

BALTIMORE'S PROMISE

Baltimore's Promise & Upstream Interventions

James Sadler, PhD | Commission on Juvenile Justice Reform & Emerging & Best Practices | March 10, 2025

Baltimore's Promise's Organizational Result



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

This result drives our partnerships, programming, and strategy that creates meaningful opportunities for our young people that prevents violence.

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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

Why does Baltimore's Promise exist?

Baltimore's Promise exists to catalyze and sustain systems change, ensuring that every youth and young adult in Baltimore City has the resources and opportunities to realize their full potential.

We support others' work…



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So that…





ENOUGH Act

Our Role

We are a designated Technical Assistant/partner with the Governor's Office of Children

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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Our Initiatives

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Every Child. Infinite Possibilities.

42K

BALTIMORE Youth Data Hub

GRADS 2 CAREERS

Baltimore City Youth Opportunities Landscape

BALTIMORE SUMMER FUNDING COLLABORATIVE

B'MORE INVESTED

YOUTH GRANTMAKERS

CAREER BOUND



The Promise of Summer

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.

Safer Summers = Safer Communities

Expanding summer opportunities is an important way of creating safer communities for everyone.

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.



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.

Youth Priorities

YOUTH GRANTMAKERS



Mental Health Support



Individualized Tutoring + Academic Support



Mentoring + Positive Intergenerational Relationship Building



Safe Spaces



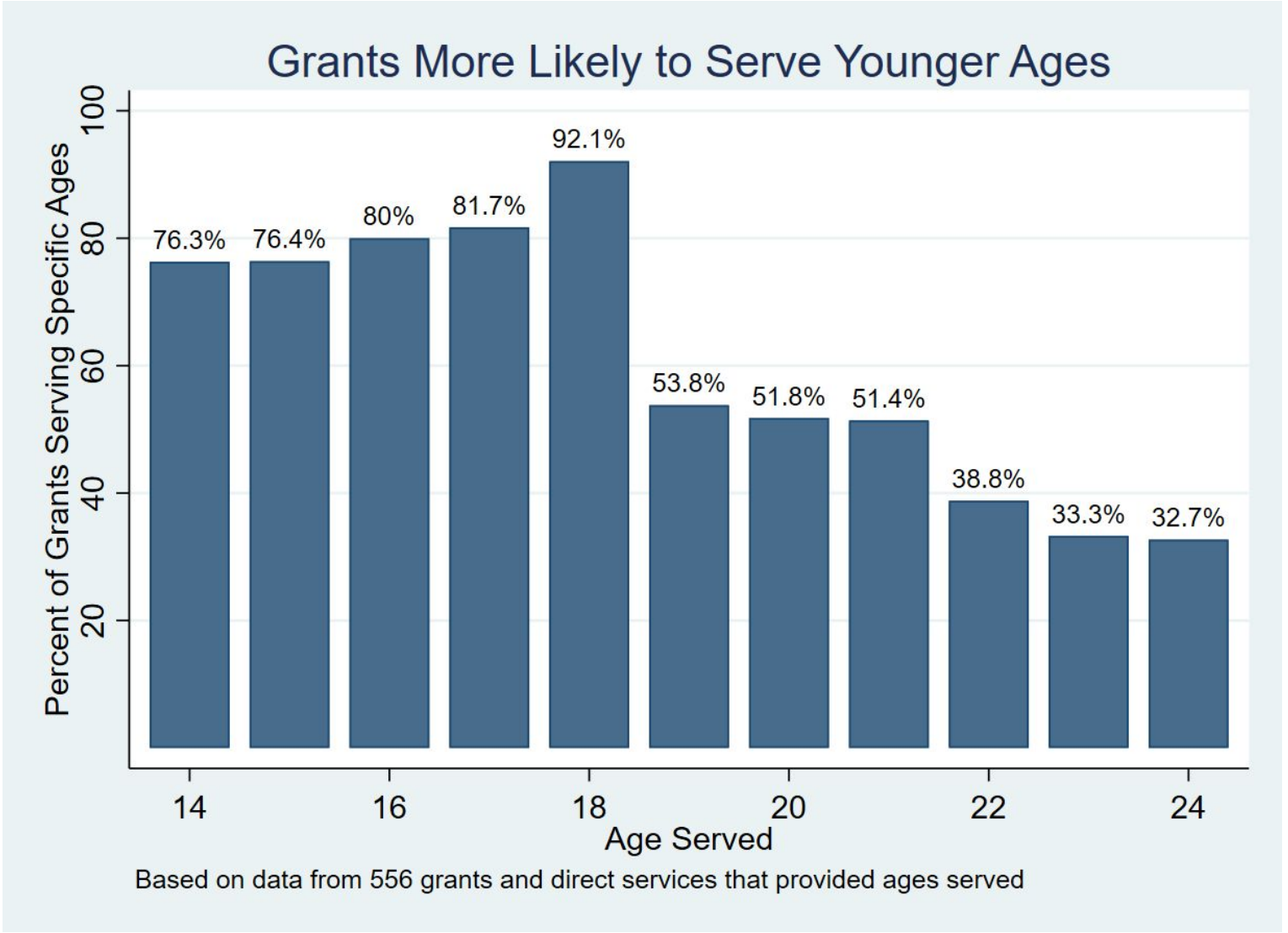
Career Opportunities to Test, Do + Get Certified

How Does Funding Align With Youth Needs & Priorities?

- Both public and private funders are making significant investments in Workforce Readiness and Academic Advancement, with 66% of total funds invested in these two areas.
- Most workforce funds are invested in summer programming, with most ($8.2 million) invested in YouthWorks.
- The majority of mapped investments ($5.86 million) are City Schools' investments in social emotional programs, community schools, and expanded behavioral health.
- Private funders are making limited investments with a primary focus on mental and social emotional health (less than $1 million across all private funders).

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.



GRADS 2 CAREERS

Why Do We Care? Post-Secondary Pathways Report



CareerBound

Initiative Overview



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.



GRADS 2 CAREERS

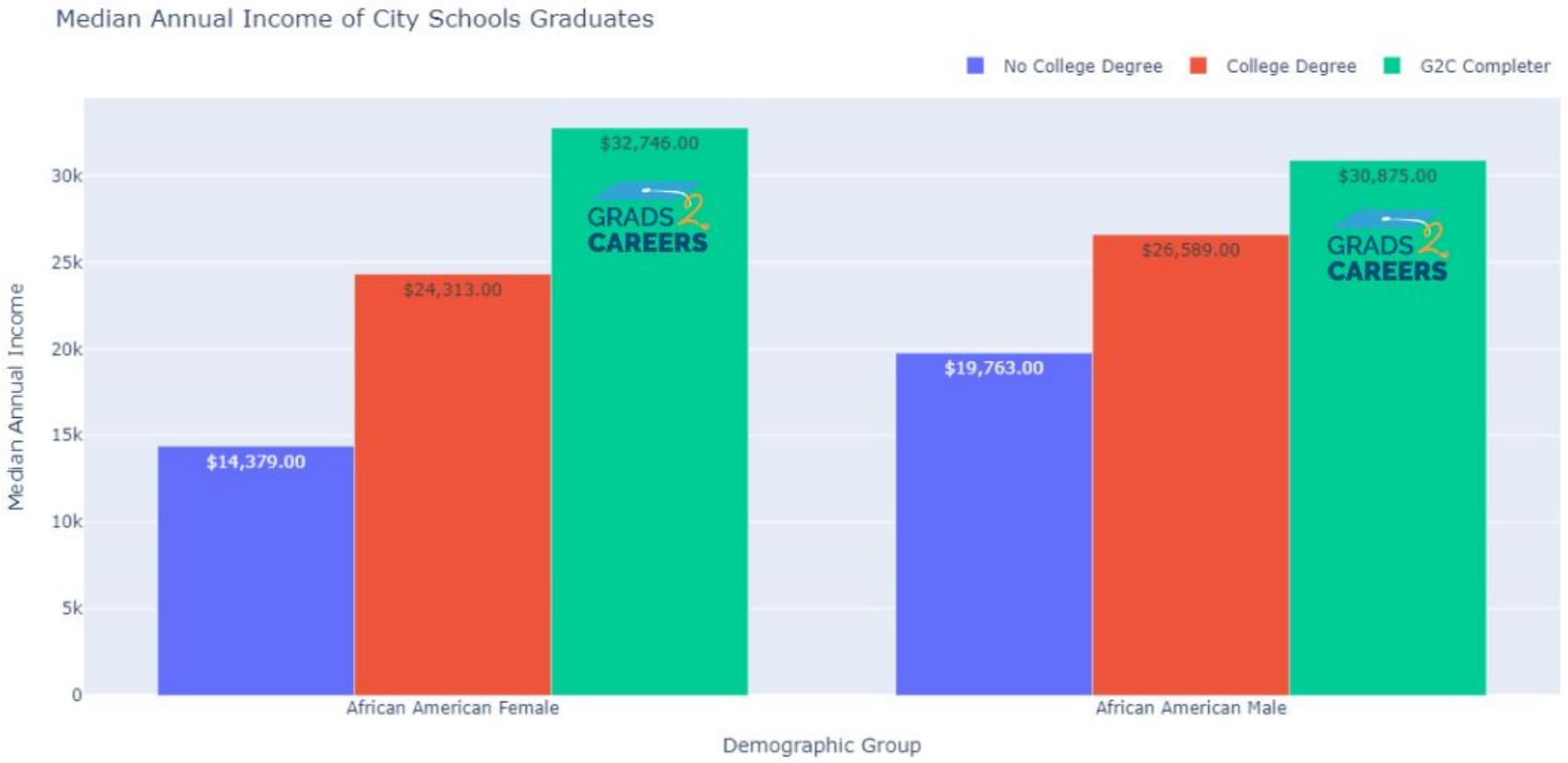
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MAYOR'S OFFICE OF EMPLOYMENT DEVELOPMENT

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Post-Secondary Pathways Report vs. Current G2C

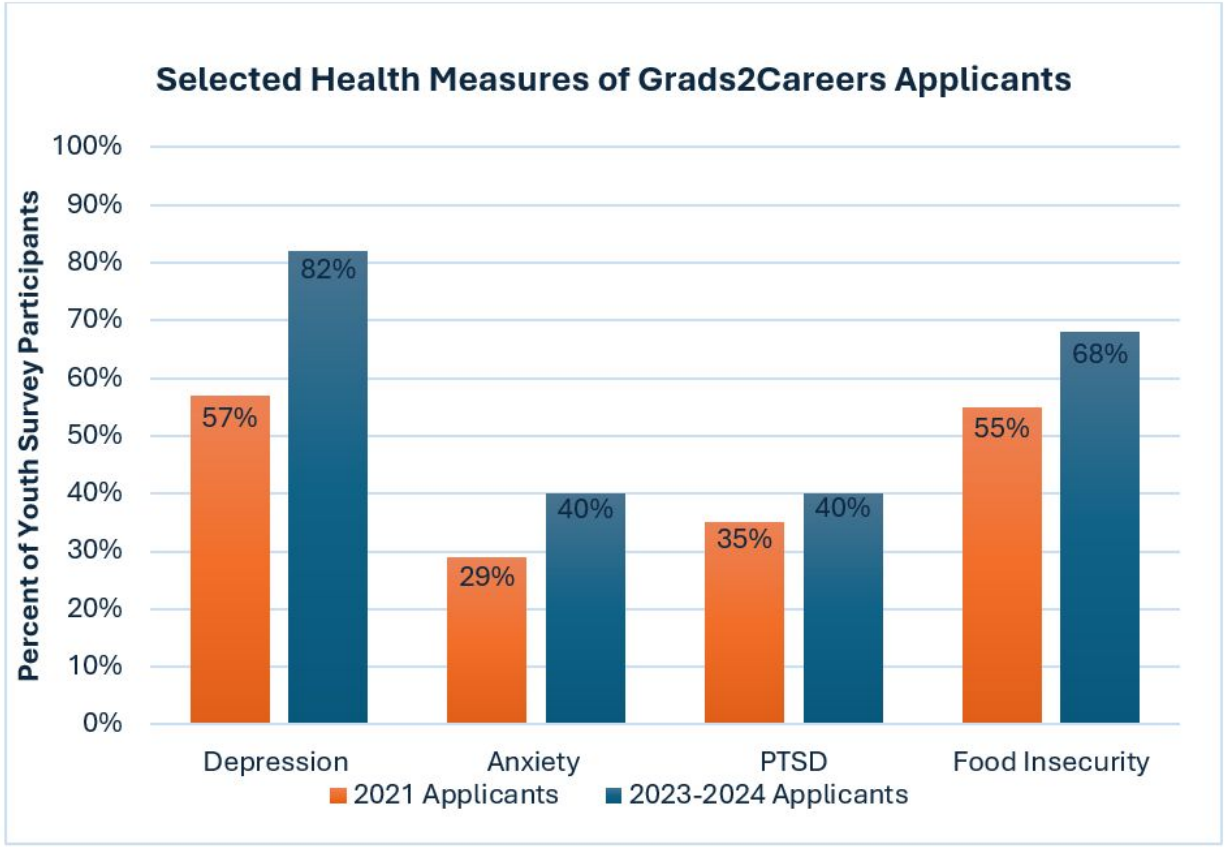
G2C Outcomes



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.

Health Outcomes of G2C 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.

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.

CAREER BOUND

CareerBound Elements



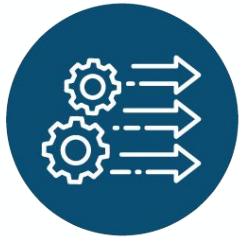
In-School Youth Apprenticeships



Grads2Careers



Alumni Track: Stackable Credentials



Academic Acceleration (Literacy + Math)



Youth Well-Being

Systems Collaboration

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

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MAYOR'S OFFICE OF EMPLOYMENT DEVELOPMENT

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Every Child. Infinite Possibilities.

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.

ncia
Est. 1977

CCBC

Civic Works

CareerWise

URBAN ALLIANCE

BALTIMORE CITY COMMUNITY COLLEGE

itWORKS LEARNING CENTER, Inc.

Bon Secours Community Works

CB CAREER BOUND

Baltimore's Promise Data Tools and Resources

- Baltimore City Youth Data Scorecard: www.baltimorespromise.org/datascorecardmain
- Baltimore City Fund Mapping 2023: www.baltimorespromise.org/fundmapping
- Baltimore City Youth Opportunities Landscape: www.bcyol2023.org
- Baltimore City Summer Systems Dashboard 2024: https://www.baltimorespromise.org/summer2024dashboard
- Baltimore City Youth Data Hub: www.baltimorespromise.org/datahub

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Youth Data Hub

Where data and communities come together to support Baltimore's young people

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CITY OF 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.

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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.



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

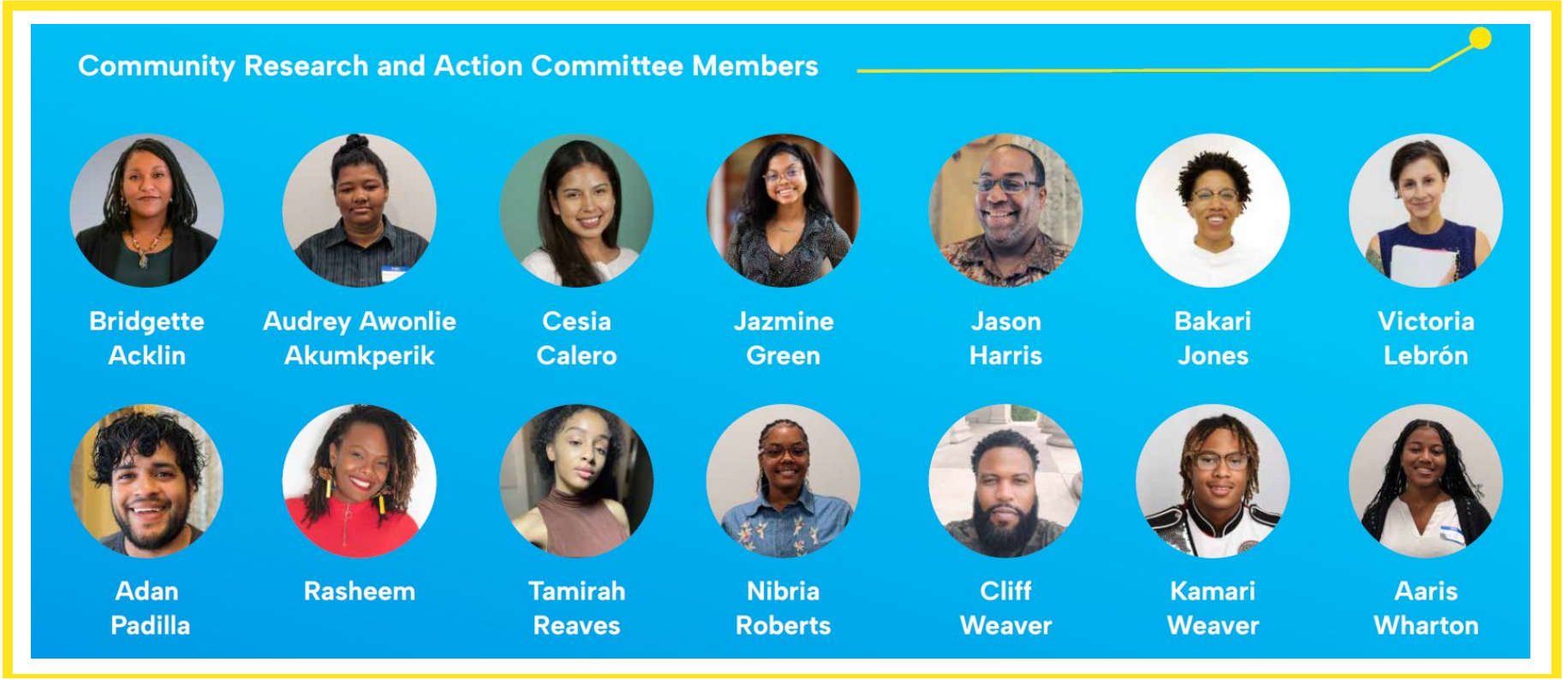
The DOC meets monthly to provide technical oversight and oversee the development and implementation of policies and procedures governing how data is accessed, used, analyzed, and interpreted. It includes data and programming staff from the below institutions.

- 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
- Mayor's Office of African American Male Engagement — Awareness. Access. Accountability.
- Baltimore's Promise

BALTIMORE CITY
Youth Data Hub
Community Research + Action Committee

Inaugural Members

- 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.

Baltimore's Promise Creates Models of Intergenerational Decision-Making

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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Thank You!

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Baltimore's Promise Updates and Events
www.baltimorespromise.org

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