

Baltimore Workforce
Development Board

Youth Committee



**YOUTH
LEADERS
INTERNSHIP
PROGRAM**



Baltimore Workforce

BNIA Data Day July 19, 2024

**“Exploring Baltimore City Youth
Challenges: Through the Lens of
Data”**

**Lawrence Evans, Jazmine Green,
Sela Powell and Nibria Roberts**





ABOUT THE BALTIMORE WORKFORCE DEVELOPMENT BOARD

Mayorally appointed, the Baltimore Workforce Development Board (BWDB) is made up of a majority of business leaders who oversee workforce development in Baltimore City, in conjunction with labor, workforce, education and philanthropy.

Vision: The BWDB envisions a city where every person maximizes their full employment potential and all employers have the human resources to grow and prosper.

Mission: The BWDB, in collaboration with all key stakeholders, will build a workforce development system that drives and supports the local economy.

Youth Committee

PURPOSE STATEMENT

The Youth Committee of the Baltimore Workforce Development Board (BWDB) believes that a coordinated workforce system improves workforce outcomes for all young people.

We also believe by operating in high-action and high-alignment, the workforce ecosystem can achieve data-driven equitable outcomes.



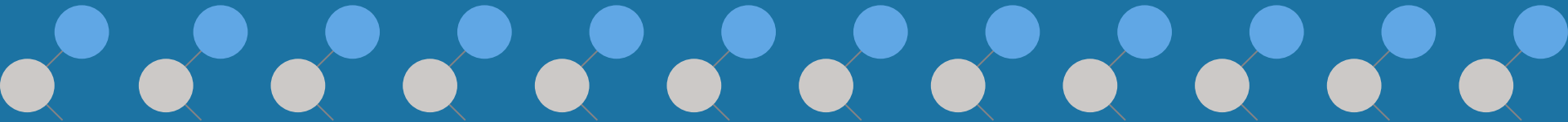
Youth Committee

WHAT WE DO

We are deeply committed to empowering and partnering with emerging leaders in Baltimore City. We co-design strategies for in-school and out-of-school young adults ages 16-24.

HOW WE DO IT

With a community-centered approach, we mobilize the assets of young people to elevate a shared vision and identify and advance strategies that increase employment for young people.



YOUTH LEADERS INTERNSHIP PROGRAM

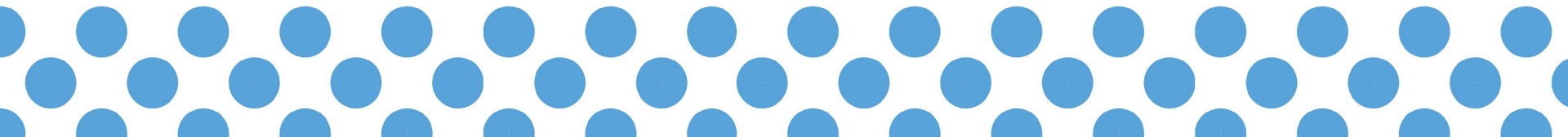


Baltimore Workforce

- In partnership with the Baltimore Workforce Development Board, MOED and Baltimore's Promise, nine Youth Interns ages 16-24 years old will work closely with the Youth Committee via year-long, paid internships (20 hours/month).
- The Youth Leader Interns position will offer contributions from a young person's perspective to support the work of the full Youth Committee and its four workgroups.
- Not only will Youth Interns support the work of the Youth Committee, Youth Interns will gain personal and professional development.

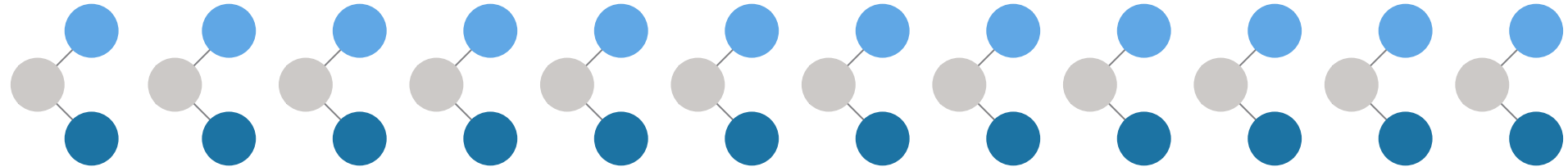
About the YLIP Data Project

- The data project was created by four of the nine BWDB's Youth Leader interns over the winter break (end of 2023).
- The Leaders gathered and analyzed information that they believed troubled youth in Baltimore.



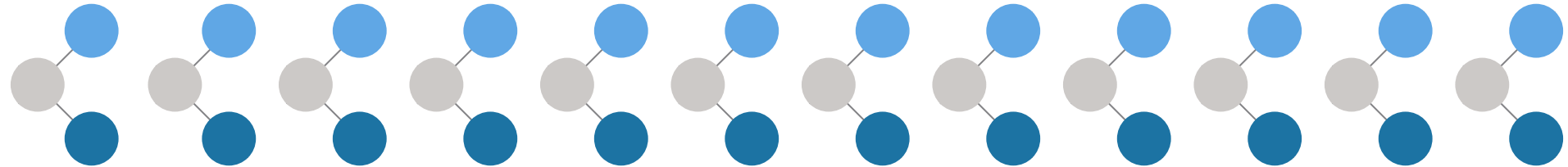
2 Truths & 1 Lie: Employment

- A. The Unemployment Rate in Baltimore City is 3.8%.
- B. Maryland has the 5th highest minimum wage in the United States.
- C. Youth Unemployment for age 25-29 is highest among youth.



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Employment

Summary:

- Youth unemployment typically is higher than adult unemployment.
- Unemployment rate in Baltimore City: 3.8% as of April 2024
- Unemployment rate (avg from 2018–2022):
 - Age 16–19: 25.7%
 - Age 20–24: 13.2%
 - Age 25–29: 6.0%

Employment - Analysis

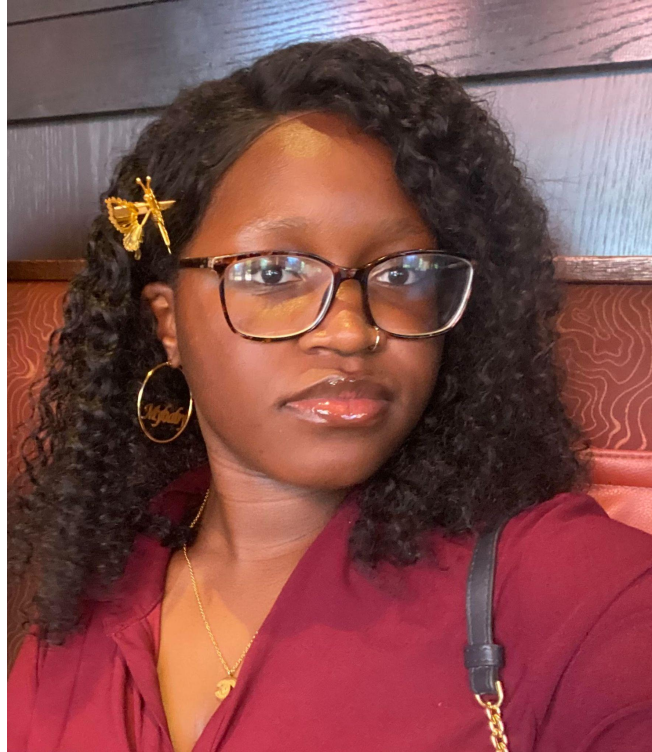
Personal Reflections:

- Not all youth are able to or want the jobs available.
- Difficult to balance: school, work, and home life.
- COVID might've affected employment.
- Youth who "bounce around" jobs may not be represented.
- Data likely doesn't account for young entrepreneurs.

Possible Solutions:

- Offer job readiness and mentorship opportunities.
- Higher paying positions for youth.
- Loosen age requirements
- More Paid internships.

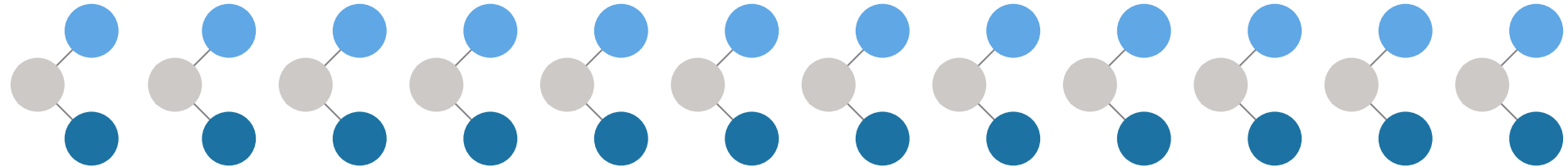
Employment - Story



Meet Helena

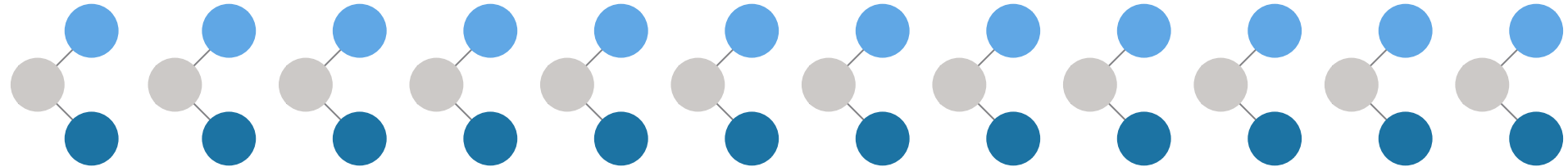
2 Truths & 1 Lie: Mental Health

- A. Community and environment may be a common factor for poor mental health.
- B. Depression decreased in 2023.
- C. Anxiety increased in 2023.



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Mental Health Resources

Summary:

Local data mirrors the trend toward increasing mental health challenges documented nationally.

Among the the job training program Grads2Careers, participants completing surveys:

- Depression increased from 56% in 2019 to 74% in 2023
- Anxiety increased from 28% in 2019 to 43% in 2023

Mental Health Resources - Analysis

Personal Reflections:

Youth are so focused on post-high school activities (i.e., attending college, finding employment, etc.) that they can't focus on their mental health.

- There are not enough mental health resources.
- Community and environment may be contributing factors to mental health.

Possible Solutions

- Providing all Baltimore residents with therapy or counseling
- Broadcast mental health resources so people can be aware of them
- Two phase marketing strategy to promote and advocate for mental health resources.
First phase: advertise available resources; advocate to have more open and free discussions about mental health without shame, judgement, or penalty.

Mental Health - Story

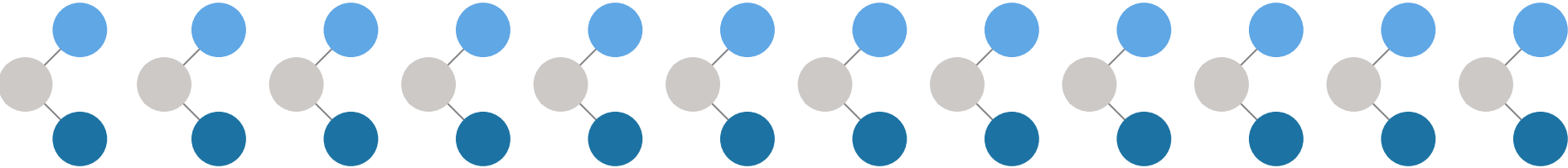
My friends struggled with mental health

Factors:

- The pandemic, becoming a teen, school, work
- Mental health not being understood or focused on in brown and black communities.

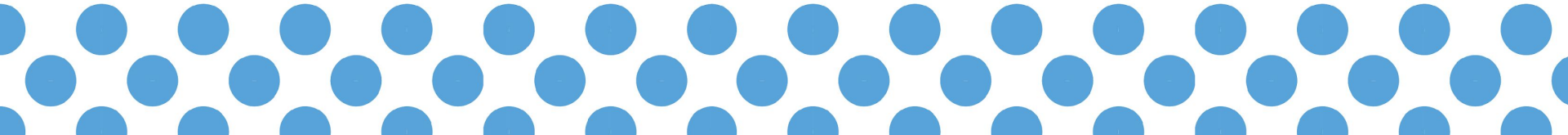
2 Truths & 1 Lie: Transition to Adulthood

- A. People ages 16–19 have a higher unemployment rate
- B. Ages 16–19 are either graduates or still in school making it hard to find a job
- C. 15.6% of African American youth worked while in school



2 Truths & 1 Lie: Transition to Adulthood

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Transition to Adulthood

Summary:

In 2017–2021, people age 16–19 had a higher unemployment rate than those who were actual adults.

In 2022, 13.4% of youth 16–24, including 15.6% of Black or African American youth, were not in school nor working.

Transition to Adulthood – Analysis

Personal Reflections:

- The pandemic and poor job readiness may contribute to this.
- Schools should start broadcasting about more options after high school (College, Post-Secondary /Military/Gap year/Straight into workforce).
- Ages 16-19 are either high school graduates or still in high school so it can be difficult to find a job (limited opportunities) & balance with school.
- Analysis shows that there's an issue within the economic state of Baltimore residents for people that are able to obtain college degrees. So after people graduate high school, they struggle.

Possible Solutions

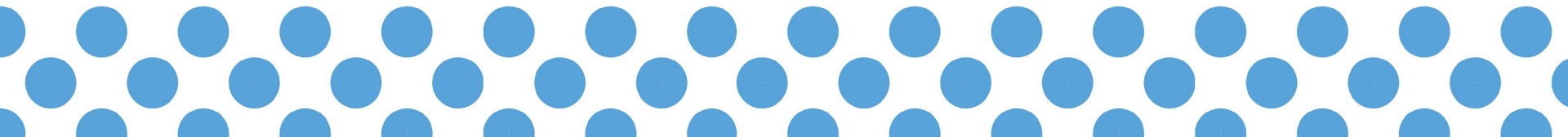
- More mentors for youth.
- Have more youth job opportunities for youth and have education courses in school about how to attain a job and money management.
- Teach financial literacy classes in high schools (credit, 401k, life insurance)

Transition to Adulthood – Story

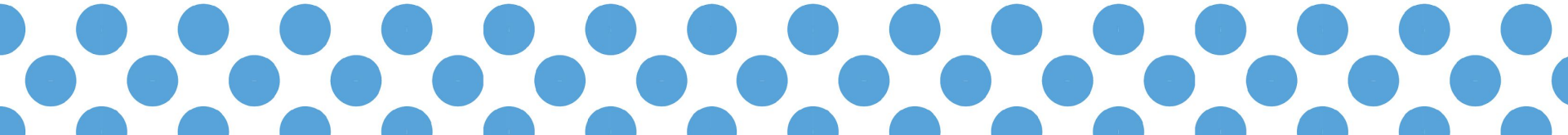
I can remember being in 12th grade working in the airport making minimum wage and not knowing exactly what I wanted to do but what I did know was that I have a passion for helping people and I didn't want to be working a dead end job forever and then fortunately I came across the opportunity to enroll in a cna/gna course through Grads2Careers at CCBC and I felt a feeling of stability and confidence knowing that I had a chance at making a livable wage and providing for myself. Not only was I educated on cna/gna but I was also taught about financial literacy and more vital information needed as a young adult that is not taught in most high schools, If I didn't connect with Grads2Careers I most likely would not be standing here in front of you all today, that's why I believe it's so important to continue to have career trades available for youth in every high school of Baltimore City.

Discussion

- Which data point shocked you the most and why?
- What are some solutions to topics that weren't shared?
- Do you think Baltimore City residents know about this data? Are they having issues in these areas?



Q&A





**To learn more and get involved,
visit us at:**

<https://www.baltoworkforce.com/youth-committee>

Thank you!

Work. Better. Together.

We deserve a workforce system that works for everyone in Baltimore, a system that strives for equitable outcomes because every Baltimore resident deserves meaningful work and a hopeful future.