

Workforce Resources in Baltimore

An Employer's Directory to Support
Local Hiring and Workforce Development
January 2018



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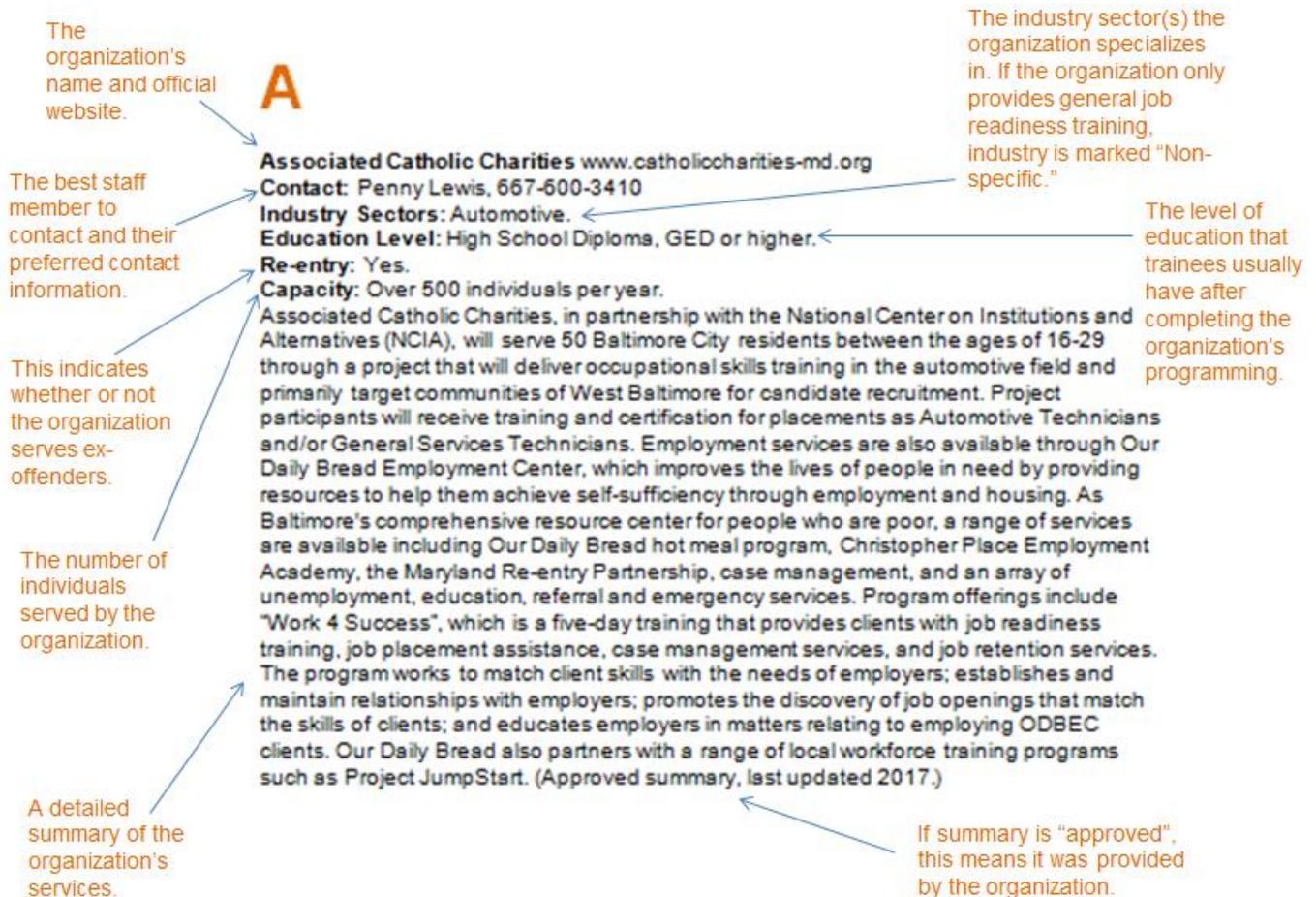
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Using the Directory: A Guide

This directory provides information on forty-six nonprofit and public sector led organizations that offer workforce development programming in Baltimore City identified by the Baltimore Integration Partnership (BIP) and Central Baltimore Partnership (CBP). The directory is intended to provide employers with a resource to support local hiring and economic inclusion practices which is a goal of the BIP. It was also designed to help individuals and community based organizations, such as CBP, identify available workforce resources to meet local needs.

It is difficult to capture all of the elements of a workforce organization and its services in a brief description. Thus it is highly recommended that employers meet with organizations of interest to better understand their services, the skills their candidates have, and how to best build a partnership for hiring and placement. This guide is organized alphabetically and each entry is presented in the standard format illustrated below. A Supplemental Workforce Development Resources section on page 5 provides information about online resources through TrainBaltimore.org, community colleges, and opportunities through the building trades unions. A table on page 6 organizes workforce organizations by industry sector. Please note that this directory does not constitute a recommendation and is not meant to be exclusive. If there is a nonprofit or public workforce organization serving Baltimore City residents that this directory does not include, please contact Kurt Sommer at ksommer@abagrantsmakers.org. This directory was compiled by Celine Shanosky of CBP and Kurt Sommer, Director of the BIP. It is always helpful to know how the directory is being used so please take a minute and send a note. Thanks!



Supplemental Workforce Development Resources

Train Baltimore (www.trainbaltimore.org)

Train Baltimore provides information and programming details on more than 150 training programs available throughout the Baltimore area. Employers can use the website to identify programs they can partner with to meet hiring needs, and individuals can explore the types of training programs that are available to them, including costs and eligibility details. Organizations referenced include non-profit and for-profit training programs, as well as programs in community colleges and through unions. The website is managed by Job Opportunities Task Force.

Community Colleges

Community colleges are frequently engaged by area employers, non-profits, and other stakeholders to provide a range of training to meet existing or prospective workforce needs. The institutions offer a wide range of programs that include academic classes in various fields, formal apprenticeship partnerships in various trades, and customized training in key workforce sectors (such as healthcare, transportation and logistics, biotechnology, weatherization, advanced manufacturing, administration, etc.). Below are the workforce development contacts for area community colleges that can help you identify programming, resources, and/or opportunities for potential training partnerships.

Anne Arundel Community College

Melanie Koorey, Corporate Training Group
Workforce Development Consultant
410-777-2022, mlkoorey@aacc.edu

Baltimore City Community College

Jean Henry
Director of Workforce Development and Community Education
410-986-5455, JHenry@bccc.edu

Community College of Baltimore County

Matthew Bernardy
Director, Connections to Employment
443-840-4765, mbernardy@ccbcmd.edu

C.H.O.I.C.E - Community Hub for Opportunities in Construction Employment

The Baltimore Washington Building Trades (C.H.O.I.C.E.) Unions work with the 17 local unions in the greater Baltimore region that represent thousands of skilled craft professionals in the building and construction industry. The Baltimore Washington Building Trades' affiliate unions and signatory contractors (employers) jointly manage \$20 million in education and "earn while you learn" apprenticeship training that is accessible to Baltimore area residents. We have 1200 signatory contractors and employers in Maryland that provide on-the-job training for apprentices and employment opportunities offering stable wages and benefits from project to project. We work in partnership with community based organizations and workforce providers- like Goodwill of the Chesapeake, Center for Urban Families, CivicWorks, JumpStart , and JARC, just to name a few- to recruit local residents for our state registered apprenticeships and our pre-apprenticeship programs, which both provide a pathway to a family sustaining career in construction. To learn more about the training and career resources, please visit <http://www.choiceworks.org/Members-and-Apprenticeship/Local-Unions-and-JATCs> or contact Melissa Wells (mwells@choiceworks.org or 202-674-1916).

Workforce Organizations by Industry Sector

This table is provided to help employers identify workforce organizations that offer specialty training or placement services to meet industry-specific hiring needs. There are also many organizations that provide general job readiness services to prepare candidates for positions in many fields, so please review the profiles of all the organizations to understand their services.

Industry Sector	Workforce Organization(s)
Administrative	Humanim Jewish Community Services Maryland New Directions VSP – Sinai Hospital
Apartment Maintenance	International Rescue Committee
Automotive	Associated Catholic Charities Center for Urban Families Vehicles for Change
Business Services	Year-Up
Biotechnology	BioTechnical Institute of Maryland
Carpentry	CASA de Maryland
Child and Family Services	Episcopal Community Services of Maryland
Construction	Baltimore City Department of Social Services CASA de Maryland Center for Urban Families City Life Community Builders Civic Works Historic East Baltimore Community Action Coalition Humanim International Rescue Committee Jane Addams Resource Corporation Living Classrooms Foundation Project JumpStart Second Chance, Inc. Saint Vincent De Paul of Baltimore
Custodial	CASA de Maryland Goodwill Industries of the Chesapeake, Inc. VSP – Sinai Hospital
Customer Service	The Choice Program (at UMBC) CUPs Coffeehouse Goodwill industries of the Chesapeake, Inc. Jewish Community Services Living Classrooms Second Chance, Inc. VSP – Sinai Hospital
Deconstruction	Humanim Second Chance, Inc.
Distribution	Maryland New Directions VSP – Sinai Hospital
Education	Baltimore City Department of Social Services
Energy	Civic Works
Environment	Center for Watershed Protection

	Civic Works Living Classrooms
Farming	Strength to Love 2
Financial Services	Featherstone Foundation, William and Lanaea C.
Food Service <i>Includes "Culinary" and "Culinary Arts".</i>	Baltimore City Department of Social Services The Choice Program (at UMBC) CUPs Coffeehouse Episcopal Community Services of Maryland Humanim Maryland Food Bank Moveable Feast St. Vincent De Paul of Baltimore VSP – Sinai Hospital
Health Care	Baltimore Alliance for Careers in Healthcare Baltimore City Department of Social Services Bon Secours Community Works Caroline Center Center for Urban Families Civic Works Historic East Baltimore Community Action Coalition International Rescue Committee Maryland Center for Adult Training Maryland New Directions New Pathways VSP – Sinai Hospital
Hospitality	Baltimore City Department of Social Services The Choice Program (at UMBC) CUPs Coffeehouse Historic East Baltimore Community Action Coalition Humanim Maryland New Directions
Housekeeping	CASA de Maryland
Landscaping	Bon Secours Community Works CASA de Maryland
Life Sciences	BioTechnical Institute of Maryland
Manufacturing	Baltimore City Department of Social Services Center for Urban Families Jane Addams Resource Corporation New Pathways
Moving/Packing	CASA de Maryland
Painting	CASA de Maryland
Retail	Baltimore City Department of Social Services The Choice Program (at UMBC) CUPs Coffeehouse Goodwill Industries of the Chesapeake, Inc. Maryland New Directions Second Chance, Inc.
Technology	CASA de Maryland Goodwill Industries of the Chesapeake, Inc. Humanim

	NPower VSP – Sinai Hospital Year-Up
Textile	Citywide Youth Development
Tiling	CASA de Maryland
Tourism	Baltimore City Department of Social Services
Transportation	CASA de Maryland Maryland New Directions
Welding	Baltimore City Department of Social Services Jane Addams Resource Corporation (JARC)
Warehousing	New Pathways Second Chance, Inc.

Workforce Resources in Baltimore

A

Associated Catholic Charities www.catholiccharities-md.org

Contact: Penny Lewis, 667-600-3410

Industry Sectors: Automotive.

Education Level at Completion: High School Diploma, GED or higher.

Re-entry: Yes.

Capacity: Over 500 individuals per year.

Associated Catholic Charities, in partnership with Vehicles for Change, will serve 50 Baltimore City residents between the ages of 16-29 through a project that will deliver occupational skills training in the automotive field and primarily target communities of West Baltimore for candidate recruitment. Project participants will receive training and certification for placements as Automotive Technicians and/or General Services Technicians. Employment services are also available through Our Daily Bread Employment Center, which improves the lives of people in need by providing resources to help them achieve self-sufficiency through employment and housing. As Baltimore's comprehensive resource center for people who are poor, a range of services are available including Our Daily Bread hot meal program, Christopher Place Employment Academy, the Maryland Re-entry Partnership, case management, and an array of unemployment, education, referral and emergency services. Program offerings include "Work 4 Success", which is a five-day training that provides clients with job readiness training, job placement assistance, case management services, and job retention services. The program works to match client skills with the needs of employers; establishes and maintain relationships with employers; promotes the discovery of job openings that match the skills of clients; and educates employers in matters relating to employing ODBEC clients. Our Daily Bread also partners with a range of local workforce training programs such as Project JumpStart. (Approved summary, last updated 2017.)

B

Baltimore Alliance for Careers in Healthcare www.baltimorealliance.org

Contact: Laura Spada, Executive Director, lspada@baltimorealliance.org, 443-931-3076

Industry Sectors: Health Care.

Education Level: High School Diploma.

Re-entry: Yes, on a case-by-case basis.

Capacity: Information not provided.

Founded in 2005, the Baltimore Alliance for Careers in Healthcare (BACH) is a nonprofit corporation dedicated to eliminating the critical shortage of qualified healthcare workers in Baltimore by working with local agencies, healthcare institutions and other organizations to create opportunities for residents to pursue careers in health professions. There are more than 80 partners that support our efforts, including healthcare providers, foundations, educational institutions, federal agencies and many other nonprofit organizations. BACH works with seven area hospitals and one long term care provider to support career advancement through job coaching for entry level employees. BACH also coordinates training for unskilled hospital employees, helping them advance as nursing assistants and

nurse extenders. Programming has also featured bridge programming for job seekers that need pre-college level remediation courses as well as a fellows program for rising high school seniors. (Approved summary, last updated 2017.)

Baltimore City Department of Social Services <http://dhr.maryland.gov/local-offices/baltimore-city/>

Contact: Nate' Gordon, Director of Strategic Planning & Program Management, Family Investment Administration, Office of Workforce Development, nate.gordon@maryland.gov, 443-378-4702

Industry Sectors: Clerical, Construction, Customer Service, Education, Food Service, Health Care, Hospitality, Manufacturing, Retail, Tourism, Welding, and others.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 4000 individuals per year.

BCDSS provides workforce services to youth and city residents by partnering with internal vendors, external partners, and the business community. Many of the program participants receive benefit from safety net programs and support services such as job readiness training focusing on employability and occupational skills training. In addition to workforce, supplemental supports are offered such as transportation through MTA bus passes and child care vouchers. Often clients are referred to our workforce contractors for a plethora of other job readiness activities which include career coaching, workplace training and most importantly job placement assistance. Through our various vendors and partner agencies, our network has hundreds of work ready individuals ready to enter the workforce each month. BCDSS also administers direct programming with employers to develop specialized trainings and wage subsidy contracts. One example of an existing partnership is with Johns Hopkins Hospital. Clients participate in a 20 hour per week internship that offers employment placement upon completion. BCDSS has developed many other tailored training programs with wage subsidies for other industry sectors such as manufacturing, retail, food service, hospitality & tourism. (Approved summary, last updated December 2017.)

Baltimore City Mayor's Office of Employment Development www.oedworks.com

Contact: Yvette Clark, Program Manager of Business Services, 443-984-3014

Industry Sectors: Varied industries.

Education level: Varied.

Re-entry: Yes.

Capacity: Approximately 10,000 individuals per year.

The Mayor's Office of Employment Development coordinates and directs workforce development initiatives responsive to the needs of Baltimore City businesses and job seekers in order to enhance and promote the local economy. MOED provides jobseekers easy access to services that can connect them to jobs and help them build careers. Resources include a career center network, comprised of full-service and neighborhood-based employment centers with access to digital learning labs, job preparation workshops and online job search tools. MOED's Employ Baltimore strategy provides businesses with a pipeline of qualified, skilled job candidates and supports businesses in retaining and developing their employees. A cadre of business services representatives offers area businesses customized workforce solutions including outreach and recruitment, applicant prescreening, assessment and testing services, tax credit information, training funds for new or existing employees, and human resources support. Training funds are available through several programs. MOED also coordinates several programs for the future workforce, including a Re-Entry Center, and YouthWorks – Baltimore

City's nationally recognized jobs program. (Approved summary, last updated 2017.)

Baltimore United in Leadership Development www.buildiaf.org

Contact: Melvin Wilson, 443-509-6280

Industry Sectors: Non-specific.

Education Level: Information not provided.

Re-entry: Yes.

Capacity: Information not provided.

Turnaround Tuesdays is a job prep and job placement program that assists ex-felons and non-felons alike with resume preparation, interviewing skills, job placement, and self-esteem, etc. The majority of the jobs offered are at Johns Hopkins. Turnaround Tuesdays takes place every Tuesday from 9-11 am at Zion Baptist Church. BUILD – Baltimoreans United In Leadership Development – is a broad-based, non-partisan, interfaith, multiracial community power organization rooted in Baltimore's neighborhoods and congregations. BUILD is dedicated to making our city a better place for all Baltimoreans to live and thrive. For more than 35 years, BUILD has worked to improve housing, increase job opportunities, and rebuild schools and neighborhoods, among other issues. We are affiliated with the Industrial Areas Foundation, a coalition of like-minded organizations in cities across the United States. (Approved summary, last updated 2017.)

BioTechnical Institute of Maryland www.biotechmd.org

Contact: Wayne Butscher, Ph.D., 410-752-4244

Industry Sectors: Life Sciences.

Education Level: High School Diploma.

Re-entry: Yes, on a case-by-case basis.

Capacity: Information not provided.

The BioTechnical Institute of Maryland, Inc. (BTI) was founded in 1998 as a non-profit 501 (c)(3) corporation, to fill a need for specialty scientific training of and placement assistance for entry-level biotechnicians in Maryland's rapidly expanding biotechnology industry. Each year the BTI BioSTART to Laboratory Associates Program provides *tuition-free* training in basic laboratory skills to approx. 50 bright, ambitious, unemployed and under-employed residents of Baltimore City who have a high school diploma or GED. The 15 week program includes a 6 week pre-training component called BioSTART to prepare participants academically for the follow-on 9 week hands-on Lab Associates. Paid internships provide the capstone to the program. Placement assistance with area life-sciences employers is provided to graduates and alumni. The training curriculum includes lecture and bench exercises in basic skills, such as laboratory math, solution preparation, aseptic technique, ISO standards, cell culture, DNA processes and Good Manufacturing Practices (GMP) and Good Laboratory Practices (GLP) standards. Successful completers will demonstrate industry competencies and a strong work ethic. Drug-free, high school graduates are welcome to apply. Ex-offenders are considered on a case-by-case basis depending upon the nature of the offense and the time frame. (Approved summary, last updated 2017.)

Bon Secours Community Works <https://bonsecours.com/baltimore/community-commitment/community-works>

Contact: Eric Clay, eric_clay@bshsi.org, 410-362-3629

Industry Sectors: Health Care.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 1,077 individuals per year.

Low-income adults and teens can receive essential services to build short- and long-term stability and self-sufficiency. Career Development's four-pronged approach is comprised of job readiness training, occupational skills training and certification in several industry sectors, job placement assistance, Re-entry Program with TYRO personal development training for ex-offenders as a bridge to success at work and at home, and the Youth Entrepreneurship & Employment Program (YEEP) for ages 14-21 with career exploration and leadership skills training. Occupational training includes Bon Secours' Clean & Green Neighborhood Revitalization Program where trainees learn hard and soft skills on-the-job to prepare to work in the green industry. In 2016, Bon Secours launched Certified Nursing Assistant and Geriatric Nursing Assistant training. All Career Development participants can also access financial education and counseling, computer literacy training, GED preparation courses, public benefits screening, health insurance enrollment, and the onsite Early Head Start program for children up to three years of age. (Approved summary, last updated 2017.)

C

Caroline Center www.caroline-center.org

Contact: Sister Grace Sciamanna, 410-563-1303 X 13

Industry Sectors: Health Care.

Education Level: High School Diploma.

Re-entry: Yes, on a case-by-case basis.

Capacity: 180-200 individuals per year.

Caroline Center educates unemployed and underemployed women in Baltimore for careers with potential for advancement. Inspired by the School Sisters of Notre Dame, Caroline Center's holistic approach empowers each woman to reach the fullness of her potential thus create a future of hope for herself and her family. The Center conducts classes and issues certification to women for careers as nursing assistants and pharmacy technicians. Caroline Center's holistic approach to learning includes strong technical skills classes as well as essential skills classes. The combination of classes includes: CNA/GNA and Pharmacy Technician Skills; Financial Education; Customer Service and Professionalism; Communication and Conflict Resolution; Employment Readiness. Women enrolled in this program are placed in internships in long-term care facilities and pharmacies. Many of these internships lead directly to employment. (Approved summary, last updated 2017.)

CASA de Maryland www.wearecasa.org

Contact: Elizabeth Alex, Manager, ealex@wearecasa.org, 410-732-7777; Miguel Gonzalez, Employment Specialist, mi.gonzalez@wearecasa.org, 410-732-2694

Industry Sectors: Carpentry, Construction, Custodial, Housekeeping, Landscaping, Moving, Packing, Painting, Tiling, Transportation.

Education Level: No minimum requirement.

Re-entry: Yes.

Capacity: 25 to 30 individuals per day.

CASA de Maryland provides a range of support services providing access to education, health and human services including financial, legal, health and citizenship. CASA de Maryland has created formal structures to support job placement for permanent or temporary positions in

various fields including moving, packing, transporting, deep cleaning, construction, carpentry, landscaping, housekeeping, painting, tiling, and odd jobs. Employee soft skill development is offered which includes workplace safety, workplace legal rights, job readiness, interviewing, resume writing, and job application assistance as well as ESOL (English for Speakers of Other Languages) classes. CASA also administers Mi Espacio which is an afterschool leadership and enrichment for Latino high school students in Baltimore City. The program strives to build the next generation of Latino youth leaders by combining academic supports with life skills including workforce development, financial literacy and health education, with civic leadership development and social justice training, including public speaking, advocacy, conflict resolution, antiracism training, and community service. (Approved summary, last updated 2017.)

Center for Watershed Protection www.cwp.org

Contact: Neely L. Law, PhD, Director of Education and Training, 410-461-8323 X 3216, nll@cwp.org

Industry Sectors: Stormwater Management.

Education Level: Information not provided.

Re-entry: Yes.

Capacity: 12 individuals per training session. Training sessions per year determined by employer interest level.

The Center for Watershed Protection, Inc. is a 501(c)(3) non-profit organization with 25 years of experience in the development and implementation of stormwater management practices. Our knowledge and experience is translated into the Clean Water Certificate Training Program that provides high quality curriculum in the construction, maintenance and inspection of stormwater management practices for under- and unemployed adults. The program meets the workforce preparation needs for returning citizens/ex-offenders, or adults experiencing challenges entering the workforce and securing a living-wage paying job. The program offers individual certifications in Erosion and Sediment Control along with meeting stormwater industry standards. Each training session can accommodate up to 12 individuals but is variable based on client needs. The number of training sessions offered can depend on the level of interest. The Center for Watershed Protection works with existing workforce development programs and employers to directly connect job seekers with employment opportunities. (Approved summary, last updated 2017.)

Center for Urban Families www.cfuf.org

Contact: Gary Bonner, Director of FSES Programs, gbonner@cfuf.org, 410-367-5691

Industry Sectors: Automotive, Construction, Health Care, Manufacturing.

Education Level: Information not provided.

Re-entry: Yes.

Capacity: Information not provided.

Founded in 1999, CFUF has remained at the front-line of addressing some of our city's most pressing issues, including poverty, unemployment, father-absence and family disintegration. CFUF's core mission is to strengthen urban communities by helping fathers and families achieve stability and economic success. CFUF offers four key initiatives: The Baltimore Responsible Fatherhood Project (BRFP); the Couples Advancing Together (CAT) Program; the Economic Success Program (STRIVE) which includes attitudinal-based employment training, placement, retention, career advancement services and work supports; and Support Services which provides case management and referrals to internal and external partners to remove personal and professional barriers that prevent members from achieving family stability and economic success, including access to: housing, mental and physical health, child

care, child support management, financial literacy, transportation, life skills, education, criminal record expungement services and legal aid. CFUF is also piloting a new initiative in partnership with the University of Maryland, Baltimore that will connect family members and area residents linked to the Historic Samuel Coleridge Taylor Elementary School to job readiness training, workforce services and employment opportunities. (Approved summary, last updated 2017.)

The Choice Program (at UMBC) www.choiceprograms.org

Contact: Christopher Birch, Assistant Director for the Choice Jobs Program, cmbirch@umbc.edu

Industry Sectors: Customer Service, Food Service, Hospitality, Retail.

Education Level: Less than High School Diploma or GED.

Re-Entry: Yes.

Capacity: About 125-135 individuals each year receive on-the-job training at the social enterprise, with about 200 completing just the job training curriculum.

The Choice Program is a community-based, family-centered case management approach to youth development, with the goal of increasing educational and vocational outcomes for youth in Baltimore, Prince George's County, and Montgomery County, Maryland. Focusing on providing support to youth and families from under-resourced communities, The Choice Program at UMBC provides strengths-based services adapted to meet individual and family needs. The Choice Jobs Program provides job readiness training based on multiple experiential units of study including: vocational assessment/aptitude, interviewing skills, job search and job retention. The Choice Program also operates the Flying Fruit social enterprise, with a stand at Camden Yards, a kiosk in the Inner Harbor, and a Cafe at the University of Baltimore Law School, selling fruitshakes, smoothies, frozen yogurt, and a variety of coffee beverages. The Flying Fruit social enterprise provides paid on-the-job training experience for youth throughout the year, with a focus on food safety and preparation, customer service, teamwork, and communication. Choice Program staff work with the Choice Jobs Advisory Board and community businesses to place youth in non-subsidized community employment upon completion of training. Youth who enroll in the Choice Jobs Program are typically between the ages of 14-24, with an emphasis on youth who have little to no history of working, and who hope to enter into food service, hospitality, and retail industries as a first step into the employment world. (Approved summary, last updated 2017.)

City Life Community Builders www.citylifecommunitybuilders.com

Contact: Ellen Burke, Executive Director, 410-732-0542

Industry Sectors: Construction.

Education Level: High School Diploma, GED, or enrolled in GED program.

Re-entry: Yes.

Capacity: 40 individuals per year.

City Life Community Builders provides Construction Workforce Training focused on comprehensive and sustainable workforce development for unemployed residents from distressed Baltimore City neighborhoods. We provide construction training, job readiness, job search skills, and job placement assistance. We offer professional support services to assist in overcoming barriers that have prevented trainees from gaining employment and financial independence. The training encompasses basic level construction skills and construction math, comprehensive case management, career counseling, mentoring, financial literacy, and Legal Aid support services for issues such as expungement for returning citizens. Our construction program is for young adults, ages 18 to 29, who have

never worked or are returning to the workforce. Applicants must have a HS diploma, GED, or be enrolled in a GED program. We hold four sessions of 10 trainees each year. (Approved summary, last updated 2017.)

Citywide Youth Development www.facebook.com/CityWideYouthDevelopment

Contact: Rasheed Aziz, Director, 443-979-1774, RAziz@CitywideYouth.org.

Industry Sectors: Apparel and Textile.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 30 students per year trained in industry apparel production, 15 youth per year participate in Frozen Desert microbusiness.

Our mission is to provide relief of the poor, distressed, and underprivileged by encouraging entrepreneurship education, providing vocational skill training, and establishing enterprise development/job placement. The EMAGE program's target population is out of school age youth 18-26, that reside in inner city Baltimore. Our primary program is called EMAGE (Entrepreneurs Making And Growing Enterprises). The EMAGE program's objective is to prepare out of school age youth in Baltimore City with obtaining workforce ready skills in apparel manufacturing in addition to entrepreneurship. Thirty students each session will be trained in industrial apparel production through a 1 year program. Students are trained in industrial fabric cutting techniques, industrial embellishment techniques, and internship opportunities at Under Armour. Job placement opportunities are available at one of 22 companies already identified as potential employers. Industry employment opportunities include screen printing/embroidery companies, apparel brands, and furniture makers. (Approved summary, last updated 2017.)

Civic Works www.civicworks.com

Contact: Dion Wright, Deputy Executive Director, 410-366-8533

Industry Sectors: Environmental remediation, general construction, solar installation, stormwater management, and weatherization.

Education Level: No minimum educational attainment requirements.

Re-entry: Yes.

Capacity: 150 individuals per year.

Civic Works is a 25 year old nonprofit organization that operates the Baltimore Center for Green Careers and YouthBuild workforce training programs, as well as a number of AmeriCorps service programs. Over 300 training program participants and AmeriCorps members develop marketable job skills with Civic Works annually. The Baltimore Center for Green Careers (BCGC) and YouthBuild provide participants with industry recognized credentials, occupational skills, on-the-job training, wraparound services, and job placement. BCGC prepares graduates for careers in lead and asbestos abatement, weatherization, solar installation, and stormwater management. YouthBuild prepares participants for the general construction trades. Civic Works also manages AmeriCorps programs that green vacant lots, help older adults age in place, install energy conservation measures, tutor and mentor students, and grow fresh produce. (Approved summary, last updated 2017.)

CUPs Coffeehouse www.cupscoffeehouse.org/ican-program

Contact: Jonathan Law, Program Associate, 410-685-2878, CUPs.Baltimore@gmail.com

Industry Sectors: Customer Service, Food Service, Hospitality, Retail.

Education Level: No minimum requirement.

Re-entry: Yes.

Capacity: 20 individuals per year.

At CUPs Coffeehouse, we believe that without additional opportunities to gain necessary job, communication, and life skills, a legacy of unemployment, insufficient income levels, above-average arrest rates, and parental absenteeism will continue. Job opportunities must be made accessible to people who want to break these cycles, in an environment focused on training and developing practical job and life skills that are transferable to any career or life circumstance. CUPs accomplishes this purpose by partnering with Project I CAN, a program of Fusion Partnerships. Through Project I CAN youth interns receive direct training and mentoring. They gain the experience, technical and social skills necessary in the restaurant and hospitality industry. Additionally, interns gain valuable leadership skills through planning, organizing and implementing Community Engagement Projects. (Approved summary, last updated 2017.)

D

No organizations listed.

E

Episcopal Community Services of Maryland www.ecsm.org

Contact: Reverend Stuart Wright, swright@episcopalmaryland.org

Industry Sectors: Child and Family Services, Culinary Training.

Education Level: Information not provided.

Re-Entry: Information not provided.

Capacity: Information not provided.

ECSM provides education and support systems as well as advocates for families and individuals seeking help in overcoming adversity. ECSM operates three programs including The Ark (an emergency assistance preschool), the Club (academic support and enrichment for elementary students), and the Community Kitchen. The Community Kitchen is a 1,500 square foot, commercial-grade kitchen which will serve as a hub for all of ECSM's programs, combining food production and education services for students and families primarily in East Baltimore. Through the Community Kitchen, ECSM will partner with City Seeds, a social enterprise of Humanim, to produce sandwiches for Johns Hopkin University as well as provide employment for Baltimore City residents. (Approved summary, last updated 2017.)

F

Featherstone Foundation, William and Lanaea C.

www.thefeatherstonefoundation.org

Contact: Lanaea Featherstone, CEO, Lanaea@thefeatherstonefoundation.org; Maria P. Rodriguez, Program Director, Maria@thefeatherstonefoundation.org

Industry Sector: Financial Services.

Education Level: High School Diploma or GED.

Re-entry: Information not provided.

Capacity: 200 individuals per year.

Founded in 2008, The William & Lanaea C. Featherstone Foundation's programs create opportunities for Latino and underserved communities. The Foundation offers workforce training, \$2,000 merit-based college scholarships and other educational opportunities that help candidates secure higher paying, professional careers. Our Reaching New Heights program prepares underemployed and unemployed diverse candidates, from all ethnicities, in resume development, interviewing skills and customer service. The program matches vetted candidates with employers in the financial services industries. Our graduates are now working at BB&T, PNC, MECU, New York Life Insurance Company, Wells Fargo and more. Our graduates are earning between \$9,000 and \$30,000 more in wages, plus benefits as a result of our program. Candidates should have a high school diploma or a GED to apply to our workforce training program, although that is not a requirement for other programs that we offer. The Featherstone Foundation serves 200 individuals annually. Last year, the Foundation received a Maryland Governor's Citation for promoting economic growth across the state. (Approved summary, last updated 2017.)

The Franciscan Center www.fcbmore.org

Contact: 410-467-5340

Industry Sectors: Non-specific.

Education Level: Varies.

Re-Entry: Yes.

Capacity: 5 to 7 job placements per month.

The mission of the Franciscan Center is to provide emergency assistance and supportive outreach to persons who are economically disadvantaged in an effort to assist them in realizing their self-worth and dignity as people of God. Guest Services include: Attire-4-Hire (Men's professional suiting), barber, children's library, clothing & toiletries for men, women, and children, community dinner (Wednesdays only), computer classes & job readiness, counseling services, dental referrals, eviction prevention, eyeglasses assistance, free lunch, GED classes (spring & fall semesters only), health screenings (Thursdays only), mail service, Maryland birth certificates & IDs, Mobile Clinic (2nd & 4th Wednesdays of the month), monthly pantry bags, prescription referrals, transportation tokens for medical appointments, and utility assistance (BGE). (Approved summary, last updated 2017.)

G

GEDCO www.gedco.org/what-we-do/community-services/cares-career-connection

Contact: D'Anne Avotins, Employment Services Coordinator, davotins@gedco.org, 410-532-7117

Industry Sectors: Non-specific.

Education Level: High School Diploma.

Re-entry: Yes.

Capacity: Approximately 350 individuals per year.

GEDCO's CARES program has been providing community residents with food and helping them with their rent and BGE bills since 1993. Over the years, staff and volunteers often saw the same clients again and again. An idea began to emerge: what if we could help our

clients find work, so they could be more self-sufficient? That's how CARES Career Connection (CCC) was born. In September 2008, the CCC program opened its doors, using the CARES space on Tuesdays, Wednesdays and Fridays from 9-3 to help job seekers set goals, develop resumes, complete job applications and prepare for interviews. Now, more than 7 years later, CCC has grown into another GEDCO success. We provided over 2,200 services to our clients, resulting in over 170 jobs being filled for our clients. The CCC program has expanded considerably from the initial idea in the pantry. Its services are now available to anyone from any zip code. And in November 2012, CCC started a partnership with the Mayor's Office of Employment Development to offer many job search enhancement skills, such as a computer skills course for job seekers. (Approved summary, last updated 2017.)

Goodwill Industries of the Chesapeake, Inc. www.goodwillches.org

Contact: Ryan Smith, 410-837-1800, resmith@godwillches.org

Industry Sectors: Custodial, Customer Service, Technical, Retail.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 2000 individuals per year.

Goodwill Industries of the Chesapeake, Inc. has been providing career training and job placement services to people in Maryland for over 95 years. We offer job readiness training, case management, job placement and retention services which are all designed to assist interested individuals to secure and retain employment, improve their skill-sets and/or change career paths. Goodwill's Career Services staff place job seekers in high growth industries with the potential for career growth, living wages and benefits. Each training program is individually tailored so that each person is able to achieve their desired goals. Our program participants are carefully screened, assessed and tested to ensure the highest level of productive excellence in the workplace. Goodwill's job placement services offer permanent, temporary, short and long-term assignments, and most individuals receive job readiness training and support services from Goodwill staff. Goodwill serves over 2,000 residents of the Baltimore Metropolitan area per year, including returning citizens through a grant from the Department of Public Safety and Correctional Services. Goodwill has expanded its job readiness portfolio to include soft skills training, custodial training, computer and clerical training, certified retail and customer service training, and a pre apprenticeship program which prepared and links individuals with a GED or High School Diploma to building trades union's apprenticeships programs. (Approved summary, last updated 2017.)

H

Helping Up Mission www.helpingupmission.org

Contact: Matthew A. Brown, 410-675-7500 X 103; mabrown@helpingup.org

Industry Sectors: Non-specific.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 150 individuals per year.

Helping Up Mission has developed deep roots among the inner city's poor and homeless, helping countless individuals overcome poverty, homelessness, and addiction for over 130 years. The Mission is home to the largest long-term residential recovery program in

Baltimore City, providing participants with the tools necessary to overcome addiction and re-establish healthy relationships, work ethic, and patterns of thinking. Our one-year, four-phase program includes daily academic training courses, regimented recovery meetings, consistent work-therapy, and regular spiritual life classes. Our Education and Workforce Development team helps participants regain independence by offering a variety of services, integrating community partners and volunteers at no cost, including but not limited to; vital document assistance, resume classes and one-on-one resume mentoring, Mock Interview classes, Financial and Credit Classes and one-on-one counseling, legal services (expungements/shielding, tax assistance), on-site GED preparation and completion, tutoring, and computer literacy classes. Participants are screened and assessed for success in the workplace, receiving assistance with job searches and placements as well as continued follow-up to ensure their long-term success. (Approved summary, last updated 2017.)

Historic East Baltimore Community Action Coalition www.hebcac.org

Contact: Burgundi Allison, Program Manager at Youth Opportunity Center, 410-732-2661

Industry Sectors: Non-specific.

Education Level: No minimum education level.

Re-entry: Yes.

Capacity: Over 350 youth ages 18-24 at any given time.

The HEBCAC Youth Opportunity Center (YO) addresses the academic, counseling, career development and support service needs of Baltimore City youth. We provide on-site GED and Pre-GED classes, job/career readiness preparation, referral to workforce development training, connection to employment, life skills training, case management, mental health counseling support, leadership development and social activities. YO also connects youth with wrap-around services such as housing, family support and healthcare, by partnering with public and community agencies with whom we have long-standing partnerships. (Approved summary, last updated 2017).

Housing Authority of Baltimore City www.baltimorehousing.org/resident_pace

Contact: Tracey Oliver-Keyser, Self-Sufficiency and Economic Independence Supervisor, Phone 410-396-6197, Fax 410-545-0965

Industry Sectors: Non-specific.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 150-200 HABC residents per year.

People Accessing Continuous Employment (PACE) is the premiere workforce initiative of the Housing Authority of Baltimore City. Our PACE Job Development Specialists provide recruitment and a work ready labor force for local employers; and provide job readiness training, job placement and retention services for the residents of HABC. (Approved summary, last updated 2017.)

Humanim www.humanim.org

Contact: Kanika Feaster, Director, Workforce Development and Community Liaison, 410-381-7171 X 5178, kfeaster@humanim.org

Industry Sectors: Administrative Assistant, Construction, Culinary, Deconstruction, Hospitality, Technology.

Education Level: High School Diploma.

Re-entry: Yes.

Capacity: Over 500 individuals per year.

Humanim's mission is to support and empower individuals who face social or economic challenges -- by building pathways to economic equity, opportunity, and independence. Humanim offers a range of workforce training programs for youth and adults with barriers to employment. Humanim's job readiness program provides participants the skills necessary to obtain and maintain employment. Participants learn valuable workplace traits and behaviors such as attendance and punctuality, appropriate attire, following instructions, accepting constructive criticism, effective interpersonal skills, conflict management, time management, organizational skills, and money management skills. Participants will also learn and practice various means of searching for employment, and will develop the skills necessary to effectively complete employment-related paperwork, build a resume, and complete the interviewing process. In addition to the workforce development services, Humanim provides case management, job retention and other supportive services to help individuals maintain and upgrade their employment position. Humanim offers specific occupational skills training which was co-designed by industry leaders. In addition to job training, Humanim's operates four Social Enterprises that provide jobs for people who experience socio-economic challenges:

- City Seeds, where we deliver great taste with great impact. Our catering services provide jobs for those with barriers to employment, while our menu supports small, local food businesses. We even have school of food, our own business training program that educates Baltimore based food entrepreneurs. Not to mention, our operations are as green as the locally grown lettuce we feature on our menu.
- Details Deconstruction, which does what demolition can't – create jobs and reduce environmental waste. A labor intensive, green alternative to demolition, Details adheres to a triple bottom line business model that considers social, environmental, and financial impact. Every Details project diverts salvageable materials from overflowing landfills, and creates jobs for skilled crew members who have faced barriers to employment.
- Brick + Board, which gives new life to reclaimed building materials while harnessing the salvage industry toward meaningful social impact. Born as a sister company to Details Deconstruction, they salvage the materials taken from Details' deconstruction projects, and process them for resale, while creating skilled, living-wage, green-collar jobs for Baltimoreans with barriers to employment.
- iScan, a document conversion and management service that provides scanning, indexing, processing and other digital imaging technology services. Primarily serving government and the commercial sector, iScan trains and employs individuals with disabilities and other barriers to employment. (Approved summary, last updated 2017.)

International Rescue Committee www.rescue.org/united-states/baltimore-md

Contact: Kiera McCarthy and Huda Muhammed, HireBmore.Refugees@Rescue.org, 410-327-1885

Industry Sectors: Apartment Maintenance, Construction, Medical Front Desk.

Education Level: Varied.

Re-entry: Yes, on a case-by-case basis.

Capacity: 500 individuals per year.

The International Rescue Committee (IRC) is a nationally recognized non-profit operating for over 75 years in 27 locations across the country. The IRC is approved by the federal government to resettle refugees and supports them in their transition to living here in the United States. The IRC's Employment Program in Baltimore is dedicated to ensuring that refugees get a fair chance at the American dream, and in turn make their contribution to our nation. Our programs serve over 500 employable adults each year. Our team works with a wide spectrum of skillsets including those who are pre-literate with Limited English abilities to those with fluent English and professional backgrounds. We work on an individualized basis with our job seekers to pre-screen and assess them to ensure they meet the qualifications of our employer partners. We provide job readiness training to newly arrived job seekers to ensure they are familiar with the culture of the American workforce. We also assist with administrative tasks, on-the-job counseling, troubleshooting, and interpretation needs to ensure our job seekers retain positions. Additionally, programming connects job seekers with positions in industries such as production, warehousing, fork lift operation, medical front desk, maintenance, food service, hospitality, cleaning services, allied health and provides certifications based on market demand. All of our job seekers have been fully vetted by the federal government upon arrival to the United States and are legally authorized to work. (Approved summary, last updated 2017.)

Irvington My Brother's Keeper www.mybrotherskeeperbaltimore.org

Contact: Danise Jones-Dorsey, Executive Director, danise1@verizon.net, 410-644-3194

Industry Sectors: Non-specific.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 300 individuals per year.

Irvington My Brother's Keeper began in the 1980s as a way to provide help for those in need. They offer meal services, workforce development programs, and youth services. My Brother's Keeper links with area institutions and organizations to leverage resources for our guests. Within workforce, in cooperation with the Mayor's Office of Employment Development (MOED), they offer a community job hub for area residents to become computer literate, access to the Maryland Workforce Exchange, and other IT and workforce services. My Brother's Keeper also aims to increase employment among young adults in the Irvington area by providing access to the assistance of Baltimore City agencies and non-profit job assistance programs, as well as access to local businesses and employers. (Approved summary, last updated 2017.)

J

Jane Addams Resource Corporation - Baltimore www.jarcbaltimore.org

Contact: Elaine Carroll, Site Director, elainec@jane-addams.org, 410-900-1440

Industry Sectors: Construction, Manufacturing, and Welding.

Education Level: Varies; does not require High School Diploma or GED to participate.

Re-entry: Yes. JARC Baltimore does not accept those convicted of sex crimes, and assesses violent crimes on a case-by-case basis.

Capacity: 60 individuals per year.

Located in Park Heights, the Jane Addams Resource Corporation - Baltimore (JARC) offers training in manufacturing, specifically welding, and Computer Numerical Control

(CNC) machine operation. CNC Fast Track is a 20 week, 540 hour job training program. Trainees learn how to program, set up and operate CNC machines. Graduates may obtain up to two industry credentials through the National Institute for Metalworking Skills (NIMS) - CNC Milling Level I and CNC Turning Level I certifications. Welding Fast Track is a 14 week, 378 hour training program where individuals learn the fundamentals of stick welding that is used in manufacturing and construction. Graduates are qualified to a standard of the American Welding Society (AWS) and can earn national certifications in Shielded Metal Arc Welding (SMAW) and Gas Metal Arc Welding (GMAW). Graduates of both programs also complete the OSHA 10 HR safety course. JARC also offers a 12 week, 144 hour Fundamentals of Manufacturing program that prepares trainees who test between a 5th grade and 8th grade reading and math level for the CNC and Welding training programs. The curriculum stresses baseline skills in shop math, print reading and precision metrology. (Approved summary, last updated 2017.)

Jewish Community Services www.jcsbaltimore.org

Contact: Lisa Gorman, Career Services Manager, 410-466-9200, lgorman@jcsbaltimore.org

Industry Sectors: Administrative and Customer Service.

Education Level: Varied.

Re-entry: Yes.

Capacity: 800 individuals per year.

The JCS Career Center offers a wide range of employment assistance and workforce services for individuals of all ages, abilities, backgrounds, and levels of experience. Career Center clients include those who are unemployed and underemployed. Jobseekers receive individualized assessment and career coaching with an emphasis on “soft skills”, plus workshops to enhance job search skills and workplace readiness, as well as job placement assistance. The Career Center also provides vital wrap-around services, supports, and resources. These resources enhance clients’ abilities not just to find employment, but to maintain it. The Career Center is certified by DORS, DDA, and BHA to provide employment services to people with developmental, intellectual, and mental health disabilities. JCS also assists employers with their recruitment, hiring, and staffing needs, partnering with more than 600 employers annually. Jewish Community Services is a comprehensive non-profit human service agency of The Associated: Jewish Community Federation of Baltimore. JCS offers a broad array of services to meet the diverse needs of individuals and families, Jewish and not Jewish, in Central Maryland. Our mission guides our work: through the programs and services of JCS, families and individuals will be supported in meeting basic needs for economic sufficiency; in living independently; in achieving mental health and competence; and in feeling supported by and connected to the community in ways that are meaningful to them. (Approved summary, last updated 2017.)

K

No organizations listed.

L

Living Classrooms Foundation www.livingclassrooms.org

Contact: John Huffington, Director of Workforce Development, 410-558-3656

Industry Sectors: Construction, Customer Service, Solar Training.

Education Level: Varied.

Re-Entry: Yes.

Capacity: 150 individuals per year.

Living Classrooms offers a range of programming focusing on health and physical education, shipboard education, environmental education as well as employment training. Several key training programs include Project SERVE, our Workforce Development/Job Training in the Target Investment Zone and Fresh Start. Project SERVE provides on-the-job training for 150 unemployed and disadvantaged young adults per year in marketable skills while they revitalize Baltimore neighborhoods. Participants in Project SERVE, which are largely ex-offenders, spend 4-6 months in the program, where they conduct community revitalization projects while learning marketable work skills, professionalism, problem-solving, and social-skills training, and then transition into employment where they receive job retention support and aftercare from a Living Classrooms case manager for two years following their exit from the program. The WFD efforts in the Target Investment Zone (TIZ) are directed at East Baltimore Residents in our effort to disrupt the cycle of poverty. The TIZ is a national model of breaking the cycle of poverty, unemployment and incarceration by using a multi-generational approach to providing low-skilled, unemployed, underemployed, and dislocated workers with multiple pathways to gain family-supporting jobs and achieve financial stability. Fresh Start is a 40-week job skills training program that serves out-of-school youth, ages 16-19, most of whom are referred by the Maryland Department of Juvenile Services. The program uses carpentry as a medium to teach reading, writing, math, history, and science. They also receive classroom instruction and one-on-one tutoring. (Approved summary, last updated 2017.)

M

Marian House www.marianhouse.org

Contact: Lara McNeil, Employment Counselor, lmcneil@marianhouse.org

Industry Sectors: Non-specific.

Education Level: 10th Grade Education, Vocational Training, High School Diploma, GED, or Some College.

Re-Entry: Yes.

Capacity: Over 1500 individuals since founding.

Marian House was founded in 1982 as a joint project of the Sisters of Mercy and the School Sisters of Notre Dame in response to the dire circumstances that befell women at the Baltimore City Women's Detention Center. Two sisters and a lay volunteer noticed that it was difficult, if not impossible, for many of the women being released from jail to rebuild their lives as housing, employment and support were hard to come by. Thus, they came together and founded Marian House to fill these voids and reduce recidivism rates. Over the last 35 years Marian House has become known as a leading organization, providing high quality rehabilitative services for women. We have served over 1,500 women and

continuously modify the program to achieve strong, lasting results. (Approved summary, last updated 2017.)

Maryland Center for Adult Training www.mcattrains.wordpress.com

Contact: Roslyn Wedington, Executive Director, rrwedington@aol.com, 410-728-0679

Industry Sectors: Health Care.

Education Level: GED.

Re-entry: Yes, on a case-by-case basis.

Capacity: Over 2,400 individuals served.

Maryland Center for Adult Training's mission is to develop a forward thinking, dependable, well trained individual, by providing customized and fee base training in an authentic learning environment. We encourage personal growth, promote social change and in partnership with local employment partners, help build the community through job placement and retention. We provide trainings to under-employed and unemployed men and women from Baltimore City. MCAT has trained over 2,000 person by using contracts from state and local government agencies; as well as, area foundations. MCAT offers an adult education program that allows a person to earn their General Education Diploma and then start a career path. MCAT prides itself on using creative learning strategies in our teaching and training. Once the student is placed into the workforce, they are followed for one full year. As a result, our placement continues at 85-90% and our retention rate is a steady 80%. Our current customized training courses are for High School & G.E.D. graduates, where the goal of MCAT is to develop the candidate's knowledge, create a career path and increase their employment potential within the labor market and more specifically the Health Care Industry including: Certified Nursing Assistant/Geriatric Nursing Assistant; Patient Care Technician; Certified Medication Technician; and Environmental Care Associates. (Approved summary, last updated 2017.)

Maryland Food Bank www.mdfoodbank.org/our-programs/foodworks

Contact: Emmanuel Robinson, Head FoodWorks Instructor, erobinson@mdfoodbank.org

Industry Sectors: Culinary Arts.

Education Level: Information not provided.

Re-entry: Information not provided.

Capacity: Information not provided.

The Community College of Baltimore County and Maryland Food Bank have a collaborative culinary training program called FoodWorks. The program has developed quantifiable metrics, which subsequently reflect positive outcomes for our alumni by increasing profitability, workforce efficiencies and professionalism within restaurants. Graduates also learn kitchen ID, etiquette, Job Readiness and Servsafe Manager level food safety training, which is a prerequisite for graduation. The FoodWorks curriculum condenses twenty months of culinary material into three months. The strength of this workforce development training model is the intense "hands on" attention to detail replication of a commercial kitchen. Students are challenged inside the classroom and kitchen learning to utilize perishable produce and products to develop nutritious meals for our agency partners in an effort to reduce food insecurity throughout the state. FoodWorks students are provided transportation stipends, daily uniforms culinary books and a Servsafe certification. This program yields an 85% placement rate based on the following career pathing factors, employability, workforce barriers and transferrable skills. (Approved summary, last updated 2017.)

Maryland New Directions www.mdnewdirections.org/

Contact: Maurice Good, Program Director, 410-230-0630 ext. 244

Industry Sectors: Administration, Distribution, Transportation, Logistics, Hospitality, Retail, Transportation, and more.

Education Level: High School and above.

Re-entry: Yes.

Capacity: Over 300 individuals per year.

MND offers no-cost, award winning programs that include the Career Focus, Maritime Transportation, Distribution, and Logistics (MTDL), and the new Commercial Transportation Career (CTC) training programs. From single parents to ex-offenders, and young adults to older workers, our goals are to assist job-seekers to identify a suitable career path, secure quality employment, and remain employed to become self-sustaining and contributing members of their families and communities. Career Focus services include traditional career assessments, case management and support services, employment readiness training, individual counseling, computer literacy training, interviewing and networking practice with professionals, job search/job placement assistance, and a minimum of one year of follow-up services. The MTDL program pairs Career Focus services with sector specific occupational training and post-secondary credentialing opportunities to prepare clients for entry level positions and subsequent career development within the MTDL industries. Starting in the Fall of 2017, participants in the CTC program complete a 60-hour, 3-week training program and pass a written CDL permit exam. They are equipped for behind-the-wheel training provided by our partner, preparing them to earn a CDL-B driver's license and providing the foundation for a successful career.

Immediately following program completion, MTDL participants have the opportunity to attend the following certification trainings at MND or through contracted training sites:

- General computer software training
- OSHA-10 and Forklift Certification training
- Warehouse Inventory Control Specialist (WICS) certification
- Certified Customs Specialist (CCS) certification
- CDL-B learners' permit and driver's license

Moveable Feast www.mfeast.org

Contact: Jermaine Peterson, Culinary Program Manager, 410-327-3420 X 32

Industry Sectors: Culinary Arts.

Education Level: High School Diploma.

Re-entry: Yes.

Capacity: 100 individuals per year.

Moveable Feast offers a culinary/hospitality skills training program. It is an intense, 12-week course designed to provide the motivated individual with the tools necessary to gain and retain employment in a growing industry where individual success is limited only by one's will and desire to achieve. The program incorporates training on life skills including the basics of attendance and attitude as critical components to successful employment. Participants gain an understanding of the daily workings of a full service kitchen and the importance of each player's role within the operation. The course will begin by instilling vital food and kitchen safety habits. Each student will have the opportunity to pass the industry

accredited food safety exam and become a ServSafe Certified Food Protection Manager. Students also complete customer service training and have the opportunity to gain an industry recognized certification from the National Retail Federation. Fundamental cooking methods and techniques (deep fry, sauté, grilling, roasting, poaching, etc.) along with essential kitchen terminology, sound knife skills, baking/pastry introduction, and menu planning serve to round out the culinary training program. (Approved summary, last updated 2017.)

N

NPower <http://www.npower.org>

Contact: Cathy Morgan, Regional Director, 443-863-7260, cathy.morgan@npower.org; Lorraine Nwaoko, 443-863-7252, lorraine.nwaoko@npower.org

Industry Sectors: Technology.

Education Level: High School Diploma or GED.

Re-Entry: Yes, between 18 and 25 years old.

Capacity: 150 individuals per year.

NPower Baltimore offers free, 22- week Tech Fundamentals, which trains and prepares young adults (18 -25yrs) for entry-level pathways into a digital career. Our program curriculum is comprised of 15 weeks in-classroom instruction, a CompTIA A+ industry recognized certification, and a 7 weeks paid internship, ongoing professional development, and job placement at a Fortune 200-500 industry partner, large or mid-size nonprofit, tech incubator among others. Typically jobs NPower students are equipped to support after graduation are; Desktop Analyst, Helpdesk Level 1&2, Business Analyst, Quality Assurance Engineer, Technical Writers, Audio & Video Engineer and much more. NPower students and alumni also receive a continuum of services from C-Suite industry leaders, CEOs, CIOs, CICOs, VPs among other executives that include; mentoring, career coaching, development & modeling , corporate site visits, financial capability counseling, tools & services, guest lectures series and access to a robust alumni network. To date more than 80% of NPower alumni are employed or pursue higher education opportunities within one year of class graduation. (Approved summary, last updated 2017.)

New Pathways <http://www.newpathways.org>

Contact: Joshua Harrold, 410-464-2600 X 202, jharrold@newpathways.org

Industry Sectors: Healthcare, Manufacturing, Warehousing.

Education Level: High School Diploma or Community College.

Re-Entry: Information not provided.

Capacity: 300 youth ages 17-24 per year.

Though there are thousands of disconnected youth in the Baltimore region alone and over 5.6 million nationally, we know the worst thing to do is treat any one of them as a mere statistic. Pushing these young adults through the system and towards some arbitrary finish line without the skills they need to make it on their own does both them and society at large a great disservice. At New Pathways, we not only want to help guide these young people on a clear path to adulthood... we want to set them up for success. That's why we take a holistic approach and provide individualized service in all we do. And, at New Pathways we believe young people learn best by doing, so all our programs include direct experiences of putting newly learned skills to use in realistic situations whenever possible.

Our classes are small, our instructors and counselors are highly qualified, and our dedication is unwavering. We create personalized plans for each youth in our program based on their individual needs and goals. Our goal is to educate and empower these young people to become self-sufficient, productive, and responsible adults. No matter what the challenges. No matter what obstacles they have to overcome. That's the New Pathways way. And that's what makes us a leader in our field.

The New Pathways Career Development Department serves approximately 300 youth, ages 17 to 24, per year through Essential Skills and Industry Credential Training Programs. Current Credential Training Programs include Certified and Geriatric Nursing Assistant and Manufacturing and Warehouse Logistics. The majority of the youth that complete trainings with New Pathways possess their high school diploma, many attend one of the local Community Colleges. (Approved summary, last updated 2017).

O

No organizations listed.

P

Paul's Place www.paulsplaceoutreach.org

Contact: Bill McLennan, Executive Director, bmclennan@paulsplaceoutreach.org

Industry Sectors: Non-specific.

Education Level: Varied.

Re-entry: Yes.

Capacity: Information not provided.

Paul's Place is a catalyst and leader for change, improving the quality of life in the Washington Village/Pigtown neighborhood and the surrounding Southwest Baltimore communities. Paul's Place provides programs, services, and support that strengthen individuals and families, fostering hope, personal dignity and growth. Adult literacy classes are offered in partnership with the South Baltimore Learning Center which teaches pre-GED and GED classes two days per week. Paul's Place offers a 24 station computer lab with staff offering basic and intermediate computer classes, help with resume's and online job applications. Through an ambassador program, individuals with limited employability gain skills and confidence through a structured volunteer program assisting with local or community needs. The Employment Assistance Program at Paul's Place is based on a partnership with Goodwill Industries of the Chesapeake, and is designed to provide Paul's Place guests with targeted support in job searching and career development. An employment specialist employed by Goodwill operating on a full-time basis on-site at Paul's Place delivers the program, which includes employment seminars, one-on-one job coaching, and outreach to local employers to expand the pool of opportunities for our job seekers. (Approved summary, last updated 2017.)

Project JumpStart www.jotf.org/Programs/JumpStart/tabid/83/Default.aspx

Contact: Matt Stubbs, Program Manager, matt@jotf.org, 410-234-8931 ext. 803; Kate McShane, Placement Director, kmcshane@jumpstarttraining.org, 410-821-0351 X 115;

Industry Sectors: Construction.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 120 individuals per year.

Project JumpStart is a partnership of Associated Builders and Contractors (ABC) and The Job Opportunities Tasks Force (JOTF) that provides 87 hours of entry-level construction training to Baltimore City residents. Project Jumpstart establishes and maintains strict attendance and participation standards in the classroom, all geared to preparing students for success in the construction field. Participants must have a high school diploma or GED and pass drug screening and a math class to gain entrance to the class. The curriculum includes OSHA 10, a heavy emphasis on construction math and measurements and several entry-level hands on projects. The program assists with barrier removals such as helping individuals obtain drivers licenses and vehicles by partnering with Vehicles for Change, navigating child support challenges and criminal record expungement. Project JumpStart maintains extensive relationships with industry employers in the construction field who know they can count on the screening, vetting and training that Project JumpStart provides. (Approved summary, last updated 2017.)

Q

No organizations listed.

R

No organizations listed.

S

Saint Vincent De Paul of Baltimore www.vincentbaltimore.org

Contact: Majid Zaghari, General Manager of KidzTable, majid.zaghari@vincentbaltimore.org, 410-982-0851

Industry Sectors: Food Service.

Education Level: Minimum 6th grade math and reading skills.

Re-entry: Yes.

Capacity: 340 individuals per year.

Next Course, St. Vincent de Paul of Baltimore's food service occupational skills training program helps clients build job readiness and employability skills, gain an occupational and technical skill set in food service, and earn industry accepted ServSafe Food Safety Certifications. The Next Course training program is co-located with KidzTable, St. Vincent de Paul's social enterprise that produces 6,000 fresh and healthy meals daily that are

delivered and served at Head Start sites, day care centers, after-school programs, and shelters throughout the Baltimore region. By learning in a working production kitchen under the tutelage of a professional training chef, students master the skills they need to achieve a more stable, successful career, and ultimately a better future for themselves and their families. Last year, Next Course graduated 67 low and no income clients with barriers to employment from the 12 week course, achieved ServeSafe Manager's Certification, and attained living wage employment. A key component of the Next Course program is the employer engagement and career development staff who work hand-in-hand with students throughout their time in the program. (Approved summary, last updated 2017.)

Second Chance, Inc. www.secondchanceinc.org

Contact: Mark Foster, Executive Director, 410-385-1700 X 101, mark@secondchanceinc.org,

Industry Sectors: Construction, Customer Service, Retail, Warehousing.

Education Level: High School Diploma or GED. No minimum education requirement.

Re-entry: Yes.

Capacity: 260 individuals per year.

Second Chance, Inc. provides employment opportunity to those re-entering the workforce with significant barriers – such as prior incarceration, low educational attainment, and/or minimal work history. During their tenure at Second Chance, retail employees are introduced to personal and professional development trainings and workshops on a monthly basis. Deconstruction employees receive on the job technical skill development, along with quarterly professional and personal development workshops. Our flagship training curriculum, the Deconstruction Training Program (co-sponsored by the Mayor's Office of Employment Development) delivers concentrated training in life skills, safety skills and technical (OJT) skills – all critical to maintaining a strong workforce. Over a 16 week period, trainees receive hands-on instruction in the proper use of numerous types of power tools, hand tools and equipment and participate in three 4-hour seminars focused on Sustainability Orientation, LEED Orientation, and Second Chance Values. Trainees are also provided OSHA-10 Safety Certification, Lead Abatement Worker Certification, Mold & Asbestos Awareness Training and Scaffolding and Fall Protection. In addition, trainees participate in an EMS (Emergency Medical Services) Course in AED, CPR and first aid. In partnership with the Center for Urban Families, trainees receive 40 hours of life skills development. These seminars are designed to promote appropriate attitudes and effective behavior in any job situation or market, as well as throughout a person's personal life. Life Skill training areas include: interviewing, self-motivation, effective communication, work ethic, leadership, financial literacy, stress management, conflict resolution, and time management. The Deconstruction Training Program is scheduled to be delivered twice annually.

Second Chance employs people with little to no education; although most entry level employees have a HS diploma or GED, this is not required for employment with us. In 2016 we served over 260 people with employment and training, 97.5% of whom were unemployed prior to hire, and 65% had a criminal record. Second Chance considers its employment opportunities great preparation for people wanting careers in retail/customer service and warehousing or pursuing any of the construction-related apprenticeships. (Approved summary, last updated 2017.)

South Baltimore Learning Center www.southbaltimorelearns.org

Contact: Tanya Terrell, Exec. Director, tterrell@southbaltimorelearns.org, 410-652-4215 X 101

Industry Sectors: Non-specific.

Education Level: Less than High School Diploma.

Re-entry: Yes.

Capacity: 900 individuals per year.

South Baltimore Learning Center's goal is to provide adults with the most appropriate literacy course offerings, designed to suit their abilities, improve their performance, and ensure their success; in this way, by creating a positive education experience that meets each individual's needs, we help them to: achieve personal educational goals, increase their personal self-esteem, and discover new ways to extend learning beyond the classroom. We offer several pathways to a high school diploma, including four academic sessions of adult basic education and GED preparation classes, and we serve as the sole provider for Baltimore City's National External Diploma Program. Once enrolled, we encourage learners to take advantage of computer training, career pathway planning, academic counseling and tutoring services. (Approved summary, last updated 2017.)

Strength to Love 2 www.farmalliancebaltimore.org/farms/strength-to-love-ii/

Contact: Janice Spells-Bell, Program Director, 410-728-0009, jbelle@s2l2.com

Industry Sectors: Farming.

Education Level: Some high school.

Re-Entry: Yes.

Capacity: Approximately 10 individuals.

Strength to Love II is a program of Intersection of Change that operates an urban farm and serves ex-offenders returning to the community from incarceration. The farm entails 16 greenhouses totaling 96,000 square feet, addresses community food desert issues, and offers employment to ex-offenders. The program also supports ex-offenders with ID renewals, transportation to appointments, and food gift certificates.

Strong City Baltimore Adult Learning Center www.strongcitybaltimore.org

Contact: Regina T. Boyce, Director, 410-261-3524

Industry Sectors: Non-specific.

Education Level: English proficiency, 9th grade education, or GED.

Re-Entry: Yes.

Capacity: 600 individuals per year.

The goal of Strong City Baltimore's Adult Learning Center (ALC) is to provide high-quality learner-centered instruction, strategic partnerships and support services to educate and empower life-long learners who further their education, training and employment fulfilling the mission of Strong City to build and strengthen neighborhoods and people. Established in 1989, the ALC has provided classes in Adult Basic Education (ABE) and English Language Acquisition (ELA), as well as citizenship preparation to Baltimore residents, all at no cost. As one of three adult education providers in Baltimore City, the ALC enrolls over 600 adult learners a year providing basic skills training in ABE (reading, writing, and math), GED Preparation (math, science, social studies, and language arts) and ELA (beginning, intermediate, and civics).

The ALC does more than teach learners; it provides them with the tools and skills to be college and career ready. Our learners can manage bank accounts, communicate

effectively with their children's teachers, and independently apply for jobs and post-secondary education opportunities. The ALC makes a concerted effort to connect learners to career pathways through partnerships with job training and workforce development programs in the city. The ALC also acts as an educational training provider to workforce programs whose participants are not meeting baseline testing requirements to enter their program. We provide those participants with the academic skills needed to advance and meet the baseline testing requirements to enter workforce programs. To help our learners transition to postsecondary education and careers, the Volunteer Learner Advocate Service, which operates along with our regular tutoring service, matches a volunteer and learner to assist the learner with developing life-skills, accomplish non-academic goals, and assist with workforce readiness by helping identify and remove barriers to employment. (Approved summary, last updated 2017.)

T

No organizations listed.

U

The Urban Alliance www.theurbanalliance.org

Contact: Stephanie Amponsah, Executive Director, samponsah@theurbanalliance.org

Industry Sectors: Non-specific.

Education Level: High School Seniors (or on track to graduate).

Re-Entry: Yes, on a case-by-case basis.

Capacity: 45-90 youth in the High School Internship Program and 400 youth ages 14-21 in the Soft Skills Training Program per year.

Urban Alliance is a youth development organization that provides young people with the professional skills training and work experience needed to succeed in tomorrow's labor market. By providing Urban Alliance youth with early, meaningful work, our Baltimore business partners are helping to strengthen the school-to-work pipeline and prepare the next generation of leaders. In 2008, Dr. Andres Alonso, then CEO of Baltimore City Public Schools, invited Urban Alliance to bring its internship program to Baltimore. Currently, the Baltimore program works with over 25 businesses to serve students from 12 high schools throughout the city. Since its inception, Urban Alliance has partnered with Baltimore businesses to connect over 400 high school students to paid, professional internships, and provided career-readiness training to an additional 900 students through community workshops. Youth program participants (high school seniors) work part-time (paid) during the school year and attend life-skills and job readiness workshops on Friday during the school year. Students also receive college/career planning assistance and during the summer work full time (paid) and attend professional development workshops. Employer participants include Johns Hopkins Hospital, Legg Mason, Bank of America and UMMC. (Approved summary, last updated 2017.)

V

Vehicles for Change, Inc. www.vehiclesforchange.org

Contact: Martin Schwartz, President, mschwartz@vehiclesforchange.org, 410-242-9674

Industry Sector: Automotive.

Education Level: Information not provided.

Re-entry: Yes.

Capacity: 70 individuals served since the program began.

Vehicles for Change Inc. (VFC) empowers families with financial challenges to achieve economic and personal independence through car ownership and technical training. A nonprofit organization, VFC receives 99 percent of its car donations from the public. The organization repairs cars that meet quality standards and awards them for as little as \$900 to eligible families, who are referred by social service agencies. In June of 2015, VFC launched an automotive technician training program, the Full Circle Auto Repair and Training Center which is Maryland's first-ever sector-specific prison reentry program. This program is open to men and women who received DLLR automotive training while incarcerated. As part of this program, trainees work 40 hours a week as paid interns at Full Circle Service Center, VFC's repair shop that is open to the public. Trainees can stay in this program for up to 6 months; after training is complete, VFC helps place them in unsubsidized employment. To date 70 individuals have entered the program which has a rolling enrollment. 55 are currently fulltime employed, 12 are still in the training program and 3 left of their own accord. Only 2 have returned to prison. (Approved summary, last updated 2017.)

VSP – Sinai Hospital www.lifebridgehealth.org/vsp

Contact: Mira Appleby, Program Development Manager, mappleby@lifebridgehealth.org, 443-955-7526

Industry Sectors: Administrative, Custodial, Customer Service, Distribution, Food Service, Health Care, and Technology.

Education Level: High School Diploma or GED.

Re-entry: Yes.

Capacity: 300 individuals per year.

VSP, a department of Sinai Hospital/LifeBridge Health, has been providing vocational services and employment opportunities for more than 50 years. Annually, its programs serve over 300 individuals with disabilities and/or economic need in the Baltimore metropolitan area. Recognized as one of the region's leaders in workforce development, VSP utilizes a client-centered approach in offering a comprehensive continuum of assessment, training and placement services, including: Career Assessment; Work Readiness @ LifeBridge Health; Youth Transition Services; Office Technology Skills training and Job Placement. Services are provided to youth and adults at VSP's Seton Business Park facility or within 30+ LifeBridge Health departments at Sinai, Northwest and Levindale. A single-point-of-entry system (intake) allows streamlined access to VSP's complete array of funded services (see VSP website for funders and referral process). VSP's Job Placement service offers the following employer benefits: qualified, pre-screened program graduates matched with employment opportunities; support through all phases of employment consideration, including interviewing, the hiring process and new employee orientation; ongoing communication during the job transition, through the first 90 days of employment, resulting in a reduced turnover rate; and reduced need to recruit and screen candidates, saving time and money. VSP candidates possess: demonstrated work readiness, including a strong work ethic, high levels of reliability, efficiency and work motivation; and successful completion of temporary assignments in a LifeBridge

Health department, where they have refined their job-related skills to match position requirements. (Approved summary, last updated 2017.)

W

No organizations listed.

X

No organizations listed.

Y

Year Up Baltimore <http://www.yearup.org/?location=baltimore/>

Contact: Roland Selby, Executive Director, 443-681-6706; rselby@yearup.org

Industry Sectors: Information Technology (cyber security and Helpdesk/Desktop Support) and Business Operations.

Education Level: Applicants must have a HS diploma or GED. Participants earn college credits and can acquire industry-recognized credentials (A+, Network+, etc.) while in the program.

Re-entry: Yes; opportunities are based on the internships available through participating employers.

Capacity: Year Up will serve 160 individuals in 2017 and has plans for expansion.

Year Up's innovative yearlong program begins with a six-month, classroom-based Learning & Development phase. Participants gain valuable technical (hard) and professional (soft) skills meant to prepare them for entry-level, middle skills roles with leading employers. In Baltimore, we prepare participants to fill Information Technology (specialties include Helpdesk/Desktop Support and Cyber Security) and Business Operations roles. The site is committed to meeting demand in the market, and will offer additional career tracks as needs in the community shift. Students dual-enroll in Baltimore City Community College and earn valuable college credits, and a modest stipend to off-set living expenses, during their time in the program. Those who complete the training phase earn a six-month professional internship with one of our corporate partners. In Baltimore, companies and organizations including CareFirst BlueCross BlueShield, Johns Hopkins, Symantec, and ThinkStack have turned to Year Up for a pipeline of trained, highly motivated, diverse talent. Year Up Baltimore has served more than 500 young adults since its founding in 2010 and more than 75% of young adults who enroll complete the program. Within 4 months of completing Year Up, 85% of participants are either employed or enrolled in college fulltime, earning an average salary of over \$36,000 (compared to an average pre-program income of less than \$7,000).

Youth Empowered Society www.yesdropincenter.org

Contact: 410-235-7744, Main Line.

Industry Sectors: Non-specific.

Education Level: No minimal educational attainment requirements.

Re-entry: Yes, if ages 14-25 and experiencing homelessness.

Capacity: Approximately 200 per year.

YES is an organization devoted to serving and supporting youth who are experiencing homelessness, ages 14 through 25. YES is the only dedicated drop-in center in Baltimore and across Maryland where homeless youth can gather, access basic need resources, give and receive peer support, and engage in case management and other programming towards stability and wellness. YES provides in-house case management and assists clients in acquiring vital documents, accessing public benefits, navigating legal proceedings, obtaining permanent housing (including accessing YES's Rapid Rehousing Program), and securing and maintaining employment. Through partnerships with Art with a Heart, New Pathways, and other programs, YES offers youth paid workforce development training at their sites. At the drop-in center, YES offers one-on-one workforce development assistance which includes assessment and goal setting, job search and employment connections, applications and resume assistance and interview preparation, as well as high school/GED/college application assistance and tutoring. YES operates on weekdays, providing hours by appointment and drop-in. Drop-in hours are on Mondays, Tuesdays, Wednesdays, and Thursdays between 2-6 pm. Homeless youth new to YES must call ahead and schedule an intake appointment.

Z

No organizations listed.



The Baltimore Integration Partnership

The Baltimore Integration Partnership (BIP) is a collective impact initiative connecting low-income Baltimore City residents, who are predominately African-American, to economic opportunity. The BIP includes 14 higher education institution and hospital stakeholders (a.k.a anchor institutions) as well as area foundations, nonprofit and public partners and is hosted at the Association of Baltimore Area Grantmakers. BIP partners are developing and implementing economic inclusion policy and practice that will be not only be highly impactful on its own, but will also establish proven business models applicable to other industry sectors. Partners are focused on three strategies: connecting local, small and minority-owned businesses to anchor procurement; encouraging and leveraging anchor real estate investment for the intentional benefit of the broader community and small businesses; and connecting low income residents to jobs within anchors and anchor-supporting businesses. The BIP is pleased to join with Central Baltimore Partnership in the creation of this directory to help employers as well as neighborhood organizations and residents identify organizations that can assist with skill development, training, and job placement services. [More about the BIP](#)



The Central Baltimore Partnership

Formed in 2006, the Central Baltimore Partnership (CBP) uses a collaborative approach to spur revitalization in Central Baltimore. Guided by the *Homewood Community Partners Initiative Action Plan* (HCPI), CBP works with over one hundred partners to create safe neighborhoods, improve and expand affordable and market-rate housing options, eliminate vacant properties, improve public schools, advance economic mobility for low-income and minority residents, and promote small business. In 2016, CBP recognized a need for a focused strategy surrounding Central Baltimore's six most disadvantaged neighborhoods. CBP embarked on a year-long planning process that resulted in the *Front and Center Equitable Development Plan*. This *Plan* promotes equity across four areas – Youth and Families, Workforce Development, Community Health, and Affordable Housing – to ensure that all residents of Central Baltimore are able to benefit from reinvestment. CBP's collaboration with the BIP on this directory was guided by the *Front and Center Plan's* Workforce Development recommendations, which seek to match demand side opportunities with training programs. [More about the CBP](#)