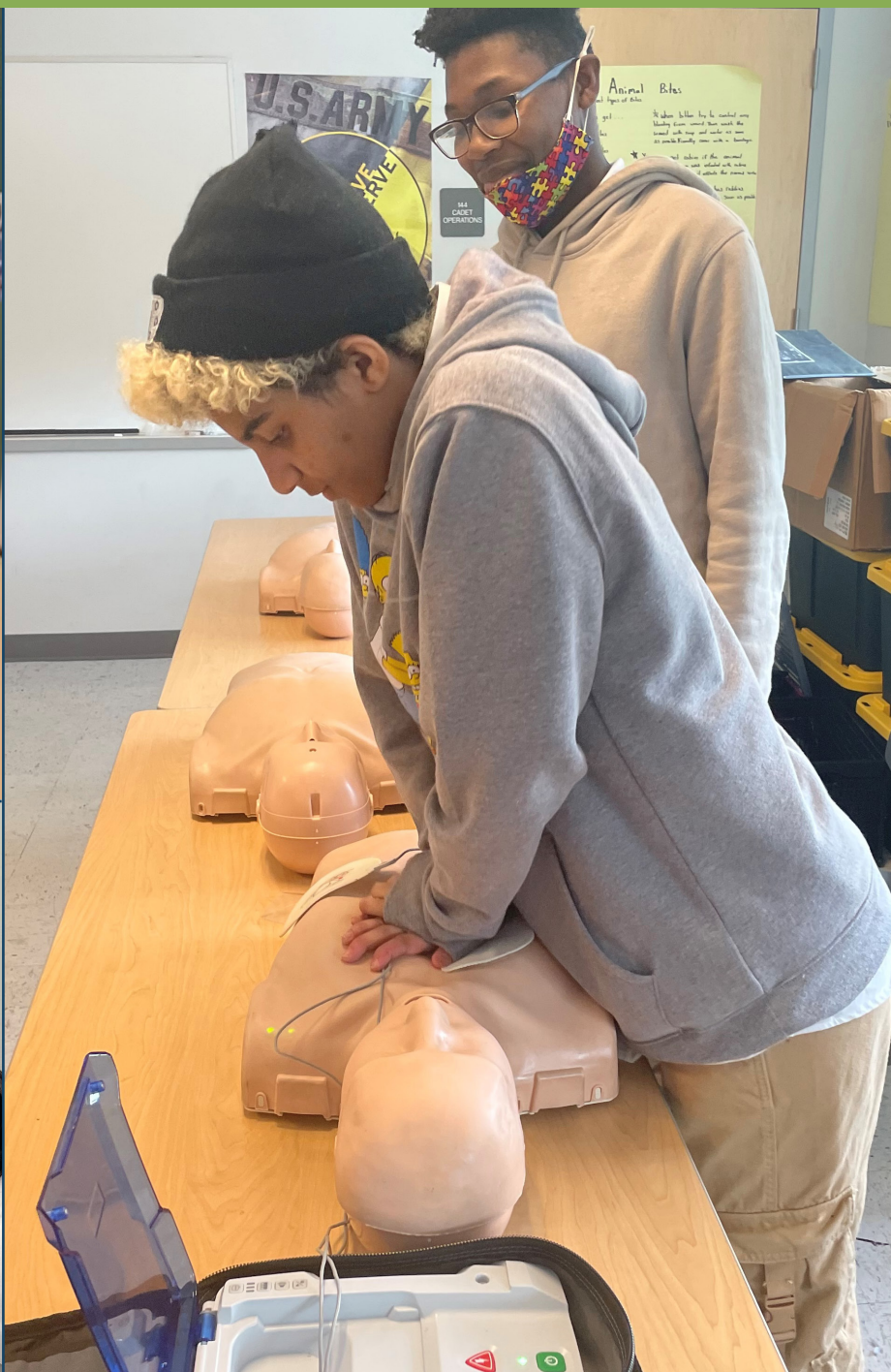


2023 Impact Report



Healthcare job preparation
Identifying career opportunities
Connecting workers with employers

Our Mission

The mission of Baltimore Alliance for Careers in Healthcare (BACH) is to address unemployment, underemployment, and healthcare workforce shortages in the Baltimore region by identifying healthcare career pathways and connecting residents to skilled jobs, leading to economic independence.

2.6 Million

New Healthcare Jobs in U.S. by 2030

We Have Come a Long Way



As a healthcare workforce intermediary, BACH has come a long way since the initial conversation on a train between Baltimore leaders in economic development and healthcare established the need for a systematic, employer-led approach to fill critical shortages at area hospitals.

While there have been changes throughout the years, our goals – providing sustainable solutions to Baltimore’s healthcare shortages, while creating job and advancement opportunities so that residents can pursue

health-related careers and earn a living family wage – remains our mission. We do this work in collaboration with a range of public and private institutions.

Looking back at the impact of the work we’ve done to date, we are proud to report that nearly 2,000 Baltimore residents have received career training, coaching, and support for entering and advancing in healthcare careers, while filling critical shortages in skilled mid-level healthcare positions.

But healthcare workforce needs continue in Baltimore and beyond. The current shortage is growing, with no end in sight.



1,959 Participants Served by BACH

We Adapt as Needed

Healthcare is the Baltimore region's largest industry sector and it continues to expand

There has long been a critical shortage of workers for skilled healthcare positions in hospitals and other medical organizations. At the same time, the poverty rate in Baltimore is over 21%. We address these two issues by connecting promising Baltimoreans with the training they need to break into the healthcare field or, for those already working within the field, move up the career ladder.

In partnership with employer/members, we adapt as their workforce needs change, so that our participants complete training with confidence that jobs will be available.

As we look forward to Fiscal Year 2024 and beyond, we plan to:

- **Expand our apprenticeship training slots** for LPNs and CMAs
- **Boost participant retention and alumni engagement** by offering opportunities to be at the table in a decision-making capacity by joining a participant advisory group
- **Enhance our virtual footprint** by creating webinars and electronic media for additional participant connectivity to training resources
- **Create a platform for employers** to interact live with potential employees

**“When residents have access to good jobs,
our communities are stronger, healthier, and safer.”**

Our Process

Collaboration is the key to our success

In partnership with employers, government agencies, foundations, educational institutions, community-based organizations, we:

- **Identify the most critically needed workforce areas** in partnership with our employer members
- **Secure funding** through our relationships with government agencies and foundations
- **Recruit and screen** promising unemployed and underemployed Baltimore residents in collaboration with our community-based partners
- **Train participants** to develop the knowledge, skills, and certifications they need to qualify for healthcare jobs, through our training partners
- **Support participants** with case management throughout the process, with the assistance of our community-based partners, eliminating barriers to success

Coming full circle, successful program completers have the opportunity to apply for jobs with our employer members.



Youth Programs

We are Preparing the Next Generation of Healthcare Professionals

BACH Fellows are rising Baltimore City Public School (BCPS) juniors and seniors in Career and Technical Education (CTE) health tracks. During a paid summer internship, they shadow health professionals, gain on-the-job experience in allied health occupations, learn medical technology, develop skills such as job etiquette and conflict resolution, and plan a path to college or the workplace.



Youth Apprentices are students who are enrolled in the Academy of Health Professions through BCPS CTE. Working with a teacher/mentor, their paid, on-site work experience takes place during the school year and is aligned with their schoolwork in a CTE health track. Apprentices must complete at least 450 on-the-job hours, during which they prepare and sit for certification.

“We love BACH students and can’t wait to get them.”

Our Impact

In Fiscal Year 23



Who We Serve

To maximize our impact, we serve residents in targeted demographics and, in certain situations, targeted zip codes:

Unemployed and underemployed residents

with a high school degree or equivalent

High school students
in a medical CTE track

Immigrants

with medical training
in their country of origin

BACH is the largest facilitator of free healthcare workforce training opportunities in the state.

Our Trainings

Recent trainings have included:

- Central Sterile Processing Technician
- CNA/GNA
- Emergency Medical Technician (EMT)
- Environmental Care Supervisor
- Licensed Practical Nurse (LPN)
- Medical Assistant
- Patient Care Technician
- Pharmacy Technician
- Phlebotomist
- Surgical Technician
- Youth trainings and apprenticeships for medical careers



As the need arises and funding is secured, we offer additional trainings, including:

- Certified Medicine Aide
- Community Health Worker (CHW)
- Peer Recovery Specialist

\$13/hr.

Minimum Wage
2023

\$20.52/hr.

Average Phlebotomist
Salary

\$22.14/hr.

Average EMT
Salary

\$48.46/hr.

Average Surgical Tech
Salary

Salaries Shown are for Baltimore

Our Partners

Our programs to expand the healthcare workforce and prepare workers to move up from jobs to careers would not be possible without the help of our partners and collaborating organizations.

Funders

We are grateful for the confidence placed in us by our funders, without whose generous support we could not offer priceless opportunities for job seekers, while contributing to the healthcare workforce throughout Baltimore.



Abell Foundation

Baltimore Workforce Funders Collaborative

Jack and Jill of America Foundation

Maryland Department of Labor

Mayor's Office of Employment Development

Truist Foundation

The Harry and Jeanette Weinberg Foundation, Inc.

US Department of Labor

Employment that offers family-sustaining wages and an attractive career path is a vital linchpin in economic development.

Employer Members

Employer Organizations

Catholic Charities/St. Elizabeth
Rehabilitation and Nursing Center*

Chase Brexton Health Services*

Keswick Multi-Care Center*

Genesis HealthCare*

Johns Hopkins Bayview Medical Center*

Johns Hopkins Hospital*

LifeBridge Carroll Hospital

LifeBridge Grace Medical Center

LifeBridge Levindale Hebrew
Geriatric Center and Hospital*

LifeBridge Northwest Hospital*

LifeBridge Sinai Hospital*

MedStar Franklin Square Medical Center*

MedStar Good Samaritan Hospital*

MedStar Union Memorial Hospital*

Mercy Medical Center*

St Agnes Hospital*

Total Healthcare*

University of Maryland Medical Center*

*Member Hospitals



“Thank you, BACH, for helping me achieve my dream.
Now I’m ready to continue on to become an RN.”

Additional Collaborations

Training Partners

Baltimore City Community College

Baltimore Technology Hub

Central Maryland Area Health
Education Center

Community College of Baltimore County

Jordan Peer Recovery

Mindful Practice Phlebotomy

Community-Based Organizations

Caroline Center

Catholic Charities

Our Daily Bread Employment Center

Christopher Place

Center for Urban Families

Civic Works

Health Care for the Homeless

Helping Up Mission

My Sister's Place

St. Vincent de Paul

South Baltimore Learning Center

Turnaround Tuesday

Workforce and Technology Center

Additional Collaborations

Baltimore City Public School System

Baltimore City Department of
Social Services

Baltimore Workforce
Fundamentals Collaborative

Maryland Hospital Association

Mid-Atlantic Association of
Community Health Services

“When BACH Fellows complete their internships, they are both college- and career-ready. BACH cultivates leaders!”

Board of Directors

Executive Committee and Officers

Chair

Susan Hussey
Vice President, Human Resource Services
University of Maryland Medical Systems

Vice-Chair

Brian Bailey
Chief Talent Officer
Total Health Care

Secretary

Pegeen Townsend
Retired Vice President, Government Affairs
MedStar Health

Treasurer

Anita Hammond
Manager, Workforce Development
LifeBridge Health

Former Board Chair

Michele Sedney
Executive Director, Human Services
Johns Hopkins Bayview Medical Center

Directors

Shamonda F. Braithwaite
Deputy Executive Director
Mid Atlantic Association of Community
Health Centers

Linda Dworak (Program Committee Chair)
Director, Baltimore Workforce
Funders Collaborative
Maryland Philanthropy Network

Shanae K. Fant
CTE Manager
Baltimore City Public Schools

Olivia D. Farrow
Community Engagement and
Advocacy Director
Ascension Saint Agnes Hospital,
The Health Institute

Michael C. Franklin
Workforce Engagement Manager
University of Maryland Medical Center,
Downtown Campus

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Member employers and partners
represented on our board

Tammy Janus
Senior Vice President, Human Resources
Mercy Medical Center

Ebony K. McFadden
Director, Career Services and
Employment Placement
Baltimore City Community College,
Workforce Development & Continuing Ed

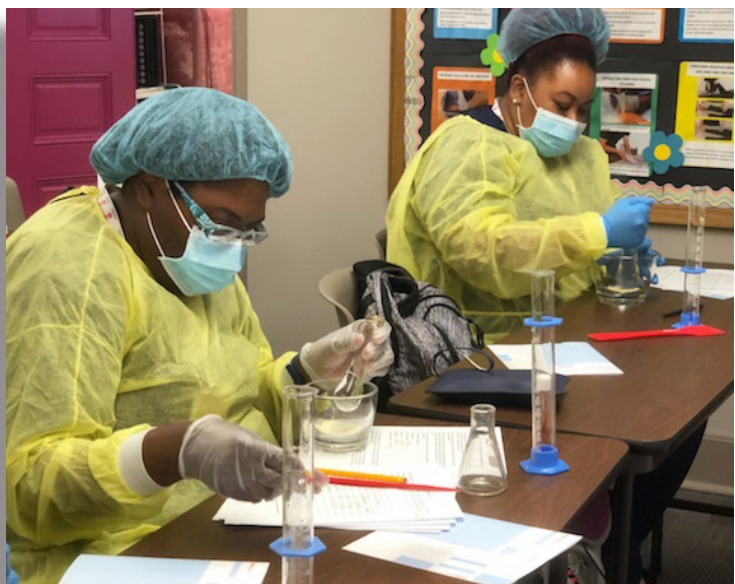
Holly Phipps-Adams
Vice President, Culture
LifeBridge Health

David J. Rodwin
Attorney
Public Justice Center

Zachary Richards
Division Director, Senior Healthcare
Catholic Charities

Deborah Rowe
Vice President
Genesis Staffing Services

Kathy Talbot
Senior Executive Director of Finance
Tidal Health



“BACH helps alleviate critical healthcare workforce shortages while moving Baltimore residents from jobs to careers.”

Susan Hussey, Vice President Human Resource Services, UMMS

Finances: Assets

Baltimore Alliance for Careers in Healthcare, Inc. Balance Sheet

As of June 30, 2023

ASSETS	Total
Current Assets	
Bank Accounts	
Cash in bank - operating	351,531.07
Cash in bank - Reserve	274,050.36
Total Bank Accounts	\$625,581.43
Accounts Receivable	
Accounts receivable	206,927.37
Total Accounts Receivable	\$206,927.37
Other Current Assets	
Prepaid expenses	947.17
Total Other Current Assets	\$947.17
Total Current Assets	\$833,455.97
Fixed Assets	
Accum deprec- furn,fix,equip	(1,481.80)
Furniture, fixtures, & equip	1,481.80
Total Fixed Assets	\$ --
Other Assets	
Deposits- rent	2,627.02
Total Other Assets	\$2,627.02
TOTAL ASSETS	\$836,082.99

\$7,500

Average cost of training and services per participant

Liabilities and Equity

LIABILITIES AND EQUITY	Total
Liabilities	
Current Liabilities	
Accounts Payable	
<u>Accounts Payable</u>	15,617.50
Total Accounts Payable	\$15,617.50
Other Current Liabilities	
Accrued payroll	9,942.99
Accrued payroll taxes	728.13
Accrued Vacation Pay	16,807.70
<u>Payroll Liabilities</u>	2,559.75
Total Other Current Liabilities	\$30,038.57
Total Current Liabilities	\$45,656.07
Total Liabilities	\$45,656.07
Equity	
Temporarily restricted net asset	112,554.00
Unrestricted Net Assets (Retn Earnings)	841,071.71
<u>Net Income</u>	(163,198.79)
Total Equity	\$790,426.92
TOTAL LIABILITIES AND EQUITY	\$836,082.99

\$14,500

Cost to train one
Licensed Practical Nurse (LPN)

Executive Director

Karen Heyward-West

Staff

Shantell Bell
Intake & Resource Coordinator

Jermaine Johnson
Apprenticeship Program Manager

Farhad Khan
Database/Web Manager

Wendi Massicot
Workforce Development Specialist

Magdalena Tagliaferro
Director of Programs & Services

Alanna Taylor
Development

Sharon Ward
EARN Program Coordinator

Stephanie Williams
Administrative Assistant

