



Opportunity Collaborative

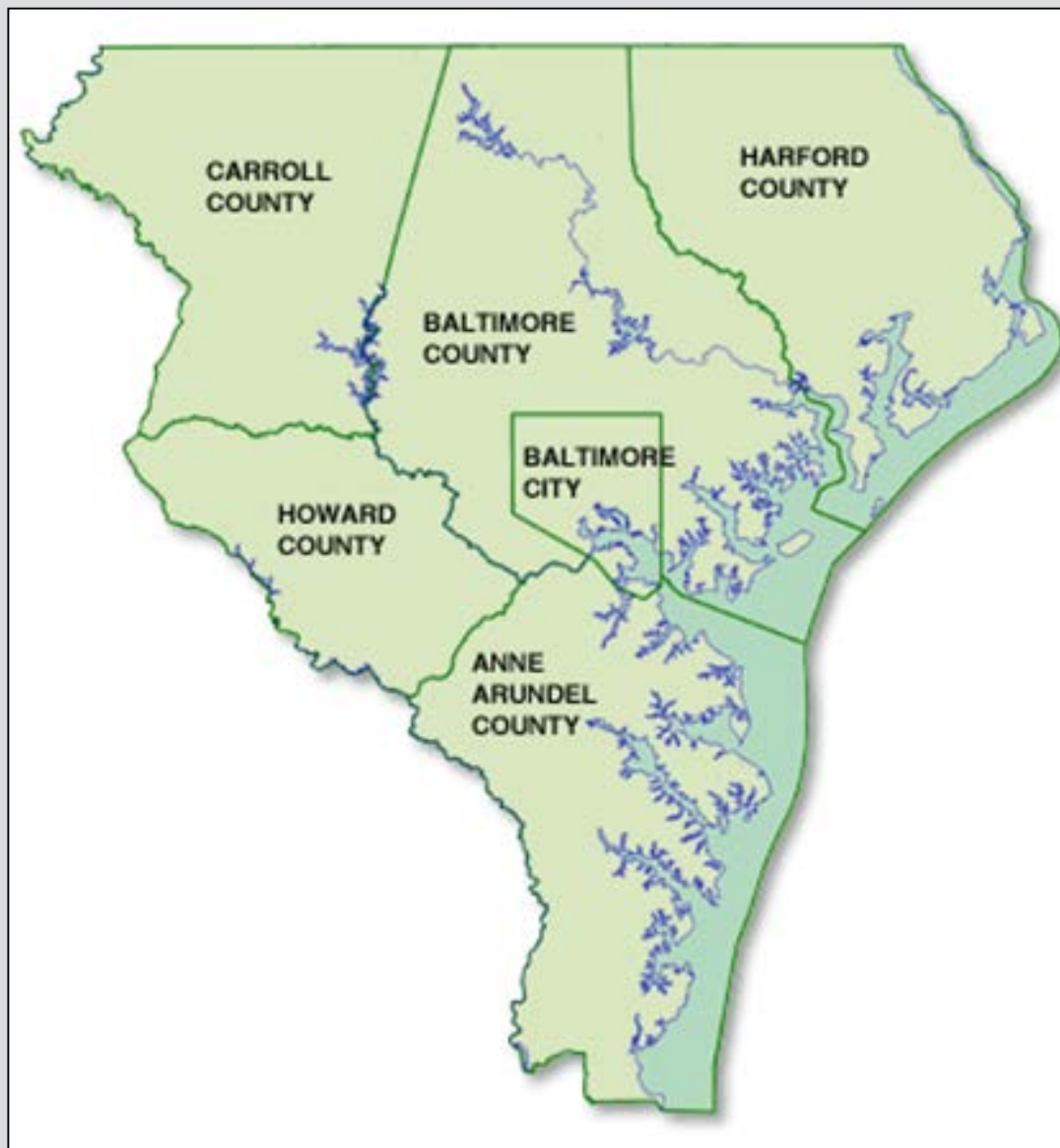
For a Greater Baltimore Region.

Howard County Chamber of Commerce
July 30, 2015



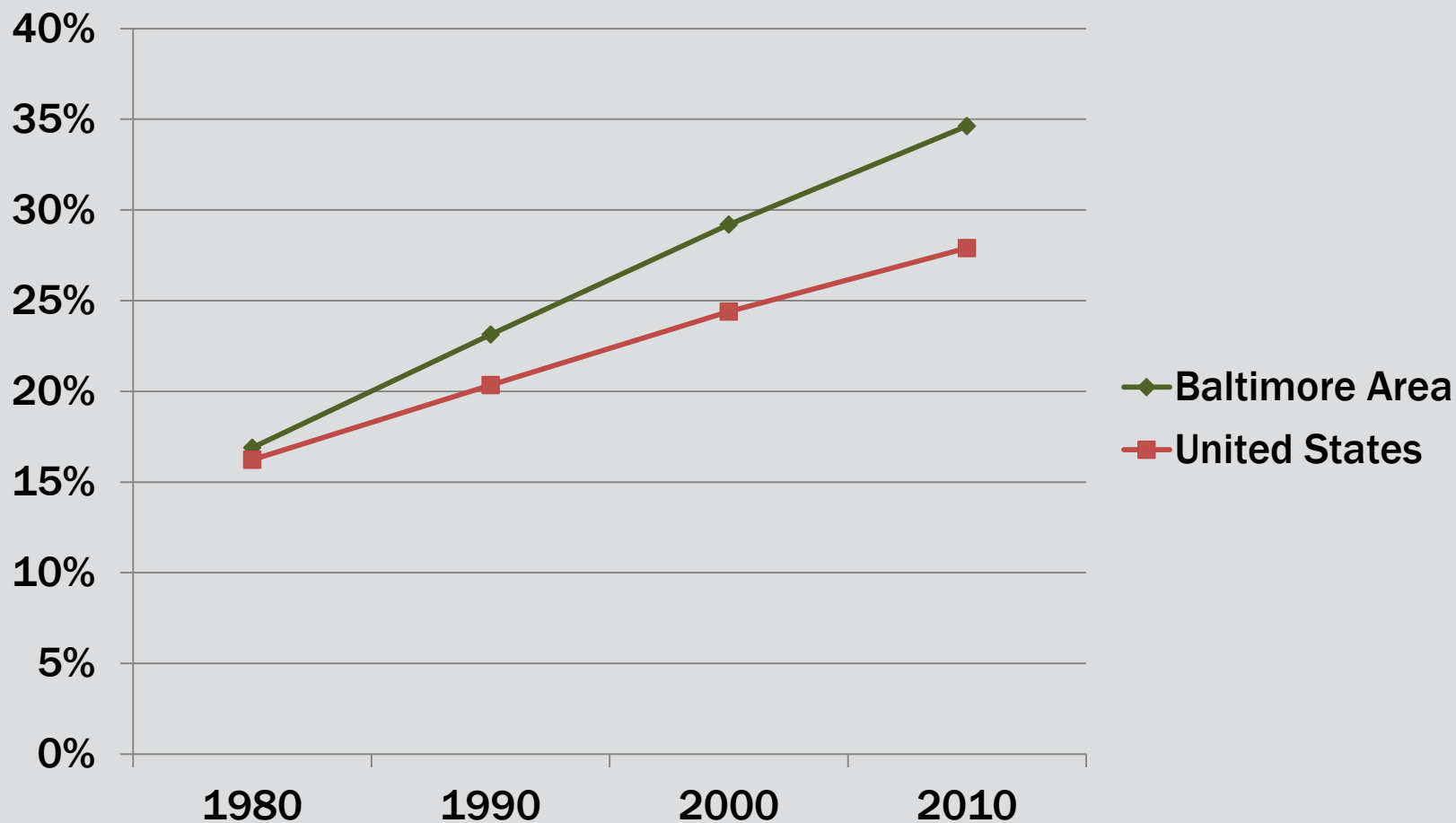
// About the region

The Baltimore Region



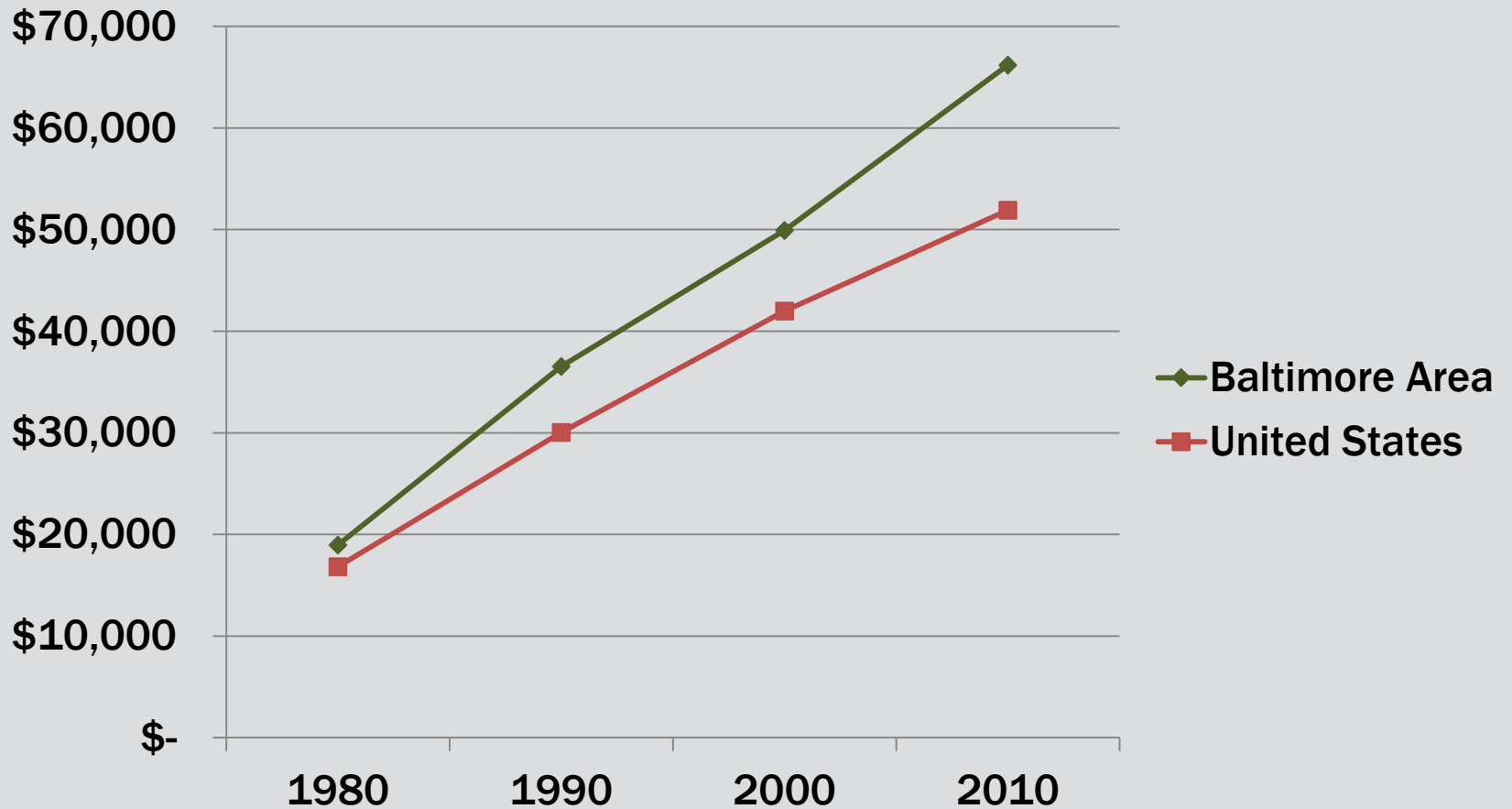
Highly-Educated Region

Adults with Bachelor's Degree

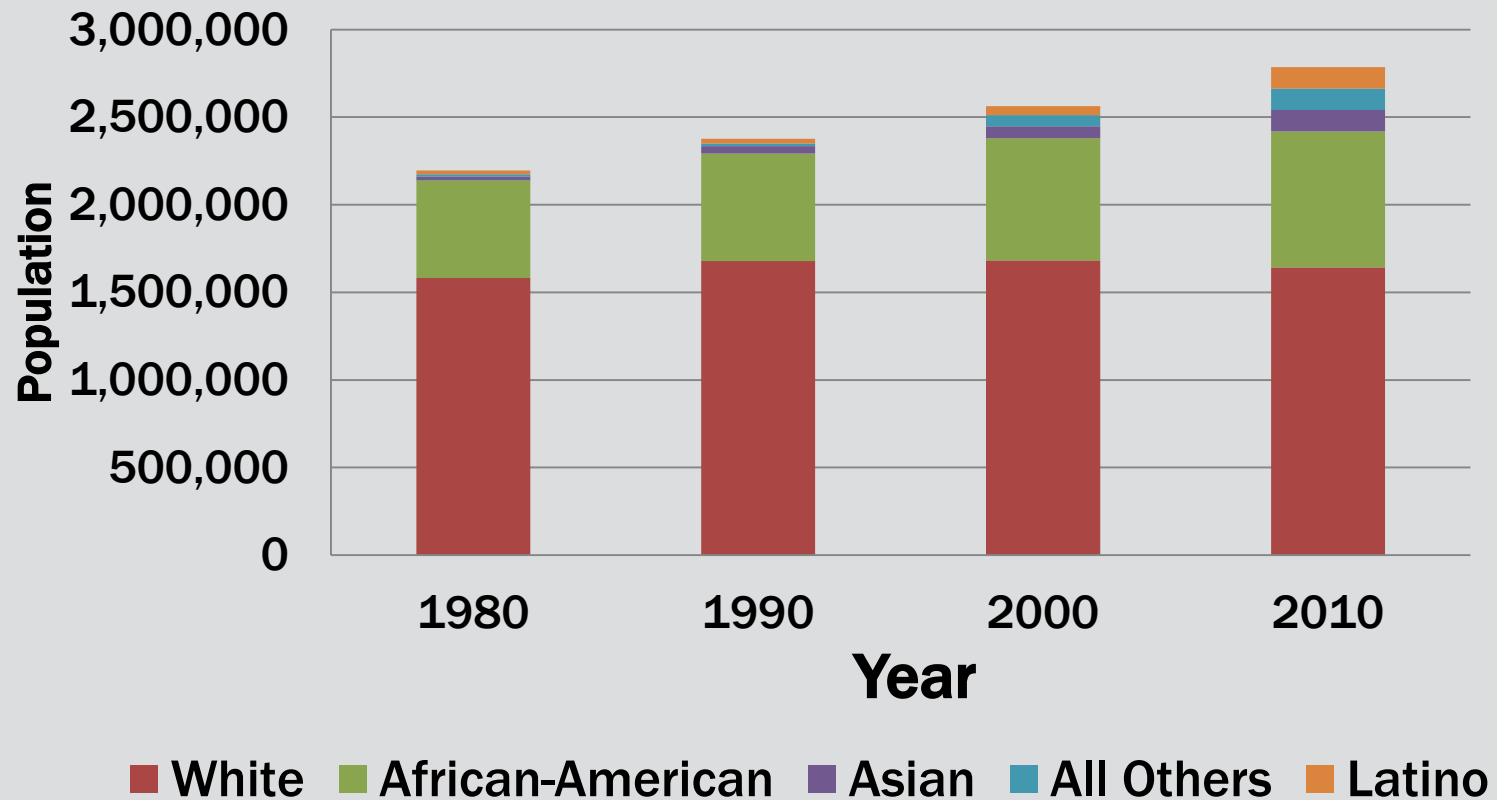


Prosperous Region

Median Household Income



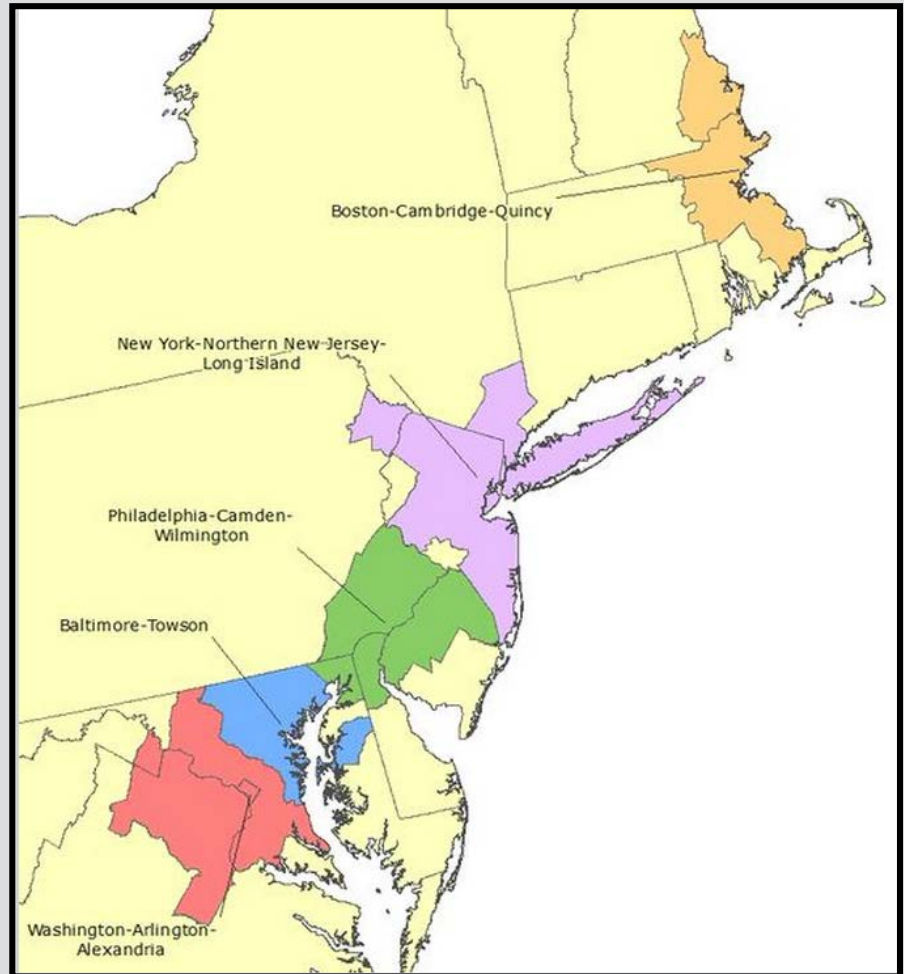
A Growing Diverse Region



Source: Maryland State Data Center

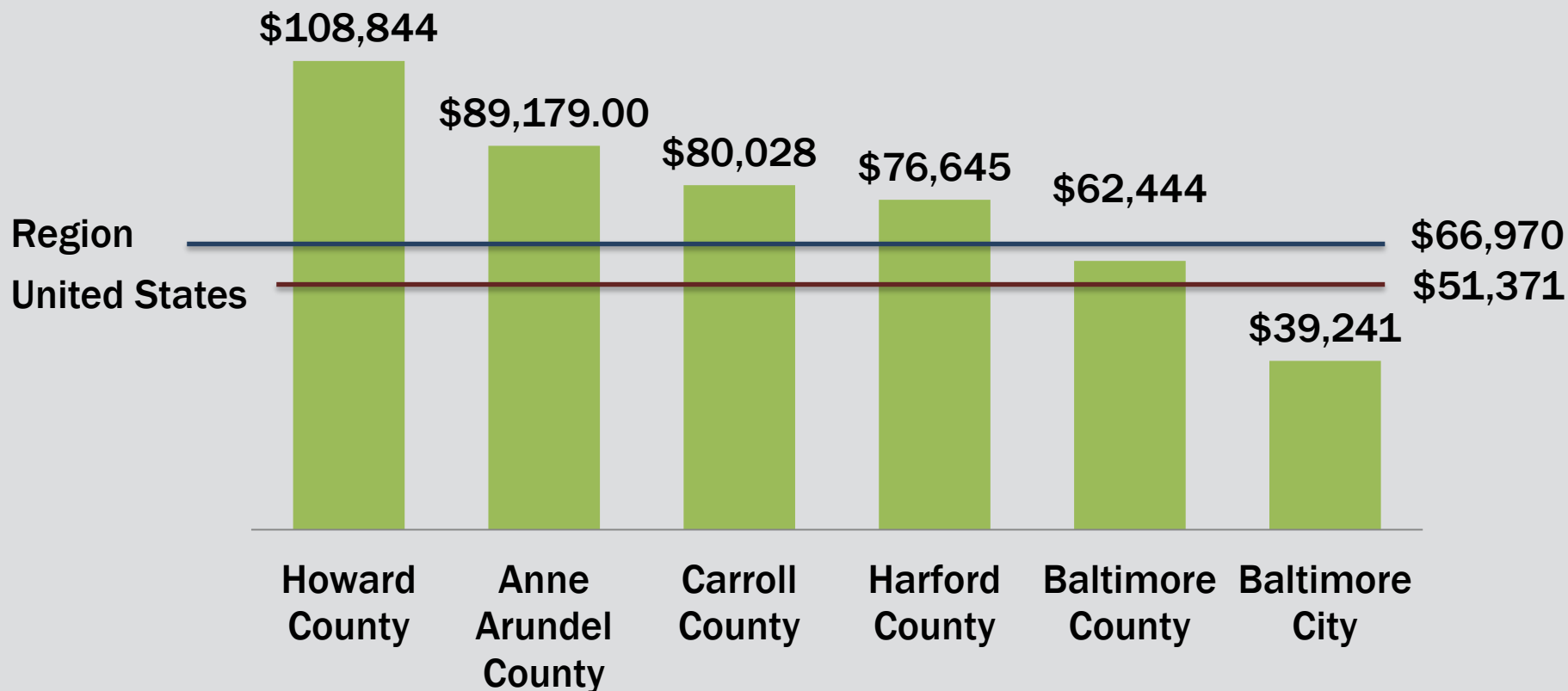
Strong Economic Infrastructure

- ✓ A Strategic Location
- ✓ Robust Physical Infrastructure
- ✓ Anchor Institutions in Education, Healthcare, and Government
- ✓ Diversified Growing Industry Sectors
- ✓ An Extensive Workforce Development, Education and Training Infrastructure



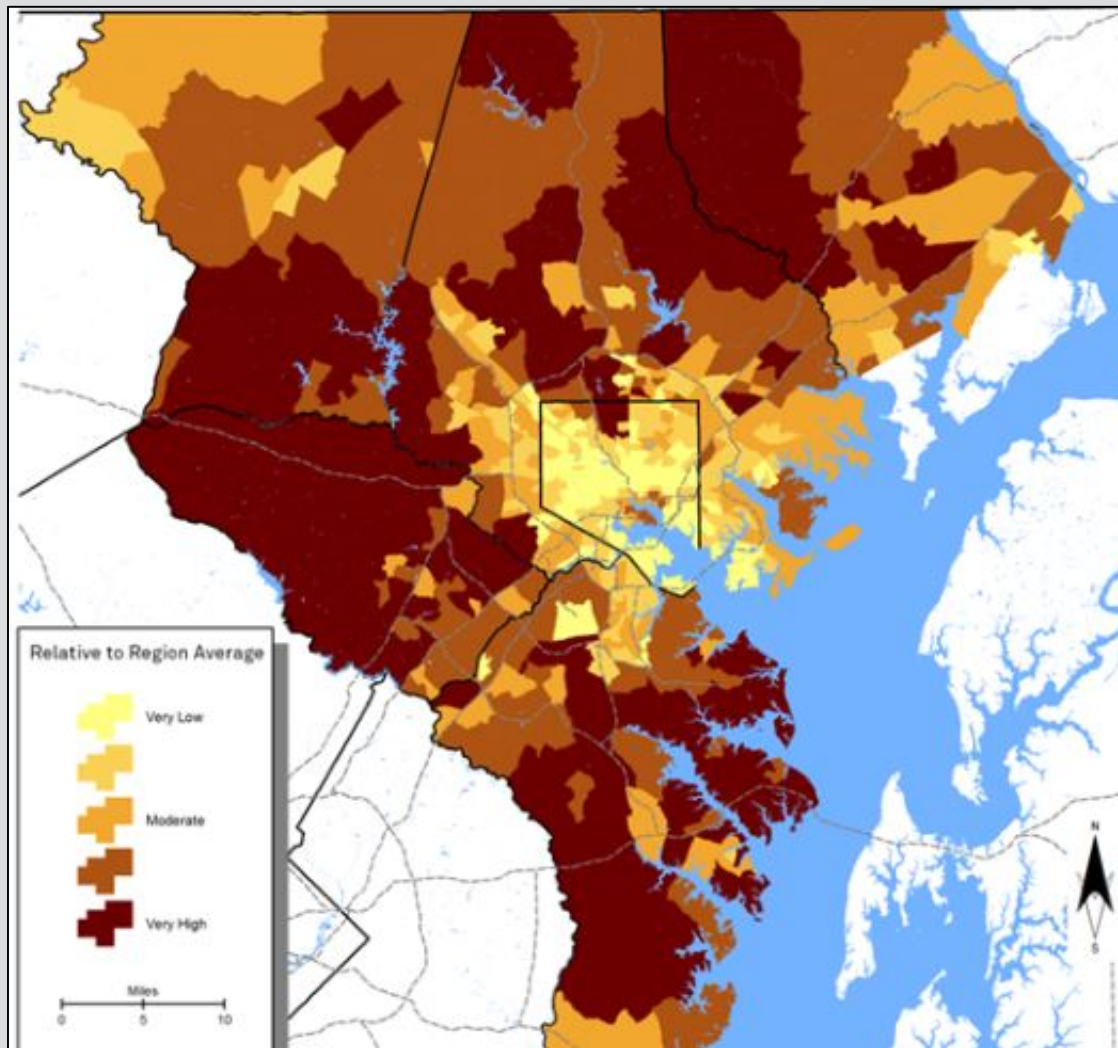
Income Disparities

Median Household Income 2012



Source: American Community Survey 2012 Estimates

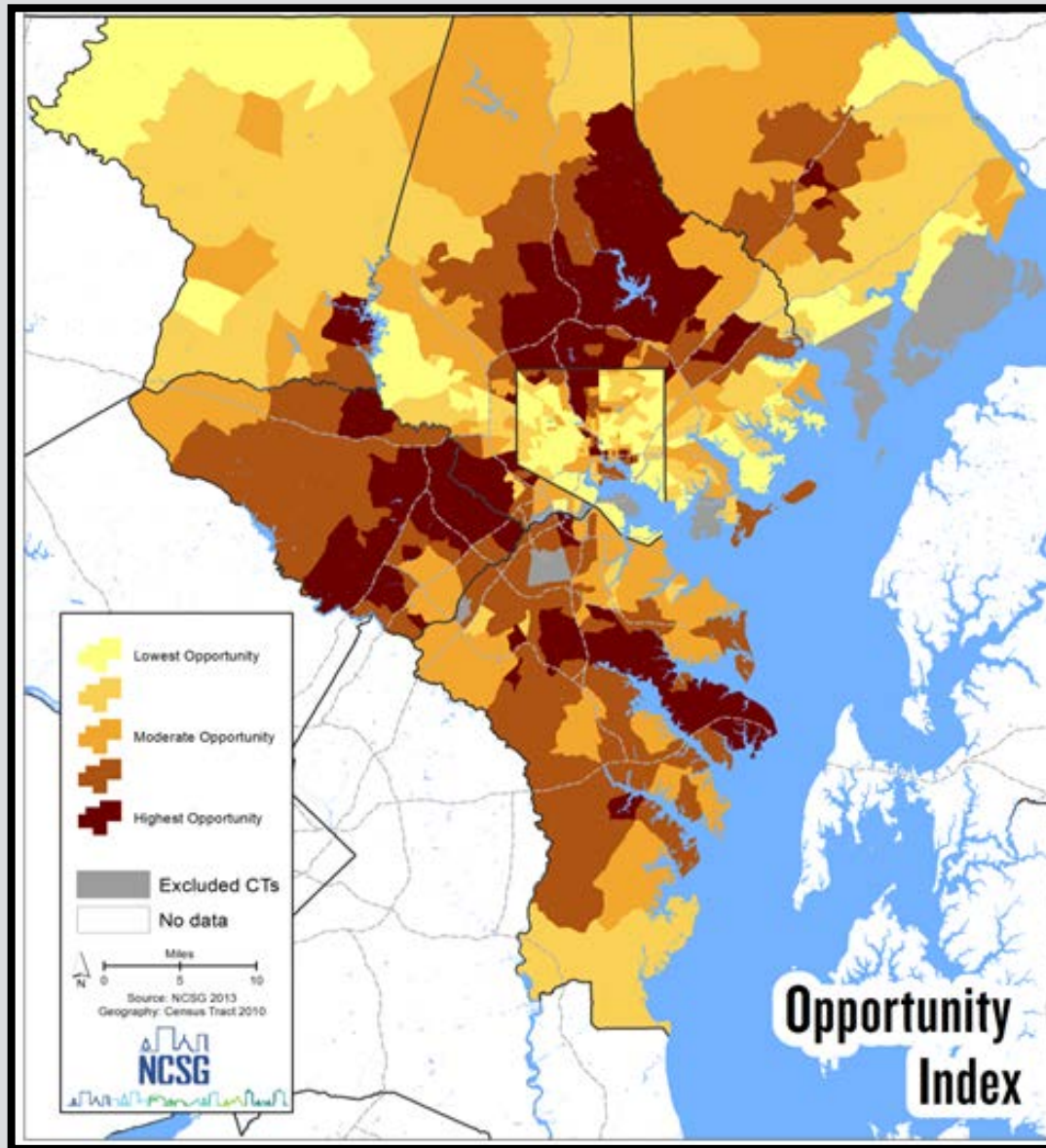
Income Disparities



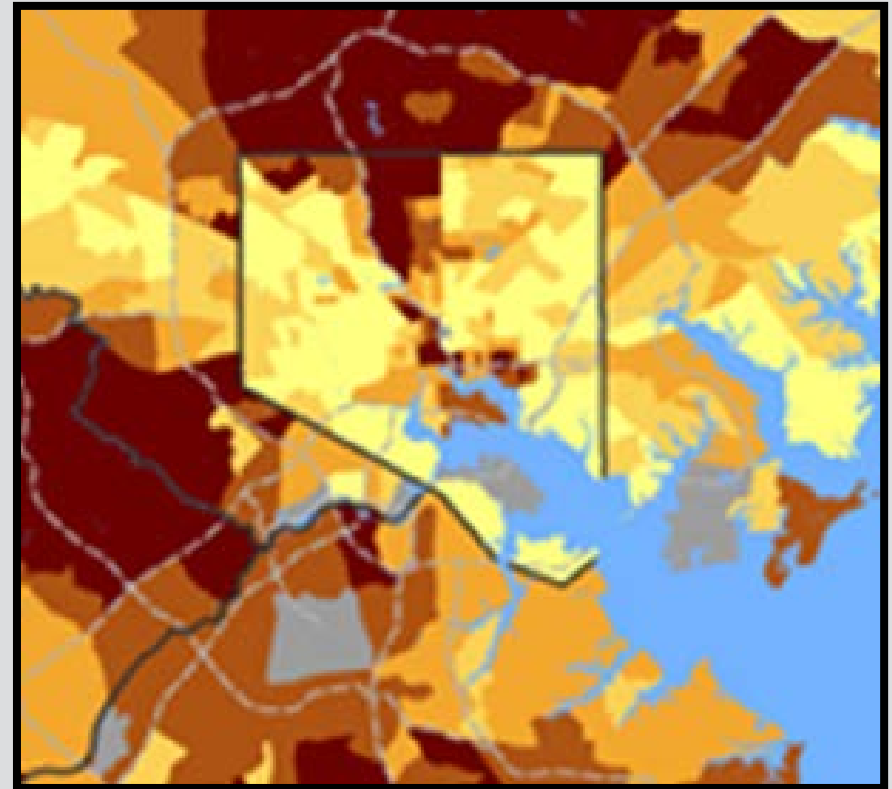
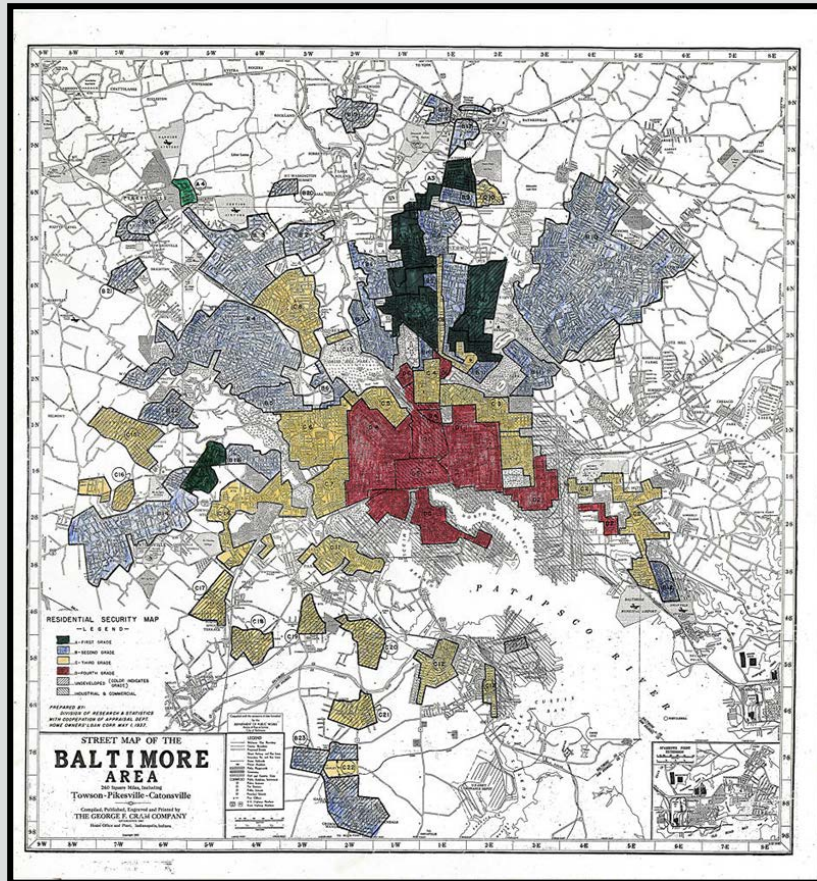
High Cost of Living

	1 Adult	2 adults (1 working)	1 Adult 1 Child	1 Adult 3 Children
Pre-tax Income	\$25,708	\$40,102	\$52,998	\$76,107
Food	\$3,022	\$5,540	\$4,457	\$8,887
Child care	\$0	\$0	\$7,977	\$15,443
Medical	\$2,321	\$4,996	\$6,356	\$6,209
Housing	\$10,164	\$12,102	\$15,024	\$19,188
Transportation	\$4,967	\$8,554	\$8,554	\$11,533
Other	\$2,253	\$4,284	\$3,916	\$5,178

OMAP Opportunity Index



1937 - 2014

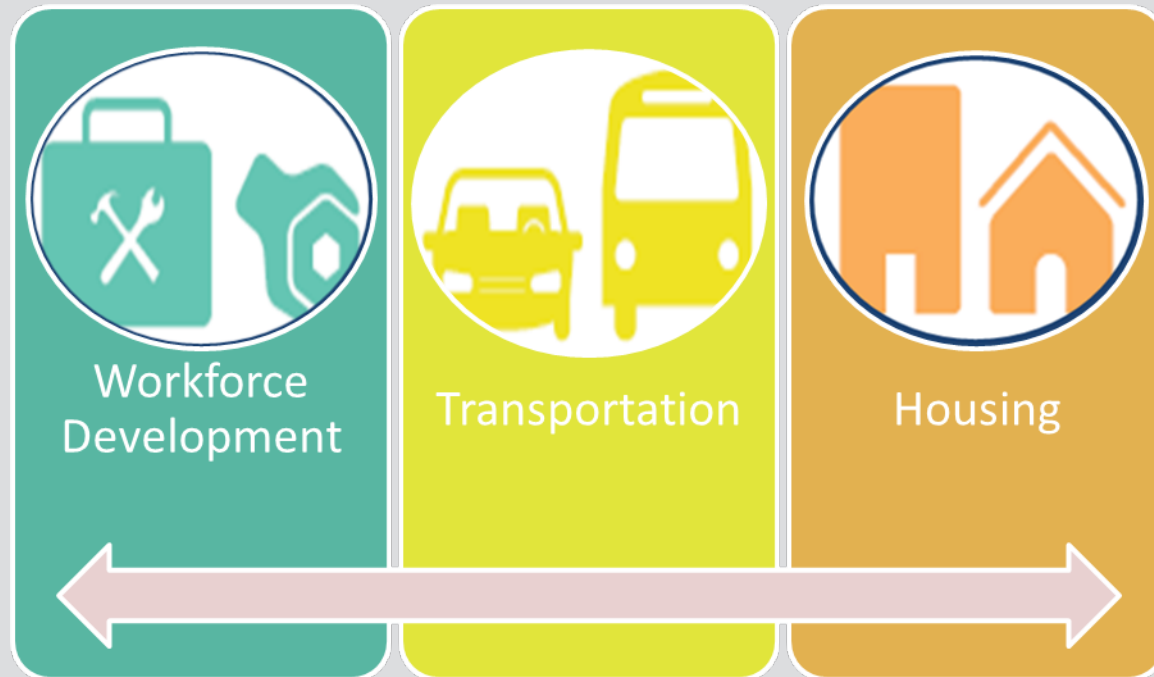




// The Regional Plan

What We're Doing

Developing a common vision for...



and a greater Baltimore Region.

Recommendations

Grow Regional Economic Opportunity & Competitiveness

Retain & attract mid-skill industry

Improve worker preparedness for mid-skill occupations

Improve Transportation Access to Career and Educational Opportunities

Improve transit service to connect workers to job centers

Increase transportation options for homes with limited vehicle access

Close the Gap in Opportunity Between Communities

Create spacial match of housing choice and employment centers

Coordinate state and local revitalization efforts with workforce development

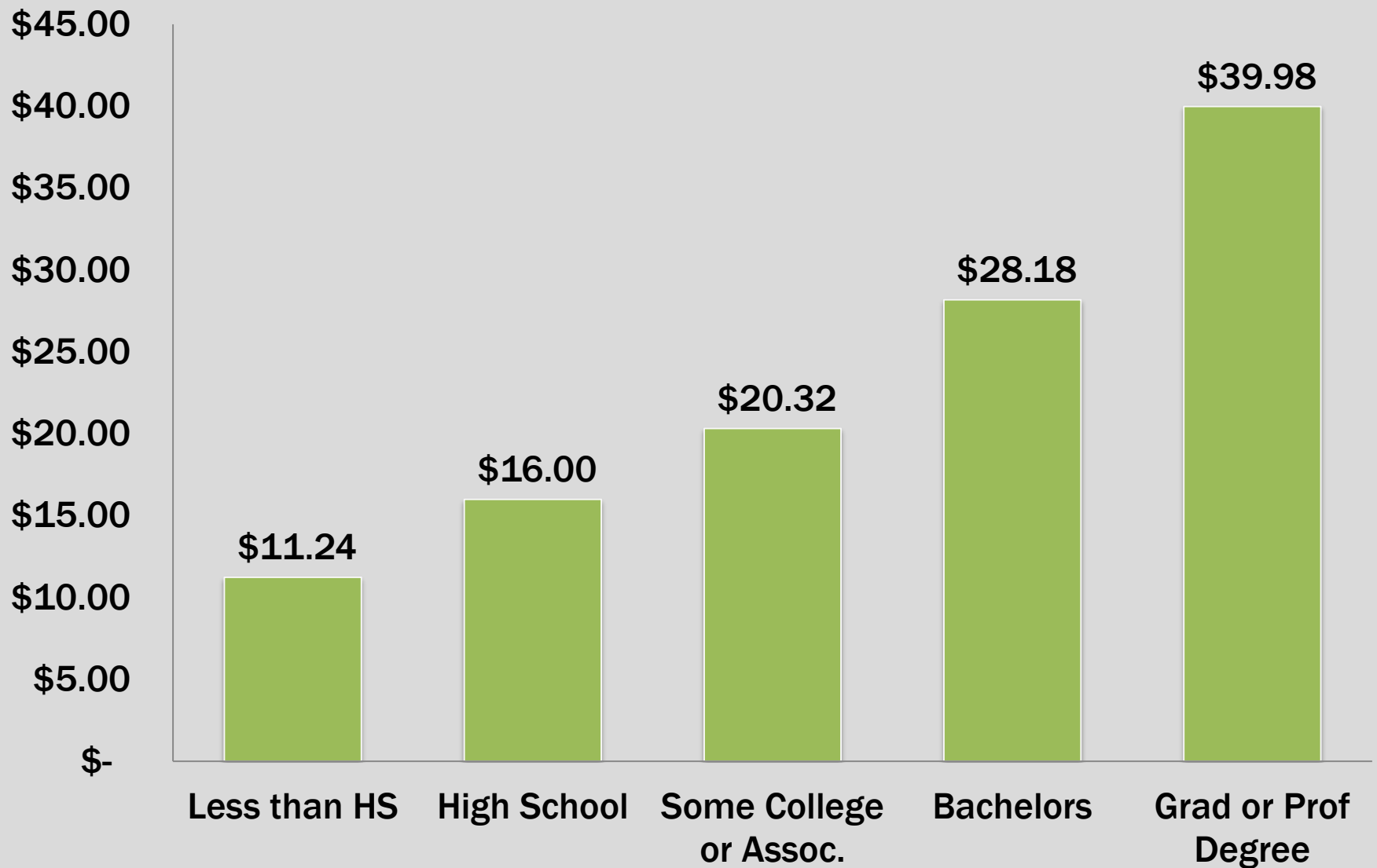


Grow Regional Economic Opportunities and Competetiveness

Scarse Mid-Skilled Jobs

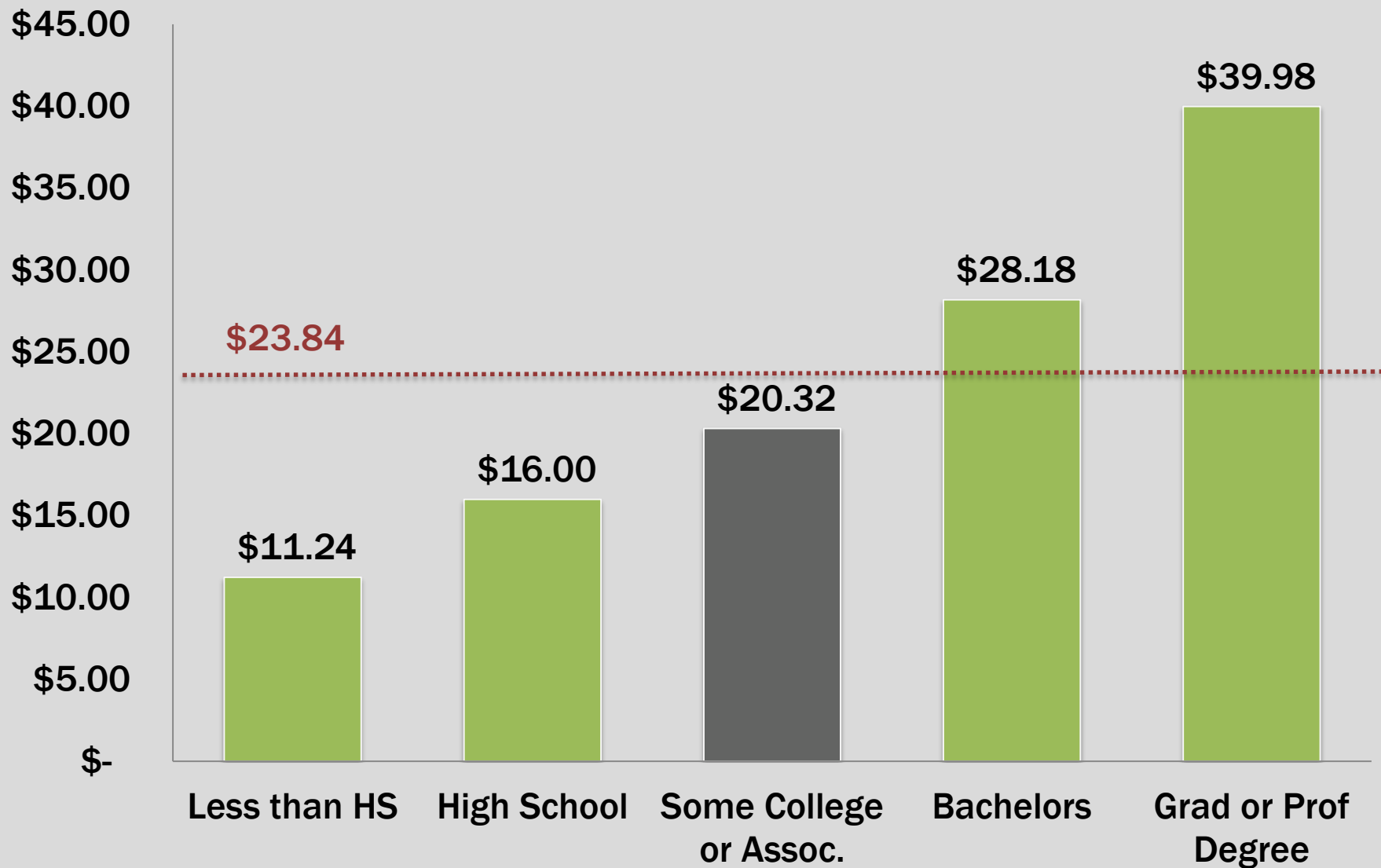
	Less than High School	High School Diploma or Equivalent	Associate's Degree, Post- Secondary Award, or Some College, less than a Bachelor's Degree	Bachelor's Degree or Higher
Bioscience	2%	25%	13%	60%
Business Services	13%	36%	12%	38%
Construction	18%	65%	12%	5%
Education	4%	28%	5%	63%
Finance & Insurance	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%

Regional Median Hourly Earnings



Source: 2009-13 ACS Survey, 5 yr estimates

Regional Median Hourly Earnings



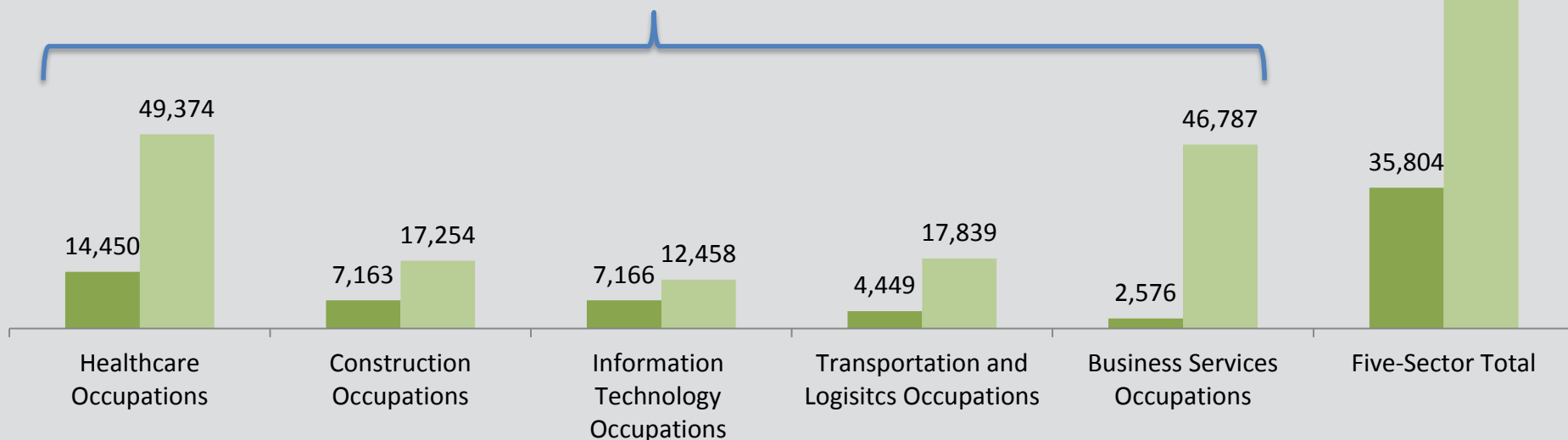
Source: 2009-13 ACS Survey, 5 yr estimates

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

1. Medical Assistants
2. Medical Records and Health Information Technicians
3. Pharmacy Technicians
4. Surgical Technologists
5. Radiologic Technologists and Technicians
6. Medical and Clinical Laboratory Technicians
7. Licensed Practical and Licensed Vocational Nurses
8. Emergency Medical Technicians and Paramedics
9. Registered Nurses
10. Respiratory Therapists
11. Dental Hygienists

Construction

1. Electricians
2. Plumbers, Pipefitters, and Steamfitters
3. Carpenters
4. Operating Engineers and Other Construction Equipment Operators
5. Highway Maintenance Workers
6. Brickmasons and Blockmasons
7. Glaziers
8. Elevator Installers and Repairers
9. Heating, Air Conditioning, and Refrigeration Mechanics and Installers

IT / Cybersecurity

1. Computer Support Specialists*
2. Computer Systems Analysts*
3. Network and Computer Systems Administrators
4. Information Security Analysts, Web Developers, and Computer Network Architects

Transportation & Logistics

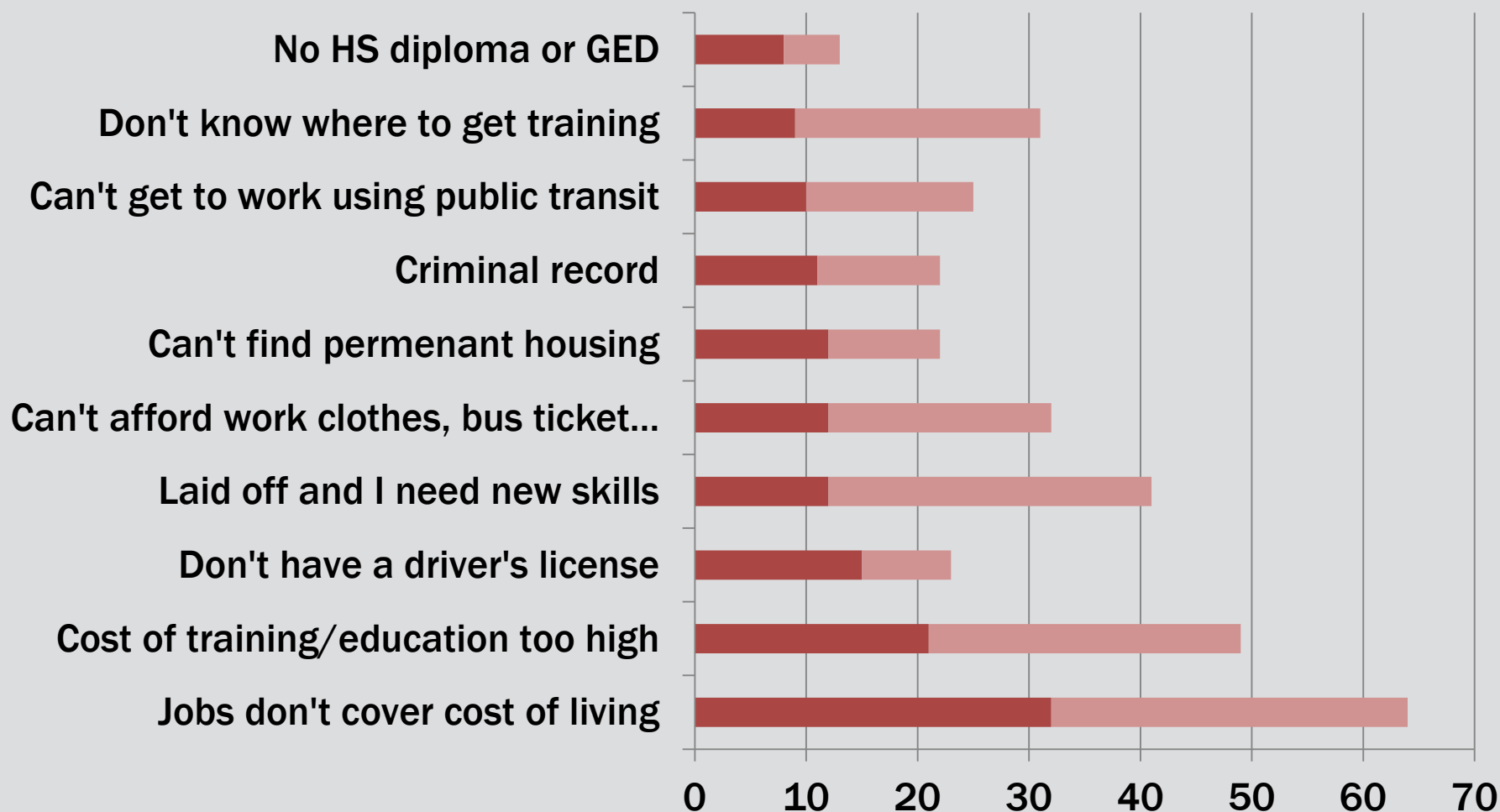
1. Industrial Truck and Tractor Operators
2. Heavy and Tractor-Trailer Truck Drivers
3. Cargo and Freight Agents
4. Dispatchers
5. Bus and Truck Mechanics and Diesel Engine Specialists

Business Services

1. Tax Preparers
2. Human Resources Assistants
3. Hazardous Materials Removal Workers
4. Environmental Science and Protection Technicians, Including Health
5. Civil Engineering Technicians*
6. Electrical and Electronics Engineering Technicians*
7. Mechanical Engineering Technicians
8. Other Engineering Technicians
9. Architectural and Civil Drafters
10. Mechanical Drafters*

*Note: Also a top manufacturing occupation

Employment Barriers



Distribution Warehouse Career Pathways

Field of Work/Division

Warehouse Operations

Equipment Operators

Maintenance & Service

Warehouse Logistics

Senior-Level

\$50-65k
Annually
(\$24-31/hr.)

Department Manager

Supervisor

Department Manager

Supervisor

Mid-Level

\$18/hr.

\$16/hr.

\$14/hr.

Shift Coordinator

Dispatcher

Inventory Control

Wave Planners

Warehouse Office Jobs

Crane Operator

Forklift Operator

Heavy Equipment Mechanic

Junior Mechanic

Equipment Maintenance

Freight Forwarder

Entry-Level

\$13/hr.

\$10/hr.

Warehouse Floor Jobs (Material Moving)

Order Selector

Warehouseman

Packer

Laborer

Picker/
Re-stocker

Truck Loader

Security Guard

Janitor/Maintenance

Shipping & Receiving Clerk

Entry-Level Requirements

- Must have reliable transportation to the warehouse
- Must pass a background check (no felony background involving theft)
- Jobs require essential skills (professionalism) and some jobs require customer-service skills

Advancement Requirements

- Basic reading, math, and customer service skills are required
- On-the-job training is available for most jobs except mechanics that require specialized training.

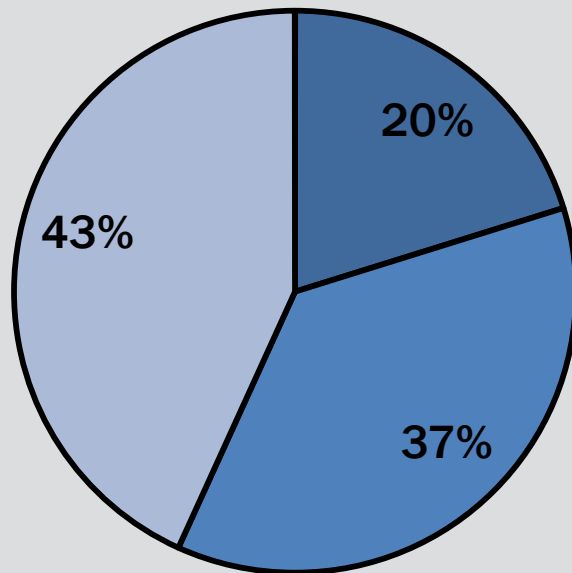


Improve Transportation Access to Career, Training and Education Opportunities

Job Sprawl

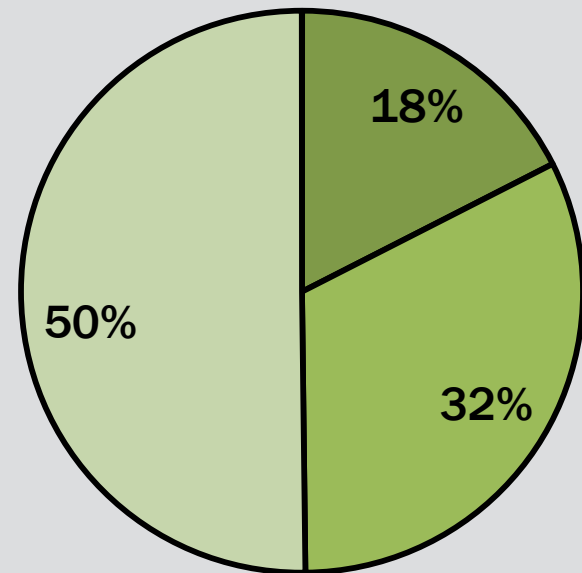
1998 Job Share

■ CBD + 3 miles ■ 3 - 10 miles
□ 10 - 35 miles

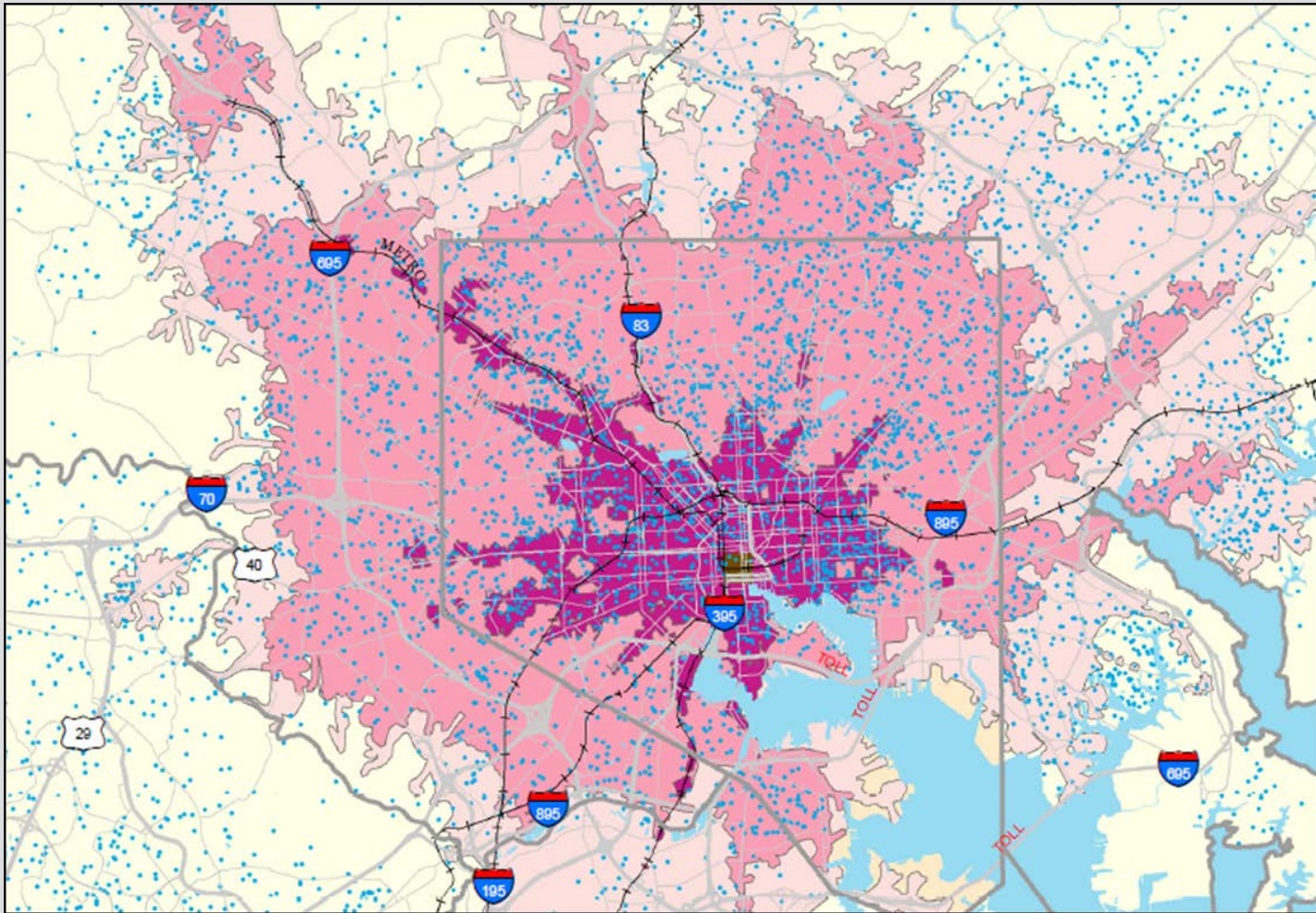


2010 Job Share

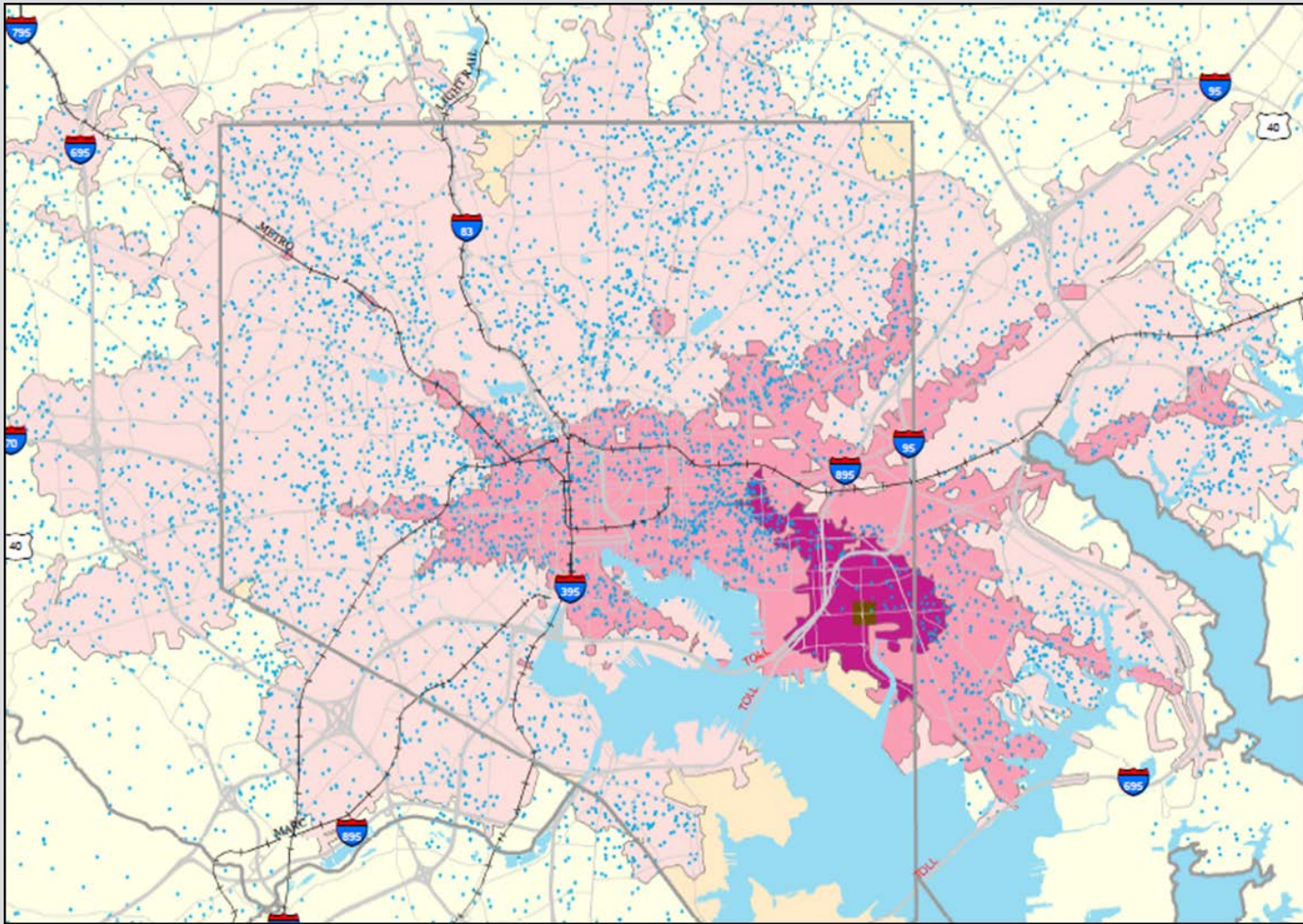
■ CBD + 3 miles ■ 3 - 10 miles
□ 10 - 35 miles



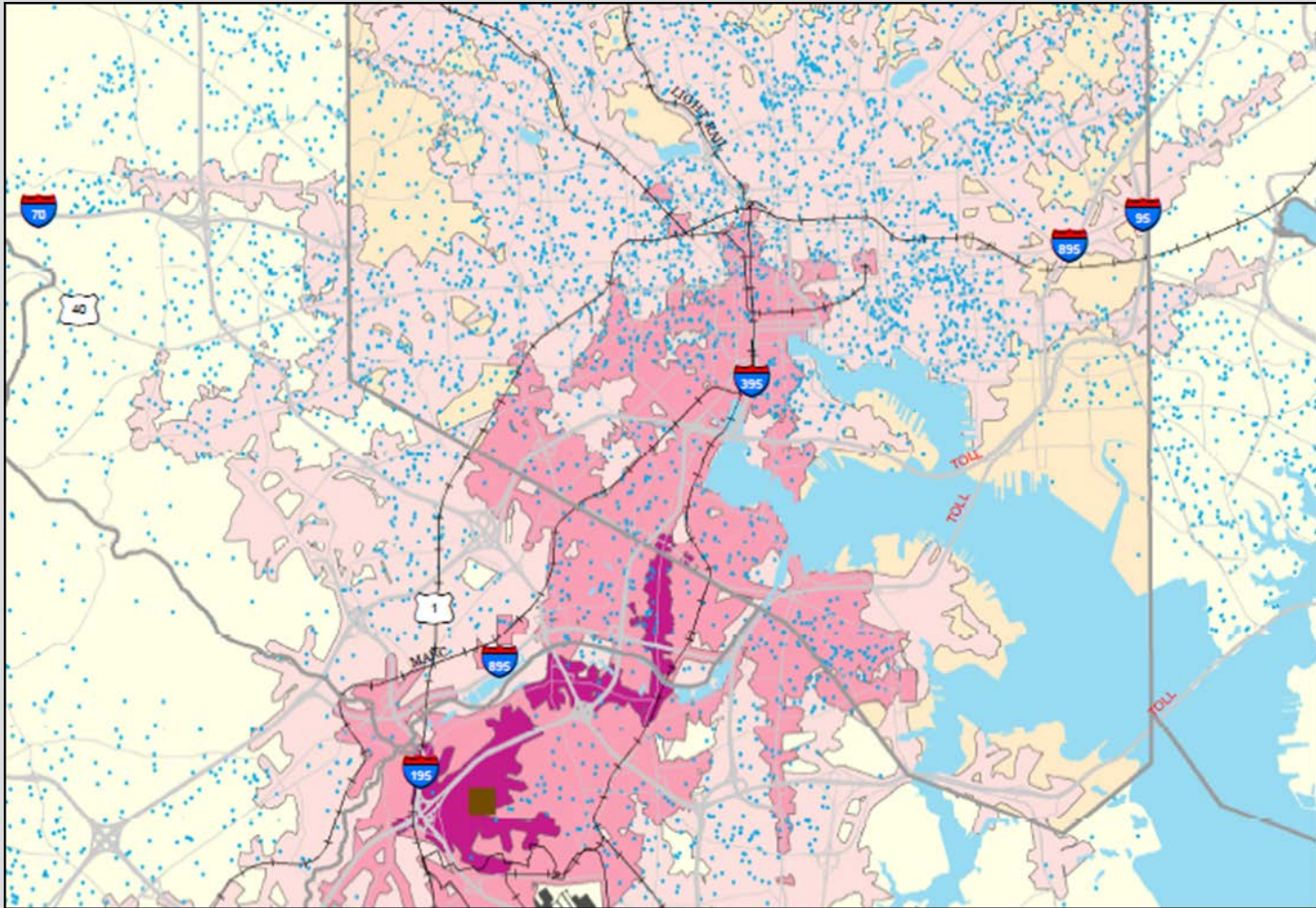
Downtown Transit-Shed



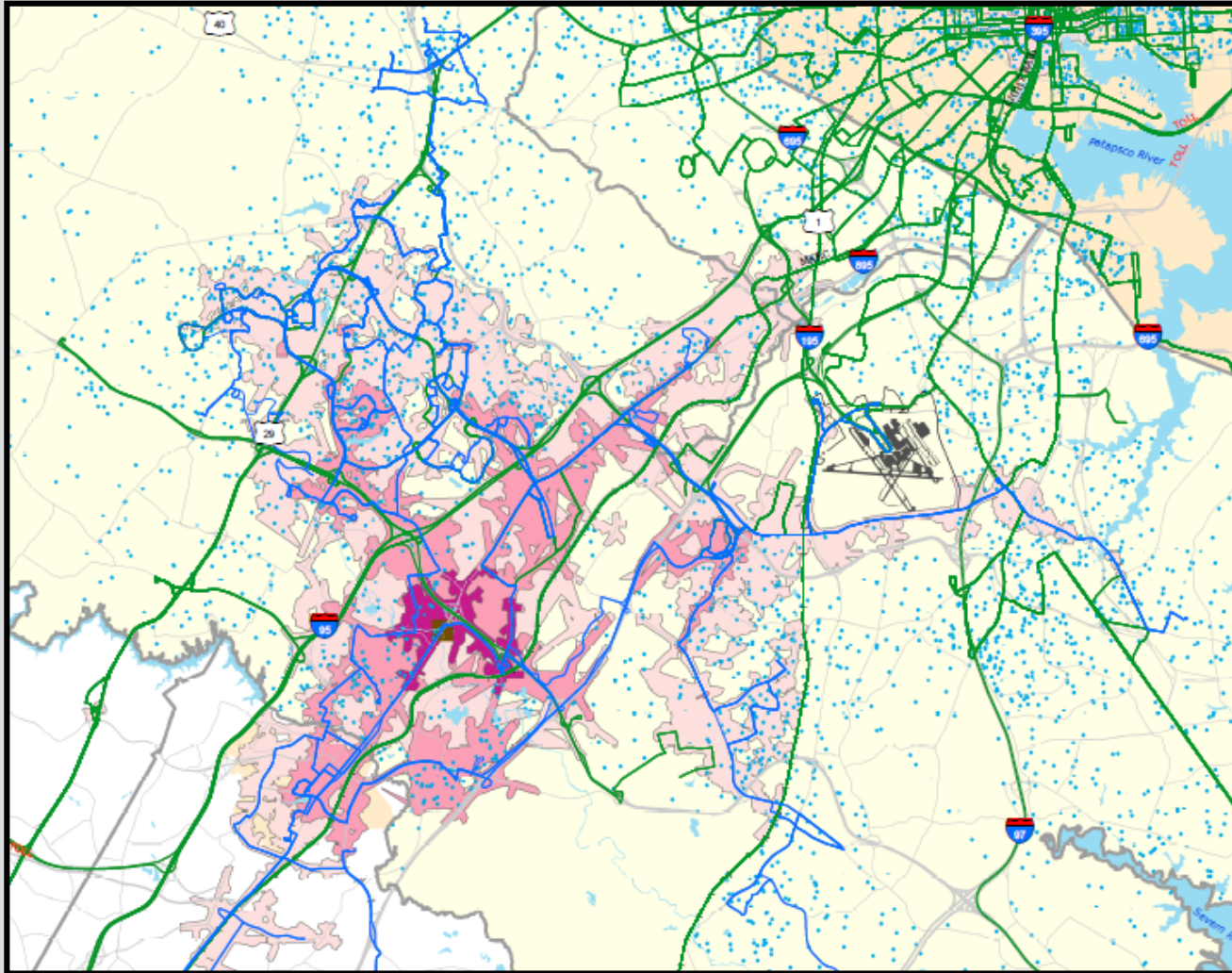
Amazon Transit-Shed



Nursery Road Transit-Shed




Intersection of MD 32 and US1



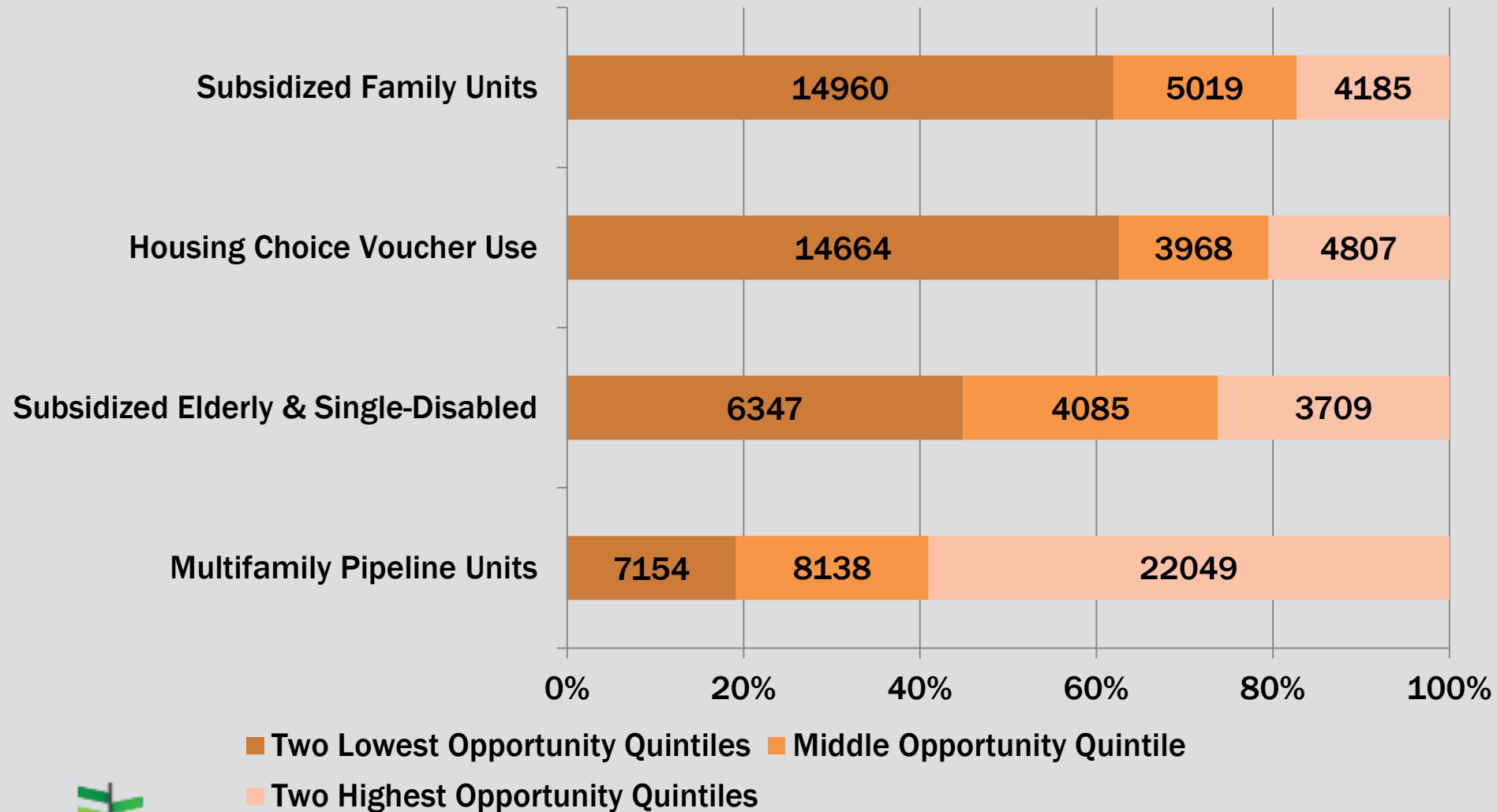
// Last Mile Challenges



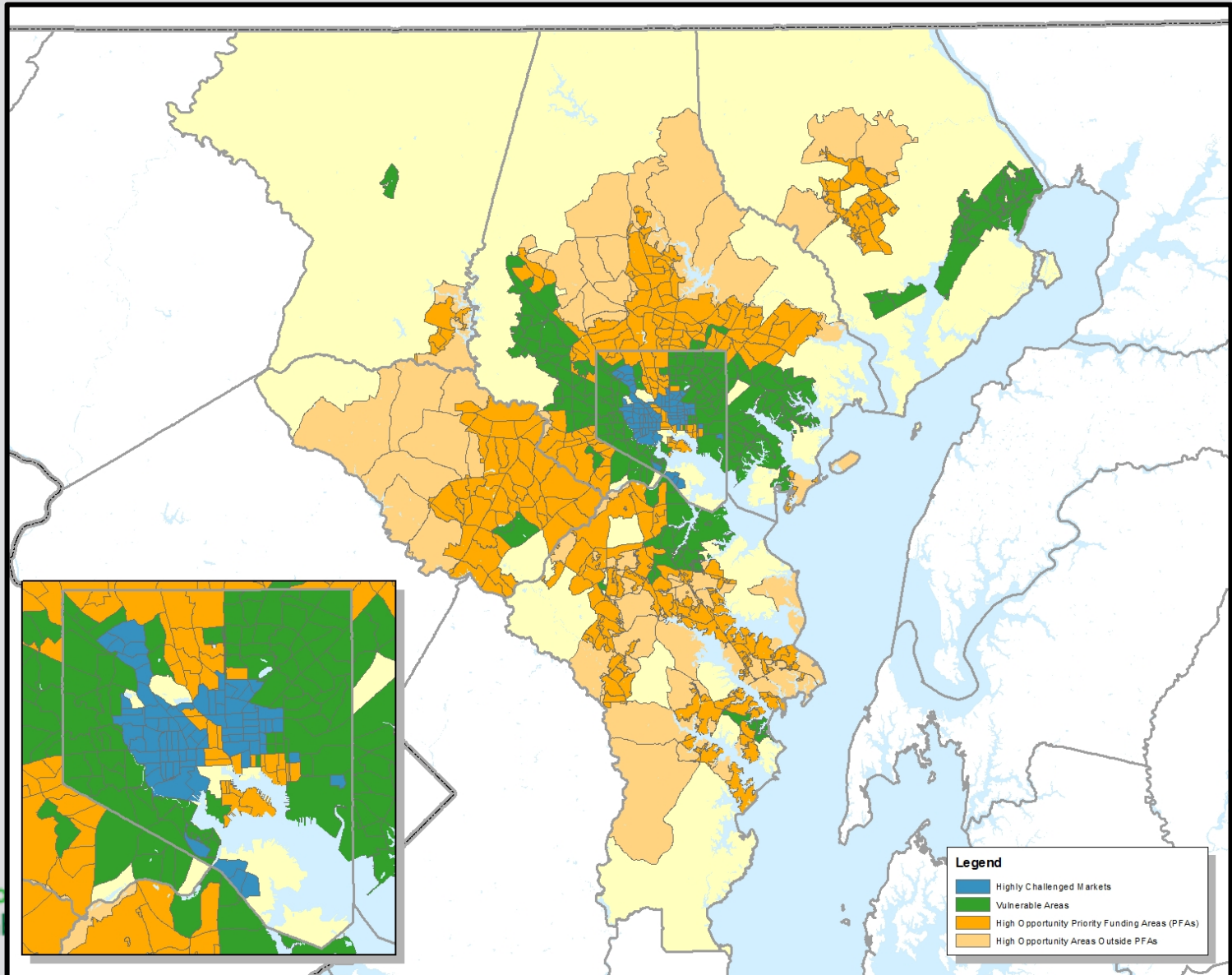


Close the Opportunity Gap by Increasing the Supply of Housing Attainable to the Region's Workforce of All Income Levels

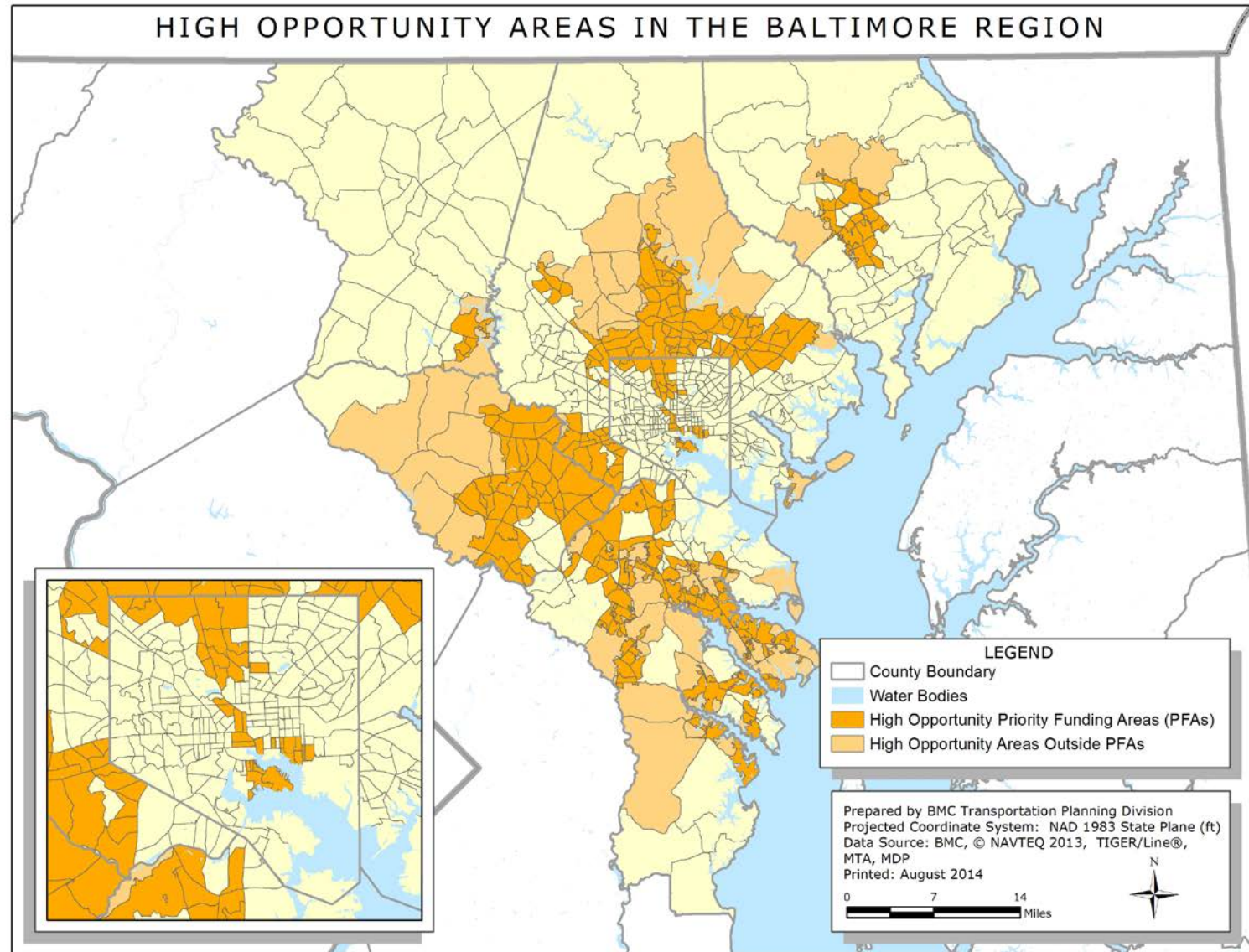
Housing and Opportunity



Place Based Strategies

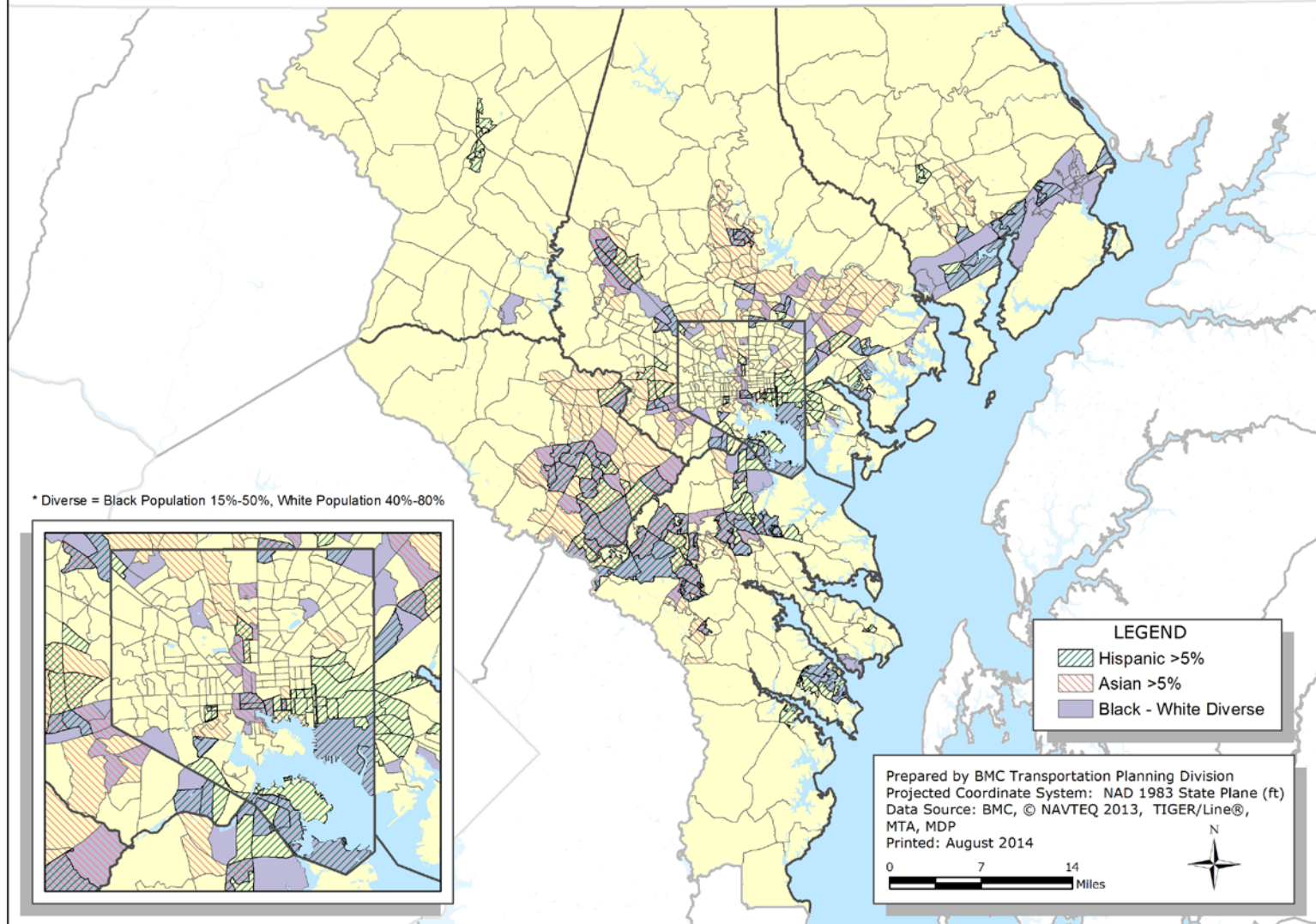


1. Address Housing Needs, Increase Opportunity, Further Fair Housing

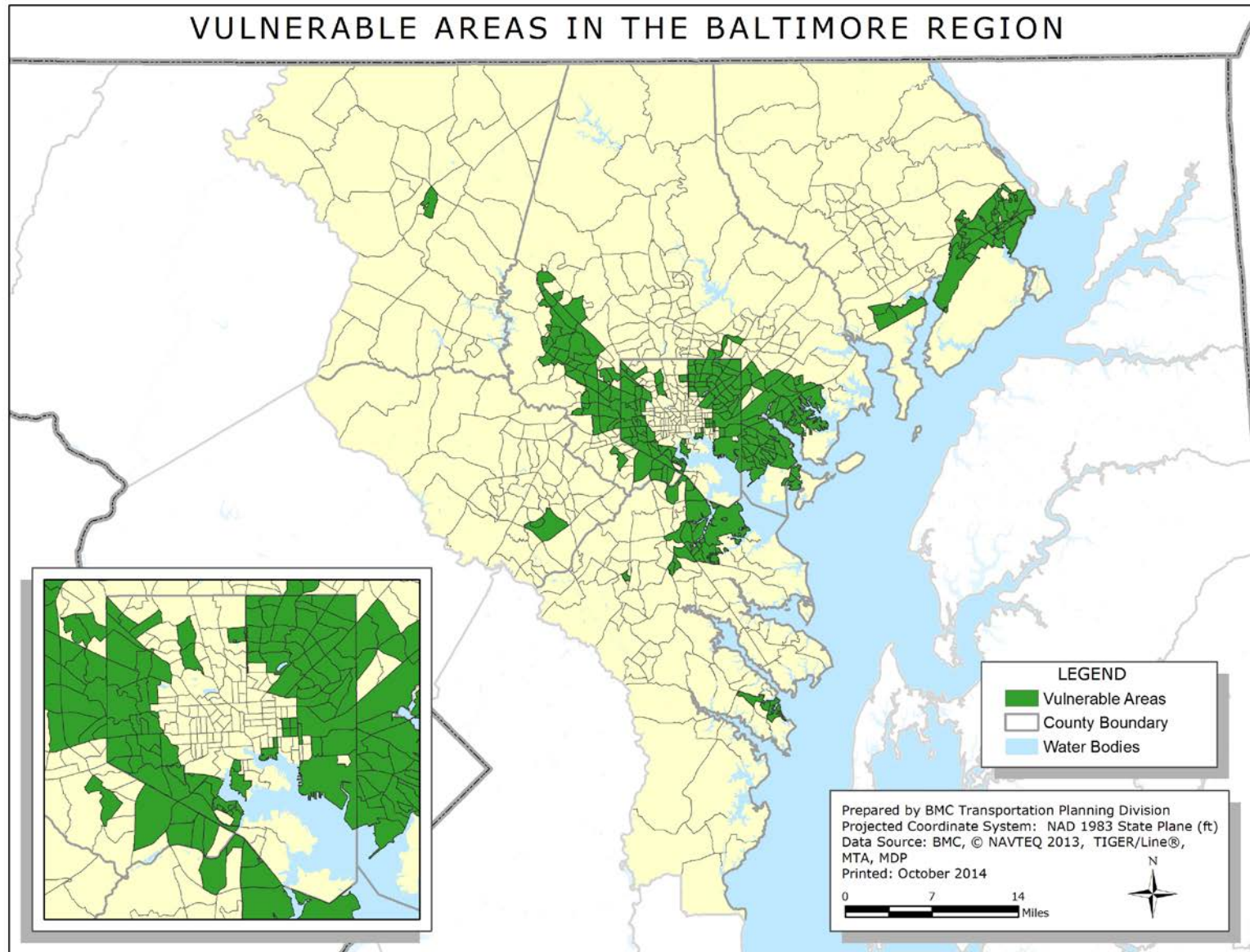


2. Sustain Diverse Communities

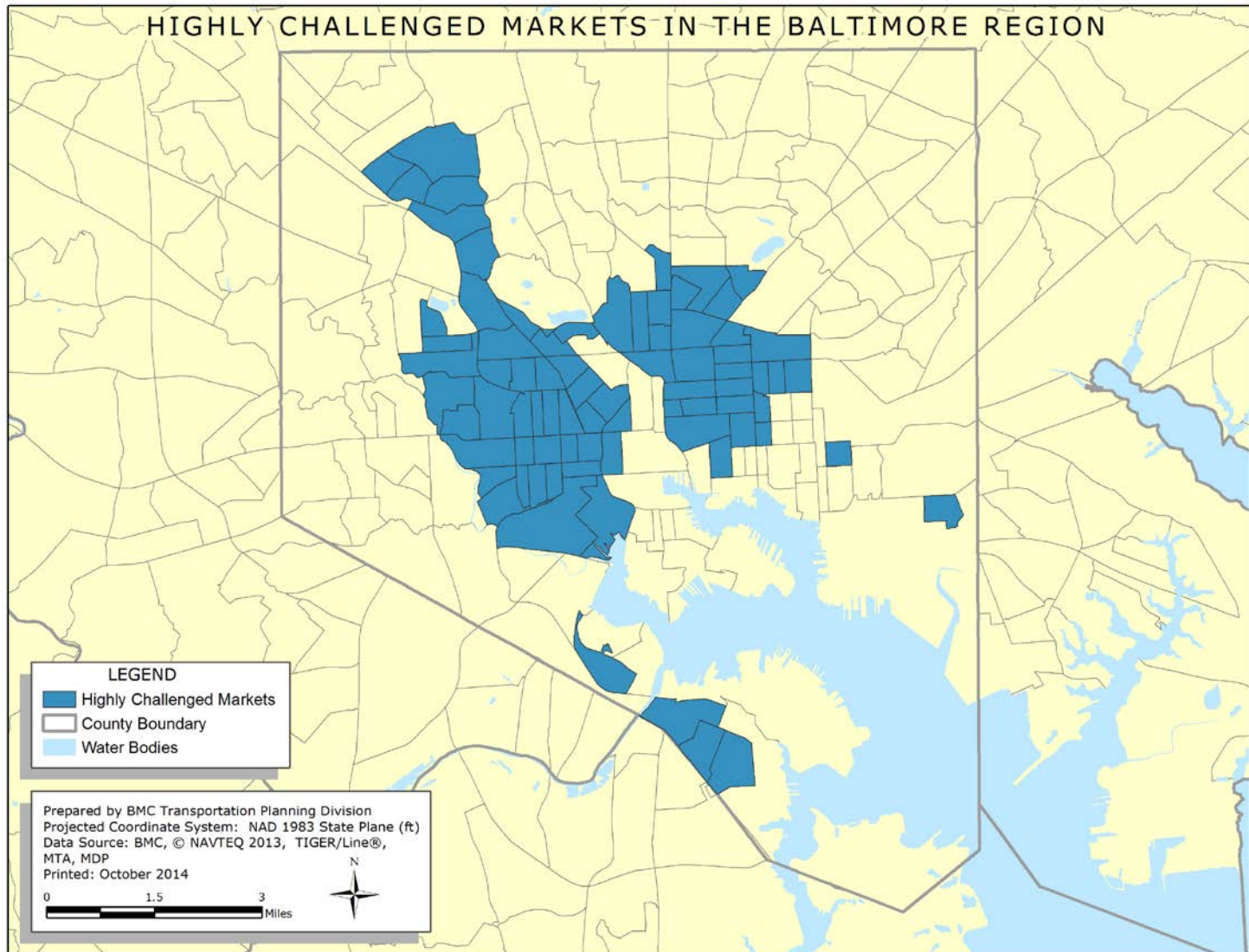
RACIAL DIVERSITY WITHIN THE PRIORITY FUNDING AREAS OF THE BALTIMORE METROPOLITAN REGION 2010



3. Bolster Vulnerable Communities

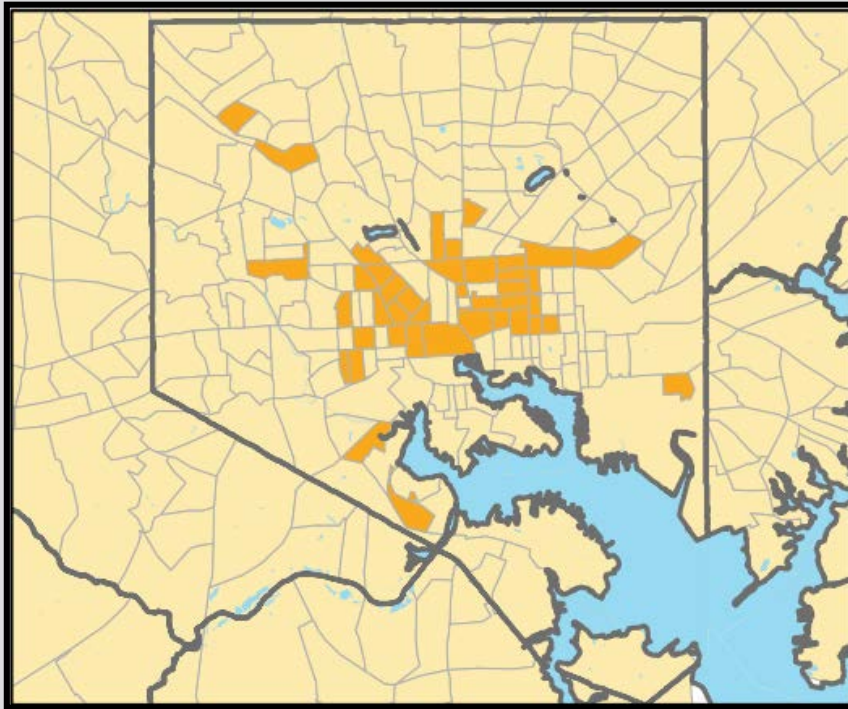


4. Boost Opportunity for People in Highly Challenged Markets

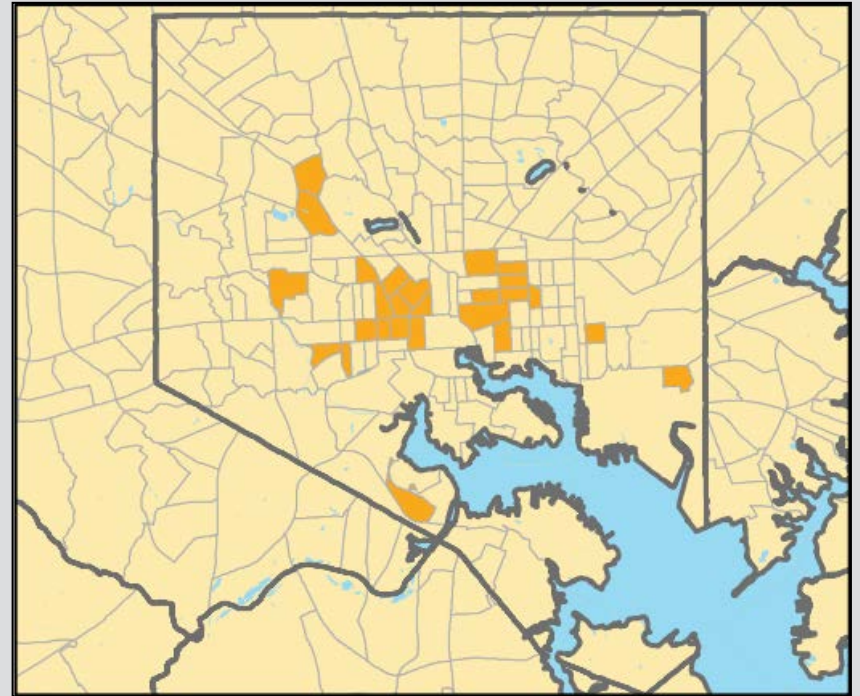


Deconcentrating Poverty

2000

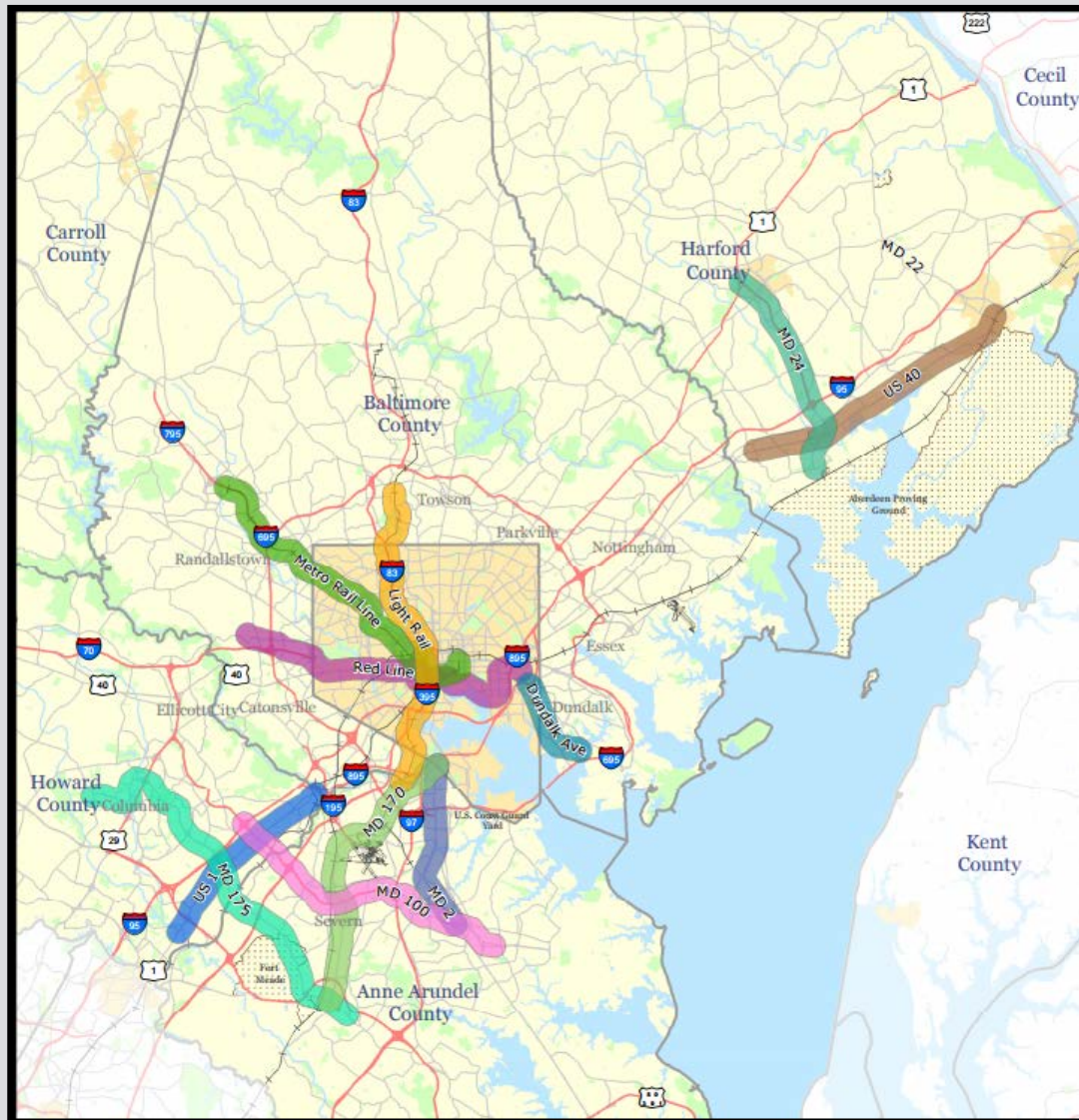


2010

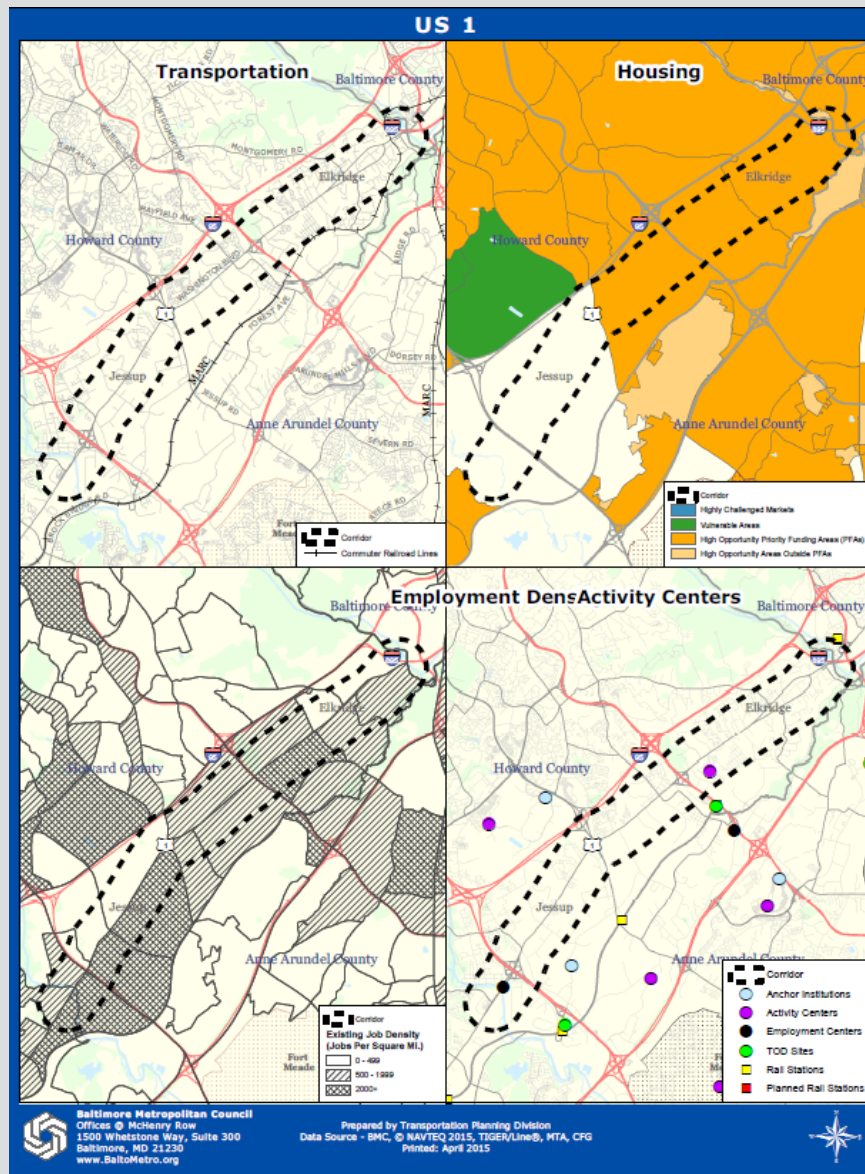


// Implementing the Plan

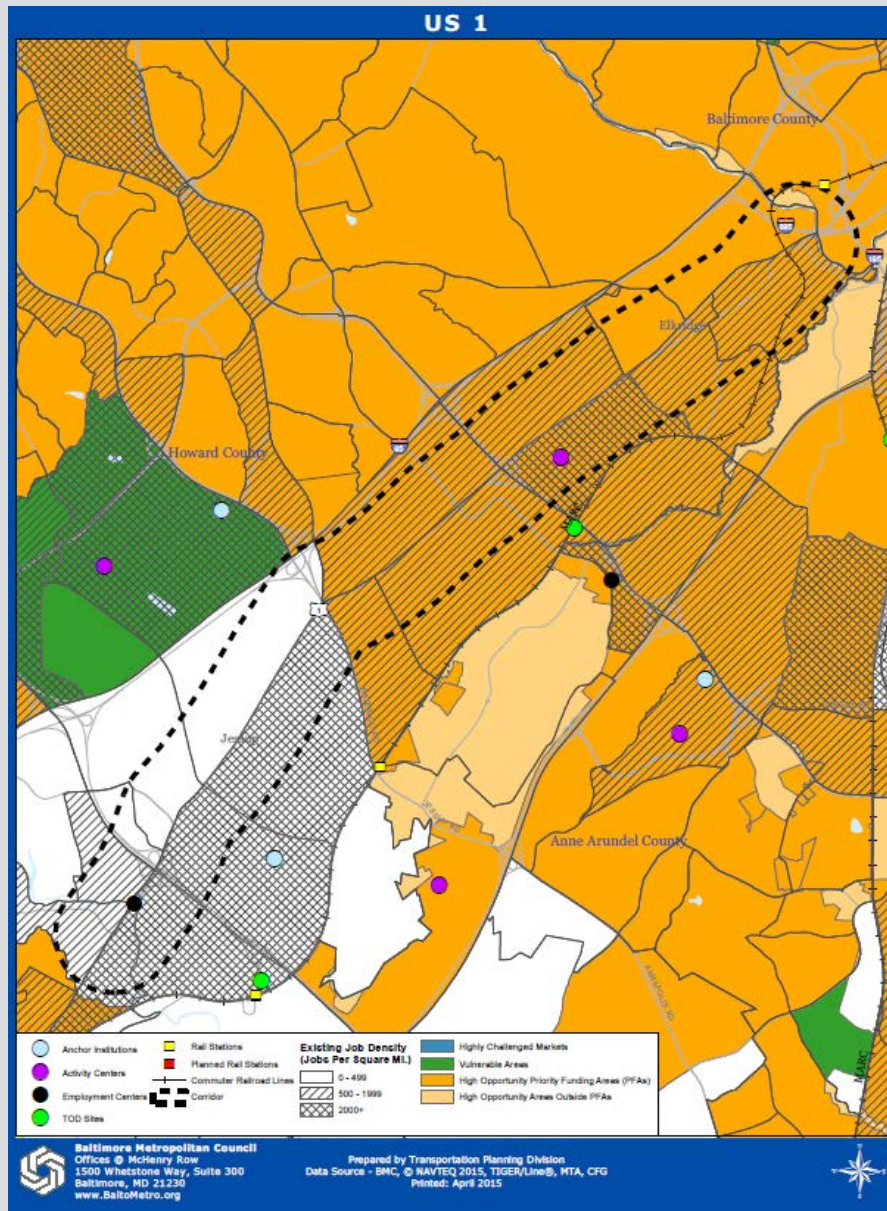
Corridor Driven Planning



US 1 Corridor



US 1 Corridor





// Metropolitan Council

Metropolitan Council



STRONG WORKFORCE, STRONG ECONOMY

BALTIMORE REGIONAL WORKFORCE
DEVELOPMENT PLAN

MARCH 2015



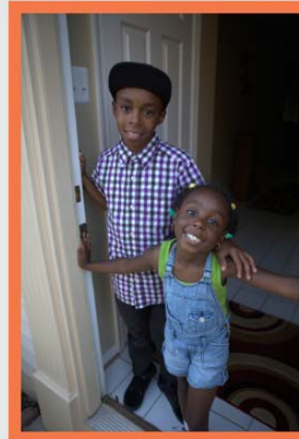
 Baltimore Metropolitan Council



STRONG COMMUNITIES, STRONG REGION

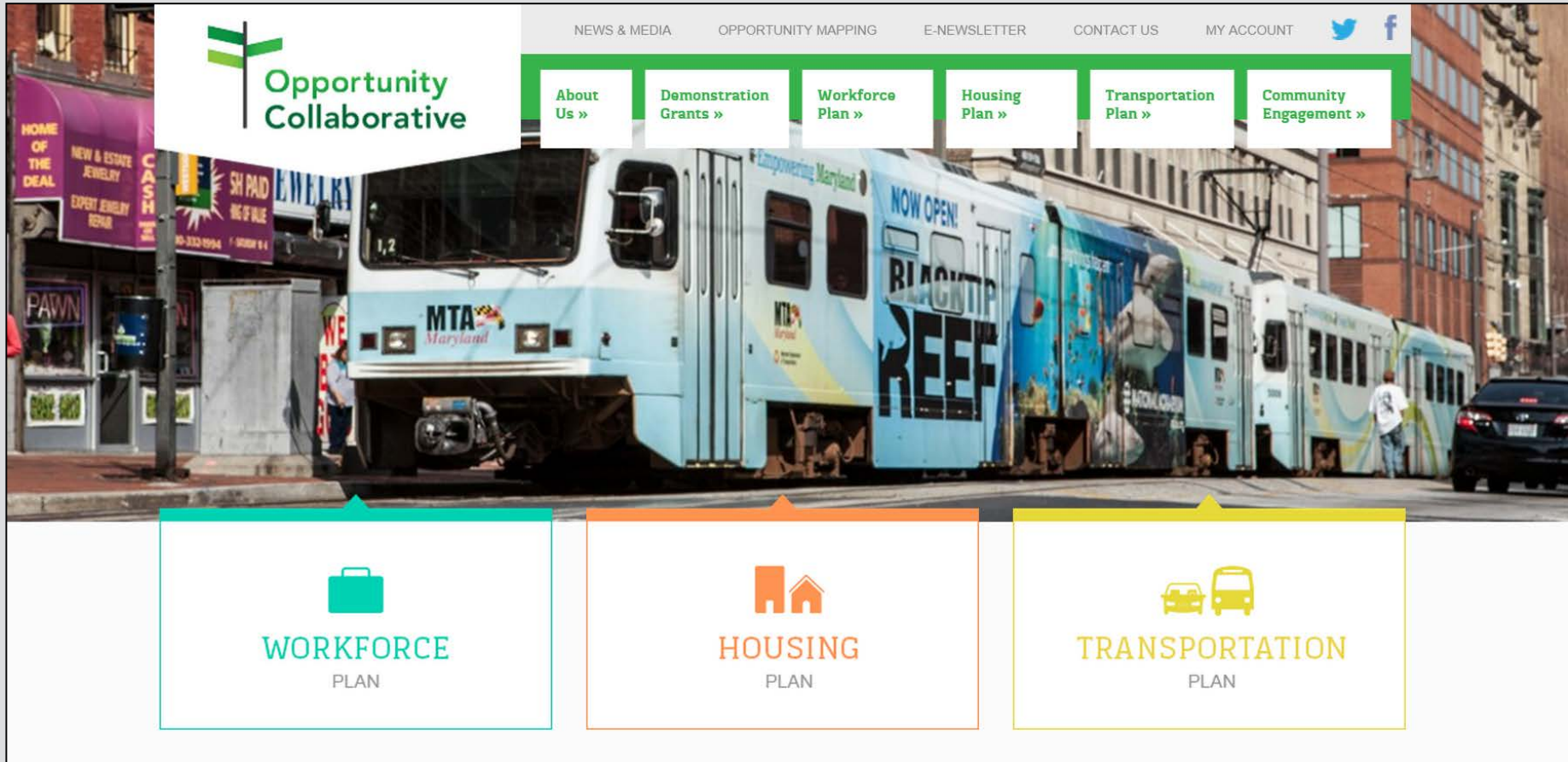
THE BALTIMORE REGIONAL HOUSING PLAN
AND FAIR HOUSING EQUITY ASSESSMENT

NOVEMBER 2014



 Baltimore Metropolitan Council

www.opportunitycollaborative.org





Michael B. Kelly

Executive Director

Baltimore Metropolitan Council

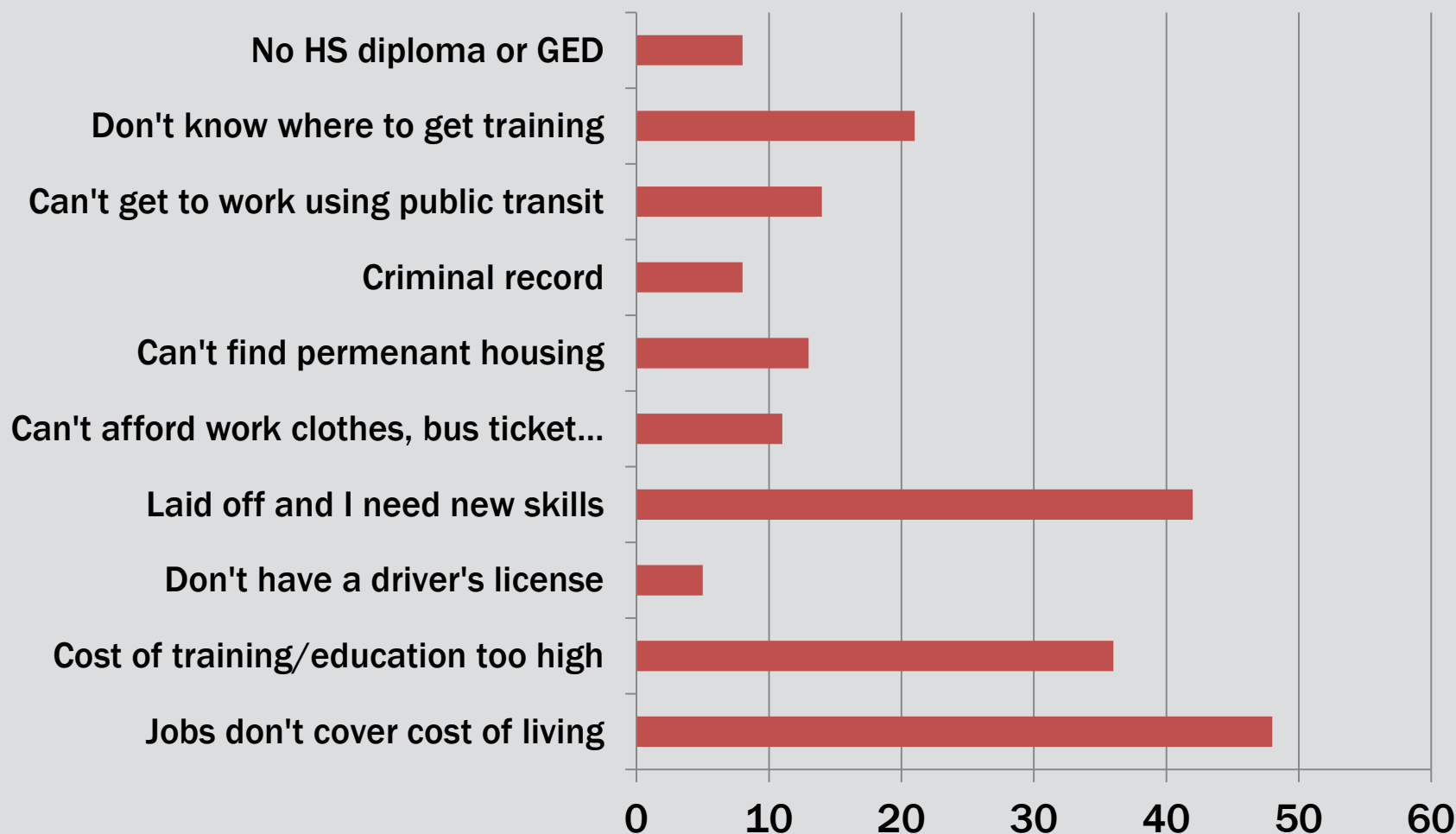
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www.opportunitycollaborative.org

Howard County Barriers



Economic Recovery

Total Employment, Baltimore Region Residents



Housing Cost Burdens

Income Level – HUD Name	% Median Family Income (MFI)	4-person Household Income	# Households	Examples	Severely Cost Burdened
Extremely Low-Income	Below 30%	Under \$26,000	Approx. 90,000 26% of renters	<ul style="list-style-type: none"> Single person on disability (\$8,500/yr.) Food prep worker with two dependents (\$22,900/yr.) Retail salesperson with three dependents (\$24,900/yr.) 	51,000 households
Very Low- Income	30-50%	\$26,000- \$43,000	Approx. 60,000 17% of renters	<ul style="list-style-type: none"> Single teacher's assistant (\$28,700/yr.) Substitute teacher with two dependents (\$35,000/yr.) Cashier and carpenter's helper with three dependents (\$45,600/yr.) 	17,000 households
Low Income	50-80%	\$43,000- \$68,000	Approx. 66,000 19% of renters	<ul style="list-style-type: none"> Single massage therapist (\$39,070/yr.) Home health aide and janitor, no dependents (\$48,770/yr.) Firefighter with two dependents (\$57,320) 	4,300 households