

**BALTIMORE CITY  
COMMUNITY COLLEGE**

February 1, 2018

2901 Liberty Heights Ave.  
Baltimore, Maryland 21215-7893

410-462-8300  
www.bccc.edu

Gordon F. May, PhD  
President/CEO

Lawrence J. Hogan, Jr.  
Governor State of Maryland

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The Honorable Joan Carter Conway  
Miller Senate Office Building, 2 West Wing  
11 Bladen Street  
Annapolis, MD 21401

Dear Senator Conway:

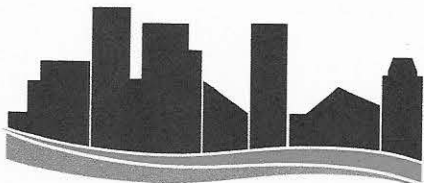
Enclosed is the Interim Realignment Report for Baltimore City Community College required under Chapter 847 and 848 of the 2017 Laws of Maryland.

I thank you for your continued support of Baltimore City Community College. Should you have any additional inquires and/or concerns, please do not hesitate to contact me at 410.462.8054 or [gfmay@bccc.edu](mailto:gfmay@bccc.edu).

Sincerely,

Gordon F. May, PhD  
President and CEO

c: Ms. Sara Fidler, Staff Analyst  
Ms. Jody Sprinkle, Staff Analyst  
Ms. Sarah Albert, Library Associate  
Ms. Andrea Thomson, Budget Analyst  
Mr. Kyle Siefert, Budget Analyst  
Delegate Adrienne Jones, Chair, Education Subcommittee and Appropriations Committee  
Board of Trustees, Baltimore City Community College  
Bryan Perry, Esq., Chief of Staff and General Counsel  
James Knighton, Esq., Director of Government Relations



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The Honorable Maggie McIntosh  
House Office Building, Room 121  
6 Bladen Street  
Annapolis, MD 21401

Dear Delegate McIntosh:

Enclosed is the Interim Realignment Report for Baltimore City Community College required under Chapter 847 and 848 of the 2017 Laws of Maryland.

I thank you for your continued support of Baltimore City Community College. Should you have any additional inquires and/or concerns, please do not hesitate to contact me at 410.462.8054 or [gfmay@bccc.edu](mailto:gfmay@bccc.edu).

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# **IMPLEMENTATION PLAN**

**In Response to**

***House Bill 1595:***

***Baltimore City Community College Realignment***

Submitted by

Gordon F. May, PhD.  
President/CEO

February 1, 2018

**Baltimore City Community College's Implementation Plan:  
Response to the Special Review Committee Report  
February 1, 2018**

Under House Bill 1595/SB 1127, the Baltimore City Community College (BCCC) Board of Trustees must complete specified tasks associated with the realignment of BCCC, including reviewing, revising and updating the strategic plan for BCCC. By December 1 each year, the board must report to specified committees of the General Assembly on implementing the duties and responsibilities of realigning BCCC.

The mandated realignment tasks are listed below:

REALIGNMENT TASKS UNDER HB1595

**Realignment Task Number 1**

Review and strategically align core course offerings of BCCC, consistent with accreditation requirements, and focused on the needs of students at BCCC and the workforce of Baltimore City.

**Realignment Task Number 2**

Make workforce development and job placement top educational priorities of BCCC.

**Realignment Task Number 3**

Improve student pathways to success, including remedial education, attainment of a degree or postsecondary certificate, and transfer to four year institutions of higher education.

**Realignment Task Number 4**

Enter into memoranda of understanding in order to establish student pathways to success with the Baltimore City Public Schools (BCPSS), institutions of higher education, and employers.

**Realignment Task Number 5**

Align the budget of BCCC with realistic enrollment projections.

**Realignment Task Number 6**

Engage in a comprehensive review of all positions, faculty, and staff at BCCC.

**Realignment Task Number 7**

Establish strong relationships with key stakeholders.

**Realignment Task Number 8**

Develop and market a brand for BCCC.

**Realignment Task Number 9**

Address the information technology (IT) and infrastructure needs of BCCC, including whether oversight by the Department of Information Technology is advisable.

**Realignment Task Number 10**

Develop or *sell* all unused or underutilized real estate, including the Inner Harbor site.

**Realignment Task Number 11**

Identify barriers in State or local laws or regulations that impede the ability of BCCC to operate efficiently and effectively, including procurement and capital construction projects.

**Realignment Task Number 12**

The Board of Trustees shall review, and if necessary, revise the BCCC strategic plan.

After the realignment legislation passed into law, BCCC president Gordon F. May, Ph.D., met with his leadership team, and asked them to collaborate on how best to address each of the realignment tasks. The first step in drafting the plan was the engagement of BCCC leadership in various consultative meetings.

On April 5, 2017, a BCCC implementation planning retreat was held to develop a comprehensive implementation plan. This implementation plan is organized around the twelve defined realignment tasks, with specific actions and activities for each task. The draft implementation plan lists actions and activities for each task, but the tasks have not been assigned completion time frames, because some of the tasks are still in the early progress stage. In the final implementation plan due on June 30, 2018, the plan will have a defined completion time frame as follows: Immediate – beginning February 1, 2018 through July 1, 2018; Short---Term – July 1, 2018 through December 31, 2018; Mid---Term – July 1, 2018 through June 30, 2019; and Long---Term --- over the next five years . Specific indicators are identified for each activity along with team leader(s) for each activity. The implementation plan represents the collective input of all retreat participants.

**Baltimore City Community College Implementation Plan: BCCC Realignment**

<b>Realignment Task # 1: Review and strategically align core course offerings of BCCC, consistent with accreditation requirements, and focused on the needs of students at BCCC and the workforce of Baltimore City.</b>				
<b>Tactic</b>	<b>Start</b>	<b>Intended Outcome/Success Indicator</b>	<b>Responsibility</b>	<b>Status/Results</b>
<p><b>1.1.</b> Improve advising progress to get students into programs faster and on track to completion</p>	<p>November 2017</p>	<ul style="list-style-type: none"> <li>• BCCC will start conducting a GAP analysis of students. For each student, identify the courses needed between now and graduation</li> <li>• Enter those courses in to the current ERP</li> <li>• Leverage that information in scheduling courses to ensure fastest possible route to graduation</li> <li>• BCCC will manage the GAP process in “waves” Students with 45 or more credits are in the first wave, then students with 30 or more credits are in the second wave, and one final wave for those over 15. By prioritizing on the more senior students first, this may help increase graduation rates.</li> </ul>	<p>Vice President for Academic Affairs (VPSA) and Vice President for Student Affairs (VPSA)</p>	<p>Ongoing. Spring 2018 is the first semester where GAP has been implemented.</p>
<p><b>1.2</b> Better align its credit and non-credit pathways in employment growth areas</p>	<p>September 2017</p>	<p><b>School of Arts &amp; Social Sciences</b> In order to develop areas of excellence, programs have focused on high-demand fields. One of the best examples is the Early Childhood Education program. In addition to a stackable certificate leading into the AAS, the program also offers a 90 hour State certification for childcare workers. The program has also developed an MOU with the Maryland Family Network to provide certification training to a cohort of 14 students who successfully completed their work in summer II, 2017. The program was awarded an \$85,775.00 dollar grant from Maryland Department of Education to provide funding for current childcare workers seeking an AAS degree or certification. Four students from the Maryland Family Network have been identified to benefit from this grant and they started in the fall 2017 semester.</p>	<p>VPAA and Vice President for Workforce Development and Continuing Education (VPWDCED)</p>	<p>Ongoing. The respective vice presidents have scheduled bi-weekly meetings that are focused on partnering opportunities between the academic and workforce development divisions.</p>

		<p><b>School of Business, Science, Technology, Engineering and Mathematics (BSTEM)</b></p> <p>The school of BSTEM has reviewed the programs in the area and has developed a program inventory document to be used to make sure that all programs are workforce related.</p>		
<p><b>1.3</b></p> <p>Develop more articulation agreements to help students seamlessly transfer from associate degree programs to four year institutions</p>	Ongoing	<ul style="list-style-type: none"> <li>• Increase articulation agreements and MOU's and to ensure that BCCC has agreements with all Colleges and Universities in the Maryland and surrounding areas. The Articulation Coordinator will streamline and implement a cohesive articulation process: (1) Initiate discussion (2) Align the curriculum (3) Refine the proposed programs (4) Approval process (5) Agreement review provision and (6) Implementing the Articulation.</li> <li>• The office of articulations will develop a strong alliance with the office of Records and Registration and Admissions by appointing a liaison or coordinator that can work closely with the Transfer Coordinator to ensure we are appropriately advising and ensuring a seamless transfer for all students. As the college develops these agreements, the Transfer Coordinator will partners with the students to educate on how to complete pathways under Dual enrollment program, CTE Pathway, P-Tech, Program to Program and Transfer credits to colleges and universities.</li> </ul>	VPAA	BCCC has 44 articulation agreements, including 21 articulation agreements and MOU's with BCPSS and Maryland colleges and universities.
<p><b>1.4</b></p> <p>Increase the number of dual enrollment students</p>	Ongoing	<p>BCCC and BCPSS have met to establish a working group to formalize a comprehensive MOU to cover the following:</p> <ul style="list-style-type: none"> <li>• Dual enrollment</li> <li>• Earlier placement testing</li> <li>• Multiple Measures of Assessment</li> <li>• P-Tech and other early college initiatives</li> </ul>	VPAA	BCCC met with BCPSS on January 8 <sup>th</sup> to create a core working group to address the topics to be contained in a comprehensive MOU, and to set a timetable for creating a work plan

**Realignment Task #2: Make workforce development and job placement top educational priorities of BCCC.**

*Goal: Become the epicenter of workforce development in Baltimore, BCCC strives to be responsive to workforce needs and aligned to economic opportunities.*

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>2.1</b> Enhance BCCC's job and career advancement services</p>	<p>December 2017</p>	<p>WDCED will operate the new Panther Workforce Center, with a focus on student employment and career advancement opportunities. The new center will expand employer partnerships and job placement; increase student access to career development services; provide on-going support services for students and graduates; and explore new options for apprenticeship and workforce development.</p> <p>Accountability and assessment include:</p> <ul style="list-style-type: none"> <li>• A revamped intake process</li> <li>• Testing for literacy and workforce readiness</li> <li>• Registration and enrollment support services</li> <li>• Completion of the program with an industry certification</li> </ul>	<p>VP for Workforce Development and Continuing Education (VPWDCED)</p>	<p>Job and career services was moved from student services to workforce development to improve BCCC's job placement capabilities.</p>
<p><b>2.2</b> Align workforce development programs to economic opportunity</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• The process and expectations for the BCCC Workforce Task Force includes:</li> <li>• A series of 4-6 meetings.</li> <li>• Members will review research on workforce needs,</li> <li>• Examine exemplary programs or models from other colleges, and</li> <li>• Develop recommendations for the college.</li> </ul>	<p>BCCC Workforce Development Taskforce</p>	<p>The BCCC Workforce Task Force has conducted two meetings. The Task Force has helped to revise the Workforce Development and Continuing Education Mission and Vision Statement to reflect the inclusive nature of programs and the importance of skill development leading to employment and/or advancement in a career; Members have reviewed research on the economic</p>

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Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
				development needs and areas of growth by industry sector for Baltimore; and Members have reviewed data comparing “best in class” workforce programs at other community colleges as a way to benchmark BCCC performance.
<p><b>2.3</b> Eliminate barriers to success and establishing career pathways</p>	Ongoing	<p>Ensure that programs advance students to the next level of career preparation and advancement including:</p> <ul style="list-style-type: none"> <li>• Aligning workforce programs to Baltimore City Public Schools System’s Career and Technology Education (CTE) programs</li> <li>• Expanding options to include recognition of industry certifications</li> <li>• Creating articulation of Apprenticeship and workforce programs</li> <li>• Creating more opportunities for early college access and dual enrollment</li> </ul>	VP WDCED	Ongoing
<p><b>2.4</b> Expand Workforce Development Programs</p>	Ongoing	<p>WDCED will coordinate CTE program improvement and alignment to workforce development. This supports student transition from Non-Credit to Credit programs.</p> <ul style="list-style-type: none"> <li>• Expand partnership with the Mayor’s Office of Employment Development</li> <li>• Expand program focus to include hospitality training</li> <li>• Expand partnership with Goodwill Industries</li> <li>• Expand training opportunities with the Baltimore City Fire Department and Baltimore City Department of Housing and Community</li> </ul>	VP WPCED	Ongoing

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Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
		Development		
<p><b>2.5</b> Expand Apprenticeships</p>	October 2017	<ul style="list-style-type: none"> <li>Expand apprenticeships with the Baltimore City Department of Public Works, Maryland Department of Natural Resources, and Veolia.</li> </ul>	VP WDCED	Ongoing
<p><b>2.6</b> Maximize funding and grant opportunities to support workforce development initiatives</p>	October 2017	<ul style="list-style-type: none"> <li>WDCED has been awarded a \$93,959.01 grant from Baltimore's Promise for the Baltimore's Promise Workforce Initiative.</li> </ul>	VP WDCED	Ongoing
<p><b>2.7</b> Complete an inventory of existing contracts and MOUs</p>	October 2017	<ul style="list-style-type: none"> <li>Review of all WDCED contracts and partnership agreements to expand programming opportunities for students, and submitting a proposal to be a partner in a Baltimore adult high school initiative (South Baltimore Adult High School)</li> </ul>	VP WDCED	Ongoing

**Realignment Task #2: Make workforce development and job placement top educational priorities of BCCC.**

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Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>2.8</b> Expand relationship with the Mayor's Office of Employment Development (MOED)</p>	<p>October 2017</p>	<ul style="list-style-type: none"> <li>Establishing a partnership committee with MOED for BCCC to become the Baltimore City hub for workforce development</li> </ul>	<p>VP WDCED</p>	<p>Ongoing</p>
<p><b>2.9</b> Mayor's Scholars Program</p>	<p>July 2017</p>	<ul style="list-style-type: none"> <li>Partnering with BCPSS to support implementation of the Mayor's Scholars Free Tuition program for 2018 graduates of Baltimore City High Schools</li> </ul>	<p>VP AA</p>	<p>Ongoing Students are expected to begin enrolling during the summer of 2018. Projected enrollment is 200-300 students.</p>

**Realignment Task #3: Improve student pathways to success, including remedial education, attainment of a degree or postsecondary certificate, and transfer to four year institutions of higher education.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>3.1</b> Redesign of BCCC's developmental education model</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>Redesigned the developmental math pathway by removing a prerequisite course for students in non-STEM majors. By removing the prerequisite, students will be able to get into credit bearing courses faster, and their financial burden will be lessened, because there will be one less class and textbook that they will need.</li> </ul>	<p>VPAA</p>	<p>BCCC has eliminated the first level of developmental math, which reduces the levels of developmental math from three courses to no more than two.</p>
<p><b>3.2</b> Accelerated developmental education learning</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>BCCC has set an innovative schedule that moves students through the RENG to ENG 101 class by scheduling RENG 92 at a particular day and time in an 8 week modality followed immediately in the second 8 weeks with ENG 101 classes. This pattern allows student to move from developmental course work into credit classes in one semester.</li> <li>BCCC is increasing the number of offerings of our modular courses. These sections will be increased in order to offer students the opportunity to progress more quickly <i>or</i> slowly through self-paced modules that will include online and instructor support in a computer lab. The software (ALEKS – Assessment for Learning in Knowledge Spaces) that will be used will tie student prerequisite knowledge to new material. This will ensure that the students have the prerequisite knowledge necessary for them to master the new material. This is an adaptive learning software geared for individual students and was piloted last semester, Spring 2017. Students will have a</li> </ul>	<p>VPAA</p>	<p>BCCC will be reducing the levels in its developmental English/Reading sequence by one course.</p>

**Realignment Task #3: Improve student pathways to success, including remedial education, attainment of a degree or postsecondary certificate, and transfer to four year institutions of higher education.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
		<p>pathway to take up to 3 levels of developmental math in one semester should they have the proper motivation and aptitude. Three faculty members and the Associate Dean of Mathematics and Engineering attended workshops on the use of this software. They will then help in training the other faculty members.</p>		
<p><b>3.3</b> Implementing Open Education Resources (OER)</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>To remove the financial barrier of textbook costs, BCCC implemented a major initiative to offer OER in BCCC's most highly enrolled courses.</li> <li>Conducted a summer OER institute for 28 faculty to encourage more faculty to adopt OER usage.</li> <li>Added an introduction to OER course to BCCC's professional development program.</li> </ul>	<p>Academic Affairs (AA) and Chief of Staff (COS)</p>	<p>OER Courses were offered in fall 2017 and again in spring 2018. In fall 2017, 131 sections were offered as OER courses; estimated direct savings to students was \$257,000</p>
<p><b>3.4</b> Exploring the creation of an OER degree pathway in General Studies</p>	<p>Spring 2018</p>	<ul style="list-style-type: none"> <li>Taking advantage of the momentum of the Mayor's Scholars program, an OER General Studies degree could give students the potential to graduate from community college tuition free and free textbooks.</li> <li>General Studies was selected because of the ease of transferring general education courses to senior institutions.</li> <li>In 2017, BCCC became an Achieving the Dream school. Developing an OER General Education degree aligns with the Achieving the Dream OER Degree Pathways initiative.</li> </ul>	<p>AA</p>	<p>Work is just beginning.</p>
<p><b>3.5</b> Mayor's Scholars Program</p>	<p>July 2017</p>	<ul style="list-style-type: none"> <li>BCCC will participate in the Mayor's Scholars Free Tuition Program to help expand postsecondary educational opportunities for Baltimore City high School graduates. The program is also a BCCC</li> </ul>	<p>VPAA</p>	<p>The first group of students is expected to begin their studies at BCCC in the summer of 2018. It is</p>

**Realignment Task #3: Improve student pathways to success, including remedial education, attainment of a degree or postsecondary certificate, and transfer to four year institutions of higher education.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
		enrollment initiative for fall 2018.		anticipated that 25-300 students will take advantage of the program.
<p><b>3.6</b> Achieving The Dream</p>	Fall 2017	<ul style="list-style-type: none"> <li>BCCC joined Achieving the Dream (ATD), a network of more than 220 colleges in 39 states dedicated to improving student success. ATD offers a capacity-building framework and companion self-assessment that allow colleges to pinpoint strengths and areas for improvement across seven institutional capacities in areas such as leadership and vision, teaching and learning, and data and technology. With the capacity framework as a guide, ATD's approach integrates and aligns existing college success efforts and offers valuable support in preparing for accreditation, fostering conversation about goals, and making bold, holistic institution-wide changes because initiatives that don't reach most of a college's student body have not shown strong results.</li> </ul>	VPAA	BCCC joined ATD in August 2017, and the College has started meeting with its success coaches from ATD.

**Realignment Task #4: BCCC will enter into memoranda of understanding in order to establish student pathways to success with the Baltimore City Public School System (BCPSS), institutions of higher education, and employers.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>4.1</b> Increase partnerships with city high schools and institutions of higher education</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• BCCC currently has 44 MOU's and 21 of the 44 MOU's are with BCPSS and Maryland colleges and universities.</li> <li>• Articulations will be updated on website; course schedule and catalog.</li> <li>• Better connectivity between the BCCC Transfer Center staff, admissions, advisors and recruiters.</li> </ul>	<p>Academic Affairs</p>	<p>Two memoranda of understanding have recently been completed for the Frederick Douglass High School Thurgood Marshall Law and Leadership Institute and The Law and Justice Institute.</p>

**Realignment Task #5: Align the budget of BCCC with realistic enrollment projections.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>5.1</b> Review 3 years of enrollment projections to ensure that the budget is being properly aligned.</p>	<p>Fall 2016</p>	<ul style="list-style-type: none"> <li>Budget is based on enrollment projections of 3000 FTE students per year.</li> </ul>	<p>Administration and Finance (AF) Office of Institutional Research (OIR)</p>	<p>This realignment task has been completed and can be verified by 3 years of BCCC budget data.</p>

**Realignment Task #6: Engage in a comprehensive review of all positions, faculty, and staff at BCCC.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>6.1</b> Engage a qualified firm to conduct a comprehensive staffing audit of BCCC faculty, staff, and administration</p>	<p>December 2017</p>	<ul style="list-style-type: none"> <li>The comprehensive audit will help to determine whether BCCC has the necessary human capital and correct staffing alignment to fulfill the realignment tasks, its mission, and the goals in its strategic plan.</li> </ul>	<p>Human Resources (HR)</p>	<p>A staffing audit timeline has been completed so that the recommendations can be incorporated into BCCC's final implementation plan due June 30, 2018:</p> <p>Phase I: Planning, Information and Data Gathering, interviews and Visioning (January-February 2018)</p> <p>Phase II: Facilitated Discussions on Capabilities, Capacity and Organizational Structure (March –April 2018)</p> <p>Phase III: Preparation of Recommendations, Preliminary Action Plans and Final Report (May-June 2018)</p> <p>Final Report to BCCC Leadership and Board of Trustees June 15, 2018.</p>

**Realignment Task #6: Engage in a comprehensive review of all positions, faculty, and staff at BCCC.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>6.2</b> Phase One: Planning, Information and data gathering</p>	<p>January 2018</p>	<p>The following core documents have been submitted to the consultant to gain some insight and perspective on the inner workings of the College:</p> <ul style="list-style-type: none"> <li>• Accreditation report</li> <li>• FY2013-FY2018 Strategic Plan</li> <li>• 2015 Middle States Commission on Higher Education Self-Study</li> <li>• Current organization charts and job descriptions for key positions</li> <li>• Retirement projections and turnover factors</li> <li>• Compensation study findings</li> <li>• Current leadership development and succession plans</li> <li>• Performance appraisal and evaluation plans for staff and faculty</li> <li>• Performance accountability report</li> <li>• Faculty promotion policies</li> <li>• Advising tools and processes</li> <li>• Governance structures and documents including by-laws</li> <li>• Staff and faculty handbooks</li> <li>• Decision-making processes and workflow</li> <li>• Policy and procedural documentation</li> </ul>	<p>HR</p>	<p>The consultant is currently reviewing documents, scheduling interviews with key staff, and setting up town hall forums.</p>

**Realignment Task #7: Establish strong relationships with key stakeholders.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>7.1</b> Reengage and solidify partnership agreements with BCCC stakeholders</p>	<p>July 2017</p>	<p>The College is making progress on this task, and considers it to be an ongoing task.</p>	<p>VPASP, VPWDCED</p>	<p>BCCC has partnered with the City of Baltimore on several major MOU's, including police, fire, and public works. BCCC has also partnered with Associated Black Charities to create a BCCC workforce development task force, to do a SWOT analysis of BCCC's division of workforce development. See Appendix A.</p>

**Realignment Task #8: Develop and market a brand for BCCC.**

<b>Tactic</b>	<b>Start</b>	<b>Intended Outcome/Success Indicator</b>	<b>Responsibility</b>	<b>Status/Results</b>
<b>8.1</b> Conduct a brand positioning workshop.	January 2018	<ul style="list-style-type: none"> <li>Find out the perceptions of internal and external stakeholders about the current BCCC brand, and what they feel are the College's strengths and weaknesses</li> </ul>	VP ASP	Completed
<b>8.2</b> Brand identity signage Internal & External	Fall 2017	<ul style="list-style-type: none"> <li>Create more curb appeal, and a more welcoming environment for staff and students. Also unifying BCCC's brand identity through consistent signage and messaging.</li> </ul>	Facilities and VP ASP	Ongoing
<b>8.3</b> Redesign of the College website	Summer 2017	<ul style="list-style-type: none"> <li>Create a more user friendly and engaging website for both students and the public.</li> </ul>	VP ASP	Tentative launch of redesigned website February 2018
<b>8.4</b> License BCCC marks and symbols	Fall 2017	<ul style="list-style-type: none"> <li>To ensure continuity and unification of the BCCC brand, the College has contracted with a company to protect BCCC's marks and symbols from authorized and inconsistent usage.</li> </ul>	VP ASP	Completed
<b>8.5</b> Increase social media presence	Fall 2017	<ul style="list-style-type: none"> <li>To provide more real time information about BCCC activities and to get out more positive stories about what is happening at the College.</li> </ul>	VP ASP	Ongoing

**Realignment Task #9: Address the information technology (IT) and infrastructure needs of BCCC, including whether oversight by the Department of Information Technology is advisable.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>9.1</b> Address BCCC IT infrastructure.</p>	<p>November 2017</p>	<ul style="list-style-type: none"> <li>• Minimize/eliminate business risk from aging/failure prone infrastructure.</li> <li>• Maximize health, security and support of systems at lowest cost, and with lowest operational management requirement.</li> <li>• Align on decision to rebuild on-premise vs. move to a cloud provider.</li> </ul>	<p>CIO, CFO and COS</p>	<p>Initial assessment of BCCC Information Technology was completed in November 2017. Comprehensive assessment of BCCC Information technology was completed in January 2018.</p>
<p><b>9.2</b> Determine hosting strategy</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Determine best hosting strategy for BCCC, i.e., Hosted (private cloud) or On-Premise rebuild</li> </ul>	<p>CIO, CFO and COS</p>	<p>BCCC has determined that the optimal hosting strategy for the Colleges is a cloud based solution, because it is cheaper, easier to implement, and provides more flexibility.</p>
<p><b>9.3</b> Begin strategic infrastructure refresh</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Replace on premise equipment (switches, routers, and firewalls) with appropriate new hardware scalable for 5+ years.</li> <li>• Switch servers/systems to cloud based solutions.</li> <li>• Build in all scenarios for disaster recovery.</li> <li>• Replace multiple disparate internet/WAN connections with managed fiber-optic high-speed ring service from MD Ren.</li> </ul>	<p>CIO, CFO, and COS</p>	<p>BCCC is currently finalizing its participation with MD Ren because the increased internet and wide area network (WAN) upgrades are components that students can benefit from immediately. All other refresh items are being aligned with BCCC's budgetary resources and IT priority scale.</p>

**Realignment Task #9: Address the information technology (IT) and infrastructure needs of BCCC, including whether oversight by the Department of Information Technology is advisable.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>9.4</b> Cloud based storage</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Move all servers, storage and bulk of the security systems to a hosted private “Cloud” provider/service in the Baltimore geographic area that can tie into the planned fiber-optic high-speed networking ring. Replace existing onsite networking systems with a smaller footprint to account for removed servers.</li> </ul>	<p>CIO, CFO, and COS</p>	<p>All refresh items are being aligned with BCCC’s budgetary resources and IT priority scale.</p>
<p><b>9.5</b> Continue to explore options of partnering with Coppin State University on some IT services</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Build synergy with a neighboring University of Maryland System institution around costly IT services</li> </ul>	<p>CIO, CFO, and COS</p>	<p>BCCC and CSU continue to explore ways to potentially partner around IT services, where feasible. The most feasible option appears to be around using CSU for data storage and redundancy.</p>

**Realignment Task #10: Develop or sell all unused or underutilized real estate, including the Inner Harbor site.**

<b>Tactic</b>	<b>Start</b>	<b>Intended Outcome/Success Indicator</b>	<b>Responsibility</b>	<b>Status/Results</b>
<b>10.1</b> Issue RFP for Bard redevelopment	June 2017	<ul style="list-style-type: none"> <li>Start the process to redevelop the Bard property.</li> </ul>	CFO and COS	RFP process has been completed and is closed.
<b>10.2</b> Select successful bidder and enter into a memorandum of understanding (MOU) on the financial terms and conditions to redevelop the Bard property.	October 2017	<ul style="list-style-type: none"> <li>Working with the Department of General Services and Office of Attorney General, select the successful bidder to the RFP for Bard redevelopment, and negotiate the financial terms of the redevelopment.</li> </ul>	CFO and COS	BCCC and the developer have entered into a written MOU on the financial terms for the redevelopment of the Bard property.
<b>10.3</b> Negotiation of ground lease for the Bard property.	January 2018	<ul style="list-style-type: none"> <li>Working with the Department of General Services (DGS) and Office of Attorney General, develop an initial draft of a ground lease to submit the developer.</li> </ul>	CFO and COS	The drafting of the ground lease has just begun. The estimated timeline to have the ground lease negotiated, completed, and submitted to the Board of Public Works is June 2018.
<b>10.4</b> Ensure that all BCCC owned or leased property is fully utilized.	Fall 2017	<ul style="list-style-type: none"> <li>BCCC is working with DGS to make sure that each BCCC owned or leased property is being fully utilized, to ensure a maximum return on investment in the property, and that the property is being used consistent with the educational mission of BCCC.</li> </ul>	CFO and COS	BCCC has completed an inventory of its real estate holdings and is reviewing the current usage in each property.

**Realignment Task #10: Develop or sell all unused or underutilized real estate, including the Inner Harbor site.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>10.5</b> Ensure that BCCC's Liberty West complex is being maximally utilized.</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>• Working with DGS, BCCC has ensured that each building of the Liberty West complex is being maximally utilized and that all tenant agreements are current and approved by DGS.</li> <li>• North Pavilion Currently leased by Bon Secours</li> <li>• South Pavilion First floor is occupied by Innovation Village Incubator Second Floor will be retained for BCCC staff usage Third Floor is occupied by YEAR UP</li> <li>• West Pavilion The entire building houses BCCC administrative operations, including:               <ul style="list-style-type: none"> <li>— Office of Human Resources</li> <li>— BCCC Foundation</li> <li>— Division of Finance and Administration</li> <li>— Institutional Advancement, Marketing, and Strategic Partnerships</li> <li>— Office of Institutional Research</li> </ul> </li> </ul>	<p>CFO and COS</p>	<p>Completed</p>
<p><b>10.6</b> Ensure that BCCC's leased Reisterstown Plaza Center (RPC) is being maximally utilized.</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>• Ninety percent of RPC is being leased by the Department of Corrections for training. BCCC still retains space for WBJC radio operations, and some workforce development classes.</li> </ul>	<p>CFO and COS</p>	<p>Completed</p>

**Realignment Task #10: Develop or sell all unused or underutilized real estate, including the Inner Harbor site.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
<p><b>10.7</b> Ensure that BCCC's leased Inner Harbor location on Lombard Street (WDCED) is being maximally utilized.</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>BCCC's Inner Harbor location currently houses the administrative offices of its WDCED division as well as classroom space for citizenship, adult basic education/GED, and other continuing education offerings.</li> </ul>	<p>CFO and COS</p>	<p>Completed</p>
<p><b>10.8</b> Ensure that BCCC's leased space at the UMB BioPark is being maximally utilized</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>BCCC currently leases space at the UMB BioPark for its academic programs, including BCCC's Life Sciences Institute (LSI). LSI offers two-year associate degrees, one-year certificates, and non-credit health care and industry-specific training programs in these areas of study:                             <ul style="list-style-type: none"> <li>— Biotechnology</li> <li>— Arts and Science Transfer (pre-dental, pre-medical, pre-pharmacy, and nursing)</li> </ul> </li> </ul>	<p>CFO and COS</p>	<p>Completed</p>
<p><b>10.9</b> Ensure that BCCC's leased space on Preston Street is being maximally utilized</p>	<p>Fall 2017</p>	<ul style="list-style-type: none"> <li>BCCC's National Weatherization Training Center on Preston Street houses BCCC's Weatherization/Energy Efficiency program and BCCC's Supply Chain Institute.</li> </ul>	<p>CFO and COS</p>	<p>Completed</p>

**Realignment Task #11: Identify barriers in State or local laws or regulations that impede the ability of BCCC to operate efficiently and effectively, including procurement and capital construction projects.**

Tactic	Start	Intended Outcome/Success Indicator	Responsibility	Status/Results
11.1 Address BCCC's limited procurement authority	Fall 2017	<ul style="list-style-type: none"> <li>Increase BCCC's procurement authority to help make purchasing goods and services, and retaining resources more efficient and responsive.</li> </ul>	CFO and COS	<p>Ongoing.</p> <p>BCCC is considering introducing legislation to have its procurement authority expanded to a similar threshold as Morgan State University and Saint Mary's College. The requirements for BCCC to operate as a community college requires that the College be compliant with both state and federal regulations, as well as institutional and programmatic accrediting bodies. The challenge for BCCC to operate in this complex higher education environment and also as a state agency is most apparent in BCCC operations. BCCC must follow state procurement regulations promulgated in the Code of Maryland Regulations (COMAR).</p> <p>BCCC has one of the most restrictive procurement delegations of any State agency. With an overall operating budget of \$91 million dollars, BCCC is only allowed to independently procure goods and services that are \$50,000 or less. Procurements for anything over \$50,000 require the approval of an oversight agency. Depending upon the procurement need, BCCC's procurement must be approved by the Department of Budget and Management (DBM), Department of General Services (DGS), or the Department of Information Technology (DoIT). Procurement of any IT equipment and licenses above \$50,000 is an administrative nightmare because the process can take anywhere from months to years. In addition to the approval of the oversight agency, BCCC procurements over \$100,000 also require Board of Public Works (BPW) approval.</p> <p>BCCC's procurement department estimates that the majority of BCCC's procurements are for transactions between \$50,000 and \$100,000. No representatives from any of the oversight agencies have ever provided justification as to why BCCC's delegated procurement authority is so low, or how the College can have their procurement delegation incrementally increased.</p> <p>Consequently, the majority of BCCC's procurements cannot be completed without first being approved by one of its various oversight agencies. Moreover, while BCCC must seek oversight approval, the College has no ability to expedite the approval process. In other words, BCCC's procurement processing time is wholly dependent upon the individual oversight agency. The issue of processing time for BCCC procurements has had a significant impact on the College's ability to be proactive and responsive to its end-users.</p>

**Realignment Task #12: The Board of Trustees shall review, and if necessary, revise the BCCC strategic plan.**

<b>Tactic</b>	<b>Start</b>	<b>Intended Outcome/Success Indicator</b>	<b>Responsibility</b>	<b>Status/Results</b>
<b>12.1</b> Review FY 2018-2022 strategic plan timeline; Board-approved mission and vision statements; draft goals and objectives with Board of Trustees	July 2017	<ul style="list-style-type: none"> <li>Seek input on strategic plan direction from newly constituted "Realignment Board of Trustees"</li> </ul>	COS and OIR	Completed. Mission and Vision statements have been approved.
<b>12.2</b> FY 2018-2022 Draft goals and objectives were slightly adjusted	October-November 2017	<ul style="list-style-type: none"> <li>The draft goals and objectives were adjusted to more closely parallel the language of the 2017 Maryland State Plan for Postsecondary Education goals, with some consideration given to the capacity framework language highlighted by Achieving the Dream.</li> </ul>	COS and OIR	Completed. Draft goals and objectives were adjusted.
<b>12.3</b> Seek Board approval of FY 2018-2022 Strategic Plan goals and objectives	February 2018	<ul style="list-style-type: none"> <li>The Board of Trustees has approved FY 2018-2022 Mission and Vision statements. The president will now seek Board approval of the FY2018-2022 Strategic Plan goals and objectives.</li> </ul>	COS and OIR	FY 2018-2022 Strategic Plan goals and objectives will be submitted to the Board of Trustees at the February 21, 2018 meeting.

**Workforce Development and Continuing Education Division**  
**Partners List**

<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Abell Foundation	Bonnie Legro <a href="mailto:legro@abell.org">legro@abell.org</a>	Philanthropic organization serving on the BCCC Workforce Development Task Force
Amazon	Cherise Thompson, Recruitment Manager <a href="mailto:cheriset@amazon.com">cheriset@amazon.com</a> Sandra Wylie, Human Resources Specialist (800) 515-8791 <a href="mailto:swylie@amazon.com">swylie@amazon.com</a> <a href="#">2010 Broening Highway, Baltimore, MD</a>	Positions for program graduates in: package handlers, warehouse assistants, operations managers, logistics, and forklift
America Works of Maryland	Theresa Clacks 410-625-9675 <a href="mailto:tclacks@americaworks.com">tclacks@americaworks.com</a> 22 Light Street Baltimore, MD 21201	Partner site for GED classes
American Energy Solutions	Eishelle Bailek P.O. Box 627, Jarrettsville, MD 21084	Contracted for Weatherization Installer Class
Anne Arundel Community College	Kunsman, Kip A. <a href="mailto:kakunsman@aacc.edu">kakunsman@aacc.edu</a>	Reginal Resources – potential collaboration on workforce programs

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Armistead Gardens School	Sara Evjen <a href="mailto:sevjen@bcps.k12.md.us">sevjen@bcps.k12.md.us</a> 5001 E. Eager St. Baltimore, MD 21205	Partner site for GED classes
Baltimore Alliance for Careers in Healthcare (BACH)	Laura Spada <a href="mailto:lspada@baltimorealliance.org">lspada@baltimorealliance.org</a> 217 E. Redwood Street, Suite 1500 Baltimore, MD 21202	Funding partner supporting CNA/GNA training
Baltimore City Community College: Workforce Development Taskforce	Diane Bell-McKoy, CEO & President, Associated Black Charities  Jason Perkins-Cohen, Exec. Dir. Mayor's Office of Employment Development	Co-chairs of Task Force charged with improvement of BCCC workforce development programs
Baltimore City Department of Transportation	Evan Smith, Program Compliance Officer II Civil Rights Division 410-396-6338 <a href="mailto:Evan.Smith@baltimorecity.gov">Evan.Smith@baltimorecity.gov</a> 417 E. Fayette Street, 5th Floor Baltimore, MD 21202	Funding partner for a 3-year Transportation Workforce Development Innovation grant (warehouse logistics)
Baltimore City Health Department	Eloise Mayn Division Chief I, Community Service Division, 410-396-1337 <a href="mailto:elouise.mayne@baltimorecity.gov">elouise.mayne@baltimorecity.gov</a> 417 E. Fayette St., 6th Fl. Baltimore, MD 21202	Contracts for Seniors classes (varies based on needs of location)

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Baltimore City Police Department	Joseph McCann <a href="mailto:Joseph.McCann@baltimorepolice.org">Joseph.McCann@baltimorepolice.org</a> 242 W. 29 <sup>th</sup> St. Baltimore, MD 21211	Provide space and credentialing of DOC staff development training
Baltimore City Public Schools: CEO's Office	Sonja Brookins Santelises, CEO Baltimore City Public Schools 200 E. North Ave. Baltimore, MD 21202 <a href="mailto:Sonja.Brookins.Santelises@bcps.k12.md.us">Sonja Brookins Santelises (email)</a>	Multiple projects, including support for P-TECH Early College HS, STEM Core and Mayor's Scholars
Baltimore City Public Schools: College and Career Readiness	Rachel Y. Pfeifer <a href="mailto:RYPfeifer@bcps.k12.md.us">RYPfeifer@bcps.k12.md.us</a> 200 E. North Ave, Room 316 Baltimore, MD 21202	Increase dual enrollment and early college access, including CTE students
Baltimore City Public Schools: CTE	Stan Wolfe <a href="mailto:SWolfe@bcps.k12.md.us">SWolfe@bcps.k12.md.us</a> 200 E. North Ave, Room 316 Baltimore, MD 21202	Increase after school activities and establish a bridge to BCCC
Baltimore City Public Schools: Academics	Janice Lane <a href="mailto:JLane02@bcps.k12.md.us">JLane02@bcps.k12.md.us</a> 200 E. North Ave, Room 325 Baltimore, MD 21202	Partnership for STEM Core, Computer Science and other academic program initiatives
Baltimore City Public Schools: Special Ed Department	Debra Brooks <a href="mailto:DBrooks@bcps.k12.md.us">DBrooks@bcps.k12.md.us</a> 200 E. North Ave, 2 <sup>nd</sup> Floor Baltimore, MD 21202	Providing classroom space and support for students in the BCPS Transitions program
Baltimore Healthy Start	Lashelle Stewart, Director (410) 675-2125 x 217 <a href="mailto:lstewart@baltimorehealthystart.org">lstewart@baltimorehealthystart.org</a> ; 610 N. Chester Street	Partner site for GED classes

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	Baltimore, MD 21205	
Baltimore's Promise	Julia Baez <a href="mailto:Julia@baltimorespromise.org">Julia@baltimorespromise.org</a>	Received grant in Partnership with City Schools graduates attending BCCC
Ben Franklin Center for Community Schools	Dante M. De Tablan, Exec. Director 410-246-4486 <a href="mailto:ddetablan@ssw.umaryland.edu">ddetablan@ssw.umaryland.edu</a> 1201 Cambria Street Baltimore, MD 21225	Partner site for GED classes
Bender Jewish Community Center at Greater Washington	Stacy Katz Olivera <a href="mailto:solivera@jccgw.org">solivera@jccgw.org</a> 6125 Montrose Rd. Rockville, MD 20852	<a href="#">Partner site for Citizenship classes</a>
Bon Secours Community Works	Eric Clay, Director of Workforce Development 410-362-3209 <a href="mailto:eric_clay@bshsi.org">eric_clay@bshsi.org</a> 26 N. Fulton Ave. Baltimore MD 21223	Provided Certified Tourism Ambassador class for their students (Hospitality and Tourism)
Bon Secours Community Works	Erica Omotosho, Program Coordinator 410-362-3407 Nii Sowah, Director <a href="mailto:Nii_Sowah@bshsi.org">Nii_Sowah@bshsi.org</a> 26 North Fulton Baltimore, MD 21223	Partner site for GED classes

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
BridgeEDU	Tisha Edwards <a href="mailto:tedwards@bridgeedu.com">tedwards@bridgeedu.com</a>	Exploring potential partnerships
Bright View Rolling Hills	Deanna Lawrence, Executive Director <a href="tel:443.840.9154">443. 840.9154</a> <a href="mailto:dlawrence@bvsl.net">dlawrence@bvsl.net</a> 848 S. Rolling Road Catonsville, MD 21228	Independent and assisted living organization recruiting for positions of CNAs, GNA's, HHA's
Brintonwoods Post-Acute Care Center	Judy Bssisso <a href="mailto:jbssisso@brintonwoods.com">jbssisso@brintonwoods.com</a> 5009 Frankford Ave. Baltimore, MD 21206	Clinical rotation site for BCCC Healthcare students
CCBC	Matthew Lang <a href="mailto:MLang@ccbcmd.edu">MLang@ccbcmd.edu</a>	Developing regional partnerships to coordinate workforce programming
Campus Compact-Mid Atlantic (formerly Maryland DC Campus Compact)	Madeline Yates <a href="mailto:yates@mdccc.org">yates@mdccc.org</a> 401 Rosemont Ave Frederick, MD 21701	<a href="#">Partnership for Americorp VISTA member for Refugee Youth Program (RYP)</a>
Caroline Center	Sister Patricia McLaughlin <a href="mailto:pmclaughlin@caroline-center.org">pmclaughlin@caroline-center.org</a> 900 Somerset St. Baltimore, MD 21202	Referral to our Certified Nursing Assistant training courses (primarily through the EARN funding)

**Workforce Development and Continuing Education Division**  
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Casa de Maryland	Pablo Blank <a href="mailto:pblank@wearecasa.org">pblank@wearecasa.org</a> 8151 15 <sup>th</sup> Ave. Hyattsville, MD 20783	<a href="#">Partnership for AmeriCorps volunteer for Citizenship program</a>
Caton Manor (Genesis)	Marian Edmiston, RN, MSN, DEd <a href="mailto:Marian.edmiston@genesishcc.com">Marian.edmiston@genesishcc.com</a> 3330 Wilkins Ave. Baltimore, MD 21229	Clinical rotation site for BCCC Healthcare students
Center for Urban Families	Catherine Pitchford <a href="mailto:cpitchford@cfuf.org">cpitchford@cfuf.org</a> 2201 N. Monroe Street Baltimore, MD 21215	Provide healthcare training
Center for Urban Families-STRIVE	Kari Price 410-246-1382 <a href="mailto:kprice@cfuf.org">kprice@cfuf.org</a> ; 2201 N. Monroe Street Baltimore, MD 21217	Partner site for GED classes
Central Booking—Women Dept. of Public Safety & Correctional Services	Jacqueline Price 410-209-4284 <a href="mailto:Jacqueline.Price@Maryland.Gov">Jacqueline.Price@Maryland.Gov</a> 2201 N. Monroe Street Baltimore, MD 21217	Partner site for GED classes
Chesapeake Detention Facility Dept. of Public Safety & Correctional Services	Ezechi Anonye 410-539-5445 <a href="mailto:EAnonye@dpscs.state.md.us">EAnonye@dpscs.state.md.us</a> 401 E. Madison Street Baltimore, MD 21202	Partner site for GED classes

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Christ Deaf Church	Kathy Jeffra <a href="mailto:deafshalomzone@gmail.com">deafshalomzone@gmail.com</a> 1040 S. Beechfield Ave. Baltimore, MD 21229	<a href="#">Partner site for RAP classes and RYP</a>
City Temple Baptist Church	Pat Payne mspap1@aol.co m 317 Dolphin Street Baltimore, MD 21217	Partner site for GED classes
Civic Works	Eli Allen, Director of Retrofit Baltimore and New Initiatives, 410-929-6135 <a href="mailto:eallen@baltimoregreencareers.org">eallen@baltimoregreencareers.org</a> 2701 St. Lo Dr. Baltimore, MD 21213	This is a weatherization social enterprise. We provide weatherization installer courses for their students
Clay Pots	Dwayne Hess 410-233-1133 <a href="mailto:dwayne.hess@juno.com">dwayne.hess@juno.com</a> ; 1635 W. Pratt Street Baltimore, MD 21223	Partner site for GED classes
Community Builders, Inc., Pedestal Gardens	Meloni Harris-Barber, M.S. Resident Services Coordinator The Community Builders, Inc. <a href="mailto:meloni.harris.barber@TCBINC.ORG">meloni.harris.barber@TCBINC.ORG</a> 443-790-6303 325 McMechen St. Baltimore, MD 21217	Partner site for GED classes

**Workforce Development and Continuing Education Division**  
**Partners List**

<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Concerted Care Group	Bishop Ronald Shelley, Director rshelley@concertedcarefoundation.org; 428 East 25 <sup>th</sup> Street Baltimore, MD 21218	Partner site for GED classes
Department of Labor, Licensing and Regulation (DLLR)	Patricia Tyler, Director Adult Education and Literacy Services DLLR, 1100 N. Eutaw St. Baltimore, MD 21201	Funding for Adult basic Education (ABE) and GED programming
Department of Corrections	Jane Sachs 6852 4 <sup>th</sup> St. Sykesville, MD 21784	Provide space and credentialing of DOC staff development training
Department of National Resources	Trystan Sill, Manager Work 2 Live Well Training Program 580 Taylor Avenue, C-4 Annapolis, MD 21401 <a href="tel:410-260-8103">410-260-8103</a> (office) <a href="mailto:trystan.sill@maryland.gov">trystan.sill@maryland.gov</a>	Provide mentor training for the DNR apprenticeship program
Druid Heights Community Development Corp.	Diana Dinkins <a href="mailto:ddinkins@druidheights.com">ddinkins@druidheights.com</a> 2140 McCullough Street Baltimore, MD 21217	Partner site for GED classes
Eastside Career Center	Diane Anderson 410-396-9035 <a href="mailto:danderson@oedworks.com">danderson@oedworks.com</a> ; 3001 E. Madison Street Baltimore, MD 21205	Partner site for GED classes

**Workforce Development and Continuing Education Division**  
**Partners List**

<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Ecomize	Greg Richards, CEO 410-446-7283 <a href="mailto:greg@ecomizeUSA.com">greg@ecomizeUSA.com</a> 126 Church Ln. Cockeysville, MD 21030	Contracted for Weatherization Installer Class
Efficient Home	Barb Martin 3905 National Dr., Ste. 105, Burtonsville, MD 20866	Contracted for Weatherization Installer Class
Enoch Pratt Library— Edmondson Avenue Branch	Morgan Stanton <a href="mailto:mstanton@prattlibrary.org">mstanton@prattlibrary.org</a> 410-396-0946 4330 Edmondson Avenue Baltimore, MD 21229	Partner site for GED classes
Enoch Pratt Library—Hamilton Branch	Herbert Malveaux 443-984-4968 <a href="mailto:hmalveaux@prattlibrary.org">hmalveaux@prattlibrary.org</a> 5910 Harford Road Baltimore, MD 21214	Partner site for GED classes
Enoch Pratt Library—Orleans St. Branch	Zandra Campbell <a href="mailto:zcampbel@prattlibrary.org">zcampbel@prattlibrary.org</a> 1303 Orleans Street Baltimore, MD 21231	Partner site for GED classes
Enoch Pratt Library— Pennsylvania Avenue Branch	Melanie Diggs <a href="mailto:mdiggs@prattlibrary.org">mdiggs@prattlibrary.org</a> ; 410-396-0399 1531 W. North Avenue Baltimore, MD 21217	Partner site for GED classes

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Family Recovery Program, Inc.	Jocelyn Gainers, Exec. Director 443-854-0612 <a href="mailto:jgainers@frp-inc.org">jgainers@frp-inc.org</a> Lukenia L. Carroll 410-605-0492 <a href="mailto:lc Carroll@frp-inc.org">lc Carroll@frp-inc.org</a> ; 1209 N. Rose Street Baltimore, MD 21213	Partner site for GED classes
Future Care Health & Management Corporation	Barbara Bartels, Corp. Director of H.R. <a href="mailto:bartelsb@futurecare.com">bartelsb@futurecare.com</a> 410.766.1995 Karen Belonis, Corporate Recruiter 410.302.0617 <a href="mailto:balonisk@futurecarehealth.com">balonisk@futurecarehealth.com</a> 8028 Ritchie Highway, Suite 210 Pasadena, MD 21122	Nursing home and healthcare centers management company with positions across 9 facilities in Baltimore for GNA's, CMA's, CME's, and other graduates
Future Care Nursing, LLC (Sites at Homewood, Canton, Lochern, Northpoint and Coldspring)	Margaret Gunzelman, RN, MSN, BC, SD-LTC <a href="mailto:GUNZELMANM@FUTURECARE.COM">GUNZELMANM@FUTURECARE.COM</a> 8029 Ritchie Hwy. Pasadena, MD 21122	Clinical rotation site for BCCC Healthcare students
Genesis Healthcare	Samantha Smith, Corp. Director of Human Resources 410.525.1544 x 2011 <a href="mailto:Samantha.smith6@genesishcc.com">Samantha.smith6@genesishcc.com</a> 3330 Wilkins Ave. Baltimore, MD 21229	Healthcare services organization managing nursing homes and recruiting for positions of GNAs, CNAs, PCTs, and others

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Gilcrest Center Westfield North	Kaori Hirakawa <a href="mailto:kaori.hirakawa@montgomerycountymd.gov">kaori.hirakawa@montgomerycountymd.gov</a> 2730 University Blvd. Wheaton, MD 20902	Partner site for Citizenship classes
Gilchrist Center at East County Regional Service Center (RSC)	Kaori Hirakawa <a href="mailto:kaori.hirakawa@montgomerycountymd.gov">kaori.hirakawa@montgomerycountymd.gov</a> 3300 Briggs Chaney Rd, Silver Spring, MD 20904	Partner site for Citizenship classes
Gilchrist Center at Gaithersburg Library	Kaori Hirakawa <a href="mailto:kaori.hirakawa@montgomerycountymd.gov">kaori.hirakawa@montgomerycountymd.gov</a> 18330 Montgomery Village Ave. Gaithersburg, MD 20879	Partner site for Citizenship classes
Gilchrist Center Up-county RSC	Kaori Hirakawa <a href="mailto:kaori.hirakawa@montgomerycountymd.gov">kaori.hirakawa@montgomerycountymd.gov</a> 12900 Middlebrook Rd. Germantown, MD 20874	Partner site for Citizenship classes
Goodwill Industries of the Chesapeake	Lyn FarrowLyn <a href="mailto:lfarrow@goodwillches.org">lfarrow@goodwillches.org</a> 410-837-1800 Ryan Smith, VP <a href="mailto:resmith@goodwillches.org">resmith@goodwillches.org</a> 222 E. Redwood Street Baltimore, MD 21202	Partnership for potential Adult High School and new Workforce Development Training (Pharmacy Tech)

**Workforce Development and Continuing Education Division**  
**Partners List**

<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Gore Brothers	Joe Grabowski, Owner/CEO 443-602-3001 <a href="mailto:jgrabowski@gorebrothers.com">jgrabowski@gorebrothers.com</a> 20 S. Charles Street, Ste 901 Baltimore, MD 21201	Contracts for Court Reporting Classes
Griggs International Academy	Karen Allen-Curtis 410-986-3241 710 E. Lombard Street Baltimore, MD 21201	Through partnership BCCC offers the Alternative Diploma Options Program
Hammonds Lane (Genesis)	Samantha Smith <a href="mailto:Samantha.smit@genesishcc.com">Samantha.smit@genesishcc.com</a> 613 Hammonds Lane Baltimore, MD 21225	Clinical rotation site for BCCC Healthcare students
Harbor City Unlimited	Antony Staton <a href="mailto:astaton@psych.umaryland.edu">astaton@psych.umaryland.edu</a> ; 410-328-2177 1227 W. Pratt Street Baltimore, MD 21223	Partner site for GED classes
Harbor Hospital (MedStar)	Tracy Hawley <a href="mailto:Tracy.hawley@medstar.net">Tracy.hawley@medstar.net</a> 3001 South Hanover Baltimore, MD. 21225	Clinical rotation site for BCCC Healthcare students
Hawkeye Construction	Andy Todtz 1001 68th St. Rosedale, MD 21237	Contracted for Weatherization Installer Class

**Workforce Development and Continuing Education Division**  
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Horseshoe Casino	Melissa Birdsall <a href="mailto:Mbirdsall@caesars.com">Mbirdsall@caesars.com</a>	Expanding workforce contract training in the area of hospitality (under development)
Housing Authority of Baltimore— O'Donnell Heights	Tiffany Lewis <a href="mailto:Tiffany.Lewis@habc.org">Tiffany.Lewis@habc.org</a> g 1200 Gusryan Street Baltimore, MD 21224	Partner site for GED classes
Housing Authority of Baltimore – Gilmor Homes	Shanine Warner <a href="mailto:Shanine.Warner@habc.org">Shanine.Warner@habc.org</a> ; 410-545-1909 x24394 Gilmor Homes Community Center 1515 Vincent Ct Baltimore, MD 21217	Partner site for GED classes - Jobs Plus Program
Housing Authority of Baltimore— Brooklyn Homes	Karolyn Banks <a href="mailto:Karolyn.Banks@habc.org">Karolyn.Banks@habc.org</a> g 4140 10 <sup>th</sup> Street Brooklyn, MD 21225	Partner site for GED classes
Housing Authority—Latrobe Homes	Funmi Adekunle <a href="mailto:oluwafunmilola.adekunle@habc.org">oluwafunmilola.adekunle@habc.org</a> 410-545-6141 900 E. Madison Street Baltimore, MD 21202	Partner site for GED classes
Housing Authority--Our House Early Head Start Center	Catherine Carter 410-396-8469 x 24123 2707 Sethlow Road Baltimore, MD 21225	Partner site for GED classes

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Housing Authority-Pleasant View Gardens	Tracey Oliver-Keyser <a href="mailto:Tracey.oliver-keyser@habc.org">Tracey.oliver-keyser@habc.org</a> 410-396-6197 201 N. Aisquith Street Baltimore, MD 21202	Partner site for GED classes
Housing Authority—Westport Homes	Portia Meachem <a href="mailto:Portia.Meachem@habc.org">Portia.Meachem@habc.org</a> 2343 Norfolk Street Baltimore, MD 21202	Partner site for GED classes
Humanim	Krysti Dickerson, Financial Stability Case Manager, (410) 381-7171 x 5221, <a href="mailto:kdickerson@humanim.com">kdickerson@humanim.com</a> 1701 N. Gay St. Baltimore, MD 21213	Current wrap-around service provider for SNAP students/last MS Office class was in 2016
I Can't We Can Counseling Center	Sonny Price <a href="mailto:sprice.icwccc@gmail.com">sprice.icwccc@gmail.com</a> ; 410-728-5174 4413 Park Heights Avenue Baltimore, MD 21215	Partner site for GED classes
Institute of Notre Dame (IND)	Samantha Pompton <a href="mailto:spompton@indofmd.org">spompton@indofmd.org</a> 901 Aisquith St Baltimore, MD 21202	Source for volunteers for RYP
International Rescue Committee (IRC)	Ruben Chandrasekar <a href="mailto:ruben.chandrasekar@rescue.org">ruben.chandrasekar@rescue.org</a> 3516 Eastern Ave. Baltimore, MD 21224	Subaward services for MORA grants: <a href="#">Citizenship</a> , RAP, RYP

**Workforce Development and Continuing Education Division**  
**Partners List**

<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Johns Hopkins Express Testing	Edgar Calderon <a href="mailto:Ecalder2@jhmi.edu">Ecalder2@jhmi.edu</a> 601 N. Caroline St. Baltimore, MD 21287	Clinical rotation site for BCCC Healthcare students
Johns Hopkins Hospital Reach Program	Yariela Kerr-Donoval <a href="mailto:Ykerrdo1@jhmi.edu">Ykerrdo1@jhmi.edu</a> 1101 E. 33 <sup>rd</sup> St. Suite A200 Baltimore, MD 21218	Provide Patient Care Technician training
Johns Hopkins Hospital System	Desmond Jackson, <a href="mailto:djacks79@jhmi.edu">djacks79@jhmi.edu</a> 3910 Keswick Rd. Baltimore, MD 21211	Provides 2 week paid Co-Op to SCI students
Johns Hopkins University	Myriam Kane <a href="mailto:rypjhu@gmail.com">rypjhu@gmail.com</a> Center for Social Concern 3103 N Charles St Baltimore, MD 21218	<a href="#">Partnership for volunteers for RYP</a>
Johnston Square Elementary School	Raymond K. Braxton, Principal <a href="mailto:RKBraxton@bcps.k12.md.us">RKBraxton@bcps.k12.md.us</a> ; 410-396-1477 1101 Valley Street Baltimore, MD 21202	Partner site for GED classes
Judy Center at Harford Heights	Nitia Scott <a href="mailto:ntscott@bcps.k12.md.us">ntscott@bcps.k12.md.us</a> 410-396-9341 1919 N. Broadway Baltimore, MD 21213	Partner site for GED classes

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
LabCorp	Steven Melendez <a href="mailto:melend@labcor.com">melend@labcor.com</a> 701 Digital Drive Linthicum Heights, MD 21090	Clinical rotation site for BCCC Healthcare students
Latino Economic Development Center	Eric Lin <a href="mailto:elin@ledcmetro.org">elin@ledcmetro.org</a> 641 S St NW Washington, DC	<a href="#">Partner site for Citizenship classes at Wheaton location</a>
Latino Provider's Network	David Rosario <a href="mailto:Lpnmd.org@gmail.com">Lpnmd.org@gmail.com</a> 149 N Luzerne Baltimore, MD 21224	Current organization membership for ESL staff
Liberty Judy Center #64	Leah Grady <a href="mailto:lmgrady@bcps.k12.md.us">lmgrady@bcps.k12.md.us</a> 443-642-2145 3901 Maine Avenue Baltimore, MD 21207	Partner site for GED classes
Long Branch Senior Center	Mary Pelz <a href="mailto:Mary.Pelz@montgomerycountyMD.gov">Mary.Pelz@montgomerycountyMD.gov</a> 8700 Piney Branch Rd. Silver Spring, MD 20901	Partner site for Citizenship classes
Loyola University	Kate Figiel <a href="mailto:kefigiel@loyola.edu">kefigiel@loyola.edu</a> 4501 N. Charles St Baltimore, MD 21210	<a href="#">Partnership for Loyola work study volunteers for RYP</a>
Maryland Center for Veteran Education and Training (MCVET)	Adibolo Buford <a href="mailto:abuford@mcvet.org">abuford@mcvet.org</a> 301 N. High St. Baltimore, MD 21202	Provide MCVET clients with Microsoft Office training

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Maryland Department of Housing and Community Development	Yetta Stokes, 301-429-7741, <a href="mailto:henrietta.stokes@maryland.gov">henrietta.stokes@maryland.gov</a> 7800 Harkins Rd. Lanham, Maryland 20706	Refers our training to contractors
Maryland Department of Human Services	Erica Kea-Muhammad, FSET Contract Manager, Family Investment Administration 410-767-7232, <a href="mailto:erica.kea-muhammad@maryland.gov">erica.kea-muhammad@maryland.gov</a> 311 W. Saratoga St. Baltimore, MD 21201	Snap Grant funds
Maryland Department of Labor Licensing and Regulation (DLLR)	Perketer Tucker <a href="mailto:perketer.tucker@maryland.gov">perketer.tucker@maryland.gov</a> 1100 N. Eutaw St. Baltimore, MD 21201	Grantor for ABE and Community ESL classes
Maryland Institute College of Art (MICA)	Sarah Edlersburg <a href="mailto:sedlersburg@mica.edu">sedlersburg@mica.edu</a> 1300 W. Mount Royal Ave Baltimore, MD 21217	Partnership for Community Art Collaborative program with RYP
Maryland New Directions	Rick Vallance, Business Development Manager, 410-230-0630 <a href="mailto:rvallance@mdnewdirections.org">rvallance@mdnewdirections.org</a> 2700 N. Charles St, Ste. 200 Baltimore, MD 21218	Provide training in Distribution Logistics (warehouse program)

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Maryland State Department of Education	Lynne Gilli Lynne.Gilli@maryland.gov	CTE programming throughout the state, representative on the Workforce Development Task Force
Maryland Office of Employment Development (MOED)	Mary Sloat <a href="mailto:msloat@oedworks.com">msloat@oedworks.com</a> 471 E. Fayette St. Baltimore, MD 21202	Workforce development agency partner (funding, coordination and related services)
Mayor's Office of Employment Development (MOED)	Craig Lewis <a href="mailto:clewis@oedworks.com">clewis@oedworks.com</a> 3001 E. Madison St. Baltimore, MD	Provide workforce training through WIOA funds
Mayor's Office of Immigrant and Multicultural Affairs (MIMA)	Catalina Rodriguez <a href="mailto:catalina.rodriguez@baltimorecity.gov">catalina.rodriguez@baltimorecity.gov</a> 100 N. Holliday St. #250 Baltimore, MD 21202	Community contact
Mayor's Scholars Program	<a href="mailto:mayorscholars@baltimorecity.gov">mayorscholars@baltimorecity.gov</a> Mayor's Scholars Program	Tuition program for City Schools graduates attending BCCC (including 6 workforce programs)
McVets	Mr. Abdobolia Buford Program Coordinator 301 N. High St. Baltimore, MD 21202 <a href="mailto:abuford@mcvet.org">abuford@mcvet.org</a>	BCCC provides services to veterans in the community (workforce training)

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Mercy Hospital	Mark Bailey <a href="mailto:Mbailey3@mdmercy.com">Mbailey3@mdmercy.com</a> 301 St. Paul Place Baltimore, MD 21202	Clinical rotation site for BCCC Healthcare students
Metropolitan Transition Center	Jacqueline Price <a href="mailto:Jacqueline.Price@maryland.gov">Jacqueline.Price@maryland.gov</a> 410-209-4284 954 Forrest Street Baltimore, MD 21202	Partner site for GED classes
MOED Youth Opportunities	Ernest Dorsey, Assistant Director, Youth Services, 410-396-6722 <a href="mailto:edorsey@oedworks.com">edorsey@oedworks.com</a> 101 W. 24th St. Baltimore, MD 21218	Funder of Youth Opportunity grant for youth 18-24. In FY17 we had a grant to train SCI and Healthcare students
Montgomery Community College	Angelica M. Andon Andon, Angelica M. <a href="mailto:angelica.andon@montgomerycollege.edu">angelica.andon@montgomerycollege.edu</a> 20200 Observation Drive BE/106 Germantown, MD 20876	Provide pre-cyber security training (A+, Network+, security+)
My Sister's Place (Catholic Charities)	Rebecca Abrahamsen <a href="mailto:RAbrahamsen@cc-md.org">RAbrahamsen@cc-md.org</a> 410-659-3762 17 W. Franklin Street Baltimore, MD 21202	Partner site for GED classes
New Era Academy	Peggy Jobe <a href="mailto:Pjobless2@verizon.net">Pjobless2@verizon.net</a> 443-984-2825 2700 Seamon Avenue	Partner site for GED classes

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
	Baltimore, MD 21225	
Northwest Career Center	Cynthia Dugger <a href="mailto:cdugger@oedworks.com">cdugger@oedworks.com</a> 2401 Liberty Heights Avenue Baltimore, MD 21215	Partner site for GED classes
Our Daily Bread Employment Center (Catholic Charities)	Cynthia McClain <a href="mailto:cmclain@cc-md.org">cmclain@cc-md.org</a> 667-600-3411 725 Fallsway Baltimore, MD 21202	Partner site for GED classes
Our Lady of Victory Church	Father John Rapisarda 4414 Wilkins Ave. Baltimore, MD 21229	<a href="#">Partner site for RAP classes</a>
Overlea Health and Rehabilitation Center	Deborah Abbey <a href="mailto:DAAbbey@SavaSC.com">DAAbbey@SavaSC.com</a> 6116 Belair Rd. Baltimore, MD 21206	Clinical rotation site for BCCC Healthcare students
Park House (Living Classrooms)	Maritza Dominquez- Alcoreza <a href="mailto:mdominguez@livingclassrooms.org">mdominguez@livingclassrooms.org</a> 200 S. Linwood Ave. Baltimore, MD 21224	<a href="#">Partner site for Community            ESL classes</a>

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Patterson High School and Digital Harbor High School	Margot Harris <a href="mailto:mharris02@bcps.k12.md.us">mharris02@bcps.k12.md.us</a> 100 Kane St. Baltimore, MD 21224	<a href="#">Partner site for RYP</a>
Patterson Park Branch- Enoch Pratt Free Library	Rebecca Box <a href="mailto:rbox@prattlibrary.org">rbox@prattlibrary.org</a> 158 N. Linwood Ave. Baltimore, MD 21224	<a href="#">Partner site for Community ESL classes</a>
Penn North Community Resource Center	Tyrell Moyd 667-309-6650 <a href="mailto:tmoyd@penn-north.org">tmoyd@penn-north.org</a> 1610 N. Carey Street Baltimore, MD 21217	Partner site for GED classes
Power House World Ministries	Bishop James Winslow 443-865-0363 <a href="mailto:bishopjaw@comcast.net">bishopjaw@comcast.net</a> 1901—1911 Belair Road Baltimore, MD 21213	Partner site for GED classes
Riverview Rehabilitation & Health Center	Erin Bower <a href="mailto:ebower@riverviewrhc.com">ebower@riverviewrhc.com</a> 1 Eastern Blvd. Essex, MD 21221	Clinical rotation site for BCCC Healthcare students
Sandy Plains Elementary School	Melissa Wengler <a href="mailto:mwengler@bcps.org">mwengler@bcps.org</a> 8330 Kavanaugh Rd Dundalk, MD 21222	Potential site for RAP classes

**Workforce Development and Continuing Education Division**  
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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
SEEDCO	Marlene Clarke, Program Manager 410-913-3283 <a href="mailto:mclarke@seedco.org">mclarke@seedco.org</a> 3101 Towanda Ave Baltimore, MD 21215	BCCC is part of their training provider committee on their Ticket to Work grant. Currently looking at offering Certified Tourism Ambassador training in the prisons.
Silver Oak Academy	Catherine Gammage <a href="mailto:Catherine.gammage@rop.com">Catherine.gammage@rop.com</a> 999 Crouse Mill Road Keymar, MD 21757	Provide CNA/GNA training on-site
Soccer Without Borders	Casey Thomas <a href="mailto:casey@soccerwithoutborders.org">casey@soccerwithoutborders.org</a> 3700 Eastern Ave. Baltimore, MD 21224	Partnership with RYP for IRC subaward services
Southeast Early Head Start (Kennedy Krieger)	Gayne Barlow-Kemper <a href="mailto:kemper@kennedykrieger.org">kemper@kennedykrieger.org</a> 100 N. Chester Street Baltimore, MD 21231	Partner site for GED classes
Southeast Early Head Start at Kennedy Krieger	Gayne Barlow-Kemper <a href="mailto:kemper@kennedykrieger.org">kemper@kennedykrieger.org</a> 100 N. Chester St. Baltimore, MD 21231	<a href="#">Partner site for Community ESL classes</a>
St. Joseph's Hospital (UMMS)	Bonnie Thomson <a href="mailto:bonniethomson@umm.edu">bonniethomson@umm.edu</a> 7601 Osler Dr. Towson, MD 21204	Clinical rotation site for BCCC Healthcare students

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
St. Stephen Lutheran Church	Pastor Lamar Bailey <a href="mailto:pastor.ststephen@gmail.com">pastor.ststephen@gmail.com</a> 11612 New Hampshire Ave. Silver Spring, MD 20904	Partner site for Citizenship classes
St. Vincent de Paul	Tona Craviotto <a href="http://www.vincentbaltimore.org">www.vincentbaltimore.org</a> 3445 Park Heights Avenue Baltimore, MD 21215	Referral to our Patient Care Technician training courses (primarily through the EARN funding)
St. Vincent de Paul Head Start	Terah Turrentine <a href="mailto:terah.turrentine@vincentbaltimore.org">terah.turrentine@vincentbaltimore.org</a> 6400 E. Pratt St. Baltimore, MD 21224	<a href="#">Partner site for Community ESL classes</a>
Standard Energy Solution	Colin Choney 9520 Gerwig Ln., Ste.s Q-T, Columbia, MD 21046	Contracted for Weatherization Installer Class
Total Home Performance	Robin Towner 8692 Brooks, Dr. Eaton, MD 21601	Contracted for Weatherization Installer Class
Towson University (Interdisciplinary Service)	Kate Collins College of Fine Arts and Communication <a href="mailto:kacollins@towson.edu">kacollins@towson.edu</a>	<a href="#">Fine Arts Service Learning project with RYP</a>

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
U.S. Citizenship and Immigration Services (USCIS)	Kristianne Schotzinger <a href="mailto:Kristianne.Schotzinger@uscis.dhs.gov">Kristianne.Schotzinger@uscis.dhs.gov</a> 3701 Koppers St Baltimore, MD 21227	<a href="#">Grantor of US Homeland Security Grant for Citizenship classes</a>
Union Memorial Hospital	Anthony Pingul <a href="mailto:Anthony.pingul@medstar.net">Anthony.pingul@medstar.net</a> 201 E. University Parkway Baltimore, Maryland, 21218	Clinical rotation site for BCCC Healthcare students
University of Baltimore (UB)	John Brenner University of Baltimore 1420 N. Charles St. Baltimore, MD 21201 410-837-6565	Promise Heights partnership between UB, BCCC, and Baltimore City to assist students with college
University of Maryland Baltimore County (UMBC)	Eloise Grose <a href="mailto:Elgrose1@umbc.edu">Elgrose1@umbc.edu</a> The Shriver Center 1000 Hilltop Circle Baltimore, MD 21250	Source for volunteer mentors for RYP
University of Maryland Medical Systems	Maxine Rush <a href="mailto:maxinerush@umm.edu">maxinerush@umm.edu</a> 110 S. Paca Street – Suite 102 Baltimore, MD 21201	Provide Microsoft Office Training to incumbent workers
University of Maryland MidTown	Cheryll Schroeder <a href="mailto:Cheryll.Schroeder@umm.edu">Cheryll.Schroeder@umm.edu</a> 827 Linden Ave. Baltimore, MD 21201	Clinical rotation site for BCCC Healthcare students

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
VA Hospital	Joanne Wade <a href="mailto:Joanne.wade@med.va.gov">Joanne.wade@med.va.gov</a> 10 N. Green Street Baltimore, MD 21201	Clinical rotation site for BCCC Healthcare students
Viola Apprenticeship Program (under development with MOED)	Mary Sloat <a href="mailto:msloat@oedworks.com">msloat@oedworks.com</a> 471 E. Fayette St. Baltimore, MD 21202	Establishing an apprenticeship program in Industrial Maintenance Mechanic
Walgreens	Chris Conti <a href="mailto:Mgr.07574@store.walgreens.com">Mgr.07574@store.walgreens.com</a> 5657 Baltimore National Pike Catonsville, MD 21228	Clinical rotation site for BCCC Healthcare students
Weinberg Manor	Bella Vilsker 3601 Fords Lane Baltimore, MD 21215	Contracts for Seniors classes
Workforce Reception Center (MOED)	Betty Yelity 410-396-6580 <a href="mailto:byelity@oedworks.com">byelity@oedworks.com</a> 100 West 23 <sup>rd</sup> Street Baltimore, MD 21218	Partner site for GED classes
YMCA	Charmayne Turner, Director of School Partnerships, 410-728-0945 x224, <a href="mailto:Charmayneturner@ymaryland.org">Charmayneturner@ymaryland.org</a> Druid Hill Family Center Y 1609 Druid Hill Ave. Baltimore, MD 21217	Employs Childcare students at YMCAs throughout the City

**Workforce Development and Continuing Education Division**  
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Johns Hopkins Hospital	Dawna Reeves, Sr. Associate Director <a href="mailto:Dawna.reeves@hopkinsmedicine.org">Dawna.reeves@hopkinsmedicine.org</a> 1800 Orleans Street, Baltimore, MD 21287 410-955-5000	Hospital and medical center recruiting for positions for PCT's, CNAs, GNAs, Transportation Aides -- various shifts.
Labor Max Staffing	Sonia Gonzales, Branch Manager <a href="mailto:sonia.gonzalez@labormaxstaffing.com">sonia.gonzalez@labormaxstaffing.com</a> 7939 Honeygo Blvd., Ste. 119, White Marsh, MD 21236 301.291.1619	Staffing agency that has positions for unskilled laborers in construction, distribution, warehouse, equipment and forklift operators, hospitality, etc.
Maryland Zoo in Baltimore	Travis Campbell, Employment Coordinator <a href="mailto:Travis.campbell@marylandzoo.org">Travis.campbell@marylandzoo.org</a> 1876 Mansion House Drive, Baltimore, MD 21217 443.552.0890	Positions for Visitor Service Agents, Ticket Sales Reps, Rider Operators
Right at Home	Felicia Vanterpool, Human Resources Coord. <a href="mailto:fvanterpool@rahmd.net">fvanterpool@rahmd.net</a> 3455 Wilkens Ave #202, Baltimore, MD 21229 410.461.2055	In-Home nursing care and assistance agency with positions for in-home patient care GNAs, CNAs, HHA's.
Riverview Rehabilitation and Health Centers	Monica D. Trish, Human Resources Director <a href="mailto:mtrish@riverviewrhc.com">mtrish@riverviewrhc.com</a> One Eastern Boulevard, Essex, MD 21221 410.574.1411	Healthcare center recruiting for positions for GNA's, CMA's for various shifts

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
S & D Staffing	Del'Vaughn Rooks, Staffing Services Rep. <a href="mailto:drooks@sndstaffing.com">drooks@sndstaffing.com</a> 523 S. Broadway, Baltimore, MD 21231 443.438.7080	Staff services agency with positions for forklift drivers, warehouse workers, general labor, shipping & receiving, quality control.
Sinai Hospital LifeBridge Health Center	Andrea Hanna, Human Resources Career Coach <a href="mailto:ahanna@lifebridgehealth.org">ahanna@lifebridgehealth.org</a> 2401 W. Belvedere Avenue, Baltimore, MD 21215 410.601.7830	Hospital recruiting for the positions of PCTs, MAs, unit clerks, ancillary services, phlebotomist.
Tradepoint Atlantic / FedEx	Aaron Tomarchio, VP, Corporate Affairs <a href="mailto:atomarchio@tradepointatlantic.com">atomarchio@tradepointatlantic.com</a> 1600 Sparrows Point Boulevard, Baltimore, MD 21219 410.709.1289	Positions for distribution, logistics, warehouse, operations managers, package handlers.
Under Armour, Inc.	Bryan Kaminski, Sr. Manager, University Recruitment <a href="mailto:bkaminski@underarmour.com">bkaminski@underarmour.com</a> 1020 Hull Street, Baltimore, MD 21230 410.468.2512 x 5276	Recruiting for Seasonal Line workers, warehouse operators, distribution, operations managers.
US Coast Guard	Capt. Matt Lake, Commanding Officer <a href="mailto:Matthew.w.lake@uscg.mil">Matthew.w.lake@uscg.mil</a> Coast Guard Yard, 2401 Hawkins Point Road, Baltimore, MD 21226 410.636.7795	Coast Guard is looking to start a paid internship program for 10-15 student participants in the areas of machinery repair, rigger helper, painter helper, electrician helper, etc.

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<b>Partner:</b>	<b>Contact Information:</b>	<b>Relationship:</b>
Westgate Hills Rehabilitation and Healthcare Center	Jim Bell, Director of Human Resources <a href="mailto:jbelle@westgatehillshc.com">jbelle@westgatehillshc.com</a> 10 North Rock Glen Road, Baltimore, MD 21229 410.646.2100 x 119	Nursing home and rehabilitation center recruiting for position of GNAs, CNAs, unit secretary.