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?
East Baltimore project plan, 2006 and 2011

## Planned and built development

<table>
<thead>
<tr>
<th>Category</th>
<th>Planned (original)</th>
<th>Planned (revised 2011)</th>
<th>Built (2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Housing</strong></td>
<td></td>
<td>1,683 new, 389 rehab</td>
<td>478 new, 68 rehab</td>
</tr>
<tr>
<td><strong>Retail</strong></td>
<td>268,000 sq ft</td>
<td>121,000 sq ft</td>
<td>18,000 sq ft</td>
</tr>
<tr>
<td><strong>Commercial</strong></td>
<td>2,805,000 sq ft</td>
<td>1,765,000 sq ft</td>
<td>515,000 sq ft</td>
</tr>
<tr>
<td><strong>Hotel</strong></td>
<td>80,000 sq ft</td>
<td>160,000 sq ft</td>
<td>0</td>
</tr>
</tbody>
</table>

Source: Planned (original) data from Clinch, 2009. Planned (revised) and Built (Spring 2012) are from Forest City New East Baltimore Partnership, 2012.
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

EBRI Project and Workforce Strategies

Closing the Skills Gap

Strengthening Regional Systems
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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Closing the Skills Gap

Strengthening Regional Systems
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
Please join us in October.

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October 27–29, 2015
Westin Bonaventure Hotel and Suites
Los Angeles, CA

www.equity2015.org
Thank You!

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