



*As a leader in workforce development,
we stand at the intersection of job
preparation and career opportunities,
connecting workers and employers.*

**Impact
Report**

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.

The Train Ride Continues



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 more than 1,600 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.

2.6 Million

New Healthcare Jobs in U.S. by 2030

1,727

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 2023 and beyond, we plan to:

- **Expand our apprenticeship training slots** for LPNs and CMAs
- **Provide literacy support** to participants through our partnership with the South Baltimore Learning Center
- **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”

Karen Heyward-West, Executive Director, Baltimore Alliance for Careers in Healthcare

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.



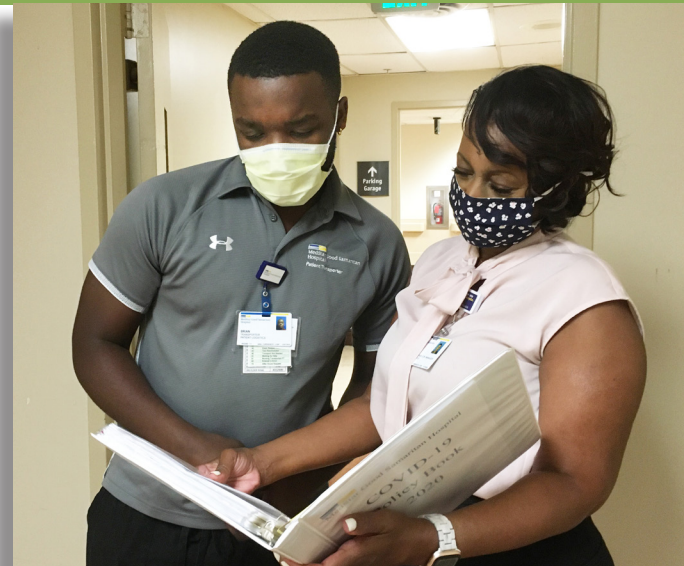
Youth Programs

Our Impact

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.



In Fiscal Year 22



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

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

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
- Multi-Skilled Medical Technician
- 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



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
Fund for Educational Excellence/ Grads2Careers
Maryland Department of Labor
Mayor's Office of Employment Development
The Harry and Jeanette Weinberg Foundation, Inc.
US Department of Labor

\$12.20/hr.
Minimum Wage
2022

\$20.52 /hr.
Average Salary
for Phlebotomist

\$22.14/ hr.
Average Salary
for EMT

\$48.46 /hr.
Average Salary
for Surgical Tech

Salaries Shown are for Baltimore

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

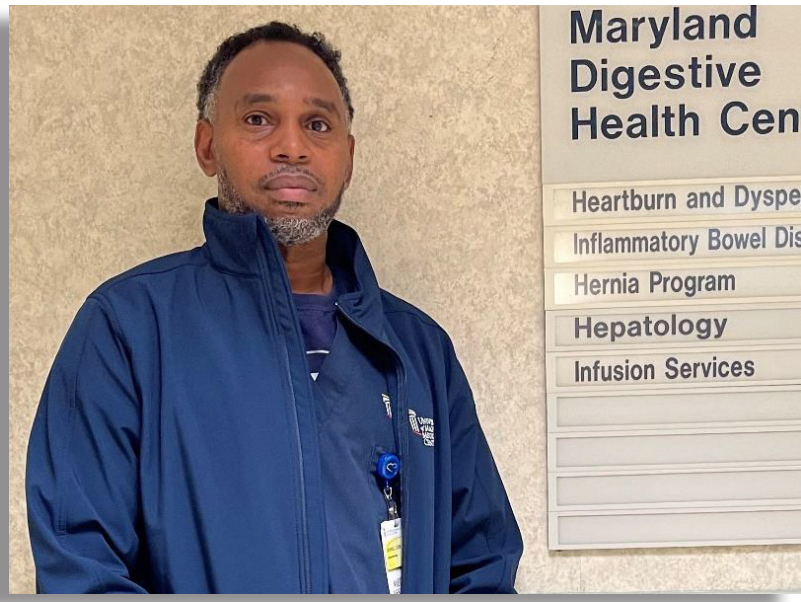
Jeffrey Smith, Apprenticeship Program Manager, Maryland Department of Labor

Employer Members

Additional Collaborations

Employer Organizations

- Autumn Lake Healthcare
- 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

Training Partners

- Baltimore City Community College
- Central Maryland Area Health Education Center
- Community College of Baltimore County

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

- Jordan Peer Recovery
- Mindful Practice Phlebotomy

- 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 Funders Collaborative

- Maryland Hospital Association
- Mid-Atlantic Association of Community Health Services



A former MA participant was recently honored by University of Maryland Medical Center

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

Board of Directors

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Vice President, Human Resource Services
University of Maryland Medical Systems

Vice-Chair

Brian Bailey
Chief Talent Officer
Total Health Care

Secretary

Pegeen Townsend
Vice President, Government Affairs
MedStar Health

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Manager, Workforce Development
LifeBridge Health

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Johns Hopkins Bayview Medical Center

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Deputy Executive Director
Mid Atlantic Association of Community
Health Centers

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Director, Baltimore Workforce
Funders Collaborative
Maryland Philanthropy Network

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CTE Manager
Baltimore City Public Schools

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Community Engagement and
Advocacy Director
Ascension Saint Agnes Hospital,
The Health Institute

Michael C. Franklin
Workforce Engagement Manager
University of Maryland Medical Center,
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Catholic Charities

Deborah Rowe
Vice President
Genesis Staffing Services

Kathy Talbot
Vice President of Revenue Management
MedStar Health

Michael Thomas
Vice President, Work Force Development
and Continuing Education
Baltimore City Community College



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Member employers and partners
represented on our board

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

Finances: Assets

Liabilities and Equity

Baltimore Alliance for Careers in Healthcare, Inc. Balance Sheet

Unaudited report as of June 30, 2022

ASSETS	Total
Current Assets	
Bank Accounts	
Cash in bank - operating	291,151.96
Cash in bank - Reserve	273,841.94
Total Bank Accounts	\$564,993.90
Accounts Receivable	
Accounts receivable	387,028.62
Total Accounts Receivable	\$387,028.62
Other Current Assets	
Prepaid expenses	5,852.89
Total Other Current Assets	\$5,852.89
Total Current Assets	\$957,875.41
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	\$960,502.43

LIABILITIES AND EQUITY	Total
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	375.00
Total Accounts Payable	\$375.00
Other Current Liabilities	
Accrued payroll	7,105.41
Accrued payroll taxes	543.56
Accrued Vacation Pay	14,906.38
Payroll Liabilities	
2103 MD Income Tax	2,046.38
2104 MD Unemployment Tax	5.90
Total Payroll Liabilities	\$2,052.28
Total Other Current Liabilities	\$24,607.63
Total Current Liabilities	\$24,982.63
Total Liabilities	\$24,982.63
Equity	
Temporarily restrict net asset	30,880.29
Unrestricted Net Assets (Retn Earnings)	579,185.04
Net Income	325,454.47
Total Equity	\$935,519.80
TOTAL LIABILITIES AND EQUITY	\$960,502.43

\$7,500

Average cost of training and services per participant

\$14,500

Cost to train one Licensed Practical Nurse (LPN)

Executive Director

Karen Heyward-West

Staff

Jermaine Johnson
Apprenticeship Program Manager

Farhad Khan
Database/Web Manager

Wendi Massicot
Workforce Development Specialist

Luren Means
Administrative Assistant

Magdalena Tagliaferro
Director of Programs & Services

Alanna Taylor
Development

Sharon Ward
EARN Program Coordinator

