



Youth Apprenticeship Advisory Committee

March 25, 2021 Meeting

Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Jeffrey Smith, Chris MacLarion, Todd Sabin, Wendy Moore, Jill McClune, Jennifer Griffin, Michelle Butt, Judi Olinger, Marquita Friday, Matt McKinney, Jason Hardebeck, Brian Cavey, Lauren Gilwee, John Feaster, Grace Kelly

I. Welcome and Introductions

The meeting was convened at 10:30 AM by Chairperson Grant Shmelzer.

II. Approval of Minutes

Minutes were presented for the 1/28/2021 meeting and were approved unanimously.

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

Program Manager Jeffrey Smith reviewed the program statistics as of 3/25/2021:

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): 57 (1 DCPS; 19 FCPS; 23 HCPS; 3 TCPS; 11 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: 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 (to date): 177 unduplicated employers (to date)¹ 13 Allegany; 14 Baltimore City; 23 Baltimore; 14 Caroline; 15 Carroll; 18 Dorchester; 55 Frederick; 35 Howard; 12 Kent; 25 Montgomery; 1 Prince George's; 16 Queen Anne's; 10 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: 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 (to date): 19 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne's, Prince George's, St. Mary's, Talbot, Washington, Wicomico

4. Current Average Hourly Wage: \$12.62 (ranges from \$11.00 to \$15.00)

5. Number and Percentage of AMP Students Also With Status as Registered Apprentices: 23 (40.3%)

6. Industry representation for currently registered youth apprentices:

AMP Business Percentages as of 03-25-2021		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Architecture	1	1.8%
Manufacturing	1	1.8%
Finance and Banking	1	1.8%
Engineering	1	1.8%
Marine Trades	1	1.8%
Education	2	3.5%
Business	2	3.5%
Hospitality and Tourism	2	3.5%
Transportation and Logistics	4	7.0%
Automotive	5	8.8%
Healthcare	14	24.6%
Construction	23	40.4%
Total	57	100.0%

¹ Presently 7 employers are pending MATC approval as noted.

There are three youth apprentices who are participating in School-to-Apprenticeship (STA) who may possibly dual enroll in the Apprenticeship Maryland Program (AMP). This would bring the total number of youth apprentices to 60.

There are almost 180 unduplicated employers considering that some employers are pending Maryland Apprenticeship and Training Council (MATC) approval.

Partners at the Maryland Department of Education (MSDE) will inform the Maryland Apprenticeship and Training Program (MATP) of how many AMP students will be completing their apprenticeship sometime in April. MATP will then be sure these students receive cords and a certificate.

A press release about AMP now being offered in 19 local school systems is coming soon.

Independent Electrical Contractors (IEC) is hosting information sessions, expanding STA to other counties, starting pre-apprenticeships in new counties, and already has applications for the 21-22 school year. Humanim is also scheduling information sessions on pre-apprenticeship and STA and reaching out to new counties to expand.

Michelle Butt from Associated Builders and Contractors (ABC) shared that eight plumbing students should be coming on with youth apprenticeship by the end of the school year.

IV. MSDE Update – 2020-2021 School Year Update; Discussion regarding OJT hour requirements in light of Coronavirus pandemic

19 local school systems have adopted AMP as a program of study. Charles County will be coming on soon and then there will only be four counties left without AMP.

MSDE received an extension for their \$600,000 AMP grant and they still have remaining funds.

Videos have been developed and were shared with the local Career and Technology Education (CTE) directors, and were supplemented by a presentation by Jeffrey Smith. The next step is to explore getting teachers Continuing Professional Development (CPD) credits for watching the videos.

The State Board of Education gave a waiver for work-based learning (AMP applies to this), so if seniors could not get all their hours, they will not be kept from graduating. MD Labor will provide MSDE with a letter about waiving the AMP work-based learning requirement due to the pandemic.

National Security Agency (NSA) is still exploring a youth apprenticeship in the area of cyber security.

In terms of schools, everything is geared toward full reopening. There will be a conference in 2022. MSDE is looking to do meetings with apprenticeship coordinators to help lead up to the conference. For the MSDE Summer Professional Learning workshop series, MD Labor will be presenting.

Scheduling information sessions is key to recruiting participants. Apprenticeship recruitment could be better targeted in the winter time around when students make their schedules in January/February.

MSDE is trying to ensure that all students (even those who missed the AMP opportunity in high school) know their option of apprenticeship, especially before graduation.

MATP will work with Chairperson Shmelzer to break out AMP recruitment and general apprenticeship recruitment for graduating seniors so it's easier for school systems to understand that there are two "options."

V. Legislative Update – Overview of 2021 Legislative Session to Date

There are ~30 days left in the session and many apprenticeship and workforce development related bills are being proposed. The recommendation to use federal funds (usually its State money) for workforce development and apprenticeship ideas has bubbled up, but this is a challenge because usually strings are attached to Federal grants.

The Kirwan bill is being implemented and youth apprenticeship is a big part of the bill. Implementation is still in the planning phases, but more will come soon.

VI. Marketing Update

There have been two educational tools (videos) developed for the MSDE system at large – one is focused on youth apprenticeship and the other is focused on Registered Apprenticeship. Each is ~30 minutes long. These are not geared specifically toward CTE; rather, they are for everyone. MSDE hopes to give professional development credit as an incentive to participate, but is still exploring what instruction can complement the videos for CPD credit (still needs to be approved). The other professional development piece (which has already been approved for CPD) is looking at the summer workshop series and getting youth and Registered Apprenticeship in front of education partners.

CPD ideas to complement the videos (CPD must be 15 hours):

- Scavenger hunting using the apprenticeship website
- Getting students ready for an interview

- Education Resources from Partnership to Advance Youth Apprenticeship (PIYA), New America, and/or the National Center for Construction Education and Research (NCCER)

A conversation emerged about how this group can get school systems and state and municipal governments onboard as employer partners. These entities need to shift from looking mainly at hiring journey workers, to instead cultivating a pipeline of apprentices. Colorado is working on an apprenticeship for a workforce development professional and Maryland will look to explore something like this as well. This group could spend some time this year exploring opportunities of how to secure these partners.

Please find the [Youth Apprenticeship](#) and [Registered Apprenticeship](#) videos. There are two other video projects underway. In one, MATP is partnering with the Maryland Vehicle Administration (MVA) so an apprenticeship video plays on MVA televisions. The other project is working to procure a videographer for a series of apprenticeship videos.

Apprenticeship gear such as masks, challenge coins, and other chatchskis are available, so if anyone is doing in-person outreach and thinks these materials will be helpful, please reach out to Jeff Smith.

VII. Other Business

There has been a dramatic increase in the number of employers coming onboard, but the rate that school systems are adopting AMP is far surpassing employers. AMP has four new staff starting which will help capacity. There should be three to five employers for every student placed in AMP and so Sponsors really need to register employers.

The group considered the possibly for existing, approved Sponsors to register their employers with MATC. This would streamline the approval process tremendously and would be huge for scaling. Staff will draft a proposal to the Council for the May Committee meeting. If this happens, the group needs to communicate this to the school systems

Assistant Secretary Rzepkowski shared with the group that these Committee meetings are recorded and for public record. He also thanked this group on behalf of the administration for its leadership and drive to move the needle.

The meeting adjourned.

The next meeting of the Youth Apprenticeship Advisory Committee will be **May 27, 2021 at 10:30AM**