



Re: City Council Bill 21-0021R – Informational Hearing – Building a Homegrown Public Safety Cadet Program

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council Bill 21-0021R – Informational Hearing - Building a Homegrown Public Safety Cadet Program.

This resolution invites the Police Commissioner of the Baltimore Police Department, the Fire Chief of the Baltimore City Fire Department, the Director of the Office of Emergency Management, the Sheriff of the Baltimore City Sheriff's Office, the Police Chief of the Baltimore City School Police, the Director of the Mayor's Office of Employment Development, the Director of the Department of Human Resources, and the head of the Baltimore City Public School System's Career and Technology Education program to appear before the Baltimore City Council to discuss: the Baltimore City Fire and Police Department's explorer programs; youth works programs; cadet programs; college internship programs; the successes and opportunities with local recruiting and hiring initiatives; and establishing the best method to create a pipeline of homegrown talent into Baltimore City public safety agencies.

The Mayor's Office of Employment Development (MOED) coordinates and directs workforce development initiatives responsive to the needs of Baltimore City employers and job seekers in order to enhance and promote the local economy. Our vision is for all city residents to maximize their career potential, and all employers to have the human resources to grow and prosper.

MOED is engaged with many populations including the City's future workforce. MOED connects youth with partners, programs and with the tools they need to succeed in careers in local high-growth industries.

MOED has strong partnerships with the Baltimore City Public School System (BCPS) designed to connect young people with opportunities in their desired field of employment after graduation.

MOED, BCPS, and Baltimore's Promise created *Grads to Careers* to preempt youth disconnection and link new high school graduates without immediate plans to attend college to career pathways in growing industries. The initiative provides occupational training in growth career tracks that includes health care, construction, and IT. Youth also have access to legal services and behavioral health support. Over 200 youth have been served. Initiatives like this demonstrate the outcomes that are possible with collaboration and the ability to scale successful models.

MOED in partnership with BCPS is hosting its annual High School Job Fair for graduating seniors which includes participation by public safety and emergency management agencies. This year's virtual job fair will take place on May 5, 2021.

Baltimore City has one of the largest summer youth works programs in the country, historically connecting more than 8000 youth per year. MOED has partnered with BCPS to ensure that CTE students are connected with summer employment opportunities that align with their course of studies.

In addition to formal initiatives, MOED works with the Police and the Fire Department on various recruitment events located at the American Job Centers, virtually through MOED's weekly Facebook Live show, and on specific recruitment initiatives such as the 2020 EMT Fire Suppression Exam.

Additionally, MOED has partnered with many city agencies to recruit local talent to fill positions including but not limited to the successful Baltimore Health Corp Initiative with the Baltimore Health Department and the YH20 program with the Department of Public Works. MOED is eager to develop initiatives with more City agencies.

MOED is willing and ready to strengthen partnership, scale or replicate existing programs, as well as to create new initiatives with the goal of connecting young people to local jobs with public safety agencies.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jason Perkins-Cohen".

Jason Perkins-Cohen
Director