The Talent Development Pipeline Study

A Regional Project of the Baltimore Workforce Investment Board
Training and Post–Secondary Education Committee Members

Committee Chairs:

Pamela Paulk
Vice President of Human Resources
John Hopkins Health System

Carolane Williams
President
Baltimore City Community College

Organizational Representation on the Committee

Government
Baltimore City Government
Mayor’s Office of Employment Development

Educational Institutions
Baltimore City Community College
Morgan State University
University of Baltimore
Baltimore City Public Schools
Baltimore Reads, Inc.

Business
Whiting-Turner Contracting Company
Baltimore Marriott
America Works
Goodwill Industries of the Chesapeake, Inc.
Johns Hopkins Health System
Constellation Energy Group

Special thanks are also due to David Stevens,
Director of the Jacob France Institute at the University of Baltimore
Why the Talent Development Pipeline Study?

- Are the post-secondary institutions in the Baltimore region producing graduates prepared to work in jobs projected to be in demand in our area?
- Gap Analysis of Supply and Demand
TDPS Report Structure

Supply Side

Demand Side

Recommendations

How to Use This Tool
# The Supply Side – Graduates

Regional Post-Secondary Programs in Healthcare

<table>
<thead>
<tr>
<th>School Name</th>
<th>Degree Level</th>
<th>Program Name</th>
<th>2008 Enrollment</th>
<th>2008 Grads</th>
</tr>
</thead>
<tbody>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>EMT PARAMEDIC</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>HEALTH, FITNESS &amp; EXERCISE STUDIES</td>
<td>19</td>
<td>0</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>HUMAN SERVICES</td>
<td>164</td>
<td>19</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>MEDICAL ASSISTING</td>
<td>52</td>
<td>7</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>MEDICAL LABORATORY TECHNICIAN</td>
<td>17</td>
<td>0</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>NURSING</td>
<td>156</td>
<td>88</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>PHYSICAL THERAPY ASSISTANT</td>
<td>18</td>
<td>11</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>RADIOLOGIC TECHNOLOGY</td>
<td>3</td>
<td>23</td>
</tr>
<tr>
<td>AACC</td>
<td>A.A.</td>
<td>THERAPEUTIC MASSAGE</td>
<td>50</td>
<td>13</td>
</tr>
<tr>
<td>AACC</td>
<td>LDC</td>
<td>EMT – INTERMEDIATE</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>AACC</td>
<td>LDC</td>
<td>EMT PARAMEDIC</td>
<td>5</td>
<td>30</td>
</tr>
<tr>
<td>AACC</td>
<td>LDC</td>
<td>HUMAN SERVICES</td>
<td>31</td>
<td>7</td>
</tr>
</tbody>
</table>

The information in the table above is part of the Supply Side Appendices. This document can be downloaded: [http://www.baltoworkforce.com/documents/ri_tdps_mhec_appen.pdf](http://www.baltoworkforce.com/documents/ri_tdps_mhec_appen.pdf)
Number of 2008 Graduates in Healthcare and Social Assistance-Related Programs: 7,206

Number of Graduates from Healthcare and Social Assistance-Related Post-Secondary Programs in 2008 by Educational Level:

- Lower Division Certificate: 352
- AA/AAS: 489
- BS/BA: 263
- Masters: 822
- Upper Division Certificate: 818
- Doctorate: 2017
- 1st Professional: 2125
# The Demand Side – Jobs

## Top 10 In-Demand Jobs in Healthcare

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2006 Jobs, City and County Combined</th>
<th>Number of Jobs Projected in 2016</th>
<th>Total Openings in 2016</th>
<th>Increase in Demand</th>
<th>Educational Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>18003</td>
<td>22552</td>
<td>7523</td>
<td>41.8%</td>
<td>Associates Degree</td>
</tr>
<tr>
<td>Physicians and Surgeons, all other</td>
<td>2632</td>
<td>2953</td>
<td>798</td>
<td>30.3%</td>
<td>Doctorate</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>1412</td>
<td>1691</td>
<td>446</td>
<td>31.6%</td>
<td>Master’s Degree</td>
</tr>
<tr>
<td>Medical and clinical laboratory technologists</td>
<td>1428</td>
<td>1613</td>
<td>400</td>
<td>28.0%</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>Radiologic Technologists and Technicians</td>
<td>1265</td>
<td>1459</td>
<td>360</td>
<td>28.5%</td>
<td>Associates Degree</td>
</tr>
<tr>
<td>Medical and Public Health Social Workers</td>
<td>986</td>
<td>1120</td>
<td>339</td>
<td>34.4%</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>703</td>
<td>905</td>
<td>306</td>
<td>43.6%</td>
<td>Associates Degree</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>756</td>
<td>903</td>
<td>288</td>
<td>38.1%</td>
<td>Associates Degree</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>637</td>
<td>779</td>
<td>237</td>
<td>37.1%</td>
<td>Master's Degree</td>
</tr>
<tr>
<td>Medical and clinical laboratory technicians</td>
<td>813</td>
<td>923</td>
<td>233</td>
<td>28.6%</td>
<td>Associates Degree</td>
</tr>
</tbody>
</table>

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The Demand Side – *Jobs*

15,485 Number of Projected Job Openings in Core Healthcare-Related Occupations in 2016

Baltimore Region Projected 2016 Total Job Openings in Core Healthcare and Social Assistance Occupations by Educational Level

- **Associate degree**: 9,333
- **Bachelor's degree**: 2,193
- **Bachelor's plus work experience**: 441
- **Post-secondary vocational award**: 143
- **On-the-Job Training or Related Work Experience**: 371
- **Doctoral degree**: 312
- **Master's degree**: 58
The Big Picture

The Graduates

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- Upper Division Certificate: 2125
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The Jobs

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Baltimore Region Projected 2016 Total Job Openings in Core Healthcare and Social Assistance Occupations by Educational Level:
- On-the-Job Training or Related Work Experience: 2193
- Post-secondary vocational award: 2633
- Associate degree: 441
- Bachelor's degree: 312
- Bachelor's plus work experience: 371
- Master's degree: 58
- Doctoral degree: 9333
General Recommendations

The TDPS is the first step....

- Partnerships
- Collaboration
- Industry standard certifications
- “Up-skilling”
- More STEM programming needed
How Can Educational Leaders Use the TDPS?

- Align Programming
- Adjust Program Capacity
- Develop Resources
Next Steps

- Engage the Business Community
- Work across the educational continuum
- Get involved in the local workforce system
Ideas?

How do YOU plan to use the Talent Development Pipeline Study?
Accessing the TDPS Resource

Web Access http://www.baltoworkforce.com/

Through action and influence, the Mayoral-appointed Baltimore Workforce Investment Board creates a public workforce engine driving Baltimore City toward sustained prosperity.

“We Mean Business” is our pledge that the voice of the business is heard and heeded.
Questions?
Thank You!