

East Baltimore Revitalization Initiative: Workforce Strategies to Expand Job Prospects for East Baltimore Residents

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Presentation Overview



**EBRI Project
and Workforce
Strategies**



**Closing the
Skills Gap**



**Strengthening
Regional
Systems**

EBRI Project and Workforce Strategies



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**Closing the
Skills Gap**



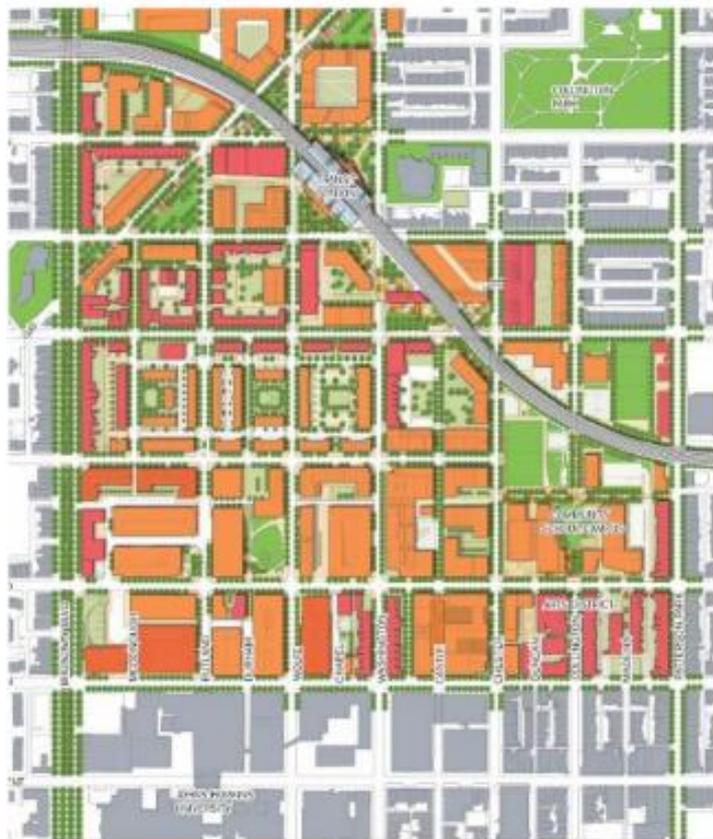
**Strengthening
Regional
Systems**

How were workforce strategies developed for the East Baltimore Revitalization Initiative, and what has been achieved so far?



EBRI Project and Workforce Strategies

East Baltimore project plan, 2006 and 2011



2006 PLAN

Source: Forest City New East Baltimore Partnership, 2012.



2011 FCNEBP
RECOMMENDATIONS

- Retail
- R&D Proposed
- R&D Built
- Hotel
- School
- Parking Garage
- New Residential
- Rehab Residential
- Completed Residential

Planned and built development

	Planned (original)	Planned (revised 2011)	Built (2015)
Housing		1,683 new, 389 rehab	478 new, 68 rehab
Retail	268,000 sq ft	121,000 sq ft	18,000 sq ft
Commercial	2,805,000 sq ft	1,765,000 sq ft	515,000 sq ft
Hotel	80,000 sq ft	160,000 sq ft	0

Industries and job categories

- Biotechnology
- Hospital
- Retail
- Hotel
- Construction
- Elementary education

Project job creation and hiring:

- Projection of jobs to be created: **12,000** in construction from 2006 to 2012 and **3,000** permanent by 2013
- Actual number of people hired: **4,884** construction (2006-2014), **~950** permanent
- **647** local hires on construction; **270** people came from pipeline

EBDI Workforce Pipeline

- Active from 2007 to 2014
- Over 40 partners
- Placed over 350 people into jobs in: construction, health care, manufacturing, hospitality and tourism.

Closing the Skills Gap



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How can workforce development further economic inclusion goals for the community, the city and the region?

Workforce development strategies for diverse populations facing barriers to employment

- Low education levels
- Difficult family circumstances
- Disabilities
- Previous incarceration
- Drug problems
- Lack of opportunity
- Consequences of structural and institutional racism

Minimal education

- Significantly less than high school
- Strategies
 - Supported employment
 - Social enterprises
 - Alternative staffing organizations



Basic education

- High school diploma
- Strategies
 - Linked learning
 - Paid experience
 - Bridge programs to career and technical education



Advanced education

- High school and beyond
- Strategies
 - Biotechnical training
 - Transferable skills
 - Incumbent worker development



Photo credit: BioTechnical Institute of Maryland, Inc.

Strengthening Regional Systems



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Strengthening
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What strategies can deepen the impact of workforce development initiatives?

Expanding and sustaining a network

- **Regional collaborations**
 - Opportunity Collaborative: HUD Sustainable Communities grantee
 - Baltimore Integration Partnership: anchor partnership to expand economic inclusion
- **Local and federal policies**
 - City local hiring
 - Opportunities with WIOA

Strengthening workforce pipelines

- **Job quality**
 - Encouraging “high road” employers
- **Addressing barriers to employment**
 - Transportation
 - Child support
 - TANF barriers

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Thank You!

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