Baltimore's Promise & Summer 2025 Action Alert

City Council Briefing | March 24, 2025

Our Vision

All young adults in Baltimore will have what they need to be healthy and on a path to achieve economic self-sufficiency.

By 2030 we seek to support 42,000 young people on this path by…

- strengthening the city's talent, summer, and well-being ecosystems;
- ensuring capital deployment supports the greater youth ecosystem;
- producing an ecosystem of actionable data;
- and celebrating the greatness of youth.

BALTIMORE'S PROMISE

Baltimore's Promise works on behalf of Baltimore to spur collective action by building the civic infrastructure required to accelerate positive outcomes for youth and disrupt systemic barriers that limit youth and young adults from achieving economic self-sufficiency.

Baltimore's Promise Mission

We support others by…

Presenting data-informed youth program recommendations to city leadership

Sharing proven engagement strategies w/ neighborhood nonprofits

Meeting with a business leader to advise on the benefits of investing in youth

Collaborating w/ City Schools on a pilot to improve student outcomes

So that…

The city earmarks money for year-round programs for thousands of youth

Neighborhood nonprofits reach the residents who need services most

Young adults work a living wage job; their talent remains in the city

Post-graduation employment goes up, strengthening the city's economy and the well-being of its residents

Systems Transformation: A Milestone Worth Celebrating!

From Systems Change to Systems Transformation Community!

Baltimore's Promise is now the 11th Cradle to Career Network member to achieve this designation—putting us at the forefront of national systems transformation efforts.

We are positioned as national leader in systems transformation.

We are improving outcomes locally and also informing and inspiring nearly 70 communities across the country as they strive for more equitable systems.

StriveTogether®
SYSTEMS TRANSFORMATION
2025
NETWORK MEMBER

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Systems Transformation: A Milestone Worth Celebrating!

What Set Us Apart

The review team recognized and celebrated several key strengths of our work, including:

✅ Youth Inclusion – Our deep and authentic integration of youth voices across initiatives.

✅ Data-Driven Strategies – Our commitment to using data to develop contextually relevant, equity-focused strategies.

✅ Public Sector Alignment – Ensuring our work complements and strengthens broader public sector priorities.

Our Initiatives
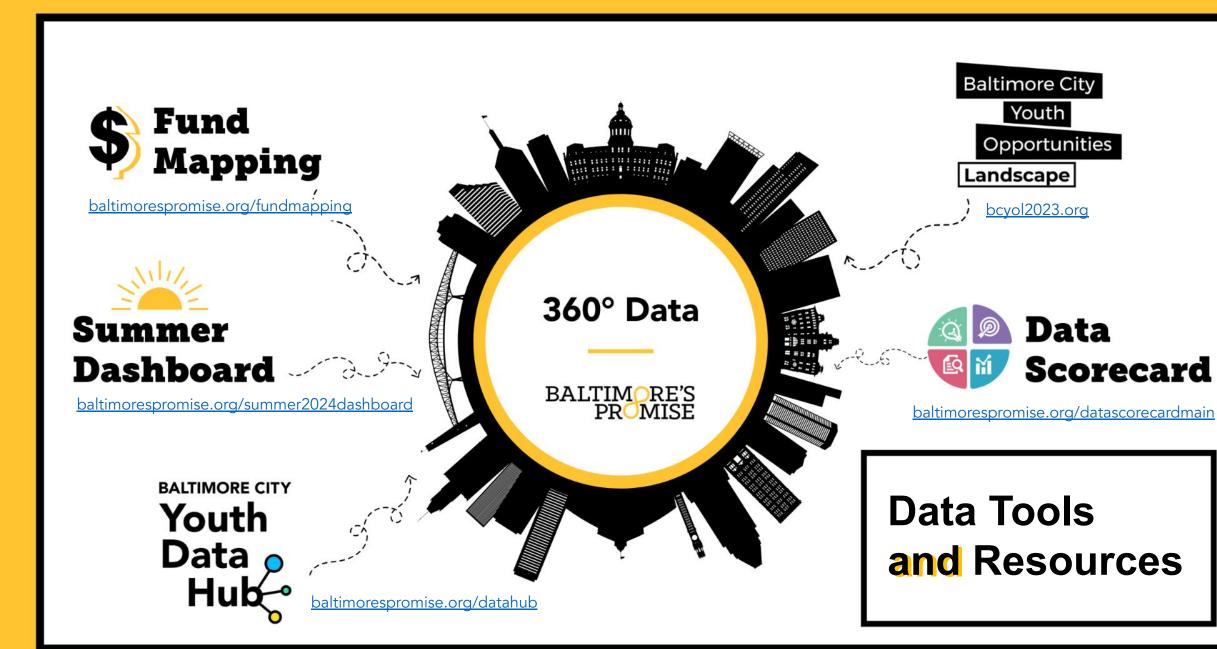
Models of Intergenerational Decision-Making

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Board (Leadership Table) + Community Advisory Board	**Focused on the governance of Baltimore's Promise and achieving network goals.** Launched 2023	10 members 50% 24 and under
Community Research and Action Committee	**Focused on the governance and public engagement of the Baltimore Youth Data Hub.** Launched 2024	14 members 43% 25 and under
Youth Grantmaking	**Focused on the design and implementation of annual $500k youth investment portfolio.** Launched 2022	2 Cohorts + 23 YGs 100% Under 25
Summer Funding Collaborative	**Focused on the distribution of $4-6 million in annual summer program dollars.** Launched 2014	Full Community Review Process
Youth Leaders Internship Program	**Focused on the guiding of decisions of the Workforce Innovation and Opportunity Act-mandated Baltimore Workforce Development Board.** Launched 2022	8 members 100% Under 25

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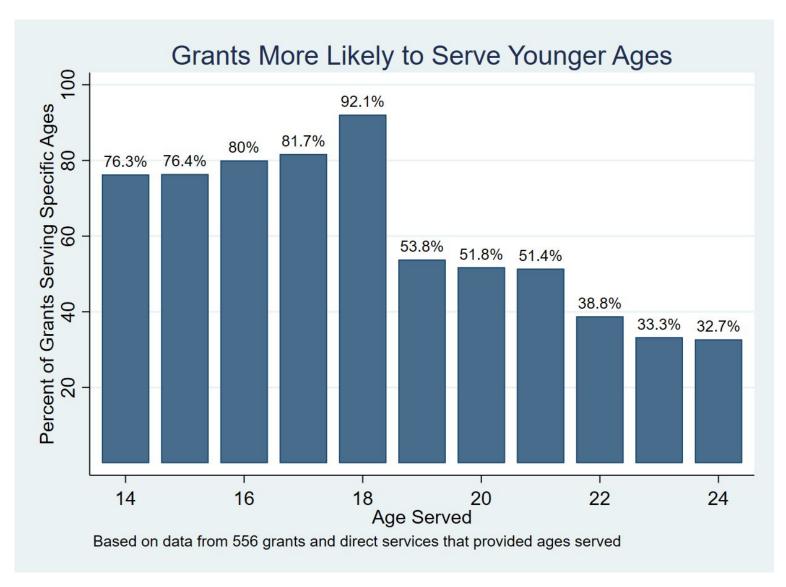
Fund Mapping in Baltimore City: Where are Programming Dollars Going

Grants were much more likely to serve youth ages 14-18 than ages 19-21 and ages 22-24.

Grants More Likely to Serve Younger Ages

Percent of Grants Serving Specific Ages

76.3% 76.4% 80% 81.7% 92.1% 53.8% 51.8% 51.4% 38.8% 33.3% 32.7%

Age Served

Based on data from 556 grants and direct services that provided ages served

baltimorespromise.org

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ENOUGH Act

Our Role

We are a designated Technical Assistant/partner with the Governor's Office of Children, the only MD state entity selected through the NOFO.

We are also a subgrantee of two awardees: Elev8 and Y in Central Maryland

This opens other partnership opportunities, such as with the Summer Funding Collaborative to co-invest with ENOUGH grantees.

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Baltimore's Promise: Technical Assistance Roles

Data & Evaluation

- Access to MD Data Sources with Dashboard & Insights
- Thought Partnership around local data and measures
- RBA Coaching

Fiscal Mapping

- Technical assistance for Governor's Office for Children Fiscal Mapping Efforts
- Support fiscal mapping efforts in multiple MD jurisdictions

Trainings & Workshops

- Community Engagement / Governance
- Community Needs Assessment
- Asset Mapping
- Neighborhood Action Plan

Tool Development

- Develop grantee-facing tools and templates
- Curate tools and guidance based on aligned models and first-hand experience

Invested in Paving the Way for 42K

Our Board of Directors

Organizational Updates

Local + National Network Partnerships!

ACTION ALERT

SUMMER 2025 is AT RISK

Early projections of upcoming summer programming include a decrease in program capacity by at least 12,000 opportunities—30% less than last year's capacity—including early projections from Summer Funding Collaborative + City Schools.

Youthworks still needs increased funding to maintain 2024 levels.

Past year gains are at risk of evaporating in vital areas, including comprehensive programming, older youth programming, and evening programming.

Summer programming improves lives for Baltimore youth:

- Provides joyful learning experiences
- Combats summer learning loss
- Provides more food security
- Supports youth crime prevention

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The Promise of Summer: Why Summer?

Summer is a critical time to prevent learning loss and expand opportunities for all children. However, access to enriching summer experiences varies widely based on a child's socioeconomic background. Without structured engagement, students—especially those from low-income communities—face significant setbacks.

What Research Shows Nationally:

- More than two-thirds of the 9th-grade reading achievement gap is due to summer learning loss during elementary years.
- Math skills decay more rapidly during the summer than reading skills because math instruction is primarily school-based, whereas reading is often practiced at home.
- Students who rely on school lunches lose access to those meals during the summer.

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Safer Summers = Safer Communities

In 2024, Baltimore City saw a 34% increase in summer program opportunities for older youth (19-24) compared to 2023, with more programs available in the evening. During this time, youth crime dropped by 24%. This underscores the vital role of summer programs in providing positive opportunities for young people.

Expanding summer opportunities is an important way of creating safer communities for everyone.
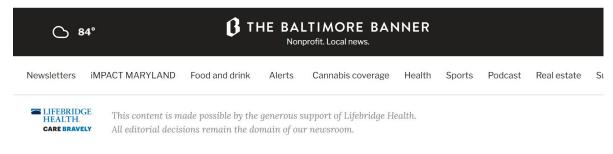
Baltimore Summer Opportunities vs. Demand

For every 4 youth aged 0-24 in Baltimore, only 1 summer opportunity exists.

Age Group	Programs (2024)	Summer Program Capacity (2024)	Youth Population
Early Childhood	30	486	33,304
Elementary	189	14,245	38,960
Middle	153	4,858	21,355
High	877	14,823	32,031
Older Youth	795	5,651	43,526
Total	**1,066**	**40,063**	**169,176**

Expanding summer programs is critical to meeting the needs of Baltimore's youth and creating pathways for success.

City-Wide Summer Systems Coordination→ Summer + Safety
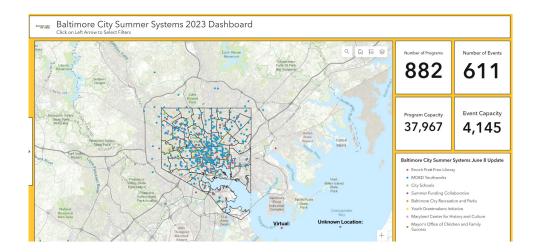
'More structure'

Even with such a collective focus from elected leaders on getting kids involved this summer, opportunities in Baltimore fall far short of reaching many of the city's young people.

Tracking by the youth-focused nonprofit Baltimore's Promise has found that programs provided by Baltimore City and other major outreach organizations will provide slots for about 38,000 kids this summer, well below the 83,000 enrollment in the public school system. The gap is even larger if you include the tens of thousands more residents between high school age and 24 years old — a demographic Baltimore's Promise CEO Julia Baez noted often deals with many of the same pressures as teens.

Thank you!

For more information about Baltimore's Promise, please visit baltimorespromise.org or email info@baltimorespromise.org.

CareerBound

Initiative Overview

Why Do We Care? Post-Secondary Pathways Report

The high school class of 2009 had 4,280 graduates.

29% enrolled in a **4-year college**

23% enrolled in a **2-year college**

22% went directly into **the workforce**

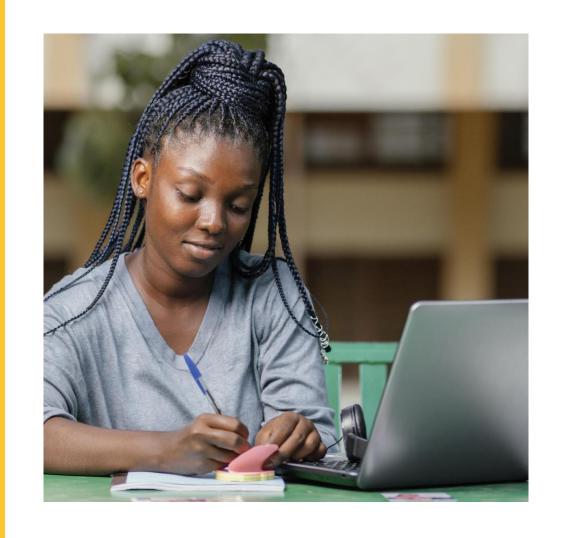**26%** did not enroll in college and did not appear to be in the Maryland workforce

About G2C

Grads2Careers establishes a pathway for recent Baltimore City Public Schools graduates — who are not planning to enter college full time within the next year — into career-track jobs in high-demand, high-growth industries, on the path to a family-supporting wage.
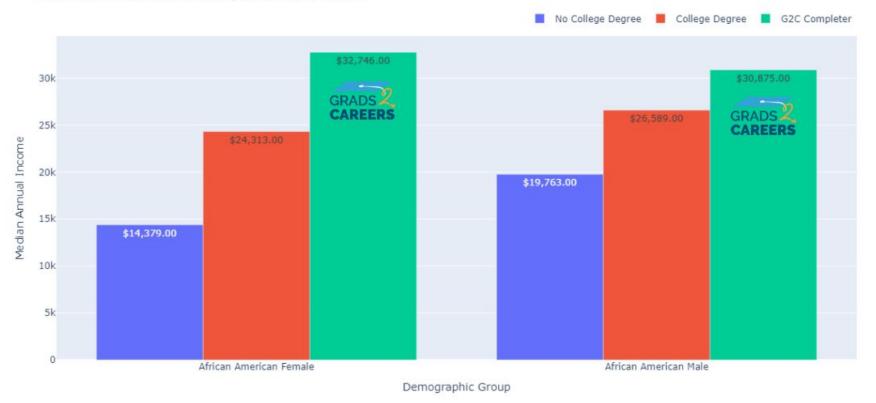

GRADS2CAREERS

BALTIMORE CITY PUBLIC SCHOOLS

MAYOR'S OFFICE OF EMPLOYMENT DEVELOPMENT

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Post-Secondary Pathways Report vs. Current G2C

G2C Outcomes

Median Annual Income of City Schools Graduates

Legend: ■ No College Degree ■ College Degree ■ G2C Completer

African American Female: $14,379.00 (No College Degree), $24,313.00 (College Degree), $32,746.00 (G2C Completer)

African American Male: $19,763.00 (No College Degree), $26,589.00 (College Degree), $30,875.00 (G2C Completer)

The median annual income of G2C completers is significantly higher than that of 2009 City Schools graduates six years after high school graduation, even compared to those who earned a college degree.

G2C wage data as of September 30, 2024. To account for inflation, all wages adjusted to 2024 dollars.
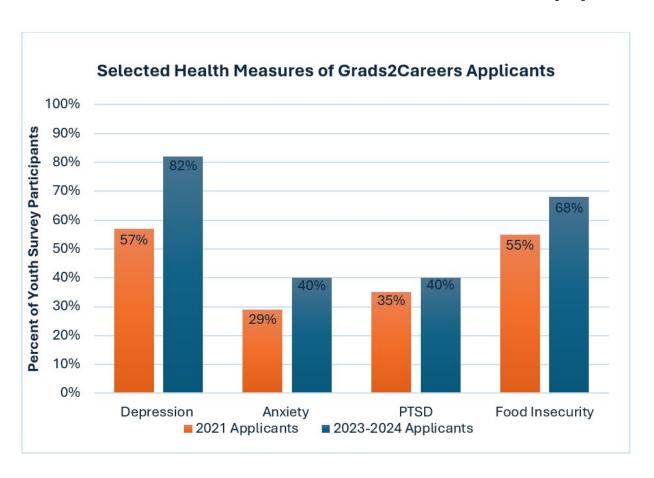
bmoreg2c.com

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Post-Secondary Pathways Report vs. Current G2C

Health Outcomes of G2C Applicants

Selected Health Measures of Grads2Careers Applicants

Through a partnership with the Center for Adolescent Health at JHU, we surveyed G2C applicants to understand the role youth health plays in occupational skills training program participation and completion. As a part of the survey, we asked participants about Depression symptoms, Anxiety symptoms, Post traumatic stress disorder symptoms, and Food insecurity using validated measures.

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Why CareerBound?

Research has shown us the "college or bust" mentality doesn't work for everyone. The need for career training opportunities that lead to family-supporting wages prompted the creation of Grads2Careers in 2018.

But more is needed.

Building on the success and strong foundation of Grads2Careers, Baltimore's Promise and its partners began advancing into its next phase in 2024: CareerBound.

CareerBound Elements

In-School Youth Apprenticeships

Grads2Careers

Alumni Track: Stackable Credentials

Academic Acceleration (Literacy + Math)

Youth Well-Being

CAREER BOUND

Systems Collaboration

CareerBound is a collaboration between Baltimore's Promise, Baltimore City Public Schools, and the Baltimore Mayor's Office of Employment Development.

Together, we will open new opportunities in high-growth industries for Baltimore City Public Schools students and graduates.

We expect to serve 8,300 youth by 2030.

Implementation Partners

An initiative this large takes countless implementation partners from industry, businesses, the social sector, philanthropic + educational institutions, and technical assistance providers. Here are just a few examples who have helped CareerBound get off the ground.

The Need for a Youth Data Hub in Baltimore

Before the Youth Data Hub…

- Partners unable to readily share individual-level data between each other

- Lack of understanding on who is and is not being served by public institutions

- Lack of data infrastructure that centered community and youth voices and experiences

The following principles guide the Data Hub's implementation and operation:

1 High-quality data analysis requires an understanding of historical context and competence.

2 Transparency and community trust-building are priorities of data use governance, and sharing.

3 The Data Hub will focus on improving systems-level challenges; it will not focus on individuals.

4 The data in the Data Hub will highlight and work to eliminate racial disparities and inequities.

5 Data use will be ethical and enforce high standards of privacy.

BALTIMORE CITY
Youth Data Hub
COMMUNITY GOVERNANCE MODEL

Executive Committee

The Executive Committee, comprised of the Baltimore City mayor and the City Schools' CEO, or their designees, meets quarterly to provide vision, oversight, and leadership for the Youth Data Hub.

Manager

Baltimore's Promise was appointed by the Executive Committee as the Youth Data Hub's manager and serves as its administrative backbone.

Executive Committee

Manager

Community Research and Action Committee

Data Oversight Committee

Community Research and Action Committee

The C-RAC is comprised of community members, including youth. It meets monthly and serves to increase awareness of, and provide feedback on, the Youth Data Hub.

Data Oversight Committee

The DOC meets monthly to provide technical oversight and oversee the development and implementation of policies and procedures governing how data is accessed, used, analyzed, and interpreted. It includes data and programming staff from the below institutions.

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MAYOR'S OFFICE OF
CHILDREN & FAMILY SUCCESS

CITY OF BALTIMORE

MAYOR'S OFFICE OF EMPLOYMENT DEVELOPMENT

BALTIMORE CITY
PUBLIC SCHOOLS

BALTIMORE SUMMER FUNDING COLLABORATIVE

BALTIMORE CITY HEALTH DEPARTMENT

BALTIMORE CITY
RECREATION & PARKS

CITY OF BALTIMORE
MAYOR'S OFFICE OF AFRICAN AMERICAN MALE ENGAGEMENT
AWARENESS. ACCESS. ACCOUNTABILITY.

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Baltimore City Youth Data Hub — Community Research + Action Committee

Inaugural Members

Community Research and Action Committee Members

Bridgette Acklin
Audrey Awonlie Akumkperik
Cesia Calero
Jazmine Green
Jason Harris
Bakari Jones
Victoria Lebrón

Adan Padilla
Rasheem
Tamirah Reaves
Nibria Roberts
Cliff Weaver
Kamari Weaver
Aaris Wharton

- 14 Baltimore City Residents

- 50% are aged 16-26

Collaborative & Community-Driven Data Ecosystem

Youth Data Hub: Poised to Help Baltimore Win!

After years of planning and discussing the Youth Data Hub, we are now fully operational. This is a major win for Baltimore:

- **Actionable Insights:** The Youth Data Hub is generating data that answers important questions we couldn't address before—making us smarter, more efficient, and better equipped to serve Baltimore's youth and ensure their well-being.

- **Better Data Quality**: We are improving how the city collects, cleans, and uses data—especially student-level data—leading to stronger recommendations and a more reliable system.

- **Community-Centered Data Access & Use:** We are ensuring that decisions about who can access and use data are made with the community at the center, which will directly inform policy and programs.

Together, these advancements mean we are building a better, more informed Baltimore that can act on the insights we gain from the data.