

Baltimore Talent Dividend Summit

Executive Summary

On Monday, November 9, 2009, 45 prominent CEOs attended the Baltimore Talent Dividend Summit hosted by Ron Daniels, President, Johns Hopkins University and Mark Fetting, Chairman and CEO, Legg Mason, Inc. Attendees represented education, business, philanthropy, and civic entities. During the meeting, participants discussed strategies for achieving the Talent Dividend, which would entail increasing the college attainment rate by one percentage point from 33.3% to 34.3%. In order to achieve the one percentage point Talent Dividend increase, 17,699 additional college graduates are needed in Baltimore.

Unique Ideas from Round Table Discussions

- As a retention strategy, offer local college students the opportunity to have a series of two-week internships with different sectors rather than an internship with a single firm. For instance in Baltimore a student could spend the summer interning with a law firm, an asset management firm and a hospital. This provides a fuller picture of the types of opportunities available in the city and connects students with leaders in different industries.
- To increase success rates in college, have high school students take placement tests for community college while they are still in high school to recognize and address remediation needs before they graduate.
- Have businesses identify staff members with some college but no four-year degree and encourage them to reenroll and complete their degree through flex time, tuition reimbursement and corporate campus workshops.

Follow Up Meeting

A work group met immediately following the November 9 dinner to assess the products of the roundtable discussions. Six action items were identified, five of which were consistently recommended across the six tables, and the sixth added to efficiently realize the desired outcomes.

1. Internships for high school and college students.
2. Employee higher education completion programs.
3. Mentoring of bound-for-college high school students.
4. Improved preparation of high school students to pursue two year college degrees.
5. Making Baltimore a more attractive region for college graduates.
6. Establish a “concierge” type service to manage the action items.

Immediate Next Steps

1. Work group members will contact all participants regarding action items and roles for each organization.