, geriatric nursing assistants, patient care technicians, certified medicine aides , central sterile tech processors .
	Biotechnical Institute of Maryland, Inc. (BTI)	Yes	Yes	Since 1998 BTI has trained 500 students. It offers a six-week program in math, communications, and workplace skills; and a nine week Laboratory Associates Program with job placement.	Yes	Underemployed Laboratory Associates Program prepares un- and underemployed for placement in life sciences sector.	Healthcare Careers Life Science
	Civic Work Center for Sustainable Careers	Yes	Yes	CSC's workforce development component provides participants with the hard and soft skills training to succeed in family sustaining careers.	Yes	Unemployed, underemployed 947 unemployed/underemployed have graduated since 2003	Green Jobs Five career tracks: brownfields remediation, residential energy efficiency, stormwater management and solar installation, and more
	Grads2Careers (G2C)	Yes	Yes	Hire Up initiative connects jobseekers to temp positions at city agencies and nonprofits, and the G2C provides training for 150 new high school graduates.	Yes	City received \$6.8 million in ARPA funds to help unemployed and underemployed residents.	Healthcare Careers, IT Technology Training for six other fields. G2C is a partnership of Baltimore City Public Schools, the Mayor's Office, and Baltimore's Promise.
	Baltimore County Community College School of Continuing Education	Yes	Yes	Trainings in: Health Care Information / Health IT; Medical Assisting; Medical Front Office; Nursing; Patient Care Technician; Phlebotomist; Surgical Technologist; Veterinary Assistant	Yes	Up-skilling Underemployed Instruction online or in-person. Various formats for skills trainings, 6-18 months	Healthcare, IT Offers apprenticeship and licensure programs in growth industries. Particularly zones in on healthcare fields that require only GED or HS.
	Work2Live WELL	Yes	Yes	Professional development program with a fast-track entry into the important career world of the environment and natural resources.	Yes	Hard-to-Serve. Field training, classroom sessions, 1:1 mentoring, case management, job placement	Green Jobs It is unclear if the program is still operational (launch of pilot was in 2019).
	EARN (Employment Advancement Right Now) Maryland	Yes	Yes	State funded, competitive workforce development grant program that is industry led	Yes	Hard-to-Serve, Upskilling	Directory of all EARN Maryland industry partnerships (and Figure 3, p. 13)

*Additional discovery work has led MFB to identify I'm Still Standing Community Corporation, Baltimore Cyber Range, and Baltimore City Community College (in addition to those listed above) as top job training providers in the target industries. Discussion and discovery with additional providers will be ongoing to identify the top training partners for this pilot program. HeartSmiles has been identified as a critical partner in recruiting and providing navigation services to Baltimore youth.

Figure 3: EARN Maryland Strategic Industry Partnerships



Earn Maryland Strategic Industry Partnerships

BIOTECHNOLOGY

1. BIOTrain

Lead Applicant: Montgomery College

2. Baltimore BioPrep

Lead Applicant: BioTechnical Institution of Maryland

3. Baltimore BioTech Strategic Industry Partnership

Lead Applicant: Baltimore BioWorks

HEALTHCARE

4. Baltimore Healthcare Partnership

Lead Applicant: Baltimore Alliance for Careers in Healthcare (BACH)

5. Ready to Care

Lead Applicant: Eastern Shore Health Education Center

6. Specialized Nursing Bridge Program

Lead Applicant: Adventist Healthcare

7. Healthcare Mentorship Baltimore

Lead Applicant: New Pathways, a program of Pressley Ridge

8. Baltimore Regional Higher Education/Healthcare Strategic Industry Partnership

Lead Applicant: Humanim

9. Maryland Direct Support Professional Consortium

Lead Applicant: Seeking Employment, Equality and Community for People with Developmental Disabilities (SEEC)

10. PharmaTech Connect

Lead Applicant: Goodwill Industries of the Chesapeake

11. Community Health Worker Training Partnership

Lead Applicant: Asian American Center of Frederick

12. Healthcare Partnership of Prince George's and Charles Counties

Lead Applicant: ITWorks

Source: [EARN \(Employment Advancement Right Now\). \(PDF directory\)](#) and [here \(map\)](#)

► Part 3A: Unemployment by Educational Level

DEMOGRAPHIC ANALYSIS

First-Generation Students (Footnotes 18-20; Figure 4)

- Evaluation results of College Bound, which accompanies first-generation students from 10th grade through college, demonstrate the significant effort needed to lift first-generation students from an average college graduation rate of 25% to 70%.¹⁸
- For out-of-school youth or adults who are not on a traditional college trajectory, researchers have identified several different career pathways to develop skills, earn credentials, and find and retain employment in high-demand occupations.¹⁹
- Depending on the program design, such career pathways can be very effective in advancing young adults whose parents didn't go to college.²⁰

Unemployment by Demographic and Educational (Figures 5.1 and 5.2)

- African Americans with less than a high school diploma had the highest unemployment rate (22%).
- Latinos/as and African Americans with high school diploma but no college had near equal levels of unemployment at 11%, which is five percent higher than for white Americans.
- Latinos/as with B.A. degrees or higher have the highest unemployment rate at 5.3%, followed by African Americans with 3.9% unemployment.

Educational Attainment by Ethnicity (Figures 6.1, 6.2, 6.3)

- **High School:** Latinos/as have the second lowest percentage of high school graduates (76.6%). People who identified with "Some Other Race" had the lowest percentage of 62.5%.
- **College:** Only 17% of African Americans in Baltimore City have a B.A. or higher (compared to 60.3% of whites, 68.2% of Asian Americans, and 44.5% of Hispanic/Latino-Americans).

Unemployment by Demographic (Figures 7.1 and 7.2)

- African Americans had the highest unemployment rate (9.6%), followed by Latinos/as (6.4%) and people who identified as mixed (4.3%).
- The unemployment rate for Latinos/as (6.4%) is three percent points higher than for white Americans (3.1%)
- The Asian or Pacific Islander population had the lowest unemployment rate (2.4%)

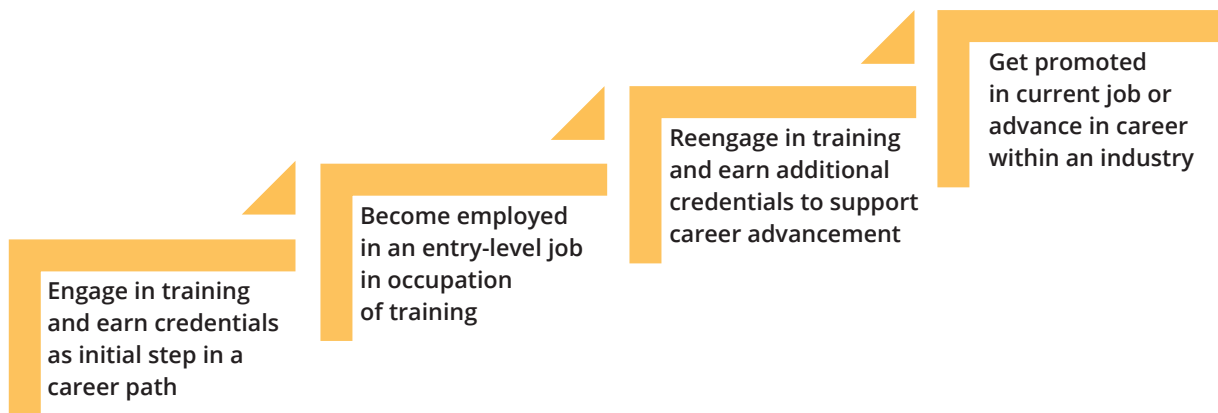
Immigrants, New Americans (Footnotes #21-24; Appendix, Table 6)

- **Overeducated, underemployed:** Since the American Community Survey does not provide much socioeconomic detail by immigration status, newcomer workforce needs are often underreported. And yet, Baltimore has a larger ratio of highly skilled immigrants relative to other U.S. cities. Of the estimated 222,678 residents in Metro Baltimore, 70% (or 154,694) are considered to have mid-skill or high-skill profiles.²¹ For newcomers, overcoming the “overeducated yet underemployed” hurdle can be especially challenging.²² Of course, not all immigrants in Baltimore have high skills: 31,546 newcomers are estimated to have low-skill profiles.
- **Doubling of Latino/a population:** Many recent immigrants are of Central American origin, which likely accounts for the doubling of Latinos/as in Baltimore City from 4% in 2010 to 8% in 2020 (or from 25,960 to 45,927).²³

Affinity to Target Industries

- Immigrants represented 26% of all nurses in the state in 2018²⁴, in sync with a potential target industry of this pilot: healthcare careers.
- In Baltimore City’s healthcare and social assistance sector, the employment concentration of African American employment is 179.7, which is nearly 80% above the national average.²⁵

Figure 4: How First-Gen Individuals Ideally Progress Along a Career Pathway



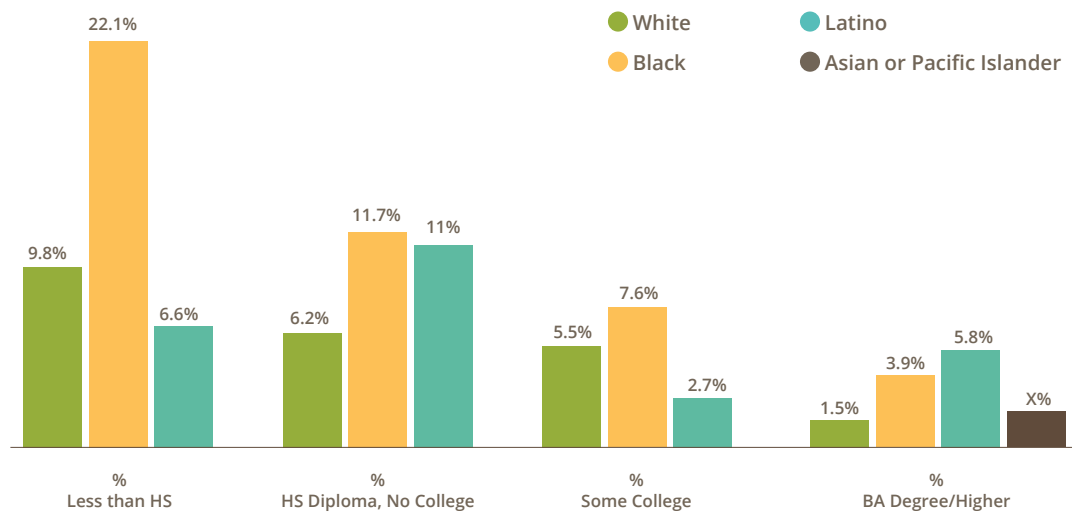
Source: Lauren Eyster and Semhar Gebrekristos. [“Fulfilling the Promise of Career Pathways Strategies that Support Career Advancement.” Urban Institute, 2018. Figure 1, p. 3.](#)

Figure 5.1: Unemployment by Demographic and Education (Baltimore City)

Ethnicity	Less than HS		HS Diploma, No College		Some College		BA Degree/Higher	
	%	#	%	#	%	#	%	#
White	9.8%	419	6.2%	601	5.5%	736	1.5%	904
Black	22.1%	2,736	11.7%	5,974	7.6%	3,515	3.9%	1,151
Latino	6.6%	234	11.0%	313	2.7%	68	5.3%	225
Asian or Pacific Islander							1.8%	103

Source: [National Equity Atlas, IPUMS USA. Unemployment Rate by Ethnicity and Education. Baltimore City. 2019.](#)

Figure 5.2: Unemployment by Demographic and Education (Baltimore City)



Source: [National Equity Atlas, IPUMS USA. Unemployment Rate by Ethnicity and Education. Baltimore City. 2019.](#)
Bar charts by MFB.

Figure 6.1: Educational Attainment by Ethnicity, Baltimore City (High School and College)

Ethnicity	High school graduate or higher		Bachelor's degree or higher	
	#	%	#	%
White alone	125,764	91.2%	83,104	60.3%
Black alone	211,219	83.1%	43,200	17.0%
Asian alone	9,696	91.2%	7,244	68.2%
Some other race alone	2,231	62.5%	2,231	33.8%
Two or more races	5,507	87.7%	2,841	45.2%
Hispanic or Latino Origin	13,983	76.6%	8,121	44.5%

Source: [American Community Survey 2019, 1-Year Estimates Subject Tables, Table S1501. Educational Attainment, Baltimore City.](#)

Figure 6.2: Educational Attainment by Ethnicity, Baltimore City Population with High School (Baltimore City)

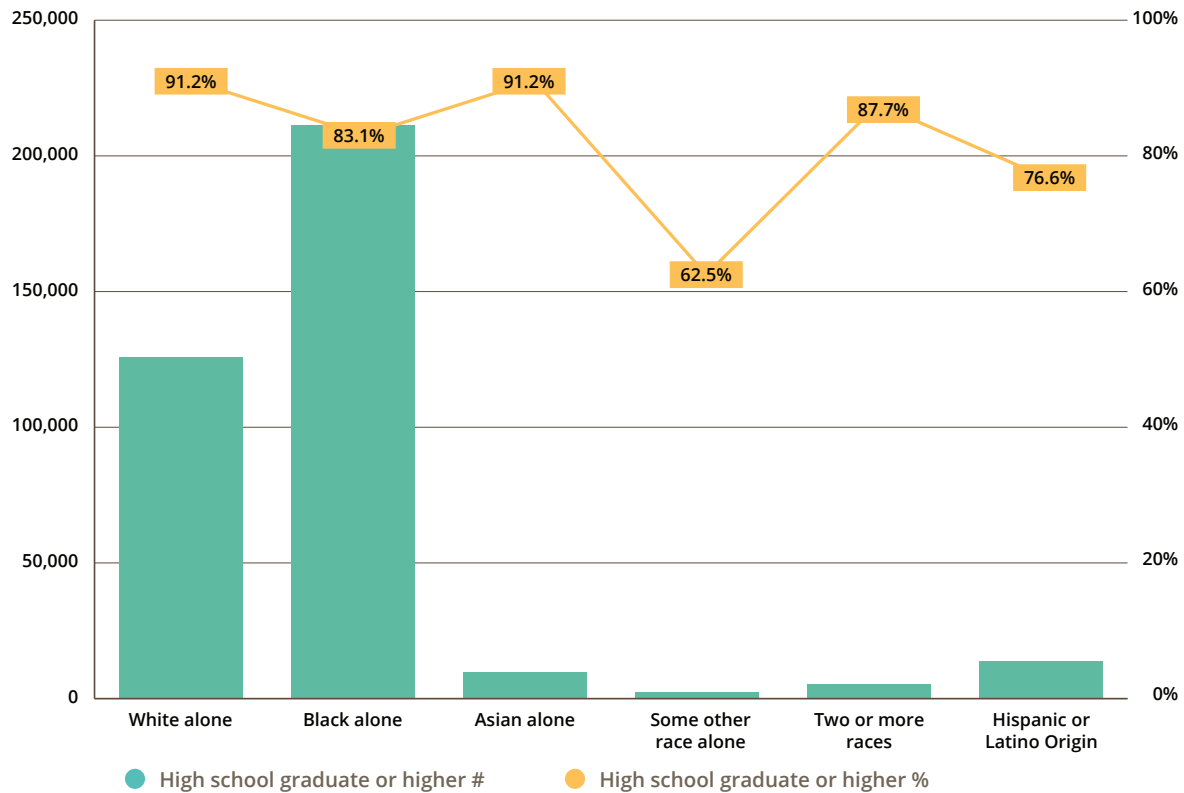
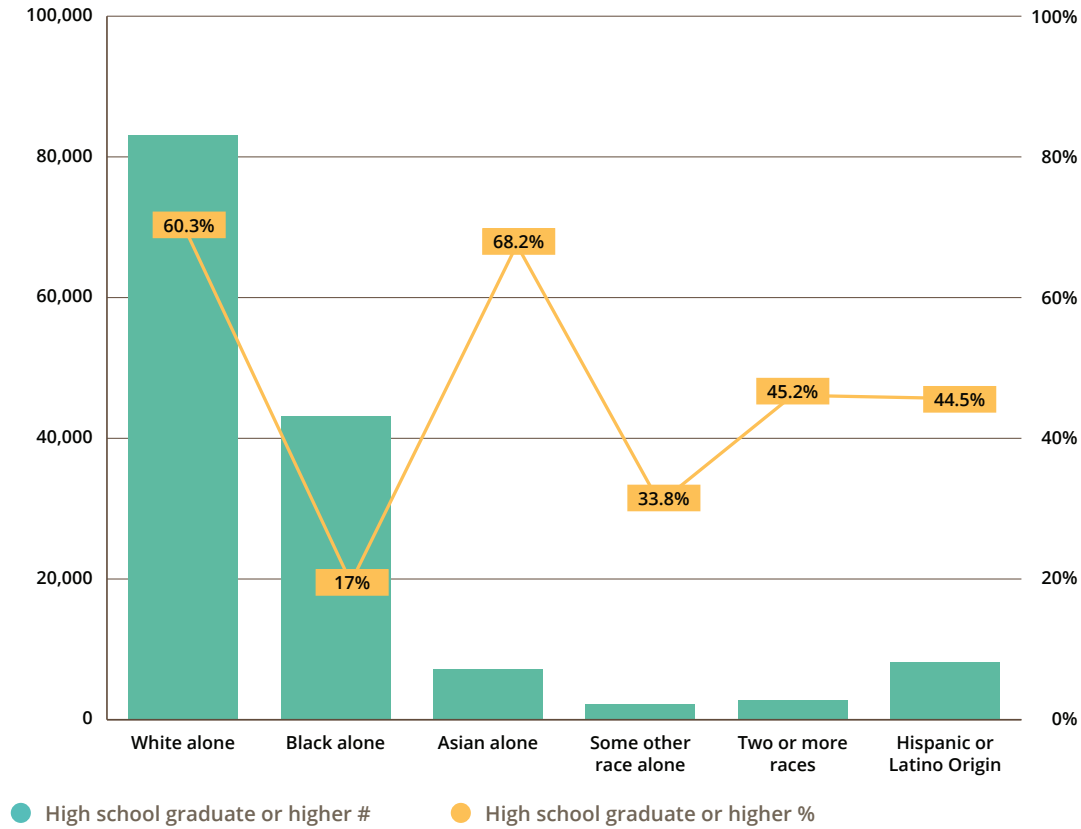


Figure 6.3: Educational Attainment by Ethnicity, Baltimore City Population with B.A. or Higher (Baltimore City)

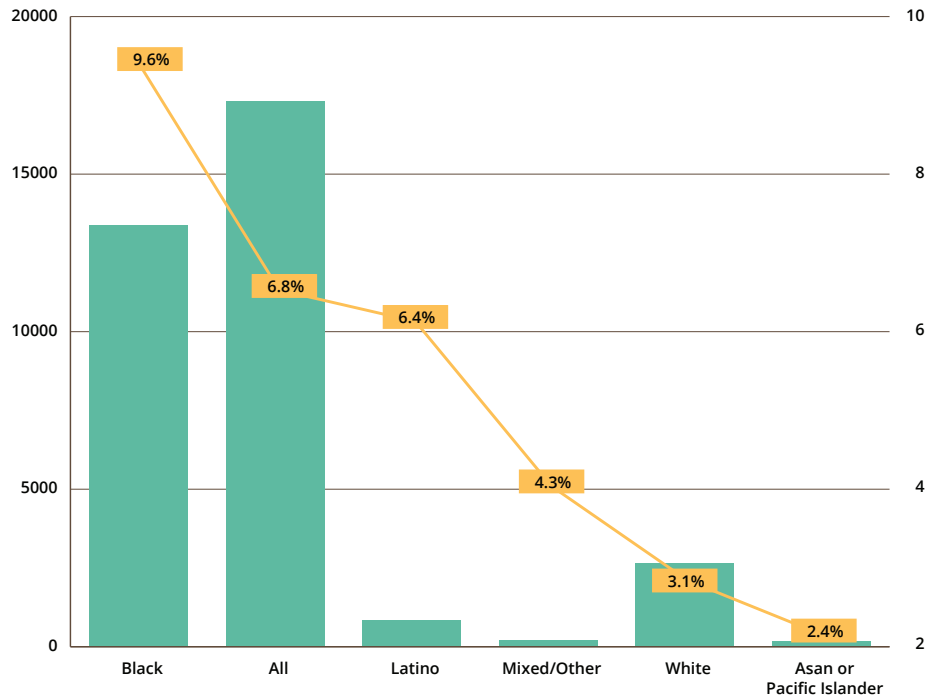


Source: [American Community Survey 2019, 1-Year Estimates Subject Tables, Table S1501. Educational Attainment](#). Baltimore City. Bar charts by MFB.

Figure 7.1: Unemployment by Demographic

Demographic	Unemployed (%)	Unemployed (#)
Black	9.6%	13,376
All	6.8%	17,302
Latino	6.4%	840
Mixed/other	4.3%	220
White	3.1%	2,660
Asian or Pacific Islander	2.4%	183

Figure 7.2: Unemployment by Demographic



Source: [National Equity Atlas, IPUMS USA. Unemployment Rate by Race, Baltimore City](#). 2019. Bar charts by MFB.

► Place-Based Analysis

- ALICE is an acronym for Asset Limited, Income Constrained, Employed. Unlike the Federal Poverty Level, the United Way’s ALICE Household Survival Budget accounts for the actual costs of basic necessities in Maryland; it looks at the cost of housing, childcare, food, transportation, and health care at a bare-minimum “survival” level.
- The federal poverty level for a family of four in Maryland is \$26,500.²⁷ The ALICE survival budget threshold for a family of two adults and two school-age children in Baltimore City is \$72,156,²⁸ nearly three times above FPL.
- The five neighborhoods with the largest ALICE ratio — combined total of households below poverty and ALICE — are Greenmount East, Cherry Hill, Oldtown/Middle East, Upton/Druid Heights, and Southern Park Heights.
- **Economic hardship is widespread:** In 42 of Baltimore City’s 55 Community Statistical Areas — or three-fourths of all neighborhoods — more than 50% of households live below the ALICE Household Survival Budget threshold.

Figure 8: Baltimore City Households Below ALICE by Neighborhoods
(Source: ALICE in Maryland, 2020)

Neighborhood (Community Statistical Area)	Total Households	% Total Households Living Below ALICE Threshold	% Households Below Federal Poverty Level	% Below ALICE
Greenmount East	2,882	82%	30%	52%
Cherry Hill	3,025	80%	38%	42%
Oldtown/Middle East	4,008	80%	43%	37%
Upton/Druid Heights	3,847	80%	39%	41%
Southern Park Heights	4,654	79%	35%	44%
Poppleton/The Terraces/Hollins Market	2,088	78%	41%	37%
Sandtown-Winchester/Harlem Park	4,528	77%	40%	37%
Southwest Baltimore	5,798	77%	38%	39%
Clifton, Berea	3,100	74%	33%	41%
Claremont/Armistead	3,624	73%	28%	45%
Madison/East End	2,046	73%	36%	37%
Penn North, Reservoir Hill	4,139	72%	31%	41%
Greater Rosemont	5,812	70%	28%	42%
Allendale/Irvington/S. Hilton	6,072	69%	23%	46%
Midway/Coldstream	2,924	69%	25%	44%
Brooklyn/Curtis Bay/Hawkins Point	4,363	68%	25%	43%
Pimlico/Arlington/Hilltop	3,894	68%	27%	41%
Belair-Edison	6,120	67%	26%	41%
Greater Mondawmin	3,253	67%	24%	43%
Southeastern	2,220	67%	22%	45%
Westport/Mt. Winans/Lakeland	2,294	66%	24%	42%
Greater Charles Village/Barclay	6,359	65%	25%	40%
The Waverlies	3,221	65%	24%	41%
Dickeyville/Franklintown	1,884	64%	31%	33%
Edmondson Village	2,840	64%	14%	50%
Dorchester/Ashburton	4,335	63%	15%	48%
Morrell Park/Violetville	3,288	63%	22%	41%
Cedonia/Frankford	9,136	62%	15%	47%
Greater Govans	3,971	62%	20%	42%
Forest Park/Walbrook	4,126	60%	19%	41%
Loch Raven	6,661	60%	14%	46%
Glen-Fallstaff	6,159	59%	21%	38%
Harbor East/Little Italy	2,215	57%	30%	27%
Washington Village	2,303	57%	25%	32%

Neighborhood (Community Statistical Area)	Total Households	% Total Households Living Below ALICE Threshold	% Households Below Federal Poverty Level	% Below ALICE
Midtown	8,918	55%	21%	34%
Orangeville/East Highlandtown	3,373	54%	16%	38%
Howard Park/West Arlington	4,075	53%	16%	37%
Harford/Echodale	6,619	52%	12%	40%
Northwood	5,523	52%	11%	41%
Chinquapin Park/Belvedere	3,278	51%	15%	36%
Downtown/Seton Hill	3,750	51%	20%	47%
Cross-Country/Cheswolde	5,135	50%	11%	39%
Beechfield/Ten Hills/West Hills	5,272	49%	11%	38%
Medfield/Hampden/Woodberry/ Remington	7,740	42%	8%	34%
Patterson Park North & East	5,169	42%	19%	23%
Hamilton	5,022	41%	12%	29%
Lauraville	4,319	40%	9%	31%
Highlandtown	3,424	35%	8%	27%
Mount Washington/Coldspring	2,316	34%	11%	23%
North Baltimore/Guilford/Homeland	5,857	32%	12%	20%
Inner Harbor/Federal Hill	6,481	30%	8%	22%
Fells Point	4,500	28%	9%	19%
Greater Roland Park/Poplar Hill	3,129	23%	4%	19%
Canton	3,865	20%	4%	16%
South Baltimore	3,482	20%	4%	16%

PART 3B: NEEDS ASSESSMENT AND VALIDATION WITH NEIGHBORS AND STAKEHOLDERS

► Key Informant Interviews

MARYLAND DEPARTMENT OF LABOR, INTERVIEW WITH CHIEF ECONOMIST, ADAM GREENEY

- **Economic Shock Effect:** Mr. Greeney cautioned that wage projections were to be taken with a grain of salt since the pandemic shock effect was not factored into any data modeling. “We don’t make projections on wages, but state minimum wage laws look likely to continue to impact wages [for entry-level jobs],” he said. “Such projections do not consider any short-term deviation from long-term trends due to macroeconomic shocks (e.g., global pandemics and generationally transformative public programs).”
- **Green Jobs:** “A lot is going to depend on what ends up making it into the bill, how it’s structured, and if it passes. I’ve been working with someone at the Maryland Energy Administration regarding the growth of energy jobs.

HABITAT FOR HUMANITY OF THE CHESAPEAKE, INTERVIEW WITH CHIEF DEVELOPMENT OFFICER, GREGG MITCHELL³⁰

- **Green Job opportunities:** Gregg Mitchell thinks that the federal and state resources may spark great interest, and the likely “flooding of grant opportunities” for green jobs, restoration, renewable infra-structure planning, wind energy, and solar energy. “Baltimore has so many rowhouses,” so the investment in renewable energy and infrastructure will likely be like exciting for Baltimore, “like dynamite.”
- **Potential Partners:** Mitchell also said that Civic Works had done good work in preparing Baltimore City residents for green jobs careers, or in conservation careers. The challenge was to recruit people for such programs, as many workforce development agencies in the area — Living Classrooms, Habitat for Humanity, Humanim, Civic Works — were competing with job opportunities “on the street.”

KEY INFORMANT INTERVIEWS WITH TRAINING PROVIDERS, YOUTH ADVOCATES, COMMUNITY MEMBERS

Initial findings from informal interviews with representatives from workforce development programs, youth advocacy programs, and community members

Top barriers to success in Workforce Development programs:

- **Criminal records:** Individuals with criminal records are often ineligible to participate in job training programs and/or find it incredibly challenging to find employers who will hire them after training.
- **Drug testing:** Community members and youth advocates expressed frustration over stringent drug testing requirements that turn away individuals without providing sobriety support or considering what types of drugs they are using.
- **Lack of dependable transportation and suspended licenses:** Baltimore’s public transportation system is notoriously unreliable. Programs find that bus passes are not enough to ensure that an individual is able to arrive at a training or job in a timely and consistent manner. Some programs offer car matching programs and opportunities to get drivers’ licenses. A common obstacle faced by some participants is license suspension due to unpaid tickets, fines, and child support. A suspended license often prevents an individual from going to work or training to make the money to pay.
- **Lack of affordable childcare:** In 2020 the United Way opened a new United Way Family Center at Excel Academy to provide free and reduced childcare to eligible families. However, Baltimore continues to be a “childcare desert”, there is still a need for additional affordable childcare options. This disparity inordinately affects women and keeps them from entering training programs.
- **Lack of access to stable housing:** All members interviewed noted housing as one of the most significant obstacles participants faced. Without consistent housing, an individual’s focus is drawn from their training. Providers often offer referrals to organizations that provide housing assistance, but the consensus is these organizations are inundated with requests cannot reliably guarantee assistance.

- **Inconsistent recruitment:** Training providers repeatedly mentioned it was challenging to find ways to reach their target demographics. Youth express a disconnect with the opportunities and support services that are available to them throughout the city. Job training programs are not advertised in schools and so only youth that are already active in outside organizations, such as HeartSmiles are aware of opportunities.
- **Lack of access to mental health care and other navigational services:** Members of the Children’s Cabinet emphasized that many Opportunity Youth members come from homes and neighborhoods that might not be able to offer the emotional support or lived experience to assist them in navigating through a training program and formal employment. Program wrap-around services should include access to professionals who can provide trauma-informed care and mentorship. There is also a need for guidance that encourages young adults to engage in future thinking to plan for life beyond the first certification or job attained. Access to mentors who have successfully progressed through a career path who can begin conversations with youth about future planning would be ideal.
- **Scalability:** Most training providers have limitations to the number of applicants they can accept, the services they can provide, and the support and follow-up available. While some partner convening takes place, there is room for better, more productive collaboration and communication.

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HeartSmiles Thriving Thursday. YoutubeLive Chat Interview. Conducted by Eliza Weeks. 6 Jan. 2022.

END NOTES

1. Please see [Part 1, pp. 7-11](#) for expanded analysis and citations.
2. Green Jobs, Healthcare, and IT workforce development opportunities are discussed in a 2017 report by the Baltimore Workforce Funders Collaborative (“Strengthening Baltimore’s Workforce: Reflections and Lessons Learned”).
3. Please see [Part 1, p. 10-11](#) for an expanded analysis and citations.
4. Please see [Part 2, p. 12, and Figure 3 \(p. 13\)](#) for expanded analysis and citations. A list of all EARN (Employment Advancement Right Now) Maryland industry partnerships is here: <https://www.dllr.state.md.us/earn/earnmdsummaries.pdf> (directory) and here <https://www.dllr.state.md.us/earn> (map)
5. Please see [Part 3, pp. 13-20](#) for expanded analysis and citations.
6. See Linda Dworak, 2019 (“Scaling Workforce Development Programming in Baltimore”), p. 10. The report comes to a similar conclusion regarding underserved populations. It identifies opportunity youth, graduating high school youth and immigrants as the most common priority populations of existing workforce development programs in the city. Stakeholders interviewed for this report articulated the desire to “to reach out to more young adults and veterans.” The report further explains: “Those who hoped to target services to veterans stated that they were not sure how to recruit from that demographic group or what types of programmatic adaptations might be needed to serve them well.” Other groups mentioned in the report are returning citizens/ex-offenders, males or females in nontraditional careers, individuals with disabilities, and low-income adults residing outside Baltimore City limits.
7. Please [see Part 3, p. 18](#) for expanded analysis and citations.
8. See Greater Baltimore Committee/Baltimore Metropolitan Council. “State of the Region Report 2018.” <https://gbc.org/wp-content/uploads/2018/05/2018-State-of-the-Region-Report-GBC-BMC-FINAL.pdf>
9. See for more detail our Appendix, Table #1: Baltimore City Occupations Sorted by Highest Growth.
10. See Appendix, Table 2: Baltimore City Occupations Sorted by Occupations with Highest Growth and Median Wages; Table 3: Baltimore City Industry Projections, 2018-2028.
11. For automation risk see our Appendix, Table 4: ALICE Study: New Job Growth by Occupation, Maryland, 2014 to 2024; additional automation risk analysis also in: United for ALICE. “ALICE in Maryland. A Financial Hardship Study.” August 2020 (page 21). https://www.unitedforalice.org/Attachments/AllReports/2020ALICEReport_MD_FINAL.pdf
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13. Elka Torpey. “Green growth: Employment projections in environmentally focused occupations.” April 2018. In: U.S. Bureau of Labor Statistics, Career Outlook. https://www.bls.gov/careeroutlook/2018/data-on-display/green-growth.htm?view_full. See expanded chart in our Appendix, Table 7.
14. Adam Hersh. “Build Back Better’ agenda will ensure strong, stable recovery in coming years.” Economic Policy Institute. Sept. 16, 2021. <https://www.epi.org/publication/ijja-budget-reconciliation-jobs>
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16. The Baltimore Office of Sustainability, “Green Jobs in Baltimore.” 2020. <https://www.baltimoresustainability.org/wp-content/uploads/2020/12/Green-Jobs-in-Baltimore-City-3.pdf>
17. Source: Elka Torpey. “Green growth: Employment projections in environmentally focused occupations.” April 2018. In: U.S. Bureau of Labor Statistics, “Career Outlook.” https://www.bls.gov/careeroutlook/2018/data-on-display/green-growth.htm?view_full
18. Vi-Nhuan Le. “Evaluation of the College Bound Program: Early Findings.” RAND 2013, page 19. https://www.rand.org/pubs/working_papers/WR971.html
19. See the description of three major career pathways models by Lauren Eyster and Semhar Gebrekristos. “Fulfilling the Promise of Career Pathways Strategies that Support Career Advancement.” Urban Institute. October 2018, page 3. https://www.urban.org/sites/default/files/publication/99158/fulfilling_the_promise_of_career_pathways-career_advancement_programs.pdf

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23. In Baltimore County, the Hispanic population also increased from about 5% to 7% during the same period, or from 39,865 to 61,492. See Maryland State Data Center. "Census 2020." https://planning.maryland.gov/MSDC/Pages/census/Census2020/pL_2020redistricting.aspx
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26. All labelling of populations by ethnicity follows the nomenclature developed by the American Community Survey, U.S. Census, and National Equity Atlas.
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Table 1: Baltimore City Occupations Sorted by Highest Growth

Occupational Title	Employment				Education Value	Work Experience Value	Annual Entry Wage	Median Annual Wage	Employment (#)
	2018	2028	Change	Pct. Change					
Personal Care Aides	1,826	2,698	872	47.75%	High school diploma or equivalent	None	\$23,760	\$27,343	
Occupational Therapy Assistants	126	174	48	38.10%	Associate degree	None	\$30,116	\$39,070	100
Home Health Aides	186	256	70	37.63%	High school diploma or equivalent	None	\$23,760	\$27,343	
Information Security Analysts	168	226	58	34.52%	Bachelor's degree	Less than 5 years	\$73,895	\$105,095	380
Physician Assistants	826	1,064	238	28.81%	Master's degree	None	\$86,808	\$115,223	880
Personal Care and Service Workers, All Other	967	1,233	266	27.51%	High school diploma or equivalent	None			
Phlebotomists	466	594	128	27.47%	Postsecondary non-degree award	None	\$33,194	\$40,348	410
Speech-Language Pathologists	513	652	139	27.10%	Master's degree	None	\$54,781	\$80,311	520
Occupational Therapy and Physical Therapist Assistants and Aides	677	850	173	25.55%			\$23,717	\$31,049	690
Couriers and Messengers	67	84	17	25.37%	High school diploma or equivalent	None	\$28,320	\$33,735	60
Software Developers, Applications	506	633	127	25.10%	Bachelor's degree	None			
Nurse Practitioners	894	1,113	219	24.50%	Master's degree	None	\$92,846	\$111,838	830
Operations Research Analysts	240	298	58	24.17%	Bachelor's degree	None	\$46,851	\$71,467	340
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,629	2,008	379	23.27%	Bachelor's degree	None	\$31,761	\$47,955	1,180
Other Personal Care and Service Workers	7,194	8,866	1,672	23.24%			\$23,647	\$26,132	3,140

Source: [Maryland Department of Labor. "Maryland Occupational Employment and Wage Statistics - Workforce Information & Performance." MFB raw data analysis for Baltimore City.](#) Accessed October 30, 2021

Table 2: Baltimore City Occupations Sorted by Occupations with Highest Growth and Median Wages

Occupational Title	Employment				Education Value	Work Experience Value	Annual Entry Wage	Median Annual Wage	Employment (#)	% Above/ Below Annual Median Wage	Avg. Annual Median Wage Baltimore City (\$)
	2018	2028	Change	Pct. Change							
Occupational Therapy Assistants	126	174	48	38.10%	Associate degree	None	\$30,116	\$39,070	100	78	\$50,379
Information Security Analysts	168	226	58	34.52%	Bachelor's degree	Less than 5 years	\$73,895	\$105,095	380	209	\$50,379
Physician Assistants	826	1,064	238	28.81%	Master's degree	None	\$86,808	\$115,223	880	229	\$50,379
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,629	2,008	379	23.27%	Bachelor's degree	None	\$31,761	\$47,955	1,180	95	\$50,379
Computer Occupations, All Other	177	217	40	22.60%	Bachelor's degree	None	\$54,010	\$93,027	610	185	\$50,379
Market Research Analysts and Marketing Specialists	1,553	1,888	335	21.57%	Bachelor's degree	None	\$46,220	\$68,496	1,180	136	\$50,379
Respiratory Therapists	376	446	70	18.62%	Associate degree	None	\$59,237	\$70,019	590	139	\$50,379

Source: [Maryland Department of Labor. "Maryland Occupational Employment and Wage Statistics - Workforce Information & Performance."](#) MFB raw data analysis for Baltimore City. Accessed October 30, 2021

Table 3: Baltimore City Industry Projections, 2018–2028

(Source: Maryland Department of Labor. “Workforce Region Industry Projections”)

Sector	Title	Base Employment	Projection Employment	Growth
Accommodation and Food Services	Accommodation and Food Services	23,260	25,580	0.96%
	Accommodation, including Hotels and Motels	3,472	3,487	0.04%
	Food Services and Drinking Places	19,788	22,093	1.11%
Administrative and Waste Services	Administrative and Support Services	21,593	22,644	0.48%
	Administrative and Waste Services	22,787	23,934	0.49%
	Waste Management and Remediation Service	1,194	1,290	0.78%
Arts, Entertainment, and Recreation	Amusement, Gambling, and Recreation Industries	2,889	3,084	0.66%
	Arts, Entertainment, and Recreation	6,283	6,709	0.66%
	Museums, Historical Sites, and Similar Institutions	1,131	1,258	1.07%
	Performing Arts, Spectator Sports, and Related Industries	2,263	2,367	0.45%
Construction	Construction	11,066	12,316	1.08%
	Construction of Buildings	1,972	2,182	1.02%
	Heavy and Civil Engineering Construction	2,264	2,584	1.33%
	Specialty Trade Contractors	6,830	7,550	1.01%
Educational Services	Educational Services	48,714	52,610	0.77%
	Local Education Employment	10,570	10,582	0.01%
	Private Education Employment	28,122	31,694	1.20%
	State Education Employment	10,022	10,334	0.31%
Finance and Insurance	Credit Intermediation and Related Activities	3,276	3,299	0.07%
	Finance and Insurance	10,724	11,037	0.29%
	Insurance Carriers and Related Activities	2,567	2,673	0.41%
	Monetary Authorities, Central Bank	136	137	0.07%
	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	4,717	4,893	0.37%

Sector	Title	Base Employment	Projection Employment	Growth
Government	Federal Government, Excluding Post Office	8,489	8,492	0.00%
	Government	45,975	45,970	0.00%
	Local Government, Excluding Education and Hospitals	13,312	13,718	0.30%
	State Government, Excluding Education and Hospitals	24,174	23,760	-0.17%
Healthcare and Social Assistance	Ambulatory Healthcare Services	20,223	25,304	2.27%
	Healthcare and Social Assistance	76,740	86,357	1.19%
	Hospitals	43,683	46,136	0.55%
	Nursing and Residential Care Facilities	5,993	6,593	0.96%
	Social Assistance	6,841	8,324	1.98%
Information	Broadcasting (except Internet)	546	518	-0.53%
	Data Processing, Hosting, and Related Services	220	261	1.72%
	Information	4,231	4,239	0.02%
	Motion Picture and Sound Recording Industries	293	306	0.44%
	Other Information Services	383	490	2.49%
	Publishing Industries (except Internet)	2,107	2,120	0.06%
	Telecommunications	682	544	-2.24%
Management of Companies & Enterprises	Management of Companies and Enterprises	7,412	7,756	0.91%
Manufacturing	Apparel Manufacturing	129	87	-3.86%
	Beverage and Tobacco Product Manufacturing	520	543	0.43%
	Chemical Manufacturing	1,229	1,186	-0.36%
	Computer and Electronic Product Manufacturing	61	54	-1.21%
	Electrical Equipment, Appliance, and Component Manufacturing	89	85	-0.46%
	Fabricated Metal Product Manufacturing	856	834	-0.26%
	Food Manufacturing	3,209	3,217	0.02%
	Furniture and Related Product Manufacturing	165	156	-0.56%
	Machinery Manufacturing	188	177	-0.60%
	Manufacturing	11,443	10,933	-0.45%
	Miscellaneous Manufacturing	399	396	-0.08%

Sector	Title	Base Employment	Projection Employment	Growth
Manufacturing, <i>continued</i>	Nonmetallic Mineral Product Manufacturing	444	414	-0.70%
	Paper Manufacturing	291	258	-1.20%
	Petroleum and Coal Products Manufacturing	260	238	-0.88%
	Plastics and Rubber Products Manufacturing	658	622	-0.56%
	Primary Metal Manufacturing	220	193	-1.30%
	Printing and Related Support Activities	1,069	859	-2.16%
	Textile Product Mills	158	137	-1.42%
	Transportation Equipment Manufacturing	1,240	1,233	-0.06%
	Wood Product Manufacturing	242	231	-0.46%
Other Services, except Public Administration	Other Services, except Public Administration	12,219	12,543	0.26%
	Personal and Laundry Services	3,851	4,102	0.63%
	Private Households	490	442	-1.03%
	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6,031	6,100	0.11%
	Repair and Maintenance	1,847	1,899	0.28%
Professional and Technical Services	Professional and Technical Services	21,325	23,812	1.11%
	Professional, Scientific, and Technical Services	21,325	23,812	1.11%
Real Estate and Rental and Leasing	Real Estate	4,695	4,985	0.60%
	Real Estate and Rental and Leasing	5,537	5,844	0.54%
	Rental and Leasing Services	842	859	0.20%
Retail Trade	Building Material and Garden Equipment and Supplies Dealers	778	804	0.33%
	Clothing and Clothing Accessories Stores	1,301	1,087	-1.78%
	Electronics and Appliance Stores	283	250	-1.23%
	Food and Beverage Stores	5,052	5,003	-0.10%
	Furniture and Home Furnishings Stores	443	459	0.36%
	Gasoline Stations	926	955	0.31%
	General Merchandise Stores	1,274	1,245	-0.23%
	Health and Personal Care Stores	1,703	1,740	0.22%
	Miscellaneous Store Retailers	1,194	1,150	-0.37%

Sector	Title	Base Employment	Projection Employment	Growth
Retail Trade, <i>continued</i>	Motor Vehicle and Parts Dealers	837	851	0.17%
	Non-store Retailers	679	870	2.51%
	Retail Trade	14,938	14,841	-0.07%
	Sporting Goods, Hobby, Book, and Music Stores	468	427	-0.91%
Total, All Industries	Self-Employed Workers, All Jobs	20,097	21,447	0.65%
	Total, All Industries	367,419	389,851	0.59%
Transportation and Warehousing	Couriers and Messengers	788	807	0.24%
	Postal Service	1,952	0	-100.00%
	Scenic and Sightseeing Transportation	105	119	1.26%
	Support Activities for Transportation	2,762	2,904	0.50%
	Transit and Ground Passenger Transportation	2,247	2,351	0.45%
	Transportation and Warehousing	18,846	18,493	-0.19%
	Truck Transportation	1,541	1,598	0.36%
	Warehousing and Storage	8,740	10,039	1.40%
	Water Transportation	667	629	-0.58%
Utilities	Utilities	6,138	5,946	-0.63%
Wholesale Trade	Merchant Wholesalers, Durable Goods	3,261	3,177	-0.26%
	Merchant Wholesalers, Nondurable Goods	2,819	2,760	-0.21%
	Wholesale Electronic Markets and Agents and Brokers	373	392	0.50%
	Wholesale Trade	6,453	6,329	-0.19%

Table 4: ALICE Study: New Job Growth by Occupation, Maryland, 2014 to 2024

Occupation	2014 Employment	Average Annual Openings	Hourly Wage	Education or Training	Likelihood of Being Replaced by Tech
Registered Nurses	83,090	3,250	\$34.30	Bachelor's degree	1%
Retail Salespersons	71,940	3,150	\$10.12	No formal credential	92%
Secretaries & Administrative Assistants	71,930	2,130	\$18.01	High school diploma	96%
Cashiers	67,810	3,250	\$9.06	No formal credential	97%
Customer Service Representatives	48,500	2,210	\$16.03	High school diploma	55%
Elementary School Teachers	48,210	2,510	\$31.53	Bachelor's degree	0%
General and Operations Managers	47,910	1,770	\$54.54	Bachelor's degree	16%
Janitors and Cleaners	47,610	1,920	\$11.24	No formal credential	66%
Office Clerks	46,560	1,420	\$14.41	High school diploma	96%
First-Line Supervisors of Office Workers	39,350	1,590	\$26.92	High school diploma	1%
Stock Clerks and Order Fillers	38,080	1,210	\$10.72	High school diploma	64%
Secondary School Teachers	37,540	1,850	\$31.70	Bachelor's degree	1%
Laborers and Movers, Hand	36,890	1,760	\$11.91	No formal educational	85%
Nursing Assistants	32,840	1,640	\$13.25	Postsecondary award	30%
Teachers and Instructors	32,090	1,330	\$33.71	Bachelor's degree	1%
Security Guards	29,890	1,060	\$13.83	High school diploma	84%
Accountants and Auditors	28,950	1,490	\$34.59	Bachelor's degree	94%
Teacher Assistants	28,030	1,350	\$13.64	College, no degree	56%
Middle School Teachers	27,010	1,410	\$32.64	Bachelor's degree	17%
Bookkeeping and Auditing Clerks	26,130	730	\$20.29	College, no degree	98%

Source: [The United Way of Central Maryland. ALICE Report: A Study of Financial Hardship in Maryland](#). 2018. Figure 15, Page #24.

Table 5.1: Baltimore City Median Household Income, 2019

Source: Baltimore Neighborhoods Indicator Alliance. Jacob France Institute. "Vital Signs — Workforce and Economic Development." Census Demographics, Median Household Income. Accessed Nov. 2, 2021. Bar graph: MFB.

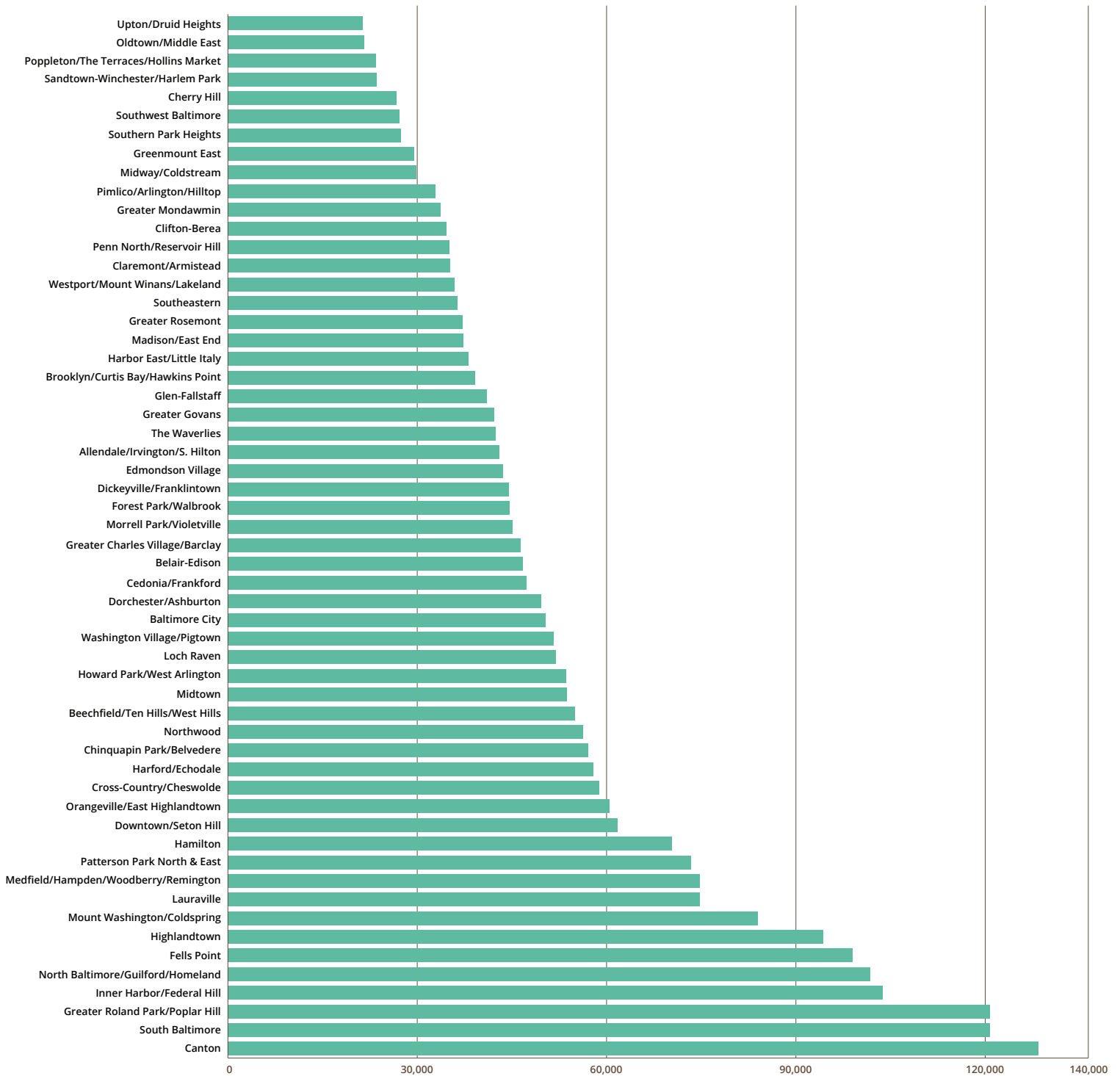


Table 5.2: Baltimore City Median Household Income, 2019

Community Statistical Area (Neighborhoods)	Median Household Income
Upton/Druid Heights	\$21,319
Oldtown/Middle East	\$21,589
Poppleton/The Terraces/Hollins Market	\$23,403
Sandtown-Winchester/Harlem Park	\$23,551
Cherry Hill	\$26,654
Southwest Baltimore	\$27,177
Southern Park Heights	\$27,359
Greenmount East	\$29,523
Midway/Coldstream	\$29,878
Pimlico/Arlington/Hilltop	\$32,883
Greater Mondawmin	\$33,663
Clifton-Berea	\$34,652
Penn North/Reservoir Hill	\$35,095
Claremont/Armistead	\$35,246
Westport/Mount Winans/Lakeland	\$35,923
Southeastern	\$36,377
Greater Rosemont	\$37,166
Madison/East End	\$37,328
Harbor East/Little Italy	\$38,088
Brooklyn/Curtis Bay/Hawkins Point	\$39,162
Glen-Fallstaff	\$40,970
Greater Govans	\$42,174
The Waverlies	\$42,465
Allendale/Irvington/S. Hilton	\$43,020
Edmondson Village	\$43,627
Dickeyville/Franklintown	\$44,530
Forest Park/Walbrook	\$44,664
Morrell Park/Violetville	\$45,125
Greater Charles Village/Barclay	\$46,335
Belair-Edison	\$46,704
Cedonia/Frankford	\$47,258
Dorchester/Ashburton	\$49,651
Baltimore City	\$50,379
Washington Village/Pigtown	\$51,594
Loch Raven	\$51,927
Howard Park/West Arlington	\$53,534
Midtown	\$53,664
Beechfield/Ten Hills/West Hills	\$55,018

Community Statistical Area (Neighborhoods)	Median Household Income
Northwood	\$56,293
Chinquapin Park/Belvedere	\$57,083
Harford/Echodale	\$57,934
Cross-Country/Cheswolde	\$58,844
Orangeville/East Highlandtown	\$60,457
Downtown/Seton Hill	\$61,735
Hamilton	\$70,366
Patterson Park North & East	\$73,313
Medfield/Hampden/Woodberry/Remington	\$74,714
Lauraville	\$74,760
Mount Washington/Coldspring	\$83,989
Highlandtown	\$94,259
Fells Point	\$98,992
North Baltimore/Guilford/Homeland	\$101,786
Inner Harbor/Federal Hill	\$103,720
Greater Roland Park/Poplar Hill	\$120,733
South Baltimore	\$120,741
Canton	\$128,461

Source: [Baltimore Neighborhoods Indicator Alliance. Jacob France Institute. "Vital Signs — Workforce and Economic Development." Census Demographics, Median Household Income.](#) Accessed Nov. 2, 2021.

Table 6: Underutilization of Immigrant Labor

Table 4. Brain Waste among Montgomery County Residents (ages 25 and older), by Nativity, 2010-14

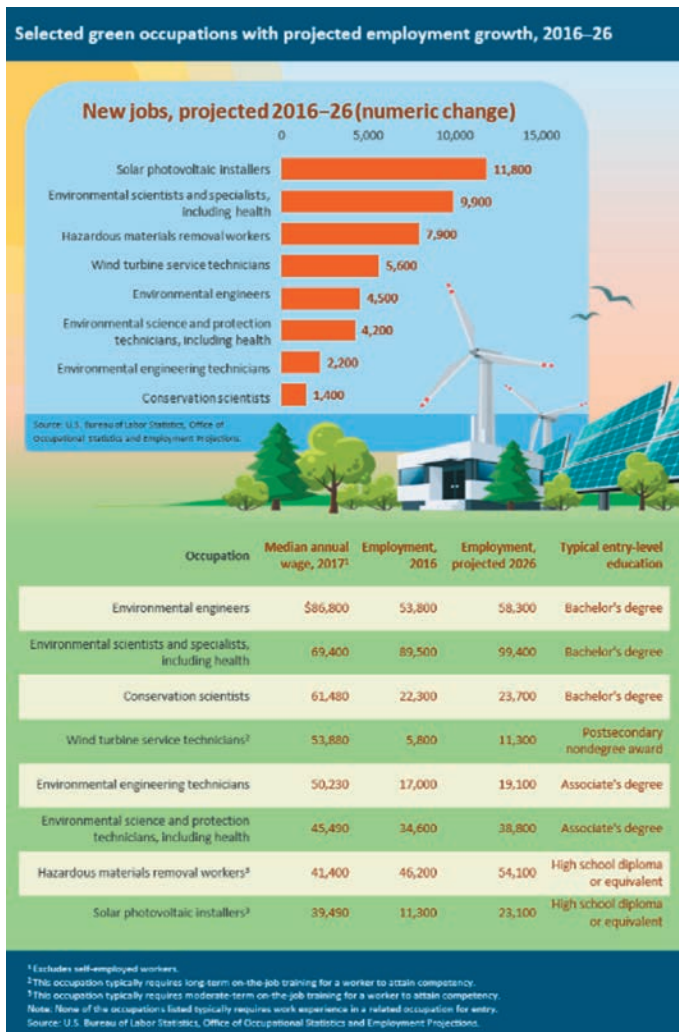
Brain Waste	Native Born		Foreign Born	
	#	%	#	%
Total civilian, college-educated labor force	206,000	100%	103,000	100%
Harford/Echodale	23,000	11%	20,000	20%

Note: All numbers are rounded to the nearest thousand; calculations in the next use absolute numbers.

Source: MPI analysis of pooled 2010-14 ACS.

Source: [Marge McHugh and Madeline Morawski. "Immigrants and WIOA Services." Migration Policy Institute Fact Sheet, Page 6.](#) April 2016.

Table 7: Green Job Growth Projections, U.S.





MFB's Strategy Group explores ways to combine existing programs with new ideas and partnerships to effectively help more Marylanders become food secure.

The Strategy Group believes that it is essential to leverage both short-term supports that expand food access with longer-term approaches to address the underlying causes of food insecurity, which often include employment, housing, and health.

Assembling critical tools including pilot programs, policy, grantmaking, measurement, and evaluation, the Strategy Group will also ensure that people with lived experience are always at the center of our work.

END NOTES

1 Please see [Part 1, pp. 7-11](#) for expanded analysis and citations.

2 Green Jobs, Healthcare, and IT workforce development opportunities are discussed in a 2017 report by the Baltimore Workforce Funders Collaborative (“Strengthening Baltimore’s Workforce: Reflections and Lessons Learned”

3 Please see [Part 1, p. 10-11](#) for an expanded analysis and citations.

4 Please see [Part 2, p. 12, and Figure 3 \(p. 13\)](#) for expanded analysis and citations. A list of all EARN (Employment Advancement Right Now) Maryland industry partnerships is here: <https://www.dllr.state.md.us/earn/earnmdsummaries.pdf> (directory) and here <https://www.dllr.state.md.us/earn> (map)

5 Please see [Part 3, pp. 13-20](#) for expanded analysis and citations.

6 See Linda Dworak, 2019 (“Scaling Workforce Development Programming in Baltimore”), p. 10. The report comes to a similar conclusion regarding underserved populations. It identifies opportunity youth, graduating high school youth and immigrants as the most common priority populations of existing workforce development programs in the city. Stakeholders interviewed for this report articulated the desire to “to reach out to more young adults and veterans.” The report further explains: “Those who hoped to target services to veterans stated that they were not sure how to recruit from that demographic group or what types of programmatic adaptations might be needed to serve them well.” Other groups mentioned in the report are returning citizens/ex-offenders, males or females in nontraditional careers, individuals with disabilities, and low-income adults residing outside Baltimore City limits.

7 Please [see Part 3, p. 18](#) for expanded analysis and citations.

8