



Youth Apprenticeship Advisory Committee

April 27, 2017 Meeting

Minutes

Attendees: Chairman Grant Schmelzer, DLLR Secretary Kelly Schulz, DLLR Assistant Secretary James Rzepkowski, DLLR Deputy Assistant Secretary Brandon Butler, Bret Schreiber, Christopher MacLarion, David Thaler, Ed Cluster, John Vontran, Jennifer Griffin, Jill McClune, Rob Minnick, Jeffrey Smith, Sean Weaver

I. Welcome and Introductions

Chairman Schmelzer called the meeting to order at 10:03 AM. Members were welcomed to the meeting, and offered a brief overview of the topics to be discussed during the meeting.

II. Discussion Regarding Status of Youth Apprenticeship Pilot Program

Deputy Assistant Secretary Butler provided the committee with an update regarding the current statistics associated with the Youth Apprenticeship Pilot Program in Frederick County. As of the date of this meeting, thirteen youth apprentices are enrolled and participating in the program. The Independent Electrical Contractors (IEC) continue to be involved in facilitating additional placements. Committee member Minnick has also been involved in direct outreach to HVAC contractors in Frederick County in order to enlist additional business participants in the pilot program.

The committee then had an extended discussion with regard to additional strategies that should be considered so as to continue to grow the pilot program. Most prominently, mention was made of utilizing new Maryland Apprenticeship and Training Program staff (Navigators) to conduct direct program outreach to employers within Frederick County. It was also requested that immediate outreach be conducted with Ruppert Landscaping and Second Chances Garage.

With regard to Washington County, staff noted that there have been challenges in gaining traction for the pilot program. Chairman Schmelzer indicated that he would be traveling to Hagerstown to speak with representatives from Volvo, as well as to individual IEC member contractors. DLLR Secretary Schulz indicated that she would arrange to speak

with the Washington County Commissioners, both to educate them about the youth apprenticeship pilot program and its benefits, as well as to enlist their support in implementing the program in their county. DLLR Deputy Assistant Secretary Butler indicated that he would reach out to the members of the Washington County apprenticeship advisory group in order to help ramp up their level of engagement.

Chairman Schmelzer also suggested that it might be worthwhile to schedule the September 2017 advisory committee meeting at a site in Washington County. DLLR staff indicated that they would explore this possibility.

Lastly, it was suggested that discussion should occur to explore the possibility of the Maryland State Department of Education providing DLLR with the names of business that currently participate in Career and Technical Education (CTE) programs, with the intent of expanding our range of business outreach. DLLR Secretary Schulz encouraged business members of the advisory group to reach out also to businesses that they know who already conduct summer youth employment; encouraging these business to consider the youth apprenticeship model for these activities.

III. Discussion Regarding Requirements Related to Senate Bill 317 – *More Jobs for Marylanders Act of 2017*

DLLR Deputy Assistant Secretary Butler provided the advisory committee with a review of the apprenticeship related provisions of Senate Bill 317 – More Jobs for Marylanders Act.

The marquee provision of this Administration bill establishes an income tax credit for specified manufacturing businesses in certain jurisdictions if the businesses increase employment and offer ongoing job skills enhancement training. With regard to apprenticeship, the bill includes the following provisions.

1. Income Tax – Apprenticeship Tax Credit

The bill creates a tax credit against the State income tax for individuals or corporations that employ an apprentice for at least seven months during a taxable year in an apprenticeship program registered with the Maryland Apprenticeship and Training Council (MATC). The income tax credit is equal to the lesser of \$1,000 for each apprentice or the taxpayer's tax liability for the first year of an eligible apprentice's employment. In order to qualify for the tax credit, the apprentice must be employed for at least seven full months of the taxable year. The credit may be carried forward to succeeding tax years until the full amount of the credit is claimed. The taxpayer claiming the credit must attach specified proof of eligibility to the taxpayer's return, and the Department of Labor, Licensing, and Regulation (DLLR) may approve tax credits of up to \$500,000 annually. DLLR must adopt regulations to implement the tax credit and specify criteria and procedures relating to the tax credit.

2. Apprenticeship Training Programs

The Maryland State Department of Education (MSDE), DLLR, and the Maryland Longitudinal Data System (MLDS) Center must jointly determine ways to expand and analyze available data, including participation in career and technology education courses, relating to individuals who participate in registered apprenticeship training programs. On or before September 1, 2017, MSDE and DLLR must jointly report to the General Assembly regarding the results of the discussions and determinations.

The Division of Workforce Development and Adult Learning (DWDAL) within DLLR must collaborate with State departments and their exclusive representatives to identify, before January 1, 2018, opportunities to create registered apprenticeship programs to help address the career workforce needs of those departments. The division must identify opportunities to create registered apprenticeship programs, including specified goals.

DLLR must explore ways to combine the Youth Apprenticeship Pilot Program with the Apprenticeship and Training Program and report to the General Assembly regarding its findings and recommendations by December 1, 2018.

The bill requires the State Board of Education (SBE), in consultation with DLLR and the Governor's Workforce Development Board (GWDB), to develop statewide goals each year from 2018 through 2024. The ultimate goal is that by January 1, 2025, 45% of high school students successfully complete a career and technical education (CTE) program, earn industry-recognized occupational or skill credentials, or complete a registered youth or other apprenticeship before graduating high school.

Also by December 1, 2017, the SBE must develop a method to consider a student's attainment of a State-approved industry credential as equivalent to earning a score of three (3) or better on an advanced placement examination for purposes of the Maryland Accountability Program. This must take place if the student was enrolled in, and earned the credential aligned with, the State-approved CTE program of study at the concentrator level or higher or successfully completed an apprenticeship program approved by MATC. By December 1, 2017, and annually thereafter, SBE must report to the Governor and the General Assembly on the progress toward attaining specified goals.

3. Workforce Development Sequence Scholarships

The bill establishes Workforce Development Sequence Scholarships for eligible students who are enrolled in a program at a community college composed of courses that are related to job preparation or an apprenticeship, licensure or certification, or job skills enhancement. The Governor must annually include an appropriation of \$2.0 million in the State budget to the Maryland Higher Education Commission (MHEC) for the scholarships. To be eligible for a scholarship, a student must be a Maryland resident or have graduated from a Maryland high school and be enrolled at a community college in

the State in a Workforce Development Sequence. An eligible individual may apply to the Office of Student Financial Assistance (OSFA) for a scholarship. An award may be used for tuition, mandatory fees, and other associated costs of attendance. The annual amount of a scholarship awarded to an eligible student may not exceed \$2,000. By **December 1** each year, MHEC must report to the General Assembly on specified information regarding the number and amount of scholarships awarded for the prior fiscal year.

IV. Discussion Regarding Site Visits Related to Youth Apprenticeship

DLLR Deputy Assistant Secretary Butler provided the advisory committee with a report regarding two upcoming site visits to both interact with this committee, as well as to visit youth apprenticeship job sites. Specifically, the New America Foundation is presently drafting a report related to workforce development for Siemens. They would like to include the work of the Youth Apprenticeship Advisory Committee and the pilot program within this report.


Additionally the US Department of Labor and the US Department of Education have made a request to conduct similar site visits and meetings, ideally sometime during June 2017. DLLR staff indicated that they would work with the advisory committee and other necessary partners to facilitate the coordination of these visits.

V. Other Business

Chairman Schmelzer indicated that, given the proximity of the advisory committee's typical meeting date scheduling, the May 2017 meeting of the group would occur via teleconference. In closing, DLLR Secretary Schulz thanked the members of the advisory group for their work, and encouraged them to keep up the good work.

Chairman Schmelzer adjourned the meeting at 11:10 AM.

Respectfully submitted,



April 27, 2017

**REMINDER – Our next meeting (via teleconference) is scheduled for
Thursday, May 25, 2017**