



Youth Apprenticeship Advisory Committee

July 23, 2020 Meeting

Minutes

Attendees: Chairman Grant Shmelzer, Labor Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Kelly Winters, Sarah Sheppard, Shauntia Lindsay, Todd Sabin, Brian Cavey, Michelle Butt, Judi Olinger, Marquita Friday, Jennifer Griffin, Wendy Moore, Kaitlin Marsden, Michael Harrison, Chris MacLarion, Jeffrey Smith, Grace Kelly

I. Welcome and Introductions

The meeting was convened at 10:00 AM by Chairperson Grant Shmelzer.

II. Approval of Minutes

Minutes were presented for the 6/25/2020 meeting. A motion to approve was made by Michelle Butt and seconded by Judi Olinger. The minutes were approved unanimously.

III. Discussion Regarding Status of Apprenticeship Maryland Program (AMP)

The committee reviewed the program statistics as of 7/17/2020.

1. 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 (to date): 16 (1 DCPS; 5 FCPS; 2 TCPS; 8 WCPS)

2. 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: 170 unduplicated employers 13 Allegany; 13 Baltimore City; 23 Baltimore; 12 Caroline; 12 Carroll; 17 Dorchester; 53 Frederick; 33 Howard; 11 Kent; 23 Montgomery; 15 Queen Anne's; 5 St. Mary's; 16 Talbot; 43 Washington; 2 Wicomico)

2020-2021 School Year (to date): 173 unduplicated employers (to date)¹ 14 Allegany; 14 Baltimore City; 24 Baltimore; 14 Caroline; 13 Carroll; 18 Dorchester; 54 Frederick; 34 Howard; 11 Kent; 24 Montgomery; 1 Prince George's; 16 Queen Anne's; 5 St. Mary's; 17 Talbot; 43 Washington; 2 Wicomico)

3. 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: 15 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico

2020-2021 School Year (to date): 16 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Prince George's, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico

4. Current Average Hourly Wage: \$12.29 (ranges from \$10.10 to \$15.00)

Howard County is supposed to have students set to sign up for AMP, but they are still waiting on their executed youth agreements. Additionally, it looks like there will be three to four AMP participants from Anne Arundel County. Judi Olinger shared that Humanium is currently processing five students from Howard County.

IV. MSDE Update

Jennifer Griffin from MSDE discussed updates on the AMP program. She began by sharing that she talked to the Anne Arundel County career and technical education (CTE) director, and that the county is ready for the program of study. Once the process is complete, they will become the 17th local school system to provide AMP. Prince George's County recently came on board and Calvert County is in close conversation with MSDE about this opportunity.

MSDE does not know what is going to happen in terms of COVID-19. Some schools are all virtual and some are looking to adapt a hybrid model. That being said, everything is changing so quickly. Once they have clarification on what the local school systems are doing, they can work to better address their specific needs. Chairperson Shmelzer asked whether there is a strategy to support local school systems at the CTE level. He expressed concerns because if students go virtual they will not be able to complete labs, and therefore, will not have adequate hands on training. Griffin responded that MSDE is working on solutions and is trying to find creative ways to get students that hands on experience. They're ultimately trying to

¹ Presently 8 employers are pending MATC approval as noted.

make sure that students meet requirements needed to graduate and receive their certifications. NCCER is utilized by most of the school systems and the organization is currently working on alternative ways to do testing, some of which can be done remotely or on jobsites with evaluators. Michelle Butt and ABC are working closely with NCCER to find alternative methods.

Chairperson Shmelzer asked for the committee's thoughts on promoting youth apprenticeship even more than it has been done before. He questioned whether this is an opportunity to grow the program significantly since they can provide related instruction and work based learning opportunities. Griffin shared that a student's ability to go to work is based on the local school system; they are not requiring it, but it is based on the school, attorney of the school system, employer, and student all being on board and comfortable. She explained that registration is being done virtually this year, so any one on one interaction that would have occurred is not. Griffin thinks the shocking onset of the pandemic caused everyone to go into survival mode, but now, they are moving in a direction where numbers will hopefully start to increase.

Chairperson Shmelzer asked whether they can leverage CTE programs, provide related instruction, and continue to emphasize this pathway given the current climate. Labor Assistant Secretary James Rzepkowski acknowledged the comment and referred to the Governor's Roadmap to Recovery which outlines youth apprenticeship as a part of the COVID-19 recovery. Assistant Secretary Rzepkowski is not sure what marketing/extra outreach would look like, but shared that the Department is eager to listen to ideas. During this time, there is an opportunity to show that apprenticeship is viable and a great career path. These efforts could be targeted toward those who are delaying college for a year because of COVID-19.

V. Legislative Update

Policy Director Michael Harrison shared that the Department is in the process of producing legislative concepts for next year's session.

Deputy Assistant Secretary Erin Roth discussed the tax credit for apprenticeship and shared that the Department has been working on a letter per the committee's request for sponsors and the apprenticeship community at large. This letter will make them aware of changes which resulted from the last legislative session including: extending the credit; changing definitions, and now allowing for youth apprentices.

Roth also shared that there was a final push for the tax credit for Registered Apprenticeship employers. From this, the Department received 20-25 additional applications.

Finally, Roth reminded the group that EARN Maryland was hosting a Pre-Proposal Conference later in the afternoon at 3pm. She explained that there is a role for Pre-Apprenticeship, Youth Apprenticeship, and Registered Apprenticeship, and anyone

can reach out if they are interested in receiving more information on this new opportunity.

VI. Outreach/Marketing Update and Other Business

Jeffrey Smith shared that the marketing and outreach update is tied closely to Chris MacLarion's update on other business, so they were given together. MD Labor successfully secured six million in funding from USDOL's Building State Capacity to Expand Apprenticeship through Innovation grants. MacLarion started by providing an overview of MD Labor's response to the grant opportunity. The goal of these funds is to expand the national Registered Apprenticeship system by funding baseline activities that improve States' ability to serve, improve, and strategically scale the Registered Apprenticeship Program (RAP) model described in 29 C.F.R. parts 29, Subpart A, and 29 C.F.R.30; and to fund innovations aimed at using RAPs as a tool for developing the economy and building infrastructure.

There are two components to this grant: a baseline funding package, and a discretionary funding package. MD Labor applied for the full \$450,000 baseline funding and \$6 million in discretionary funding.

Project elements include: 1) funding to modernize the department's apprenticeship website, 2) more fully integrating apprenticeship into disability and youth services programs, 3) pursue a statewide marketing campaign, 4) establish an employer incentive plan, and 5) conduct outreach that emphasizes the value of connecting youth apprenticeship to the formal apprenticeship system (school to apprentice model).

To initiate #5, MD Labor proposed to convene a workgroup which will include representatives from the Youth Apprenticeship Advisory Committee, MSDE, MD Labor, and various RA employers and sponsors. The workgroup will discuss the barriers/barrier removal for moving high school students into formal apprenticeship programs, as well as work to increase the number of students that are dually registered.

MD Labor has set aside three quarters of a million dollars for an RFP process designed to go to one or more entities that will use the funds to integrate RA as a concept for their youth apprentices. The ultimate goal is to increase dual enrollment over the next three years. This is a great opportunity for local school systems to develop MOUs with RA programs and sponsors and deliver instruction in new way (i.e. sending students to a RA program to receive related instruction).

This is the fourth award to Maryland since 2016 for expansion grant purposes. Assistant Secretary Rzepkowski shared that since the Division of Workforce Development and Adult Learning (DWDAL) took over Apprenticeship four years ago, they have received just shy of 13 million dollars in grant awards. He highlighted the great work of MacLarion, Smith, the entire Apprenticeship team, and other DWDAL staff who have supported these efforts.

MacLarion shared that for the purposes of this meeting, he would be focusing on the second component or discretionary piece of this funding opportunity. MD Labor had to pick a funding amount and a goal amount, and their goal is to increase the number of Registered Apprentices in the State by 20 percent based on numbers from June 30th, 2019. A larger part of these efforts will be enhancing marketing and developing a campaign for Apprenticeship in the State. Roth added that they are meeting later in the week to discuss their marketing strategy with the Communications Team.

Chairperson Shmelzer asked the group for any other discussion points. He suggested that given the salient nature of COVID-19, things will likely change before the September meeting, but if there is pressing information before then, it will be shared with the group.

Chairperson Shmelzer also shared that IEC is slated to start the Pre-Apprenticeship phase of Youth Apprenticeship schooling in January with Montgomery, Prince George's North, and Charles Counties. For the 2021/2022 school year they are slated to start a pilot in Prince George's South, Calvert, and Frederick Counties. By the 2023/2024 school year they should have eight counties on board with their model.

Marquita Friday told the group that she took a poll of the local school systems at the local directors meeting. Eleven of the twenty four school systems will be starting the first half of the year virtually, and eight of those eleven participate in AMP. The eight include Baltimore City, Baltimore County, Caroline County, Howard County, Montgomery County, Queen Anne's County, and Prince George's County. Friday also emphasized what Griffin shared earlier, that schools are not requiring work based learning opportunities onsite, but they are an option if everyone involved is on board (including the school systems legal department). The other local school systems who have not announced are undecided, but many are considering a hybrid model at the very least.

The Chairperson reminded members that the next meeting of the committee will take place on September 24, 2020 starting at 10:00 AM. Also, at the next meeting the committee will entertain options for rescheduling the November 2020 meeting, as that presently falls on the Thanksgiving holiday.

Seeing no further business after the presentation of this agenda item, Chairperson Shmelzer entertained a motion to adjourn the meeting. This motion was made by Marquita Friday and seconded by Jennifer Griffin. The motion was unanimously approved by the committee.

