Photo credit: Citizens Planning & Housing Association, www.cphabaltimore.org

Workforce development
Southwest Partnership

Jeanne Choquehuanca, Joe Christo, and Ray Cooper

Focus: Workforce Development

In order to fulfill the Southwest Partnership's vision of a "cohesive community of choice built on mutual respect and shared responsibility", it is crucial to develop and sustain a **training and educational opportunities, a healthy job market, and access to those jobs for local residents**.

Local and Regional Context

- Education and training beyond high school increasingly important

- Baltimore City workers particularly suffer from high unemployment and low wages due to higher rates of low education/skills attainment

- Among those without a high school diploma, more than 25% are unemployed, and many more do not participate in the labor force
  (from Job Opportunities Task Force)

Variables Examined in Southwest Baltimore

1. Neighborhood Demographics

   - *What is the socioeconomic profile of residents?*

2. Workforce Participation

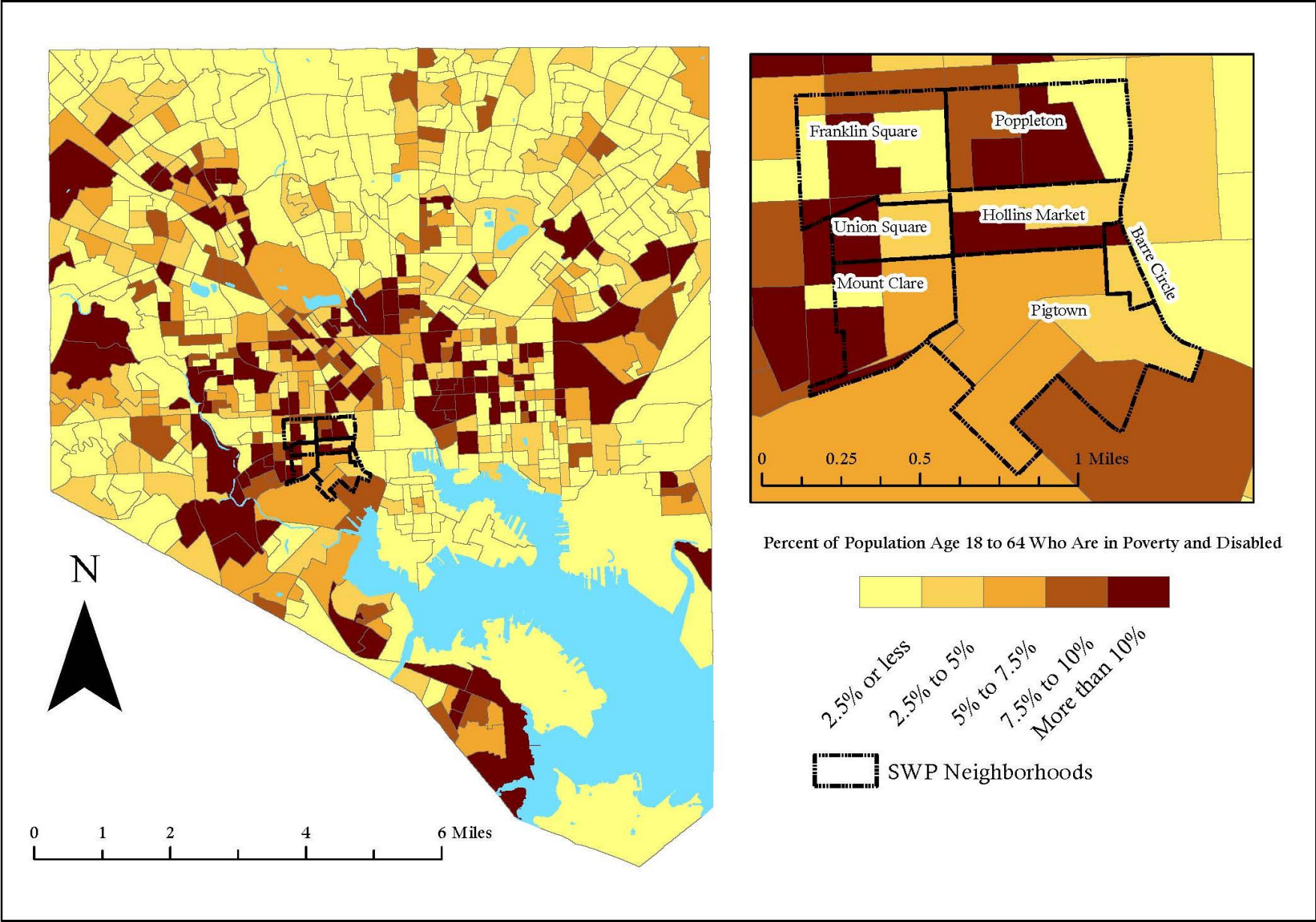   - *What are the employment and skills gaps?*

3. Workforce Development Programs

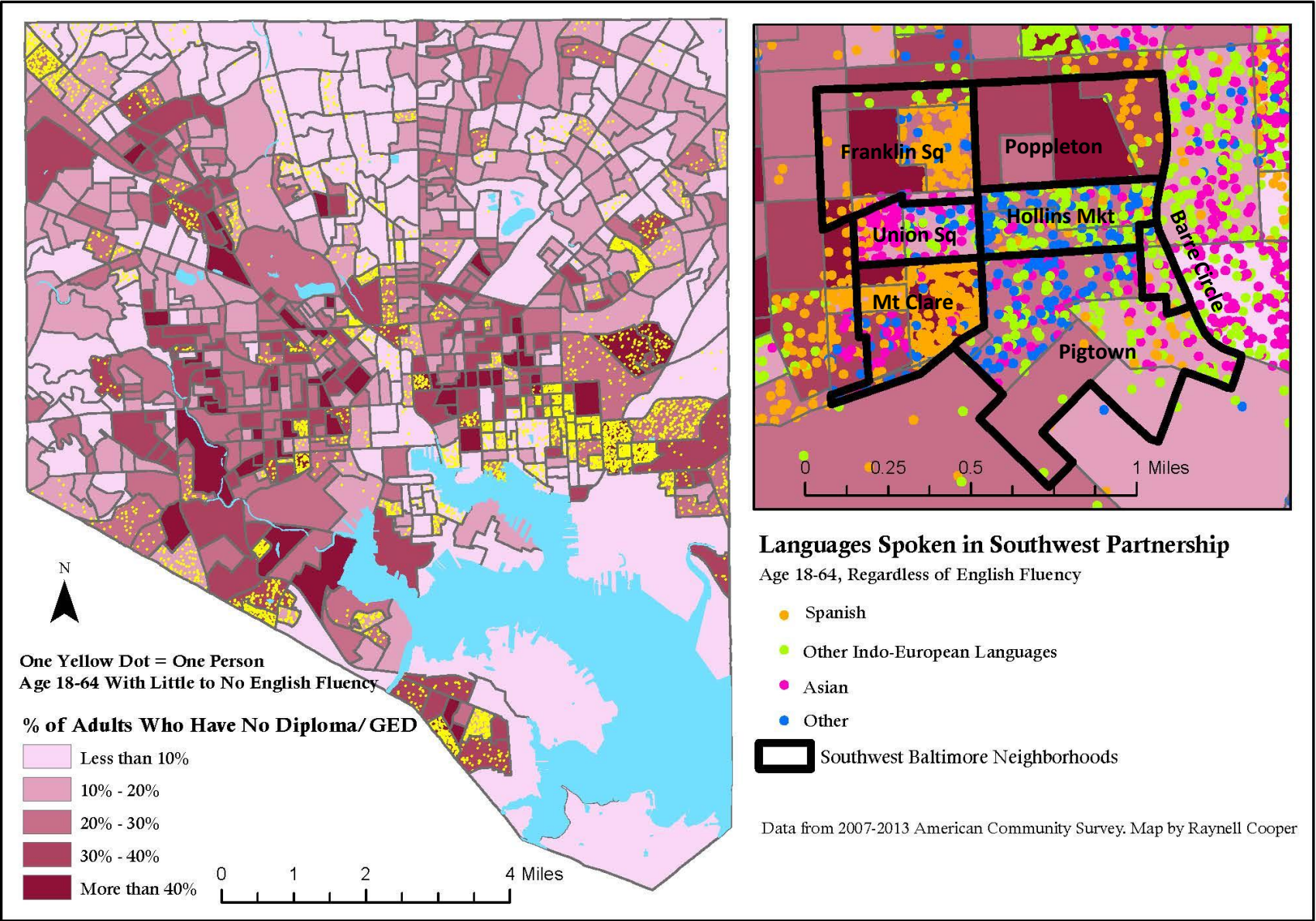   - *What resources and services exist to fill in these gaps?*

Demographics

- Educational Status
  - Fewer high school and college graduates than the rest of the city

- Disability Status
  - ~5% of adults in poverty and disabled

- Language
  - Diversity of languages spoken
  - Most people speak English relative to some other parts of the city

In the Most Need: Poverty and Disability in Baltimore

Franklin Square
Poppleton
Union Square
Hollins Market
Barre Circle
Mount Clare
Pigtown

0   0.25   0.5   1 Miles

N

0   1   2   4   6 Miles

Percent of Population Age 18 to 64 Who Are in Poverty and Disabled

2.5% or less
2.5% to 5%
5% to 7.5%
7.5% to 10%
More than 10%

SWP Neighborhoods

PALS

Past Predicts Future: Education and Language Skills in Baltimore

Languages Spoken in Southwest Partnership

Age 18-64, Regardless of English Fluency

- Spanish
- Other Indo-European Languages
- Asian
- Other
- Southwest Baltimore Neighborhoods

Data from 2007-2013 American Community Survey. Map by Raynell Cooper

One Yellow Dot = One Person
Age 18-64 With Little to No English Fluency

% of Adults Who Have No Diploma/GED

- Less than 10%
- 10% - 20%
- 20% - 30%
- 30% - 40%
- More than 40%

Neighborhood labels: Franklin Sq, Poppleton, Hollins Mkt, Union Sq, Barre Circle, Mt Clare, Pigtown

Unemployment in Southwest Baltimore
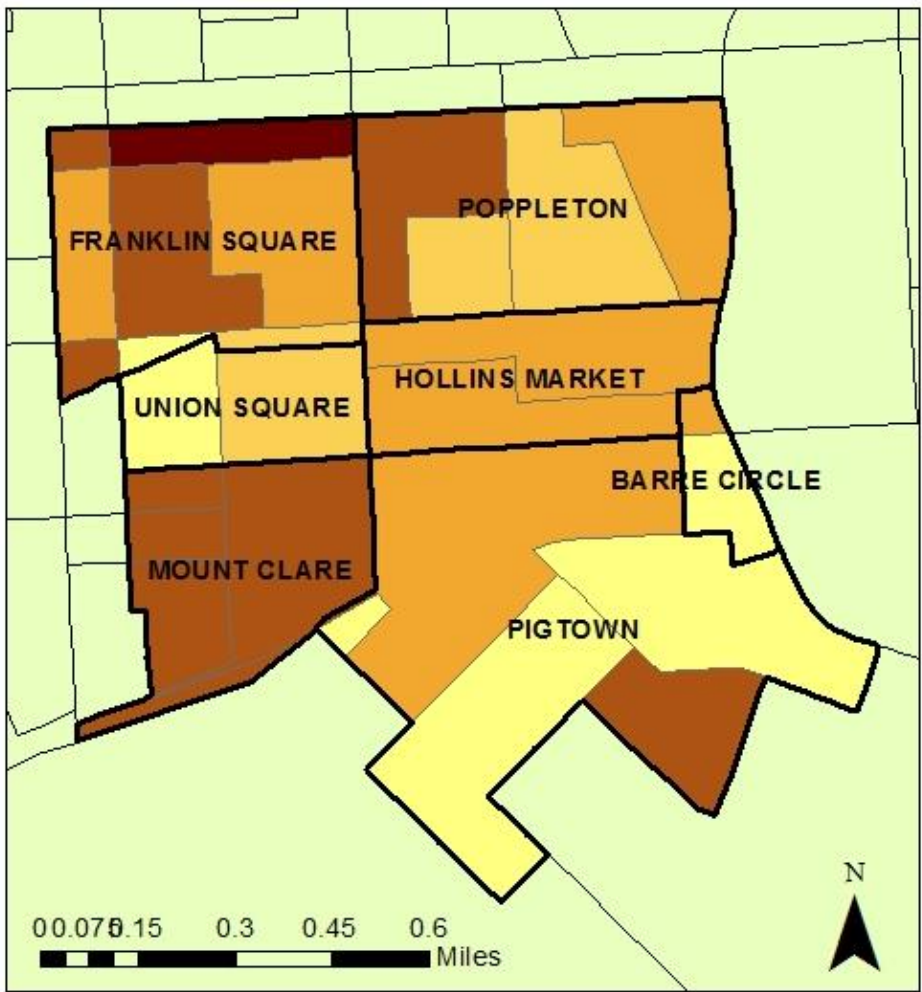
Unemployed as Percent of Total Population

- 0% - 4.61%
- 4.62% - 8.78%
- 8.79% - 11.55%
- 11.56% - 17.4%
- 17.41% - 23.45%
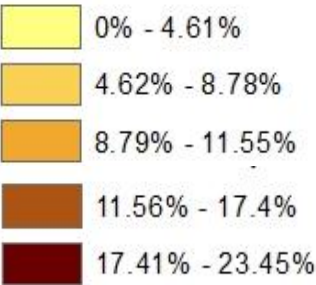
Baltimore City's unemployment rate was 8.7% in 2014, higher than the state of Maryland's 5.8% rate of unemployment, and almost double the national average. (http://msa.maryland.gov/)

Calculating Jobs-Skills Mismatch

In order to identify jobs/skills mismatches, we performed a ratio calculation, comparing different levels of skilled jobs and different levels of skilled workers.

Skill level was determined by education level:

    Low skill = less than high school and high school,

    Mid-skill = some college

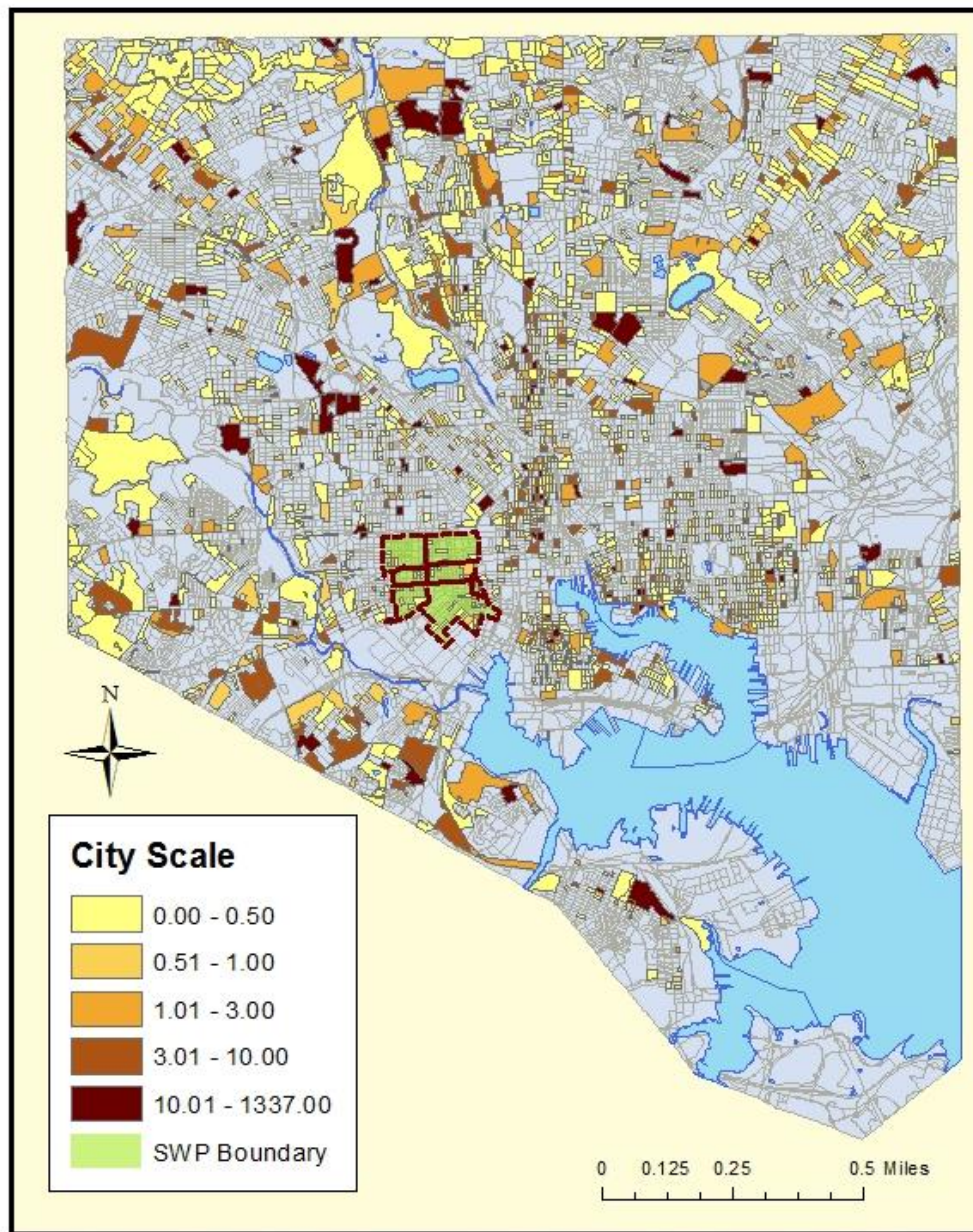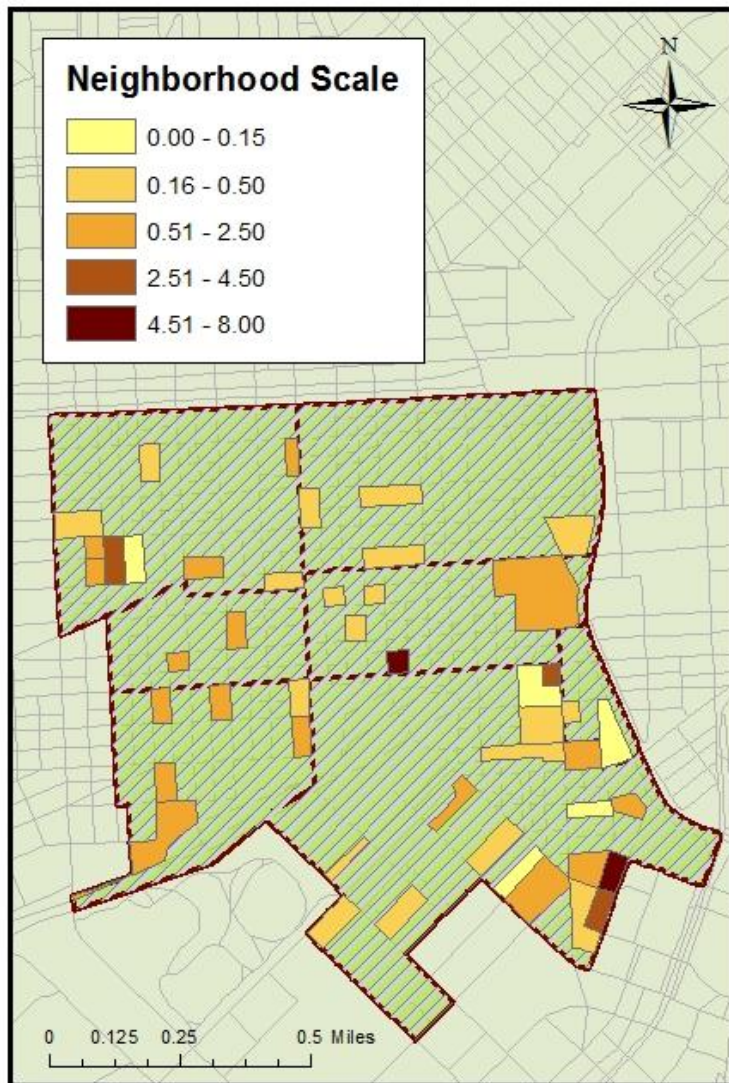   High-skill = bachelor's or advanced degree

> **Workplace/job**
> according to skill level
> ----------------------
> **Resident Worker**
> according to skill level

Southwest Baltimore
High Skill Jobs & Workers

Comparing the number of High-skill workers to the number of High-skill jobs

Neighborhood Scale
- 0.00 - 0.15
- 0.16 - 0.50
- 0.51 - 2.50
- 2.51 - 4.50
- 4.51 - 8.00

City Scale
- 0.00 - 0.50
- 0.51 - 1.00
- 1.01 - 3.00
- 3.01 - 10.00
- 10.01 - 1337.00
- SWP Boundary

0   0.125   0.25   0.5 Miles

Data provided by U.S. Census Longitudinal Employer-Household Dynamics (LEHD), LODES v. 7.1

Story Mapping the Opportunities and Programs

Following this context, we have created and interactive map that shows the current education and training opportunities in the neighborhood and throughout the city, and their proximity to public transportation:

http://arcg.is/1JcJtx5

Recommendations

1. Maintain updated, accessible database of workforce development programs and resources

2. Better align workforce development programs with key opportunity industries by collaborating with organizations like the Baltimore Metropolitan Council (BMC) and Job Opportunities Task Force (JOTF)

3. Encourage the City of Baltimore to sustain and grow career centers, since these centers provide a crucial gateway and roadmap to career training and placement
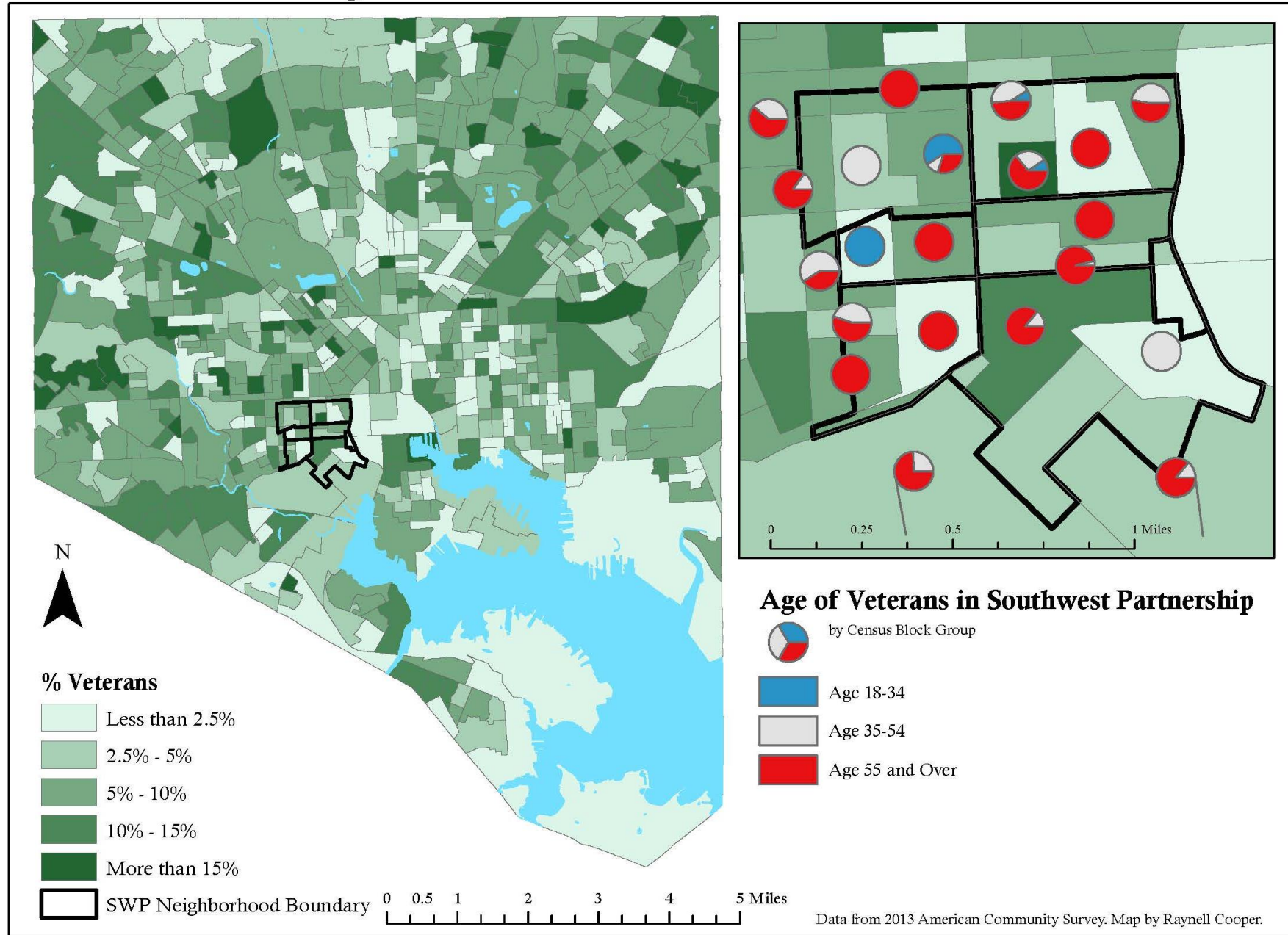
Appendix

Subject Area: Southwest Baltimore

The Southwest Partnership (SWP) is a group of 13 community and anchor institution partners…Although the neighborhoods range greatly in terms of income, education level and property value, **they have collectively experienced "decades of disinvestment, failed redevelopment and negative press."**
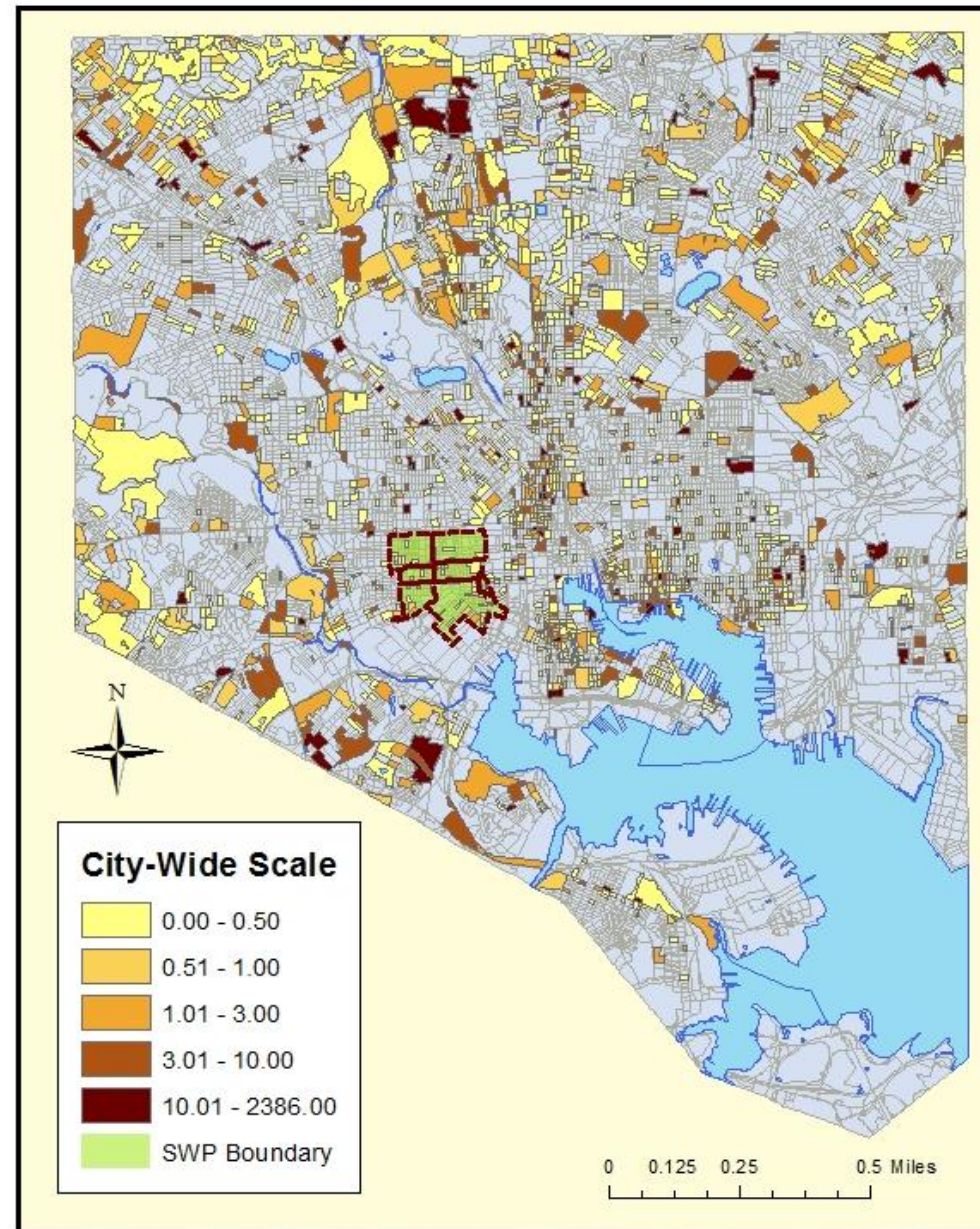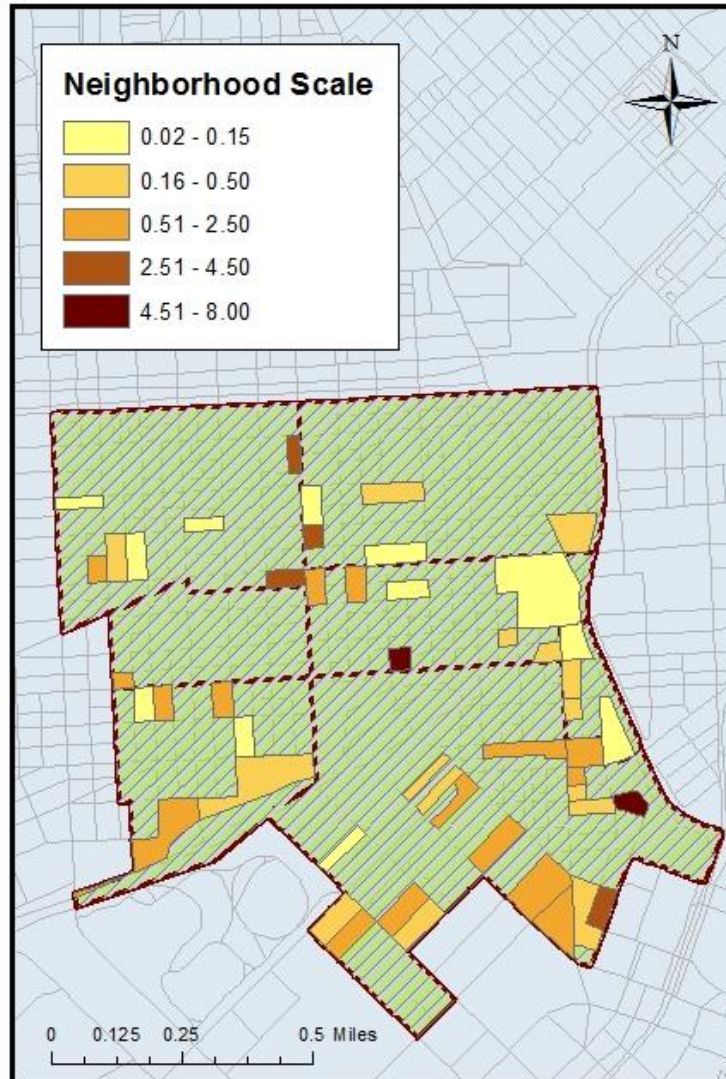
Data Sources

o 2010 American Community Survey (ACS)

o 2013 American Community Survey (ACS)

o U.S. Census Longitudinal Employer-Household Dynamics (LEHD), v. 7.1

o State of Maryland Department of Labor, Licensing, and Regulation's *Maryland Workforce Exchange*

o Enoch Pratt Free Library - The Public Library of Baltimore City

o Open-Source Data via ArcGIS Online

Serving Those Who Served: Veterans in Baltimore

Age of Veterans in Southwest Partnership
by Census Block Group

Age 18-34
Age 35-54
Age 55 and Over

% Veterans

Less than 2.5%
2.5% - 5%
5% - 10%
10% - 15%
More than 15%
SWP Neighborhood Boundary

Data from 2013 American Community Survey. Map by Raynell Cooper.

National Center for Smart Growth | The University of Maryland, College Park

Southwest Baltimore
Low Skill Jobs & Workers

Comparing the number of Low-skill workers to the number of Low-skill jobs

Neighborhood Scale
- 0.02 - 0.15
- 0.16 - 0.50
- 0.51 - 2.50
- 2.51 - 4.50
- 4.51 - 8.00

City-Wide Scale
- 0.00 - 0.50
- 0.51 - 1.00
- 1.01 - 3.00
- 3.01 - 10.00
- 10.01 - 2386.00
- SWP Boundary

Data provided by U.S. Census Longitudinal Employer-Household Dynamics (LEHD), LODES v. 7.1

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Southwest Baltimore
Mid Skill Jobs & Workers

*Comparing the number of Mid-skill workers
to the number of Mid-skill jobs*

Neighborhood Scale

- 0.00 - 0.15
- 0.16 - 0.50
- 0.51 - 2.50
- 2.51 - 4.50
- 4.51 - 8.00

City Scale

- 0.00 - 0.50
- 0.51 - 1.00
- 1.01 - 3.00
- 3.01 - 10.00
- 10.01 - 689.00
- SWP Boundary

0   0.125   0.25   0.5 Miles

Data provided by U.S. Census Longitudinal Employer-Household
Dynamics (LEHD), LODES v. 7.1

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