

- Preparing for healthcare careers
- Identifying career pathways
- Connecting job seekers with employers



IMPACT REPORT

2024

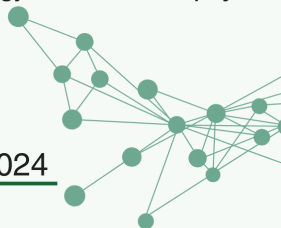


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Karen Heyward-West
Executive Director



We are proud to present the 2024 Impact Report for the Baltimore Alliance for Careers in Healthcare (BACH). This report highlights our achievements so far this year in addressing healthcare workforce shortages and providing pathways for Baltimore residents to enter and advance in healthcare careers.

You'll find updates on participant outcomes, new training programs, and key partnerships, as well as a look at what's ahead for Fiscal Year 2025 and beyond, including exciting initiatives like the HOPE Project and expanded hospital-based training.

Thanks to our funders, partners, and community, we've made significant progress, and we look forward to continuing this vital work in the years to come.



OUR MISSION & VISION



MISSION

Our mission 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.

VISION

BACH envisions a healthy community, a strong economic future and an inclusive system that prepares and connects residents to skilled positions in healthcare organizations with workforce shortages in the Baltimore region

SHAPING TOMORROW'S HEALTHCARE WORKFORCE: BACH'S ROADMAP FOR 2025 AND BEYOND

Healthcare is the biggest and fastest-growing industry in Baltimore. However, there is still a shortage of skilled workers in hospitals, while the city faces a poverty rate of over 21%. At BACH, we address these issues by providing Baltimore residents with no cost training that is needed to start and grow their healthcare careers.

Looking ahead to Fiscal Year 2025, we plan to:

- **Expand Training Options:** We will continue to offer new training programs to meet healthcare needs, especially in areas with job shortages.
- **Collaborate with Hospitals:** We are building stronger partnerships with local hospitals to offer to create training programs within their facilities through our new incentive the HOPE Project (Healthcare Opportunities and Pathways to Employment).
- **Strengthen Partnerships:** We will work more closely with healthcare employers, schools, and community organizations to offer better support to our participants.
- **Invest in Participant Support:** We will provide additional support services, including mentorship and resume-building assistance, to help ensure our trainees' success.
- **Promote Diversity:** We will keep working to reduce health disparities by preparing more people from underrepresented communities for healthcare jobs, helping to create a more diverse workforce.



HEALTHCARE CAREER TRAINING PROGRAMS

Recent trainings have included:

- Central Sterile Processing Technician
- CNA/GNA
- Environmental Care Supervisor
- Licensed Practical Nurse (LPN)
- Dental Assistant
- Patient Care Technician
- Pharmacy Technician
- Phlebotomist
- Community Health Worker (CHW)
- Peer Recovery Specialist



- THE AVERAGE COMPLETION RATE FOR HEALTHCARE TRAINING PROGRAMS RANGES BETWEEN **75-85%**, DEPENDING ON THE INSTITUTION AND PROGRAM TYPE.

- **NATIONAL CENTER FOR EDUCATION STATISTICS (NCES)**



- ABOUT **70-90%** OF HEALTHCARE PROGRAM GRADUATES FIND EMPLOYMENT WITHIN SIX MONTHS OF COMPLETING THEIR TRAINING.

- **GEORGETOWN UNIVERSITY CENTER ON EDUCATION AND THE WORKFORCE**

YOUTH IMMERSION & BACH FELLOWS PROGRAMS



- **Youth Immersion Program:** High school students explore healthcare careers by shadowing professionals and gaining hands-on experience. They learn job skills like etiquette and conflict resolution, helping them plan for college, certifications, or starting work after high school.

- **BACH Fellows Program:** 35 Baltimore high school juniors, seniors, and recent graduates participate in a 5-week paid summer internship. They learn about healthcare jobs, medical technology, and get mentorship to guide their careers. Partner schools include Vivien T. Thomas Medical Arts Academy and Patterson High School, while hospitals like MedStar Health and Johns Hopkins host interns.



PARTICIPANT SUCCESS STORIES:

If you really want to work in the healthcare field, BACH is the organization you want to work with. They teach you everything you need to know. So, if you want to work in a hospital as a registered nurse, transporter, or in any other role, connect with BACH.

-Trinise Noble BACH Fellows participant

KEY ACHIEVEMENTS & MILESTONES

BACH has made significant progress in helping Baltimore residents, especially those from underserved communities, enter healthcare careers. Below are some key achievements FY24:

- **13 Training Tracks:** BACH offers 13 different training programs, providing skills and certifications for jobs like nursing, phlebotomy, and medical technology.
- **242 Screened and Enrolled:** This year, 242 people were enrolled in healthcare training programs, connecting them to job opportunities.
- **181 Graduates:** 181 people completed their training, ready for careers in healthcare.
- **167 Secured Jobs:** 167 participants found jobs in the healthcare industry after completing their training.
- **14 Continuing Training:** 14 participants chose to continue their education and further advance their skills.
- **\$20 Average Hourly Wage:** Those who found jobs through BACH are earning an average of \$20 per hour, supporting their financial independence.



 **BALTIMORE ALLIANCE FOR
CAREERS IN HEALTHCARE**
Creating Pathways to Opportunities



OUR FUNDERS



We sincerely appreciate the trust and generous support of our funders. Their commitment enables us to offer no- cost life-changing opportunities for job seekers and make a meaningful impact on Baltimore's healthcare workforce.

- Abell Foundation
- Baltimore Workforce Funders Collaborative
- Bloomberg Philanthropies
- Department of Health And Human Services
- Jack and Jill Foundation
- Maryland Department of Labor
- Mayor's Office of Employment Development
- The Harry and Jeanette Weinberg Foundation, Inc.
- The John J. Leiden Foundation
- US Department of Labor



By 13%

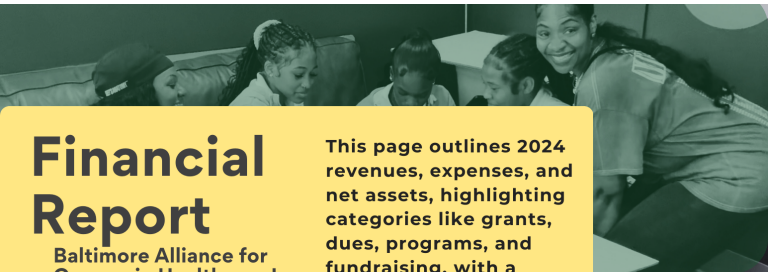
The healthcare sector is projected to grow by 13% from 2021 to 2031, creating about 2 million new jobs.

- U.S. Bureau of Labor Statistics

\$15 TO \$30 PER HOUR

Graduates from healthcare training programs typically earn between \$15 to \$30 per hour

- U.S. Bureau of Labor Statistics



Financial Report

Baltimore Alliance for Careers in Healthcare Inc.

(July 2023 - June 2024)

This page outlines 2024 revenues, expenses, and net assets, highlighting categories like grants, dues, programs, and fundraising, with a summary of changes in net assets.



REVENUES AND SUPPORT:

Grant Income	\$ 988,817
Dues	38,000
Other	261

Net Assests Released From Restrictions	1,027,078
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Total Revenues and Support	1,027,078
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EXPENSES:

Programs	997,124
Mangement and General	206,631
Fundraising	47,694

Total Expenses	1,231,449
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Change in Net Assets	(204,371)
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NET ASSETS - BEGINNING OF YEAR

790,426

NET ASSETS - END OF YEAR

\$ 586,055

BACH Staff

Karen Heyward-West

Executive Director

Jermaine Johnson

Apprenticeship Program Manager

Farhad Khan

Database/Web Manager

Wendi Massicot

Workforce Development Specialist

Magdalena Tagliaferro

Director of Programs & Services

Alanna Taylor

Grants/Monitoring Evaluation

Sharon Ward

Youth/special Programs Manager

Stephanie Williams

Executive Assistant

Kimberly Small

Digital Content Creator



“

ALONE WE CAN DO SO LITTLE; TOGETHER WE
CAN DO SO MUCH. — HELEN KELLER

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MedStar Harbor Hospital

