

# 2023 REGIONAL WORKFORCE DEVELOPMENT PLAN

**Maryland Central Region**

Anne Arundel County

Baltimore City

Baltimore County

Carroll County

Howard County

Susquehanna

## **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, Carroll County, Howard County, and Susquehanna. 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.

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 industry.

	Anne Arundel	Baltimore City	Baltimore County	Carroll County	Howard County	Susquehanna
<b>Business Services</b>		X		X	X	
<b>Construction</b>	X	X	X	X	X	X
<b>Education</b>		X	X			
<b>Finance &amp; Insurance</b>			X		X	
<b>Healthcare</b>	X	X	X	X	X	X
<b>Hospitality &amp; Tourism</b>	X			X	X	
<b>Information Technology</b>	X		X	X	X	X
<b>Manufacturing</b>	X		X	X	X	X
<b>Retail Trade</b>	X			X	X	
<b>Transportation/Distribution/Logistics</b>	X		X		X	X
<b>Offshore Wind</b>		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.

**ARPA:** In an attempt address to the economic impact of COVID 19, numerous projects across a variety of targeted industries are utilizing ARPA funding to offer training.

**Statewide Business-Facing Staff Meetings:** Regular 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; as a result of COVID-19 this has increased and will continue. 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 and hybrid trainings as a result of 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):** In an attempt to address the ongoing workforce shortage Area Workforce agencies are working in partnership with businesses to expand registered apprenticeships in the region for youth and adults.

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

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

<b>Industry Sector Partnerships</b>		
<p><i>The industry sector partnerships use labor market data and business insights to determine the industry pain-points that the collaborative wants to address. Next, the industry sector partnerships work together to develop and implement customized solutions to address the pain-points across the industry.</i></p>		
<b>Industry Awareness</b>	<b>New Talent Development</b>	<b>Upskilling Current Talent</b>
<p>The industry sector partnerships 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 industry sector partnerships 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, and apprenticeship development.</p>	<p>The industry sector partnerships 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:** The 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 data<sup>1</sup> 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 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. In January 2023, the data shows that with respect to age, the unemployment rate for veterans ages 18-24 increased in December, from 11.6 percent to 13.6 percent. The unemployment rate for veterans ages 25-34 increased from 2.9 percent to 3.9 percent. During this period, veterans ages 18-24 were unemployed at a higher rate than their nonveteran peers of the same age group (7.3 percent). Veterans 25-34 were unemployed at a higher rate than their nonveteran peers of the same age group (3.6 percent). The unemployment rate for veterans ages 65 and older increased in December, from 3.8 percent to 4.1 percent. Veterans ages 65 and older were unemployed at a higher rate than their nonveteran peers of the same age group in December (2.7 percent).

<sup>1</sup> [https://wiw-report.s3.amazonaws.com/Women\\_in\\_the\\_Workplace\\_2022.pdf](https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2022.pdf)

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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 the military and have a security clearance.

For the past decade, military spouses have experienced an unwavering unemployment rate of 22%, making it one of the highest unemployed demographics in the United States. According to new research, their spouses' military service is also negatively affecting their ability to maximize employer-sponsored retirement benefits, build their long-term financial futures and find careers that offer competitive salaries equivalent to their professional experiences and/or education levels.<sup>1</sup> 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.

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<sup>1</sup> <https://www.uschamberfoundation.org/press-release/unemployment-and-underemployment-continue-plague-military-spouses-and-affect-financial#:~:text=For%20the%20past%20decade%2C%20military,demographics%20in%20the%20United%20States.>



#### **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.

Regionally, the Baltimore Metropolitan Council (BMC), 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. 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, 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 six 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

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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

2,913,804

Population (2022)

Population **grew by 61,083** over the last 5 years and is projected to **grow by 141,270** over the next 5 years.

1,498,969

Total Regional Employment

Jobs **decreased by 25,624** over the last 5 years but are projected to **grow by 66,551** over the next 5 years.

\$84.0K

Avg. Earnings Per Job (2022)

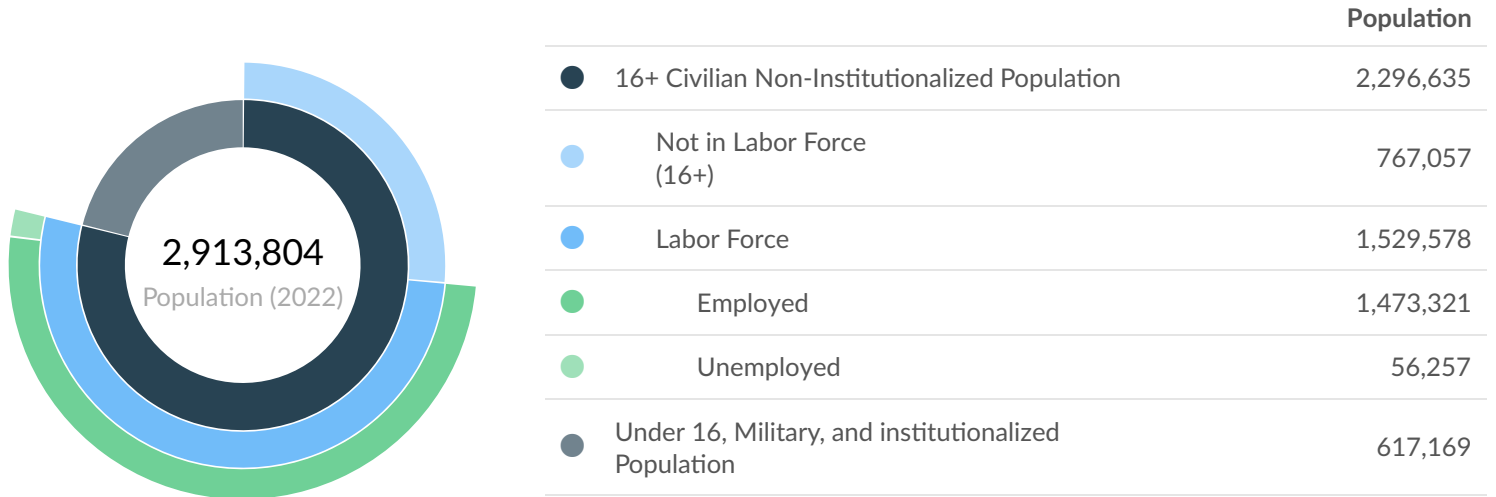
Regional average earnings per job are **\$4.2K above** the national average earnings of \$79.8K per job.

## Takeaways

- As of 2022 the region's population **increased by 2.1%** since 2017, growing by 61,083. Population is expected to **increase by 4.8%** between 2022 and 2027, adding 141,270.
- From 2017 to 2022, jobs **declined by 1.7%** in BMC Region from 1,524,593 to **1,498,969**. This change **fell short of the national growth rate of 2.4% by 4.1%**. As the number of jobs declined, the **labor force participation rate decreased from 68.7% to 66.6% between 2017 and 2022**.
- Concerning educational attainment, **23.0% of the selected regions' residents possess a Bachelor's Degree** (2.3% above the national average), and **6.9% hold an Associate's Degree** (1.9% below the national average).
- The top three industries in 2022 are Federal Government, Civilian, Restaurants and Other Eating Places, and Education and Hospitals (Local Government).

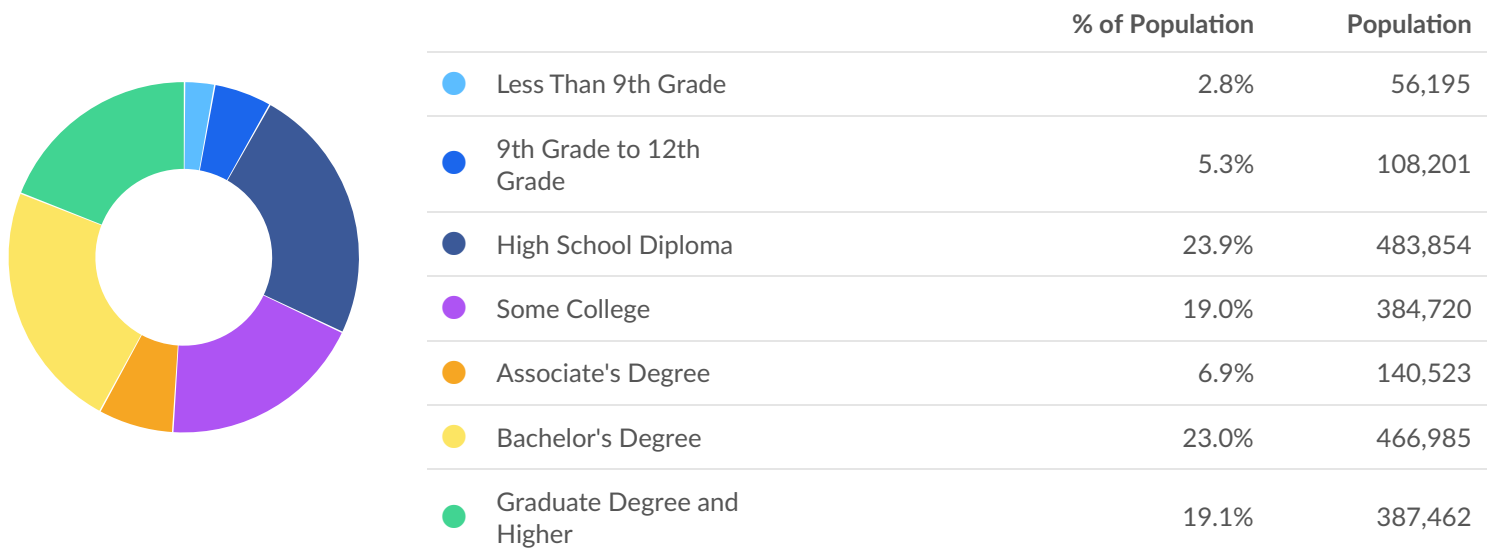
	Population (2022)	Labor Force (Sep 2022)	Jobs (2022)	Cost of Living	GRP	Imports	Exports
Region	2,913,804	1,529,578	1,498,969	130.2	\$233.76B	\$226.41B	\$353.94B
BMC Region	2,913,804	1,529,578	1,498,969	130.2	\$233.76B	\$226.41B	\$353.94B
Baltimore County, MD	865,901	451,023	411,955	128.4	\$60.11B	\$63.18B	\$72.24B
Prince George's County, MD	991,464	494,176	366,136	126.0	\$51.54B	\$92.62B	\$109.09B

## Sep 2022 Labor Force Breakdown



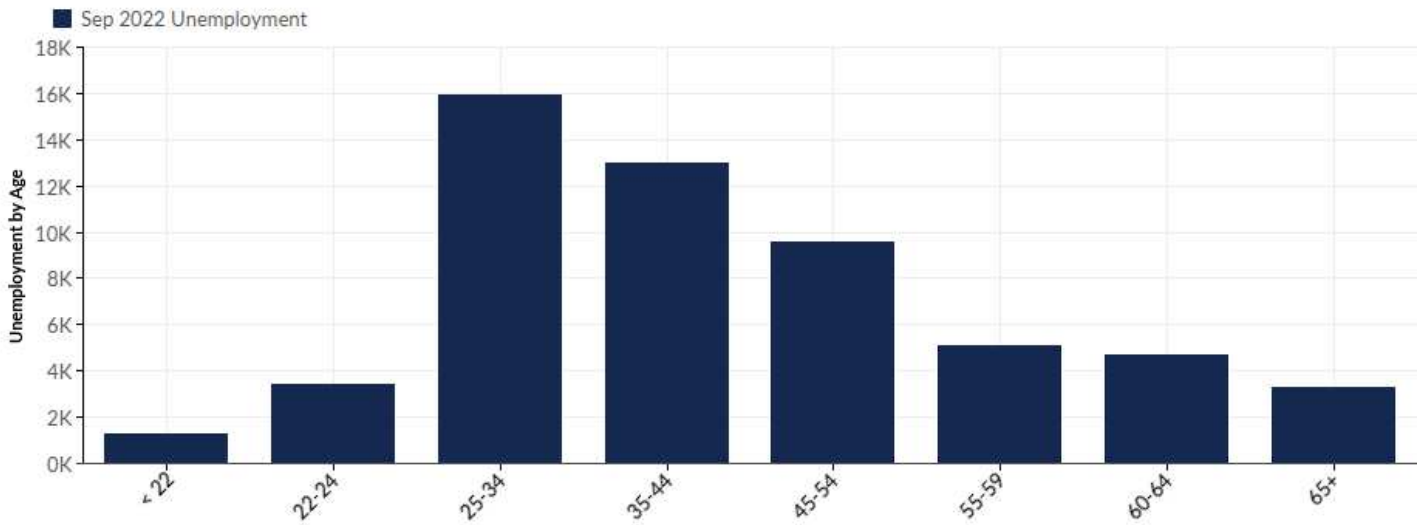
## Educational Attainment

Concerning educational attainment, **23.0% of the selected regions' residents possess a Bachelor's Degree** (2.3% above the national average), and **6.9% hold an Associate's Degree** (1.9% below the national average).



# Unemployment by Demographics

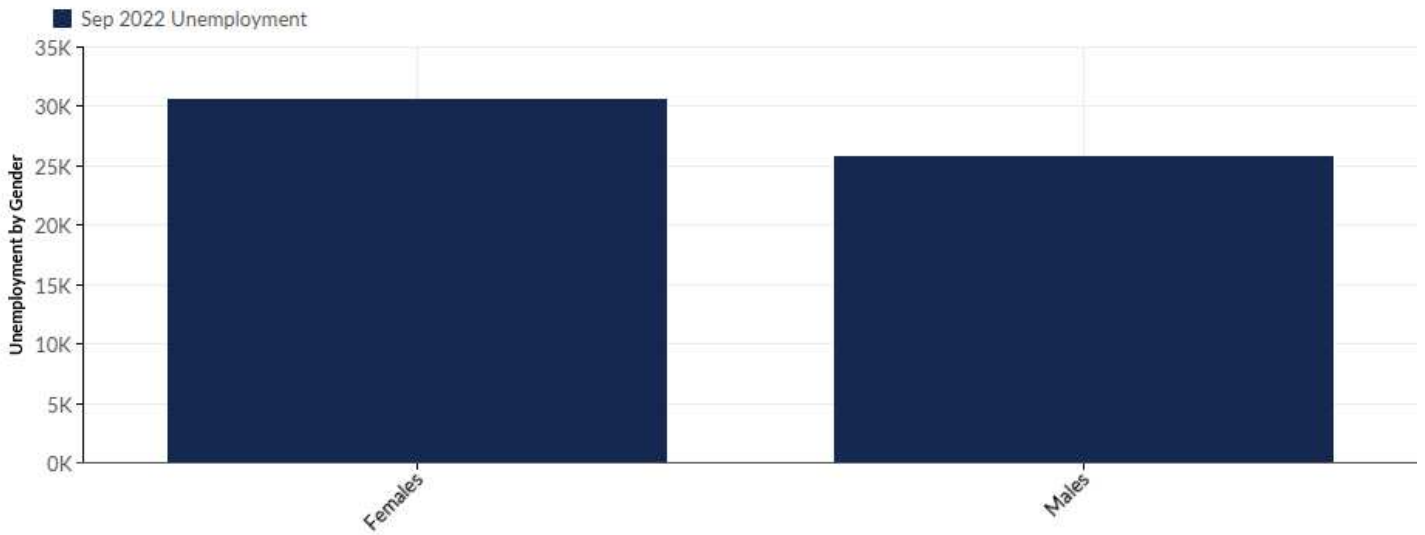
## Unemployment by Age



Age	Unemployment (Sep 2022)	% of Unemployed
< 22	1,280	2.28%
22-24	3,426	6.09%
25-34	15,932	28.32%
35-44	12,987	23.09%
45-54	9,598	17.06%
55-59	5,069	9.01%
60-64	4,670	8.30%
65+	3,295	5.86%
<b>Total</b>	<b>56,257</b>	<b>100.00%</b>

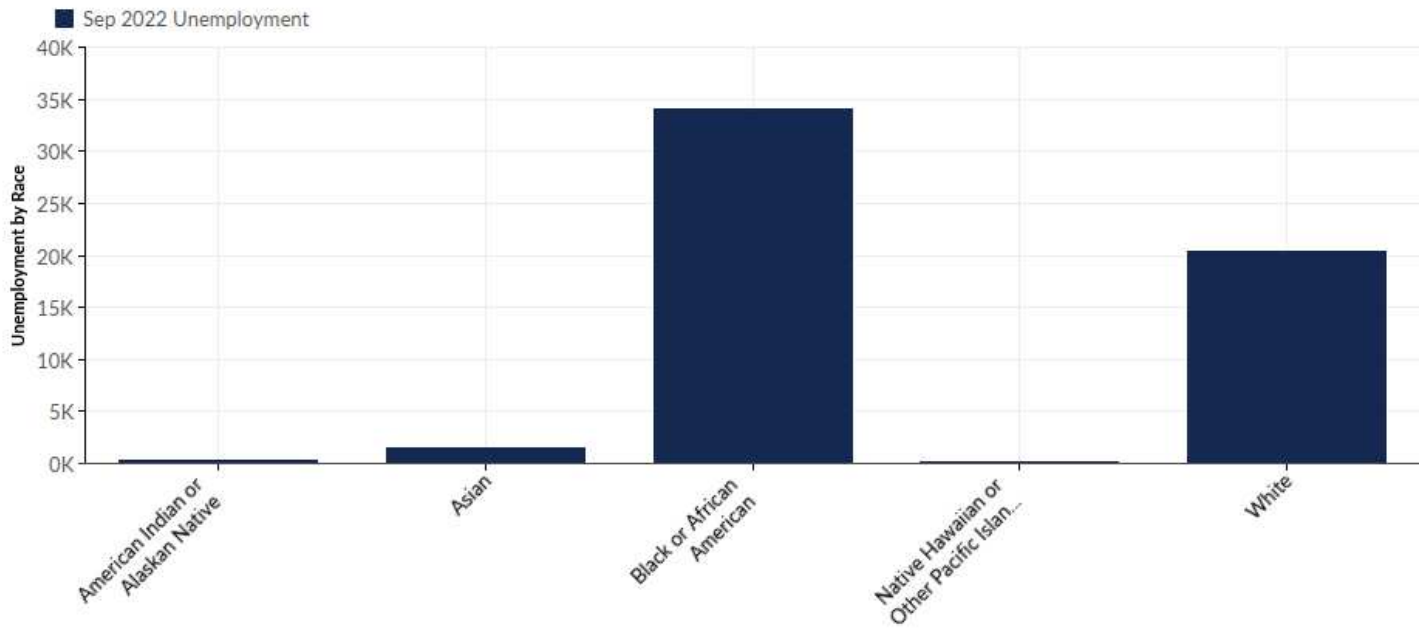


## Unemployment by Gender



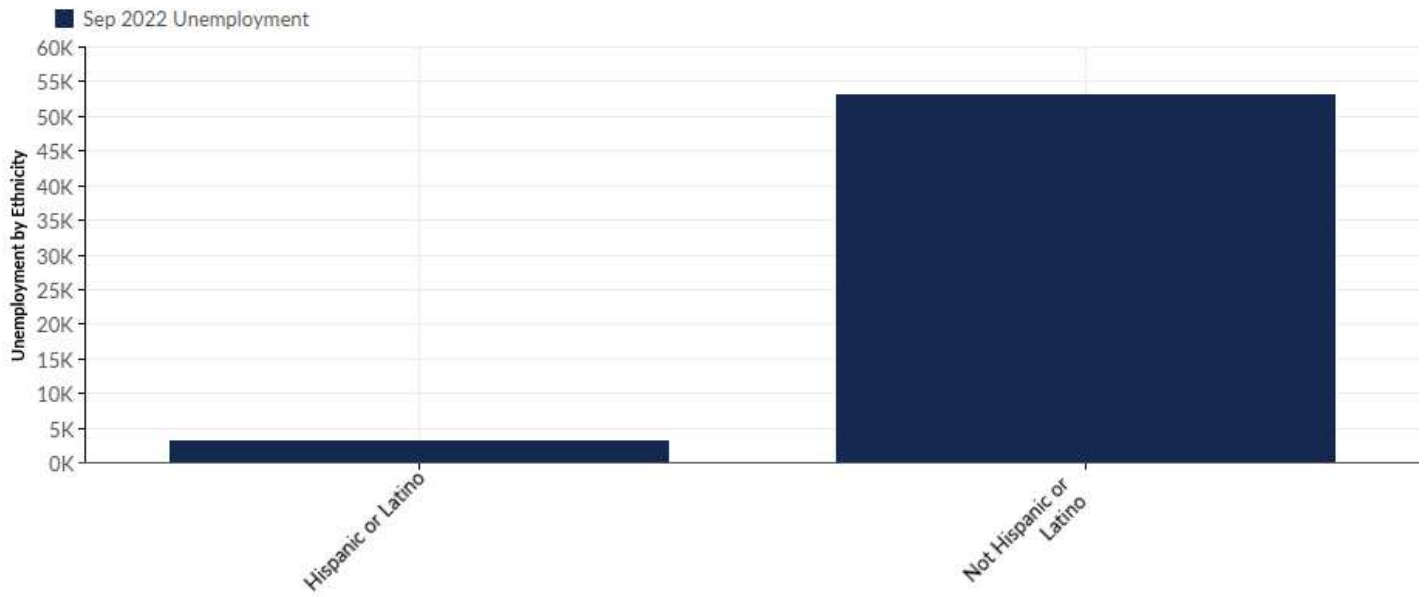
Gender	Unemployment (Sep 2022)	% of Unemployed
Females	30,551	54.31%
Males	25,706	45.69%
Total	56,257	100.00%

## Unemployment by Race



Race	Unemployment (Sep 2022)	% of Unemployed
American Indian or Alaskan Native	244	0.43%
Asian	1,461	2.60%
Black or African American	34,014	60.46%
Native Hawaiian or Other Pacific Islander	115	0.20%
White	20,424	36.30%
Total	56,257	100.00%

## Unemployment by Ethnicity

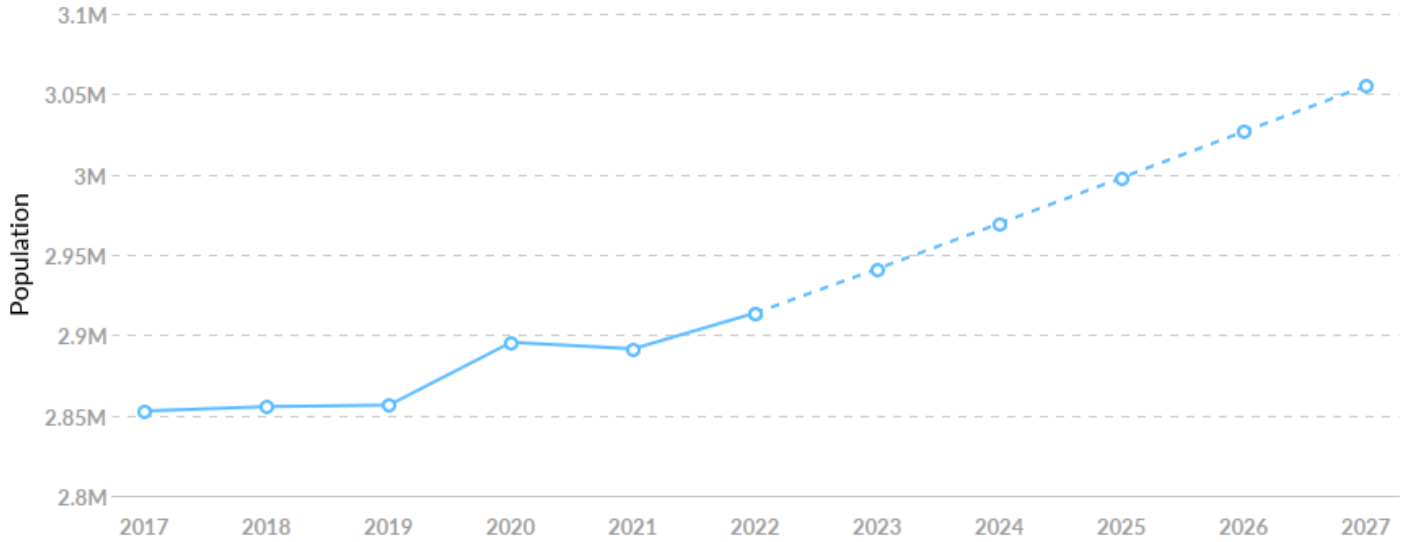


Ethnicity	Unemployment (Sep 2022)	% of Unemployed
Hispanic or Latino	3,095	5.50%
Not Hispanic or Latino	53,162	94.50%
Total	56,257	100.00%

# Historic & Projected Trends

## Population Trends

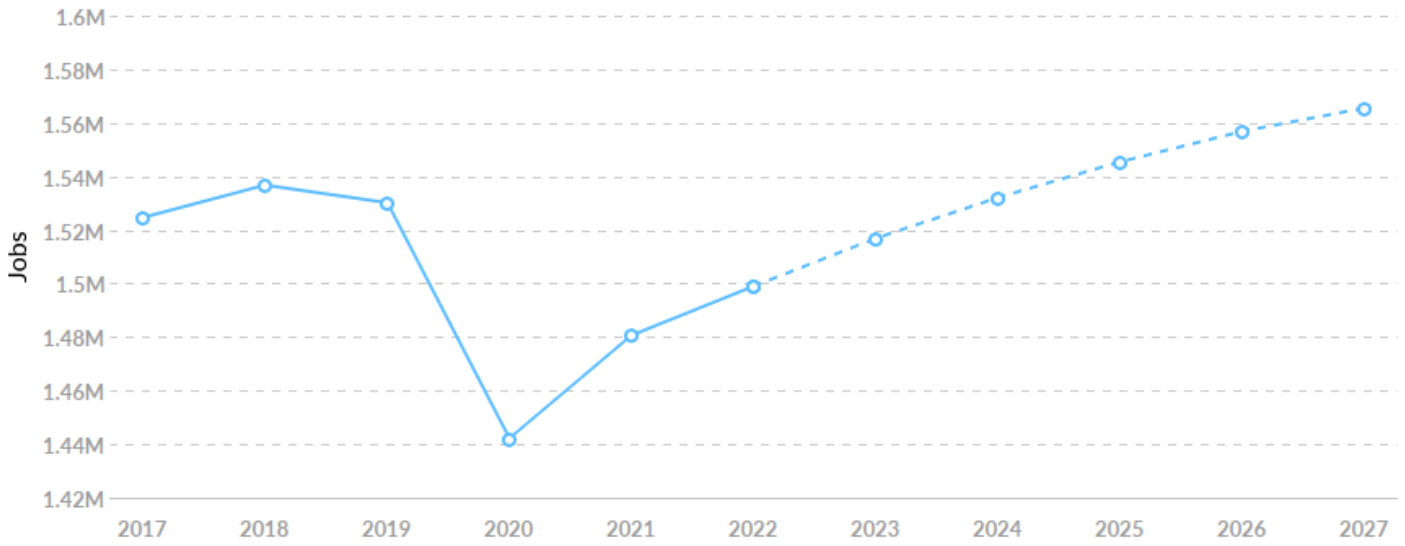
As of 2022 the region's population **increased by 2.1%** since 2017, growing by 61,083. Population is expected to **increase by 4.8%** between 2022 and 2027, adding 141,270.



Timeframe	Population
2017	2,852,721
2018	2,855,445
2019	2,856,410
2020	2,895,448
2021	2,891,434
2022	2,913,804
2023	2,941,279
2024	2,969,565
2025	2,997,997
2026	3,026,721
2027	3,055,075

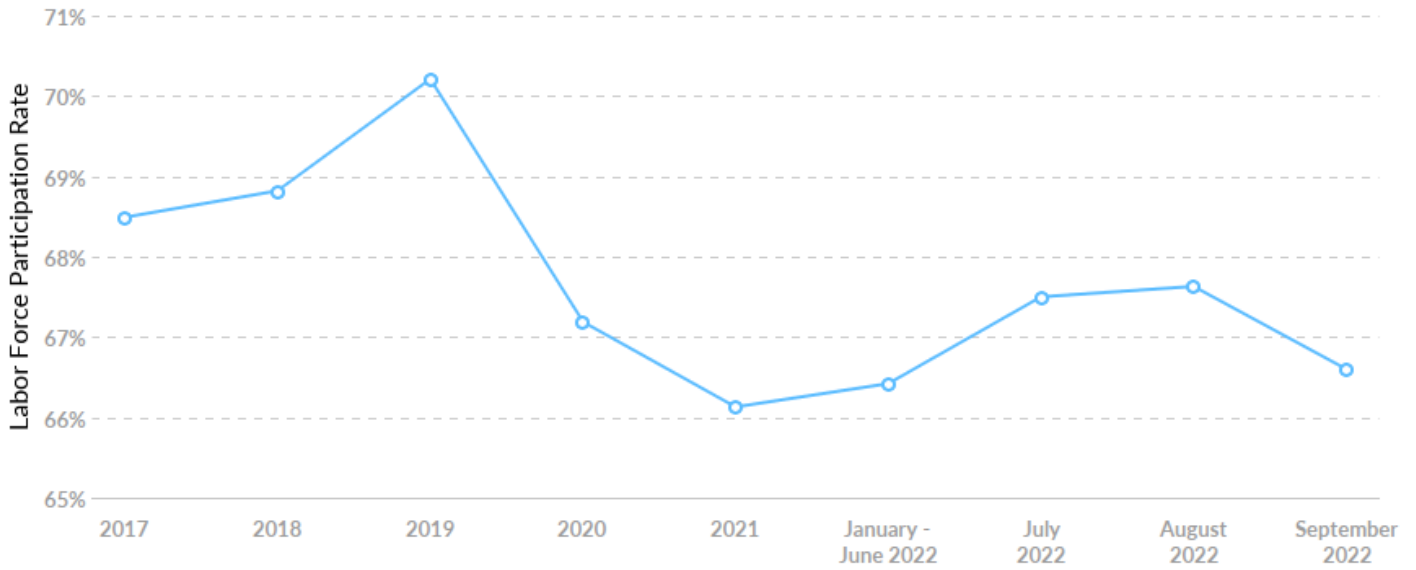
## Job Trends

From 2017 to 2022, jobs declined by 1.7% in BMC Region from 1,524,593 to 1,498,969. This change fell short of the national growth rate of 2.4% by 4.1%.



Timeframe	Jobs
2017	1,524,593
2018	1,536,736
2019	1,530,174
2020	1,442,104
2021	1,480,609
2022	1,498,969
2023	1,516,835
2024	1,532,067
2025	1,545,424
2026	1,556,794
2027	1,565,521

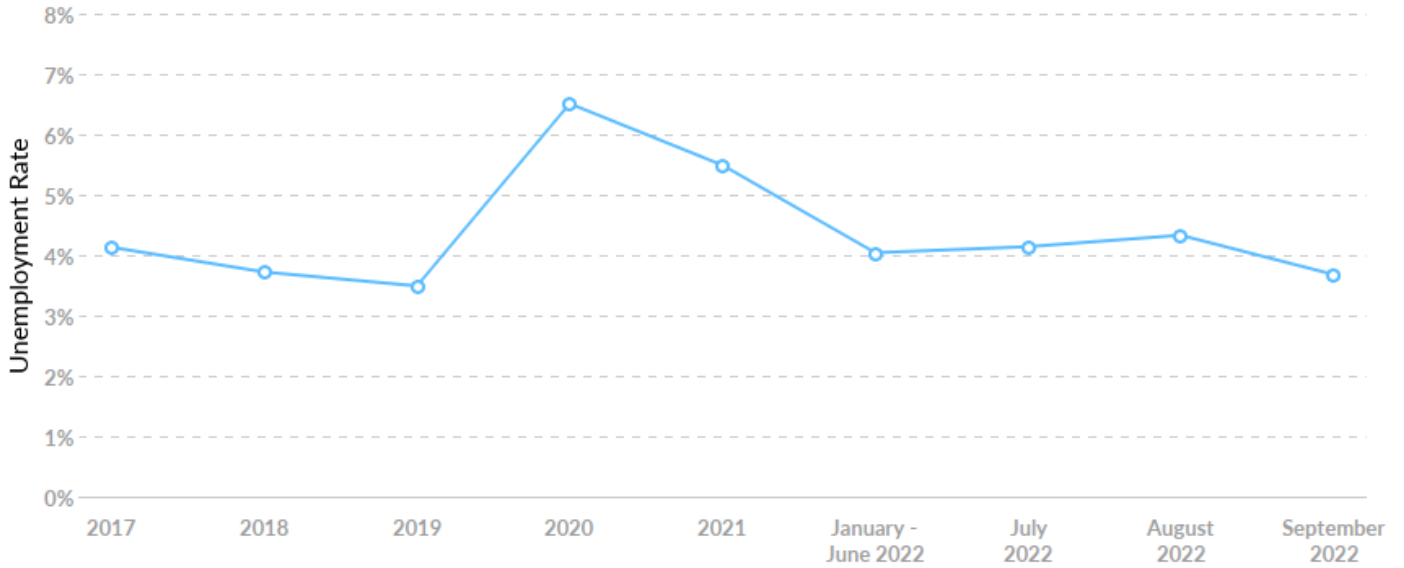
## Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2017	68.49%
2018	68.82%
2019	70.21%
2020	67.19%
2021	66.13%
January - June 2022	66.42%
July 2022	67.50%
August 2022	67.63%
September 2022	66.60%

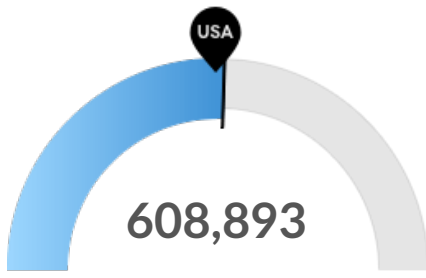
## Unemployment Rate Trends

Your areas had a September 2022 unemployment rate of 3.68%, **decreasing from 4.13%** 5 years before.



Timeframe	Unemployment Rate
2017	4.13%
2018	3.72%
2019	3.49%
2020	6.51%
2021	5.49%
January - June 2022	4.04%
July 2022	4.14%
August 2022	4.33%
September 2022	3.68%

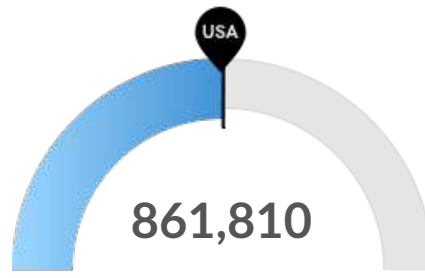
## Population Characteristics



**608,893**

**Millennials**

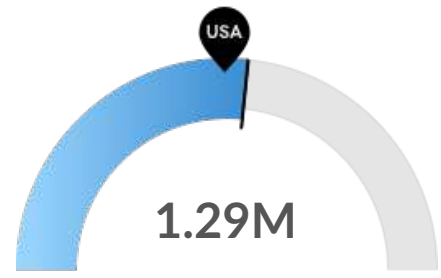
Your area has 608,893 millennials (ages 25-39). The national average for an area this size is 590,620.



**861,810**

**Retiring Soon**

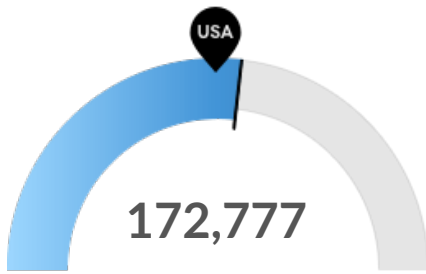
Retirement risk is about average in your area. The national average for an area this size is 859,440 people 55 or older, while there are 861,810 here.



**1.29M**

**Racial Diversity**

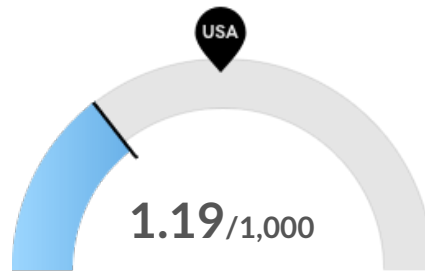
Racial diversity is about average in your area. The national average for an area this size is 1,176,636 racially diverse people, while there are 1,292,067 here.



**172,777**

**Veterans**

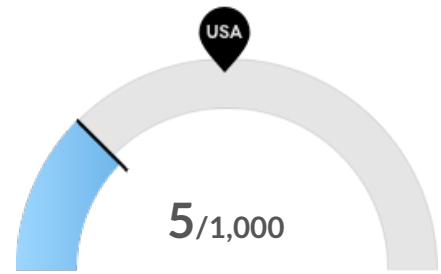
Your area has 172,777 veterans. The national average for an area this size is 155,781.



**1.19/1,000**

**Violent Crime**

Your area has 1.19 violent crimes per 1,000 people. The national rate is 2.41 per 1,000 people.



**5/1,000**

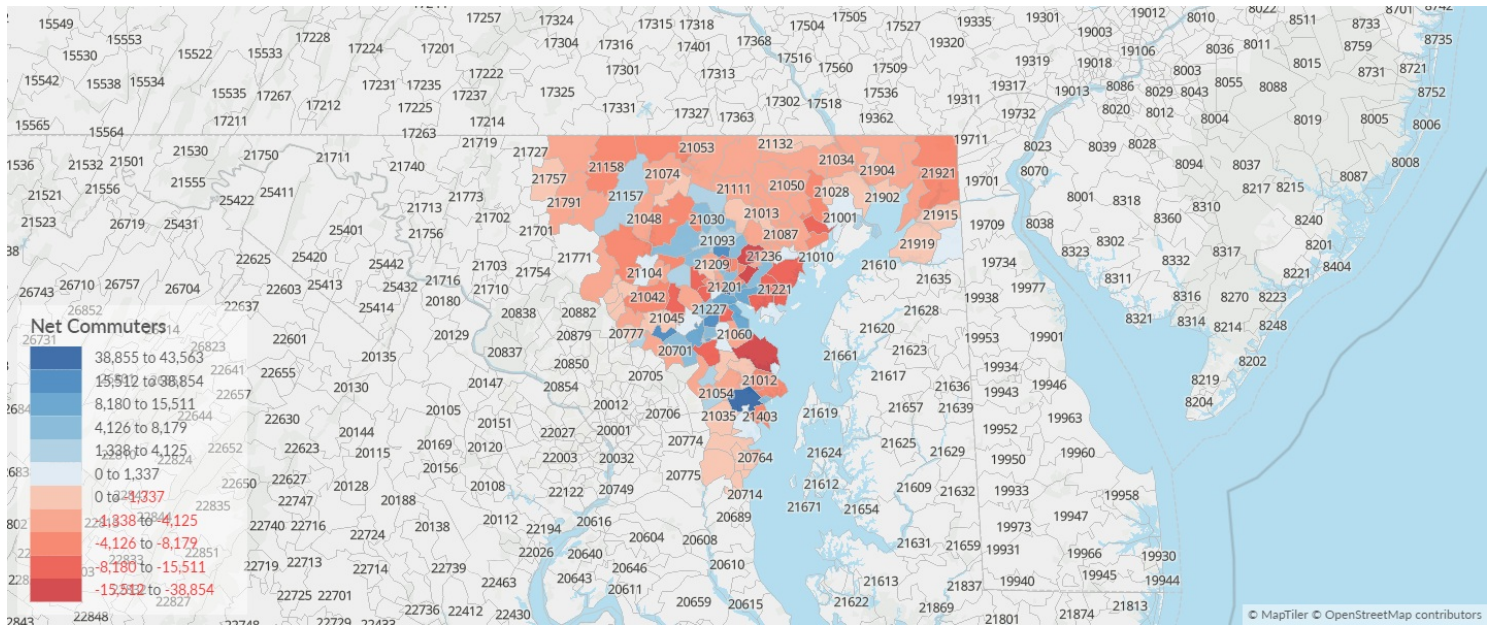
**Property Crime**

Your area has 5 property crimes per 1,000 people. The national rate is 12.12 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 #11 for resident workers. The top ZIP for resident workers is 21122.



### Where Talent Works

ZIP	Name	2022 Employment
21401	Annapolis, MD (in Anne...	61,775
21201	Baltimore, MD (in Balti...	52,615
21202	Baltimore, MD (in Balti...	48,473
21224	Baltimore, MD (in Balti...	36,094
21117	Owings Mills, MD (in Ba...	36,071

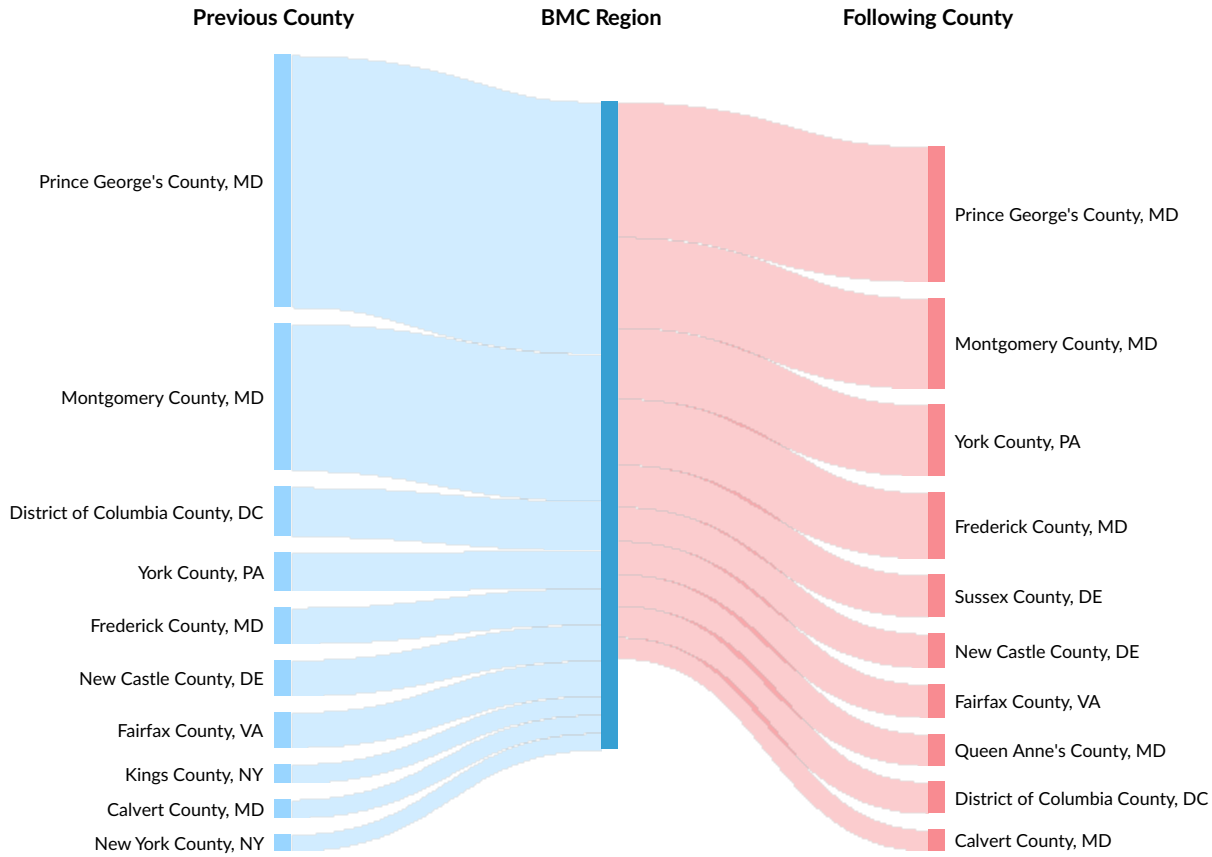
### Where Talent Lives

ZIP	Name	2022 Workers
21122	Pasadena, MD (in Anne ...	38,251
21234	Parkville, MD (in Baltim...	36,823
21061	Glen Burnie, MD (in An...	32,504
21117	Owings Mills, MD (in Ba...	30,857
21222	Dundalk, MD (in Baltim...	28,021

# Inbound and Outbound Migration

The table below analyzes past and current residents of BMC Region. The left column shows residents of other counties migrating to BMC Region. The right column shows residents migrating from BMC Region to other counties.

As of 2020, **10,792** people have migrated from Prince George's County, MD to BMC Region. In the same year, **5,788** people left BMC Region migrating to Prince George's County, MD. The total Net Migration for BMC Region in 2020 was **-7,993**.

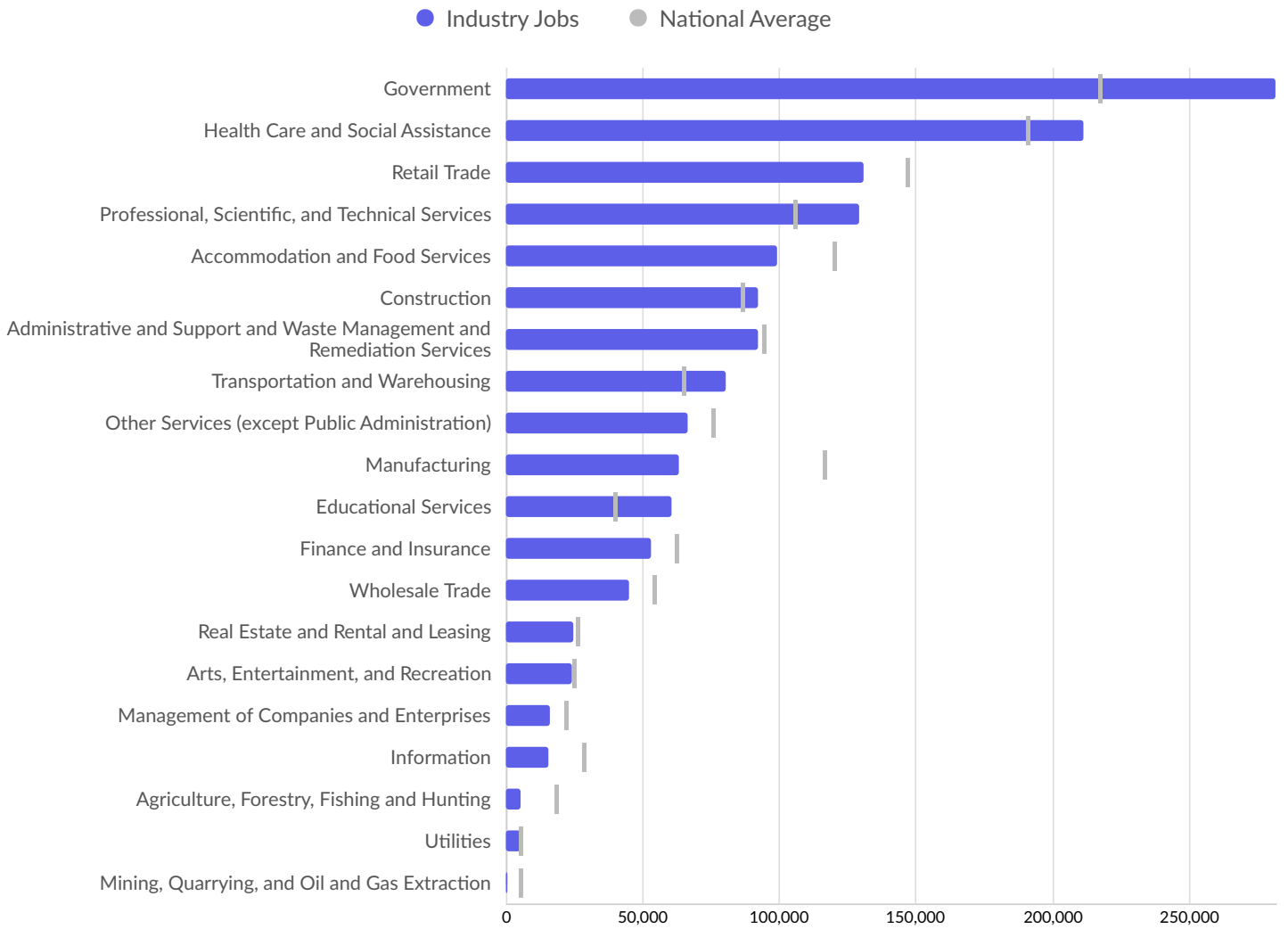


Top Previous Counties	Migrations
Prince George's County, MD	10,792
Montgomery County, MD	6,287
District of Columbia County, DC	2,114
York County, PA	1,631
Frederick County, MD	1,545
New Castle County, DE	1,538

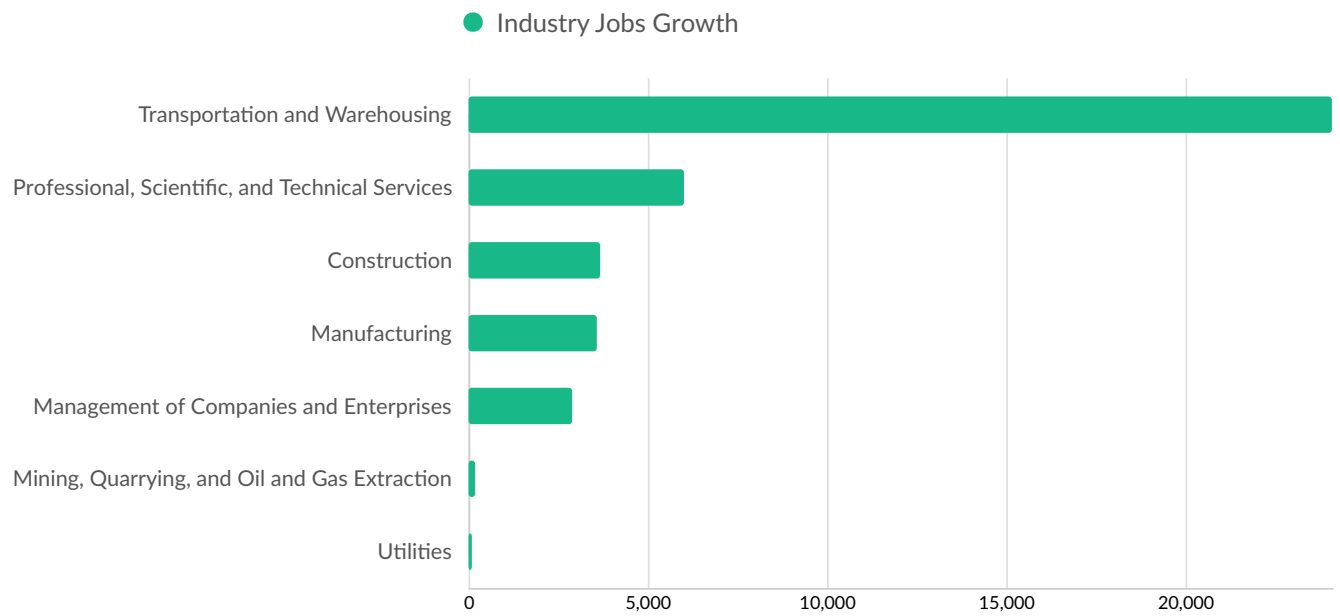
<b>Top Previous Counties</b>	<b>Migrations</b>
Fairfax County, VA	1,511
Kings County, NY	810
Calvert County, MD	783
New York County, NY	719
Charles County, MD	674
Philadelphia County, PA	648
Queens County, NY	641
Honolulu County, HI	616
Los Angeles County, CA	580
<b>Top Following Counties</b>	<b>Migrations</b>
Prince George's County, MD	5,788
Montgomery County, MD	3,867
York County, PA	3,043
Frederick County, MD	2,830
Sussex County, DE	1,803
New Castle County, DE	1,466
Fairfax County, VA	1,419
Queen Anne's County, MD	1,354
District of Columbia County, DC	1,340
Calvert County, MD	907
Worcester County, MD	753
Philadelphia County, PA	738
Charles County, MD	690
Los Angeles County, CA	685
Bexar County, TX	674

# Industry Characteristics

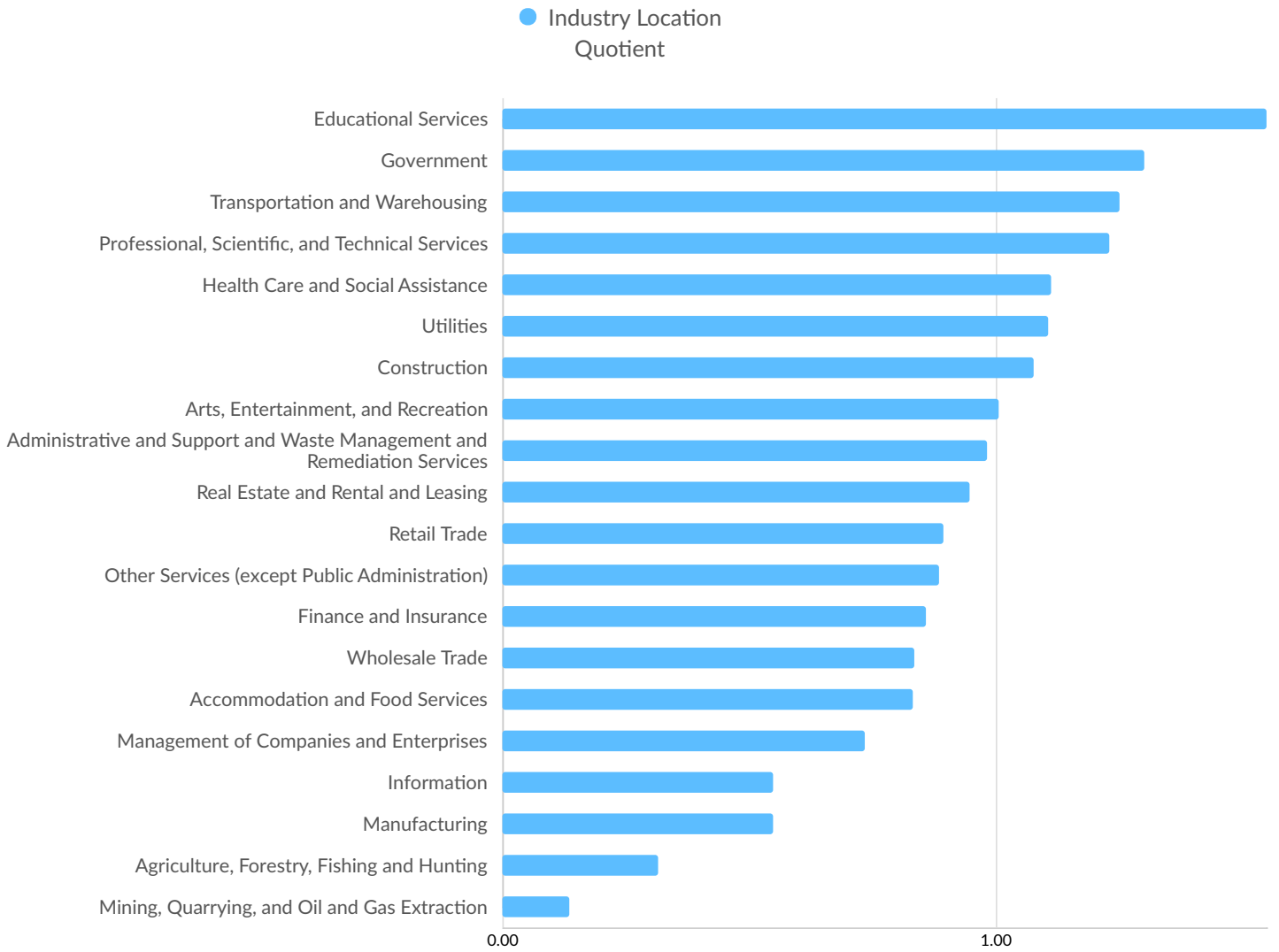
## Largest Industries



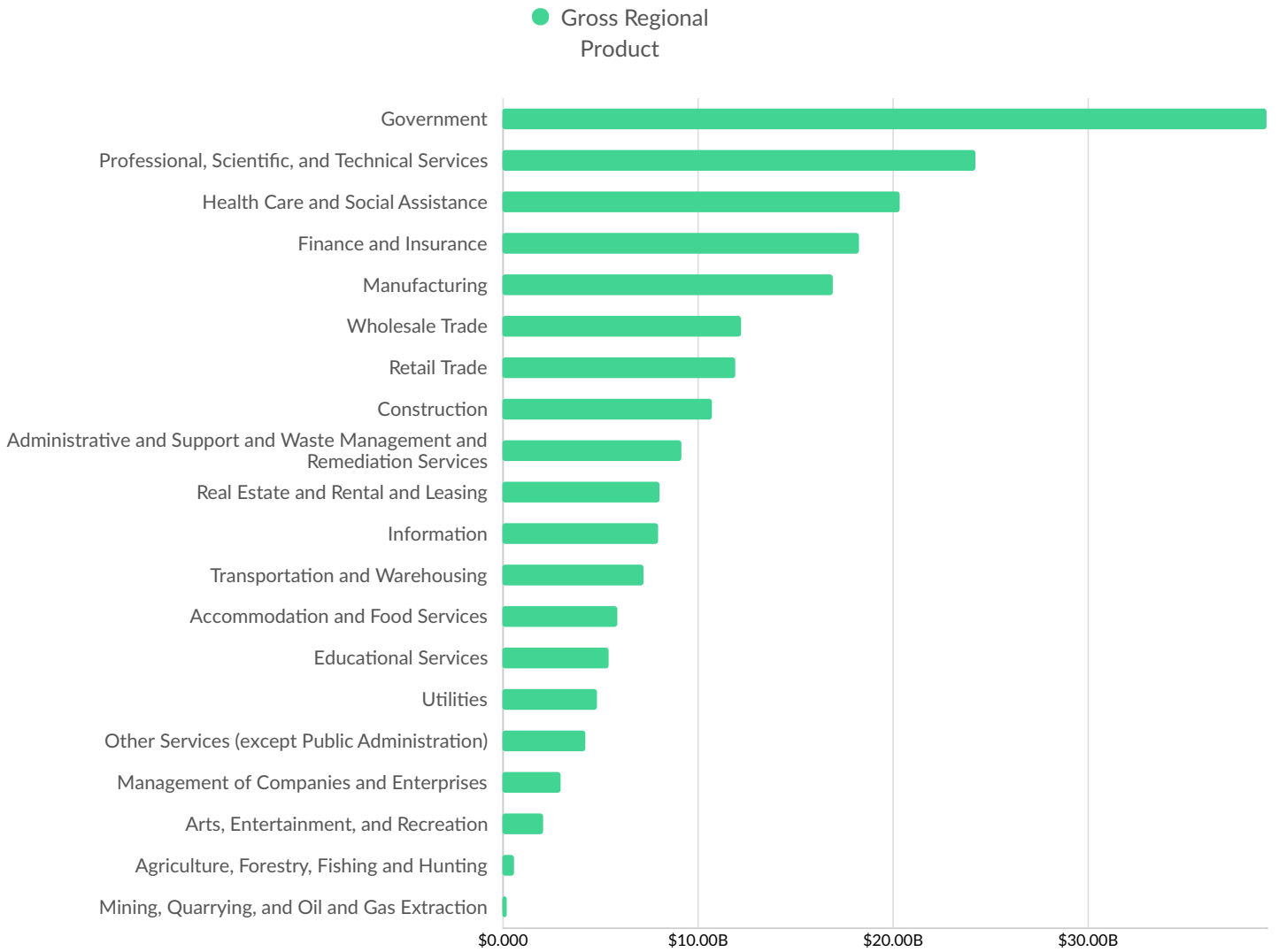
## Top Growing Industries



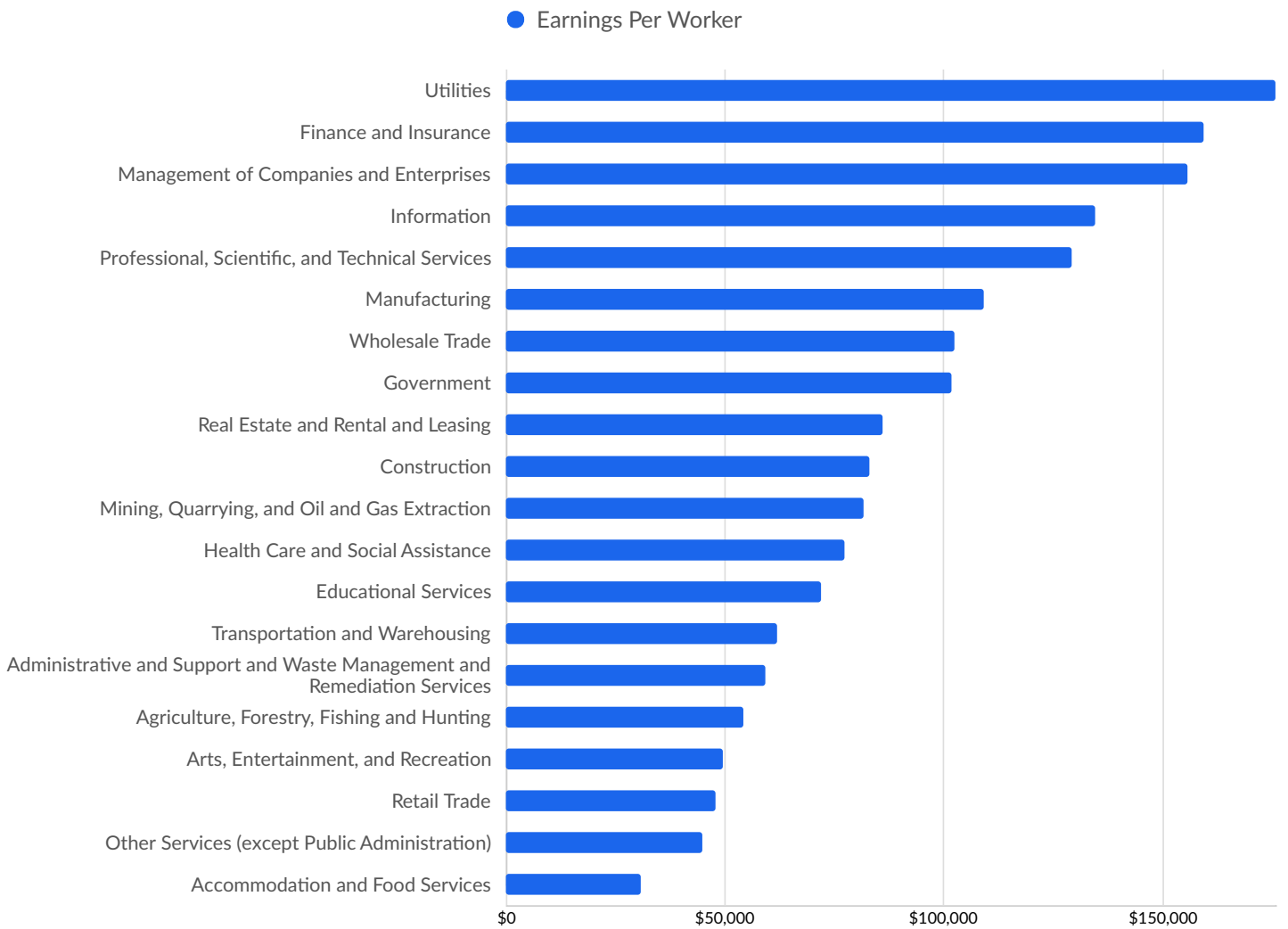
## Top Industry Location Quotient



## Top Industry GRP



## Top Industry Earnings

























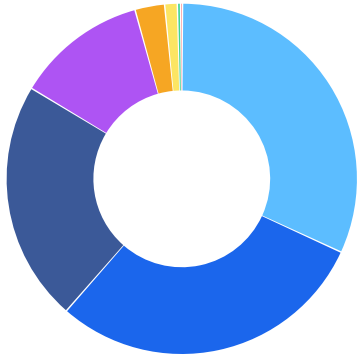
## Business Characteristics

### 255,995 Companies Employ Your Workers

Online profiles for your workers mention 255,995 companies as employers, with the top 10 appearing below. In the last 12 months, 22,961 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Johns Hopkins	22,288 	University of Maryland	13,837 
University of Maryland	18,591 	Johns Hopkins	10,693 
U.S. Army	11,244 	Northrop Grumman	5,262 
Amazon	9,383 	MedStar Health	3,813 
Northrop Grumman	8,416 	Randstad	3,502 
Baltimore County Public Schools	7,310 	Lifebridge Health	3,224 
State of Maryland	6,146 	Ascension	2,874 
United States Department of De...	5,760 	John Hopkins Medicine Center ...	2,664 
MedStar Health	5,662 	State of Maryland	2,523 
Baltimore City Public Schools	5,579 	Licensing Regulation	2,243 

## Business Size

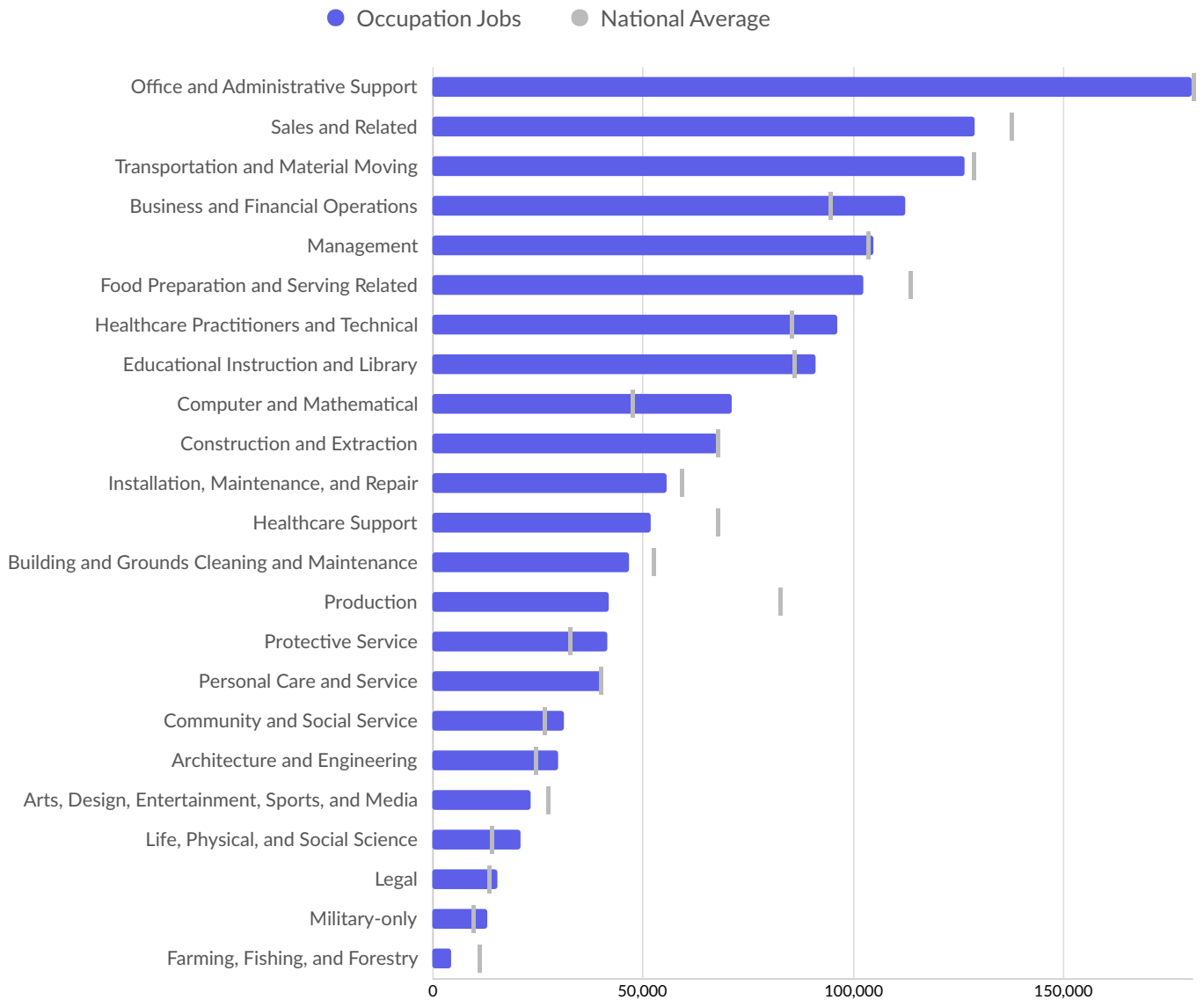


	Percentage	Business Count
● 1 to 4 employees	31.8%	33,789
● 5 to 9 employees	29.6%	31,432
● 10 to 19 employees	22.2%	23,584
● 20 to 49 employees	12.1%	12,835
● 50 to 99 employees	2.7%	2,904
● 100 to 249 employees	1.2%	1,235
● 250 to 499 employees	0.3%	314
● 500+ employees	0.2%	190

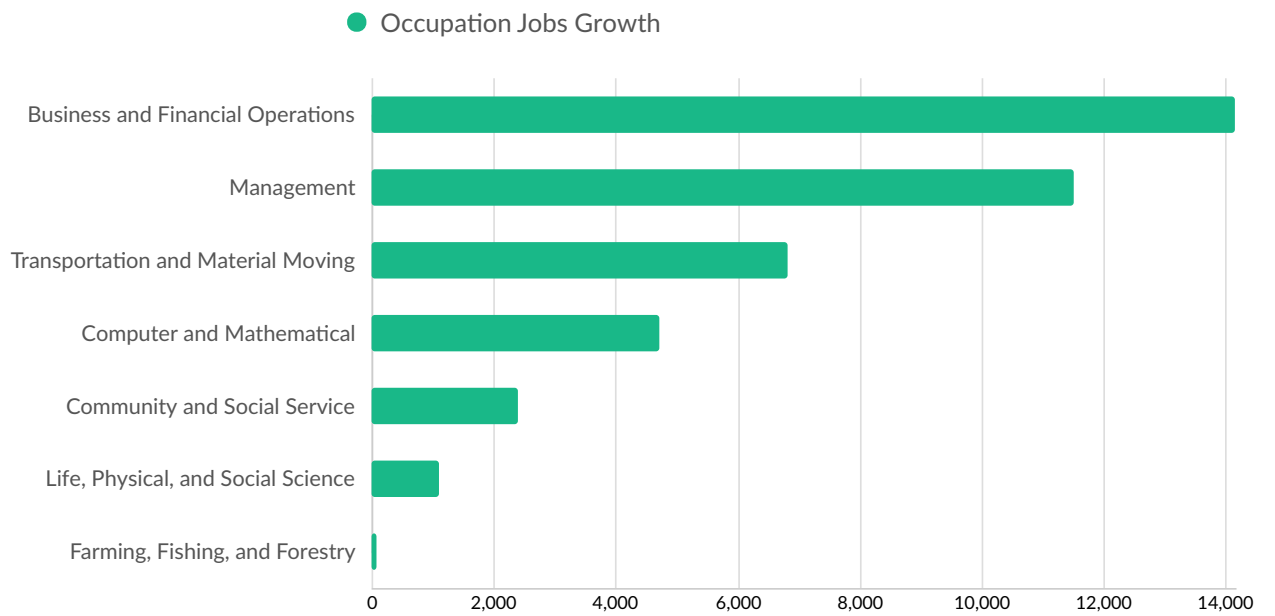
\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on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

# Workforce Characteristics

## Largest Occupations



## Top Growing Occupations

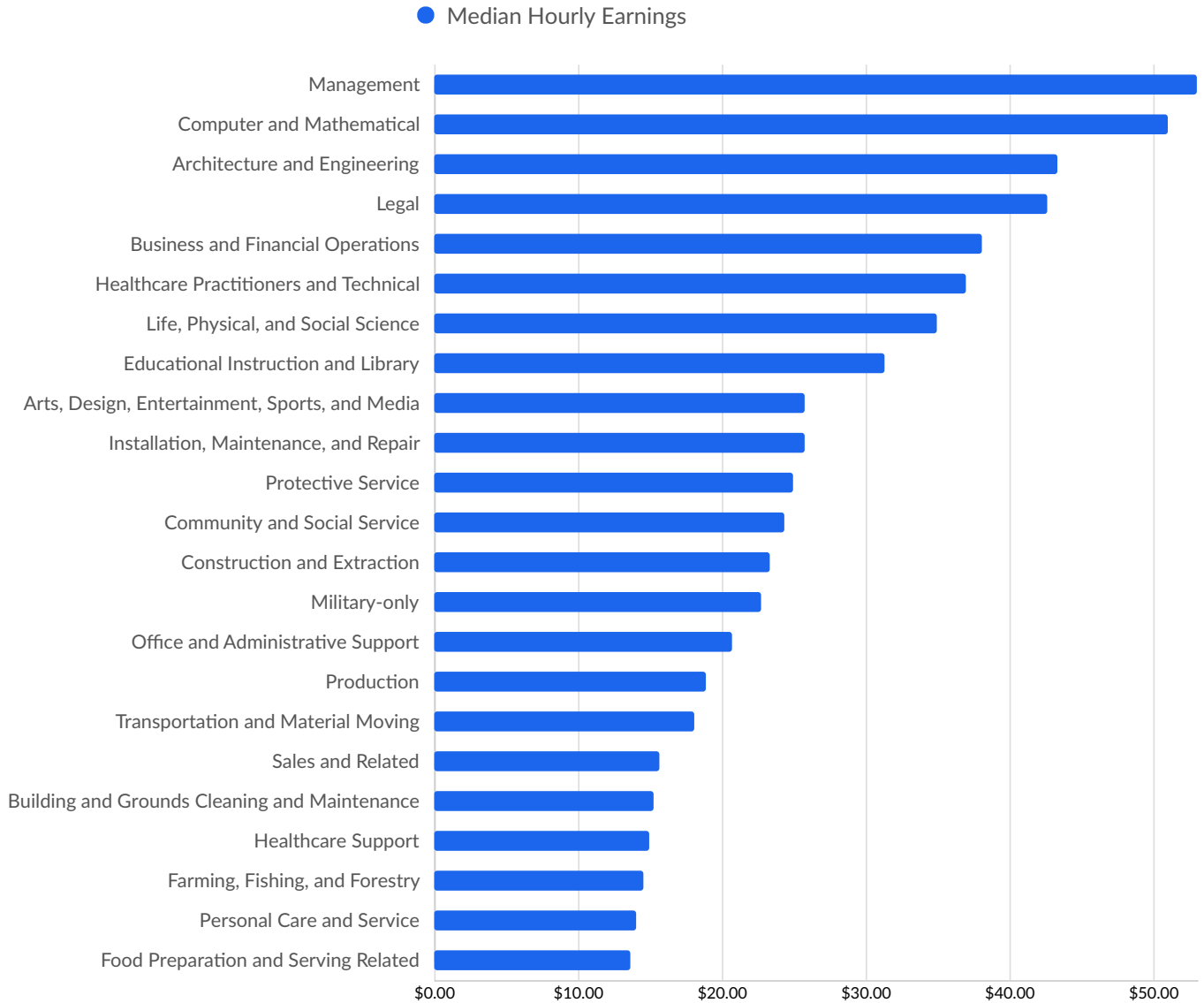


## Top Occupation Location Quotient

● Occupation Location Quotient



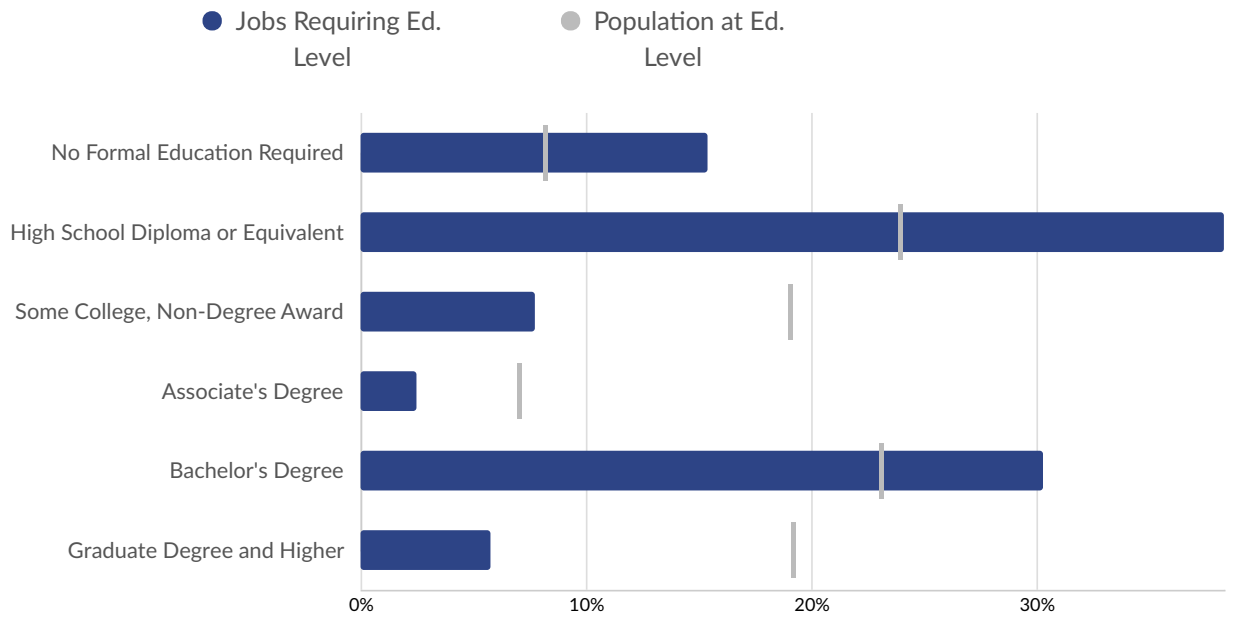
## Top Occupation Earnings



## Top Posted Occupations



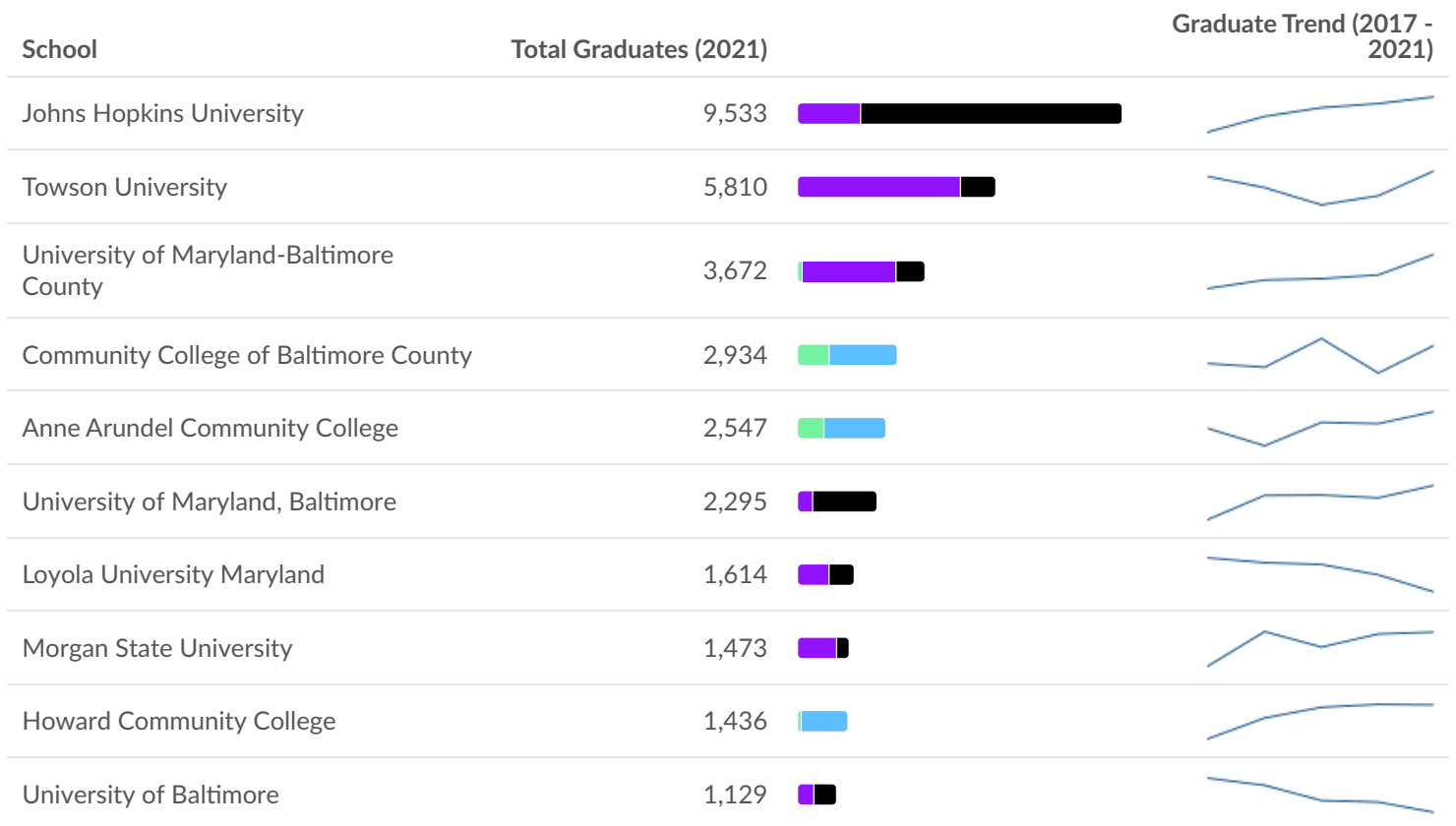
## Underemployment





# Educational Pipeline

In 2021, there were 42,474 graduates in BMC Region. This pipeline has grown by 2% over the last 5 years. The highest share of these graduates come from "Liberal Arts and Sciences, General Studies and Humanities, Other", "Business Administration and Management, General", and Registered Nursing/Registered Nurse.



## In-Demand Skills

