

II. Workforce Development

Not all employees surrounding the closing bases will want to relocate. Instead, there will be some combination of new households and new jobs. Current estimates indicate that Baltimore City will receive as many as 3,145 new jobs, many of which will come to the City vacant. It is crucial that we prepare our existing and future workforce for these jobs. The City, lead by the Mayor's Office of Employment Development and the Baltimore City Public School System, will need to not only ensure the development of training programs and curricula in Science, Technology, Engineering and Math, but will need to partner with the BRAC employer community and the region to effectively address the issue of obtaining security clearances for prospective area jobseekers.

1. *Reach Out to the BRAC Employer Community*
 - a. Develop relationships with relocating Department of Defense agencies and their leadership.
 - b. Market MOED's job posting, job matching and job training capabilities through participation in defense-related job fairs.
 - c. Survey military employers to determine employment needs (See Earn G101S4).
2. *Connect BRAC relocating spouses to area job opportunities*
 - a. Market MOED's job matching and job training capabilities through targeted publications at relocation fairs.
3. *Prepare the School-Age Population and the Existing Workforce for BRAC jobs*
 - a. Develop a short and long-term communication and marketing plan that will expand the number of skilled job candidates for BRAC-related employment, with a specific emphasis on math and science skills and eligibility requirements for security clearances.
 - b. Examine Charter Schools as a means of satisfying BRAC-related education needs.
 - c. Support the development of strong math and science curricula for BCPSS students at all levels, through programs such as CTE.
 - d. Assess needs in education and training for secondary and spin-off jobs.
 - e. Support the development of programs in building trades.
4. *Strengthen Partnerships with Institutes of Higher Learning to Coordinate BRAC Preparedness*
 - a. Continue to Actively Support the Development of Higher Education institutions and training programs.
 - b. Create an Outreach, Recruitment, and Referral Arm from Baltimore City's Colleges, universities, professional schools and companies to regional training programs and employment opportunities.
 - c. Develop and promote comprehensive programs in Science, Technology, Engineering and Math (STEM).
5. *Continue to Actively Support Regional Workforce Development Efforts*
 - a. Continue to utilize the Baltimore Workforce Investment Board to coordinate local and regional workforce development efforts to prepare for BRAC.

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Action	Timeline	Funding Source	Responsible Agency	Priority and/or Status
6. Reach Out to the BRAC Employer Community				
a. Develop relationships with relocating Department of Defense agencies and their leadership.	2007-2009	N/A	Mayor's Office, BDC, MOED, BWIB	High
By maintaining a high-level line of communication with the relocating defense agencies, primarily, DISA and Ft. Monmouth, the City can maintain a pipeline of information on the needs and interests of these employers and their relocating workers. Additionally, marketing opportunities for the City will naturally arise through this channel of communication.				
b. Market MOED's job posting, job matching and job training capabilities through participation in defense-related job fairs.	2007-2012	Local funds	MOED, BWIB	High
c. Survey military employers to determine employment needs (See Earn G101S4).	2007-2012	Local funds	BWIB, MOED, BDC, Planning, Housing, MOMWBD	High.
Surveys should be coordinated with efforts to collect site selection and contractor information where these three groups overlap.				
7. Connect BRAC relocating spouses to area job opportunities				
a. Market MOED's job matching and job training capabilities through targeted publications at relocation fairs.	2007-2012	Local funds	Live Baltimore, MOED, BWIB	

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<p>In addition to marketing MOED's capabilities to potential new employers, Live Baltimore should incorporate information about MOED's services into their relocation information. For families relocating, job opportunities for military spouses will be a key component of their decision.</p>				
<p>8. Prepare the School-Age Population and the Existing Workforce for BRAC jobs</p>				
<p>a. Develop a short and long-term communication and marketing plan that will expand the number of skilled job candidates for BRAC-related employment.</p>	<p>2007-2010</p>	<p>Local and regional funding—TBD</p>	<p>MOED, Mayor's Office, BCPSS, area colleges and Universities, BCCC, Regional partners</p>	<p>High.</p>
<p>This short and long-term communication and marketing plan should have a specific emphasis on math and science skills and eligibility requirements for security clearances, and should be coordinated regionally.</p>				
<p>b. Examine Charter Schools as a means of satisfying BRAC-related education needs.</p>	<p>Ongoing</p>	<p>N/A</p>	<p>BCPSS, Mayor's Office, MOED, BWIB</p>	
<p>Charter Schools offer the opportunity to create programming tailored to BRAC training needs. The City and BCPSS should jointly explore this possibility.</p>				
<p>c. Support the development of strong math and science curricula for City students at all levels, through programs such as Career and Technology Education.</p>	<p>Ongoing</p>	<p>State and local funds</p>	<p>BCPSS, MDE</p>	
<p>d. Assess needs in education and training for secondary and spin-off jobs</p>	<p>2007-2009</p>	<p>TBD</p>	<p>MOED, Mayor's Office, State and regional partners</p>	<p>High</p>
<p>The 2006 RESI study commissioned by the Maryland Department of Economic Development identified educational needs for the primary jobs moving to the region as a result of BRAC. The study acknowledged that further assessment focused on secondary and spin-off jobs is needed.</p>				

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e. Support the development of programs in building trades	2007-2012	TBD	BCCC, MOED, BWIB, BCPSS, area colleges and universities, regional partners	High.
<p>While the most immediate BRAC impacts will be felt in the areas surrounding the bases, realignment will promote tertiary job growth in Baltimore City, particularly in the building trade occupations. Construction is a key growth sector for Baltimore City and a need for building trades training programs already exists within the City.</p>				
<p>The City should support Baltimore Community College's proposal to create the Maryland Center for Construction Technologies (MCCT). The MCCT will be a construction trades laboratory and classroom for workforce training in electrical, plumbing, carpentry, heating/ventilation/air conditioning (HVAC), and fiber optics/copper cabling, and certificate/Associate Degree options in Construction Supervision. The MCCT will have a regional focus, serving Baltimore City and Central Maryland, including the Ft. Meade region and Aberdeen Proving Ground.</p>				
<p>9. <i>Strengthen Partnerships with Institutes of Higher Learning to Coordinate BRAC Preparedness</i></p>				
a. Continue to Actively Support the Development of Higher Education institutions and training programs.	Ongoing	N/A	Area Colleges and Universities, BCCC, and other training programs.	
b. Create an Outreach, Recruitment, and Referral Arm from Baltimore City's Colleges, universities, professional schools and companies to regional training programs and employment opportunities.	2008-2012	Local and regional funds—TBD	Area Colleges and Universities, BCCC, MOED, BWIB, and other training programs	Pending funding

Action	Timeline	Funding Source	Responsible Agency	Priority and Status
c. Develop and promote comprehensive programs in Science, Technology, Engineering and Math (STEM).	Ongoing		BCPSS, MOED, Area Colleges and Universities, BCCC, and other training programs	
Coordinate BCPSS & MOED with Institutes of Higher Learning to develop and promote comprehensive programs in Science, Technology, Engineering and Math (STEM).				
<i>10. Continue to Actively Support Regional Workforce Development Efforts</i>				
a. Continue to utilize the Baltimore Workforce Investment Board (BWIB) to coordinate local and regional workforce development efforts to prepare for BRAC.	Ongoing	N/A	BWIB, MOED	