



2020 REGIONAL WORKFORCE DEVELOPMENT PLAN

Maryland Central Region

Anne Arundel County
Baltimore City
Baltimore County
Mid Maryland
Susquehanna
with Baltimore Metropolitan Council

Executive Summary

Maryland Central Region is pleased to submit its *Regional Workforce Development Plan* in accordance with Section 106 of WIOA that provides for the identification of Workforce Development Regions. The Maryland Central Region (the Region) that consists of the following areas; Anne Arundel County, Baltimore City, Baltimore County, Susquehanna and Howard and Carroll Counties submits this document which was prepared in collaboration with the Baltimore Metropolitan Council. This plan will describe how the local workforce areas in the Region will collaborate within the larger regional economy to align activities and resources to provide coordinated, efficient and effective services to both job seekers and employers. This plan also aligns with the strategic goals of Maryland's *Benchmarks of Success*.

The Region believes that collaboration and coordination of efforts, across jurisdictions, is a key to success in addressing the workforce needs of businesses and job seekers in the State. A regional approach can efficiently address the workforce challenges of priority industry sectors. The Region will collaborate to collect, analyze and use labor market information to plan and make strategic decisions.

As a workforce development strategy, the regional approach enjoys a long history of success in the Central Region. This success carries forward to the present day with cross-county initiatives currently underway, such as:

- The State Highway Administrative grant initiative which provides women who are unemployed or underemployed with access to CDL A & B training and assistance with job placement.
- The Older Worker initiative that assists job seekers who are at 55 years or older, unemployed and have a family income of no more than 125 percent of the federal poverty level with accessing training opportunities that lead to industry credentials and work opportunities.
- Collaborating on providing virtual workforce services, specifically job fairs to the region's job seekers.
- The Opioid initiative providing "Support to Communities: Fostering Opioid Recovery through Workforce Development" grant that will assist individuals who have been directly and/or indirectly impacted by the opioid crisis with accessing job training and recovery services that will lead to employment.

The Region will create coordination, tracking and reporting mechanisms, on a case-by-case basis, when it comes to implementation of workforce initiatives. This would include coordination of service delivery, referrals, integration of supportive services, tracking and reporting mechanisms, cost sharing and distribution, and performance monitoring.

The Baltimore Metropolitan Council will provide support in coordinating, collecting and analyzing labor market information for the Central Region.

Section 1 – Regional Analysis

- A. Existing and emerging in-demand industry sectors and occupations, and their employment needs.
- B. Demographic characteristics of the workforce, including the educational and literacy levels with emphasis on youth, adults in transition and individuals with disabilities. Describe how the local area’s demographics are changing and the planning implications for the anticipated workforce in the future.
- C. Knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations.
- D. Analysis of the workforce in the region, including current labor force employment/unemployment data, labor market trends and the educational and skill levels of the workforce in the region, including individuals with barriers to employment
- E. Analysis of workforce development activities (including education and training) in the region, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region.

Please See Attached Economic Report.

Section 2. Regional Sector Strategies.

- A. Identify which in-demand industry sector(s) or occupation(s) the Local Boards in the region is/are serving and why.

The table below lists industry sectors (or combinations of sectors) identified by each local area as targeted in their Local Workforce Development Plans. These sectors are expected to drive much of the region’s growth over the next decade. Healthcare and Construction sectors are being targeted by all areas and there are a few industries that are unique for an area. So, the Region will focus on all of the industries and occupations specific for each idnsutry.

Local Areas	Business Services	Construction	Education	Finance and Insurance	Healthcare	Hospitality and Tourism	Information Technology	Manufacturing	Retail Trade	Transp / Distrib / Logistics
Anne Arundel		x			x	x	x	x	x	x
Baltimore City	x	x			x		x	x		x
Baltimore County		x	x	x	x		x	x		x
Mid-Maryland	x	x	x	x	x	x	x	x	x	x
Susquehanna		x			x		x	x		x

B. Describe the current status of regional collaboration in support of the sector occupation and identify anticipated next steps and timelines for at least the first two years of plan implementation.

Local areas have continued their collaborative efforts as it relates to developing and launching initiatives that align with the industries and/or occupations in greatest need. Some initiatives have been completed and others are ongoing or upcoming. The following are several examples of the collaborative efforts.

Completed:

C3: This program served transitioning and recently separated veterans and provided them with an opportunity to go through training and work-and-learn initiatives, which helped veterans and their spouses obtain gainful employment and careers in a civilian world. Participating areas were Susquehanna, Anne Arundel County, and Mid Maryland. The project served 1,025 participants including 740 transitioning service members, 170 military spouses, and 115 veterans, assisting them with training and employment services. The program ended September 2020, with 78% of participants gaining employment.

Ongoing:

EARN: Numerous projects across a multitude of targeted industries are utilizing EARN funding to offer training.

Statewide Business-facing Staff meetings: In response to the COVID-19 pandemic, weekly calls were implemented between business-facing staff across the state. This has proven to be time well spent, as staff share what is happening in their respective region, what programs are available, and provides best practices for sharing available programs with businesses and industries.

Work-and-learn: When appropriate, participants are placed into work-and-learn opportunities. These programs allow employers to help students and workers gain experience and demonstrate necessary “hands-on” skills, competencies, and other desired soft skills (such as teamwork, professionalism, timeliness, etc.) prior to working full-time and permanent positions.

Online training: Technology has been nudging businesses to use online functionality whenever possible for many years; however, COVID-19 has catapulted us all into a primarily online world. In response to the statewide shutdown, workforce agencies had to quickly transition training from in-person to online. The community colleges with whom we have collaborated, as well as the other training vendors who traditionally used classrooms for some of their training, have moved to web-based training due to COVID-19. Not only does this shift to online training allow for continuity of services, it also provides opportunities for individuals from the areas served by our referral partners to access training that may have been previously out of reach due to geographic constraints.

Systems Alignment: Whenever possible, workforce agencies align their systems to benefit businesses, participants and organizations who take part in the programs. Ideally, all systems would be able to share data. Increased data accessibility related to participants, programs, outcomes, etc., allows for programs and services driven by data. This also decreases redundancy in effort and potential errors related to duplicate entry. Additionally, there is significant benefit to enabling businesses to work across all workforce areas as opposed to being “locked in” within their respective county. As part of this systems alignment, we are striving for consistent processes, documentation, and requirements across the entire region. Consistency of processes and fluidity of service offerings and delivery will ultimately lead to a better and seamless experience for all.

Upcoming:

Career Pathways: Baltimore Metropolitan Council is working with area Workforce agencies to assist with creating a Career Pathways tool that will allow businesses, industries, workforce professionals, and job seekers to explore potential career pathways that will help employees envision transitions from entry to mid-level positions to mid and high-level roles.

Registered Apprenticeship Program (RAP): AAWDC is working with Maryland’s DOL to create a Registered Apprenticeship Program, starting in the IT industry. Based on the needs of businesses, the initial positions to be included are SOC and NOC Analysts. There is already an established need to expand this offering into other roles. Additionally, RAP efforts are currently under consideration for other industries, namely Healthcare. This initiative will be fluid based on the needs of the businesses and industries which is a significant lift by all parties involved.

H1-B Grant: With a shortage of high and middle-skilled workers with special skills in certain industries, namely Information Technology, Cyber Security, and Advanced Manufacturing, states have historically looked outside of the US for staffing needs via the H1-B application process. There are over 13,000 businesses representing these industries in our region, and they employ almost 200,000 employees. With significant growth on the horizon, the unique security clearance requirements for many of the in-demand positions, and the lengthy process to attain H1-B status, states are now encouraged to up-skill American citizens to meet the demand of the industry. The H1-B Grant initiative will assist with funding the effort of recruiting and training individuals to fill the talent pipeline with qualified workers.

Unique approaches:

Talent Consulting: This is an innovative and unique service developed to implement industry sector solutions to workforce pipeline challenges. The approach of putting business and industry first in addition to having staff that understand the idiosyncrasies of different industries enables us to take a holistic approach to addressing industry needs. It blends the concepts of industry sector strategies and career navigation effectively serving the unique needs of an industry, while ensuring job seekers have a strong understanding of and

connection to key regional economic drivers. Staff guide industry and workforce services; and act in an advisory role on broader talent pipeline solutions.

Industry Collaboratives: These groups are driven by employers, coordinated by Industry Talent Consultants (ITCs), and encompass key workforce development partners including community colleges, public school systems, local government, economic development agencies, and community-based organizations. The Collaboratives help with key efforts as they relate to awareness and talent development, as seen in the table below.

Industry Collaboratives		
<p><i>The collaboratives use labor market data and business insights to determine the industry pain-points that the collaborative wants to address. Next, the collaboratives work together to develop and implement customized solutions to address the pain-points across the industry.</i></p>		
Industry Awareness	New Talent Development	Upskilling Current Talent
<p>The collaboratives work together to increase awareness of the opportunities and career pathways in their respective industry. As part of this process, businesses verify published labor market data and provide insights into the industry. Projects include industry awareness videos, industry career booklets, and panel discussions for interested candidates</p>	<p>The collaboratives identify the most in-demand occupations and develop training programs that give candidates the essential soft skills, occupational skills, certifications, and/or hands-on experience needed to fill the demand. Projects include occupational training, work-and-learn development, essential skills training through the Workplace Excellence Series, and apprenticeship development.</p>	<p>The collaboratives develop career pathways for key occupations and create training programs to move current talent up the career ladder to fill higher-skilled positions. Projects include career pathway development, incumbent worker training, and building apprenticeships.</p>

Sector Partnerships: In addition to the availability of ITCs, a large focus on sector partnerships provides numerous benefits. Partnerships with businesses, industries, Chambers, economic organizations, etc., help give clarity and focus to initiatives within an industry. It provides smaller businesses within an industry a critical forum to connect industry best practices and to leverage resources around talent considerations that they might not otherwise be able to affect. It also gives a forum to align skills requirements of industries with training and education programs in the region. As part of the effort, workforce agencies establish relationships with business partners who not only advise the work but also remain very much involved in efforts associated with implementation, recruitment, job placement, and everything in between.

We will continue to work together to establish best practices in technology, program and service offerings, data analysis and dissemination, training, and sector strategies.

Section 3. Regional Service Strategies

A. Identify and describe which populations and/or service strategies and/or services will be developed on a regional basis.

NOTE: There is no expectation that all service strategies in multi-area regions will be regional, or that regions will have robust strategies in place at the start of the planning timeline. This plan provides the baseline. Local Board(s) are expected to make a good faith effort at exploring options to better integrate service delivery as it makes sense over time.

The Central Region has demonstrated effectiveness serving populations identified in the state plan as evidenced in the Targeted Population Summary. Previously, the greatest number of barrier populations served as reported in the Maryland Workforce Exchange had been SNAP recipients, ex-offenders, low-income individuals, under-employed, and individuals with disabilities. To broaden our efforts to serve individuals with other barriers, we plan to coordinate and seek deployment of innovative outreach strategies. We are working to align partner programs that serve these populations with the intent to advance our ability to address the workforce demands of the business enterprises in the region. This alignment will foster the ability for individuals in the targeted populations to obtain employment leading to self-sufficiency by increasing access to services and programs that increase the acquisition of skills required to fill the demands of the business community.

The ALICE population requires special attention. United Way study defined ALICE population as asset-limited, income constrained, and employed (working poor). The study analyzes the cost of living in the area and determines two budgetary thresholds for various family sizes. Thus, “while 9% of MD households were living below the Federal Poverty Level (FPL), another 30% — more than three times as many — were ALICE households: Asset Limited, Income Constrained, Employed. These households earned above the FPL, but not enough to afford basic household necessities.”

This segment of the population is important for economic growth and social impact in the area. These employed individuals need assistance in either getting on a career path or advancing their career to reach self-sufficiency for themselves and their families. Intensive assessment, wrap-around, and support services are required to ensure success of these individuals. This could be achieved by coordination of partner organizations and alignment of services in each workforce area and the Region as a whole. We will be setting up a taskforce to serve the ALICE population. This taskforce will be responsible for creating the best approach for serving these individuals.

Women are becoming a special focus due to the most recent data¹ that shows that during the pandemic, they are more likely to quit jobs or reduce hours to take care of school-aged and younger children who need to learn virtually. This trend could possibly hurt women’s potential

¹ https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2020.pdf

for future growth through losing continuity of experience and skills improvement. As a result, women will need to upgrade skills to stay current in the workforce or obtain new career opportunities. Together, we will be developing innovative and strategic ways of serving this segment of population.

Our efforts as a Region will also focus on transitioning and recently separated veterans and active duty spouses. A 2014 report from Vet Advisor and Syracuse University's Institute for Veterans and Military Families found that roughly 65% of veterans are likely to leave their first post-military job within two years due to problems like low satisfaction and limited opportunities for advancement. Transitioning service members and recently separated service members are a great recruitment pool for employers as many of them have fundamental skills obtained while in military and a security clearance.

A US DOL Bureau of Labor Statistics report from 2017 found military spouse unemployment rate is four times the current rate for all adult women, at 16%. Underemployment among military spouses is 30-40% according to research by Blue Star Families and the Military Officers Association of America. Underemployment is high among military spouses because they move frequently or accept the first employment offer. Moreover, the frequent moves create employment gaps that can lead an employer to assume military spouses are not dedicated employees; oftentimes resulting in employers offering salaries that do not align with their experience.

Continuing our history of regional collaboration, we plan to advance our efforts in seeking regional grants, trainings, best practices, sector initiatives, and other alliances that support the employment needs of the shared priority industries and common populations. Past examples include the regional partnership to develop a regional workforce plan through the Opportunity Collaborative; our collective contribution to the success of the Cyber grant, MTC, and MC3. Regionally, we supported the workforce attraction efforts for Amazon and Maryland's casino expansions, ACE, and Train-to-Hire initiatives.

As a Region, we will look for innovative and strategic ways to outreach, assess, and assist in up-skilling or re-skilling individuals so they can compete in a national and world economy. This way, individuals will obtain opportunities to become financially self-sufficient and will positively contribute to the Regional and National economies.

Section 4 – Coordination with Regional Economic Development Organizations.

At the local level, the models of coordination between workforce investment agencies and economic development agencies vary greatly from jurisdiction to jurisdiction. The most common model is to have two quasi-government agencies operating as separate non-profit corporations. In Baltimore County, the Office of Workforce and Economic Development serves

as a combined agency sitting within county government. The same holds true for the Carroll County office in Mid-Maryland.

Regionally, three agencies, the Baltimore Metropolitan Council (BMC), the Economic Alliance of Greater Baltimore (EAGB), and The Greater Baltimore Committee (GBC) help to coordinate the efforts of local workforce development and economic development agencies. BMC is a nonprofit organization that works with the regions elected executives to identify mutual interests and develop collaborative strategies, plans and programs that will help improve the quality of life and economic vitality. A portion of BMC's statutory charge is to assist in the coordination of regional workforce development efforts. EAGB is a not-for-profit economic development organization led by a partnership of regional business executives, elected government officials and leaders from higher education focused on fostering business retention and development, job creation, workforce development and new investment throughout the Greater Baltimore region. GBC is an organization of business and civic leaders and is a leading voice for the business community on issues relating to economic growth, job creation, workforce development, transportation and quality of life. The mission of the Greater Baltimore Committee is to improve the business climate of the Greater Baltimore region by organizing its corporate and civic leadership to develop solutions to the problems that affect the region's competitiveness and viability.

A comprehensive series of industry profiles released by BMC and EAGB, blended labor market analysis with economic development research. The local workforce and economic development agencies will be partners in this process designed to provide a comprehensive and shared data sets to relevant employers, trainers and government partners. Additionally, in April of 2020, GBC released a comprehensive report that identifies the top 20 occupations likely to produce the most family-supporting jobs in the Baltimore region over the next decade. The report, *Preparing for the Future. A Regional Workforce Development Initiative* includes more than 50 recommendations to ensure the region has a pipeline of skilled workers to fill high growth family-supporting jobs. (<https://gbc.org/tag/preparing-for-the-future/>).

Section 5. Coordination of Transportation and/or Other Supportive Services

The Central Region does not plan to coordinate efforts regarding transportation and supportive services.

Section 6. Regional Costs Arrangements, as Appropriate

- A. Describe cost arrangements in the region for costs associated with items 1 through 5 above, which may include the pooling of administrative costs.**

On a project-by-project basis, the local areas in the region will determine the costs arrangements depending on requirements and nature of the projects, their goals and

objectives, and funding streams. As an example, arrangements could be made based on proportion of participants served, staff engagement, the estimations of the common benefits received by each area or how the partners determine the costs distribution provides a common benefit. Cost sharing as a method of cost arrangements may also be utilized.

The Region may combine resources for procuring data systems and conducting an analysis of the regional LMI trends and determination of growth and emerging industries. This project will assist in identifying skills and credentials that are in demand in the Region and defining the skills gaps. Consequently, developing regional initiatives to address these gaps and assist job seekers in entering careers and obtaining jobs at a family sustaining wages will be beneficial.

Areas may combine resources for rapid response initiatives, and developing strategies to tackle challenges faced by targeted industries and priority populations. Regional collaboration will also allow for creation and implementation of innovative outreach strategies and recruitment.

Regional cooperation will enhance an alignment of partner programs and efficiently use tools in meeting common business needs within shared targeted industries.

Section 7 – Regional performance negotiation

(A) Single area regions may describe the process used to negotiate performance. Describe how a region consisting of multiple workforce areas will collaboratively negotiate and reach agreement with the Governor on local levels of performance and report on performance accountability measures.

NOTE: There is no requirement that a region negotiate a single level of performance on any measures. The requirement is that the region agrees on how it will manage the negotiation with the Governor, which can include each Local Board negotiating separately.

The Central Region is comprised of five local workforce areas with accomplished records of meeting or exceeding performance expectations of their funding organizations. Routinely, these workforce areas focus on outcomes and manage performance of their various funding streams while providing high quality services to their job seeking customers and the business community. Therefore, the Local Boards comprising the Maryland Central Region plan to continue to negotiate WIOA performance with the Governor separately.

While negotiating WIOA performance separately, collectively the local workforce areas agree to continue their collaborative relationships sharing best practices in performance negotiation and management as well as innovations in programming. Additionally, as the identified regional planning and service strategies are deployed, mechanisms to track and report progress will be established to ensure regional success.



BMC Region

Baltimore Metropolitan Council



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Report Parameters

7 Counties

24003	Anne Arundel County, MD	24025	Harford County, MD
24005	Baltimore County, MD	24027	Howard County, MD
24013	Carroll County, MD	24510	Baltimore City County, MD
24015	Cecil County, MD		

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

Economy Overview

2,859,662

Population (2020)

Population grew by **16,197** over the last 5 years and is projected to **grow by 19,823** over the next 5 years.

1,539,528

Total Regional Employment

Jobs grew by **56,891** over the last 5 years and are projected to **grow by 76,103** over the next 5 years.

\$74.3K

Avg. Earnings Per Job (2020)

Regional average earnings per job are **\$4.7K above** the national average earnings of \$69.6K per job.

Takeaways

- As of 2020 the region's population **increased by 0.6%** since 2015, growing by 16,197. Population is expected to **increase by 0.7%** between 2020 and 2025, adding 19,823.
- From 2015 to 2020, jobs **increased by 3.8%** in BMC Region from 1,482,636 to **1,539,528**. This change **fell short of the national growth rate of 6.2% by 2.4%**. As the number of jobs increased, the **labor force participation rate decreased from 64.8% to 61.7% between 2015 and 2020**.
- Concerning educational attainment, **21.6% of the selected regions' residents possess a Bachelor's Degree** (2.5% above the national average), and **6.6% hold an Associate's Degree** (1.6% below the national average).
- The top three industries in 2020 are Restaurants and Other Eating Places, Federal Government, Civilian, and Education and Hospitals (Local Government).

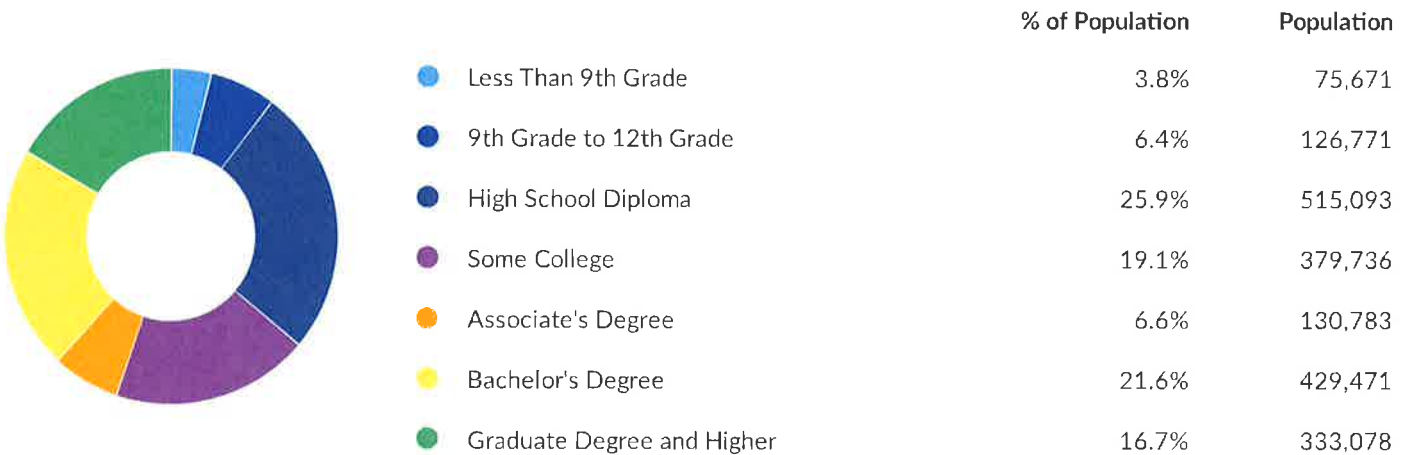
	Population (2020)	Labor Force (2020)	Jobs (2020)	Cost of Living	GRP	Imports	Exports
Region	2,859,662	1,442,565	1,539,528	130.0	\$212.79B	\$199.04B	\$300.20B
BMC Region	2,859,662	1,442,565	1,539,528	130.0	\$212.79B	\$199.04B	\$300.20B
Baltimore County, MD	828,929	428,286	416,927	128.6	\$54.53B	\$56.04B	\$62.82B
Prince George's County, MD	913,075	493,542	371,349	125.5	\$46.35B	\$79.52B	\$82.66B

2020 Labor Force Breakdown



Educational Attainment

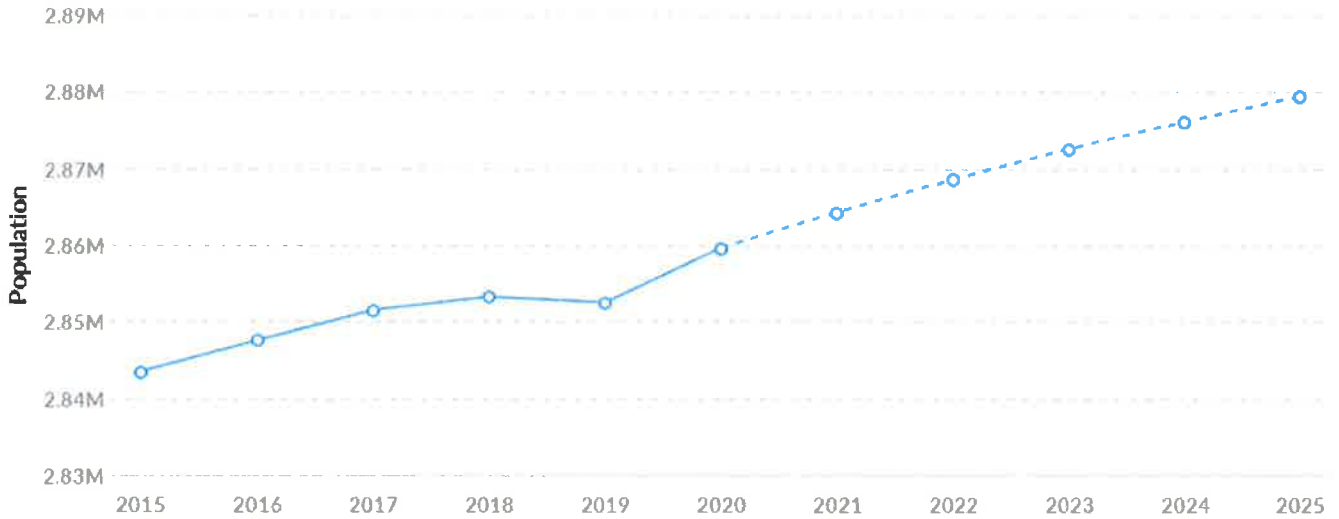
Concerning educational attainment, **21.6% of the selected regions' residents possess a Bachelor's Degree** (2.5% above the national average), and **6.6% hold an Associate's Degree** (1.6% below the national average).



Historic & Projected Trends

Population Trends

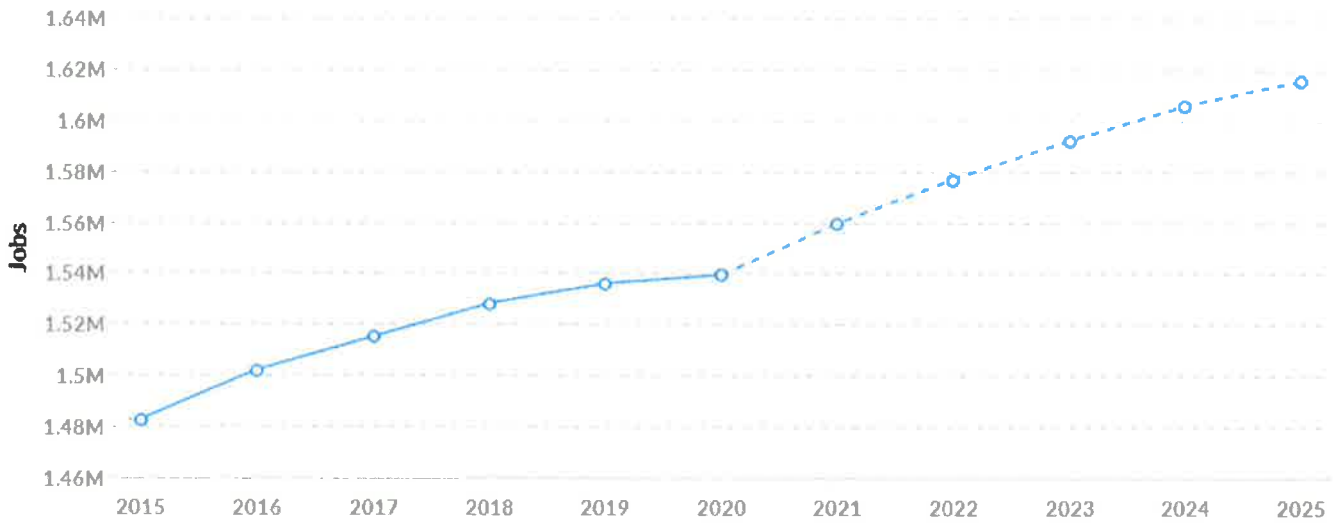
As of 2020 the region's population increased by 0.6% since 2015, growing by 16,197. Population is expected to increase by 0.7% between 2020 and 2025, adding 19,823.



Timeframe	Population
2015	2,843,464
2016	2,847,554
2017	2,851,528
2018	2,853,249
2019	2,852,523
2020	2,859,662
2021	2,864,355
2022	2,868,660
2023	2,872,602
2024	2,876,206
2025	2,879,485

Job Trends

From 2015 to 2020, jobs increased by 3.8% in BMC Region from 1,482,636 to 1,539,528. This change fell short of the national growth rate of 6.2% by 2.4%.



Timeframe	Jobs
2015	1,482,636
2016	1,502,091
2017	1,515,190
2018	1,528,270
2019	1,535,998
2020	1,539,528
2021	1,559,694
2022	1,576,977
2023	1,592,120
2024	1,605,901
2025	1,615,630

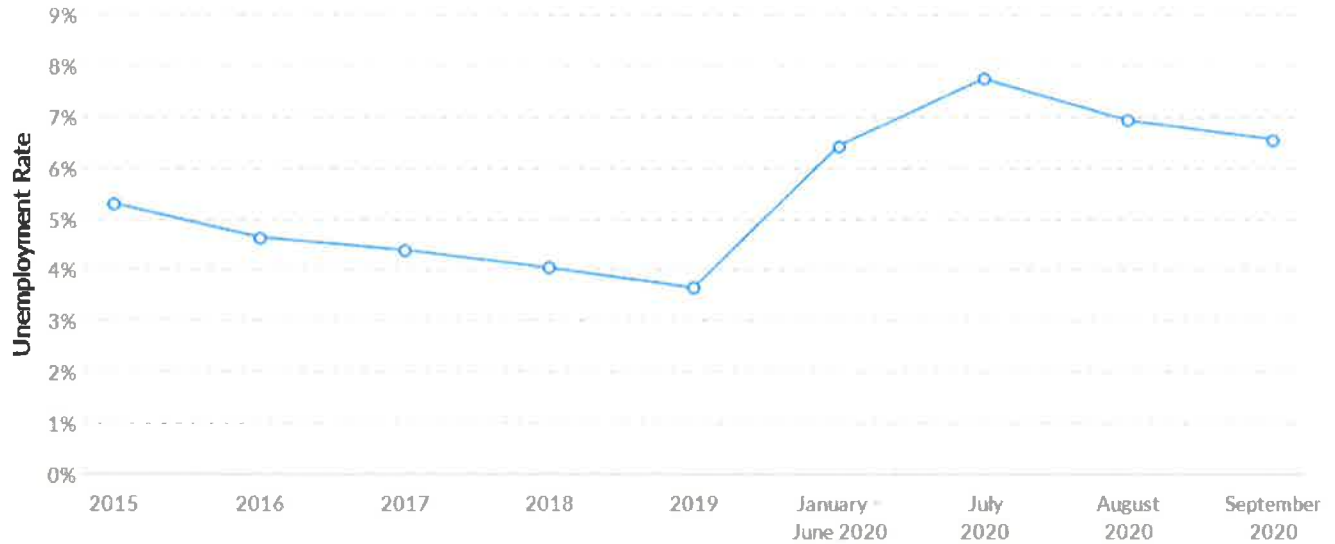
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2015	64.53%
2016	64.61%
2017	65.27%
2018	65.58%
2019	66.28%
January - June 2020	64.85%
July 2020	66.52%
August 2020	65.81%
September 2020	61.66%

Unemployment Rate Trends

Your areas had a September 2020 unemployment rate of 6.55%, increasing from 5.29% 5 years before.



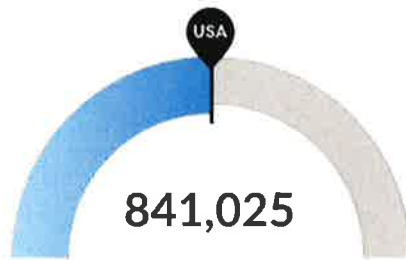
Timeframe	Unemployment Rate
2015	5.29%
2016	4.63%
2017	4.38%
2018	4.03%
2019	3.64%
January - June 2020	6.43%
July 2020	7.74%
August 2020	6.92%
September 2020	6.55%

Population Characteristics



Millennials

Your area has 607,753 millennials (ages 25-39). The national average for an area this size is 588,146.



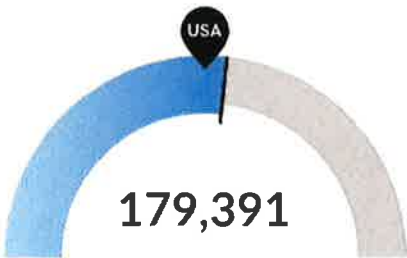
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 838,680 people 55 or older, while there are 841,025 here.



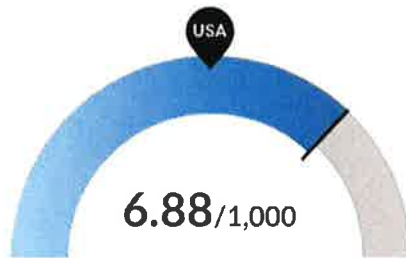
Racial Diversity

Racial diversity is about average in your area. The national average for an area this size is 1,137,828 racially diverse people, while there are 1,249,049 here.



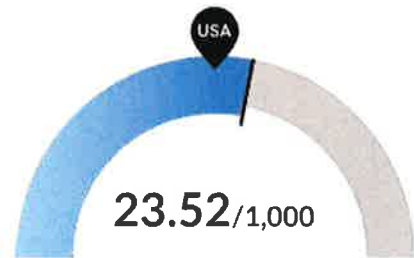
Veterans

Your area has 179,391 veterans. The national average for an area this size is 162,550.



Violent Crime

Your area has 6.88 violent crimes per 1,000 people. The national rate is 3.53 per 1,000 people.



Property Crime

Your area has 23.52 property crimes per 1,000 people. The national rate is 19.79 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #18 for resident workers. The top ZIP for resident workers is 21234.



Where Talent Works

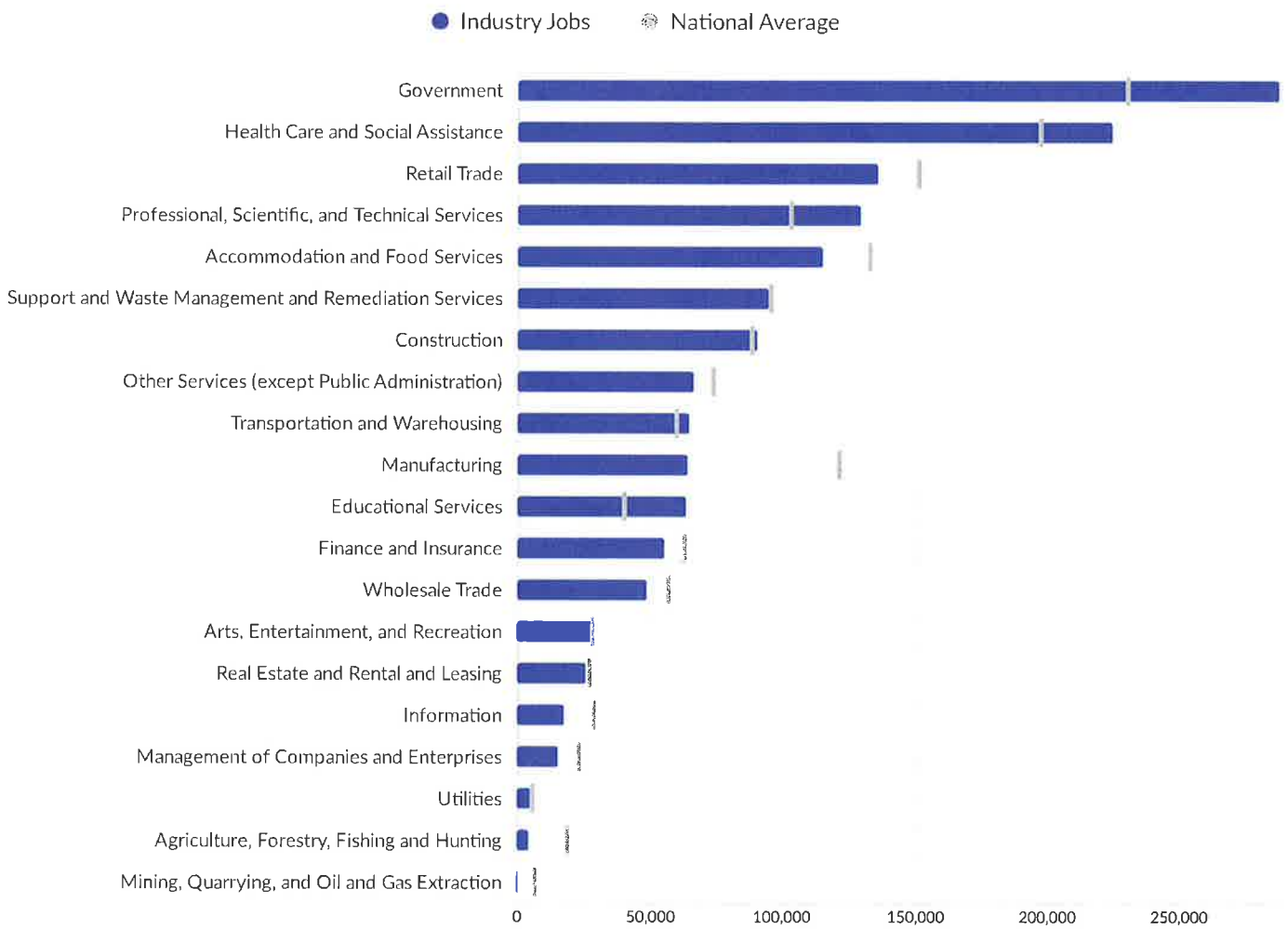
ZIP	Name	2020 Employment
21401	Annapolis, MD (in Anne...	64,726
21202	Baltimore, MD (in Balti...	60,771
21201	Baltimore, MD (in Balti...	49,848
21204	Towson, MD (in Baltimo...	43,379
21224	Baltimore, MD (in Balti...	41,016

Where Talent Lives

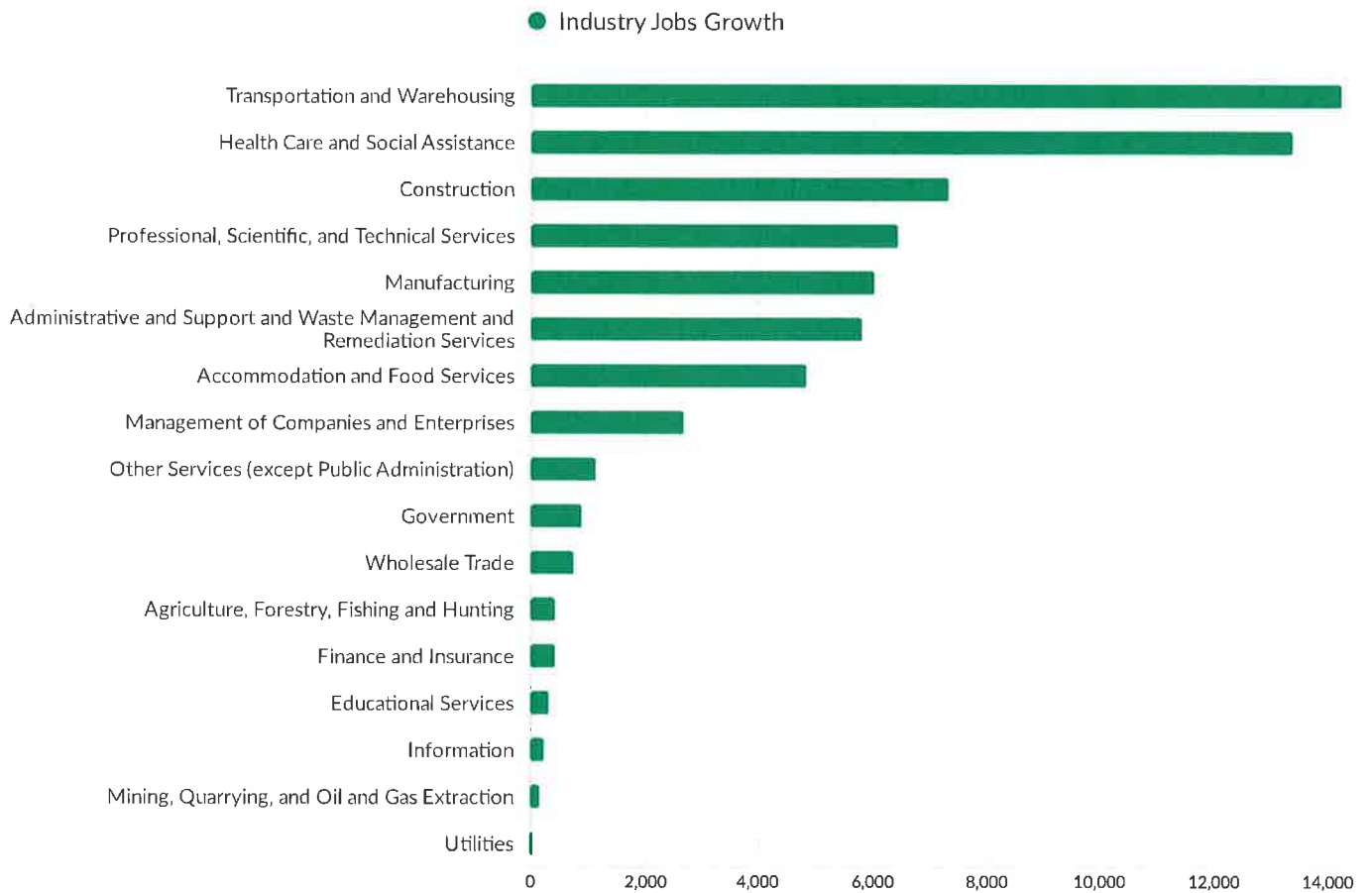
ZIP	Name	2020 Workers
21234	Parkville, MD (in Baltim...	37,950
21122	Pasadena, MD (in Anne ...	35,455
21061	Glen Burnie, MD (in An...	32,037
21117	Owings Mills, MD (in B...	30,285
21222	Dundalk, MD (in Baltim...	28,348

Industry Characteristics

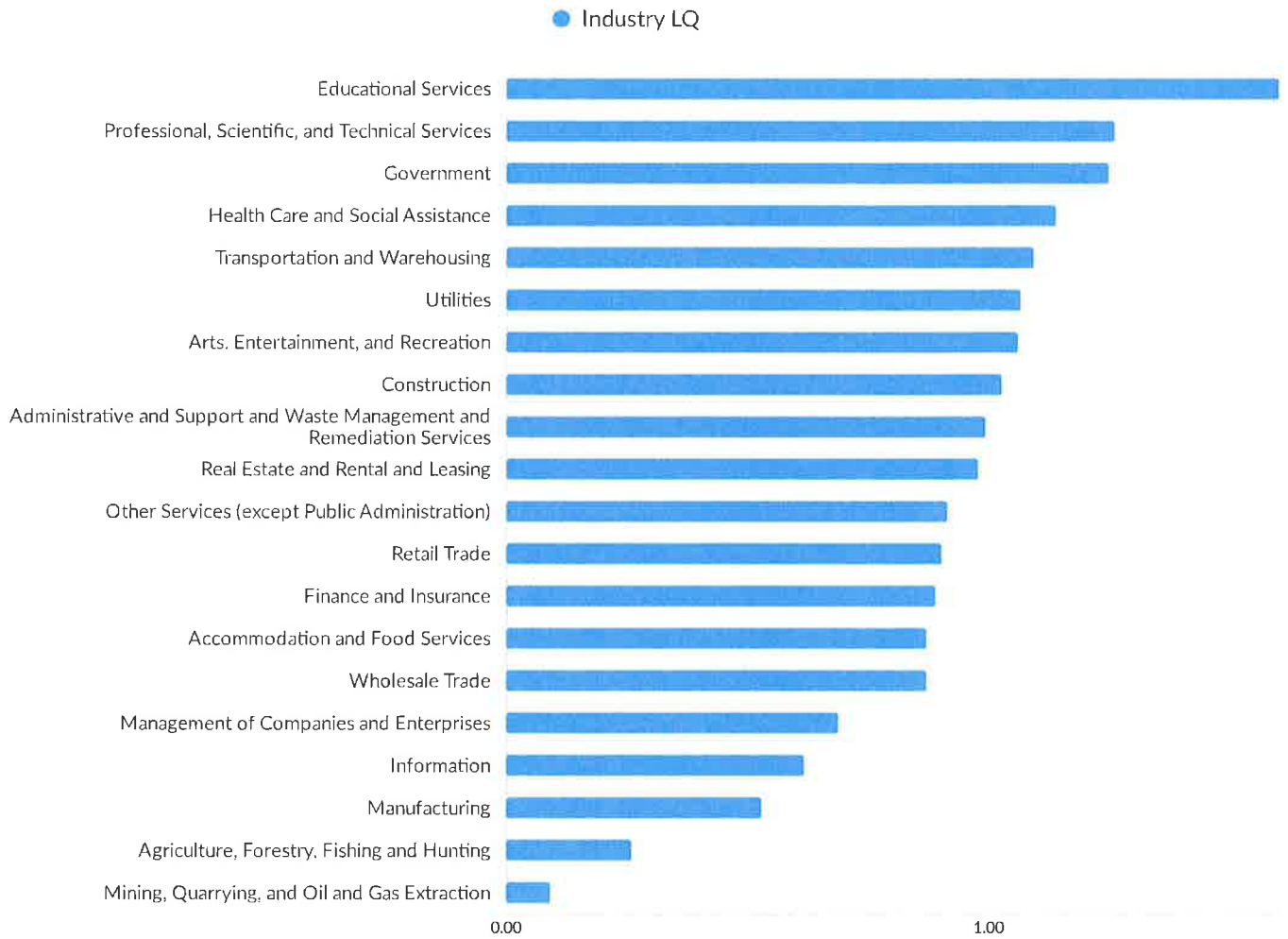
Largest Industries



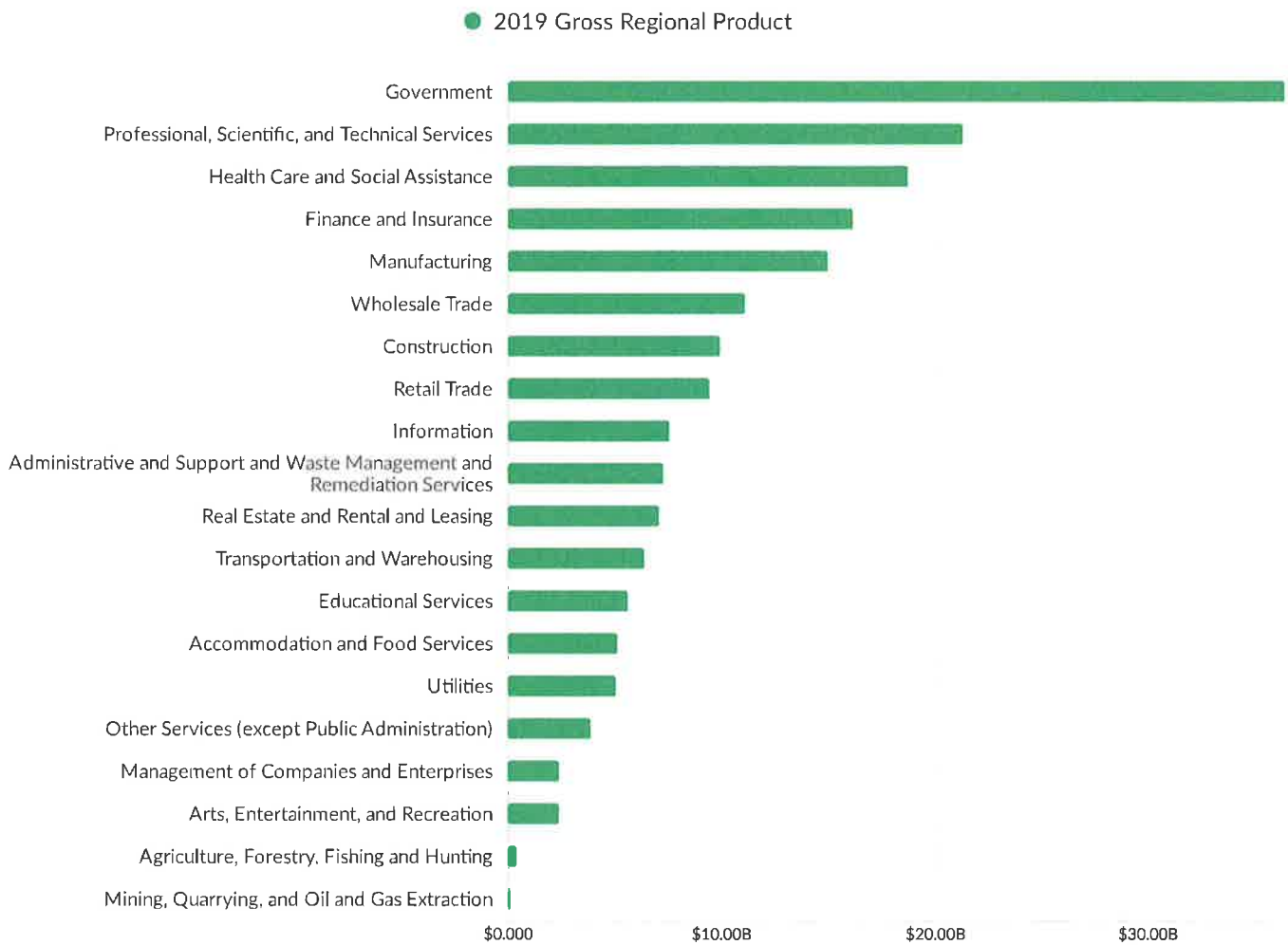
Top Growing Industries



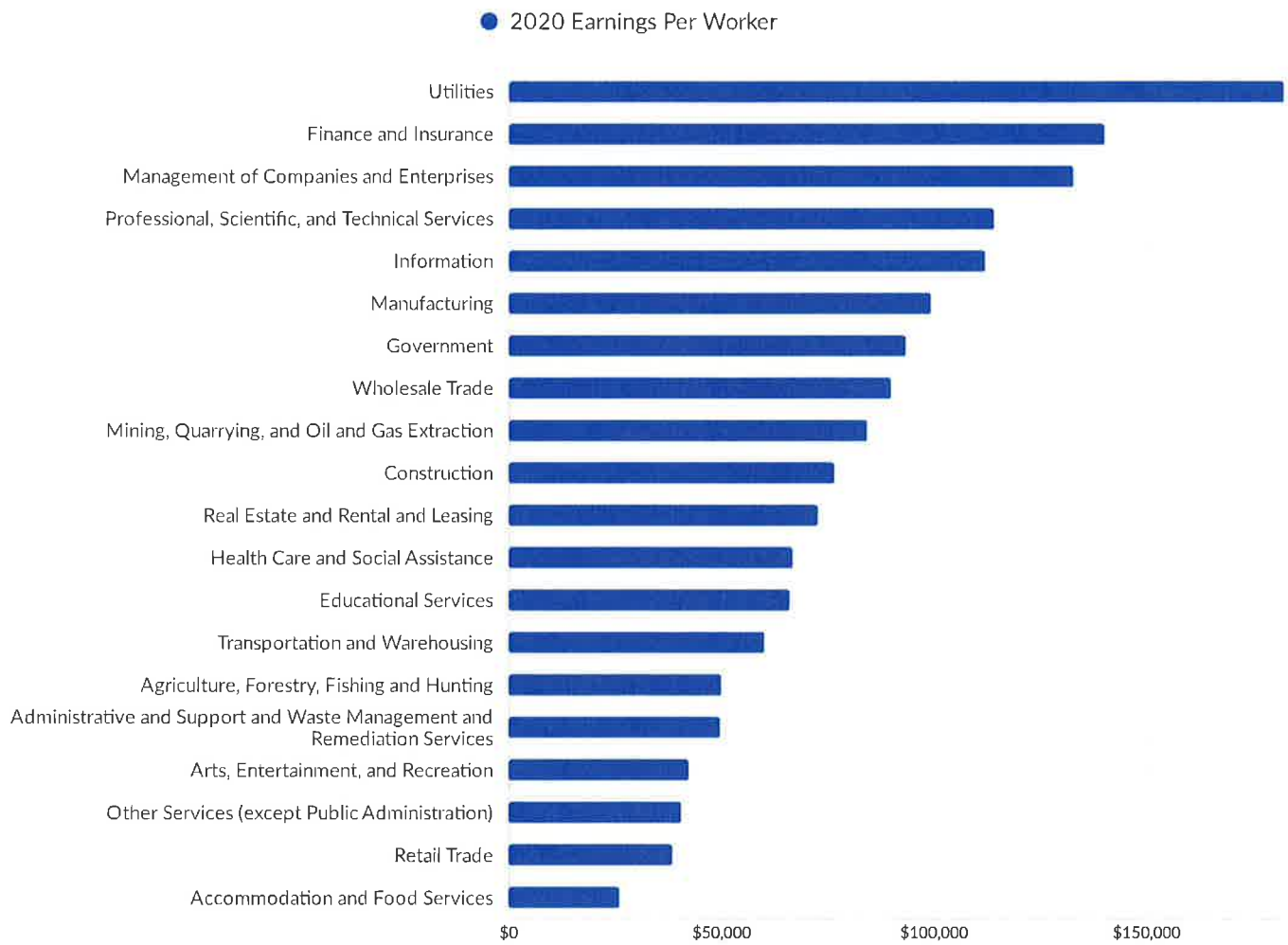
Top Industry LQ



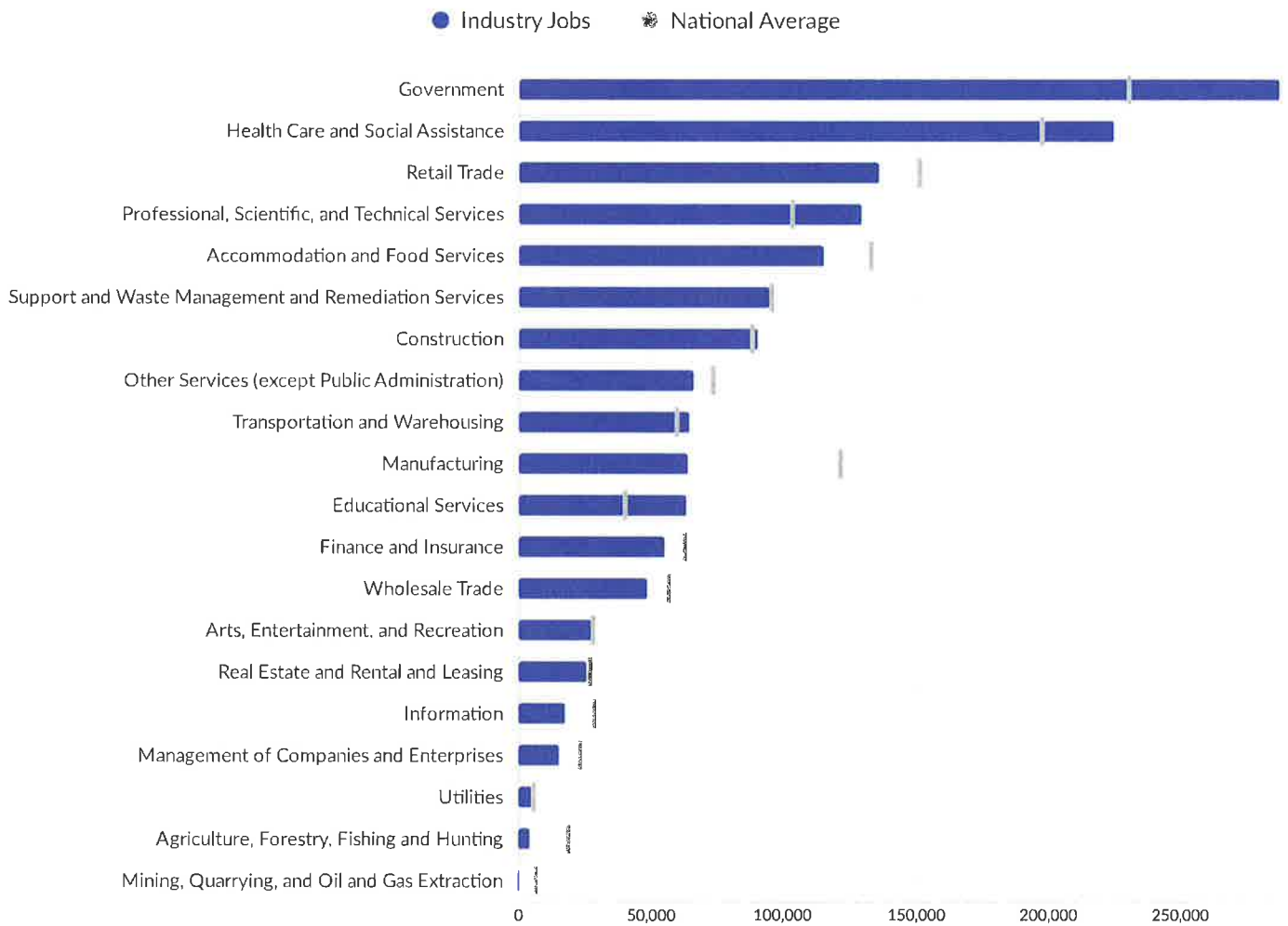
Top Industry GRP



Top Industry Earnings



Largest Industries



Business Characteristics

254,307 Companies Employ Your Workers

Online profiles for your workers mention 254,307 companies as employers, with the top 10 appearing below. In the last 12 months, 21,473 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
University of Maryland	18,268 	Amazon.com, Inc.	10,022 
Johns Hopkins University	18,250 	General Healthcare Resources, ...	8,633 
Johns Hopkins Hospital	7,961 	University of Maryland	6,830 
State of Maryland	7,340 	Northrop Grumman Corporation	6,112 
United States Department of th...	7,326 	CRST International, Inc.	5,675 
Baltimore County Public Schools	6,376 	Johns Hopkins University	5,292 
Northrop Grumman Corporation	5,401 	Aerotek, Inc.	4,414 
Baltimore City Public School Sys...	4,697 	Leidos Holdings, Inc.	4,327 
Wal-Mart, Inc.	4,435 	ShiftMed	3,361 
Social Security Administration	4,135 	Anthem, Inc.	3,193 

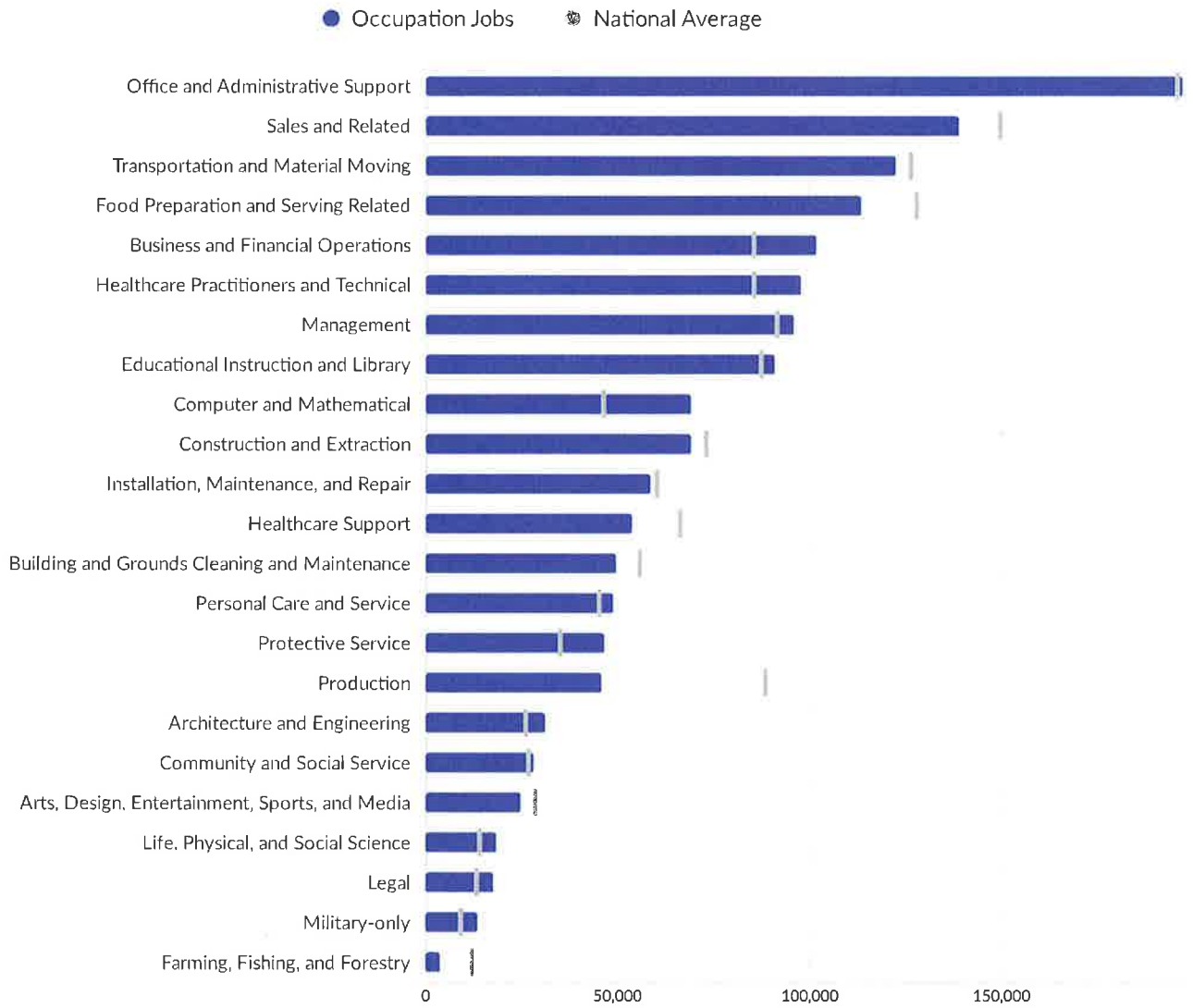
Business Size



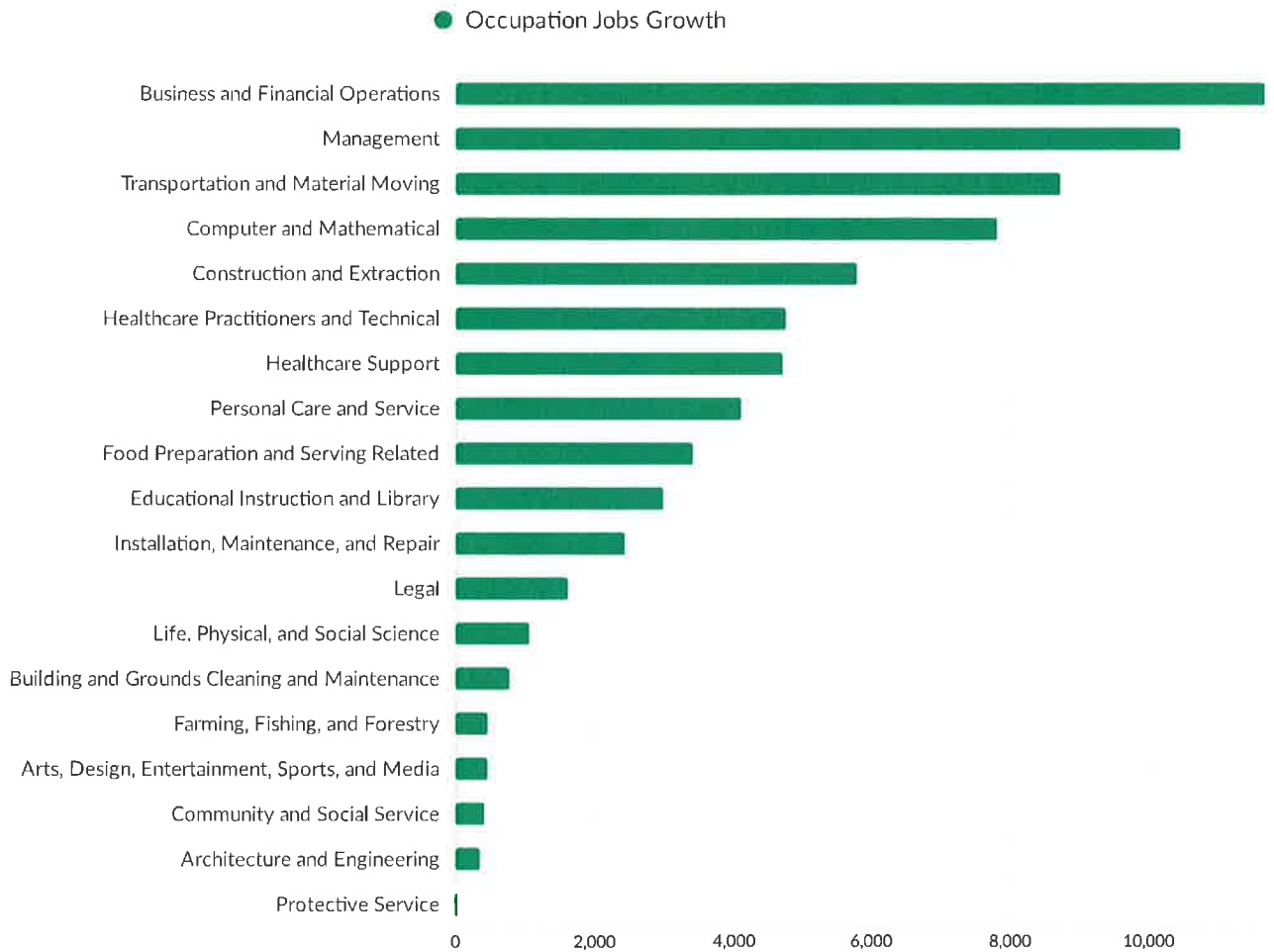
*Business Data by DatabaseUSA.com is third-party data provided by Emsi to its customers as a convenience, and Emsi does not endorse or warrant its accuracy or consistency with other published Emsi data. In most cases, the Business Count will not match total companies with profiles on the summary tab.

Workforce Characteristics

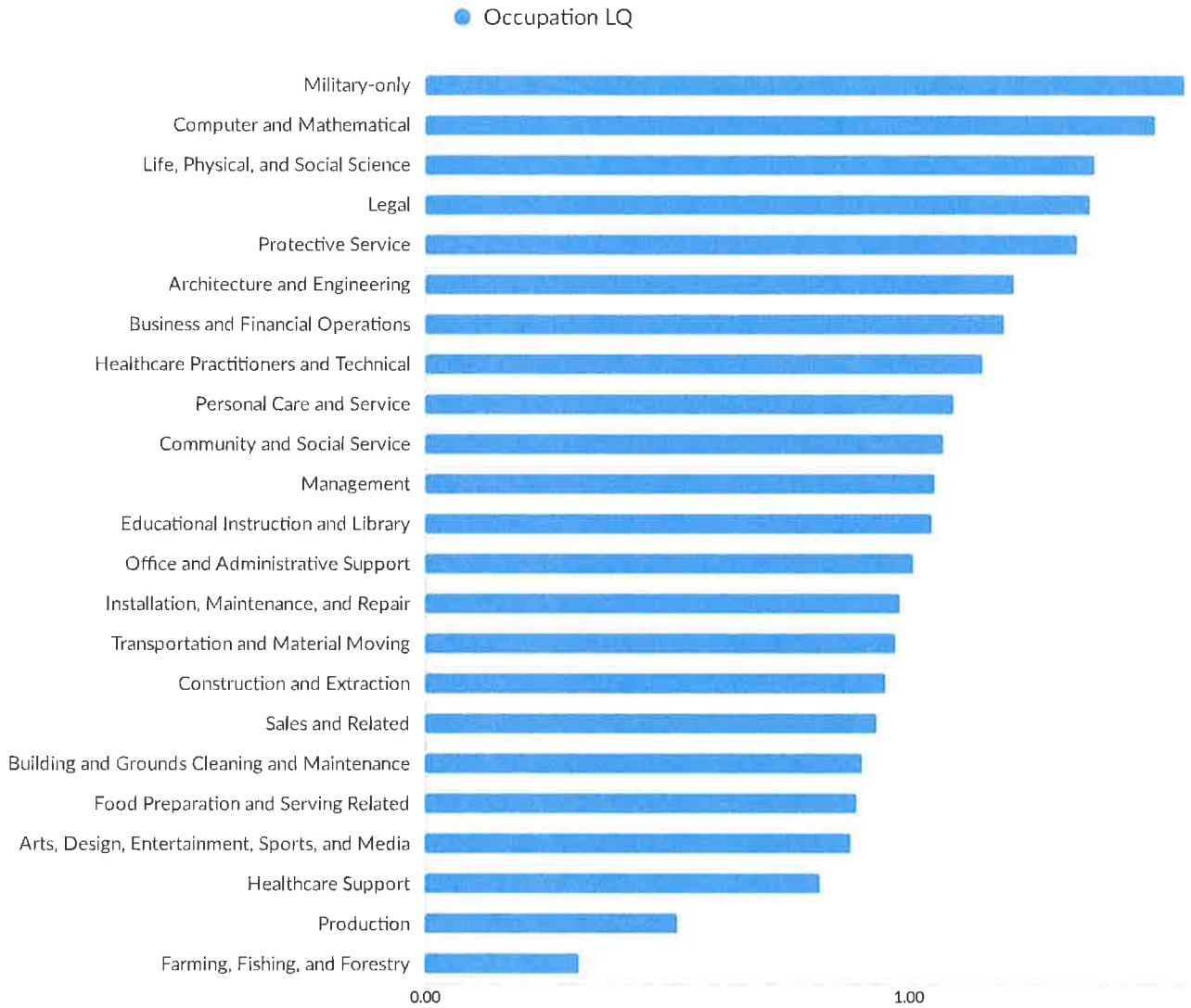
Largest Occupations



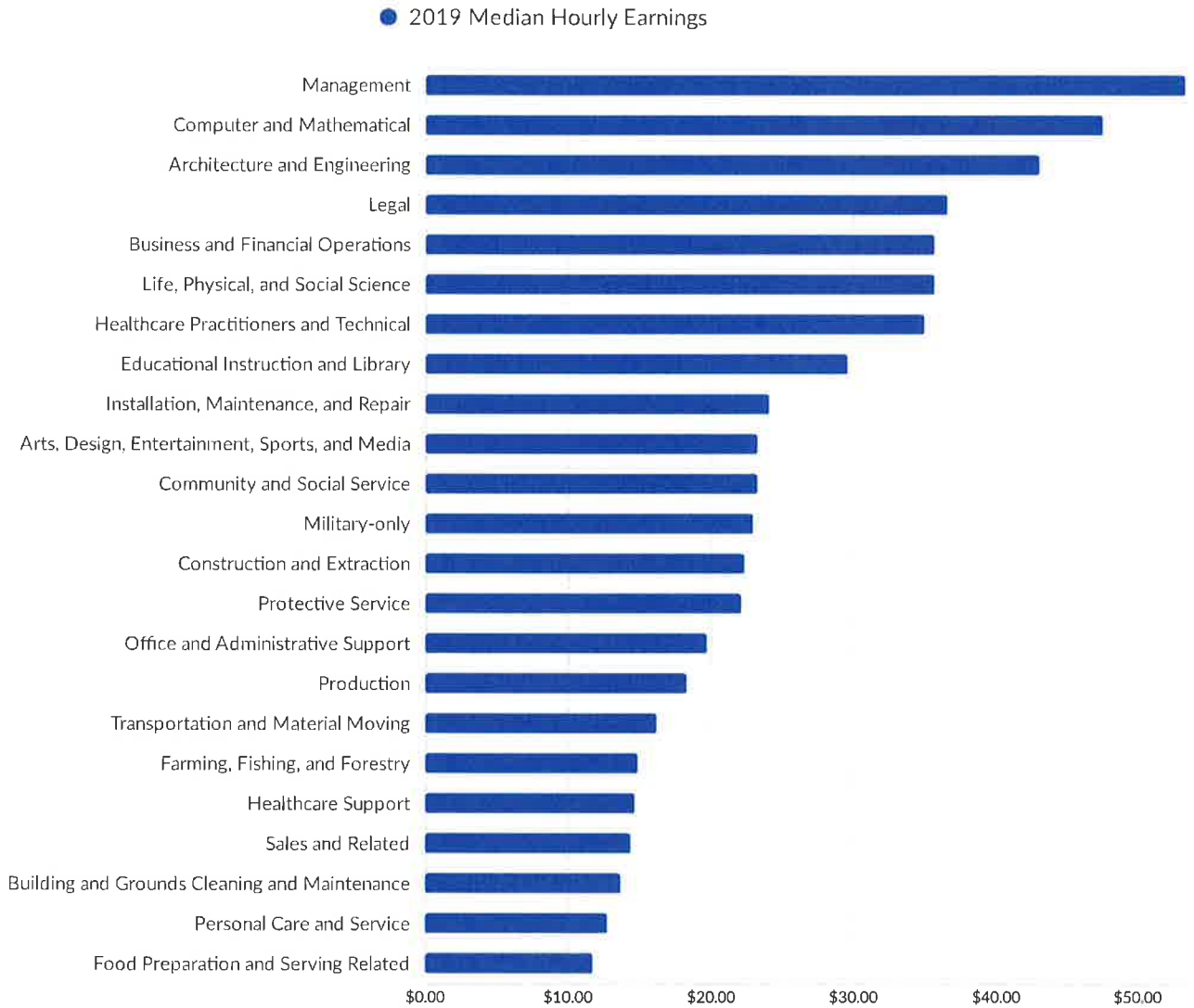
Top Growing Occupations



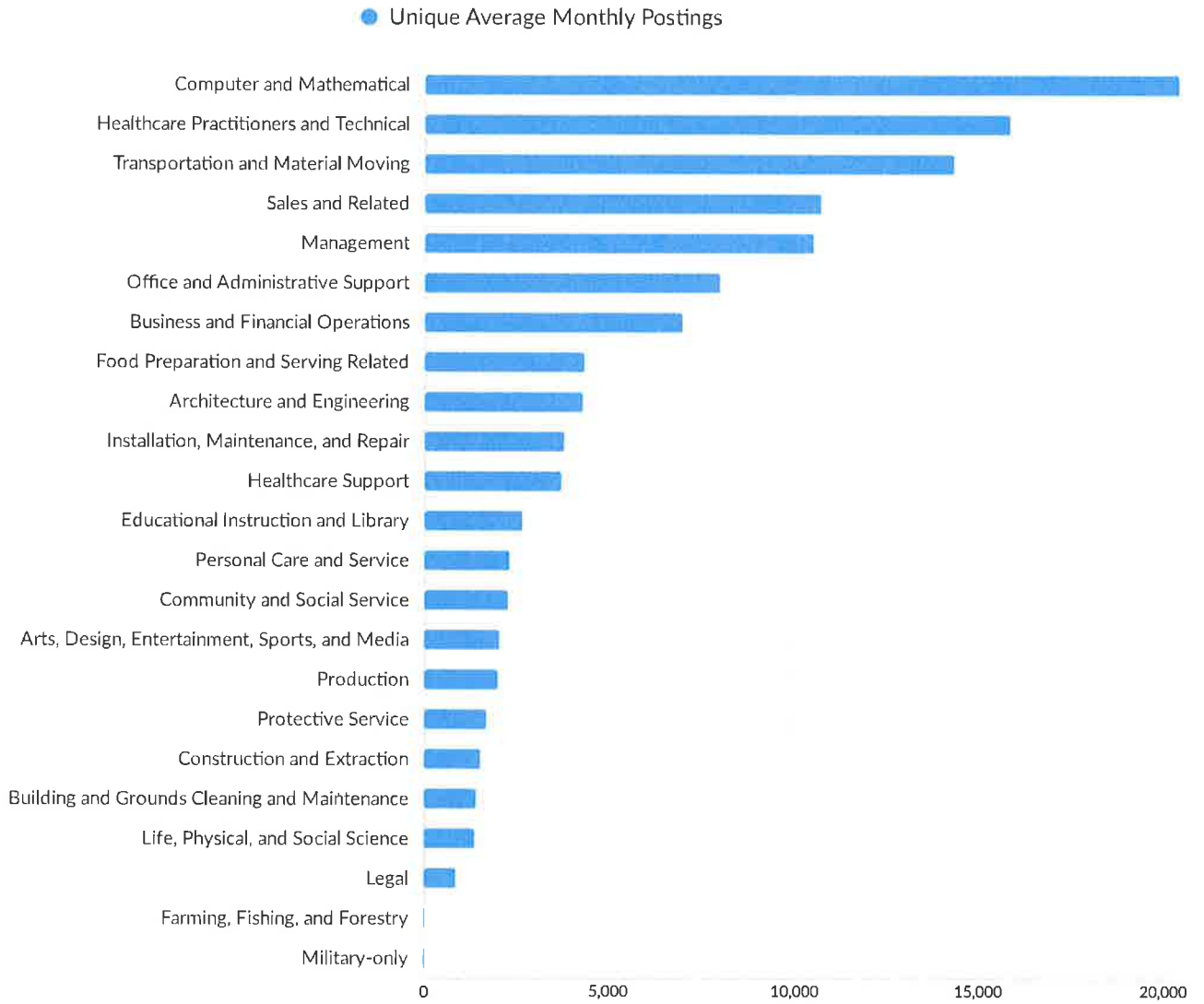
Top Occupation LQ



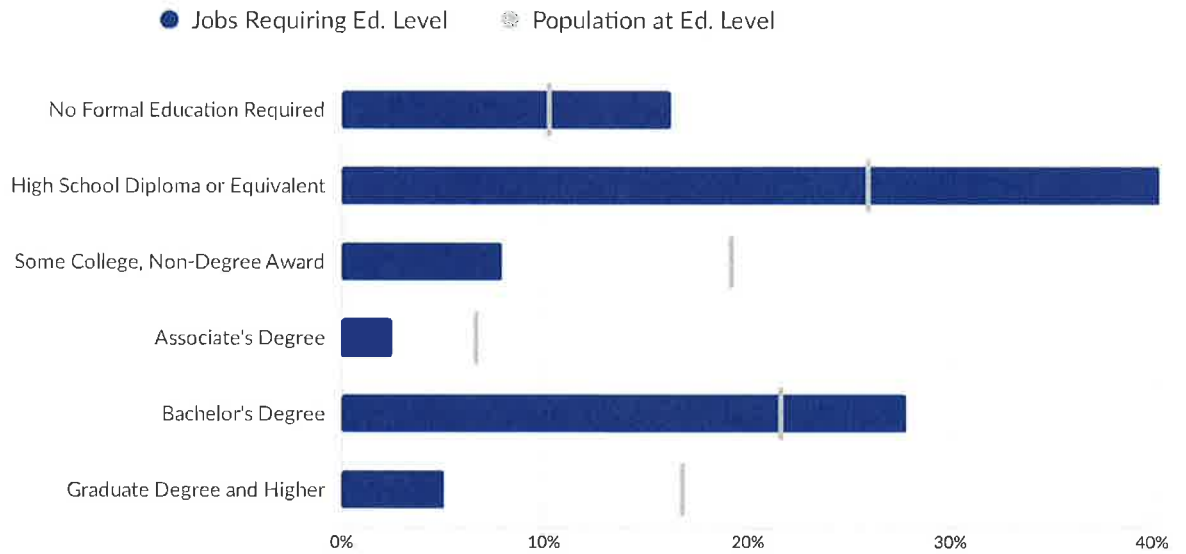
Top Occupation Earnings



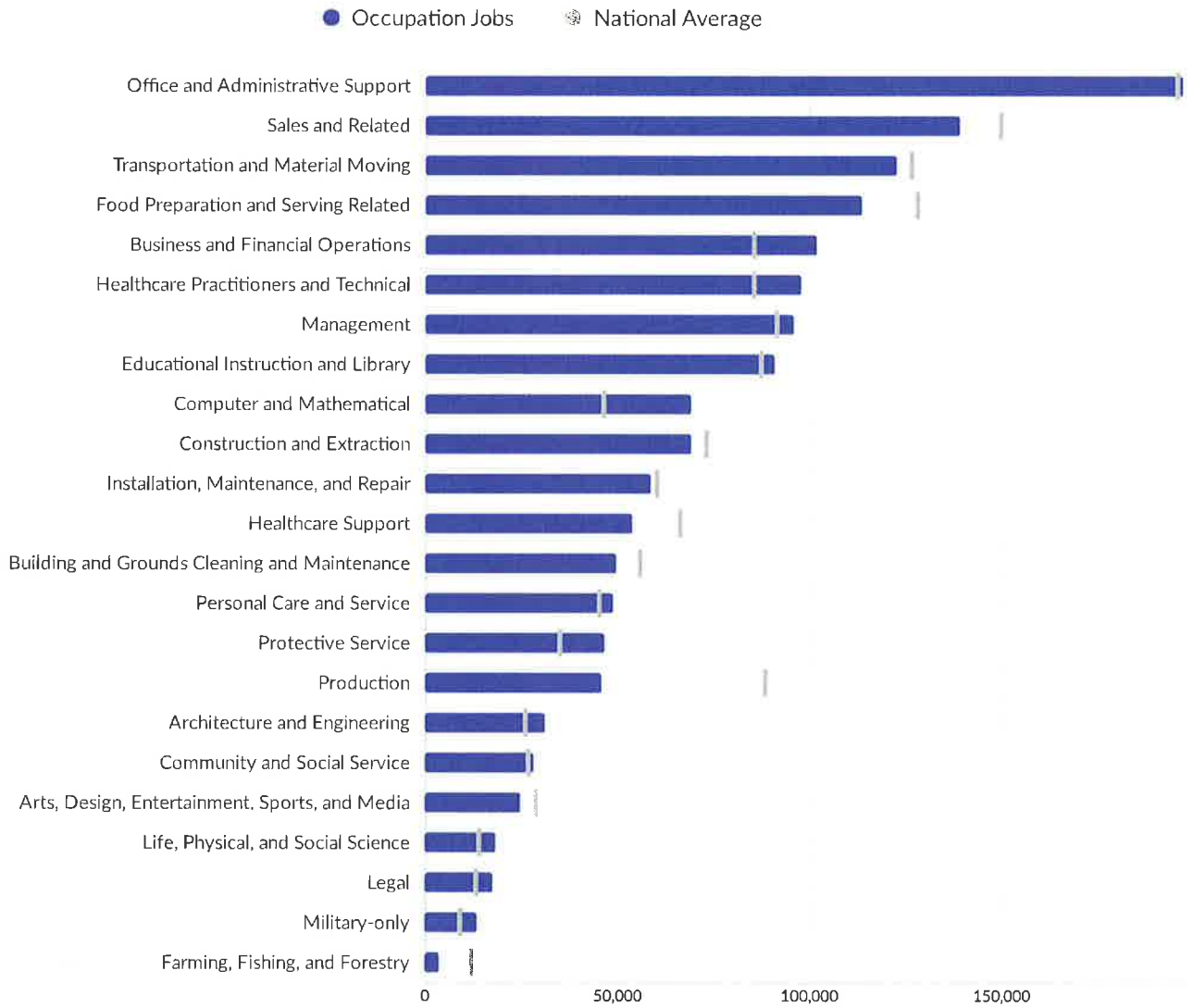
Top Posted Occupations



Underemployment

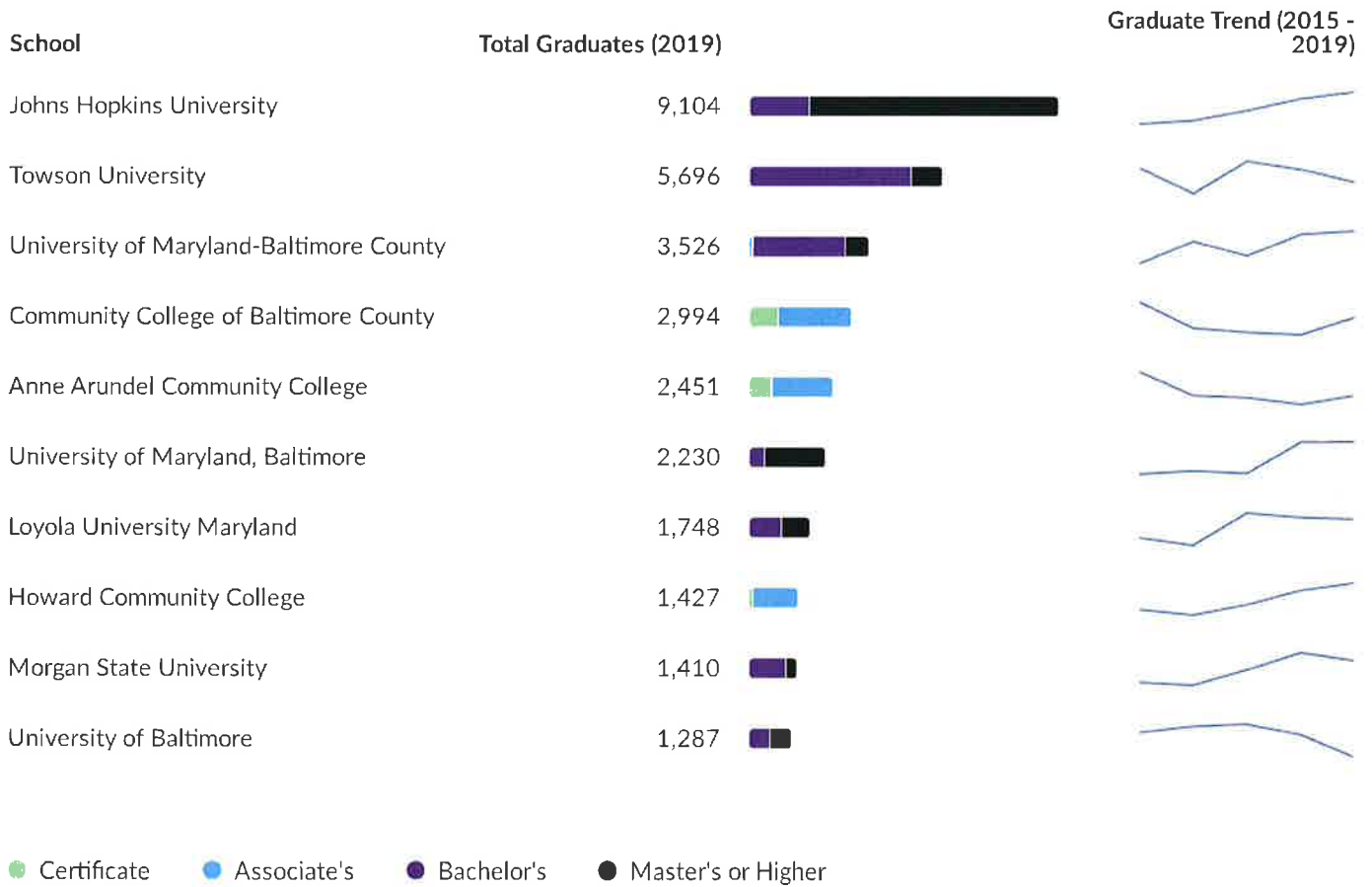


Largest Occupations



Educational Pipeline

In 2019, there were 42,003 graduates in BMC Region. This pipeline has shrunk by 2% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences, General Studies and Humanities, Other", Registered Nursing/Registered Nurse, and "Business Administration and Management, General".



In-Demand Skills

