



The Baltimore Integration Initiative Workforce Training Fund

The Baltimore Integration Partnership (BIP) is a collaborative effort to maximize economic opportunity for low-income Baltimore City residents while channeling investment to the physical revitalization of neighborhoods with the potential to become vibrant, thriving, diverse communities at the city's core. Partner communities include the neighborhoods represented by the East Baltimore Development Initiative; the Central Baltimore Partnership; and the communities adjacent to the proposed Red Line.

To advance these complementary goals, the BIP has established a Workforce Training Fund. The specific purposes of the Workforce Training Fund are to:

- Connect low-income residents of partner communities to employment opportunities identified through the BIP via appropriate, high quality occupational training that meets the needs of employers for a skilled workforce;
- Support the local hiring goals of the BIP for developers and major employers; and
- Establish a sustaining funding mechanism(s) to support occupational training to meet above purposes in the city -- and beyond the life of the initiative

Target population and areas

The fund is designed to support training and advancement opportunities for Baltimore City residents *with household incomes prior to training* that range from below poverty to the family sustainability standard (up to \$45,000 a year for a single parent with one teenage and one elementary school aged child¹) living primarily in targeted areas of East, Central and West Baltimore.

BIP Workforce Training Funds may be used for:

- Hard skills/ occupational training for residents of the BIP target areas/partner communities that leads to a specific job commitment from an employer or developer. Training types may include:
 - Customized training
 - On the job training
 - Training for incumbent workers (if tied to a demonstrated increase in salary and commitment from employer to backfill positions with local hires)
- Pre-bridge or bridge remediation in literacy and numeracy for a particular candidate or population from partner communities if said remediation:
 - Leads directly to additional hard skills training and a specific job (as described above)
 - Is reimbursed upon completion of hard skills training and job placement (i.e. on a pay per performance basis)
- Coaching for incumbent workers if said coaching:

¹ For more on the the Maryland Self Sufficiency Standard please see:

<http://www.wowonline.org/ourprograms/fess/state-resources/>

- Is tied to demonstrated increases in wages/ benefits;
- Is cost effective
- Includes at least 50% co-investment from employers

Specific allocations from the fund will be weighed against the degree to which the proposed use:

- Meets the goals of the initiative (i.e.)
 - Leads to direct employment on a career pathway towards a family sustaining wage with benefits for previously low-income residents of partner communities; and
 - Is tied to physical redevelopment/revitalization of partner communities; and/or
 - Involves initiative partners; and/or
 - Involves a major employment opportunity in a growth sector
- Has co-investment:
 - From employers (suggested benchmark for co-investment is at least 50%)
 - From public partners
 - From other private sources
- Includes a pay back and/or return mechanism to the fund (towards establishing a sustainable source for hard skill training of low income city residents)
- Is tied to a training opportunity with demonstrated effectiveness
- Is tied to a training opportunity that offers an industry recognized credential and curricula
- Is cost effective

How to apply

Interested applicants for Workforce Training Funds should submit a brief letter or memorandum describing how their proposal fits with the criteria above -- being sure to detail the number of employees involved, wages at training start and completion, credentials or certificates to be conferred and how employment post (or during) training will be secured. Applicants should also include a brief budget detailing all costs (including a per-person average cost) and contributions along with a timeline. These materials should be submitted to:

Kurt Sommer

Director

Baltimore Integration Initiative

c/o The Association of Baltimore Area Grantmakers

2 East Read Street

Baltimore, Maryland 21202 or by e-mail to:

ksommer@abagrants.org

Proposals will be reviewed monthly by the Workforce Integration Working Group; a working group made up of the member organizations and partners of the Baltimore Integration Partnership.