Healthcare job preparation
Identifying career opportunities
Connecting workers with employers
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
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.”

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

Angela Davis, Manager of Transport Department, MedStar Good Samaritan Hospital
Our Impact

In Fiscal Year 23

11
Training tracks offered

232
Screened and enrolled

197
Participants completed

178
Trainees employed

$20
Average wage

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.
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 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
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.”

Jaden Dennis, BACH Fellow
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 Funders 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!”

Shanae K. Fant, Career Readiness/CTE Manager, Baltimore City Public Schools
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

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
## Baltimore Alliance for Careers in Healthcare, Inc. Balance Sheet

**As of June 30, 2023**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Total</th>
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<td><strong>Current Assets</strong></td>
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<td>Bank Accounts</td>
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<tr>
<td>Cash in bank - Reserve</td>
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<td>Accounts Receivable</td>
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<td>Other Current Assets</td>
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<td>Prepaid expenses</td>
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<td><strong>Total Other Current Assets</strong></td>
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<td>Accum deprec- furn,fix,equip</td>
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<td>Furniture, fixtures, &amp; equip</td>
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<td><strong>Total Fixed Assets</strong></td>
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<td><strong>Other Assets</strong></td>
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<td>Deposits- rent</td>
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<td><strong>Total Other Assets</strong></td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$836,082.99</td>
</tr>
</tbody>
</table>

**Average cost of training and services per participant**

$7,500
## Liabilities and Equity

### Liabilities

**Current Liabilities**
- **Accounts Payable**
  - **Accounts Payable** 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
- **Payroll Liabilities** 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
- **Net Income** (163,198.79)

**Total Equity** $790,426.92

**Total Liabilities and Equity** $836,082.99

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**Cost to train one Licensed Practical Nurse (LPN): $14,500**
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