

Presentation of Results  
The Workforce Impact of the EBDI Development



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# The Workforce Development Impact of the EBDI Development



## Two Part Study:

### 1. Workforce Demand

- Job Creation by BLS Occupation
- Analysis of Training and Skills Requirements

### 2. Workforce Supply

- Worker Availability

# Analysis Overview



## Levels of Geography Analyzed

### Workforce Demand

Job Creation in:

1. EBDI Redevelopment Area
2. Surrounding East Baltimore Area
3. Other Areas

### Workforce Supply

Workforce Characteristics in:

1. EBDI Redevelopment Area
2. East Baltimore
3. Baltimore City
4. Region

# End Product



- Analysis of Labor Supply and Demand Issues Facing EBDI
  - List of Key Target Occupations
  - Identification of Workforce Development Assets and Barriers
  - Recommendations on Key Issues

# Workforce Demand



## Results

- Total Job Creation Estimate
- Jobs by Occupation
  - Jobs by BLS Education and Training Code
  - Jobs by Wage Level
- Selected Occupational Analysis
  - Skills, Earnings, Training Levels etc.

# Results – EBDI Construction

**Table 3**  
**Construction Jobs Created by EBDI Development by Year by Level of Education and Training Required**  
**(# of Jobs)**

Education Level / Year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Fifteen Year Total
Total	181	825	183	565	2,565	1,469	1,310	1,007	1,440	606	434	434	434	434	434	12,321
First Professional Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Doctoral Degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Master's Degree	0	1	0	0	2	1	1	0	1	0	0	0	0	0	0	7
Degree plus work Experience	8	40	7	26	124	73	65	47	67	30	22	22	22	22	22	595
Bachelor's Degree	12	80	9	36	241	140	124	88	128	58	40	40	40	40	40	1,114
Associate Degree	1	3	0	1	8	5	4	4	4	2	1	1	1	1	1	38
Postsecondary vocational award	3	8	4	10	27	14	13	17	17	6	5	5	5	5	5	137
Work experience in a related occupation	19	109	20	63	332	193	171	121	183	79	56	56	56	56	56	1,570
Long-term on-the-job training	42	229	41	160	699	432	385	251	371	183	133	133	133	133	133	3,459
Moderate-term on-the-job training	76	281	83	204	900	471	421	385	540	188	134	134	134	134	134	4,216
Short-term on-the-job training	20	75	19	65	233	140	125	97	128	59	44	44	44	44	44	1,180
Unallocated	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	3
% of Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
First Professional Degree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Doctoral Degree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Master's Degree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Degree plus work Experience	4%	5%	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Bachelor's Degree	7%	10%	5%	6%	9%	10%	9%	9%	9%	9%	9%	9%	9%	9%	9%	9%
Associate Degree	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Postsecondary vocational award	2%	1%	2%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Work experience in a related occupation	11%	13%	11%	11%	13%	13%	13%	12%	13%	13%	13%	13%	13%	13%	13%	13%
Long-term on-the-job training	23%	28%	22%	28%	27%	29%	29%	25%	26%	30%	31%	31%	31%	31%	31%	28%
Moderate-term on-the-job training	42%	34%	45%	36%	35%	32%	32%	38%	37%	31%	31%	31%	31%	31%	31%	34%
Short-term on-the-job training	11%	9%	10%	12%	9%	10%	10%	10%	9%	10%	10%	10%	10%	10%	10%	10%
Unallocated	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Source: JFI

# Results – EBDI Construction

**Table 4**  
**Top 25 Construction Jobs Created by EBDI Development by Year by Level of Education and Training Required**  
**(# of Jobs)**

Occupation	Education and Training Level	Number of Jobs															Fifteen Year Total
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
Carpenters	Long-term on-the-job training	32	140	24	134	466	296	264	161	248	132	99	99	99	99	99	2,395
Construction laborers	Moderate-term on-the-job training	27	127	32	75	392	209	187	155	230	83	58	58	58	58	58	1,805
First-line supervisors/managers of construction trades and extraction workers	Work experience in a related occupation	13	75	13	43	231	134	119	83	127	55	39	39	39	39	39	1,090
Construction managers	Bachelor's degree	7	46	6	23	139	82	73	48	74	34	24	24	24	24	24	653
Operating engineers and other construction equipment operators	Moderate-term on-the-job training	12	23	12	21	81	29	26	49	58	10	6	6	6	6	6	353
Helpers--Carpenters	Short-term on-the-job training	5	17	3	20	59	38	34	21	31	17	13	13	13	13	13	313
General and operations managers	Bachelor's plus experience	4	20	4	15	63	38	34	24	35	16	12	12	12	12	12	312
Cement masons and concrete finishers	Moderate-term on-the-job training	2	19	2	8	61	33	29	20	35	14	9	9	9	9	9	270
Cost estimators	Work experience in a related occupation	3	17	2	8	53	31	27	18	29	13	9	9	9	9	9	246
Secretaries, except legal, medical, and executive	Moderate-term on-the-job training	4	15	4	15	47	29	26	19	25	13	10	10	10	10	10	244
Bookkeeping, accounting, and auditing clerks	Moderate-term on-the-job training	4	14	3	14	47	29	26	19	26	12	9	9	9	9	9	240
Office clerks, general	Short-term on-the-job training	4	13	4	14	44	27	24	18	24	12	9	9	9	9	9	227
Plumbers, pipefitters, and steamfitters	Long-term on-the-job training	3	18	3	5	48	28	25	21	24	10	7	7	7	7	7	220
Executive secretaries and administrative assistants	Moderate-term on-the-job training	2	12	2	8	39	23	21	14	21	10	7	7	7	7	7	188
Structural iron and steel workers	Long-term on-the-job training	1	14	1	1	41	23	20	13	22	9	6	6	6	6	6	174
Electricians	Long-term on-the-job training	2	12	2	4	32	19	17	12	16	7	5	5	5	5	5	146
Truck drivers, heavy and tractor-trailer	Moderate-term on-the-job training	3	7	4	7	32	10	9	14	24	4	2	2	2	2	2	126
Brickmasons and blockmasons	Long-term on-the-job training	1	9	0	2	26	16	14	8	14	6	4	4	4	4	4	118
Painters, construction and maintenance	Moderate-term on-the-job training	1	9	1	2	26	14	12	10	14	5	4	4	4	4	4	113
Civil engineers	Bachelor's degree	2	6	1	7	22	13	12	8	13	6	5	5	5	5	5	113
Drywall and ceiling tile installers	Moderate-term on-the-job training	0	7	0	2	21	13	11	6	11	5	4	4	4	4	4	96
First-line supervisors/managers of office and administrative support workers	Work experience in a related occupation	1	6	2	5	18	11	10	7	10	5	4	4	4	4	4	94
Maintenance and repair workers, general	Moderate-term on-the-job training	2	6	1	5	18	10	9	9	10	4	3	3	3	3	3	88
Welders, cutters, solderers, and brazers	Long-term on-the-job training	1	7	1	2	19	10	9	9	10	4	3	3	3	3	3	86
Chief executives	Bachelor's plus experience	1	6	1	4	18	10	9	7	10	4	3	3	3	3	3	85

Source: JFI

# Results – EBDI Area

**Table 5**  
**Tenant Jobs Created by EBDI Development by Year by Level of Education and Training Required**  
**(# of Jobs)**

Education Level / Year	2009	2010	2011	2012	2013	2014	2015	2016	...	2020	Total Jobs Created
<b>Total</b>	<b>642</b>		<b>1,560</b>	<b>1,367</b>	<b>616</b>	<b>642</b>	<b>451</b>	<b>642</b>		<b>2,952</b>	<b>8,871</b>
First Professional Degree	3		7	42	35	3	35	3		227	355
Doctoral Degree	37		93	50	1	37	1	37		5	261
Master's Degree	25		64	40	5	25	5	25		35	225
Degree plus work Experience	78		195	149	43	78	40	78		263	923
Bachelor's Degree	165		417	350	111	165	114	165		749	2,236
Associate Degree	79		201	144	33	79	34	79		225	875
Postsecondary vocational award	8		19	47	30	8	31	8		200	350
Work experience in a related occupation	34		80	67	35	34	19	34		126	428
Long-term on-the-job training	19		46	34	17	19	8	19		50	213
Moderate-term on-the-job training	96		237	226	93	96	85	96		556	1,482
Short-term on-the-job training	98		201	218	215	98	79	98		517	1,524
Unallocated	0		0.0	0	0	0	0	0		0	0
<b>% of Total</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>
First Professional Degree	0%		0%	3%	6%	0%	8%	0%		8%	4%
Doctoral Degree	6%		6%	4%	0%	6%	0%	6%		0%	3%
Master's Degree	4%		4%	3%	1%	4%	1%	4%		1%	3%
Degree plus work Experience	12%		13%	11%	7%	12%	9%	12%		9%	10%
Bachelor's Degree	26%		27%	26%	18%	26%	25%	26%		25%	25%
Associate Degree	12%		13%	11%	5%	12%	8%	12%		8%	10%
Postsecondary vocational award	1%		1%	3%	5%	1%	7%	1%		7%	4%
Work experience in a related occupation	5%		5%	5%	6%	5%	4%	5%		4%	5%
Long-term on-the-job training	3%		3%	3%	3%	3%	2%	3%		2%	2%
Moderate-term on-the-job training	15%		15%	17%	15%	15%	19%	15%		19%	17%
Short-term on-the-job training	15%		13%	16%	35%	15%	18%	15%		18%	17%
Unallocated	0%		0%	0%	0%	0%	0%	0%		0%	0%

Source: JFI



# Results – EBDI Area

**Table 6**  
**Top 25 Tenant Jobs Created by EBDI Development by Year by Level of Education and Training Required**  
 (# of Jobs)

Occupation	Education and Training Level	2009	2010	2011	2012	2013	2014	2015	2016 ...	2020	Total Jobs Created
Lawyers	First professional degree	1	3	39	32	1	33	1	218	329	
Accountants and auditors	Bachelor's degree	6	15	35	23	6	23	6	153	268	
Executive secretaries and administrative assistants	Moderate-term on-the-job training	18	45	36	10	18	10	18	68	222	
Office clerks, general	Short-term on-the-job training	12	29	32	16	12	14	12	94	220	
Legal secretaries	Postsecondary vocational award	0	0	25	21	0	22	0	144	213	
Secretaries, except legal, medical, and executive	Moderate-term on-the-job training	12	30	30	12	12	12	12	80	199	
General and operations managers	Bachelor's plus experience	14	35	30	13	14	10	14	67	197	
Bookkeeping, accounting, and auditing clerks	Moderate-term on-the-job training	6	14	24	16	6	14	6	95	180	
Management analysts	Bachelor's plus experience	16	40	29	7	16	7	16	46	176	
Computer software engineers, applications	Bachelor's degree	8	20	21	9	8	9	8	61	144	
Paralegals and legal assistants	Associate degree	0	1	17	14	0	14	0	94	141	
Computer software engineers, systems software	Bachelor's degree	11	29	22	6	11	6	11	38	134	
Cashiers, except gaming	Short-term on-the-job training	6	6	2	64	6	5	6	35	130	
All other engineers	Bachelor's degree	16	40	24	2	16	2	16	13	128	
Retail salespersons	Short-term on-the-job training	10	11	1	12	10	10	10	63	128	
Computer programmers	Bachelor's degree	5	13	17	9	5	10	5	63	127	
Medical scientists, except epidemiologists	Doctoral degree	18	45	24	0	18	0	18	0	123	
Computer systems analysts	Bachelor's degree	6	15	17	8	6	8	6	54	118	
First-line supervisors/managers of office and administrative support workers	Work experience in a related occupation	6	14	16	8	6	7	6	45	107	
Biological technicians	Associate degree	15	38	20	0	15	0	15	1	105	
Chemists	Bachelor's degree	14	36	20	1	14	1	14	5	105	
All other computer specialists	Associate degree	12	29	18	2	12	2	12	15	102	
Computer support specialists	Associate degree	4	10	14	7	4	8	4	50	100	
Customer service representatives	Moderate-term on-the-job training	3	8	12	10	3	7	3	47	94	
Receptionists and information clerks	Short-term on-the-job training	3	8	12	6	3	6	3	42	85	

Source: JFI

# Forest City and EBDI Direct Jobs



- 54 Forest City and Contractor Jobs – nearly all lower skill level.
- Estimated 72 EBDI and Contractor Facility Related Jobs – nearly all lower skill level.
- 83+ EBDI Program Management Jobs – nearly all upper skill level
- Tables 8, 9 and 10

# EBDI Surrounding Area Jobs

**Table 11**  
**Selected Major JHMI Occupations**

Title	# of Jobs	Education and Training Level
<b>Selected Low Skilled Jobs</b>		
Maids and housekeeping cleaners	94	Short-term on-the-job training
Nursing aides, orderlies, and attendants	83	Short-term on-the-job training
Clerk	41	Short-term on-the-job training
Medical assistants	20	Moderate-term on-the-job training
Security guards	14	Short-term on-the-job training
Administrative Assistant-ADM	13	Moderate-term on-the-job training
<b>Selected Middle Skill Level Jobs</b>		
Medical, Laboratory and Other Various Technician	249	Moderate-term on-the-job training to Associate's Degree

Source: JHMI and JFI

**Table 12**  
**Selected Low and Middle Skill Occupations**  
**Related to East Baltimore Development Projects Analyzed**

Title	Education and Training Level	Annual Openings
<u>Distribution Jobs</u>		
Industrial Truck and Tractor Operators	Short-term on-the-job training	31
Cleaners of Vehicles and Equipment	Short-term on-the-job training	16
Laborers and Freight, Stock, and Material Movers, Hand	Short-term on-the-job training	185
Machine Feeders and Offbearers	Short-term on-the-job training	8
Packers and Packagers, Hand	Short-term on-the-job training	30
<u>Hospitality and Food Service</u>		
Lodging Managers	Work experience in a related occupation	7
Hotel, Motel, and Resort Desk Clerks	Short-term on-the-job training	16
Baggage Porters and Bellhops	Short-term on-the-job training	5
Concierges	Moderate-term on-the-job training	5
Maids and Housekeeping Cleaners	Short-term on-the-job training	119
Cooks and Food Preparation Workers	Long-term on-the-job training	246
Bartenders	Short-term on-the-job training	72
Waiters and Waitresses	Short-term on-the-job training	219
<u>Office Support</u>		
Receptionists and Information Clerks	Short-term on-the-job training	116
Secretaries and Administrative Assistants	Moderate-term on-the-job training	284
Office Clerks, General	Short-term on-the-job training	248

Source: MD DLLR and JFI

# Workforce Supply



Goal 1: Identify the Characteristics, Assets and Barriers to Employment of the Residents of the EBDI Area / East Baltimore

Goal 2: Identify the Characteristics of the Available City and Regional Workforce

# Workforce Supply



The population of the EBDI service area is:

- **Young** – Median Age = 32 and 33% are Younger than 17;
- **Reliant on mass-transit** - 69% of households lack access to an automobile;
- **Poor** with a per capita income of \$9,973, compared to \$19,980 for East Baltimore, \$21,887 in Baltimore City and \$32,014 in the Baltimore Metropolitan Area
- **Has a low level of educational attainment:**
  - 43% of residents have not completed high school compared to 32% of East Baltimore residents, 25% of Baltimore City households and 14% of Metropolitan Area households.
  - Only 3% of residents have a Bachelors Degree or above, compared to 17% of East Baltimore residents, 24% of Baltimore City residents and 34% of Metropolitan Area residents (Table 16);
  - **Even when they have a H.S. Diploma – many lack the skills**
- **Have lower levels of workforce participation** - 48% of EBDI residents are engaged in work activities, compared to 57% of East Baltimore residents, 60% of City residents and 67% of Metropolitan Area residents (Table 17);
- **Employed in lower skilled industries and occupations**
- **Face Multiple Barriers**
  - Criminal Record - Estimated 25% to 50%
  - Substance Abuse – Estimated 25% to 30%
  - Disability – 12% of EBDI residents in ETO / 7% East Balt. Residents

# Recommendations



1. EBDI should continue its emphasis on construction jobs as these match the skills and educational profile of the target population.
2. EBDI should consider broadening its construction training and placement services to include providing workers to the large number of other large-scale redevelopment efforts in surrounding East Baltimore communities.
3. While a large number of jobs will be created inside of the EBDI redevelopment area as the planned buildings are completed, the goal of placing large numbers of residents in jobs inside of the redevelopment area may be difficult to attain as a result of the high levels of education and training required for many of these jobs.
4. Expand EBDI Job Training Service to Surrounding Development
  - Medical Technician Training
  - Hospitality / Distribution Training for Surrounding Developments
5. Just because a large number of jobs created inside of the EBDI redevelopment area are higher skill does not mean that placements are impossible. The BioTechnical Institute of Maryland has demonstrated that lower skilled workers can be trained for and successfully placed in higher skill jobs.