



# Youth Apprenticeship Advisory Committee Annual Report **2019**





December 1, 2019

The Honorable Larry Hogan  
Governor  
State House  
100 State Circle  
Annapolis, Maryland 21401

The Honorable Boyd K. Rutherford  
Lieutenant Governor  
State House  
100 State Circle  
Annapolis, Maryland 21401

The Honorable Thomas V. Mike Miller, Jr.  
President  
Senate of Maryland  
State House, H-107  
Annapolis, Maryland 21401

The Honorable Adrienne A. Jones,  
Speaker  
Maryland House of Delegates  
State House, H-107  
Annapolis, Maryland 21401

Subject: 2019 Annual Report, Maryland Youth Apprenticeship Advisory Committee (MSAR # 10965)

Dear Governor Hogan, Lieutenant Governor Rutherford, President Miller, and Speaker Jones:

I am pleased to update you on the activities of the Maryland Youth Apprenticeship Advisory Committee. In its first full year as a statewide program, the Apprenticeship Maryland Program (AMP) experienced extensive growth in 2019. With the help of program partners from across the state, more businesses than ever before employed more youth apprentices than ever before. Additionally, the program has expanded dramatically beyond the two pilot counties of Frederick and Washington. At present, a total of thirteen of Maryland's local public school systems have joined the program, well exceeding the growth goal set for this year.

This report highlights the successes and new developments that have allowed AMP to grow beyond its early days as a pilot program. Accordingly, pursuant to Chapter 646 of the Acts of 2014, this report will provide a comprehensive overview of the growth and expansion of youth apprenticeship opportunities throughout the state during this year.

Please know that the Department and I are committed to working with all of our partners in further expanding the participation of local public school systems in the Apprenticeship Maryland Program. We look forward to sharing the story of our future growth as we continue to make dynamic progress.

Best Regards,

A handwritten signature in black ink that reads "Tiffany P. Robinson". The signature is fluid and cursive, with a long horizontal flourish at the end.

Tiffany P. Robinson  
Secretary  
Department of Labor

## YOUTH APPRENTICESHIP ADVISORY COMMITTEE ROSTER

Secretary of the Department of Labor or the Secretary's Designee:

***The Honorable Tiffany P. Robinson***

State Superintendent of Schools or the State Superintendent's Designee:

***Tiara Booker-Dwyer***

Secretary of Commerce or the Secretary's Designee:

***Sarah Sheppard***

Secretary of Juvenile Services or the Secretary's Designee:

***Shauntia Lindsay***

The Assistant Secretary of the Division of Workforce Development and Adult Learning or Designee:

***James Rzepkowski***

Two representatives of The Maryland Apprenticeship and Training Council (MATC):

***Grant B. Shmelzer***

***Edwin A. Cluster, Jr. (resigned in mid 2019, replacement pending)***

One representative of an employee organization:

***Brian S. Cavey***

One employer whose business has a non-joint apprenticeship program:

***Larry Robert Minnick Jr.***

One representative from a community college:

***Nicanor "Nick" Diaz (resigned in mid 2019, replacement pending)***

One individual who holds a doctoral degree and specializes in labor economics with expertise in national and international apprenticeship systems:

***Vacant***

One representative of a nonprofit organization involved with employee training and workforce development:

***Jason C. Roberts (resigned in late 2019, replacement pending)***

One representative from the Maryland Chamber of Commerce:

***Jason Hardebeck***

Two representatives from regional business councils that serve different regions of the State:

***Jill McClune***

***David Thaler (resigned in late 2019, replacement pending)***

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# Maryland's Vision to Expand Apprenticeships

*"Youth apprenticeship bridges the gap between K-12 and post-secondary education and connects high school graduates to the workforce. We are committed to expanding opportunities and building lasting career pathways for our students through the successful Apprenticeship Maryland Program."*

*-Governor Larry Hogan*

Since the beginning of the Hogan Administration in January 2015, the Maryland Department of Labor (Labor) has seen the total number of apprentices in Maryland grow by over 25%. During the fall of 2018, Maryland exceeded 10,000 registered apprentices for only the second time in the program's history, and in November 2019, the program set a new record of 10,711 Registered Apprentices in Maryland. Labor hopes that, with the combined energies of the apprenticeship team and its partners, this number will continue to grow by 10% a year. The Maryland Apprenticeship and Training Program (MATP) has grown significantly since the integration into Maryland's Workforce System in October 2016. In particular, 60 new apprenticeship sponsors have been registered, 24 sponsors were reactivated, and 169 sponsor reviews have been conducted.

Additionally, four federal grants totaling \$6,871,446.00 have been awarded to Maryland for the expansion of Registered Apprenticeship since the transfer of the unit. These grants have provided resources to support staffing and information technology improvements, increased outreach and education, and have funded sub-grants to promote innovative practices to expand Registered Apprenticeship. Utilizing these funds, the MATP has focused on expanding traditional Registered Apprenticeship opportunities alongside the creation of new opportunities grounded in labor market demand such as healthcare, information systems, and information technology.

Maryland has also made great strides in making the case for youth apprenticeship opportunities. Through the work of the Maryland Youth Apprenticeship Advisory Committee (the "Committee") and the continued push by Labor, the Maryland State Department of Education (MSDE), the Maryland Department of Commerce (Commerce), and the local school systems across our state, more students, parents, and employers understand the benefits of apprenticeship opportunities for youth.



*2019 Frederick County Public Schools Career Signing Day*

# The Case for Youth Apprenticeships: The Other Four Year Degree

*“The dedication of our youth apprentices really impressed us. They know what they want to do. This program helped them figure out exactly what they want to do in their life.”*

*-Dwayne Myers of Dynamic Auto*

Our experience in Maryland has clearly demonstrated that Registered Apprenticeships and youth apprenticeships are increasingly seen as an essential tool in building a robust workforce development pipeline that benefits both businesses and future jobseekers. Youth apprenticeships can be particularly effective for high school aged youth, who continue to experience significantly elevated levels of unemployment even amidst a decade-long economic recovery. According to the United States Department of Labor, the national unemployment rate for youth and young adults (ages 16-24) is 8.6 %, which is more than double the 3.7 % jobless rate for all workers across the nation. Simultaneously, young adults of color face unique barriers in connecting with the workforce – they are experiencing a 10.9 % unemployment rate, in contrast to the 6.9 % unemployment rate of their similarly-aged white peers.<sup>1</sup> Programs such as AMP that offer school to work opportunities are ideally suited to bridge that gap between academics and future careers.

## Why Youth Apprenticeship?

Linking education to youth apprenticeship experiences makes the opportunity more appealing to parents who desire for their children to be placed on a path toward a postsecondary degree. In his book, Promote Yourself: The New Rules For Career Success, author Dan Schawbel noted, “in today's economy, students have to start building their careers in high school in order to better compete in the college admissions process, for college internships and eventually full-time jobs.”<sup>2</sup> Participation in the Apprenticeship Maryland Program combines related instruction that provides the technical theory associated with a particular occupation, while on the job experience offers the chance for youth apprentices to learn while earning a wage.

Governor Hogan's vision for workforce development includes the expansion of apprenticeships. Maryland's unemployment rate has continued to decline and as of October 2019 was at 3.6 %, which is comparable to the national average. This low unemployment rate has increased the challenges that employers face in hiring and retaining skilled workers in a demanding job market. AMP provides a unique opportunity to connect and engage employers, local school systems, and intermediaries in a process to help develop and grow their own workforce. Combining quality youth apprenticeships, with paid on the job training and related instruction, allows employers access to an affordable

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<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics, *Employment Situation Summary*, Washington, DC, August 2, 2019.

<sup>2</sup> Schwabel, Dan. *Promote Yourself: The New Rules for Career Success*, St. Martin's Press, 2013.

pathway in which to invest in growing a pipeline of workers. In turn, students can better prepare for entry into the workforce through youth apprenticeship as an on-ramp into a career.

## Statewide Expansion of Youth Apprenticeship

Expansion of AMP during this period of historically low unemployment is the ideal time for the program to become a proven, sustainable workforce development strategy. In 2018, the groundwork was put in place to expand youth apprenticeship to be available statewide. Labor, Commerce, and MSDE's original goal for growing AMP during 2019 was to increase the program from the original two pilot counties to a total of six participating school systems. As a consequence of our combined efforts, since the June 2018 unveiling by MSDE of the AMP Career and Technology Education (CTE) Program of Study, a total of **eleven** local public school systems have adopted the model, bringing total participation to 13 of Maryland's 24 local school systems. Current participating school systems include those noted below.

Allegany County  
Baltimore City  
Baltimore County  
Carroll County  
Dorchester County  
Frederick County  
Howard County

Kent County  
Montgomery County  
Queen Anne's County  
St. Mary's County  
Talbot County  
Washington County

As the program has expanded, Labor and its partners have taken steps to ensure adaptability by working with employers to identify a variety of training models for greater program flexibility. This includes providing related instruction through any of the following formats: through the local high school, through online programs offered either at the place of employment or at the high school, at the work site of a participating employer, through an industry association, through a Joint Apprenticeship and Training School, or through the community college. The learning component is designed to comport with the needs of the employer to include credentialing and certification. Maryland also focuses its recruitment of employers from one of MSDE's 10 Career Cluster areas which are based on the high-demand sectors defined by Commerce. Labor, MSDE, and Commerce aligned the program with federal, state, and local resources to ensure that AMP addresses Maryland's workforce and economic development needs.

Labor and MSDE are committed to growing the program to scale so that as many of Maryland's young people as possible can utilize this innovative career pathway program. Over the next several years, both departments aim to add several local public school systems per academic year. Moreover, the Department will continue to explore ways to use youth apprenticeship as a springboard to post-secondary education and/or job training and career development.



*New program logo unveiled during 2019*

# Youth Apprenticeships: A Year in Review

*“The rapid growth in the number of local public school systems that adopted the Apprenticeship Maryland Program is a testament to the value of the value of the program. As we approach the beginning of another school year, now students in half of Maryland’s counties can benefit from the earn and learn model offered by this initiative.”*

*-Secretary of Labor Tiffany Robinson*

## Recruitment of Eligible Employers

The Apprenticeship Maryland Program continues to grow its listing of eligible employers. Under regulations promulgated pursuant to the legislation that authorized the original Apprenticeship Maryland Pilot Program, the Maryland Apprenticeship and Training Council (MATC) approves eligible employers. By the end of the 2018-2019 academic year, a total of 65 new eligible employers were approved by the MATC – raising the number of eligible employers from 44 to 109. This represents a nearly 148 % growth versus the first year of the pilot program. The following is a listing of all eligible employers as of the date of this report’s publication. Since the conclusion of the 2018-2019 school year (and as of the publication date of this report), the total number of participating employers has grown to 140.

## Current Eligible Employers<sup>3</sup>

### *Allegany County*

- Allegany County Government (Public Sector)
- Weimer Chevrolet of Cumberland (Automotive)
- Carter Hospitality, Inc. (Hospitality and Tourism)
- Willetts Technology (Information Technology)
- Careventures (Healthcare)
- Rommel Construction (Construction)
- First Peoples Community FCU (Finance – pending)
- Grounded Electrical Construction (Construction)
- Allegany College of Maryland (Higher Education)
- Timbrook Powersports (Automotive – pending)

### *Baltimore City*

- C&R Electric (Construction – pending)
- Edison Electric Co., Inc. (Construction – pending)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)

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<sup>3</sup> Pending employers are awaiting approval at a future meeting of the Maryland Apprenticeship and Training Council.

- Rommel Construction (Construction)
- Pine Heights Commercial Kitchen (Construction – pending)
- Bopat Electric (Construction)
- Tulkoff Food Products (Food Production)
- Shepherd Electric (Construction)

#### *Baltimore County*

- C&R Electric (Construction – pending)
- Edison Electric Co., Inc. (Construction – pending)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)
- DEL Electric (Construction)
- Rommel Construction (Construction)
- Pine Heights Commercial Kitchen (Construction – pending)
- Bopat Electric (Construction)
- Owings Home Services (Construction – pending)
- Tulkoff Food Products (Food Production)
- Stanley Black and Decker (Manufacturing – pending)
- Shepherd Electric (Construction)

#### *Carroll County*

- Bopat Electric (Construction)
- Rommel Construction (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Tire World of Riverside (Automotive)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)
- Owings Home Services (Construction – pending)
- Stanley Black and Decker (Manufacturing – pending)
- Shepherd Electric (Construction)

#### *Dorchester County*

- Composite Yacht, LLC (Shipbuilding)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- GKD-USA, Inc. (Manufacturing)
- Cambridge International (Manufacturing)
- Rommel Construction (Construction)
- Grounded Electrical Construction (Construction)
- RAUCH, Inc. (Engineering)
- The Whalen Company (Manufacturing)
- iFrog Digital Marketing (Marketing and Communications)

- Campbell's Boatyard (Marine Trades)
- E&B Automotive, Inc. (Automotive)
- Queenstown Collision Center, Inc.(Automotive)
- Quevera, LLC (IT – pending)
- Eastern Shore Title Company (Real Estate – pending)
- Choptank Transport (Transportation and Logistics – pending)
- Trenton Pipe Nipple Company (Manufacturing – pending)
- B & B Sport Aviation (Aviation – pending)

*Frederick County*

- American Computer Development (IT)
- Brunswick Woodworking (Skilled Trades)
- Insul-Tech, Inc. (Manufacturing)
- Phoenix Mecano (Manufacturing)
- Holly Hills Country Club (Hospitality/Entertainment)
- Custom Concepts Construction, Inc. (Construction)
- Frederick Regional Health System (Healthcare)
- Pain and Spine Specialists of Maryland (Healthcare)
- Bopat Electric (Construction)
- F B Harding (Construction)
- Twin Ridge Auto (Automotive)
- Dynamic Auto (Automotive)
- Woodsboro Bank (Banking)
- TEI Electrical Solutions (Construction)
- Frederick County Public Schools (Education)
- Ben Lewis Plumbing (Construction)
- South Mountain Lawn and Landscaping (Environmental Services)
- W. F. Delauter & Son (Construction)
- Alban CAT (Automotive/Heavy Equipment)
- Bryant Group, Inc. (Construction)
- Wagner Meats (Food Production)
- Trinity Salon (Cosmetology)
- Fountaindale Auto (Automotive)
- All Around Plumbing (Construction)
- BaneBio (Healthcare Infomatics)
- ALLCool Refrigerant Reclaim (Construction/HVAC)
- KM Appraisals, LLC (Real Estate)
- Canapes, Inc. (Hospitality and Foodservice)
- Dustin Construction (Construction)
- FJB Engineering (Manufacturing)
- Toothman Orthodontics (Healthcare)

- Second Chances Garage (Automotive)
- Bimbo Bakeries USA (Food Production)
- Tire World of Riverside (Automotive)
- Precision Bioservices (Biotechnology)
- Watkins Cabinet (Manufacturing)
- Winsupply (Energy)
- Mead Tree and Lawn Care (Environmental Services)
- Zegaz Instruments (Manufacturing)
- Krietz Auto (Automotive)
- Rommel Construction (Construction)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)
- Plamondon Hospitality Partners (Hospitality and Tourism)
- CAS Engineering (Engineering)
- D. M. Bowman (Transportation and Logistics)
- Altimate Electric, Inc. (Construction)
- Willard Agri Service (Agriculture)
- BEACON House (Education – pending)
- Contour Construction LLC (Construction)
- Shepherd Electric (Construction)

#### *Howard County*

- Hawkins Electric Service (Construction)
- Minnick's (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Howard Tech Advisors (Information Technology)
- Bopat Electric (Construction)
- ARGO Systems (Construction)
- F B Harding (Construction)
- TEI Electrical Solutions (Construction)
- Humanim (Non-Profit)
- DEL Electric (Construction)
- Salon Tusey (Cosmetology)
- Rommel Construction (Construction)
- DARCARS Toyota (Automotive – pending)
- DARCARS Chrysler of Silver Spring (Automotive – pending)
- Lexus of Silver Spring (Automotive – pending)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)
- TeamWorx Security, LLC. (Information Technology)
- Altimate Electric (Construction)

- R. E. Newcomb, Inc. (Construction)
- C&R Electric (Construction – pending)
- Owings Home Services (Construction – pending)
- Shapiro and Duncan (Construction)
- Shepherd Electric (Construction)

#### *Kent County*

- Dixon Valve and Coupling Company (Manufacturing)
- Willard Agri Service (Agriculture)
- Rommel Construction (Construction)
- Greenscapes Land Care, LLC (Environmental Services)
- Grounded Electrical Construction (Construction)
- RAUCH, Inc. (Engineering)
- iFrog Digital Marketing (Marketing and Communications)
- E&B Automotive, Inc. (Automotive)
- Queenstown Collision Center, Inc.(Automotive)
- Eastern Shore Title Company (Real Estate – pending)

#### *Montgomery County*

- C&R Electric (Construction – pending)
- Edison Electric Co., Inc. (Construction – pending)
- Altimate Electric, Inc. (Construction)
- DARCARS Toyota (Automotive – pending)
- DARCARS Chrysler of Silver Spring (Automotive – pending)
- Lexus of Silver Spring (Automotive – pending)
- Grounded Electrical Construction (Construction)
- Windsor Electric Company Inc. (Construction)
- Rommel Construction (Construction)
- Bopat Electric (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Precision Bioservices (Biotechnology)
- Watkins Cabinet (Manufacturing)
- Shapiro and Duncan (Construction)
- Ernest Maier Inc. (Construction – pending)
- Shepherd Electric (Construction)
- Montgomery County Public Schools (Education – pending)

#### *Queen Anne's County*

- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Wye River Marine (Maritime)
- Net Vision Consultants, Inc. (Information Technology)

- Dixon Valve and Coupling Company (Manufacturing)
- Rommel Construction (Construction)
- Grounded Electrical Construction (Construction)
- RAUCH, Inc. (Engineering)
- The Whalen Company (Manufacturing)
- iFrog Digital Marketing (Marketing and Communications)
- Campbell's Boatyard (Marine Trades – pending)
- Willard Agri Service (Agriculture)
- E&B Automotive, Inc. (Automotive)
- Queenstown Collision Center, Inc.(Automotive)
- Eastern Shore Title Company (Real Estate – pending)

#### *St. Mary's County*

- J.F. Taylor, Inc. (Manufacturing – pending)
- Platform Aerospace (Manufacturing – pending)
- Patuxent Partnership, Inc. (Manufacturing – pending)

#### *Talbot County*

- Gross Mechanical Laboratories, Inc. (Manufacturing)
- SAT-7 North America (Publishing – pending)
- Fisherman's Inn (Hospitality and Tourism)
- Rommel Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Grounded Electrical Construction (Construction)
- RAUCH, Inc. (Engineering)
- The Whalen Company (Manufacturing)
- Campbell's Boatyard (Marine Trades – pending)
- E&B Automotive, Inc. (Automotive)
- Queenstown Collision Center, Inc. (Automotive)
- Spring and Associates (Construction)
- The Inn at Perry Cabin (Hospitality/Foodservice)
- Eastern Shore Title Company (Real Estate – pending)
- Choptank Transport (Transportation and Logistics – pending)
- Trenton Pipe Nipple Company (Manufacturing – pending)

#### *Washington County*

- Todd Stocks Insurance Agency (Finance/Insurance)
- RAMPF Molds Industries, Inc. (Manufacturing)
- Beachley Furniture (Manufacturing)
- DVF Corporation (Manufacturing)
- Custom Machine, Inc. (Manufacturing)

- Beacon Grace LLC (Business Management)
- Columbia Machine, Inc. (Manufacturing)
- TEI Electrical Solutions (Construction)
- Bopat Electric (Construction)
- Jay Reece Mobile (Telecommunications)
- D. M. Bowman (Transportation and Logistics)
- Herald-Mail Media (Media and Communications)
- Hub Labels, Inc. (Manufacturing)
- Tri-County Pump Service, Inc. (Construction)
- B&D Consulting (IT)
- Asplundh Tree Experts (Forestry)
- Fil-Tec, Inc. (Manufacturing)
- Associated Builders and Contractors, Cumberland Valley (Trade Association)
- Valentine Electric, Inc. (Construction)
- Electromet Corporation (Manufacturing)
- Caldwell Manufacturing (Manufacturing)
- Toothman Orthodontics (Healthcare)
- Washington County Division of Environmental Management (Public Sector)
- LS Grim Consulting Engineers (Construction)
- Land Cruiser Heaven (Automotive)
- Washington County Museum of Fine Arts (Historic Preservation)
- Burkeholder's Floor Covering (Construction)
- Hagerstown Children's School (Education)
- Senior Benefit Services, Inc. (Insurance)
- Fountain Head Country Club (Hospitality/Entertainment)
- Grounded Electrical Construction (Construction)
- Fahrney-Keedy Memorial Home, Inc. (Healthcare)
- Micronel USA Inc. (Wholesale Sales – pending)
- Willard Agri Service (Agriculture)
- Krietz Auto (Automotive)
- Gruber-Latimer Restoration (Construction)
- MEC, Inc. (Construction – pending)
- BEACON House (Education – pending)
- Contour Construction LLC (Construction)
- Shepherd Electric (Construction)

## Expansion of the Innovative Pathways to Success Program

During 2019, Labor announced the expansion of the Pathways to Success Electrical Pre-Apprenticeship Program to now serve students in Anne Arundel County. Originally piloted in Howard County, this classroom instruction and hands-on skills training program prepares Maryland youth for employment and registered apprenticeship in one of the fastest growing occupations in construction. Pathways to Success is a collaboration between Labor, Anne Arundel County Public Schools (AACPS), and the Independent Electrical Contractors (IEC) Chesapeake. Through this pre-apprenticeship program, up to 15 youth from AACPS will be given an opportunity to begin a career in the electrical trade.

IEC Chesapeake will conduct a 200-hour electrical trade pre-apprenticeship program for the enrolled students, which will include a combination of hands-on training and classroom instruction. Each student who successfully completes the program and meets minimum criteria set by IEC Chesapeake will secure employment as an electrician helper and have a chance to participate in Maryland's registered apprenticeship program. Since 2018, this will be the fourth cohort of students to be served under this initiative.



*Labor Assistant Secretary for Workforce Development and Adult Learning James Rzepkowski Attends the summer 2019 Pathways to Success Graduation.*

## Eligible Employers to Registered Sponsors and the Apprenticeship Tax Credit

The Apprenticeship Maryland Program also offers pathways to employers to expand from a youth apprenticeship model seamlessly to a registered apprenticeship model. Since inception, a total of nine employers participating in AMP have either been existing Registered Apprenticeship Sponsors or have been approved to be a sponsor. Those employers who are sponsors are: *Dynamic Automotive; Washington County Division of Environmental Management; D. M. Bowman; Dixon Valve and Coupling, Inc.; Minnick's; Humanim; Associated Builders and Contractors – Cumberland Valley; DARCARS.; and Willard Agri-Service, Inc.* Additionally, a total of seventeen other AMP employers are also participating employers in one or more group Registered Apprenticeship programs registered with the Maryland Apprenticeship and Training Program.

These linked programs offer students engaged in the Apprenticeship Maryland Program the opportunity to become Registered Apprentices. As an example, Dynamic Automotive has chosen to make the youth apprenticeship to Registered Apprenticeship pathway its exclusive option for recruiting talent. Becoming or being connected to a Registered Apprenticeship sponsor allows employers such as Dynamic Automotive and others the ability to take advantage of the Apprenticeship Tax Credit, established through the More Jobs for Marylanders Act of 2017 (Chapter 149 of the Acts of 2017). The Maryland Apprenticeship Tax Credit provides a State income tax credit to Registered Apprenticeship sponsors, or participating employers, who hire an eligible Registered Apprentice(s). The employer may qualify for a \$1,000 tax credit for each eligible Registered Apprentice. At least three additional youth apprenticeship employers are reviewing opportunities to become Registered Apprenticeship sponsors.

To be eligible to apply for this tax credit program, the following two conditions must be in place:

- (1) The employer must be a Registered Apprenticeship sponsor and/or participating employer in a Registered Apprenticeship program. Registered Apprenticeship means the apprenticeship and apprentice(s) are registered with the State of Maryland and have been approved by the Maryland Apprenticeship and Training Council; and
- (2) The Registered Apprentice(s) hired by the Employer must be registered with the Maryland Apprenticeship and Training Program and have worked for at least seven full months for the employer starting on or after January 1, 2017.

A credit may be taken against the state income tax for the first year of employment for an eligible Registered Apprentice. No limit exists on the number of Registered Apprentices who can be claimed for each taxable year, provided all eligibility criteria have been met. However, the total amount of tax credits available to be approved by the Department is limited to \$500,000 for any give taxable year. Tax credits will be certified on a first come, first-serve basis, subject to the availability of credits. Since its creation, applications for 605 Registered Apprentices have been received and processed.

## **Utilizing Past Student Success and Feedback to Promote AMP**

Late last year, Labor announced the launch of the Maryland Youth Apprenticeship Ambassador Program, a program that raises awareness of and encourages participation in the Apprenticeship Maryland Program. Casey Kelly, former youth apprentice and current junior analyst for Washington County-based Beacon Grace, was named the state's first youth apprenticeship ambassador. The announcement was made at the Frederick County Public School's (FCPS) Second Annual Youth Apprenticeship Summit, an informational event that introduced FCPS students to apprenticeship employers and provided opportunities for career development.

Casey Kelly joined the youth apprenticeship program through the Washington County Public Schools in January 2018. While finishing his senior year of high school, Kelly was hired by Beacon Grace as a junior analyst apprentice. Kelly's eagerness to learn, positive attitude, and ability were some of the many reasons Beacon Grace hired him full-time upon completion of his apprenticeship – and are the very reasons he was selected as Maryland's first ambassador. Now, in his role at the growing supply chain consulting company, Kelly conducts research, manages projects, and helps market the company's services to local business.

Since being named as a Youth Apprenticeship Ambassador, Kelly has represented Labor at numerous events. As an example, in May 2019, Kelly participated on a panel discussion sponsored by the National Governors Association (NGA). The discussion was part of a round table of state leaders for NGA's Future Workforce Now project, which focuses on the future of work and workforce system responses. The panel featured individuals who have successfully participated in workforce programs.

As a panelist, Kelly indicated that "the youth apprenticeship program prepared me for a career by giving me a foot in the door with a local business, Beacon Grace. When applying for the program, I wasn't sure what I wanted to do, but I saw it as an opportunity that would give me great work experience and I'd be able to get paid while doing it. The program gave me the chance to show off my skills and willingness to learn, so much so that I was offered a full-time position upon completion of the youth apprenticeship program."

After participating in this event, Kelly stated that he was "honored to share my experiences as a youth apprentice to a cross-section of national leaders in workforce development. I hope that other states can see the potential that the youth apprenticeship model has and can apply it in their communities." More recently, during National Apprenticeship Week 2019, Kelly joined MATP staff in presenting about AMP and its positive impact on students living in rural areas at a panel discussion at the National Youth Employment Coalition annual forum, held in Washington, D.C.

Additionally, past and present Washington County youth apprentices shared their positive views about the program at a March 2019 U.S. Department of Education site visit to the Washington County Public Schools. These four students were able to share their experiences about the program. Since the inception of AMP, student feedback has been exceptionally favorable. Students have especially appreciated the fact that the vast majority of AMP employers extend offers of employment to interested students after they complete the program.



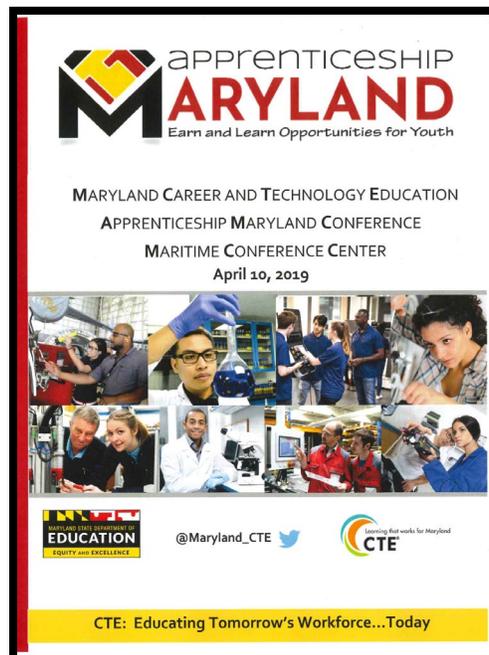
*Current and past Apprenticeship Maryland Program participants share their favorable feedback of the program at an event sponsored by Washington County Public Schools in March 2019.*



*Assistant Secretary Stump from the U.S. Dept. of Education appears with (L-R) youth apprentice Meaghan Del Collo and her mentors, Dan Devito, and Lacey Capshaw, from the Washington County Dept. of Environmental Management.*

## **Inaugural Apprenticeship Maryland Program Statewide Conference**

In April 2019, Labor and MSDE sponsored the first statewide youth apprenticeship conference. Representatives from each of Maryland’s 24 K-12 local public school systems were invited, as well as community college, business, union, local government, and state government representatives. Over 250 individuals were in attendance. Noel Ginsburg, Founder and CEO of CareerWise Colorado provided a keynote address, which focused on his organization’s work in developing a system for modern youth apprentices to split their time between their traditional high school classroom and the workplace. They earn a wage while receiving hands-on work experience where they can apply their classroom learning each week. Additionally, ten break-out sessions were offered covering topics such as: the employer perspective on youth apprenticeship, profiles of the Frederick, Howard, and Washington county youth apprenticeship programs, and national best practices in advancing youth apprenticeship.



# Apprenticeship Maryland Program Statistics

Chapter 140 of the Acts of 2015 requires that the Department of Labor, in coordination with MSDE, report jointly to the Governor and the General Assembly on the effectiveness of the pilot program. Specifically, the statute requires a report on the following:

- The number of students participating in the program from each participating school system;
- The wage information regarding payments disbursed to students participating in the program;
- Feedback from students participating in the program on ways to improve the program;
- The types of workforce skills and training that the students participating in the program were able to acquire;
- The number of students who completed the program;
- The number of students that employers retained; and
- Recommendations to expand or discontinue the program.

As the Apprenticeship Maryland Program officially completed its first year as a statewide program during the 2018–2019, the number of students who have been placed has grown significantly. Specifically, the number of students placed into youth apprenticeships increased by over 77 % since last year, and over 336 % since the inception of the pilot program in 2016.

- At the end of the 2018–2019 school year, a total of 47 students were registered as youth apprentices. Twenty-three of these were students from Frederick County Public Schools, one was from Talbot County Public Schools, and twenty-three were from Washington County Public Schools. The remaining school systems have since begun their respective programs in the fall of 2019 and will begin enrolling youth apprentices.

To date during the 2019-2020 school year, a total of 64 students are registered as youth apprentices. The county break-down is as follows: (Allegany – 3, Dorchester – 1, Frederick – 15, Howard – 19, Kent – 2, Queen Anne’s – 5, Talbot – 7, and Washington – 12. These statistics represent 36.2 % growth since the end of the prior school year, and over 481 % growth since inception.

- According to wage information, and in accordance with statute, the students who were placed with eligible employers were making at least the applicable minimum wage. A couple of students were making in excess of \$14.50 per hour. The average hourly wage for currently registered youth apprentices is \$11.57.
- Youth apprentices received workforce skills and training related to the following occupations:

- |                             |                                    |
|-----------------------------|------------------------------------|
| 1. Machine Operator         | 8. Computer Support Specialist     |
| 2. Mechanical Engineer      | 9. Business System Analyst         |
| 3. Print Operator           | 10. Interior Design                |
| 4. Cabinet Maker            | 11. Project Management             |
| 5. CNC Machinist (CAD/CAM)  | 12. Upholstery                     |
| 6. Manufacturing Technician | 13. Custom Furniture Manufacturing |
| 7. Data Entry               | 14. Estimator                      |

- 15. Patient Access Registrar
- 16. Biomed Technician
- 17. Pre-Access Financial Counselor
- 18. Auto Mechanic
- 19. Arborist
- 20. Plumber's Assistant
- 21. Electrician's Assistant
- 22. Communications Assistant
- 23. IT Support Assistant
- 24. Telecommunications Equipment Repair Assistant
- 25. Diesel Maintenance Technician
- 26. Refrigerant Reclaim Helper
- 27. Service Technician Apprentice
- 28. Sports Stringer Reporter
- 29. Press Assistant
- 30. Chef Assistant
- 31. Water Operator
- 32. Laboratory Technician
- 33. Project Assistant
- 34. Yamaha Outboard Technician
- 35. Marketing Apprentice
- 36. Child Care Assistant
- 37. Government Policy Researcher
- 38. Direct Support Professional Apprentice
- 39. Hospitality Apprentice
- 40. Engineering Assistant
- 41. Graphic Designer
- 42. Pastry Chef Apprentice
- 43. Cosmetology Assistant
- 44. CAD Draftsperson

- Industry representation for current youth apprentices as of the publication of this report is as follows.

<b>AMP Industry Representation</b>		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Government	1	1.6%
Transportation and Logistics	1	1.6%
Engineering	1	1.6%
Education	2	3.1%
Business	2	3.1%
Hospitality and Foodservice	2	3.1%
Environmental Services	2	3.1%
Marine Trades	4	6.3%
Information Technology	7	10.9%
Automotive	8	12.5%
Healthcare	8	12.5%
Manufacturing	9	14.1%
Construction	17	26.6%
<b>Total</b>	<b>64</b>	<b>100.0%</b>

- Thirty-eight (38) students completed the Apprenticeship Maryland Program by the end of the 2018–2019 school year.
- Nine (9) students have been retained under the program from the 2018–2019 school year and will continue for the 2019–2020 school year.

## Community-Based Support for the Pilot Program

For the past several years, the FirstEnergy Foundation has offered support to Washington and Frederick county businesses to support the hiring of youth apprentices through Apprenticeship Maryland. FirstEnergy Foundation's donations total contribution to the program have been \$45,000. This vital support has allowed many small businesses located in Western Maryland to be able to participate in this program and take advantage of its benefits while also helping to train the workforce of the future.



*Youth Apprentices from Washington County joined their respective employers, DVF Corporation and the Washington County Division of Environmental Management, at a check presentation courtesy of the FirstEnergy Foundation.*

## Concluding Remarks

The Department is committed to growing the Apprenticeship Maryland Program and the Maryland Apprenticeship and Training Program into the future. Over the next year, Labor and its current local school system partners will focus on: recruiting new participating employers representatives of a wide variety of industry sectors, adding in-demand occupations to the roster of AMP supported opportunities, promoting the AMP model to potential student participants and their parents or guardians, increasing the awareness of educators and school counselors about the value of this “earn and learn” model, and strengthening the collaboration of all of the diverse state and local entities involved with the program.

Labor and MSDE will continue to conduct outreach to those local public school systems that have not yet joined AMP. Lastly, Labor will continue to educate existing Registered Apprenticeship sponsors about the benefits of linking up with K-12 education as a source to tap for future talent development. By working with both education and Registered Apprenticeship sponsors, Maryland’s young people will have many exciting options as they transition from school to the world of work.