**Present**

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| **Councilmembers\*** | **Title/Affiliation** |
| **Brian S. Cavey** | **- Chairman/Employee Representative** |
| **Shaunta Chapple\***  **Ryan Sackett** | **- Public Representative**  **- Public Representative** |
|  |  |
| **Norbert R. Klusmann, Sr.**  **Neil E. Wilford, Jr.** | **- Employee Representative**  **- Employee Representative** |
|  |  |
| **Stephanie Anderson**  **Michelle L. Butt** | **- Employer Representative**  **- Employer Representative** |
| **David Smarte** | **- Employer Representative** |

***\* Employee David J. Wilson, Sr., Employee Representative Allen B. Clinedinst III, and Employer Representative******s Grant Shmelzer and Leon Bromley notified Director Chris MacLarion that they were unable to attend before the meeting convened. Dr. Chapple arrived while Item 5 was being heard.***

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| **Other Attendees** | **Title/Affiliation** |
| **James Rzepkowski** | **- Assistant Secretary for Workforce Development and Adult Learning (DWDAL), Maryland Department of Labor** |
| **Leza Griffith** | **- Maryland Assistant Attorney General** |
| **Christopher D. MacLarion** | **- Director, Maryland Apprenticeship and Training Program (MATP)** |
| **Ginamarie Best** | **- Program Manager, MATP** |
| **Coral Crawford** | **- MATP** |
| **Kevin L. Hunt** | **- MATP** |
| **Sheila Jackson** | **- MATP** |
| **Faith Ramsburg** | **- MATP** |
| **Jennifer D. Runkles** | **- MATP** |
| **Jane Sinclair** | **- MATP** |
| **Robert J. Zimberoff** | **- MATP** |
| **Charles Wallace** | **- Maryland State Department of Education** |
| **Mary Keller** | **- Maryland Department of Labor** |
| **Georgeta Wainwright** | **- Delaware Elevator** |
| **Pete Meeks** | **- Delaware Elevator** |
| **Mark Berkey** | **- Right Elevator** |
| **Annette Berkey** | **- Right Elevator** |
| **Sharon Ward** | **- Baltimore Alliance for Careers in Healthcare (BACH)** |
| **Bonnie Nay** | **- Lower Shore Workforce Alliance (LSWA)** |
| **Cassidy Feeney** | **- LSWA** |
| **Bob Hendricks** | **- LSWA** |
| **Julie Allen** | **- LSWA** |
| **Jeff Richmond** | **- Howard Community College** |
| **Bronwyn Bates** | **- Howard Community College** |
| **Allen Mowery** | **- Wor-Wic Community College** |
| **John Mitchell** | **- City Light and Power** |
| **Doreen Shahan** | **- ABC Metro Washington** |
| **Shaniqua Brown** | **-Worthington Armstrong Venture (WAVE)** |
| **Adam Cadwallader** | **- WAVE** |
| **Charlotte Marz** | **- Calvert Internal Medicine** |
| **Stephanie Strianse** | **- Dr. Masica Jordan, LLC** |
| **Marie Thomas** | **- Sprinkler Fitters Local 669 JATC** |
| **Chip Williams** | **- Lywood Electric** |
| **Eric Cook** | **- Caroline County Public Schools** |
| **Jerry Follot** | **- MTS Staff – Modest Technologies Solution** |
| **Jill Holland** | **- Somerset County Public Schools** |
| **Jayme Hayes** | **- Junior Achievement of the Eastern Shore** |
| **Chelsea Selby** | **- Junior Achievement of the Eastern Shore** |
| **Abby Charles** | **- Institute for Public Health Innovation (IPHI)** |
| **Nephtalie Dorceus** | **- IPHI** |
| **Cortney Monar** | **- Somerset Technical High School (SCTHS)** |
| **Greg Bozman** | **- SCTHS** |
| **Francesca Urrutia** | **- IBSS Corporation** |
| **Andre Keyser** | **- Appteon Inc.** |

**Chairman Cavey declared a quorum and called the meeting to order at 9:13 a.m. at Delaware Elevator, Inc., 2207 Allen Drive, Salisbury, Maryland 21801.**

**I. OPENING REMARKS AND INTRODUCTIONS**

Chairman Brian Cavey thanked Georgeta Wainwright and Delaware Elevator for accommodating a change of schedule from May 9, 2023 to May 16, 2023 and for hosting this Council meeting. Chairman Cavey invited Assistant Secretary James Rzepkowski to making opening remarks.

Mr. Rzepkowski said he brought greetings from Governor Wes Moore and Maryland Department of Labor Secretary Portia Wu. Mr. Rzepkowski thanked Delaware Elevator for hosting the Council meeting and said he was glad to visit Salisbury and Maryland’s Eastern Shore. Mr. Rzepkowski said the Council was changing and that a number of Councilmembers were reaching the end of their terms, including David Smarte, David J. Wilson, Sr., Ryan Sackett, Leon Bromley, and Allen B. Clinedinst III. Mr. Rzepkowski thanked the outgoing Council members for their dedication and volunteerism. Mr. Rzepkowski said Apprenticeship in Maryland experienced great growth during their terms, going from roughly 7,500 apprentices in 2016 to more than 11,000 as of the date of this Council meeting.

Mr. Rzepkowski said in April, Apprenticeship 2030 Commission legislation passed the Maryland General Assembly and was approved by Governor Wes Moore. The legislation was a result of former and ongoing interest in Apprenticeship from the legislature. Mr. Rzepkowski said the Department of Legislative Services (DLS) would take the lead in the work that comes with the Apprenticeship 2030 Commission, but the Maryland Department of Labor would offer intensive support to DLS.

Mr. Rzepkowski thanked the Council again for its efforts and support in growing Maryland Apprenticeship, and thanked Chairman Cavey for affording him time to speak.

**II.**  **Minutes of the March 14, 2023 Maryland Apprenticeship and Training Council meeting.**

A motion to approve the March minutes was made by Mr. Smarte, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

Chairman Cavey asked Maryland Apprenticeship and Training Program Director Chris MacLarion to present the Director’s Report.

**III. DIRECTOR'S REPORT**

**A.** Mr. MacLarion thanked the Council and attendees for joining the meeting. Mr. MacLarion thanked Delaware Elevator for hosting and accommodating a change in the date of this meeting.

**B.**  Mr. MacLarion said the March 2023 Council meeting agenda was robust, and the agenda for this meeting was robust, and he intended to offer a brief Director’s report in consideration of time.

**C.** Apprenticeship Training Fund update:

* Total Fund Balance as of April 30, 2023, after all obligations: 1,324,235.59
* March contributions: $18,270.30
* April contributions: $19,565.40
* Payments from the fund totaled: $1,500.00

**D.** Mr. MacLarion said the Maryland Apprenticeship and Training Program recently reached an all- time high of 196 active Registered Apprenticeship sponsors.

**E.** Mr. MacLarion said, as of the date of this meeting, there were 10,990 apprentices registered in Maryland. This reflected a dip in the numbers following an all-time high of 12,440 apprentices a few months before this meeting. Mr. MacLarion said many apprentices were graduating and completing their programs at the time of this meeting, and longtime staffer John Taylor was working diligently to process the relevant request for completion documents. Mr. MacLarion said the number of registered apprentices was likely to rise with new enrollments coming through the summer.

**F.** Mr. MacLarion said he had two updates regarding Youth Apprenticeship, formally known as the Apprenticeship Maryland Program (AMP). Mr. MacLarion said, with Garrett County Public Schools and Somerset County Public Schools recently approved to offer Youth Apprenticeship, all 24 school systems in Maryland were participating in the program. As of the date of this meeting, an all-time high of 543 youth apprentices were registered.

**G.** Mr. MacLarion said, as a reminder, a new policy for Youth Apprenticeship was set to take effect on August 1, 2023.

**H.** Mr. MacLarion said a significant number of Registered Apprenticeship program reviews, a total of 14, were included in the agenda for this meeting. Mr. MacLarion said apprenticeship staff continued to conduct reviews with the goal of reviewing each active program every two years. Mr. MacLarion said staff was largely keeping up with this goal, but as Maryland approached 200 active programs, including provisional reviews, staff anticipated a need to increase review capacity to an average of 20 reviews on each Council agenda. Mr. MacLarion said reviews were a crucial program function, but they would likely consume an increasing amount of time at future Council meetings. Mr. MacLarion said, on the agenda for this meeting, reviews would soon be presented for programs with very few issues; but other programs had issues that were discovered by staff as a result of reviews, and had more serious recommendations that were soon to be presented before Council at this meeting. Mr. MacLarion suggested to members of the audience that they stay to hear the results of the reviews which would be presented later in this meeting.

**I.** Mr. MacLarion said Maryland Apprenticeship and Training Program Manager Jeffrey Smith was unable to attend this meeting because he was asked to make a presentation at a U.S. Department of Labor event in Washington, D.C. Mr. MacLarion said Mr. Smith had also recently accepted a new job with the U.S. Department of Labor Office of Apprenticeship in Washington, D.C. Mr. MacLarion said Mr. Smith’s last day in the Maryland office would be later in the month of this meeting.

**J.** Mr. MacLarion said Mr. Taylor regularly attended Council meetings for many decades, but he was unable to attend this meeting because he was at the Baltimore office processing the increased number of completion requests and other updates on behalf of apprentices and sponsors.

Chairman Cavey asked Council members if they had any questions.

A motion to approve the Director’s Report was made by Mr. Klusmann, seconded by Mr. Wilford and unanimously approved (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**IV. OLD BUSINESS**

**A. NEW PROGRAMS:**

**1.** Howard Community College (Jeffrey W. Smith) – Revisions to add the occupation of Child Care Professional with Related Instruction to be provided by Howard Community College located at 10901 Little Patuxent Parkway, Columbia, MD, 21044. (Item 1)

Apprenticeship Navigator Sheila Jackson presented on behalf of Mr. Smith who was unable to attend as previously detailed by Mr. MacLarion.

Ms. Jackson said she was joined by Bronwyn Bates and Jeff Richmond, the Sponsor’s representatives. Ms. Jackson said the Council requested changes to the Standards of Apprenticeship at the March 2023 Council meeting to address previous variances in the length of the program for the occupation of Child Care Professional, as well as other concerns. Ms. Jackson said the Standards were modified to have a specific length to both the on-the-job training and related instruction. Ms. Jackson said the Standards were now uniform as the Council requested at the March 2023 meeting.

A motion to approve these revisions was made by Mr. Smarte, seconded by Ms. Anderson and unanimously approved (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**V. NEW BUSINESS**

**A. NEW PROGRAMS:**

**2.** Institute for Public Health Innovation (Ginamarie Best) – Occupation of Community Health Worker. Related Instruction to be provided in-house, by the sponsor, at their site in Washington, D.C. Request for registration of an Affirmative Action Plan with apprentice selection procedures, goals, and timetables for minority and female apprentices. (Item 2)

Apprenticeship Program Manager Ginamarie Best said she was joined by Nephtalie Dorceus and Abby Charles, the prospective Sponsor’s representatives.

Mr. Klusmann said he had a question about the salary. Mr. Klusmann said the first progression of 50 percent of the journeyworker rate fell below the Maryland Minimum Wage. Ms. Best said this was a prospective group program, that the journeyworker rate was the average, and that employers were aware they must pay at least Maryland Minimum Wage. Mr. Klusmann said he did not see that employers must pay Maryland Minimum Wage in the standards which were up for approval in this item and he would like this to be addressed.

Mr. Klusmann asked if the first progression could be raised to a higher percentage. Mr. MacLarion said raising the first progression might discourage the higher-paying employers from participating in this prospective program.

Chairman Cavey asked if minimum wage language was typically included in standards of apprenticeship or if it could be included in standards of apprenticeship moving forward. Mr. MacLarion said minimum wage language was included in regulations related to apprenticeship. Maryland Assistant Attorney General and Advisor to the Council Leza Griffith said adding minimum wage language to standards of apprenticeship was one way to alleviate an ongoing concern related to Mr. Klusmann’s concern with this item.

Mr. MacLarion cited language from Section 11 – Apprentice Wages in the standards for this item but said the standards do not clearly state that employers must pay minimum wage. Mr. MacLarion said before new programs were presented to Council, the prospective sponsor’s representatives were required to sign a statement that apprentices would receive no less than Maryland Minimum Wage. Mr. MacLarion said staff would consider adding similar language to standards of apprenticeship for new programs going forward. Ms. Griffith said again that adding such language would likely be a simple way to alleviate future concerns regarding Maryland Minimum Wage.

Mr. Klusmann said he trusted staff to appropriately address the concern with the first wage progression and Maryland Minimum Wage.

A motion to approve this new program and Affirmative Action Plan was made by Mr. Wilford, seconded by Ms. Butt and unanimously approved (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**3.** City Light and Power (Faith Ramsburg) – Occupation of Line Maintainer. Related Instruction to be provided by the Tennessee Valley Public Power Association through a combination of in-house and remote instruction. Lab time is also built into the instruction. (Item 3)

Apprenticeship Navigator Faith Ramsburg said she was joined by John Mitchell, the prospective sponsor’s representative.

Mr. Klusmann asked if a Commercial Drivers License was required for apprentices to enter this program. Ms. Ramsburg said a CDL was a requirement for entry. Mr. Klusmann said this was a barrier to entry. Ms. Ramsburg said other programs registered in Maryland require a CDL.

Mr. Klusmann said the laboratories included in the related instruction look like they’re a considerable geographic distance from the employer, with instructional sites in Florida, Alabama and Tennessee, for instance. Ms. Ramsburg said the employer covers travel expenses and apprentices would have some freedom to choose from the various places that offer the trainings and timing the trainings to suit their schedules.

Ms. Ramsburg said the prospective sponsor covered travel expenses and apprentices would get to choose where they would attend the trainings.

Mr. Sackett asked how frequently apprentices would be expected to travel for trainings. Ms. Ramsburg said roughly every six months.

Ms. Anderson said there appeared to be a typographical error in Appendix B where the program was listed as being three years long, but this was clearly a four-year program. Ms. Ramsburg agreed this was an error and the final version of the Standards would be correct.

Ms. Anderson asked if any labs would be provided near Aberdeen, MD. Mr. Wilford said that cross-country travel for training and educational offerings in a safe environment was common for this occupation and this industry.

Ms. Anderson stated that labs were available in seven different states but Maryland was not on the list. Ms. Anderson asked if labs might come to Maryland at a future date. Ms. Ramsburg said the prospective sponsor only anticipated hiring one or two apprentices.

Mr. Klusmann said the Qualifications for Apprenticeship contained barriers to this prospective program that he perceived as gatekeeping. Mr. Klusmann asked if individuals had to have a CDL in order to qualify for this program. A Sponsor’s representative said a CDL was a condition of employment that was typical in the industry. Mr. Klusmann said this was not an inclusive practice.

Mr. MacLarion said this prospective sponsor intended to maintain an under five program, and the CDL requirement was approved by Council for other similar occupations. Mr. MacLarion said he would encourage the prospective sponsor to offer in-house CDL instruction in the future.

Mr. Sackett said adding CDL educational pathways to apprenticeship programs, rather than adding a CDL as a requirement to enter apprenticeship programs would help market apprenticeship and make it more appealing to the Council. Mr. MacLarion asked Mr. Sackett if Mr. Sackett was speaking about this particular item being heard or if hope that Mr. Sackett’s recommendation was for future consideration. Mr. Sackett said the recommendation was for future consideration.

Mr. MacLarion said apprentices would be represented by a bargaining unit, and the bargaining unit had an opportunity to review the prospective standards of apprenticeship.

A motion to approve this new program was made by Mr. Smarte and seconded by Mr. Klusmann, Mr. Wilford abstained, and all other Council members voted yea. (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**4.** Right Elevator, Inc. (Jennifer D. Runkles) – Occupation of Elevator Constructor. Related Instruction to be provided online using curriculum from the National Association of Elevator Contractors and OSHA. Regular, in-person lab time is also included in instruction. Request for registration of an Affirmative Action Plan with apprentice selection procedures, goals, and timetables for minority and female apprentices. (Item 4)

Ms. Runkles said she was joined by Mark Berkey, president, and Ann Berkey education coordinator for the prospective sponsor.

Ms. Runkles presented new copies of an updated lab schedule to Council members.

Mr. Klusmann asked if all the labs were provided in Johnstown, PA. Mr. Sackett asked if travel costs to Johnstown, PA, would be covered by the prospective sponsor, including lodging and travel hours. A Sponsor’s representative said the site work was in western Maryland and Johnstown, PA, was only an hour from the work sites.

Ms. Anderson asked if 26 hours of hands-on education was sufficient; Mr. Smarte answered yes.  
  
A motion to approve this new program and Affirmative Action Plan was made by Mr. Klusmann, seconded by Mr. Wilford and unanimously approved (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**5.** Calvert Internal Medicine Group (Jane Sinclair) – Occupation of Certified Clinical Medical Assistant. Related Instruction to be provided by the College of Southern Maryland. Request for registration of an Affirmative Action Plan with apprentice selection procedures, goals, and timetables for minority and female apprentices. (Item 5)

Ms. Sinclair said she was joined by Charlotte Marz, the prospective sponsor’s representative.

Mr. Sackett said the Qualifications for Apprenticeship required an apprentice to be 18 and have a high school diploma or GED. Mr. Sackett asked if the prospective sponsor considered allowing high schoolers to participate. Ms. Sinclair said the occupation required individuals to be 18 to sit for the exam. Mr. Sackett said someone could possibly be 17 and turn 18 before completing. Ms. Sinclair said she discussed this with the prospective sponsor and the sponsor chose 18 years of age as the entry point.

Mr. Klusmann asked why proof of health insurance was required to enter the program as an apprentice. Ms. Sinclair said this was a requirement of the College of Southern Maryland specifically related to risks to health that come with working in health care such as exposure to infectious diseases. Ms. Sinclair said the health insurance requirement was intended to protect health care workers from such risks. Mr. MacLarion said there were regulations and requirements in this and other occupations which the apprenticeship model had to adhere to.

Mr. Klusmann said he was concerned that new programs such as this prospective sponsor’s program were moving away from what apprenticeship was supposed to be and toward what community colleges would like apprenticeship to be.

Mr. Klusmann said the journeyworker rate for the occupation was a low wage, and asked if it was reasonable to expect that an apprentice could afford health insurance. Mr. MacLarion said there were many low cost or no cost health insurance options available as well as subsidies for health insurance. Mr. MacLarion said the starting apprenticeship pay progression was 97 percent of the journeyworker rate.

Ms. Sinclair said she could contact the college and ask if any affordable health insurance options were available through the college or its partners.

Mr. Klusmann made a motion to deny this new program but Mr. Klusmann’s motion did not receive a second (Mr. Bromley, Dr. Chapple, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

After Mr. Klusmann’s motion did not receive a second, Mr. Sackett asked if the employer could offer health insurance up front. Mr. MacLarion said staff, in all likelihood, could not require an employer to provide health insurance up front.

Mr. Klusmann said there’s a significant difference between starting a new job with health insurance benefits on day one as opposed to receiving health insurance benefits a month or many months after starting a new job.

Chairman Cavey asked the prospective sponsor’s representative if health insurance benefits would be offered up front to apprentices. The sponsor’s representative said health insurance benefits would be available after 30 days of employment. Chairman Cavey asked when related instruction would begin. The sponsor’s representative said the related instruction would begin at day one of the program. Chairman Cavey said then an apprentice couldn’t be an employee because the apprentice couldn’t start instruction without health insurance. Chairman Cavey said if health insurance was required for instruction on day one, then health insurance should be offered to apprentices on day one of employment. Chairman Cavey asked how an apprentice could be expected to have insurance on day one of the instruction if insurance on day one of employment was unavailable.

Mr. Klusmann, Chairman Cavey, Mr. MacLarion, Ms. Sinclair and the prospective sponsor’s representative discussed alternative health insurance offerings, such as offerings through the Maryland Health Exchange. Mr. MacLarion said, in all likelihood, in cases of unemployment or minimal employment, potential apprentices would have or could obtain a health insurance plan at little or no cost before entering the apprenticeship program.

Mr. Wilford asked if other colleges had similar policies for requiring health insurance. Ms. Sinclair said that Maryland colleges generally had similar health insurance policies related to occupations in health care. Mr. Wilford asked if apprentices could work 30 days then start school. Ms. Sinclair said this prospective sponsor already had two potential apprentices in mind for this prospective program, and based on timing, it was important that this prospective sponsor be approved at this Council meeting; Ms. Sinclair said starting work 30 days before school would not be possible for the two potential apprentices the prospective sponsor intended to register if this program were to be approved by Council. Ms. Sinclair said the two potential apprentices would likely not be registered if this item was not approved at this meeting, and a motivating factor for the prospective sponsor to bring this program forward for approval was to enable the prospective sponsor to cover financial costs of related instruction for the two potential apprentices who would otherwise have to pay out of pocket for the instruction.

Councilmember Dr. Shaunta Chapple arrived at this point in the meeting. She was not present for Mr. Klusmann’s previous motion on this item.

Mr. Sackett made a motion to table this item to the next Council meeting. Chairman Cavey asked if there were any questions on the motion.

Mr. MacLarion asked the Council to pause for a moment. Mr. MacLarion said the related instruction was scheduled to begin soon, the prospective sponsor intended to register apprentices soon after this meeting, and tabling this item would negatively impact the prospective sponsor’s ability to register apprentices.

Chairman Cavey asked the prospective sponsor’s representative when the potential apprentices would be hired. The prospective sponsor’s representative said the potential apprentices would be registered roughly two weeks from this meeting if the program was approved, and the related instruction was set to begin in two weeks as well.

Mr. MacLarion said the related instruction and certification for this occupation would cost roughly $3,500 per apprentice, and without apprenticeship, this cost would be absorbed by the potential apprentices; but if this program were to be approved, the new sponsor would then absorb the costs. Mr. MacLarion said staff brought this item forward in consideration of the apprentices. “We’re here to protect the apprentice,” Mr. MacLarion said. Mr. MacLarion said classes were set to start in two weeks, and the prospective sponsor had hoped to get at least two apprentices in those classes. Mr. Klusmann said he understood Mr. MacLarion’s points, but, “I can’t go down that road nibbling away at bona fide apprenticeship programs.”

Mr. Sackett’s motion to table this item to the next Council meeting was seconded by Mr. Smarte, Dr. Chapple arrived at this meeting after Mr. Sackett’s motion but before this vote and abstained, and all other Council members voted yea (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**B. PROGRAM REVISIONS:**

1. Dr. Masica Jordan, LLC (Ginamarie Best) – Request for updates to be made to their existing Standards of Apprenticeship. These changes include: the removal of the word “certified” from the occupation title, modification of the work progress schedule to clarify that an additional 25 hours of supervisory experience are required in order to become certified, and clarification to note that Related Instruction will occur both in-person and virtually. (Item 6)

Ms. Best said she was joined by Stephanie Strianse, the Sponsor’s representative.

Mr. Sackett asked if a certification was required for the occupation in order to operate in the field. Ms. Best said no, people can work in the occupation without a certification and the certification was offered through a separate entity.

Mr. Wilford asked if this program was more similar to a pre-apprenticeship rather than a fully fledged Registered Apprenticeship program. Ms. Best answered that this was a fully fledged RA program.

Mr. Sackett asked if the employer pays for the certification. Ms. Best answered yes.

A motion to approve this revision was made by Mr. Smarte, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Modest Technology Solutions, LLC (Ginamarie Best) – Request for registration of updated Standards of Apprenticeship for its one registered occupation of Training and Development Specialist. (Item 7)

Ms. Best said she was joined by Jerry Follot, CEO, owner and the Sponsor’s representative.

Mr. Klusmann asked if this revision added more classroom hours. Ms. Best answered yes.

A motion to approve this revision was made by Mr. Klusmann, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Worthington Armstrong Venture (WAVE) (Faith Ramsburg) – Revisions to modify the Related Instruction curriculum for the occupation of Tool and Die Maker. Specifically, the request seeks to remove 13 classes as currently provided by Penn Foster and to replace these with 15 new, more relevant classes. (Item 8)

Ms. Ramsburg said she was joined by Adam Cadwallader, general manager, and Shaniqua Brown, the Sponsor’s representatives.

A motion to approve this revision was made by Mr. Sackett, seconded by Mr. Klusmann and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Baltimore Alliance for Careers in Healthcare (Faith Ramsburg) – Revisions to add the occupation of Certified Nursing Assistant with Related Instruction to be provided by the Community College of Baltimore County. Additionally, the sponsor requests the addition of School-to-Apprenticeship language within their Standards of Apprenticeship. (Item 9)

Ms. Ramsburg said she was joined by Sharon Ward, the Sponsor’s representative.

Dr. Chapple asked if there was a baseline test for acceptance into this program. The Sponsor’s representative answered no. Dr. Chapple asked if the Sponsor considered administering a baseline test for math and reading proficiency. The Sponsor’s representative said the Sponsor follows Community College of Baltimore County guidelines and CCBC did not require baseline testing.

Mr. Klusmann asked if apprentices who completed this program would become CNAs and the Sponsor’s representative answered yes.

A motion to approve this revision was made by Dr. Chapple, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**5.** Parker Plastics (Jennifer D. Runkles) – Revisions for the addition of two new sites for the delivery of Related Instruction classes (Hagerstown Community College and Blue Ridge Community and Technical College). (Item 10)

Ms. Runkles said the Sponsor’s representative who planned to attend this meeting fell ill and was unable to attend. Ms. Runkles asked for this item to be tabled to the next meeting and it was tabled to the next meeting by Chairman Cavey.

**6.** ASP d/b/a/ Emerging Technology Apprenticeship Program (Jeffrey W. Smith) – Request for the addition of the following six occupations: APPLICATION SPECIALIST, TECHNOLOGY PROJECT SPECIALIST, CYBER DEFENSE INCIDENT RESPONDER, CONTROLS SPECIALIST, SYSTEMS SPECIALIST, and INTEGRATION DESIGN SPECIALIST. Related Instruction to be provided by the sponsor in-house. The sponsor also requests an update of their contact address. (Item 11)

Ms. Jackson presented on behalf of Mr. Smith who was unable to attend. Ms. Jackson said she was joined by Andre Keyser, the Sponsor’s representative.

Mr. Klusmann asked if the web-based learning was self paced or provided in a virtual classroom. The Sponsor’s representative said the instruction was presented by web-based instructors in coordination with student schedules.

Ms. Anderson asked if Control Specialists would learn what HVAC technicians and others do but would not receive hands-on instruction. Mr. Keyser said hands-on instruction for Control Specialists was not included.

Mr. Smarte said the schedule for related instruction was to be determined and asked how the total hours were calculated. Chairman Cavey said the occupations listed the total hours for the respective years. Mr. Smarte said the Chairman was correct, but a more detailed breakdown of hours per week or something to that effect was not included. Mr. Smarte said he understood why exact schedules were not included but hours per class or per week, for example, should have been included.

Ms. Anderson asked if the Control Technician scope of work included HVAC applications that would require a State of Maryland license. The Sponsor’s representative said Control Technician would learn HVAC theory, but the scope of work did not include applications that would require a Maryland HVAC license. Ms. Anderson asked if a Control Technician apprentice would train under a journeyworker with an HVAC license. The Sponsor’s representative answered no because HVAC work processes were not within the scope of work. Mr. MacLarion said Control Technician was similar to Stationary Engineer. Mr. MacLarion said Control Technicians would be trained to diagnose mechanical issues but any potential repairs necessitating a Maryland occupational license would be completed by individuals with the appropriate occupational licenses.

Mr. Sackett asked if Emerging Technology was the educational provider. The Sponsor’s representative answered yes. Mr. Sackett asked if the educational provider was successful in other areas. The Sponsor’s representative said the educational provider was operating successfully in Florida.

Mr. Smarte asked how many hours were provided per instructional session. The Sponsor’s representative said he was uncertain. Mr. Smarte asked how long the classes were. The Sponsor’s representative said the education was module based, the sessions would be recorded, timed, and would vary from apprentice to apprentice. Mr. Smarte said educational providers commonly studied something like 50 individuals to determine an average length of classes or educational sessions. The Sponsor’s representative said the educational provider has conducted such a study, but the length of educational sessions varied wildly. Mr. Smarte said it was still possible to measure an average.

Dr. Chapple asked if the educational provider had a learning management system that could provide data to alleviate Mr. Smarte’s concerns. The Sponsor’s representative said that he personally did not have access to a learning management system but such information might be available. The Sponsor’s representative said the educational provider conducted a significant amount of research to establish the number of instructional hours per year.

Mr. Smarte said he would like to know the average number of hours per individual module.

A motion was made by Mr. Smarte to conditionally approve this revision with the condition that a provisional review be conducted within one year and the average number of hours per instructional module be included in the staff report from this review; Mr. Klusmann seconded Mr. Smarte’s motion and this was unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**7.** Howard Community College (Jeffrey W. Smith) – Request to modify the On-the-Job Learning for the occupations of: Information Systems Security Engineer, IT Field Support Specialist, Level 1, Computer Systems Engineer/Architect, and Biomedical Engineering Technician. Related Instruction will continue to be provided by Howard Community College located at 10901 Little Patuxent Parkway, Columbia, MD, 21044. (Item 12)  
  
Ms. Jackson presented on behalf of Mr. Smith who could not attend this meeting.

Mr. Klusmann said the journeyworker pay rates for some of the occupations included with the packet for this item appeared to be out of date. Mr. Klusmann said the journeyworker rates were likely raised for some occupations and asked if the journeyworker rates could be updated. Mr. MacLarion said certain events, such as a full compliance review, or updates requested by sponsors, typically triggered such journeyworker rate updates. Mr. MacLarion said staff would see if such updates were coming due.

Mr. Sackett said the length of the programs changed for some of the occupations. Mr. Sackett asked if the progressive wage schedule and percentages were also adjusted accordingly. Mr. MacLarion said the progressive wages that were impacted met the appropriate regulations.

A motion to approve this revision was made by Mr. Klusmann, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**8.** Smoothstack (Jeffrey W. Smith) – Revisions to convert the On-the Job Learning model for the occupation of Junior Software Developer to be a Competency-Based program, rather than remaining as a Time-Based one. Additionally, the Related Instruction is being updated. The same content is covered; it will now be organized into modules which will help with the administration of the Related Instruction. The Progressive Wage Scale is also changing to reflect periods as opposed to hours. (Item 13)

Ms. Jackson presented on behalf of Mr. Smith who was unable to attend. Ms. Jackson said she was joined by Mr. Keyser, the Sponsor’s representative.

Mr. Klusmann asked if a Junior Software Developer could become a Senior Software Developer and if there was a defined pathway from junior to senior. Mr. Keyser said the Junior Software Developer was the entry point with entry level certifications. Mr. Keyser said there were many various certifications that could be applied to reach a senior level in the occupations, but there was not a clearly defined pathway. Mr. Klusmann asked if a junior level developer could test up to a senior level. Mr. Keyser said there was not a test or a standard pathway.

Mr. Smarte made a motion to conditionally approve this revision with the condition that staff include the average number of hours per class in the report that is produced from the next compliance review; Mr. Klusmann seconded Mr. Smarte’s motion and this was unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**C. PROVISIONAL REVIEWS:**

**1.** East End Driving and Placement Service (Christopher D. MacLarion). (Item 14)

Mr. MacLarion said staff rarely conducts a provisional review as early in the life of a new Registered Apprenticeship program as was conducted for this Sponsor. Mr. MacLarion said soon after this program was registered, staff began to field egregious complaints from individuals claiming to be apprentices registered by this Sponsor.

Mr. MacLarion said, as a result of this provisional review and related staff findings, that staff recommended that the Sponsor’s provisional status be revoked and that the program be deregistered. Mr. MacLarion said staff took the preliminary action of notifying all apprentices of possible remedies with the Maryland Department of Labor Division of Labor and Industry's Employment Standards Service (ESS) to file a complaint for not being paid.

Mr. MacLarion said staff recommended that the Council find that reasonable cause existed to proceed with formal deregistration since a reasonable period of time for voluntary

corrective action had already been provided to the Sponsor.

Mr. MacLarion said staff requested permission to notify the Sponsor of violations and all required remedies.

Mr. MacLarion said staff requested permission to proceed with a notice of failure to correct should the remedies not be completed within thirty days. Mr. MacLarion said upon receipt of the notice of failure to correct, the sponsor would have fifteen days to request a hearing with OAH. If no hearing were to be requested, a final report would be sent to the Council for final determination.

A motion to follow staff recommendations including deregistration proceedings was made by Mr. Smarte, seconded by Mr. Klusmann and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

After the motion and vote on this item, Ms. Anderson asked if apprentices would receive assistance in finding new jobs. Mr. MacLarion said apprentices were receiving and would continue to receive numerous supports from the Maryland Department of Labor and its partners.

**D. PROGRAM REVIEWS [Five (5) or More Apprentices]:**

1. Chesapeake Sprinkler (Christopher D. MacLarion). (Item 15)

Mr. Sackett asked when the clock would reset for the timing of the next review. Mr. MacLarion said the clock would reset as of the date of this Council meeting, and staff recommended conducting another review in two years per usual.

A motion to approve this review was made by Mr. Klusmann, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Mid-Atlantic Carpenter’s Training Center-Washington, DC (Coral Crawford). (Item 16)

Mr. Sackett asked why attrition was high and why roughly five out of fifty apprentices were on the path to completion. Ms. Crawford said no conclusive reason for the attrition was found and that was why she recommended to the Sponsor that it conduct exit interviews when apprentices leave the program.

A motion to approve this review was made by Mr. Klusmann, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

After the vote on this item, Mr. MacLarion said there were very high attrition rates for one of the occupations because of COVID-19 Pandemic. Mr. Sackett asked if there was any recourse for MATP staff. Mr. MacLarion said there was no direct recourse unless there were other issues as well. Mr. Klusmann said roughly 90 percent of employees in construction were terminated because they didn’t show up to work. Mr. Smarte said it would generally cost an employer more to keep rehiring; employers don’t necessarily want to lose people, but they had to be replaced because of the timeliness of construction projects. Mr. Klusmann said employers had to replace employees in construction because the jobs needed to be finished on time. Mr. MacLarion said other construction RA programs also have low completion rates.

1. Washington, DC Joint Plumbing Apprenticeship and Training Committee, Local Union #26 (Coral Crawford). (Item 17)

A motion to approve this review was made by Mr. Smarte, seconded by Mr. Wilford and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers, Local 568 JATC (Coral Crawford). (Item 18)

A motion to approve this review including staff recommendations was made by Mr. Smarte, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. International Union of Elevator Constructors, Local #7 (Coral Crawford). (Item 19)

Ms. Crawford said staff recommended approval of this review with the following recommendations: The Sponsor shall conduct outreach as agreed to in ths Sponsor’s Affirmative Action Plan and in accordance with the requirement under Title 29 of

the Code of Federal Regulations Part 30; the Sponsor shall document outreach activity and supply advertisements and flyers from the activities the Sponsor participated in; the Sponsor shall include dates on a spreadsheet of all applicants to indicate what year the applicants applied for the program; and another review to be conducted in one year.

Mr. Klusmann asked what the Sponsor would do to increase the pool of minority applicants. Mr. Klusmann asked if there was a possible corrective action. Ms. Crawford said staff recommended conducting another review in one year, and this review might cause staff to recommend further corrective actions.

Mr. MacLarion said there were challenges to increasing the pool of minority applicants, but staff could work with this and other sponsors to identify barriers and work intensively with sponsors to remove or reduce the barriers when possible. Mr. MacLarion said if and when barriers were identified, staff would work with RA programs to adjust accordingly. Mr. MacLarion illustrated solutions such as pre-apprenticeship and intensive test preparation courses as examples of potential remedies to low minority participation.

Mr. MacLarion said he and Ms. Crawford would be happy to sit with the JATC to consider how to increase the number of minority applicants to this program.

Chairman Cavey said he thought this Sponsor did not conduct regular recruitments and recruited as needed. Mr. MacLarion explained the Sponsor’s recruitment process and how outreach was conducted.

A motion to approve this review including staff recommendations was made by Mr. Smarte, seconded by Mr. Wilford and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Howard Community College (Coral Crawford). (Item 20)

Mr. Klusmann asked if Support Specialist One could test into Support Specialist Two. A Sponsor’s representative answered that these were separate occupations.

Mr. Wilford said there was a typographical error in Part C of the report that listed 83000 hours of on-the-job training. Mr. MacLarion said this error would be corrected in the final report.

A motion to approve this review was made by Mr. Klusmann, seconded by Ms. Anderson and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Maryland Building Industry Association (Sheila Jackson). (Item 21)

Ms. Jackson said staff recommended quarterly check ins with this Sponsor.

A motion to approve this review including staff recommendations was made by Mr. Wilford, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**E. PROGRAM REVIEWS [Fewer Than Five (5) Apprentices]:**

**1.** The following program review was performed and the program was found to be conducted in a satisfactory manner. [No Council Action Required]:

a. Badger Electric, Inc. – Occupation of: Electrician (Coral Crawford). (Item 22)

b. Cooper Electrical Services – Occupation of: Electrician (Coral Crawford). (Item 23)

c. G. A. Smith – Occupation of: Electrician (Coral Crawford). (Item 24)

d. Bauguess Electrical Services, Inc. – Occupation of: Electrician (Coral Crawford). (Item 25)

e. MW Industries, Inc. – Occupation of: Tool and Die Maker (Coral Crawford). (Item 26)

f. Frederick Community College – Occupations of: Biological Technician, Accounting Technician, and Emergency Management Specialist (Jennifer D. Runkles). (Item 27)

**F. VOLUNTARY REQUESTS FOR CANCELLATION OF STANDARDS OF APPRENTICESHIP:**

1. Cap Electrical, Inc. Effective April 3, 2023. (Item 28)

A motion to approve this voluntary cancellation was made by Mr. Klusmann, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**G. OTHER BUSINESS:**

1. Road Sprinkler Fitters Local Union 669 JATC – Request for registration of one apprentice Sprinkler Fitter with credit beyond the fifty percent (50%) level for On-the-Job Learning (Sheila Jackson). (Item 29)

Ms. Anderson asked why certifications or other evidence that shows this credit was warranted was not provided in the packet for this item. Mr. MacLarion said such documentation contains Personal Identifying Information and other sensitive information so the documents were intentionally not provided but these documents were in a secure file at the Department of Labor office.

A motion to approve this credit was made by Mr. Klusmann, seconded by Mr. Smarte and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Nickle Electrical Companies – Request for registration of four apprentice Electricians with credit beyond the fifty percent (50%) level for On-the-Job Learning and/or Related Instruction (Robert J. Zimberoff). (Item 30)

A motion to approve this credit was made by Mr. Sackett, second by Mr. Wilford, Mr. Smarte abstained, and all other Councilmembers voted yea (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Lywood Electrical Incorporated – Request for registration of one apprentice Electrician with credit beyond the fifty percent (50%) level for On-the-Job Learning and Related Instruction (Robert J. Zimberoff). (Item 31)

A motion to approve this credit was made by Mr. Klusmann, seconded by Mr. Wilford, Mr. Smarte abstained, and all other Councilmembers voted yea (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. IBSS Corp. – Request for After-the-Fact Registration and Completion for two apprentices (Sheila Jackson). (Item 32)

Mr. Sackett asked if this Sponsor was in the compliance review process as of the date of this meeting. Mr. MacLarion answered yes.

A motion to approve this after-the-fact registration and completion was made by Mr. Klusmann, seconded by Mr. Sackett and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Request for the approval of The Donaldson Group to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 33)

Chairman Cavey said items 33 through 82 were all Apprenticeship Maryland Program (Youth Apprenticeship) eligible employer approvals and asked Councilmembers how they would like to proceed.

A motion to group items 33 through 82 together in one vote was made by Mr. Sackett, seconded by Mr. Klusmann and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

A motion to approve items 33 through 82 was made by Mr. Wilford and seconded by Mr. Smarte, Mr. Sackett abstained and all other Councilmembers voted yea (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

1. Request for the approval of Excluservice, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 34)

*See Item 33*

1. Request for the approval of Guardian Realty Management to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 35)

*See Item 33*

1. Request for the approval of Easterseals to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 36)

*See Item 33*

1. Request for the approval of Legend Management Group to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 37)

*See Item 33*

1. Request for the approval of Howard County General Hospital to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Sheila Jackson). (Item 38)

*See Item 33*

1. Request for the approval of Lib’s Grill to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 39)

*See Item 33*

1. Request for the approval of Key Point Health Services, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 40)

*See Item 33*

**13.** Request for the approval of Defense Interns to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 41)

*See Item 33*

**14.** Request for the approval of JSI Automotive to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 42)

*See Item 33*

**15.** Request for the approval of Adams Chevrolet, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 43)

*See Item 33*

**16.** Request for the approval of Avena Contracting, LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 44)

*See Item 33*

**17.** Request for the approval of Sheraton Baltimore - North to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 45)

*See Item 33*

**18.** Request for the approval of Northern Contracting to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 46)

*See Item 33*

**19.** Request for the approval of Developing Minds Quality Infant and Child Care Center, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 47)

*See Item 33*

**20.** Request for the approval of Quantum Controls, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 48)

*See Item 33*

**21.** Request for the approval of Modular Components National, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 49)

*See Item 33*

**22.** Request for the approval of Constellation Home to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 50)

*See Item 33*

**23.** Request for the approval of the General Ship Repair, Corp. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 51)

*See Item 33*

**24.** Request for the approval of Harford County Government to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Faith Ramsburg). (Item 52)

*See Item 33*

**25.** Request for the approval of Antietam Tractor & Equipment, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 53)

*See Item 33*

**26.** Request for the approval of Fort Frederick State Park to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 54)

*See Item 33*

**27.** Request for the approval of The Llewellyn Group to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 55)

*See Item 33*

**28.** Request for the approval of Bella Salon & Spa to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 56)

*See Item 33*

**29.** Request for the approval of Plane Care, LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 57)

*See Item 33*

**30.** Request for the approval of Donald W. Guyton, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 58)

*See Item 33*

**31.** Request for the approval of Country Meadows of Frederick Associates, LLP to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 59)

*See Item 33*

**32.** Request for the approval of Nymeo Federal Credit Union to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 60)

*See Item 33*

**33.** Request for the approval of Beckley’s Enterprises, LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 61)

*See Item 33*

**34.** Request for the approval of Bloom House Bookkeeping to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 62)

*See Item 33*

**35.** Request for the approval of Family Farm & Home to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 63)

*See Item 33*

**36.** Request for the approval of Albeniz Care Agency to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jennifer D. Runkles). (Item 64)

*See Item 33*

**37.** Request for the approval of Charles County Government to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 65)

*See Item 33*

**38.** Request for the approval of Stella’s Girls, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 66)

*See Item 33*

**39.** Request for the approval of Busy Corner Buggies to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 67)

*See Item 33*

**40.** Request for the approval of ABSI Aerospace & Defense to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 68)

*See Item 33*

**41.** Request for the approval of CACI.INC-FEDERAL to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 69)

*See Item 33*

**42.** Request for the approval of Global Technology & Management Resources, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 70)

*See Item 33*

**43.** Request for the approval of MedStar Shah MSO, LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 71)

*See Item 33*

**44.** Request for the approval of the St. Mary’s County Chamber of Commerce to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 72)

*See Item 33*

**45.** Request for the approval of University of Maryland, A. James Clark School of Engineering – MATRIX Labs to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 73)

*See Item 33*

**46.** Request for the approval of A&G Electric, LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Jane Sinclair). (Item 74)

*See Item 33*

**47.** Request for the approval of Daffin Marine Service, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 75)

*See Item 33*

**48.** Request for the approval of Talbot County Government to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 76)

*See Item 33*

**49.** Request for the approval of Joshua M. Freeman Foundation to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 77)

*See Item 33*

**50.** Request for the approval of Seaside Plumbing, Inc. to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 78)

*See Item 33*

**51.** Request for the approval of Fish Tales Bar and Grill to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 79)

*See Item 33*

**52.** Request for the approval of Critchlow Adkins Children’s Centers to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 80)

*See Item 33*

**53.** Request for the approval of ED Supply to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 81)

*See Item 33*

**54.** Request for the approval of Burley Building Company LLC to be an eligible employer for the Apprenticeship Maryland Program (Youth) (Robert J. Zimberoff). (Item 82)

*See Item 33*

**VI. SUPPLEMENTAL AGENDA – NEW BUSINESS**

**G. OTHER BUSINESS**

**55.** Washington, DC Electricians JATC, IBEW, Local Union #26 – Request for registration of one apprentice Electrician with credit beyond the fifty percent (50%) level for On-the-Job Learning and/or Related Instruction (Ginamarie Best). (Item 83)

A motion to approve this registration beyond 50 percent was made by Mr. Smarte, seconded by Mr. Klusmann and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**56.** Associated Builders and Contractors, Metropolitan Washington Chapter – Request for registration of one apprentice Electrician with credit beyond the fifty percent (50%) level for On-the-Job Learning and/or Related Instruction (Ginamarie Best). (Item 84)

A motion to approve this registration beyond 50 percent was made by Mr. Smarte, seconded by Mr. Klusmann and unanimously approved (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

**VII. CLOSING COMMENTS**

Mr. Sackett said he really appreciated his time on the Council and the insight he gained by serving in his role as Councilmember. Mr. Sackett said he looked forward to continuing to work with the Council and other stakeholders for the benefit of Registered Apprenticeship and Youth Apprenticeship in Maryland. Mr. Sackett offered to host a future meeting to discuss the challenges of Youth Apprenticeship.

Mr. Smarte thanked the Council for its work during his tenure and said he enjoyed his time on the Council.

Chairman Cavey and Mr. MacLarion thanked Mr. Sackett and Mr. Smarte for their service.

**VIII. ADJOURNMENT**

Chairman Cavey entertained a motion to adjourn.

A motion to adjourn was made by Mr. Wilford, seconded by Mr. Klusmann and the meeting adjourned (Mr. Bromley, Mr. Clinedinst, Mr. Shmelzer and Mr. Wilson absent).

Respectfully Submitted,

Christopher D. MacLarion

Secretary

Maryland Apprenticeship and Training Council