

Youth Apprenticeship
Advisory Committee
Annual Report **2021**





December 1, 2021

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 Bill Ferguson
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: 2021 Annual Report, Maryland Youth Apprenticeship Advisory Committee (MSAR # 10965)

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

I am pleased to update you on the activities of the Maryland Youth Apprenticeship Advisory Committee. In its third full year as a statewide program, and despite the global coronavirus pandemic, the Apprenticeship Maryland Program (AMP) persevered and experienced significant growth in 2021. With the help of program partners from across the state, more businesses 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 20 of Maryland's 24 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 AMP. 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, sweeping underline.

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

Michelle Butt

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:

Kelly Winters

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:

Judi Olinger (until October 2021)

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

Vacant

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Maryland's Vision to Expand Apprenticeships

“Our public school leaders have continued to recognize the value of our state’s youth apprenticeship program. By providing students with the opportunity to learn through in-classroom instruction and on-the-job training in a variety of industries and occupations, Maryland is setting high school students on a path to a successful career and future.”

-Governor Larry Hogan

Over the past year, Maryland’s Department of Labor (MD Labor) continued to make great strides in support of the state’s apprenticeship system, including an infusion of additional federal funding and a celebration of apprenticeship in the state through the declaration of National Apprenticeship Week in Maryland for the fifth year in a row. During November 2021, Governor Hogan announced the record-breaking milestone of over 11,498 registered apprentices currently working, earning, and learning in the Maryland Apprenticeship and Training Program (MATP), which represents the highest participation rate in state history. This achievement was made possible by MATP’s dedication and commitment to recruiting new programs, sponsors, and apprentices in Maryland. As of the end of September, there were 3,794 businesses and 176 program sponsors actively participating in the state’s registered apprenticeship program.

Moreover, as Maryland has continued its steady post-pandemic economic growth during 2021, MATP has added 23 new apprenticeship programs and reactivated four apprenticeship programs. The MATP has grown significantly since the integration into Maryland’s Workforce System in October 2016: 111 new apprenticeship sponsors have been registered, 31 sponsors have been reactivated, and over 299 sponsor reviews have been conducted.

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 MD 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.

The Committee and its volunteer members have been an integral component of how Maryland has charted the course for the steady expansion of the state’s youth apprenticeship initiative, the Apprenticeship Maryland Program (AMP). As such, AMP has been able to continue its rapid growth. For the 2020-2021 academic year – and in spite of the ongoing impacts of the coronavirus pandemic – the program reached another record year for participation. A total of 90 youth apprentices were earning and learning across nine local public school systems. Equally important, since the last publication of this report one year ago, four additional local public school systems were approved to offer youth apprenticeship. These were: Harford (December 2020), Calvert (February 2021), Anne Arundel (March 2021), and Charles (May 2021). That brings the total number of AMP school systems to 20 of Maryland’s 24 local public school systems. Both MD Labor and MSDE will continue to conduct outreach to foster adoption of the AMP model statewide.

The Case for Youth Apprenticeships: The Other Four Year Degree

"Having the spirit of a student, their youth, and their energy has brought a lot to our organization."

-Laura Cheung of Fahrney Keedy Senior Living



Daniel "Nate" Schultz graduated from the Talbot County Public Schools carpentry Career and Technical Education Program and also worked as a youth apprentice at Campbell's Boatyard.

Since 2015, Maryland has invested significant resources into facilitating more high school students being able to access an apprenticeship career pathway. A major component of these efforts has been the building of our youth apprenticeship initiative. By working to connect our young people to work-based learning opportunities, government, education, and business create a partnership that serves the future needs of all parties. In this manner, high school juniors and seniors have been able to explore career pathways earlier than they might have, absent youth apprenticeship opportunities.

Why Youth Apprenticeship?

Youth apprenticeship has proven to be a valuable strategy in preparing our young people for their futures after high school graduation. Students – as well as their parents or guardians – invest a great deal of time and effort in navigating this transitional period. Currently available research studies – as well as the practical experience of Maryland and other states engaged in youth apprenticeship – show how the model can help to inform students and their parents about some of the possible options available to them post-high school.

A September 2021 report jointly issued by Jobs for the Future and the Partnership to Advance Youth Apprenticeship (PAYA) indicated that the real benefit of youth apprenticeship comes from students accessing “learning that is career-oriented.”¹ The report expanded on this point by noting, “career-oriented learning is at the cornerstone of youth apprenticeship programs. Youth apprenticeship is a unique pathway to a career for young people, because it requires the direct investment of employers to inform the instruction that students receive.”² The combination of hands-on work experience, coupled with relevant technical instruction (whether acquired in a classroom or from an on-line learning management system), simultaneously exposes youth to possible career choices while allowing them to gain direct work experience and skills acquisition.

Maryland has wholeheartedly adopted this approach with its youth apprenticeship initiative. AMP seeks to foster the following five principles for high-quality youth apprenticeship, as developed by the PAYA:

CAREER-ORIENTED: Learning is structured around knowledge, skills, and competencies that lead to careers with family-supporting wages.

EQUITABLE: Learning is accessible to every student, with targeted supports for those adversely impacted by long-standing inequities in our education system and labor market.

PORTABLE: Learning leads to postsecondary credentials and transferable college credit that expand options for students.

ADAPTABLE: Learning is designed collaboratively to be recognized and valued across an industry or sector.

ACCOUNTABLE: Student, employer, and program outcomes are monitored using transparent metrics to support improvement.³

A report from the National Governors Association, which highlighted best practices that states have used in promoting these principles, recognized Maryland for developing a model for fostering employer and industry engagement. Specifically, the authors cite the Maryland Registered and Youth Ambassador Program.⁴ Apprenticeship ambassadors demonstrate a commitment to apprenticeships and maintain a high profile in their sector or geographical area. Both the Youth Apprenticeship Advisory Committee and AMP are built upon a solid underpinning of employer involvement and engagement.

¹ “*Youth Apprenticeship in Action: Principles in Practice*,” Authored by: Andrea Messing-Mathie, PhD, Published by Jobs for the Future and the Partnership to Advance Youth Apprenticeship, September 2021, Page 13. https://jfforg-prod-new.s3.amazonaws.com/media/documents/YA_in_Action_-_Final_-_09-08-2021.pdf

² *Ibid.*

³ “*Self-Assessment and Planning Tool for Youth Apprenticeship Programs*,” Published by the Partnership to Advance Youth Apprenticeship, November 2019, Page 4. https://jfforg-prod-new.s3.amazonaws.com/media/documents/YA_Self-Assessment_Tool_11-25-2019.pdf

⁴ “*Strengthening Employer and Industry Engagement*,” Published by the National Governors Association and the Partnership to Advance Youth Apprenticeship,” October 2021, Page 11 https://www.nga.org/wp-content/uploads/2021/09/PAYA_NGA_Self_Assessment_Youth_Apprenticeship.pdf

Statewide Expansion of Youth Apprenticeship



Youth Apprenticeship represents a true partnership between business, government, and education. Pictured from left to right: Rick Weldon, President and CEO, Frederick County Chamber of Commerce; Dr. Kristine Pearl, Supervisor, Career and Technical Education, Frederick County Public Schools; Lester Gonzalez, youth apprentice at Second Chances Garage; Joseph Hall, Lead Technician, John Grupenhoff, Sales and Services Manager, and Kati Hoffman, Office Manager, Second Chances Garage; Veronica Lowe and Linda Morgan, Community Foundation trustees.

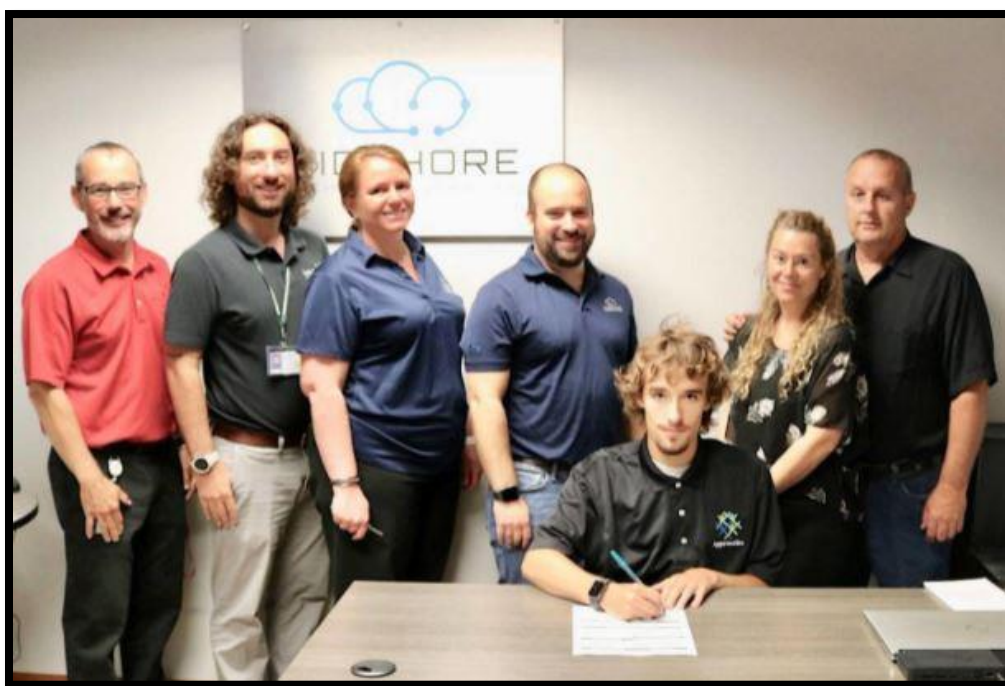
Expansion of AMP is becoming a proven, sustainable workforce development strategy. Prior to 2019, the groundwork was put in place to expand youth apprenticeship to be available statewide. Labor, Commerce, and MSDE's original goal for the future growth of AMP was to increase the program by between two and four new participating school systems annually. 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 **18** local public school systems have adopted the pilot program's model, bringing total participation to 20 of Maryland's 24 local school systems. As mentioned earlier, Anne Arundel, Calvert, Charles, and Harford counties have joined the program during the past year. Current participating school systems include those noted below.

- Allegany County
- Anne Arundel County
- Baltimore City
- Baltimore County
- Calvert County
- Caroline County
- Carroll County
- Charles County
- Dorchester County
- Frederick County
- Harford County
- Howard County
- Kent County
- Montgomery County
- Prince George's County
- Queen Anne's County
- St. Mary's County
- Talbot County
- Washington County
- Wicomico County

As the program has expanded, MD 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 (RI) 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. MD Labor staff have worked closely with their local public school system partners to ensure that the instruction connected to a specific youth apprenticeship position is relevant to the job and acceptable to the business.

MD 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. Each of the state agency partners 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.

Lastly, over the next several years, both departments aim to add the remaining four local public school systems that have yet to adopt the model. Moreover, MD Labor will continue to explore ways to use youth apprenticeship as a springboard to post-secondary education and/or job training and career development.



Christopher Ireland (seated at table), signed on as Caroline County's very first youth apprentice during the summer of 2021 with Mid Shore Technology.

Youth Apprenticeships: A Year in Review

“Maryland now has the largest number of public school systems participating in the Apprenticeship Maryland Program since its inception. We highly encourage all school systems across the state to join this growing program and give their students the opportunity to earn a wage and learn valuable job skills through a youth apprenticeship.”

-Secretary of Labor Tiffany Robinson

Recruitment of Eligible Employers

AMP continues to grow its listing of eligible employers. Utilizing the guidance established under the original regulations promulgated pursuant to the legislation that authorized the AMP pilot, the Maryland Apprenticeship and Training Council (MATC) approves eligible employers. By the end of the 2020-2021 academic year, (in June 2021), a total of 65 new eligible employers were approved by the MATC, raising the number of eligible employers from 171 to 236. This represents just over a 38% growth versus the prior year and over 1,585% growth since program inception. The following is a listing of all eligible employers as of the date of this report’s publication. Since the conclusion of the 2020-2021 school year (and as of the publication date of this report), the total number of participating employers has grown to 258.



MD Labor recently unveiled this AMP banner to be displayed prominently within individual high schools of participating local public school systems as a marketing strategy.

Current Eligible Employers

Allegany County

- Allegany College of Maryland (Higher Education)
- Allegany County Government (Public Sector)
- Allegany Media (Communications)
- Bedford Road Pharmacy (Healthcare)
- Berkeley Springs Instruments, LLC (Manufacturing)
- BoMark Electric (Construction)
- Careventures (Healthcare)
- Carter Hospitality, Inc. (Hospitality and Tourism)
- CBIZ, Inc. (Finance/Insurance)
- Evitts LLC/Rocky Gap Casino and Resort (Hospitality and Foodservice)
- First Peoples Community FCU (Finance)
- Grounded Electrical Construction (Construction)
- Item America (Manufacturing)
- Jenkins Collision Center (Automotive)
- Moran Nursing & Rehabilitation Center (Healthcare)
- Rommel Construction (Construction)
- Timbrook Powersports (Automotive)
- Weimer Chevrolet of Cumberland (Automotive)
- Willetts Technology (Information Technology)

Anne Arundel County

- BoMark Electric (Construction)
- C&R Electric (Construction)
- Control Sources, LLC (Construction)
- Cynergy Electric Company, Inc. (Construction)
- DEL Electric (Construction)
- Denver-Elek, Inc. (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- NRL and Associates, Inc. (Manufacturing)
- Paramount Mechanical (Construction)
- Power Design, Inc. (Construction)
- Rommel Construction (Construction)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)

Baltimore City

- Baltimore City Fire Department (Public Safety)
- Baltimore City Public Schools (Education)
- BoMark Electric (Construction)

- Bopat Electric (Construction)
- C&R Electric (Construction)
- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Grounded Electrical Construction (Construction)
- IronShore Contracting LLC (Construction)
- Pella Mid-Atlantic (Construction)
- R. E. Harrington and Sons (Construction)
- Rommel Construction (Construction)
- Shepherd Electric (Construction)
- Tulkoff Food Products (Food Production)
- Windsor Electric Company Inc. (Construction)

Baltimore County

- BoMark Electric (Construction)
- Bopat Electric (Construction)
- C&R Electric (Construction)
- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Country Club of Maryland (Hospitality and Tourism)
- DEL Electric (Construction)
- Denver-Elek, Inc. (Construction)
- Electrical Automation Services, Inc. (Engineering)
- Elkridge Club (Hospitality and Tourism)
- Ensor Plumbing (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Grounded Electrical Construction (Construction)
- Hayes Construction (Construction)
- Image 360 (Communications)
- IronShore Contracting LLC – (Construction)
- Mechanical Engineering and Construction Services (Construction)
- Owings Home Services (Construction)
- Pella Mid-Atlantic (Construction)
- Rolling Road Golf Club (Hospitality and Tourism)
- Rommel Construction (Construction)
- Shepherd Electric (Construction)
- Smith Mechanical (Construction)
- Sparrows Point Country Club (Hospitality and Tourism)
- Stanley Black and Decker (Manufacturing)
- The Suburban Club (Hospitality and Tourism)
- Tulkoff Food Products (Food Production)
- Westmor Industries (Manufacturing)
- Windsor Electric Company Inc. (Construction)

Calvert County

- American Electronic Warfare Associates (Aerospace)
- Energy Select LLC (Construction)
- Fitzgerald Auto Malls (Automotive)
- Grounded Electrical Construction (Construction)
- Jordan Research and Development (Engineering)
- JPG Plumbing and Mechanical Services (Construction)
- Loving Care Senior Services (Home Care Services)
- Paramount Mechanical (Construction)
- Rommel Construction (Construction)
- Triton Defense (Manufacturing)

Caroline County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- Campbell's Boatyard (Marine Trades)
- Caroline County Public Library (Government)
- Caroline County Public Schools (Education)
- Choptank Transport (Transportation and Logistics)
- Control Sources, LLC (Construction)
- Delmarva Fluid Power Inc. (Construction)
- Denver-Elek, Inc. (Construction)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- John W. Tieder, Inc. (Construction)
- Midshore Technology Services (Information Technology)
- NRL & Associates, Inc. (Manufacturing)
- Osteria Alfredo, LLC (Hospitality and Foodservice)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- Seaberry Farm (Agriculture)
- The Narrows Inc. (Hospitality & Tourism)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)
- Wilson Innovation Solutions (Cybersecurity)

Carroll County

- Altimate Electric (Construction)
- Arocon Roofing & Construction (Construction)
- Autonomous ID (Information Technology)

- BoMark Electric (Construction)
- Bopat Electric (Construction)
- CAS Engineering (Engineering)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Ensor Plumbing (Construction)
- Grounded Electrical Construction (Construction)
- Innovative Machine Corp. (Manufacturing)
- JPG Plumbing and Mechanical Services (Construction)
- Laurenzio Restaurants (Hospitality/Foodservice)
- Links at Challedon (Hospitality and Foodservice)
- Lorien Mount Airy (Healthcare)
- Mead Tree and Lawn Care (Environmental Services)
- National Security Agency (Government)
- Rommel Construction (Construction)
- Shepherd Electric (Construction)
- Stanley Black and Decker (Manufacturing)
- Tire World of Riverside (Automotive)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)

Charles County

- American Electronic Warfare Associates (Aerospace)
- Ennis Electric, Inc. (Construction)
- Grounded Electrical Construction (Construction)
- Paramount Mechanical (Construction)
- Rommel Construction (Construction)

Dorchester County

- Acts Retirement Life Communities (Healthcare)
- B & B Sport Aviation (Aviation)
- Cambridge International (Manufacturing)
- Campbell's Boatyard (Marine Trades)
- Choptank Transport (Transportation and Logistics)
- Composite Yacht, LLC (Shipbuilding)
- Crystal Steel Fabricators, Inc. (Manufacturing)
- Dorchester Chamber of Commerce (Trade Association)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- GKD-USA, Inc. (Manufacturing)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- Hyatt Recency Cambridge (Hospitality and Tourism)
- iFrog Digital Marketing (Marketing and Communications)
- John W. Tieder, Inc. (Construction)
- Midshore Technology Services (Information Technology)
- Osteria Alfredo, LLC (Hospitality and Foodservice)

- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Quevera, LLC (IT)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)
- Warwick Fulfillment Solutions (Transportation and Logistics)
- Wilson Innovation Solutions (Cybersecurity)

Frederick County

- ALLCool Refrigerant Reclaim (Construction/HVAC)
- Altimate Electric (Construction)
- Automotive Parts & Machine of Frederick, Inc. (Automotive)
- BaneBio (Healthcare Infomatics)
- BEACON House (Education)
- Ben Lewis Plumbing (Construction)
- Bimbo Bakeries USA (Food Production)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- Brunswick Woodworking (Skilled Trades)
- Bryant Group (Construction)
- Canapes, Inc. (Hospitality and Foodservice)
- Carter CAT (Automotive/Heavy Equipment)
- CAS Engineering (Engineering)
- Contour Construction LLC (Construction)
- Control Sources, LLC (Construction)
- Custom Concepts Construction, Inc. (Construction)
- Denver-Elek, Inc. (Construction)
- Dustin Construction (Construction)
- Dynamic Auto (Automotive)
- F B Harding (Construction)
- FJB Engineering (Manufacturing)
- Fountaindale Auto (Automotive)
- Frederick County Public Schools (Education)
- Frederick Regional Health System (Healthcare)
- Grounded Electrical Construction (Construction)
- H&R Block (Finance)
- Holly Hills Country Club (Hospitality/Tourism)
- Insul-Tech, Inc. (Manufacturing)
- Item America (Manufacturing)
- JPG Plumbing and Mechanical Services (Construction)
- KM Appraisals, LLC (Real Estate)
- Krietz Auto (Automotive)
- Laurienzio Restaurants (Hospitality/Foodservice)
- Master Plumbing and Mechanical (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Pain and Spine Specialists of Maryland (Healthcare)

- Phoenix Mecano (Manufacturing)
- Plamondon Hospitality Partners (Hospitality and Tourism)
- Power Design, Inc. (Construction)
- Precision Bioservices (Biotechnology)
- Rommel Construction (Construction)
- Second Chances Garage (Automotive)
- Shepherd Electric (Construction)
- South Mountain Lawn and Landscaping (Environmental Services)
- TEI Electrical Solutions (Construction)
- Tire World of Riverside (Automotive)
- Toothman Orthodontics (Healthcare)
- Trinity Salon (Cosmetology)
- Twin Ridge Auto (Automotive)
- W. F. Delauter & Son (Construction)
- Wagner Meats (Food Production)
- Watkins Cabinet (Manufacturing)
- Whiskey Creek Golf Course (Hospitality and Foodservice)
- Willard Agri Service (Agriculture)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)
- Winsupply (Energy)
- Woodsboro Bank (Banking)
- Zegaz Instruments (Manufacturing)

Harford County

- All Around Plumbing (Construction)
- Bel Air Hyundai (Automotive)
- BoMark Electric (Construction)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Ensor Plumbing (Construction)
- Good Shepherd Children's Center (Child Care)
- Grounded Electrical Construction (Construction)
- Image 360 Harford (Sign & Graphics)Old Line Barbers, LLC (Cosmetology)
- Power Design, Inc. (Construction)
- Rommel Construction (Construction)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)

Howard County

- AAA Physical Therapy, LLC (Healthcare)
- Altimate Electric (Construction)
- ARGO Systems (Construction)
- BA Auto Care (Automotive)
- BoMark Electric (Construction)
- C&R Electric (Construction)
- CAS Engineering (Engineering)

- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Cynergy Electric Company, Inc. (Construction)
- DARCARS Toyota (Automotive)
- DEL Electric (Construction)
- Denver-Elek, Inc. (Construction)
- Ensor Plumbing (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- GOT Electric, LLC (Construction)
- Grounded Electrical Construction (Construction)
- Hawkins Electric Service (Construction)
- Howard Tech Advisors (Information Technology)
- Humanim (Non-Profit)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Laurenzio Restaurants (Hospitality/Foodservice)
- Lexus of Silver Spring (Automotive)
- Master Plumbing and Mechanical (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Minnick's HVAC, Plumbing & Insulation (Construction)
- National Security Agency (Government)
- Paramount Mechanical (Construction)
- Pella Mid-Atlantic
- R. E. Newcomb, Inc. (Construction)
- Rommel Construction (Construction)
- Salon Tusey (Cosmetology)
- Shapiro and Duncan (Construction)
- Shepherd Electric (Construction)
- TeamWorx Security, LLC. (Information Technology)
- TEI Electrical Solutions (Construction)
- Wilson Innovation Solutions (Cybersecurity) Windsor Electric Company Inc. (Construction)

Kent County

- Acts Retirement Life Communities (Healthcare)
- Chesapeake CNC Mfg. (Manufacturing)
- Dixon Valve and Coupling Company (Manufacturing)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Greenscapes Land Care, LLC (Environmental Services)
- Grounded Electrical Construction (Construction)
- Horsey Construction LLC (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- NRL & Associates, Inc. (Manufacturing)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Red Acres Hydroponics (Agriculture)
- Rommel Construction (Construction)

- Willard Agri Service (Agriculture)
- Wilson Innovation Solutions (Cybersecurity)

Montgomery County

- Altimate Electric (Construction)
- BoMark Electric (Construction)
- C&R Electric (Construction)
- Colonial Electric Company Inc. (Construction)
- Congressional Country Club (Recreation and Hospitality)
- Control Sources, LLC (Construction)
- DARCARS Chrysler of Silver Spring (Automotive)
- Denver-Elek, Inc. (Construction)
- Ernest Maier Inc. (Construction)
- Grounded Electrical Construction (Construction)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Laurenzio Restaurants (Hospitality/Foodservice)
- Master Plumbing and Mechanical (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Montgomery County Public Schools (Education)
- National Security Agency (Government)
- Paramount Mechanical (Construction)
- Pella Mid-Atlantic (Construction)
- Power Design, Inc.
- Precision Bioservices (Biotechnology)
- Rommel Construction (Construction)
- Shapiro and Duncan (Construction)
- Shepherd Electric (Construction)W. E. Bowers and Associates Inc. (HVAC and Plumbing)
- W. L. Gary Company, Inc. (Construction)
- Watkins Cabinet (Manufacturing)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)

Prince George's County

- Altimate Electric (Construction)
- BoMark Electric (Construction)
- C&R Electric (Construction)
- Control Sources, LLC (Construction)
- Crockett Facilities Services, Inc.(Construction)
- Delaware Elevator Inc.
- Denver-Elek, Inc. (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Grounded Electrical Construction (Construction)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Master Plumbing and Mechanical (Construction)

- Paramount Mechanical (Construction)
- Pella Mid-Atlantic (Construction)
- Power Design, Inc.
- Rommel Construction (Construction)
- W. E. Bowers and Associates Inc. (HVAC and Plumbing)
- W. L. Gary Company, Inc. (Construction)
- Wilson Innovation Solutions (Cybersecurity)
- Windsor Electric Company Inc. (Construction)

Queen Anne's County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- Bridges Restaurant, LLC (Hospitality and Foodservice)
- Campbell's Boatyard (Marine Trades)
- Corsica Technologies (Information Technology)
- Dixon Valve and Coupling Company (Manufacturing)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Midshore Technology Services (IT)
- Net Vision Consultants, Inc. (Information Technology)
- NRL & Associates, Inc. (Manufacturing)
- Osteria Alfredo, LLC (Hospitality and Foodservice)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Queenstown Collision Center, Inc. (Automotive)
- Queenstown Landing (Hospitality and Tourism)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- The Jetty Restaurant (Hospitality and Tourism)
- The Whalen Company (Manufacturing)
- Willard Agri Service (Agriculture)
- Wilson Innovation Solutions (Cybersecurity)
- Wye River Marine (Maritime)

St. Mary's County

- 17/71 Architectural Studio (Architecture)
- Alion Science and Technology Corporation (Manufacturing)
- American Electronic Warfare Associates (Aerospace)
- Atkinson Aerospace and Technology, Inc. (Aerospace)
- C H Attick Electric, Inc. (Construction)
- Coherent Technical Services, Inc.
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Energy Select LLC (Construction)
- Fitzgerald Auto Malls (Automotive)
- Grounded Electrical Construction (Construction)

- Integrated Electrical Technologies Corporation (Business)
- J Browne Excavating LLC (Construction)
- J.F. Taylor, Inc. (Manufacturing)
- Jordan Research and Development (Engineering)
- JPG Plumbing and Mechanical Services (Construction)
- Navair, Inc. (Aerospace)
- Naval Systems, Inc. - NSI (Defense)
- Paramount Mechanical (Construction)
- Pax Aero Solutions (Manufacturing)
- Platform Aerospace (Manufacturing)
- Rommel Construction (Construction)
- Salty Creek Electric, Inc. (Construction)
- Schoenbauer Furniture Service (Carpentry, Furniture Repair)
- St. Mary's County Museum Division (Hospitality and Tourism)
- St. Mary's County Public Schools (Education)
- The Patuxent Partnership, LLC (Defense)
- Triton Defense (Manufacturing)
- Trossbach Enterprises (Construction)
- W. M. Davis, Inc. (Construction)
- Wilson Innovation Solutions (Cybersecurity)

Talbot County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- Campbell's Boatyard (Marine Trades)
- Caroline County Public Library (Government)
- Choptank Transport (Transportation and Logistics)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Fisherman's Inn (Hospitality and Tourism)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- John W. Tieder, Inc. (Construction)
- Links at Perry Cabin (Recreation & Tourism)
- Osteria Alfredo, LLC (Hospitality and Foodservice)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- Spring and Associates (Construction)
- The Inn at Perry Cabin (Hospitality/Foodservice)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)
- Wilson Innovation Solutions (Cybersecurity)

Washington County

- Asplundh Tree Experts (Forestry)
- Associated Builders and Contractors, Cumberland Valley (Trade Association)
- B&D Consulting (IT)
- Beachley Furniture (Manufacturing)
- Beacon Grace LLC (Business Management)
- BEACON House (Education)
- Bopat Electric (Construction)
- Burkeholder's Floor Covering (Construction)
- Caldwell Manufacturing (Manufacturing)
- City of Hagerstown (Government)
- Columbia Machine, Inc. (Manufacturing)
- Contour Construction LLC (Construction)
- Control Sources, LLC (Construction)
- Custom Machine, Inc. (Manufacturing)
- D. M. Bowman (Transportation and Logistics)
- Denver-Elek, Inc. (Construction)
- DVF Corporation (Manufacturing)
- Electromet Corporation (Manufacturing)
- Fahrney-Keedy Memorial Home, Inc. (Healthcare)
- Fil-Tec, Inc. (Manufacturing)
- Fountain Head Country Club (Hospitality/Tourism)
- Grounded Electrical Construction (Construction)
- Gruber-Latimer Restoration (Construction)
- Hagerstown Children's School (Education)
- Herald-Mail Media (Media and Communications)
- Hub Labels, Inc. (Manufacturing)
- IGM Commercial Fire and Electrical Systems (Construction)
- Item America (Manufacturing)
- Jay Reece Mobile (Telecommunications)
- JLG Industries (Manufacturing)
- Krietz Auto (Automotive)
- Land Cruiser Heaven (Automotive)
- LS Grim Consulting Engineers (Construction)
- MEC, Inc. (Construction)
- Merkle RMG (Business Services)
- Noels Fire Protection (Construction)
- RAMPF Molds Industries, Inc. (Manufacturing)
- Schmankerl Stube Restaurant (Hospitality and Tourism)
- Senior Benefit Services, Inc. (Insurance)
- Shepherd Electric (Construction)
- TEI Electrical Solutions (Construction)
- Todd Stocks Insurance Agency (Finance/Insurance)
- Toothman Orthodontics (Healthcare)
- Tri-County Pump Service, Inc. (Construction)
- Turner Wealth Management (Finance)
- Valentine Electric, Inc. (Construction)

- Wade Architecture (Architecture)
- Washington County Division of Environmental Management (Government)
- Washington County Museum of Fine Arts (Historic Preservation)
- Washington County Public Schools (Education)
- Willard Agri Service (Agriculture)

Wicomico County

- Acts Retirement Life Communities (Healthcare)
- City of Salisbury (Government)
- Control Sources, LLC (Construction)
- Delaware Elevator Inc. (Engineering)
- Denver-Elek, Inc. (Construction)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- John W. Tieder, Inc. (Construction)
- Parker & Associates, Inc. (Construction)
- RAUCH, Inc. (Engineering) Rommel Construction (Construction)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)
- Wilson Innovation Solutions (Cybersecurity)



During National Apprenticeship Week 2021, sophomores from Patapsco High School in Baltimore County signed commitment letters to participate in the youth apprenticeship program starting in their junior years.

Expansion of the Innovative Pathways to Success Program

During 2021, MD Labor expanded the existing Pathways to Success Electrical Pre-Apprenticeship Program to serve students in both Charles and Montgomery counties. 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 MD Labor, Charles County Public Schools (CCCPS), Montgomery County Public Schools (MCPS), and the Independent Electrical Contractors (IEC) Chesapeake. Through this pre-apprenticeship program, 13 youth from CCPS and eight from MCPS had the opportunity to begin a career in the electrical trade.



The Independent Electrical Contractors Chesapeake conducted an electrical trade pre-apprenticeship program for students from Montgomery County Public Schools, and included a combination of hands-on training and classroom instruction.

In collaboration with these two local public school systems, IEC Chesapeake conducted 200-hour electrical trade pre-apprenticeship programs for the enrolled students, which included a combination of hands-on training and classroom instruction. Each student who successfully completed 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, these were the fifth and sixth cohorts of students to be served under this initiative.

MD Labor is also currently funding the Baltimore Electricians Joint Apprenticeship and Training Committee (JATC), Local Union #24 to continue expansion of its apprenticeship program by working with participating local public school systems to offer a School to Apprenticeship pathway. The International Brotherhood of Electrical Workers, Local 24 received \$57,000 to accomplish the following:

- Working with local public school systems to recruit student candidates who: will be entering their senior year, are on pace to graduate, are able to pass a drug test, have taken and passed a minimum of Algebra I, and will have a valid driver's license and vehicle by the end of the School to Apprenticeship year;
- Participating students have the opportunity to take the first year of the JATC's RI in an online format (up to 50 students); and
- Participants are also provided classroom time and space to work with instructors as needed on both the curriculum and hands-on labs.

COVID-19 has hampered the first year of activity. MD Labor, the IBEW Local 24, and Baltimore County Public Schools met multiple times during the past year to facilitate entry for high school students. Favorably, as recovery has continued from the pandemic, a total of 13 individuals have participated thus far with two entering apprenticeship.



Lab training for participants is an essential part of both the union and non-union pre-apprenticeship programs funded by MD Labor.

“School to Apprenticeship”: A Dual Pathway from Youth Apprenticeship to Registered Apprenticeship

AMP also offers pathways to employers to expand from a youth apprenticeship model seamlessly to a registered apprenticeship model. Since inception, a total of 19 employers participating in AMP have either been existing Registered Apprenticeship Sponsors or have been approved to be a sponsor. Employers who are sponsors are as follows:

- Associated Builders and Contractors – Cumberland Valley
- British American Auto Care
- Cambridge International
- Carter CAT
- Congressional Country Club
- DARCARS
- D. M. Bowman
- Delaware Elevator,
- Dixon Valve and Coupling, Inc.
- Dynamic Automotive
- Electromet, Inc.
- Hub Labels, Inc.
- Maryland Watch Works, Inc.
- Minnick’s
- Montgomery County Public Schools
- W. F. Delauter & Son
- Washington County Division of Environmental Management
- Willard Agri-Service, Inc.
- Wilson Innovation Solutions, Inc.

Several other existing sponsors have added language to their Standards of Apprenticeship to incorporate the School to Apprenticeship (STA) model. STA allows youth ages 16 or 17 to be registered as apprentices with a Registered Apprenticeship sponsor prior to graduation (with the consent of the youth’s parent or guardian). Youth becoming Registered Apprentices will receive the appropriate RI while in high school and will begin working part-time to accrue On-the-Job Training (OJT) hours as their schedules allow. Upon high school graduation, these youth will then continue on as full-time Registered Apprentices. All hours of OJT and RI accrued during high school are part of their required hours to complete the RA program.

A sampling of some of the current apprenticeship sponsors that presently allow for STA include: Associated Builders and Contractors – Baltimore Metro, Associated Builders and Contractors – Chesapeake Shores, Associated Builders and Contractors – Cumberland Valley, Baltimore Electricians Joint Apprenticeship and Training Committee (JATC), Local Union #24, Independent Electrical Contractors – Chesapeake, Prince George’s County Public Schools, Heating & Air Conditioning Contractor of Maryland (HACC), the Maryland Direct Support Professional Apprenticeship Program, M & S Electric, LLC, the National Restaurant Association Education Foundation, and John W. Tieder, Inc. Twenty-nine of the 90 total AMP youth apprentices from the 2020-2021 school year (32%) were also registered as apprentices using the STA model by the end of that school year.

Additionally, a total of 44 other AMP employers are also participating employers in one or more group Registered Apprenticeship programs registered with MATP. MD Labor continuously seeks out opportunities to connect AMP employers directly to the Registered Apprenticeship system. These linked programs offer students engaged in AMP 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.



For the 2020-2021 school year, Baltimore County Public Schools had four youth apprentices, all of which are also registered as apprentices with the Associated Builders and Contractors, Baltimore Metro. This photo was taken at their youth apprenticeship graduation ceremony.

Utilizing Past Student Success and Feedback to Promote AMP

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. Below are some representative testimonials from recent youth apprentices.

Ariana Marriott, Youth Apprentice from Washington County Public Schools, with the Washington County Museum of Fine Arts

“My youth apprenticeship is really enjoyable, especially the interactions with co-workers and the patrons that come in. They’re just all such interesting people and I love the interaction between everyone. It’s just an amazing environment to be in.”

Jacob Bentley, Youth Apprentice/Registered Apprentice from Baltimore County Public Schools, with Windsor Electric

“Coming into high school, I knew about electrical program and decided that I liked the career path and wanted to get into this as a career. Pat Carroll [Jacob’s electrical teacher at school] helped me get hired by Windsor Electric. I’ve really enjoyed working with Windsor and I look forward to working with them down the road.”

Cody Pendley, Youth Apprentice from Washington County Public Schools with Wade Architecture

“I’ve learned a lot about myself through the youth apprenticeship program. I’ve learned better time management, better communications skills, and better teamwork with my peers.”



Chandler Dyott (center), a student at Talbot County Public Schools, worked as a youth apprentice at Campbell's Boatyard.

Todd Simmons, Youth Apprentice/Registered Apprentice from Baltimore County Public Schools, with Windsor Electric

“At Windsor, what we do changes every day. We are assigned to a mechanic, and we do things such as bending conduit, running wire from a panel to a device or unit, and wiring up rooms. But we also do things such as cleaning up, setting up, and grabbing tools. It varies, but it’s all fun.”

Gavin Quinn, Youth Apprentice/Registered Apprentice from Washington County Public Schools with MEC, Inc.

“I love that when I show up, it doesn’t feel like a job because it’s something that I like to do. It’s a great experience and you definitely won’t regret it.”

Patrick Kamen, Youth Apprentice/Registered Apprentice from Howard County Public Schools with Rommel Engineering and Construction, Inc.

“The cool thing about this is that you’re learning but you’re also earning money at the same time, and I’m doing something that I’m interested in. I’ve always liked doing some of the trades, I like working with my hands. This is really what I want to go and do.”



Easton High School senior William Burgess (second from left), worked as a youth apprentice with the Whalen Company. Pictured with William are: Allen Banks (far left), George Slaughenoupt (second from right) and Michael Colletti (far right).

Nate Fink, Youth Apprentice from Frederick County Public Schools with Dynamic Automotive

“Very quickly, I became part of the family. I just fit right in there with everybody. I was the pioneer, if you will, for our youth apprenticeship program. I like to take care of the customers – it’s our community that we rely on.”

Eric Calandrelle, Youth Apprentice/Registered Apprentice from Washington County Public Schools with MEC, Inc.

“I love being able to come in every day and learn something new every single day. It’s a real job, and we’re working and learning, and you get to start two years earlier than most people would. You’re not going to get this kind of opportunity anywhere else.”

Alan Yang, Youth Apprentice from Queen Anne’s County Public Schools with Dixon Valve and Coupling Company

“They supervise what I do and they show me how things are done. And they show you how each process goes to another process to make the final product.”

Paige Ashworth, Youth Apprenticeship from Washington County Public Schools with Fahrney Keedy Senior Living

“Working here, I’ve been able to have a lot of opportunities – a job that works with me, people who really understand my goals and aspirations.”

Jonathon True, Youth Apprenticeship from Washington County Public Schools with D. M. Bowman, Inc.

“The youth apprenticeship program benefited me by my being able to get a job right away, being able to get my hands dirty, and follow the career path that I have chosen.”

Josh Gerber, Youth Apprenticeship from Washington County Public Schools with D. M. Bowman, Inc.

“What I like is being able to go to work, for nine hour shifts, work with my hands, feeling accomplished. Feeling that I actually fixed something on my own is probably the greatest feeling.”

Kevin Magno, Youth Apprenticeship from Washington County Public Schools with DVF, Inc.

“I definitely recommend doing the youth apprenticeship program. Having experience in what you want to do later in life gives you an advantage.”

Marlo Ibanez, Youth Apprentice from Howard County Public Schools with Altimate Electric

“Being in the Apprenticeship program has been awesome. Working out in the field has not only showed me how to work, but it has showed me true teamwork. Once I put on my boots, orange work shirt, and hard hat, I am one of the guys that contributes to something big!”



Current youth apprentices for the 2021-2022 academic year from Anne Arundel, Howard, and Montgomery counties in their instructional lab with the Independent Electrical Contractors – Chesapeake.

Apprenticeship Maryland Program Statistics

Chapter 140 of the Acts of 2015 requires that the MD Labor, in coordination with MSDE, report jointly to the Governor and the General Assembly on the effectiveness of the youth apprenticeship 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 AMP officially completed its third year as a statewide program during the 2020–2021 academic year, the number of students who have been placed has grown significantly. The number of students placed into youth apprenticeships increased by over 21.6 % since last year, despite the pandemic and all of the challenges that the state’s employers and school systems faced.

- At the end of the 2020–2021 school year, a total of **90** students (then a state record) were registered as youth apprentices. One of these was from Allegany County, four were from Baltimore County, eight were from Dorchester County, 19 of these were students from Frederick County Public Schools, 23 were from Howard County, two were from Kent County, six were from St. Mary’s County, four were from Talbot County Public Schools, and 22 were from Washington County Public Schools. A number of the remaining school systems (many of which were anticipated to have students but did not due to COVID-19 restrictions), have since added to their respective programs in the fall of 2021 and are registering youth apprentices.

To date during the 2021-2022 school year, a total of **104** students are registered as youth apprentices, which represents another record number of participants for AMP. The county break-down is as follows:

Allegany – 1	Howard – 19
Anne Arundel – 1	Montgomery – 2
Baltimore County – 3	Prince George’s – 1
Calvert – 3	St. Mary’s – 24
Caroline – 1	Talbot – 3
Dorchester – 7	Washington – 27
Frederick – 12	

New registrations have come in at a much quicker pace thus far this year and more are anticipated for the remainder of the school year.

- 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. Several students were making as much as \$20.50 per hour. The average hourly wage for currently registered youth apprentices is \$12.90.

- Youth apprentices received workforce skills and training related to the following occupations:

- | | |
|------------------------------------|---|
| 1. Machine Operator | 24. Telecommunications Equipment Repair Assistant |
| 2. Mechanical Engineer | 25. Diesel Maintenance Technician |
| 3. Print Operator | 26. Refrigerant Reclaim Helper |
| 4. Cabinet Maker | 27. Service Technician Apprentice |
| 5. CNC Machinist (CAD/CAM) | 28. Sports Stringer Reporter |
| 6. Manufacturing Technician | 29. Press Assistant |
| 7. Data Entry | 30. Chef Assistant |
| 8. Computer Support Specialist | 31. Water Operator |
| 9. Business System Analyst | 32. Laboratory Technician |
| 10. Interior Design | 33. Project Assistant |
| 11. Project Management | 34. Yamaha Outboard Technician |
| 12. Upholstery | 35. Marketing Apprentice |
| 13. Custom Furniture Manufacturing | 36. Child Care Assistant |
| 14. Estimator | 37. Government Policy Researcher |
| 15. Patient Access Registrar | 38. Direct Support Professional Apprentice |
| 16. Biomed Technician | 39. Hospitality Apprentice |
| 17. Pre-Access Financial Counselor | 40. Engineering Assistant |
| 18. Auto Mechanic | 41. Graphic Designer |
| 19. Arborist | 42. Pastry Chef Apprentice |
| 20. Plumber's Assistant | 43. Cosmetology Assistant |
| 21. Electrician's Assistant | 44. CAD Draftsperson |
| 22. Communications Assistant | |
| 23. IT Support Assistant | |

- Industry representation for youth apprentices for the 2021-2022 academic year is as follows.

AMP Business Percentages as of 11/19/2021		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Aeronautics	1	1.0%
Architecture	2	1.9%
Association Management	1	1.0%
Automotive	9	8.7%
Business	1	1.0%
Construction	26	25.0%
Education	5	4.8%
Engineering	1	1.0%
Finance, Banking and Real Estate	1	1.0%
Furniture Repair	1	1.0%
Government	3	2.9%
Healthcare	9	8.7%
Hospitality and Tourism	5	4.8%
Information Technology	1	1.0%
Manufacturing	33	31.7%
Transportation and Logistics	5	4.8%
Total	104	100.0%

- Industry representation for youth apprentices for the 2020-2021 academic year is as follows.

AMP Business Percentages 2020-2021 School Year			
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>	
Marine Trades	1	1.1%	
Association Management	1	1.1%	
Information Technology	1	1.1%	
Finance, Banking and Real Estate	3	3.3%	
Architecture	2	2.2%	
Agriculture	2	2.2%	
Engineering	2	2.2%	
Business	2	2.2%	
Hospitality and Foodservice	2	2.2%	
Education	3	3.3%	
Transportation and Logistics	7	7.8%	
Automotive	6	6.7%	
Manufacturing	15	16.7%	
Healthcare	15	16.7%	
Construction	28	31.1%	
Total	90	100.0%	

- Sixty-three students completed the Apprenticeship Maryland Program by the end of the 2020–2021 school year.
- Twenty-four students have been retained under the program from the 2020–2021 school year and are continuing for the 2021–2022 school year.



Elizabeth Wilbert, a student at Talbot County Public Schools, worked on her computer during her youth apprenticeship with Choptank Transport.

Concluding Remarks

MD Labor is equally committed to fostering the future growth of AMP while also positioning it to remain as an essential component of Maryland’s strategy to connect youth to attractive career pathways. Over the next year, MD Labor and its current local school system partners will continue to focus on:

- recruiting new participating employers representative of the state’s high-growth, high-demand industry sectors;
- adding diverse 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. A key component of this work is now underway and involves a comprehensive assessment of the existing policies and procedures associated with administering youth apprenticeship.

MD Labor recently convened a cross-section of AMP program stakeholders to serve as a Policy Work Group in order to help update existing policies and procedures for the program, so as to adapt the program in light of lessons learned throughout its early years of growth. For each significant program operated by MD Labor, a Policy Issuance is drafted to govern all activities and ensure consistency with accompanying program rules and requirements. This fall 2021, Labor gathered stakeholders and subject matter experts including representatives of Registered Apprenticeship sponsors, Local Workforce Development Areas, high school and postsecondary educational programs, and businesses with an emphasis on geographic and local resource partners and diversity. This process is designed to create a smooth and inclusive discussion and planning forum, resulting in a solid working policy and plan. This process will also explore ways that information technology can be better utilized so as to track program demographics. It is anticipated that the new youth apprenticeship policy will be formally issued during the first quarter of 2022.

MD Labor and MSDE will continue to conduct outreach to those local public school systems that have not yet joined AMP. Lastly, MD 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.

The Apprenticeship Maryland Program’s partners – at all levels of government and throughout the private sector – are firmly committed to the belief that, *“youth apprenticeship is not intended to simply get students into jobs. It is a postsecondary strategy intended to teach a wide range of knowledge and skills specific to an industry and to help young people earn valuable credentials they can use to move into successful careers.”*⁵

⁵ “*Youth Apprenticeship in Action: Principles in Practice*,” Authored by: Andrea Messing-Mathie, PhD, Published by Jobs for the Future and the Partnership to Advance Youth Apprenticeship, September 2021, Page 3. https://jfforg-prod-new.s3.amazonaws.com/media/documents/YA_in_Action_-_Final_-_09-08-2021.pdf