

**Youth Apprenticeship Advisory Committee**

***July 20, 2022 Meeting***

Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Chris MacLarion, Michelle Butt, Jeffrey Smith, Marquita Friday, Jennifer Griffin, Shauntia Lindsay, Jason Hardebeck, Wendy Moore, Sarah Sheppard, Jill McClune, Jane Sinclair, Sheila Jackson, Jennifer Runkles, Lloyd Day, Faith Ramsburg, Chuck Marquette

1. **Welcome and Introductions**

The meeting was convened at 8:00 AM by Chairperson Grant Shmelzer.

1. **Approval of Minutes**

Jason Hardeback made a motion to approve the 05-18-2022 minutes and it was seconded by Michelle Butt. The minutes were approved unanimously.

1. **Discussion Regarding Status of Apprenticeship Maryland Program (AMP)**
2. Number of Total Youth Apprentices

2016-2017 School Year: 11

2017-2018 School Year: 27 (12 FCPS; 15 WCPS)

2018-2019 School Year: 47 (23 FCPS; 23 WCPS; TCPS 1)

2019-2020 School Year: 74 (3 ACPS; 3 DCPS; 21 FCPS; 19 HCPS; 2 KCPS; 5 QACPS; 8 TCPS; 13 WCPS)

2020-2021 School Year: 90 (1 ACPS; 4 BCPS; 8 DCPS; 19 FCPS; 23 HCPS; 2 KCPS: 6 SMCPS; 4 TCPS; 22 WCPS)

2021-2022 School Year: 186 (2 ACPS; 1 AACPS; 10 BCPS; 3 Calvert; 1 Caroline; 2 Carroll; 1 Charles; 7 DCPS; 12 FCPS; 20 HCPS; 4 MCPS; 1 PGCPS; 4 QACPS; 24 SMCPS; 3 TCPS; 90 WCPS; 1 Wicomico)

**2022-2023 School Year (to date): 83 (4 ACPS; 1 Calvert; 1 Caroline; 2 Carroll; 2 MCPS; 4 QACPS; 5 SMCPS; 64 WCPS)**

1. Number of Participating Businesses

2016-2017 School Year: 14

2017-2018 School Year: 44

2018-2019 School Year: 109 unduplicated employers (9 ACPS; 5 CCPS; 6 DCPS; 46 FCPS; 20 HCPS; 5 KCPS; 6 QACPS; 5 TCPS; 35 WCPS)

2019-2020 School Year: 171 unduplicated employers 13 Allegany; 13 Baltimore City; 23 Baltimore; 12 Caroline; 12 Carroll; 17 Dorchester; 53 Frederick; 33 Howard; 12 Kent; 23 Montgomery; 15 Queen Anne’s; 5 St. Mary’s; 16 Talbot; 43 Washington; 2 Wicomico)

2020-2021 School Year: 236 unduplicated employers (to date) 14 Allegany; 1 Anne Arundel; 17 Baltimore City; 27 Baltimore; 17 Caroline; 19 Carroll; 6 Calvert; 22 Dorchester; 58 Frederick; 41 Howard; 12 Kent; 29 Montgomery; 5 Prince George’s; 18 Queen Anne’s; 21 St. Mary’s; 19 Talbot; 44 Washington; 4 Wicomico)

2021-2022 School Year: 287 unduplicated employers (to date) 18 Allegany; 29 Anne Arundel; 19 Baltimore City; 41 Baltimore; 17 Calvert, 28 Caroline; 24 Carroll; 7 Charles; 28 Dorchester; 58 Frederick; 17 Harford, 43 Howard; 16 Kent; 31 Montgomery; 24 Prince George’s; 28 Queen Anne’s; 38 St. Mary’s; 24 Talbot; 68 Washington; 12 Wicomico; 3 Worcester)

**2022-2023 School Year (to date): 313 unduplicated employers (to date) 19 Allegany; 33 Anne Arundel; 20 Baltimore City; 49 Baltimore; 18 Calvert, 29 Caroline; 25 Carroll; 7 Charles; 29 Dorchester; 58 Frederick; 17 Harford, 45 Howard; 17 Kent; 32 Montgomery; 26 Prince George’s; 30 Queen Anne’s; 40 St. Mary’s; 25 Talbot; 73 Washington; 12 Wicomico; 3 Worcester)**

1. Number of Participating School Systems

2016-2017 School Year: 2

2017-2018 School Year: 2

2018-2019 School Year: 11 (ACPS; BCPS: CCPS; DCPS; FCPS; HCPS; KCPS; QACPS; SMCPS; TCPS; WCPS)

2019-2020 School Year: 16 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Prince George’s, Queen Anne’s, St. Mary’s, Talbot, Washington, Wicomico

2020-2021 School Year: 20 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico

2021-2022 School Year: 21 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico, Worcester

**2022-2023 School Year (to date): 21 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico, Worcester**

1. Current Average Hourly Wage: $14.49 (ranges from $12.50 to $20.50)
2. Number and Percentage of AMP Students Also With Status as Registered Apprentices (2020-2021 School Year): 29 (32%). **Number and Percentage of AMP Students Also With Status as Registered Apprentices (2021-2022 School Year): 23 (16.1%).**
3. Industry representation for currently registered youth apprentices:

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| **AMP Business Percentages as of 07-19-2022** |
| *Industry Sector* | *# of Youth Apprentices* | *% of Total* |
| Aeronautics | 0 | 0.0% |
| Architecture | 0 | 0.0% |
| Association Management | 0 | 0.0% |
| Automotive | 5 | 6.0% |
| Business | 11 | 13.3% |
| Construction | 8 | 9.6% |
| Education | 23 | 27.7% |
| Engineering | 0 | 0.0% |
| Finance, Banking and Real Estate | 0 | 0.0% |
| Furniture Repair | 0 | 0.0% |
| Government | 0 | 0.0% |
| Healthcare | 16 | 19.3% |
| Hospitality and Tourism | 10 | 12.0% |
| Information Technology | 1 | 1.2% |
| Manufacturing | 9 | 10.8% |
| Transportation and Logistics | 0 | 0.0% |
| **Total** | **83** | **100.0%** |

Program Manager Jeffrey Smith provided an overview of the data shown above. The Apprenticeship Maryland Program (AMP) continues to set records. As a breakdown, for the endo of the school year the highest reported numbers are from Washington County with 90, followed by St. Mary’s with 24, Howard has 20 and Frederick with 12. Moreover, we ended the school year with record participation of 186.

At present, the program has 313 approved businesses, and a total of 20 school systems with 4 that remain uncommitted. The average hourly wage increased to $14.49, primarily due to the new state minimum wage. What’s more - some employers are paying a higher rate, between $18 - $20 hourly. This pushes the average hourly rate up. As of this meeting, 23 of 141 students are dual registered Youth Apprentices (16%) which is slightly smaller than last year, with potential to grow. Manufacturing Construction and Automotive continue to maintain the top 3 industries, respectively.

Jill McClune noted that this is a huge thing to celebrate and get excited about. Acknowledges that this is tremendous progress.

1. **MSDE Update**

The Maryland State Department of Education (MSDE) Director of Career Programs, Marquita Friday and Education program Specialist Jennifer Griffin shared some updates:

1. Worchester County recently came on and MSDE has had conversations with Garrett County.

2. MSDE received a year 5 no cost extension on its US Department of Education Apprenticeship Grant. There are not a lot of funds left over in that grant, perhaps enough left to do a conference and provide a few school systems and community colleges with small grants. If all school systems utilized their fund, there will be approximately $61,000 left from the overall $600,000 grant. About $30,000 of that will be used for a conference for the next school year and the balance will be utilized for small grants.

1. **Policy Update – Commencement of Policy Development Process and Background**

For the development of the joint MD Labor / MSDE policy for Youth Apprenticeship- the initial draft of the policy was presented to the work group. We received a good number of comments from a variety of sources. We took the feedback to heart and identified ways to incorporate working on harmonizing comments from subject matter experts. Staff will incorporate all comments and release policy to the general public for comments and feedback. Thereafter- that set of comments and feedback will come for a third meeting of the policy work group for discussion and will then be incorporated within the policy. We are targeting early October for release of the policy to be operationalized.

1. **Legislative Update**

None at this time.

1. **Marketing Update – SAE 2020 Youth Apprenticeship and Community College Award Solicitations; SAE 2020 Supported Statewide Marketing Campaign**

MD Labor is continuing with our federally discretionary grant funded marketing campaign and are already beginning to think about National Apprenticeship Week 2022. We are identifying opportunities to celebrate and promote Apprenticeship. We’ve had initial discussions within the department. Historically, we have had at least (1) event which was Youth Apprenticeship focused. We will continue on that path for this year and are open for suggestions.

Referencing the most recent iteration of our informational presentations at the MVA, MD Labor add new iterations every few months to keep it fresh as not to be consistently providing the same information. We have a rough cut for the audio and visual videos. We have been working with our consultant on the idea of these is to provide audio versions for local radio, video, television, and social media. Our goal is to unveil this information during National Apprenticeship month, which will be November of this year.

We recently received our 60th Anniversary Apprenticeship challenge coins and presented during our spring graduation sessions as well as provided to honorees at some of our Registered Apprenticeship graduations.

We have received positive results from our marketing campaign and was able to track the number of people reporting that they viewed the MVA videos, that number in the higher 100’s. We will soon be receiving an update on the recent quarter.

Also- Apprenticeship themed bus wraps can be found on approximately 120 buses within the Baltimore metro area. This will start in November and run through until the next calendar year.

1. **Other Business**

The March meeting will be hybrid in-person/virtual. Thus, the next meeting date is **Wednesday, September 21, 2022 starting at 8 AM**.

MD Labor Assistant Secretary James Rzepkowski thanked the group on behalf of the Department.

The meeting adjourned at 9:49 AM.