

**MARYLAND**  
**APPRENTICESHIP**  
and TRAINING PROGRAM

# ANNUAL REPORT 2022



 **Maryland**  
DEPARTMENT OF LABOR

MSAR # 11095 & 11687

July 2023

The Honorable Wes Moore, Governor  
State House, 100 State Circle  
Annapolis, Maryland 21401

The Honorable Aruna Miller, 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

Dear Governor Moore, Lieutenant Governor Miller, President Ferguson, and Speaker Jones:

It is our distinct pleasure to share the *Maryland Apprenticeship and Training Program (MATP) Annual Report for 2022*, which details the activities and achievements of Maryland's registered and youth apprenticeship systems during the 2022 calendar year. Maryland continued to see an increase in the use of apprenticeship as a workforce solution in the reporting period. Most notably, the state surpassed 12,100 apprentices registered for the first time in history. In addition, 32 new apprenticeship programs were approved, and the state made significant progress in diversifying the industries and occupations that offer apprenticeship opportunities. The Moore Administration is committed to building on these successes to sustain an inclusive, equitable apprenticeship system that aligns with College and Career Readiness standards outlined in the Maryland Blueprint for Education, connecting Maryland workers to good jobs, and providing Maryland employers with the skilled workers their businesses need to compete in a global marketplace.

Since 2016, the Maryland Department of Labor (MD Labor) has competitively secured nearly \$13 million from the United States Department of Labor (USDOL) for activities to accelerate and expand Registered Apprenticeship opportunities. MD Labor continued its work under two active USDOL apprenticeship grants, the 2019 Apprenticeship State Expansion (ASE) Grant and the 2020 State Apprenticeship Expansion (SAE) grant. Maryland exceeded each and every one of the performance measures established as part of the ASE grant, and is utilizing the SAE award to fuel the ongoing expansion of both registered and youth apprenticeship. The state is additionally directing SAE funds to advance a number of strategic priorities that include: implementing technological upgrades to existing apprenticeship-related external web interfaces and internal databases; and developing the state's first comprehensive apprenticeship marketing and outreach campaign.

By design, the registered apprenticeship model facilitates the development of entry-level workers into skilled professionals, prepared for work, wages, and wealth. Within the pages of this report you will learn a great deal about how Registered Apprentices were earning and learning, bettering themselves, and contributing to the economic vitality of our state every day of 2022.

MD Labor and the Maryland Apprenticeship and Training Council are deeply gratified to have such a positive story to share, and we look forward to reporting to you on the continued successes of this program in the years to come.

Best Regards,



Portia Wu  
Secretary  
Maryland Department of Labor



Brian S. Cavey  
Chairperson  
Maryland Apprenticeship and Training Council

Chapter 495 of the Acts of the 2016 Maryland General Assembly requires that the Maryland Apprenticeship and Training Council (MATC) annually report to the legislature on the status of apprenticeship programs for the immediately preceding calendar year. Specifically, the report must include:

- The completion and enrollment rates of each apprenticeship program registered with the state; and
- The age, race, sex or gender identity, county of residence, and program enrollment of each individual enrolled in a Registered Apprenticeship (RA) program.

In addition to these statistics, this *Registered Apprenticeship Annual Report* will share information about how the state's registered and youth apprenticeship systems continue to serve both jobseekers – through unfettered access to family-sustaining career pathways – while also enabling businesses to educate and train their next generation of talent.

The Maryland Department of Labor (MD Labor), on behalf of the MATC, offers the following narrative and data for calendar year 2022.



*Christopher MacLarion (Left), Director of the Maryland Apprenticeship and Training Program, participated in a panel discussion with then USDOL Secretary Marty Walsh (Third from Right) and Maryland Congressman Steny Hoyer (Second from Right) which highlighted Registered Apprenticeship and federal infrastructure investments.*

## A STRATEGIC VISION FOR APPRENTICESHIPS

*“We will invest in apprenticeship programs and trade programs so that every Marylander, every young person, knows that there is a pathway to their long-term economic viability and long-term economic success.”*

*--Governor Wes Moore*

The State of Maryland has maintained a consistent focus to “align Registered Apprenticeships (RAs) with workforce development programming,” as memorialized within the [2020 – 2024 Maryland Workforce Innovation and Opportunity Act \(WIOA\) State Plan](#). Since 2016, when apprenticeship was transferred from the department’s Division of Labor and Industry to the Division of Workforce Development and Adult Learning, Maryland has made significant progress in promoting the expansion of both traditional and non-traditional RAs to expand alongside the creation of new apprenticeship opportunities within a variety of high-growth, high-demand industries. By doing so, MD Labor has made the apprenticeship system more attractive to jobseekers who seek career pathways in a broad range of industry sectors.

During 2022, MD Labor continued to make great strides in support of the state’s apprenticeship system, including an infusion of additional federal funding. Since 2016, a total of five different federal funding awards were received, totaling nearly \$13 million. These are denoted below.

Name of Grant	Funding Amount	Date of Original Award
USDOL – Apprenticeship Accelerator Grant	\$200,000.00	July 8, 2016
USDOL – ApprenticeshipUSA Grant	\$2,000,000.00	November 1, 2016
USDOL – ApprenticeshipUSA Continuation Grant	\$1,816,649.00	June 1, 2018
<b>USDOL – Apprenticeship State Expansion Grant</b>	<b>\$2,854,797.39</b>	<b>July 1, 2019</b>
<b>USDOL – State Apprenticeship Expansion Grant</b>	<b>\$6,012,924.00</b>	<b>July 1, 2020</b>

During the year, activities continued related to its two active federal apprenticeship grant awards (those noted in bold on the chart above). Collectively, these funds have allowed for the expansion of the Registered Apprenticeship system by funding a series of distinct activities that increase MD Labor’s ability to serve, improve, and strategically scale the RA model and fund innovations aimed at using RAs as a tool for increasing access for jobseekers to a diverse range of career pathways. In accordance with these expectations, MD Labor remains focused on the following six national goals set by the U.S. Department of Labor:

1. Build the national apprenticeship system;

2. Align Maryland’s apprenticeship expansion activities with national efforts;
3. Improve data sharing and integrity;
4. Engage in general business outreach, technology, and/or technical assistance;
5. Identify new industries and occupations to diversify apprenticeship programs; and
6. Increase the participation of diverse populations in apprenticeship opportunities.

A celebration of RAs in the state through the declaration of National Apprenticeship Week in Maryland took place for the seventh year in a row. During National Apprenticeship Week in November 2022, it was announced that Maryland had registered more than 12,000 apprentices into the Maryland Apprenticeship and Training Program (MATP) – the highest participation rate in the history of the program. A total of 27 different events were held to commemorate this occasion.

At year’s end, there were 3,957 businesses and 184 program sponsors actively participating in the state’s registered apprenticeship program. Moreover, during 2022 the state added 32 new apprenticeship programs and reactivated one apprenticeship program. The MATP has grown significantly since its integration into Maryland’s Workforce System in October 2016. Since that time, 160 new apprenticeship sponsors have been registered, 34 sponsors have been reactivated, and nearly 325 sponsor reviews have been conducted.



*Throughout 2022, the Maryland Apprenticeship and Training Program participated in numerous outreach events to increase public awareness of apprenticeship and its benefits.*

During 2022, MATC approved the following new Registered Apprenticeship Programs:

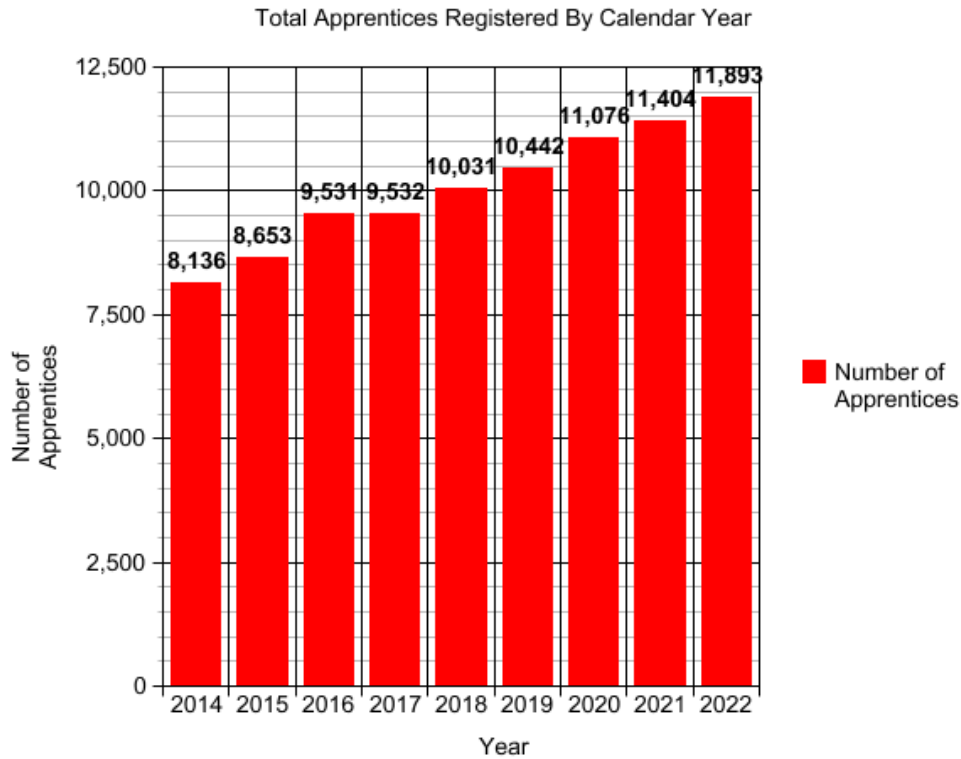
Apprenticeship Program	County (STATE)	Industry
Chaney Enterprises	Anne Arundel County	Ready Mix Cement and Aggregate Provider
Emerging Technology Apprenticeship Program	State of Florida	Information Technology
ERJ Transportation Services, LLC	Washington County	Construction
Germain HVAC, LLC	Garrett County	Construction
IBSS Corporation	Montgomery County	Information Technology/Cybersecurity
Modest Technology Solutions, Inc.	Prince George's County	Information Technology
Nu-Tek Precision Optical Corporation	Harford County	Precision Optical Components
Perdue Foods, Inc.	Wicomico County	Food Production
Classic Motor Museum of St. Michael's, Inc.	Talbot County	Automotive
Harford Community College	Harford County	Education
Asian American Center of Frederick	Frederick County	Educational Services
Association of International Certified Professional Accountants	State of North Carolina	Membership Association
Beitzel Corporation and Pillar Innovations, LLC	Garrett County	Construction
Chesapeake Energy Solutions, LLC	Anne Arundel County	Construction
Constellation Home	Baltimore County	Construction
Vanguard Enterprises, LLC	Charles City	Operations Management
Eastern Millwright Regional Council	State of Virginia	Manufacturing
KSE Consulting Group, LLC	Washington, DC	Information Technology/Cybersecurity
Triumvirate Environmental	Baltimore County	Hazardous Waste Removal
Berkeley Springs Instruments, LLC	Allegany County	Manufacturing
Ring Container Technologies	Washington County	Manufacturing
Rush Services, Inc.	Garrett County	Construction
Summit Anchor Solutions Management and Consulting	Frederick County Prince George's County	Construction Photographic Services
Kinsley Steel	State of Pennsylvania	Construction

Spicher's Appliance and Security, Inc.	Washington County	Appliance Repair
Jarvis, Inc.	Harford County	Appliance Repair
Central Maryland Area Health Education Center	Baltimore City	Healthcare
Mickey's Car ER, LLC	Baltimore County	Automotive
Reliance Test & Technology	St. Mary's County	Engineering
Pohanka Automotive Technology Training Center	Wicomico County	Automotive
Camden Dream Center	State of New Jersey	Information Technology

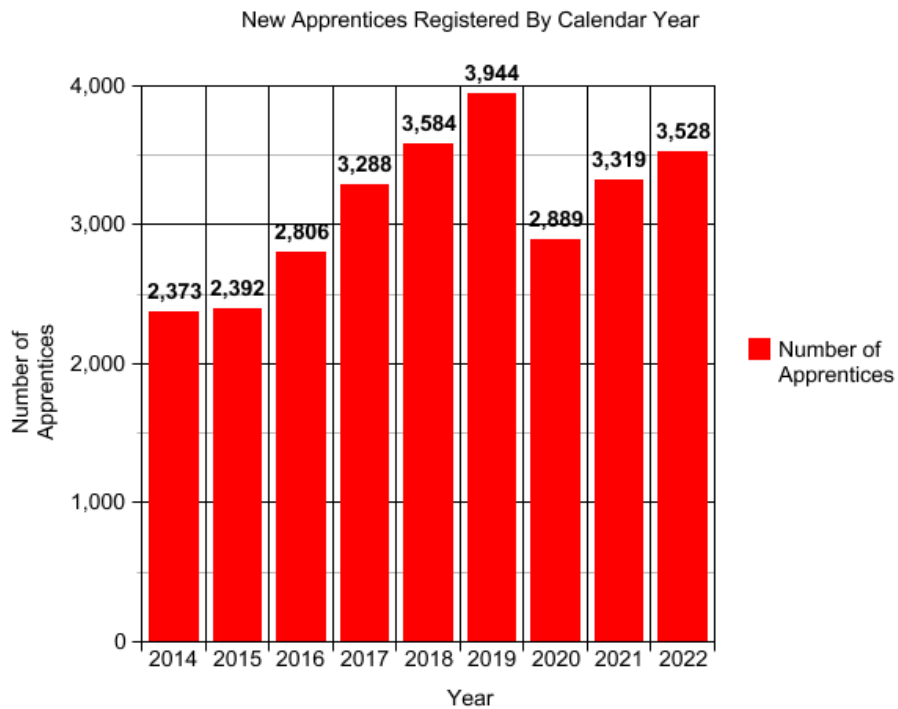


*Governor Wes Moore visiting with representatives of the Mid Atlantic Carpenters Training Center, one of seven union Registered Apprenticeship Programs partnering with MD Labor in its U.S. Department of Commerce Good Jobs Challenge Grant project.*

**Total Apprentices Registered:** At the end of Calendar Year (CY22), 11,893 total apprentices were registered. A total of 3,757 more apprentices were registered at the end of CY22 than were registered at the end of CY14. In other words, the number of apprentices in CY22 is up 46.2% from CY14's number of apprentices registered.



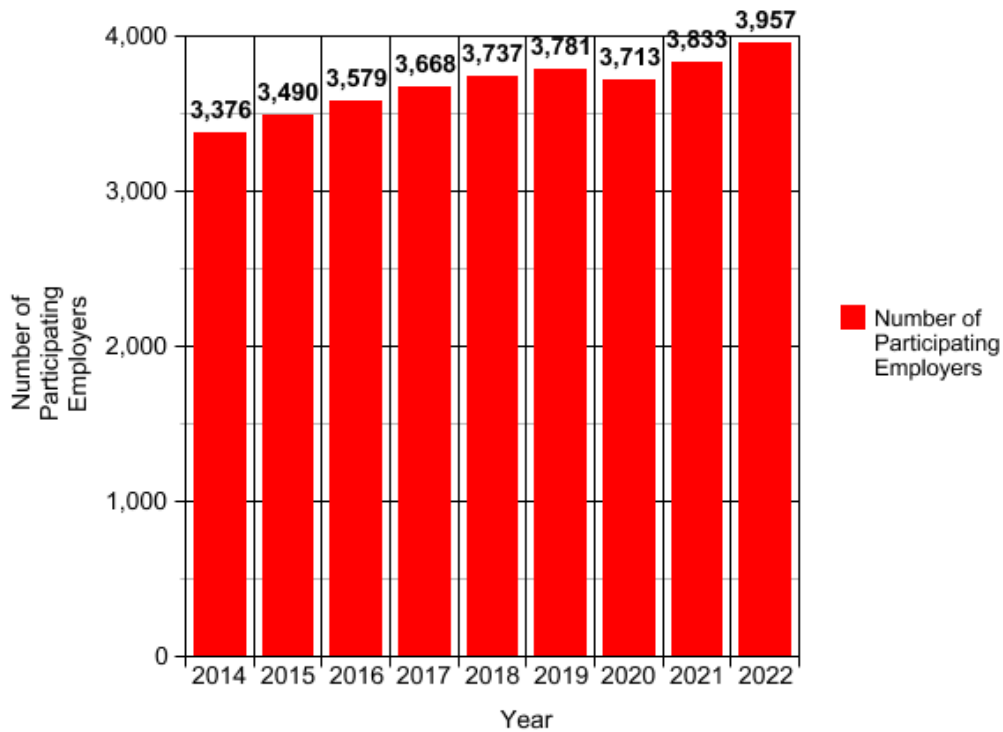
**New Apprentices Registered:** In CY22, there were 3,528 new apprentices registered. This represents an increase of 6.3% as compared to the prior year.





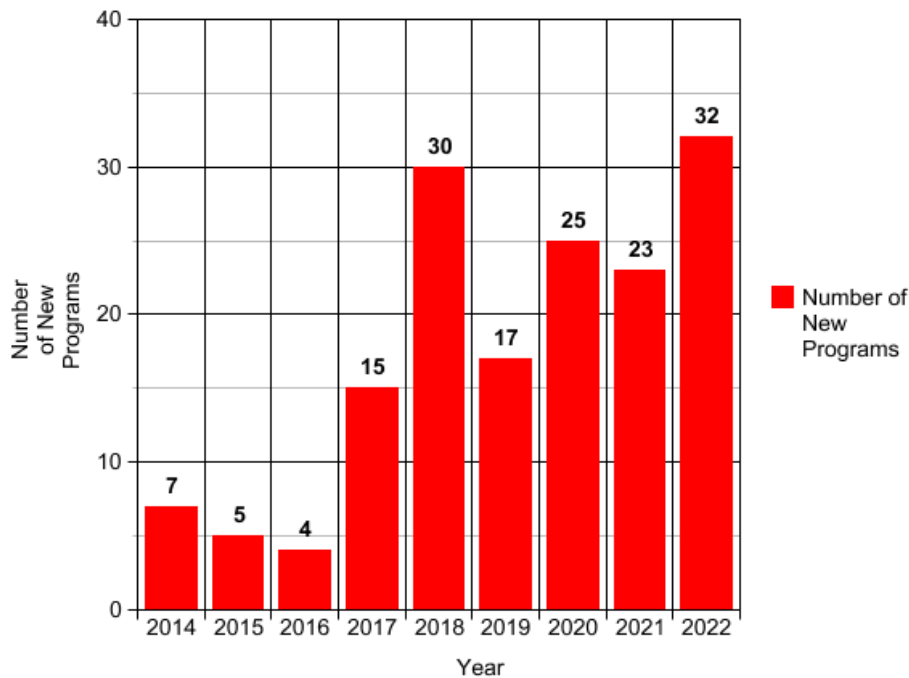
**Participating Employers:** At the end of CY22, there were 3,957 participating employers. This represents an increase of 3.2% as compared to the prior year.

Participating Employers By Calendar Year

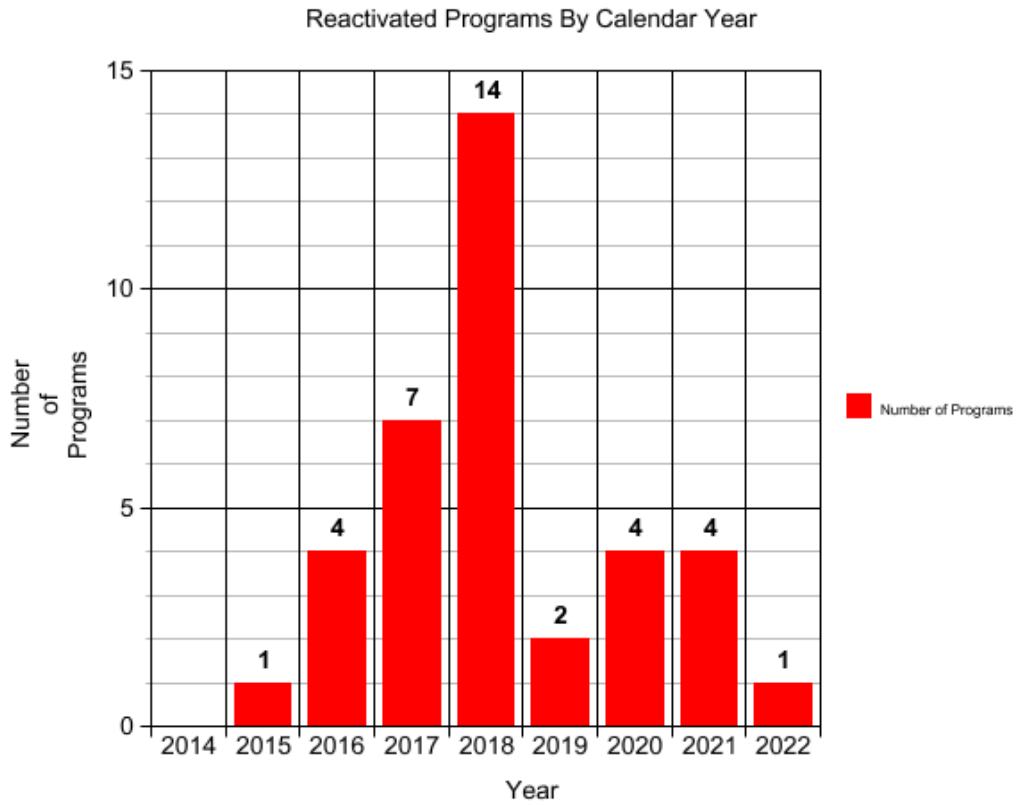


**New Programs Registered:** In CY22, there were 32 new programs registered, up 357.1% (25 more programs) from CY14.

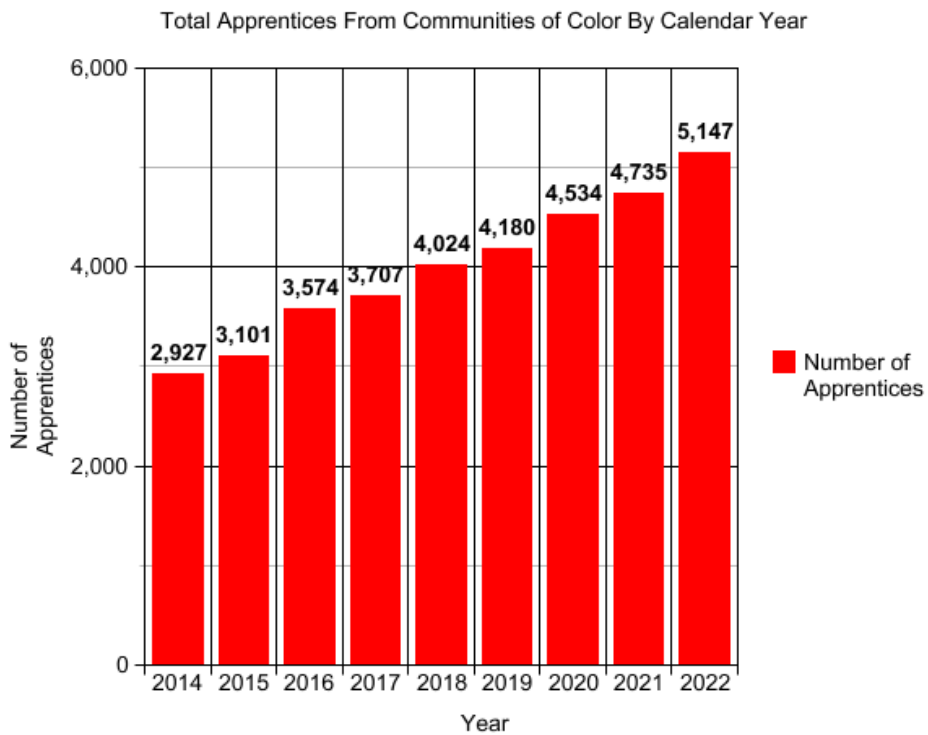
New Programs Registered By Calendar Year



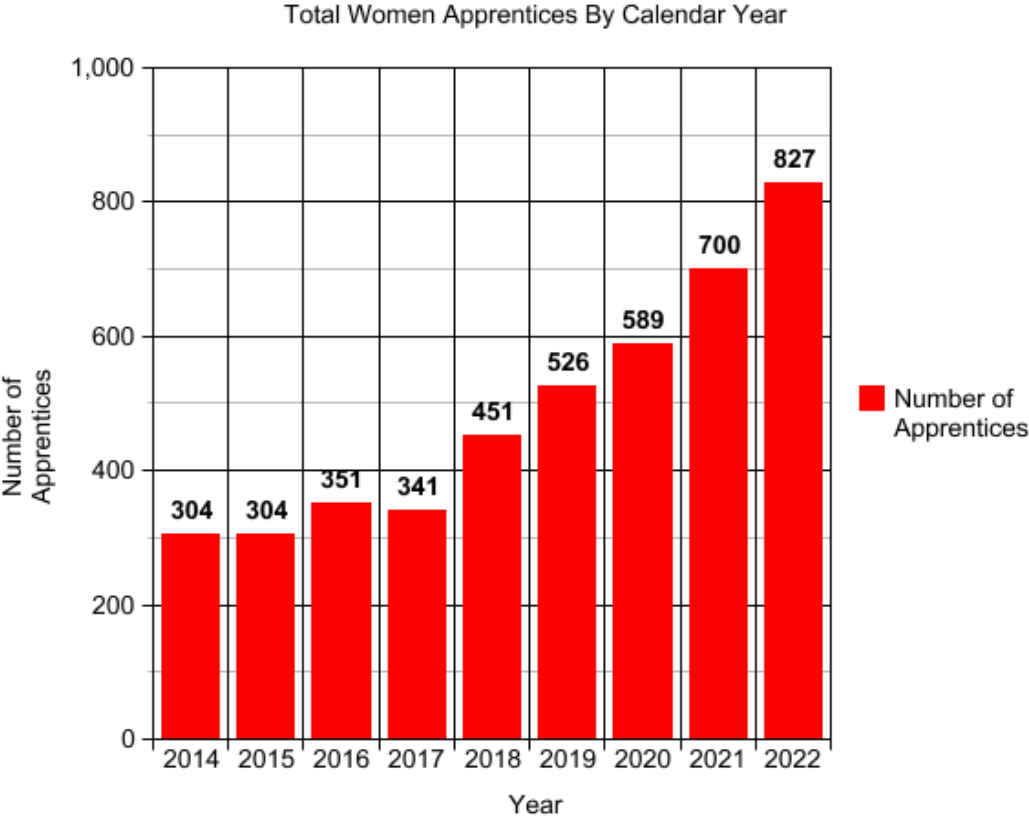
**Reactivated Programs:** In CY22, there was one additional program reactivated.



**Apprentices from Communities of Color:** At the end of CY22, there were 5,147 total apprentices from communities of color, up 75.8% from CY14.



**Women Apprentices:** At the end of CY22, there were 827 total women apprentices, up 172% from CY14.



**Veteran Apprentices:** At the end of CY22, there were 677 total veteran apprentices, up 22.9% from CY14.



## Profiles in Apprenticeship Courage – John Carroll



There is a perception that family will be the primary influence in the outcome of how a young person turns out in life. With a father as a career law enforcement officer and a mother as a nurse, it seemed like John Carroll had all the pieces needed for a seamless transition into adulthood and a successful career. Life, however, had another path for John that was going to be much longer and lead down a much windier road than anyone could have known.

John's challenging teenage years were marked by a series of bad decisions that left him with few options. At 20 years old, John was arrested, convicted, and sentenced to over 100 years to be served in various correctional facilities. As John explained, "My whole life appeared to be coming to an end. My mother fainted in the courtroom while my father stood there in stunned silence. I may not have known it then, but my sentence sobered me up, helped me to realize what I had become, and forced me to take responsibility for my actions and for my own future."

This crisis event in John's life prompted him to make positive changes that not only created a better future for him, but also helped those with whom he was incarcerated. Over the next 25 years, John dedicated himself to self-improvement. Education became his passion. He spent his free time studying, reading, and learning. As a result of his hard work and the availability of educational programs in the facilities, he successfully completed his high school diploma.

On May 21, 2019, John was granted a second chance. He exited his final facility as a free man and strode straight into the arms of his sister. They immediately headed home to Prince George's County where he would reside with her while starting life over in a world that had changed drastically from when he was a 20 year-old.

John's passion for change was matched only by that of his sister, who immediately helped him with the process to get his Maryland State Driver's License. John joked, "I hadn't driven in over 25 years and I made sure the tester knew that. When she asked why, I told her I wasn't allowed to drive in prison!" With a driver's license in hand, John accepted a referral to apply for, and then be interviewed at, his first career opportunity. In late August 2019, John woke up early and embarked on his interview with the Ironworkers Local Union 5 Joint Apprenticeship and Training Committee (JATC). He left

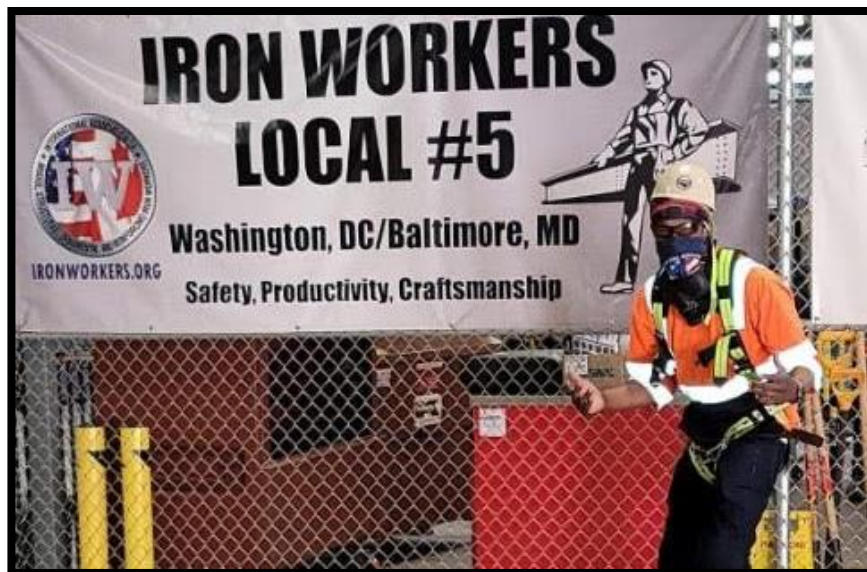
the house early with the directions on a piece of paper, a smile on his face, and a positive attitude at the ready.

Gary Armstrong, Training Director for the Local 5 JATC explained, “John was referred to us by another member who spoke highly of him. I knew he had a background but that was not important. What was important was that he met qualifications and had a good interview.”

The good interview with the JATC had to overcome a speedbump when John walked in 20 minutes late, distressed, but still hanging on to his positive attitude. Gary explained to John how critical it was to be on time, and expressed concern that if John could not be on time for an interview, then how could an employer depend on him to be on time for work? John showed Gary the paper with the handwritten directions, and apologized for misunderstanding the route. Laughing at the memory, Gary remembered asking John why he was using handwritten directions instead of just using GPS. “John looked right at him and said, ‘Mr. Armstrong, I just got out of jail after 25 years. I have no idea how to use a GPS, but I really want the opportunity to show you how hard I’ll work for this chance.’”

With that, John was awarded a coveted spot as a Registered Apprentice in the Ironworkers JATC. For the next 16 months, he worked six days a week, 10 hours per day, on a construction site in Virginia. He worked day after day and proudly let everyone know he was the only apprentice that had not missed a single day of work. Determined to eliminate any barriers that might hinder his success, he saved his checks and quickly purchased a cell phone, followed by a second cell phone. He also ensured that transportation would not be an obstacle to work as he purchased a used pickup truck followed by a backup vehicle.

Local 5 Business Manager Aaron Bast was asked about giving a second chance to an apprentice such as John. Aaron quickly replied, “In the Ironworkers Apprenticeship, we are in the business of building careers for people’s futures and not condemning them for the mistakes in their past.” John explained, “I refuse to let my crimes define me, I refuse to let my 25 year prison sentence define me. In fact, I credit the last 16 months of my apprenticeship for doing more to define me than anything else I have done in my life.”



*Ironworkers Local 5 Apprentice John Carroll preparing for a busy day at work!*

## Utilizing Federal Funds to Accelerate and Expand Apprenticeships

Federal funding opportunities continued to provide the state with the necessary resources to vastly expand the reach of apprenticeship in Maryland. Since 2016, the Department has been awarded nearly \$13 million between five distinct United States Department of Labor ApprenticeshipUSA grants. These funds have proven vitally important to address the pressing workforce needs of Maryland businesses and to grow the apprenticeship program. Specifically, the Department was able to make necessary investments to support an expansion of the staff dedicated to MATP services and activities. This growth has directly facilitated parallel success in both the number of apprentices and apprenticeship programs, while also allowing staff to reach out to diverse industry sectors to promote the apprenticeship model.



*Maryland Secretary of Labor Portia Wu (Second from Left) spoke as part of the U.S. Department of Labor, Employment and Training Administration's Vision 2030 Workforce Convening, held during May 2023.*

## Apprenticeship State Expansion Grant – 2019

Since the July 2016 award of the MD Labor's very first United States Department of Labor (USDOL) apprenticeship grant, Maryland has made significant progress in promoting the expansion of both traditional and non-traditional RAs to expand alongside the creation of new apprenticeship opportunities within a variety of high-growth, high-demand industries. The fourth of these awards – the 2019 Apprenticeship State Expansion (ASE) concluding at the end of June 2023 – exceeded every performance measure included in the original grant application.

A primary reason has been the continued utilization of best practices. These include the following concepts:

1. Taking the customer service approach to engage RA sponsors and inform them of new opportunities;
2. Continuing Maryland's broad-based and informative statewide promotion and outreach campaign to successfully grow RA in both diverse industries and occupations, including non-traditional RA areas;
3. Increasing collaboration with Local Workforce Development Boards and identifying strategies for connecting jobseekers to RA programs; and
4. Leveraging WIOA services and funding to assist jobseekers in accessing RA opportunities.

As part of the ASE grant, MD Labor completed a number of significant tasks, which are summarized below.

1. MD Labor allocated over \$980,000 of its ASE Grant to create the Related Instruction Reimbursement Fund (RIRF). The program allows Registered Apprenticeship sponsors to offset the cost of registering new Registered Apprentices by allowing a reimbursement for the actual cost of Related Instruction up to a maximum of \$3,000 per new Registered Apprentice, until program funds are exhausted. The Related Instruction Reimbursement Program applies to new Registered Apprentices. MD Labor's business service staff and Apprenticeship Navigators conduct outreach to ensure Maryland's Registered Apprenticeships are aware of the opportunities available to them via this program. MD Labor encourages Local Workforce Development Areas (LWDAs) to conduct outreach. Collectively, the RIRF served a total of 71 unique businesses and supported the instructional costs for 437 individual, new Registered Apprentices.
2. MD Labor saw great success in its Apprenticeship Innovation Fund (AIF) model as utilized in the AUSA/SAE awards, seeding the implementation of new and promising ideas, adapting proven strategies at the systems or service delivery level, and expanding the reach of Registered Apprenticeship programs in Maryland. In order to continue this nationally recognized approach,<sup>1</sup> MD Labor allocated \$1.75 million of its ASE Grant to create the AIF 2.0. The AIF 2.0 was a larger award opportunity for entities interested in expanding the reach of Registered Apprenticeship in the State of Maryland.

The Department made a total of eight awards up to \$250,000 in order to promote the following outcomes.

- Register a Group Joint or Group Non-Joint Registered Apprenticeship
- Scale an existing Registered Apprenticeship program,
- Register a new single business Registered Apprenticeship, or
- Allow a Local Area to work with one or more existing Registered Apprenticeship programs to expand their number of Registered Apprentices.

Awards were made in August 2020 to the following organizations:

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<sup>1</sup> Gina Wells, Amy Beller, Mason Miller and Scott Davis, "States Embrace Their Role as Key Facilitators and Drivers of Apprenticeship Expansion," Arlington, Virginia, AIR and Maher & Maher, November 2021, Page 12.

AWARDEE	AWARD AMOUNT	PROJECT SUMMARY
National Restaurant Association Education	\$249,935.51	Launch a new apprenticeship program for the hospitality/food service industry for the occupations of Line Cook and Back of House Supervisor.
Independent Electrical Contractors-Chesapeake	\$249,884.69	Expand the existing apprenticeship program by adding more high school students as dual enrolled youth/registered apprentices in Howard and Anne Arundel counties, grow its underutilized Telecommunications Tech occupation, and add apprentices related to solar/alternative energy or existing IEC members that have not registered apprentices within the past four years.
Humanim	\$250,000.00	Convert existing apprenticeship program for the occupation of Direct Support Professional to an apprenticeship program that can serve multiple employers hiring individuals facing behavioral and developmental disabilities.
Maryland Building Industry Association	\$250,000.00	Create a new apprenticeship program for the occupation of Residential Carpenter.
Anne Arundel Community College	\$249,944.00	Create a new apprenticeship program serving the gaming industry with two new, nontraditional occupations of Table Games Dealer and Security/Loss Prevention Specialist.
Howard Community College	\$250,000.00	Launch three new apprenticeship programs in Health IT and expand existing apprenticeship programs in construction management, IT field support, network field support, information systems security, and biomedical engineering technology.
Community College of Baltimore County	\$125,000.00	Facilitate the placement of 100 apprentices in at least three new and/or reactivated non-traditional programs sponsored by CCBC through braiding funding with the Apprenticeship Center project funded by the American Association of Community Colleges.
Franklin Apprenticeships	\$125,000.00	Grow existing apprenticeship program in information Technology/Cybersecurity occupations by placing 100 new apprentices with up to 50 employer partners.

Activities for two of these awards concluded during 2021 and the remainder continue to perform grant activities as called for under their original proposals. As of March 31, 2023, a total of 451 new apprentices were registered as a consequence of the work of these awardees. In December 2021, USDOL granted MD Labor’s request for a modification to extend the ASE 2019 end date from June 30, 2022 until June 30, 2023.

Even after this grant formally concludes, MD Labor will continue to utilize the ASE best practices and lessons learned to assist sponsors, employers, and participants to envision the wealth of opportunities afforded through apprenticeships for education, training, career paths, and the benefits for all through diversity, equity, and inclusion.



## 2019 Apprenticeship State Expansion Grant Performance Table<sup>2</sup>

2019 ASE Grant Metric	Goal	Actual	% Above Goal
<i>Total Number of all Registered Apprentices Served (receiving a grant-funded service and/ or grant-funded education/ training) in Apprenticeship Programs</i>	850	888	<u>104.47%</u>
<i>Total participants that are hired by an employer and enrolled in a Registered Apprenticeship program (including apprentices enrolled in a RAP Created Using Grant Funds)</i>	850	1,477	<u>173.76%</u>
<i>Total Participants who complete a Registered Apprenticeship program and receive a degree or other credential</i>	100	116	<u>116.00%</u>
<i>Total Registered Apprentices who complete an Apprenticeship Education/ Training Program</i>	100	5,360	<u>536.00%</u>
<i>Total Registered Apprenticeship Programs created or expanded</i>	30	48	<u>160.00%</u>
<i>Expansion of Youth Apprenticeship</i>	Grow to Include 50% of State's 24 Local Education Agencies (12 of 24)	24	<u>200.00%</u>

<sup>2</sup> Metrics as of June 1, 2023.

## State Apprenticeship Expansion Grant – 2020



*The next cohort of youth apprentices from Baltimore County Public Schools (Shown Above) participated in a signing day event during National Apprenticeship Week 2022.*

In July 2020, the state was awarded just over \$6 million in funding as part of the new State Apprenticeship Expansion (SAE) grants – providing additional resources from 2020 until 2023. In order to continue achieving results such as those highlighted above, the Department is utilizing a variety of strategies. Specific grant-funded activities include the following tasks.

1. MD Labor has been working with the state’s Department of Information Technology to revise and update the apprenticeship website to include a portal where an interested or existing Registered Apprenticeship Program (RAP) sponsor can access online, fillable documents for: (A) Standards of Apprenticeship; (B) On-the-job Learning Processes; (C) Related Instruction (RI); (D) Equal Opportunity Plan; (E) Apprenticeship Selection Plan templates; (F) Employer Agreements; (G) Apprentice Registration Agreements; and (H) Examples of existing occupations on-the-job learning and related instruction processes. This process is designed to make various administrative processes available for apprenticeship sponsors to maintain and update themselves, with technical assistance and program oversight continuing to be provided by MATP staff. It is anticipated that this site renovation will conclude by mid-2022 and then be available for use.
2. Maryland has continued to focus on increasing awareness of RAPs as a solution to align employment, training, education, and support services for adults and youth, immigrants, and other underrepresented populations (including women, people of color, ex-offenders, and individuals with disabilities). One component of this initiative has been to translate relevant MATP promotional literature into twelve languages in addition to English. (The [Registered Apprenticeship brochure](#) is also available in [Amharic](#), [Chinese](#), [Dari](#), [French](#), [Korean](#), [Pashto](#), [Russian](#), [Spanish](#), [Swahili](#), [Tagalog](#), [Tigrinya](#), and [Vietnamese](#)).
3. Maryland has executed a statewide marketing campaign aligned with USDOL’s national messaging. MD Labor has created promotional materials customized with local content to increase the visibility of National Apprenticeship Week and similar events coordinated by USDOL. MD Labor created employer content videos to illustrate the value of RAPs to both new and existing industries/occupations, directly connecting the employers back to the MATP. Specific highlights of this outreach work are described

below.

- MD Labor developed a master plan that identified goals, target audiences, messages, product ideas, and distribution points. The three goals of the campaign are to: 1) Raise statewide awareness of and participation in Registered Apprenticeship (RA), 2) Promote the benefits of RA as a recruitment and retention strategy, and 3) Promote the advantages of apprenticeship as a career pathway and the wide range of occupational choices, with an emphasis on non-traditional occupations.
- A variety of promotional give-away items were designed and procured including face masks, challenge coins, car bumper magnets and flash drives. These items have been and will continue to be distributed at various events.
- MD Labor wrapped two agency cars and one van with promotional messaging on Maryland's Apprenticeship and Training Program. One of these vehicles primarily services Western Maryland, another the Eastern Shore, and the third is generally in the Baltimore-Washington region.
- MD Labor secured a videography contract with The PKWY Agency to develop several videos aligned with the marketing campaign goals. Production of these videos is complete. These videos will be utilized on various social media platforms.
- The Department secured a contract with the Motor Vehicle Network (MVN) which is providing 30 second commercials four times per hour, all day and all week, in all 22 of the Motor Vehicle Administration (MVA) locations in the State of Maryland: Annapolis, Baltimore City, Bel Air, Beltsville, Columbia, Cumberland, Easton, Elkton, Essex, Frederick, Gaithersburg, Glen Burnie, Glenmont (Kemp Mill/Silver Spring), Hagerstown, Largo, Loveville, Parkville, Salisbury, Waldorf, Walnut Hill (Gaithersburg), Westminster, and White Oak (Silver Spring). The commercials will be shown for 24 months, from June 1, 2021 until May 31, 2023.
- Secured a contract with Vector Media Holding Corp. which provided transit advertising for Baltimore Maryland Transit Administration buses. "Bus kings" (30"H x 144"W) placards were placed on 20 buses in each of the four garages (Bush, Eastern, Kirk and Northwest) covering Baltimore, for a total of 80 buses. Additionally, these 80 buses had "bus interior cards" (11"H x 28"W) posters. The time period was from November 2021 through Spring 2023.



*60<sup>th</sup> Anniversary Challenge Coins were created to celebrate six decades of Maryland Apprenticeship.*

4. MD Labor established an Employer Incentive Plan (EIP). For businesses with more than 50 employees, the EIP cap would be 50% reimbursement of the wage rate for the apprentices for a maximum of 30 hours per week. Businesses with 49 or fewer employees would be eligible for reimbursement of 75% of the wage rate of an apprentice for 30 hours per week.

The EIP was formally unveiled on August 9, 2021 and remained in effect until August 2022. A total of 47 individual EIP awards were made to support a total of 104 Registered Apprentices. The EIP has since been replaced by another sub-award opportunity which is highlighted below. USDOL noted this approach as part of a recent overview of effective apprenticeship expansion strategies.<sup>3</sup>

5. Starting on August 26, 2022, the EIP was replaced by the Sponsor Apprenticeship Incentive Reimbursement (SAIR) plan. In the SAIR plan, Registered Apprenticeship Sponsors are incentivized to sign more apprenticeship agreements and submit them for Registration by the State of Maryland. Sponsors are granted \$2,500 per Registered Apprentice, reimbursable 45 days after their registration with MD Labor. This amount can be used in one of two ways: the Sponsor can use the reimbursement to offset the Sponsor's own related technical instruction costs, or the Sponsor can pass the reimbursement along to the apprentice's employer for a portion of that employer's related technical instruction costs. Either option is linked to the support of distinct and new individual Registered Apprentice positions. The SAIR plan would thus support the original SAE 2020 purpose of expanding new Registered Apprenticeship positions in Maryland. Since inception, the SAIR has been amazingly successful, having received applications for a total of 515 new apprentices, 37% of its goal.
6. To continue expanding Registered Apprenticeship opportunities into key economic hubs, MD Labor allocated funding from the State Apprenticeship Expansion Grant to increase community college capacity for Registered Apprenticeship. The intent of this program is to increase the integration of community colleges and Registered Apprenticeships into the workforce system. Funding may be utilized to offset the cost of RI for new apprentices, curriculum development, and recruitment of new participating employers.

Through a competitive grant process, MD Labor awarded one grant to Howard Community College under the Community College Apprenticeship Initiative for \$250,000. Howard Community College is using these funds to create new apprenticeship programs to address two key areas of workforce need in Maryland: healthcare and information technology. In the area of healthcare, Howard Community College will develop a new surgical technician apprenticeship program. In the area of information technology, the College will develop a new apprenticeship program for the occupation of Technology Support Specialist. Finally, Howard Community College will use a portion of the funds to develop a pathway for apprenticeship students in two of the building trades (HVAC/R and Electrician) to articulate as much as 40 to 45 credits towards an Associate's degree. Collectively, Howard Community College anticipates registering 75 new apprentices through these efforts.

7. In order to continue expanding the connectivity between Maryland's K-12 local public school systems and the Registered Apprenticeship system, MD Labor allocated

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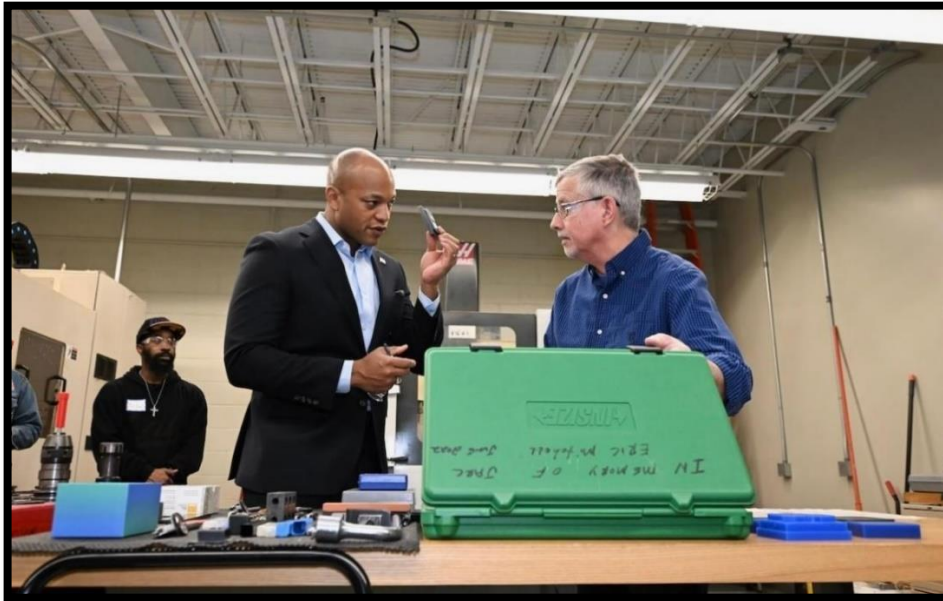
<sup>3</sup> "Apprenticeship Expansion Acceleration Strategies," Washington, D.C., U. S. Department of Labor, 2021, Page 3.

\$750,000 of the 2020-2023 State Apprenticeship Expansion Grant to increase public school system capacity for Youth Apprenticeship. Through this Competitive Grant Proposal, MD Labor solicited proposals from partnerships of local public school systems and Registered Apprenticeship sponsors that would expand the number of high school students participating in youth apprenticeship, while they are dually enrolled utilizing School-to-Apprenticeship as apprentices with a Registered Apprenticeship sponsor. Through this solicitation, MD Labor ultimately selected four organizations for award in order to increase the number of high school students who are connected to both the state’s Youth and Registered Apprenticeship programs. They are summarized below.

AWARDEE	AWARD AMOUNT	PROJECT SUMMARY
Baltimore Alliance for Careers in Healthcare	\$174,993.50	The Baltimore Alliance for Careers in Health Care will work in partnership with the Baltimore City Public Schools Career and Technology Education (CTE) program to expand the existing BACH Fellows initiative. The program will allow for a qualified enrolled student in a health profession track the opportunity to be a registered youth apprentice, while completing their related instruction that will be offered by the Baltimore City Public Schools.
Howard County Public School System	\$193,688.00	Howard County Public School System will utilize funding to: 1) expand the partnership with IEC to offer a low-voltage apprenticeship program, and 2) recruit more employers for the electrical program to expand options for students to work in Howard County. From September-May, students enrolled in the electrical and low-voltage program would attend classes one day a week at IEC to complete Year One of registered apprenticeship. Coordinated instruction includes classroom coursework pertaining to the electrical and low-voltage industry and hands-on lab training.
Humanim	\$249,998.36	Humanim proposes to use this funding to expand its current training of Direct Support Professional (DSP) youth apprentices with both online curriculum and in-person training. This expansion will entail partnering with several new school systems, including Frederick County, Anne Arundel County, Carroll County, Harford County, Baltimore City and Prince Georges County. Humanim also plans to further develop relationships with its current school system partners—Howard County and Baltimore County. Under this expansion, 72 new youth apprentices will be entering the program.
Montgomery County Public Schools	\$45,498.00	MCPS and IEC Chesapeake will work in partnership to have a cohort of 15 Class of 2023 seniors work for an electrical to receive on-the-job training under the supervision of a licensed electrician. Then apprentices will report to IEC Chesapeake starting in September and ending in May, to receive Year-1 of the electrical apprentice Related Instruction. Upon successful completion and graduation, Year-1 apprentices will continue working for their employer and complete Years 2-4 of the electrical apprenticeship training.

Activities on these four initiatives commenced in December 2021 and will continue through March 2024.

## Maryland Works for Wind



*Governor Wes Moore visited the Jane Addams Resource Corporation (JARC), one of the training providers funded through the Maryland Works for Wind project.*

With the passage of the Maryland Offshore Wind Energy Act of 2013, our state established its regulatory framework for the development of an offshore wind industry. Since that time, various state agencies including MD Labor, the Maryland Department of Commerce, and the Maryland Energy Administration have collaborated to assist key private sector players to support the needs of this new segment of the workforce and state economy.

In response to the U.S. Department of Commerce’s \$500 million *Good Jobs Challenge to Expand Employment Opportunities*, our state galvanized its resources to respond with the innovative Maryland Works for Wind (MWW) proposal. MWW is a regional consortium that leverages the EARN Maryland framework to establish Maryland as the country’s premier destination for Offshore Wind training, fabrication, and employment.

In fall of 2022, the U.S. Department of Commerce awarded Maryland nearly \$23 million dollars under the *Good Jobs Challenge* grant program to foster the development of a workforce to support the emerging offshore wind industry. Led by MD Labor, this robust sectoral partnership of more than thirty partners includes employers, unions, workforce boards, business alliances, training providers, and state agencies.

The MWW initiative will support the growing offshore wind industry by implementing a new apprenticeship model. In partnership with leading employers – including Chesapeake Shipbuilding, Crystal Steel Fabricators, US Wind, and Orsted Offshore North America – and seven local unions, Maryland will build a training model that meets the needs of employers and local communities. With a focus on formerly incarcerated individuals, veterans, disconnected youth, and other underserved populations, the consortium will train thousands of individuals to enter well-paying jobs in the industry.

Offshore wind provides a wide array of career pathways in the skilled trades which clearly lend themselves to the utilization of the Registered Apprenticeship model for building robust talent development pipelines. Maryland-based projects will create thousands of temporary construction and long-term supply chain and operations jobs.

1. Specifically, there are numerous opportunities for careers and growth within basic task areas associated with offshore wind: project development, component manufacturing, construction, operations, education, training, and research.
2. Most occupations within these categories include a wide range of skill levels. With the benefit of the funding offered through the *Good Jobs Challenge* award, MD Labor will train or upskill 4,370 Marylanders in competitive, good paying careers connected to offshore wind. Seven different union Registered Apprenticeship Sponsors will be engaged in grant-funded activities to connect jobseekers to training and ultimately jobs within offshore wind. These sponsors are listed below.

- The Baltimore-DC Metro Building Trades Council
- Carpenters Local 474
- Finishing Trades Institute/International Union of Painters and Allied Trades District Council 51
- International Brotherhood of Electrical Workers Local 24
- International Association of Ironworkers Local 5
- Operating Engineers Local 37
- The United Steelworkers

## Profiles in Apprenticeship Courage – Cody Paulay-Simmons



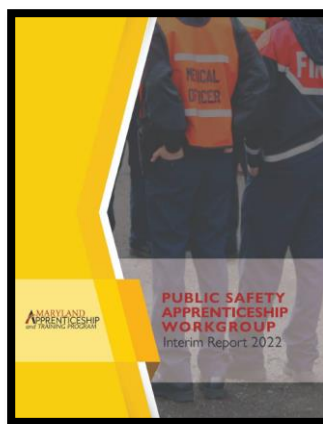
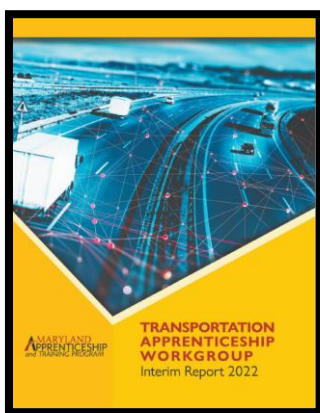
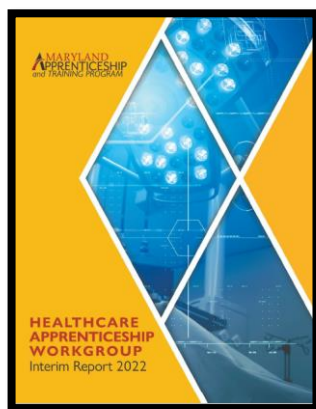
*Plumbers & Gasfitters Local 5 Registered apprentice Cody Paulay-Simmons (Center, Immediate Left) is his third year in this Registered Apprenticeship Program.*

In March 2022, representatives from the MD Labor's Registered Apprenticeship program and staff from the Maryland Governor's Office of the Deaf and Hard of Hearing (GODHH), visited apprenticeship sponsor Plumbers & Gasfitters Local 5 Training Facility in Lanham, Maryland. Attendees learned about Plumbers & Gasfitters Local 5 apprenticeship program and how other apprenticeship programs like theirs can help deaf and hard of hearing individuals develop new trade skills and build a career. This program is a partnership between the Plumbers & Gasfitters Local 5, a trade union presently representing over 1,600 members, and the Mechanical Contractors Association of Metropolitan Washington, a trade association serving 100 member companies.

Representatives spoke with deaf apprentice Cody Paulay-Simmons and learned about his training and work. Cody shared that he has always enjoyed working with his hands, using mathematics, and is skillful at understanding 3-D relationships and plans. He began researching opportunities in the skilled trades, and soon came upon the Plumbers & Gasfitters Local 5 Registered Apprenticeship program. Cody applied, but was unable to pass the entrance exam initially. Redoubling his efforts, he retook the exam and ultimately received one of the highest grades in that recruiting class. Now in the third year of this five year apprenticeship program, Cody is consistently praised by his instructors as being one of the highest performers in his class. MD Labor provided grant funding to the Plumbers & Gasfitters Local 5 apprenticeship program to partially support the hiring of an American Sign Language interpreter, who is not a team member, for the training staff.

## Apprenticeship and State Needs

The MATP continues to connect with local, state, and federal agencies to expand apprenticeship in the public sector to address career workforce needs.



*MD Labor convened three apprenticeship work groups during the second half of 2022. These groups evaluated apprenticeship opportunities for public sector jobs related to healthcare, transportation, and public safety.*

During the 2022 session of the Maryland General Assembly, the Chairmen of the Senate Budget and Taxation Committee and House Appropriations Committee authored the Report on the Fiscal 2023 State Operating Budget (SB 290) and the State Capital Budget (SB 291) and Relate Recommendations. The committee narrative on “Apprenticeship Workgroups for Targeted Occupations,” outlined the Committees’ concern with workforce shortages among government employees in the public safety, health, and transportation sectors. The narrative directed MD Labor to convene workgroups to study and report on the short-term and long-term needs in each respective sector, as well as efforts to:



1. Identify the extent of vacancies at the state and local level within each sector, specifically including, but not limited to, police officers, correctional officers, parole and probation agents, direct care and public health workers, bus operators, and vehicle maintenance personnel;
2. Review existing apprenticeships in the United States and elsewhere specifically for occupations in these identified sectors;
3. Design apprenticeships in the occupations within the identified sectors that have the greatest recruitment challenges and training deficiencies, including estimated costs and potential funding opportunities;
4. Identify opportunities to start apprenticeships at the high school level consistent with the Blueprint for Maryland's Future;
5. Identify opportunities, in coordination with the University System of Maryland (USM), the Maryland Association of Community Colleges (MACC), University of Maryland Global Campus (UMGC), the Maryland Career and Technical Education (CTE) Committee, and the Maryland State Department of Education (MSDE), to create degree apprenticeship programs and other ways to incorporate associate and bachelor's degrees in apprenticeships; and
6. Identify potential apprenticeship sponsors in each occupation.

By request of the Chairmen, MD Labor has authored three interim reports on efforts to convene the requested workgroups on public safety, healthcare and direct care. These interim reports submitted to the legislature provided data and information gathered through workgroup sessions, present models and existing programs for apprenticeship in these occupational areas, and share opportunities and challenges facing apprenticeship as a tool of workforce development for government public sector employees.

These workgroups finished their deliberations in the spring of 2023 and submitted final reports to the legislature by June 30, 2023.



*As part of MD Labor's apprenticeship work groups, the Maryland Department of Transportation has been exploring the use of Registered Apprentices for occupations such as facilities maintenance technician and heavy equipment maintenance technician. This new apprenticeship program was approved in July 2023.*



## National Apprenticeship Week

Maryland's 2022 National Apprenticeship Week (NAW) highlighted how RAs are for every Marylander and can be successfully employed in any industry and any occupation.

MD Labor kicked off a week of in-person and virtual activities with the quarterly meeting of the MATC, where new programs and occupations were reviewed for inclusion in the statewide apprenticeship program. Additional events were held around the state, including youth career fairs, open houses at apprenticeship training centers, business forums, and industry roundtable discussions. Favorably, images and events from Maryland's NAW 2022 celebration were featured in USDOL's report covering highlights and successes from across the country.<sup>4</sup> A list of the events follows.

## 2022 National Apprenticeship Week

### MATP

November 14, 2022

*Howard Community College Healthcare Apprenticeships Open House*

Registered Apprenticeship sponsor Howard Community College brought together their healthcare employers to promote their programs for the occupations of Licensed Practical and Vocational Nurse and Surgical Technologist.

*Baltimore County Job Club - Apprenticeship Recruiting Event*

Representatives from several Registered Apprenticeship programs were available to speak to potential apprentices about their program and what apprenticeships can do for them.

*Howard County Workforce - Registered Apprenticeship Round-Table Event for Individuals*

Jobseeker attendees learned about apprenticeships and met apprentices who shared their success stories. After the event, small group sessions were offered to answer questions in English and Spanish.

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<sup>4</sup> "National Apprenticeship Week 2022: Expanding, Diversifying, and Modernizing Apprenticeships for the Future," Washington, D.C., U. S. Department of Labor, 2022, Front Cover, Page 6, and Page 7.

*Apprenticeships in Healthcare - State of Maryland Workgroup*

Members of Maryland Labor’s work group met to explore apprenticeship opportunities for public sector healthcare employers will convene for their fourth regular meeting.

*Mid Atlantic Carpenters Union – Prince George’s Apprenticeship Information Session*

The Mid Atlantic Carpenters Union – Baltimore Apprenticeship Program hosted a virtual information session for high school students interested in a career in carpentry.

November 15, 2022

*Maryland Apprenticeship and Training Council Meeting*

The Maryland Apprenticeship and Training Council held its last meeting of 2022.

*Baltimore Alliance for Careers in Healthcare Apprenticeship Event*

Representatives from apprenticeship sponsor the Baltimore Alliance for Careers in Healthcare (BACH) and the Maryland Department of Labor attended this event to share information regarding the BACH apprenticeship program and how it offers opportunities for healthcare career pathways.

*Washington County Public Schools - Youth Apprenticeship Bash*

The event celebrated current apprentices and employers and potential apprentices and employers. There was also a brief recognition of employers approved in November.



USDOL’s 2022 National Apprenticeship Week Report featured Maryland events prominently. The cover included a picture from the Howard County Apprenticeship Roundtable, while the section of the report covering equity and inclusion recognized the Baltimore Alliance for Careers in Healthcare and their promotion of apprenticeship pathways in healthcare.

November 16, 2022

*Youth Apprenticeship Advisory Committee Meeting*

The Youth Apprenticeship Advisory Committee held its last meeting of 2022. Members received updates regarding the Apprenticeship Maryland Program (AMP) youth apprenticeship initiative.

*Creating Youth Apprenticeship Awareness*

This event focused on educating Anne Arundel County Public School administrators and counselors on the youth apprenticeship program. Business partners were on hand to discuss what their apprenticeships offer to AACPS students. The work-based learning team was available to answer questions and make connections.

*Queen Anne's County - Youth Apprenticeship Information Session*

Attendees learned more about what the state's youth apprenticeship program looks like in Queen Anne's County, and how their business can benefit from participating.

*WorkSource Montgomery - Apprenticeship Job Fair*

Representatives from several Registered Apprenticeship programs were available to speak to potential apprentices about their program and what apprenticeships can do for them.

*GSK's National Apprentice Week Webinar*

This event offered attendees a summary of apprenticeships at GSK and what they offer as well as an overview of GSK apprentice roles available in 2023.

*Patapsco High School Youth Apprentice Signing Ceremony*

In honor of National Apprenticeship Week, Patapsco 10th graders enrolled in Intro to AMP signed a commitment to the youth apprenticeship program. There was also a small ceremony and photo opportunity and a moment to address the students.

*Baltimore County Public Schools - Youth Apprenticeship Employer Sign-On*

In honor of National Apprenticeship Week, new employers who participated in the AMP youth apprenticeship initiative formally signed on to this exciting program.

*Greater Baltimore Committee - Regional Workforce Solutions Summit*

A wide array of organizations shared how they can assist businesses seeking workforce solutions, including Registered Apprenticeship options.

November 17, 2022

*Better Business Bureau Registered Apprenticeship Open House*

Registered Apprenticeship sponsor the Better Business Bureau of Greater Baltimore hosted this open house for their member companies to learn more about how the apprenticeship

model can support their hiring needs.

*Montgomery County Public Schools Transitioning Students Event*

This virtual event allowed interested Montgomery County Public Schools juniors and seniors to learn more about how Registered Apprenticeship could help them connect to lucrative career pathways.

*Howard County Workforce - Women in Apprenticeship Event for Businesses*

Attendees learned from the leadership and dedication of many women who build, support, and expand career opportunities through apprenticeships in Howard County.

*2022 Maryland Rehabilitation Conference*

Attendees at this event had the opportunity to attend a break-out session focused on how Registered Apprenticeship can benefit all jobseekers.

*Community College of Baltimore County (CCBC) - Apprenticeship Completion Ceremony*

This Registered Apprenticeship hosted an Apprenticeship Graduation Ceremony Celebration for the very first CCBC Patient Care Technician apprentice completers.



*Team members from MD Labor, the Baltimore County Department of Economic and Workforce Development and the Baltimore County Public Schools hosted an apprenticeship career fair during 2022 NAW.*

*Maryland Labor presents: Celebrating and Growing Registered Apprenticeship*

Individuals in attendance heard the announcement of MD Labor's complete slate of Apprenticeship Ambassadors as well as the announcement of this year's Apprenticeship Awards recipients.

*Vanguard Enterprises, LLC Ribbon Cutting*

Registered Apprenticeship Sponsor Vanguard Enterprises hosted this ribbon-cutting to celebrate their new apprenticeship program.

*IBSS Corporation Women in Apprenticeship*

Registered Apprenticeship Sponsor IBSS Corporation hosted this event to shine a spotlight on women in apprenticeship.

*Harford County Electrical Contractors Association (HCECA) Apprenticeship Open House*

This event highlighted the HCECA Registered Apprenticeship program. Representatives of the MD Labor were in attendance.

November 18, 2022

*Independent Electrical Contractors - Chesapeake Celebrates Youth Apprenticeships*

Attendees at this event were able to see youth apprentices from four Maryland local public schools as they participated in classes in electrical apprenticeship.

*Plumbers and Gasfitters Local #5 Apprenticeship School Open House*

Representatives from apprenticeship sponsor the Washington, D.C. Joint Plumbing Apprenticeship Committee – UA Local #5 and the MD Labor were present at this event to showcase apprenticeship opportunities with this construction industry program.



*The Baltimore Electricians Joint Apprenticeship and Training Committee, Local Union #24 has begun to utilize broader promotion and outreach strategies, including targeted television tools (like the one used above on a Baltimore Orioles baseball telecast), to reach prospective apprentices.*

## Profiles in Apprenticeship Courage – Zoie Jedlowski



*Zoie Jedlowski, from Allegany County Public Schools, is presently earning and learning through the Apprenticeship Maryland Program (AMP) as a youth apprentice culinary assistant at Rocky Gap Casino and Resort.*

Zoie Jedlowski is a youth apprentice at Rocky Gap Casino & Resort. She is completing the Career and Technical Education (CTE) Culinary Program for Allegany County Public Schools. She loves working in this industry and started the apprenticeship in the spring of her junior year. She works while attending school and during the summer she worked full-time.

Zoie has excelled in the apprenticeship program. She is truly a model student for how the youth apprenticeship program should work. She selected a career program in high school, found out about the work-based learning experience offered through Maryland's youth apprenticeship initiative, got hired, and continues to be a stellar employee at the resort. She wants to continue her education at Allegany College of Maryland in Culinary Arts while working at Rocky Gap. Rocky Gap is pleased with the program because of the work that Zoie is doing. This enhances the overall success of the youth apprenticeship program when employers see the results of the process.

Zoie's employer is very happy with the apprenticeship program. She started out as the utility cook but soon advanced to baking and making desserts on her own, operating stations including prep and pantry. But more importantly, she is setting other team members up for success. She is becoming a mentor herself. She even made it a point to bring back skills she learned at the job site and shared them with her high school program classmates. She has grown as a leader amongst her high school peers. She is extremely thankful for the experience and is a model student for the program success.

## Maryland Apprenticeship Ambassador Program

The Maryland Apprenticeship Ambassador Program, originally launched in 2018 to raise awareness about registered apprenticeships and encourage jobseekers and businesses to engage in apprenticeship opportunities, was reintroduced at the Maryland Apprenticeship Awards 2022 celebration. The Maryland Apprenticeship and Training Program (MATP) selects Apprenticeship Ambassadors in recognition of their dedication to advancing apprenticeship as Maryland’s premiere workforce solution.

During the two-year term, Apprenticeship Ambassadors volunteer their time to cultivate and strengthen relationships with students, parents, educators, business owners, elected officials, and other stakeholders, to expand use of the apprenticeship model. Terms were renewed for five outstanding Maryland employers, sponsors, and partners who were recognized in the first cohort of the Apprenticeship Ambassador Program. An additional 15 Ambassadors were announced at the 2022 Awards celebration.

For their commitment, apprenticeship ambassadors receive special recognition from the MD Labor, customized guidance on navigating the MATP, the latest in apprenticeship news and emerging workforce trends, and valuable media exposure.

### *Apprenticeship Ambassadors for 2022 – 2024*

Associated Builders and Contractors,  
Baltimore Metro  
Associated Builders and Contractors,  
Cumberland Valley  
AT&T  
Baltimore Alliance for Careers in  
Healthcare  
Chesapeake Bay Maritime Museum  
Dynamic Automotive  
GlaxoSmithKline  
Harford County Electrical Contractors  
Association  
Heating and Air Conditioning  
Contractors Association  
Howard Community College

Howard County Government Joint  
Apprenticeship Committee  
Independent Electrical Contractors,  
Chesapeake  
International Brotherhood of Electrical  
Workers, Local 24  
Patuxent Partnership  
Plumbers and Steamfitters, Local 486  
Plumbers Local 5 Joint Apprenticeship and  
Training Committee (JATC)  
Rural Maryland Council  
Sheet Metal Workers Local 100 JATC  
Southern Maryland Electric Cooperative  
Steamfitters Local 602 JATC

## Youth Apprenticeship

In 2018, the groundwork was put in place to expand youth apprenticeship to be available statewide. MD Labor, the Maryland Department of Commerce, and MSDE set a goal to continue growing the Apprenticeship Maryland Program (AMP) during the 2022-2023 academic year. 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, all 24 of Maryland’s local public school systems have adopted the model. In 2022, Worcester (April 2022), and Cecil (November 2022) counties adopted the youth apprenticeship model. In March 2023, Garrett and Somerset counties became the final two local public school systems to be approved for AMP.

Over the last year, AMP continued to grow its listing of eligible employers. Using procedures developed under the Apprenticeship Maryland Pilot Program, the MATC approves eligible employers.



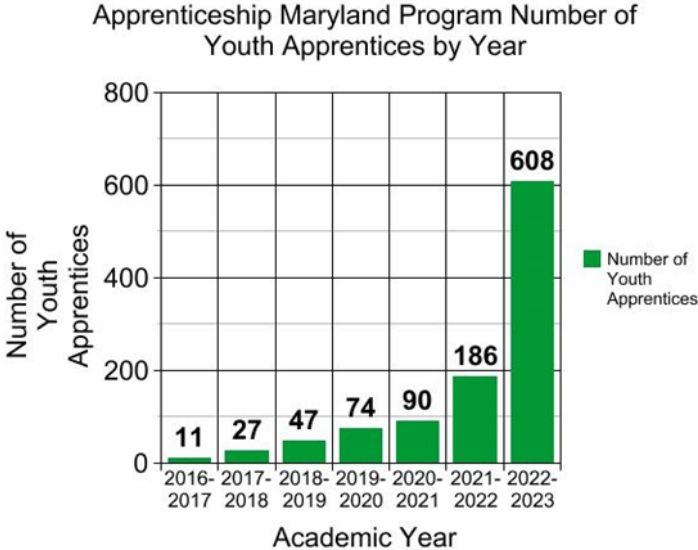
By the end of the 2022-2023 academic year, a total of 208 new eligible employers were approved by the MATC – raising the number of eligible employers from 287 to 495. This represents over 72% growth versus the prior year and over 3,435.7% growth since program inception.

At the end of the 2022-2023 school year (and as of the publication date of this report), the total number of youth apprentices is **608**, more than triple the number (186) that was recorded at the end of the prior 2021-2022 academic year.



*Baltimore City Public Schools celebrated their first two youth apprenticeship graduates, Jeremiah Foote and Dontaz Winston (Center Left and Right, with AMP graduate cords on).*

The Department has released eight annual reports on Youth Apprenticeship. All are available on the Department's [website](#). The [2022 annual report](#) was submitted to the Maryland General Assembly in December of that year.



## CONSIDERATIONS REGARDING THE APPRENTICESHIP DATA BY SPONSOR

RA is Maryland's premier workforce training program. The structure of RA is flexible and innovative, allowing for businesses to create a structured training model to connect highly skilled workers to the employer. Apprentices benefit from on-the-job training, which allows them to earn an income while they learn the skills needed for the job. Upon completion of the program, the apprentice is awarded a nationally recognized credential.

The charts that begin on Page 36 and end on Page 63 represent each RA sponsor who was listed as "active" in calendar year 2022. Each RA sponsor has a customized Standards of Apprenticeship. The time required to complete a program can range from as little as one year to as long as six years. As such, there is no basis of comparison to create a completion rate between apprenticeship programs. Therefore, the information on the number of "apprentices completed" in each program during 2022 is described below.

"Active apprentices" refers to any apprentice actively participating in an apprenticeship program during 2022. For this classification, an apprentice is considered if his/her start date was on or before 12/31/2022 and either:

1. the apprentice is active; or
2. the apprentice completed on or after 1/01/2022; or
3. the apprentice canceled and ended/became inactive on or after 1/01/2022; or
4. the apprentice transferred and ended/became inactive on or after 1/01/2022.

Demographics shown are for the active apprentices on 12/31/2022 for that program. Demographics cover: gender, age, race, and county of residence.

"New apprentice" refers to any apprentice registered with a date of registration between 1/01/2022 and 12/31/2022.

"Completed apprentice" refers to apprentices who finished their RA program during 2022, as reported to the MD Labor by the RA sponsor.

"Cancelled apprentice" refers to apprentices who ended their RA program during 2022, as reported to the MD Labor by the RA sponsor.

## Concluding Thoughts

The significant progress made by MD Labor in expanding and diversifying its RA system during 2022 has established a firm basis for continued growth. More importantly, Maryland continued to break records for the number of active apprentices, the number of minority apprentices, and the number of women apprentices. Thirty-two new programs were also approved in 2022, nine more than during 2019. Thus far in 2023, MD Labor has seen further growth in the number of employers actively participating in apprenticeship and appears on pace to exceed 2022's record total apprentice count.

Taken together, the consistent development experienced during 2022 and the Moore Administration's emphasis on leaving no Marylander behind will enable our state to continue to bring new businesses and jobseekers alike into our vibrant apprenticeship system. In 2023, MD Labor will continue its progress to increase the capacity of the MATP to meet the needs of both businesses and jobseekers alike. Specifically, MD Labor will continue to grow the number of apprentices registered in our state, with the goal of exceeding 2022's record level of performance. Additionally, as part of the State Apprenticeship Expansion Grant – 2020, the Department set a goal of approving at least ten new apprenticeship programs during 2023. To date this year, a total of 18 new programs have been approved. MATP will unveil the informational videos produced as part of the statewide marketing and outreach campaign for apprenticeship.

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY					
1199 SEIU LEAGUE TRAINING AND UPGRADING FUND	Active Apprentices	2	Female	2	18-27	1	Black (Not Hispanic)	2	Baltimore City	2
	New Registrations	0	Male	0	48-57	1				
	Completed	0	None	0						
	Cancelled	7								
ACCESS TO WHOLISTIC AND PRODUCTIVE LIVING	Active Apprentices	12	Female	7	18-27	1	Black (Not Hispanic)	11	Dorchester	6
	New Registrations	3	Male	5	28-37	3	White (Not Hispanic)	1	Out of State	1
	Completed	5	None	0	38-47	3			Prince George's	1
	Cancelled	0			48-57	2			Talbot	1
					58-67	2			Wicomico	3
					68+	1				
ALLSTATE FLOORS	Active Apprentices	1	Female	0	18-27	1	Hispanic	1	Montgomery	1
	New Registrations	0	Male	1						
	Completed	0	None	0						
	Cancelled	0								
AMICK FARMS, LLC	Active Apprentices	1	Female	0	18-27	1	White (Not Hispanic)	1	Wicomico	1
	New Registrations	0	Male	1						
	Completed	0	None	0						
	Cancelled	0								
ANNE ARUNDEL COMMUNITY COLLEGE	Active Apprentices	21	Female	7	18-27	4	Asian or Pacific Islander	1	Anne Arundel	8
	New Registrations	11	Male	14	28-37	8	Black (Not Hispanic)	3	Baltimore	3
	Completed	26	None	0	38-47	7	Hispanic	8	Carroll	4
	Cancelled	14			48-57	2	Other	1	Harford	1
							White (Not Hispanic)	8	Howard	3
								Montgomery	2	
APPRENTICE TRAINING, INC.	Active Apprentices	45	Female	2	16-17	1	Black (Not Hispanic)	28	Anne Arundel	3
	New Registrations	37	Male	43	18-27	13	Hispanic	8	Baltimore	4
	Completed	1	None	0	28-37	18	Other	1	Charles	3
	Cancelled	6			38-47	8	White (Not Hispanic)	8	Frederick	1
					48-57	4			Harford	1
					58-67	1			Howard	1
									Montgomery	2
									Out of State	15
								Prince George's	14	
								Washington	1	
ASSOCIATED BUILDERS AND CONTRACTORS, BALTIMORE METRO	Active Apprentices	607	Female	4	18-27	334	American Indian or Alaskan	10	Anne Arundel	57
	New Registrations	170	Male	603	28-37	217	Asian or Pacific Islander	9	Baltimore City	68
	Completed	69	None	0	38-47	42	Black (Not Hispanic)	178	Baltimore	347
	Cancelled	50			48-57	14	Hispanic	60	Caroline	1
							Other	12	Carroll	27
							White (Not Hispanic)	338	Cecil	3
									Frederick	3
									Harford	47
									Howard	15
									Montgomery	5
									Out of State	22
									Prince George's	8
								Queen Anne's	2	

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY	
					Wicomico 2	
ASSOCIATED BUILDERS AND CONTRACTORS, CHESAPEAKE SHORES	Active Apprentices	186	Female 2	18-27 110	Asian or Pacific Islander 4	Anne Arundel 75
	New Registrations	65	Male 184	28-37 54	Black (Not Hispanic) 21	Baltimore 10
	Completed	37	None 0	38-47 17	Hispanic 14	Calvert 7
	Cancelled	17		48-57 5	Other 3	Caroline 14
					White (Not Hispanic) 144	Carroll 3
						Charles 9
						Dorchester 4
						Frederick 1
						Harford 3
						Howard 3
						Kent County 1
						Montgomery 6
						Out of State 10
						Prince George's 9
						Queen Anne's 13
						Somerset 3
					Talbot 2	
					Wicomico 11	
					Worcester 2	
ASSOCIATED BUILDERS AND CONTRACTORS, CUMBERLAND VALLEY	Active Apprentices	126	Female 2	18-27 87	Asian or Pacific Islander 1	Carroll 1
	New Registrations	40	Male 124	28-37 27	Black (Not Hispanic) 6	Frederick 25
	Completed	20	None 0	38-47 9	Hispanic 8	Out of State 41
	Cancelled	15		48-57 3	White (Not Hispanic) 111	Washington 59
ASSOCIATED BUILDERS AND CONTRACTORS, DC METRO	Active Apprentices	152	Female 7	18-27 65	Asian or Pacific Islander 3	Anne Arundel 8
	New Registrations	78	Male 145	28-37 59	Black (Not Hispanic) 33	Baltimore City 1
	Completed	17	None 0	38-47 20	Hispanic 88	Baltimore 6
	Cancelled	53		48-57 7	Other 4	Calvert 8
				58-67 1	White (Not Hispanic) 24	Charles 7
						Frederick 1
						Harford 1
						Howard 2
						Montgomery 28
						Out of State 33
					Prince George's 55	
					St. Mary's 1	
					Washington 1	
ASSOCIATION OF AIR CONDITIONING PROFESSIONALS	Active Apprentices	159	Female 1	18-27 82	Asian or Pacific Islander 4	Anne Arundel 6
	New Registrations	51	Male 158	28-37 57	Black (Not Hispanic) 34	Baltimore City 1
	Completed	26	None 0	38-47 16	Hispanic 66	Baltimore 5
	Cancelled	33		48-57 4	Other 5	Calvert 3
					White (Not Hispanic) 50	Carroll 8
						Charles 2
					Frederick 13	
					Howard 4	

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
					Montgomery 64 Out of State 16 Prince George's 31 Queen Anne's 3 St. Mary's 2 Washington 1
AUI POWER, INC.	Active Apprentices 3 New Registrations 3 Completed 0 Cancelled 1	Female 0 Male 3 None 0	18-27 1 28-37 2	Information not Available 1 White (Not Hispanic) 2	Cecil 1 Out of State 2
BADGER ELECTRIC, INC.	Active Apprentices 4 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 4 None 0	18-27 3 38-47 1	White (Not Hispanic) 4	Out of State 4
BALTIMORE ALLIANCE FOR CAREERS IN HEALTHCARE	Active Apprentices 53 New Registrations 26 Completed 0 Cancelled 0	Female 39 Male 14 None 0	18-27 14 28-37 17 38-47 12 48-57 6 58-67 4	Asian or Pacific Islander 2 Black (Not Hispanic) 44 Hispanic 2 Other 1 White (Not Hispanic) 4	Anne Arundel 1 Baltimore City 17 Baltimore 31 Frederick 1 Harford 1 Prince George's 2
BALTIMORE AREA ROOFERS JOINT APPRENTICESHIP COMMITTEE	Active Apprentices 31 New Registrations 14 Completed 0 Cancelled 0	Female 7 Male 24 None 0	18-27 10 28-37 13 38-47 6 48-57 2	Black (Not Hispanic) 16 Hispanic 11 White (Not Hispanic) 4	Baltimore City 2 Baltimore 3 Montgomery 2 Out of State 13 Prince George's 9 Queen Anne's 1 St. Marys 1
BALTIMORE BRICKLAYERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR THE MASONRY INDUSTRY	Active Apprentices 46 New Registrations 18 Completed 3 Cancelled 5	Female 3 Male 43 None 0	18-27 20 28-37 13 38-47 10 48-57 2 58-67 1	American Indian or Alaskan 1 Black (Not Hispanic) 9 Hispanic 29 Other 1 White (Not Hispanic) 6	Anne Arundel 1 Baltimore City 2 Carroll 1 Charles 2 Dorchester 1 Montgomery 8 Out of State 10 Prince George's 21
BALTIMORE CEMENT MASONS JOINT APPRENTICESHIP COMMITTEE	Active Apprentices 17 New Registrations 9 Completed 4 Cancelled 7	Female 3 Male 14 None 0	18-27 6 28-37 8 38-47 1 48-57 1 58-67 1	Black (Not Hispanic) 8 Hispanic 8 White (Not Hispanic) 1	Baltimore 1 Out of State 11 Prince George's 4 St. Mary's 1
BALTIMORE CITY COMMUNITY COLLEGE	Active Apprentices 5 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 5 None 0	28-37 2 48-57 2 58-67 1	Black (Not Hispanic) 2 Hispanic 1 White (Not Hispanic) 2	Baltimore City 1 Baltimore 3 Harford 1
BALTIMORE CITY JOINT APPRENTICESHIP, AFSCME LOCAL NO. 44	Active Apprentices 129 New Registrations 7	Female 23 Male 106	18-27 9 28-37 40	Black (Not Hispanic) 115 Hispanic 2	Anne Arundel 11 Baltimore City 56

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Completed 1 Cancelled 1	None 0	38-47 39 48-57 28 58-67 13	Information not Available 1 Other 1 White (Not Hispanic) 10	Baltimore 58 Harford 1 Out of State 2 Prince George's 1
<b>BALTIMORE COUNTY POLICE DEPARTMENT</b>	Active Apprentices 251 New Registrations 112 Completed 76 Cancelled 9	Female 59 Male 192 None 0	18-27 142 28-37 81 38-47 20 48-57 6 58-67 2	Asian or Pacific Islander 8 Black (Not Hispanic) 62 Hispanic 12 Information not Available 2 Other 6 White (Not Hispanic) 161	Anne Arundel 12 Baltimore City 10 Baltimore 126 Carroll 12 Cecil 7 Harford 29 Howard 4 Montgomery 5 Out of State 41 Prince George's 3 St. Mary's 2
<b>BALTIMORE ELECTRICIANS JOINT APPRENTICESHIP AND TRAINING COMMITTEE, LOCAL UNION NO. 274</b>	Active Apprentices 392 New Registrations 91 Completed 65 Cancelled 38	Female 16 Male 376 None 0	16-17 1 18-27 208 28-37 158 38-47 22 48-57 3	American Indian or Alaskan 1 Asian or Pacific Islander 7 Black (Not Hispanic) 82 Hispanic 21 Other 7 White (Not Hispanic) 274	Anne Arundel 56 Baltimore City 33 Baltimore 166 Carroll 21 Cecil 4 Charles 1 Dorchester 4 Frederick 4 Garrett 1 Harford 47 Howard 18 Montgomery 3 Out of State 15 Queen Anne's 3 Somerset 2 Washington 1 Wicomico 11 Worcester 2
<b>BALTIMORE OPERATING ENGINEERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE</b>	Active Apprentices 56 New Registrations 32 Completed 17 Cancelled 7	Female 3 Male 53 None 0	18-27 40 28-37 11 38-47 4 48-57 1	American Indian or Alaskan 1 Black (Not Hispanic) 8 Hispanic 2 Other 3 White (Not Hispanic) 42	Anne Arundel 5 Baltimore City 4 Baltimore 36 Harford 6 Montgomery 1 Out of State 4
<b>BALTIMORE POLICE DEPARTMENT</b>	Active Apprentices 6 New Registrations 5 Completed 0 Cancelled 2	Female 0 Male 6 None 0	18-27 6	Black (Not Hispanic) 4 White (Not Hispanic) 2	Baltimore City 2 Baltimore 1 Harford 1 Out of State 2
<b>BALTIMORE SHEET METAL WORKERS JOINT APPRENTICESHIP AND</b>	Active Apprentices 12 New Registrations 0	Female 0 Male 12	18-27 5 28-37 6	Black (Not Hispanic) 2 White (Not Hispanic) 10	Anne Arundel 3 Baltimore City 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY					
TRAINING COMMITTEE, LOCAL UNION NO. 100	Completed	4	None	0	38-47	1	Baltimore	6		
	Cancelled	5					Calvert	1		
							Queen Anne's	1		
BALTIMORE WASHINGTON LABORERS	Active Apprentices	5	Female	0	18-27	2	Black (Not Hispanic)	3	Baltimore City	2
	New Registrations	0	Male	5	28-37	1	White (Not Hispanic)	2	Garrett	1
	Completed	0	None	0	38-47	1			Out of State	1
	Cancelled	0			48-57	1			Prince George's	1
BARNES ELECTRIC, INC.	Active Apprentices	5	Female	0	18-27	5	White (Not Hispanic)	5	Dorchester	5
	New Registrations	1	Male	5						
	Completed	0	None	0						
	Cancelled	0								
BAUGUESS ELECTRICAL SERVICES, INC.	Active Apprentices	7	Female	0	18-27	3	Black (Not Hispanic)	1	Cecil	1
	New Registrations	1	Male	7	28-37	4	White (Not Hispanic)	6	Out of State	6
	Completed	1	None	0						
	Cancelled	0								
BAUSUM & DUCKETT ELECTRIC, LLC	Active Apprentices	6	Female	0	18-27	2	Black (Not Hispanic)	2	Out of State	2
	New Registrations	1	Male	6	28-37	2	Hispanic	1	Wicomico	4
	Completed	0	None	0	38-47	2	White (Not Hispanic)	3		
	Cancelled	0								
BEAR INDUSTRIES, INC.	Active Apprentices	25	Female	0	18-27	15	Black (Not Hispanic)	6	Cecil	3
	New Registrations	9	Male	25	28-37	5	Hispanic	1	Out of State	22
	Completed	0	None	0	38-47	5	White (Not Hispanic)	18		
	Cancelled	14								
BECHDON COMPANY, INC.	Active Apprentices	2	Female	0	18-27	1	White (Not Hispanic)	2	Anne Arundel	2
	New Registrations	0	Male	2	28-37	1				
	Completed	0	None	0						
	Cancelled	0								
BEITZEL CORPORATION & PILLAR INNOVATIONS	Active Apprentices	3	Female	0	18-27	3	White (Not Hispanic)	3	Out of State	3
	New Registrations	3	Male	3						
	Completed	0	None	0						
	Cancelled	0								
BERRY PLASTICS CORPORATION	Active Apprentices	1	Female	0	28-37	1	White (Not Hispanic)	1	Baltimore	1
	New Registrations	0	Male	1						
	Completed	0	None	0						
	Cancelled	0								
BETTER BUSINESS BUREAU OF GREATER BALTIMORE	Active Apprentices	1	Female	1	18-27	1	White (Not Hispanic)	1	Baltimore	1
	New Registrations	0	Male	0						
	Completed	0	None	0						
	Cancelled	0								
BILBROUGH'S ELECTRIC, INC.	Active Apprentices	6	Female	0	18-27	3	White (Not Hispanic)	6	Caroline	2
	New Registrations	0	Male	6	28-37	2			Out of State	3
	Completed	0	None	0	58-67	1			Talbot	1
	Cancelled	0								
BOB BREEDING GENERAL CONTRACTORS, LLC	Active Apprentices	2	Female	0	18-27	1	White (Not Hispanic)	2	Caroline	2
	New Registrations	0	Male	2	38-47	1				
	Completed	0	None	0						



PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 0				
BOZZUTO MANAGEMENT COMPANY	Active Apprentices 2	Female 0	28-37 2	Black (Not Hispanic) 1	Howard 1
	New Registrations 2	Male 2		Hispanic 1	Prince George's 1
	Completed 0	None 0			
	Cancelled 0				
BRICKLAYERS AND ALLIED CRAFTWORKERS, DISTRICT COUNCIL OF WEST VIRGINIA	Active Apprentices 14	Female 0	18-27 7	Black (Not Hispanic) 1	Garrett 1
	New Registrations 0	Male 14	28-37 5	White (Not Hispanic) 13	Out of State 13
	Completed 0	None 0	38-47 1		
	Cancelled 0		48-57 1		
CAP ELECTRIC, INC.	Active Apprentices 2	Female 0	38-47 2	White (Not Hispanic) 2	Cecil 2
	New Registrations 0	Male 2			
	Completed 0	None 0			
	Cancelled 0				
CAPITOL SPRINKLER CONTRACTING, INC.	Active Apprentices 3	Female 0	18-27 1	Black (Not Hispanic) 2	Montgomery 1
	New Registrations 2	Male 3	28-37 1	White (Not Hispanic) 1	Out of State 2
	Completed 0	None 0	38-47 1		
	Cancelled 3				
CARPENTERS JOINT APPRENTICESHIP COMMITTEE OF PHILADELPHIA AND VICINITY	Active Apprentices 27	Female 2	18-27 18	Black (Not Hispanic) 5	Caroline 2
	New Registrations 6	Male 25	28-37 7	Hispanic 2	Cecil 2
	Completed 0	None 0	38-47 2	Other 1	Out of State 18
	Cancelled 0			White (Not Hispanic) 19	Queen Anne's 1
					Somerset 1
				Talbot 1	
				Wicomico 2	
CARTER ENTERPRISE SOLUTIONS, LLC	Active Apprentices 2	Female 1	18-27 1	Black (Not Hispanic) 2	Charles 1
	New Registrations 1	Male 1	28-37 1		Out of State 1
	Completed 0	None 0			
	Cancelled 0				
CARTER MACHINERY COMPANY, INC.	Active Apprentices 50	Female 1	18-27 44	Black (Not Hispanic) 5	Anne Arundel 6
	New Registrations 35	Male 49	28-37 6	Hispanic 5	Baltimore 10
	Completed 13	None 0		Information not Available 1	Carroll 1
	Cancelled 6			White (Not Hispanic) 39	Cecil 1
					Charles 1
					Frederick 6
					Harford 6
					Howard 3
					Montgomery 1
					Out of State 11
					Prince George's 1
					St. Mary's 1
					Washington 1
					Worcester 1
	CHANNEY ENTERPRISES	Active Apprentices 38	Female 2	18-27 6	Black (Not Hispanic) 29
New Registrations 38		Male 36	28-37 18	Hispanic 4	Baltimore City 2
Completed 0		None 0	38-47 10	Information not Available 1	Baltimore 3

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 0		48-57 3 58-67 1	Other 1 White (Not Hispanic) 3	Calvert 2 Charles 2 Dorchester 1 Out of State 7 Prince George's 13 St. Mary's 1 Wicomico 1
CHESAPEAKE BAY MARITIME MUSEUM, INC.	Active Apprentices 7 New Registrations 2 Completed 0 Cancelled 0	Female 2 Male 5 None 0	18-27 4 28-37 2 38-47 1	Black (Not Hispanic) 1 Information not Available 1 White (Not Hispanic) 5	Talbot 7
CHESAPEAKE ENERGY SOLUTIONS	Active Apprentices 23 New Registrations 23 Completed 0 Cancelled 0	Female 1 Male 22 None 0	18-27 13 28-37 8 38-47 1 48-57 1	American Indian or Alaskan 1 Asian or Pacific Islander 2 Black (Not Hispanic) 4 Hispanic 7 White (Not Hispanic) 9	Anne Arundel 12 Baltimore City 1 Baltimore 4 Calvert 1 Out of State 1 Prince George's 4
CHESAPEAKE SPRINKLER COMPANY	Active Apprentices 16 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 16 None 0	18-27 2 28-37 8 38-47 6	Black (Not Hispanic) 2 Hispanic 4 White (Not Hispanic) 10	Anne Arundel 5 Baltimore 1 Howard 4 Out of State 4 Prince George's 2
CHOPTANK ELECTRIC COOPERATIVE, INC.	Active Apprentices 19 New Registrations 9 Completed 3 Cancelled 0	Female 0 Male 19 None 0	18-27 9 28-37 10	Black (Not Hispanic) 2 White (Not Hispanic) 17	Caroline 3 Dorchester 1 Harford 1 Kent County 3 Out of State 4 Queen Anne's 1 Somerset 1 Talbot 2 Wicomico 2 Worcester 1
CLARK CONSTRUCTION GROUP, LLC	Active Apprentices 4 New Registrations 4 Completed 0 Cancelled 0	Female 1 Male 3 None 0	18-27 3 28-37 1	Black (Not Hispanic) 1 Hispanic 3	Prince George's 4
CMH, INC., DBA CROPP METCALFE	Active Apprentices 12 New Registrations 4 Completed 5 Cancelled 1	Female 0 Male 12 None 0	18-27 5 28-37 3 38-47 2 48-57 2	Black (Not Hispanic) 7 Hispanic 3 White (Not Hispanic) 2	Anne Arundel 2 Howard 2 Montgomery 3 Out of State 1 Prince George's 4
COLT INSULATION, INC.	Active Apprentices 1 New Registrations 0 Completed 1 Cancelled 0	Female 1 Male 0 None 0	28-37 1	Hispanic 1	Baltimore 1
COMMUNITY COLLEGE OF BALTIMORE COUNTY	Active Apprentices 64 New Registrations 61	Female 40	18-27 10	American Indian or Alaskan 1	Anne Arundel 5

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Completed 1 Cancelled 16	Male 24 None 0	28-37 32 38-47 12 48-57 8 58-67 2	Black (Not Hispanic) 25 Hispanic 1 Other 2 White (Not Hispanic) 35	Baltimore City 13 Baltimore 36 Cecil 1 Harford 3 Montgomery 1 Out of State 5
CONAGRA BRANDS, INC.	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	Other 1	Washington 1
CONGRESSIONAL COUNTRY CLUB	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	Hispanic 1	Prince George's 1
CONSTELLATION HOME	Active Apprentices 50 New Registrations 50 Completed 0 Cancelled 0	Female 1 Male 49 None 0	18-27 25 28-37 18 38-47 4 48-57 3	Black (Not Hispanic) 21 Hispanic 7 Information not Available 2 Other 1 White (Not Hispanic) 19	Anne Arundel 5 Baltimore City 5 Baltimore 18 Carroll 3 Cecil 1 Harford 5 Howard 1 Montgomery 2 Out of State 3 Prince George's 7
COOPER ELECTRICAL SERVICES, INC.	Active Apprentices 4 New Registrations 2 Completed 0 Cancelled 0	Female 0 Male 4 None 0	18-27 2 38-47 1 48-57 1	Black (Not Hispanic) 2 White (Not Hispanic) 2	Cecil 2 Out of State 2
CRIST INSTRUMENT COMPANY, INC.	Active Apprentices 1 New Registrations 1 Completed 0 Cancelled 0	Female 0 Male 1 None 0	38-47 1	White (Not Hispanic) 1	Washington 1
CUMBERLAND PLUMBERS & STEAMFITTERS, LOCAL NO. 489 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 37 New Registrations 0 Completed 0 Cancelled 2	Female 0 Male 37 None 0	18-27 23 28-37 11 38-47 2 48-57 1	Black (Not Hispanic) 1 White (Not Hispanic) 36	Allegany 17 Garrett 1 Out of State 18 Washington 1
CVS HEALTH	Active Apprentices 5 New Registrations 1 Completed 0 Cancelled 0	Female 3 Male 2 None 0	18-27 2 28-37 1 38-47 1 48-57 1	Black (Not Hispanic) 4 White (Not Hispanic) 1	Baltimore City 1 Baltimore 3 Prince George's 1
DANIEL G. BEBEE, INC.	Active Apprentices 4 New Registrations 0 Completed 3 Cancelled 1	Female 0 Male 4 None 0	18-27 2 28-37 2	Black (Not Hispanic) 1 White (Not Hispanic) 3	Out of State 3 Wicomico 1
DANKO ARLINGTON, INC.	Active Apprentices 1 New Registrations 0	Female 0 Male 1	28-37 1	White (Not Hispanic) 1	Baltimore 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Completed 0 Cancelled 1	None 0			
DARCARS AUTOMOTIVE GROUP	Active Apprentices 5	Female 0	18-27 5	Black (Not Hispanic) 1	Howard 1
	New Registrations 0	Male 5		Hispanic 4	Montgomery 2
	Completed 0	None 0			Prince Georges 2
	Cancelled 0				
DAVIS ULMER FIRE PROTECTION	Active Apprentices 1	Female 0	38-47 1	Hispanic 1	Baltimore 1
	New Registrations 0	Male 1			
	Completed 1	None 0			
	Cancelled 0				
DEDICATED CIRCUITS, LLC	Active Apprentices 3	Female 0	18-27 1	Black (Not Hispanic) 2	Out of State 1
	New Registrations 3	Male 3	28-37 1	White (Not Hispanic) 1	Talbot 1
	Completed 0	None 0	38-47 1		Wicomico 1
	Cancelled 3				
DELAWARE ELEVATOR, INC.	Active Apprentices 70	Female 0	18-27 35	Black (Not Hispanic) 8	Baltimore 1
	New Registrations 23	Male 70	28-37 26	Hispanic 8	Caroline 3
	Completed 13	None 0	38-47 7	Information not Available 2	Cecil 1
	Cancelled 10		48-57 2	White (Not Hispanic) 52	Dorchester 1
					Out of State 43
				Prince George's 1	
				Talbot 1	
				Wicomico 13	
				Worcester 6	
DELMARVA POWER	Active Apprentices 4	Female 0	28-37 2	White (Not Hispanic) 4	Out of State 4
	New Registrations 0	Male 4	38-47 2		
	Completed 0	None 0			
	Cancelled 0				
DEPARTMENT OF THE NAVY	Active Apprentices 2	Female 0	28-37 2	White (Not Hispanic) 2	St. Mary's 2
	New Registrations 0	Male 2			
	Completed 0	None 0			
	Cancelled 0				
DIXON VALVE & COUPLING COMPANY	Active Apprentices 6	Female 0	18-27 1	White (Not Hispanic) 6	Caroline 1
	New Registrations 0	Male 6	28-37 5		Kent County 3
	Completed 0	None 0			Out of State 1
	Cancelled 0				Queen Anne's 1
DYNAMIC AUTOMOTIVE	Active Apprentices 2	Female 0	18-27 2	White (Not Hispanic) 2	Frederick 2
	New Registrations 2	Male 2			
	Completed 2	None 0			
	Cancelled 0				
EASTERN ELEVATOR SERVICE AND SALES	Active Apprentices 18	Female 0	18-27 5	Black (Not Hispanic) 1	Out of State 18
	New Registrations 5	Male 18	28-37 10	White (Not Hispanic) 17	
	Completed 1	None 0	38-47 2		
	Cancelled 0		48-57 1		
ELECTRICAL APPRENTICESHIP PROGRAM OF CARROLL COUNTY	Active Apprentices 125	Female 0	18-27 84	American Indian or Alaskan 1	Anne Arundel 2
	New Registrations 47	Male 125	28-37 35	Asian or Pacific Islander 1	Baltimore 12
	Completed 22	None 0	38-47 5	Black (Not Hispanic) 8	Carroll 81
	Cancelled 12		48-57 1	Hispanic 5	Frederick 6

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
				Information not Available 1 White (Not Hispanic) 109	Howard 3 Montgomery 1 Out of State 18 Prince George's 2
ELLICOTT DREDGES, LLC	Active Apprentices 2 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 2 None 0	48-57 1 58-67 1	Black (Not Hispanic) 2	Baltimore 2
EMERGING TECHNOLOGY APPRENTICESHIP PROGRAM	Active Apprentices 9 New Registrations 9 Completed 0 Cancelled 0	Female 0 Male 9 None 0	18-27 1 28-37 4 38-47 3 48-57 1	Black (Not Hispanic) 1 Hispanic 1 Information not Available 1 White (Not Hispanic) 6	Baltimore 3 Calvert 1 Harford 1 Montgomery 1 Out of State 3
F. H. FURR, INC.	Active Apprentices 2 New Registrations 0 Completed 0 Cancelled 0	Female 1 Male 1 None 0	18-27 2	White (Not Hispanic) 2	Calvert 1 Howard 1
FABRICATED EXTRUSION COMPANY OF MARYLAND	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	Information not Available 1	Out of State 1
FINISHING TRADES INSTITUTE OF MARYLAND, DC, AND VIRGINIA	Active Apprentices 321 New Registrations 40 Completed 15 Cancelled 68	Female 15 Male 306 None 0	18-27 94 28-37 137 38-47 60 48-57 20 58-67 10	American Indian or Alaskan 1 Asian or Pacific Islander 1 Black (Not Hispanic) 54 Hispanic 217 Information not Available 2 Other 1 White (Not Hispanic) 45	Anne Arundel 31 Baltimore City 33 Baltimore 105 Calvert 4 Charles 4 Harford 4 Howard 3 Montgomery 15 Out of State 84 Prince George's 33 Queen Anne's 3 St. Mary's 2
FLOWSERVE CORPORATION	Active Apprentices 2 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 2 None 0	18-27 1 28-37 1	White (Not Hispanic) 2	Carroll 1 Out of State 1
FRANKLIN APPRENTICESHIPS, LLC	Active Apprentices 6 New Registrations 4 Completed 11 Cancelled 3	Female 4 Male 2 None 0	28-37 2 38-47 1 48-57 3	Black (Not Hispanic) 2 White (Not Hispanic) 4	Baltimore 1 Harford 1 Montgomery 1 Out of State 3
FREDERICK COMMUNITY COLLEGE	Active Apprentices 4 New Registrations 1 Completed 0 Cancelled 0	Female 1 Male 3 None 0	18-27 2 28-37 1 48-57 1	Black (Not Hispanic) 2 Hispanic 1 White (Not Hispanic) 1	Carroll 2 Frederick 1 Montgomery 1
G. A. SMITH ELECTRIC, INC.	Active Apprentices 2 New Registrations 0 Completed 0 Cancelled 3	Female 0 Male 2 None 0	18-27 1 28-37 1	White (Not Hispanic) 2	Anne Arundel 1 St. Mary's 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY	
HARFORD COUNTY ELECTRICAL CONTRACTORS ASSOCIATION	Active Apprentices	401	Female 5	18-27 291	American Indian or Alaskan 1	Anne Arundel 3
	New Registrations	196	Male 394	28-37 96	Asian or Pacific Islander 4	Baltimore City 5
	Completed	84	None 2	38-47 13	Black (Not Hispanic) 27	Baltimore 132
	Cancelled	34		48-57 1	Hispanic 8	Carroll 1
					Information not Available 2	Cecil 30
				Other 4	Harford 205	
				White (Not Hispanic) 355	Howard 2	
					Out of State 23	
HARFORD COUNTY, MARYLAND	Active Apprentices	4	Female 0	18-27 3	White (Not Hispanic) 4	Baltimore 1
	New Registrations	2	Male 4	28-37 1		Harford 2
	Completed	0	None 0			Out of State 1
	Cancelled	0				
HEATING & AIR CONDITIONING CONTRACTORS OF MARYLAND	Active Apprentices	277	Female 3	18-27 184	Asian or Pacific Islander 4	Anne Arundel 19
	New Registrations	98	Male 274	28-37 76	Black (Not Hispanic) 34	Baltimore City 7
	Completed	50	None 0	38-47 8	Hispanic 16	Baltimore 71
	Cancelled	38		48-57 8	Information not Available 1	Carroll 46
				58-67 1	Other 5	Cecil 24
					White (Not Hispanic) 217	Frederick 1
					Harford 79	
					Howard 19	
					Montgomery 2	
					Out of State 8	
					Prince George's 1	
HOWARD COMMUNITY COLLEGE	Active Apprentices	71	Female 21	18-27 43	American Indian or Alaskan 1	Anne Arundel 10
	New Registrations	26	Male 50	28-37 21	Asian or Pacific Islander 8	Baltimore City 1
	Completed	1	None 0	38-47 6	Black (Not Hispanic) 14	Baltimore 9
	Cancelled	9		48-57 1	Hispanic 5	Calvert 1
					Information not Available 1	Carroll 2
				Other 3	Frederick 1	
				White (Not Hispanic) 39	Harford 1	
					Howard 39	
					Out of State 2	
					Prince George's 5	
HOWARD COUNTY GOVERNMENT	Active Apprentices	5	Female 0	18-27 1	Black (Not Hispanic) 1	Baltimore 2
	New Registrations	1	Male 5	28-37 4	Hispanic 1	Howard 3
	Completed	1	None 0		White (Not Hispanic) 3	
	Cancelled	0				
HOWARD COUNTY PUBLIC SCHOOL SYSTEM	Active Apprentices	1	Female 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
	New Registrations	0	Male 1			
	Completed	1	None 0			
	Cancelled	0				
HUB LABELS, INC.	Active Apprentices	1	Female 1	28-37 1	White (Not Hispanic) 1	Washington 1
	New Registrations	0	Male 0			
	Completed	0	None 0			
	Cancelled	0				

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY				
HUDAK'S INSULATION, INC.	Active Apprentices	Female	1	18-27	5	Black (Not Hispanic)	1	Baltimore	7
	New Registrations	Male	3	28-37	4	Hispanic	5	Cecil	1
	Completed	None	0			White (Not Hispanic)	3	Washington	1
	Cancelled		15						
HUMAN GENOME SCIENCES, INC.	Active Apprentices	Female	2	18-27	4	Black (Not Hispanic)	2	Carroll	1
	New Registrations	Male	2			Hispanic	1	Montgomery	3
	Completed	None	0			Other	1		
	Cancelled		0						
IBSS CORPORATION	Active Apprentices	Female	10	18-27	5	Asian or Pacific Islander	1	Baltimore	2
	New Registrations	Male	6	28-37	9	Black (Not Hispanic)	11	Howard	2
	Completed	None	0	38-47	2	Hispanic	4	Montgomery	3
	Cancelled		2					Out of State	4
								Prince George's	5
INDEPENDENT ELECTRICAL CONTRACTORS (IEC) CHESAPEAKE, INC.	Active Apprentices	Female	34	16-17	5	American Indian or Alaskan	1	Anne Arundel	101
	New Registrations	Male	888	18-27	556	Asian or Pacific Islander	15	Baltimore City	12
	Completed	None	0	28-37	283	Black (Not Hispanic)	134	Baltimore	53
	Cancelled		238	38-47	58	Hispanic	198	Calvert	11
				48-57	19	Information not Available	207	Caroline	1
				58-67	1	Other	16	Carroll	24
						White (Not Hispanic)	351	Cecil	13
								Charles	27
								Frederick	33
								Harford	3
							Howard	92	
							Montgomery	109	
							Out of State	268	
							Prince George's	141	
							Queen Anne's	1	
							St. Mary's	23	
							Washington	9	
							Worcester	1	
INSULATION SOLUTIONS, INC.	Active Apprentices	Female	0	28-37	2	Hispanic	1	Baltimore	2
	New Registrations	Male	2			White (Not Hispanic)	1		
	Completed	None	0						
	Cancelled		3						
INSULATORS AND ALLIED WORKERS LOCAL NO. 2 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices	Female	2	18-27	15	Hispanic	1	Allegany	2
	New Registrations	Male	31	28-37	11	Other	2	Out of State	31
	Completed	None	0	38-47	6	White (Not Hispanic)	30		
	Cancelled		0	48-57	1				
INTELLIGENESIS, LLC	Active Apprentices	Female	1	28-37	1	Black (Not Hispanic)	1	Anne Arundel	1
	New Registrations	Male	0						
	Completed	None	0						
	Cancelled		0						
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS,	Active Apprentices	Female	8	18-27	84	American Indian or Alaskan	3	Anne Arundel	67
	New Registrations	Male	340	28-37	175	Asian or Pacific Islander	6	Baltimore City	1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY					
LOCAL NO. 10 JOINT APPRENTICESHIP COMMITTEE	Completed	56	None	0	38-47	65	Black (Not Hispanic)	41	Baltimore	8
	Cancelled	19			48-57	20	Hispanic	17	Calvert	48
					58-67	3	Information not Available	1	Caroline	2
					68+	1	Other	9	Carroll	3
							White (Not Hispanic)	271	Cecil	1
									Charles	47
									Dorchester	1
									Frederick	9
									Harford	3
									Howard	11
									Montgomery	17
									Out of State	65
									Prince George's	26
									Queen Anne's	4
								St. Mary's	29	
								Talbot	1	
								Washington	3	
								Wicomico	2	
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 7 JOINT APPRENTICESHIP COMMITTEE	Active Apprentices	92	Female	1	18-27	14	Black (Not Hispanic)	8	Anne Arundel	24
	New Registrations	22	Male	91	28-37	49	White (Not Hispanic)	84	Baltimore City	2
	Completed	26	None	0	38-47	18			Baltimore	26
	Cancelled	5			48-57	4			Calvert	1
					58-67	7			Carroll	13
									Cecil	4
									Frederick	2
									Harford	6
									Howard	2
									Out of State	10
								Prince George's	1	
								Washington	1	
IRONWORKERS LOCAL NO. 5 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices	133	Female	3	18-27	62	American Indian or Alaskan	1	Anne Arundel	13
	New Registrations	45	Male	130	28-37	56	Asian or Pacific Islander	1	Baltimore City	2
	Completed	23	None	0	38-47	14	Black (Not Hispanic)	36	Baltimore	8
	Cancelled	70			48-57	1	Hispanic	27	Calvert	18
							Other	3	Carroll	2
							White (Not Hispanic)	65	Charles	14
									Frederick	1
									Howard	1
									Montgomery	8
									Out of State	44
								Prince George's	16	
								St. Mary's	6	
IRONWORKERS LOCAL NO. 568 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices	32	Female	0	18-27	18	Other	1	Allegany	9
	New Registrations	19	Male	32	28-37	11	White (Not Hispanic)	31	Garrett	1
	Completed	11	None	0	38-47	3			Montgomery	1



PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 1				Out of State 21
IRONWORKERS LOCAL NO. 55 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 65	Female 3	18-27 17	Black (Not Hispanic) 23	Anne Arundel 4
	New Registrations 10	Male 62	28-37 30	Hispanic 32	Baltimore 3
	Completed 2	None 0	38-47 14	Information not Available 1	Calvert 2
	Cancelled 0		48-57 2	White (Not Hispanic) 9	Charles 3
			58-67 2		Out of State 30 Prince George's 20 St. Mary's 3
J.F. SOBIESKI MECHANICAL CONTRACTORS	Active Apprentices 6	Female 0	18-27 1	Black (Not Hispanic) 1	Baltimore 4
	New Registrations 2	Male 6	28-37 4	Hispanic 1	Cecil 1
	Completed 0	None 0	38-47 1	Information not Available 1	Harford 1
	Cancelled 2			White (Not Hispanic) 3	
JESCO, INC.	Active Apprentices 6	Female 0	18-27 5	Hispanic 1	Baltimore 1
	New Registrations 5	Male 6	28-37 1	White (Not Hispanic) 5	Harford 4
	Completed 2	None 0			St. Mary's 1
	Cancelled 4				
JMT SERVICES, INC.	Active Apprentices 9	Female 0	18-27 3	Hispanic 1	Out of State 9
	New Registrations 6	Male 9	28-37 5	White (Not Hispanic) 8	
	Completed 0	None 0	38-47 1		
	Cancelled 11				
JOHNSON CONTROLS FIRE PROTECTION, INC.	Active Apprentices 5	Female 0	18-27 1	Hispanic 1	Anne Arundel 1
	New Registrations 0	Male 5	28-37 4	White (Not Hispanic) 4	Baltimore 1
	Completed 0	None 0			Out of State 2
	Cancelled 0				Prince George's 1
KARON MASONRY, INC.	Active Apprentices 3	Female 0	28-37 1	Hispanic 3	Montgomery 2
	New Registrations 0	Male 3	38-47 2		Prince George's 1
	Completed 0	None 0			
	Cancelled 0				
KINSLEY CONSTRUCTION, INC.	Active Apprentices 60	Female 3	18-27 55	Black (Not Hispanic) 3	Out of State 60
	New Registrations 25	Male 57	28-37 5	Hispanic 9	
	Completed 0	None 0		White (Not Hispanic) 48	
	Cancelled 28				
KLEPPINGER ELECTRIC COMPANY, INC.	Active Apprentices 4	Female 0	18-27 4	Hispanic 1	Talbot 4
	New Registrations 1	Male 4		White (Not Hispanic) 3	
	Completed 0	None 0			
	Cancelled 0				
LIVINGSTON FIRE PROTECTION, INC.	Active Apprentices 12	Female 0	18-27 5	Black (Not Hispanic) 2	Anne Arundel 2
	New Registrations 6	Male 12	28-37 6	Hispanic 4	Baltimore 1
	Completed 0	None 0	48-57 1	White (Not Hispanic) 6	Frederick 1
	Cancelled 4				Out of State 2 Prince George's 5 Washington 1
LYWOOD ELECTRIC, INC.	Active Apprentices 15	Female 0	18-27 12	Black (Not Hispanic) 1	Caroline 9
	New Registrations 4	Male 15	28-37 2	Hispanic 2	Dorchester 1
	Completed 3	None 0	58-67 1	White (Not Hispanic) 12	Kent County 2

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 2				Out of State 3
MARITIME APPLIED PHYSICS CORPORATION	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
MARTIN MARIETTA MATERIALS, INC.	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	White (Not Hispanic) 1	Out of State 1
MARYLAND BUILDING INDUSTRY ASSOCIATION	Active Apprentices 16 New Registrations 3 Completed 0 Cancelled 0	Female 0 Male 16 None 0	18-27 11 28-37 1 38-47 3 48-57 1	Black (Not Hispanic) 1 Other 2 White (Not Hispanic) 13	Baltimore City 1 Baltimore 3 Carroll 1 Harford 3 Howard 2 Montgomery 5 Queen Anne's 1
MARYLAND DIRECT SUPPORT PROFESSIONAL APPRENTICESHIP PROGRAM	Active Apprentices 104 New Registrations 64 Completed 1 Cancelled 0	Female 88 Male 16 None 0	16-17 1 18-27 18 28-37 18 38-47 24 48-57 21 58-67 18 68+ 4	American Indian or Alaskan 3 Asian or Pacific Islander 1 Black (Not Hispanic) 80 Hispanic 3 Information not Available 2 Other 2 White (Not Hispanic) 13	Anne Arundel 6 Baltimore City 13 Baltimore 61 Cecil 1 Harford 5 Howard 15 Out of State 1 Prince George's 2
MARYLAND DIVISION OF CORRECTIONS	Active Apprentices 16 New Registrations 11 Completed 0 Cancelled 0	Female 0 Male 16 None 0	28-37 2 38-47 4 48-57 6 58-67 4	Asian or Pacific Islander 1 Black (Not Hispanic) 13 Other 1 White (Not Hispanic) 1	Washington 16
MARYLAND ENVIRONMENTAL SERVICE	Active Apprentices 58 New Registrations 28 Completed 5 Cancelled 22	Female 8 Male 50 None 0	18-27 22 28-37 22 38-47 8 48-57 3 58-67 3	Black (Not Hispanic) 10 Information not Available 2 White (Not Hispanic) 46	Allegany 5 Anne Arundel 9 Baltimore City 1 Baltimore 6 Calvert 3 Caroline 1 Carroll 1 Charles 3 Dorchester 2 Garrett 2 Harford 1 Kent County 1 Out of State 6 Prince George's 3 Somerset 2 St. Mary's 3 Washington 7

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY	
					Wicomico 2	
MARYLAND MANUFACTURING EXTENSION PARTNERSHIP	Active Apprentices	1	Female 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
	New Registrations	0	Male 1			
	Completed	0	None 0			
	Cancelled	0				
MARYLAND NATIONAL CAPITAL PARK AND PLANNING COMMISSION	Active Apprentices	6	Female 0	18-27 2	Black (Not Hispanic) 3	Howard 1
	New Registrations	4	Male 6	28-37 3	White (Not Hispanic) 3	Montgomery 2
	Completed	1	None 0	38-47 1		Prince George's 3
	Cancelled	1				
MARYLAND NATURAL RESOURCES POLICE	Active Apprentices	61	Female 11	18-27 20	American Indian or Alaskan 1	Allegany 3
	New Registrations	4	Male 50	28-37 33	Black (Not Hispanic) 8	Anne Arundel 7
	Completed	0	None 0	38-47 6	Hispanic 1	Baltimore City 1
	Cancelled	0		48-57 2	White (Not Hispanic) 51	Baltimore 5
						Calvert 4
						Caroline 4
						Charles 1
						Frederick 1
						Harford 3
						Howard 1
						Kent County 2
						Out of State 3
						Prince George's 4
						Queen Anne's 1
						Somerset 1
						St. Mary's 1
					Talbot 1	
					Washington 10	
					Wicomico 4	
					Worcester 4	
MARYLAND PLUMBING, HEATING, COOLING CONTRACTORS, INC.	Active Apprentices	63	Female 0	18-27 41	American Indian or Alaskan 2	Anne Arundel 7
	New Registrations	9	Male 63	28-37 19	Asian or Pacific Islander 1	Baltimore City 3
	Completed	0	None 0	38-47 3	Black (Not Hispanic) 3	Baltimore 33
	Cancelled	2			Hispanic 3	Carroll 3
					Information not Available 2	Charles 1
					White (Not Hispanic) 52	Frederick 1
						Harford 8
						Howard 2
					Montgomery 2	
					Prince George's 1	
					Queen Anne's 2	
MARYLAND STATE BAR ASSOCIATION, INC.	Active Apprentices	1	Female 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
	New Registrations	0	Male 1			
	Completed	0	None 0			
	Cancelled	0				
MATTHEWS & PIERCE MASONRY, INC.	Active Apprentices	1	Female 0	38-47 1	White (Not Hispanic) 1	Charles 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	New Registrations 0 Completed 2 Cancelled 0	Male 1 None 0			
MID-ATLANTIC CARPENTERS' TRAINING CENTERS, BALTIMORE	Active Apprentices 94 New Registrations 32 Completed 19 Cancelled 65	Female 20 Male 74 None 0	18-27 31 28-37 36 38-47 15 48-57 8 58-67 4	Asian or Pacific Islander 3 Black (Not Hispanic) 24 Hispanic 11 Other 2 White (Not Hispanic) 54	Anne Arundel 19 Baltimore City 17 Baltimore 41 Carroll 1 Cecil 2 Harford 3 Howard 6 Montgomery 1 Out of State 2 Prince George's 2
MID-ATLANTIC CARPENTERS' TRAINING CENTERS, CUMBERLAND	Active Apprentices 50 New Registrations 7 Completed 3 Cancelled 1	Female 2 Male 48 None 0	18-27 32 28-37 14 38-47 3 48-57 1	Black (Not Hispanic) 2 Hispanic 2 Other 2 White (Not Hispanic) 44	Allegany 23 Garrett 4 Out of State 21 Washington 2
MID-ATLANTIC CARPENTERS' TRAINING CENTERS, WASHINGTON, D.C.	Active Apprentices 275 New Registrations 143 Completed 22 Cancelled 55	Female 31 Male 244 None 0	16-17 1 18-27 108 28-37 93 38-47 41 48-57 24 58-67 7 68+ 1	American Indian or Alaskan 2 Asian or Pacific Islander 1 Black (Not Hispanic) 126 Hispanic 66 Information not Available 2 Other 4 White (Not Hispanic) 74	Anne Arundel 15 Baltimore City 8 Baltimore 16 Calvert 8 Caroline 1 Carroll 4 Charles 8 Frederick 2 Harford 3 Howard 2 Montgomery 17 Out of State 130 Prince George's 57 St. Mary's 4
MILLER & LONG COMPANY, INC	Active Apprentices 11 New Registrations 6 Completed 3 Cancelled 14	Female 3 Male 8 None 0	18-27 1 28-37 5 38-47 5	Black (Not Hispanic) 5 Hispanic 6	Montgomery 3 Out of State 6 Prince George's 2
MODEST TECHNOLOGIES SOLUTION, INC.	Active Apprentices 3 New Registrations 3 Completed 0 Cancelled 0	Female 1 Male 2 None 0	18-27 2 28-37 1	Black (Not Hispanic) 2 Hispanic 1	Prince George's 3
MONTGOMERY COUNTY PUBLIC SCHOOLS	Active Apprentices 2 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 2 None 0	38-47 1 48-57 1	White (Not Hispanic) 2	Montgomery 1 Out of State 1
MOON SERVICES, INC.	Active Apprentices 2 New Registrations 0	Female 0 Male 2 None 0	18-27 1 48-57 1	Black (Not Hispanic) 1 White (Not Hispanic) 1	Cecil 1 Harford 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Completed 0 Cancelled 0				
MW COMPONENTS - BALTIMORE	Active Apprentices 2	Female 0	18-27 1	White (Not Hispanic) 2	Anne Arundel 1
	New Registrations 0	Male 2	48-57 1		Harford 1
	Completed 0	None 0			
	Cancelled 0				
NESTLE DREYER'S ICE CREAM COMPANY	Active Apprentices 14	Female 1	28-37 6	Black (Not Hispanic) 11 White (Not Hispanic) 3	Anne Arundel 2
	New Registrations 12	Male 13	38-47 7		Baltimore City 3
	Completed 0	None 0	58-67 1		Baltimore 5
	Cancelled 0				Harford 2 Montgomery 1 Out of State 1
NICKLE ELECTRICAL COMPANIES	Active Apprentices 50	Female 1	18-27 42	Hispanic 10 Other 1 White (Not Hispanic) 39	Cecil 1
	New Registrations 17	Male 49	28-37 7		Out of State 49
	Completed 14	None 0	38-47 1		
	Cancelled 8				
NLP ENTERPRISES, INC.	Active Apprentices 6	Female 0	18-27 6	Hispanic 6	Anne Arundel 1
	New Registrations 3	Male 6			Howard 1
	Completed 0	None 0			Montgomery 2
	Cancelled 1				Prince George's 2
NPOWER	Active Apprentices 18	Female 10	18-27 16	Asian or Pacific Islander 1 Black (Not Hispanic) 14 Hispanic 1 Other 2	Anne Arundel 1
	New Registrations 1	Male 8	28-37 1		Baltimore City 3
	Completed 7	None 0	38-47 1		Baltimore 12
	Cancelled 0				Howard 1 Prince George's 1
NU-TEK PRECISION OPTICAL CORPORATION	Active Apprentices 1	Female 0	28-37 1	White (Not Hispanic) 1	Harford 1
	New Registrations 1	Male 1			
	Completed 0	None 0			
	Cancelled 0				
OPERATING ENGINEERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE - LOCAL 77	Active Apprentices 63	Female 7	18-27 31	American Indian or Alaskan 1 Asian or Pacific Islander 3 Black (Not Hispanic) 15 Hispanic 6 White (Not Hispanic) 38	Anne Arundel 2
	New Registrations 34	Male 56	28-37 19		Baltimore 1
	Completed 11	None 0	38-47 10		Calvert 4
	Cancelled 25		48-57 3		Charles 11 Frederick 2 Montgomery 1 Out of State 33 Prince George's 6 St. Mary's 3
OPERATING ENGINEERS LOCAL 99 JOINT APPRENTICESHIP COMMITTEE	Active Apprentices 41	Female 3	18-27 19	Asian or Pacific Islander 2 Black (Not Hispanic) 9 Hispanic 6 White (Not Hispanic) 24	Anne Arundel 7
	New Registrations 12	Male 38	28-37 14		Baltimore 1
	Completed 9	None 0	38-47 6		Calvert 4
	Cancelled 0		48-57 2		Charles 2 Frederick 2 Howard 1 Montgomery 4

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
					Out of State 8 Prince George's 8 St. Mary's 3 Washington 1
OST GLOBAL SOLUTIONS, INC.	Active Apprentices	Female 3	28-37 2	Asian or Pacific Islander 1	Frederick 2
	New Registrations	Male 2	38-47 1	White (Not Hispanic) 4	Montgomery 2
	Completed	None 0	48-57 2		Out of State 1
	Cancelled				
PAQUIN DESIGN/BUILD	Active Apprentices	Female 0	28-37 1	Hispanic 1	Queen Anne's 1
	New Registrations	Male 1			
	Completed	None 0			
	Cancelled				
PERDUE FOODS, INC.	Active Apprentices	Female 0	18-27 1	Black (Not Hispanic) 2	Out of State 1
	New Registrations	Male 4	28-37 2	Hispanic 1	Wicomico 3
	Completed	None 0	38-47 1	White (Not Hispanic) 1	
	Cancelled				
PLUMBERS AND STEAMFITTERS LOCAL UNION LOCAL 486 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices	Female 12	18-27 225	American Indian or Alaskan 4	Allegany 3
	New Registrations	Male 374	28-37 127	Asian or Pacific Islander 4	Anne Arundel 41
	Completed	None 0	38-47 27	Black (Not Hispanic) 50	Baltimore City 19
	Cancelled		48-57 7	Hispanic 11	Baltimore 161
				Other 12	Caroline 1
				White (Not Hispanic) 305	Carroll 26
					Cecil 4
					Frederick 4
					Harford 59
					Howard 6
PREMIER FIRE PROTECTION SERVICES, LLC	Active Apprentices	Female 0	28-37 3	White (Not Hispanic) 3	Carroll 1
	Active Apprentices	Male 3			Frederick 1
	New Registrations	None 0			Out of State 1
	Completed				
PRINCE GEORGE'S CO. FIRE/EMS DEPT.	Active Apprentices	Female 22	18-27 62	Asian or Pacific Islander 1	Anne Arundel 9
	New Registrations	Male 88	28-37 42	Black (Not Hispanic) 46	Baltimore City 2
	Completed	None 0	38-47 6	Hispanic 9	Baltimore 4
	Cancelled			Other 1	Calvert 11
				White (Not Hispanic) 53	Caroline 1
					Charles 2
				Frederick 3	

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
					Howard 3 Montgomery 2 Out of State 8 Prince George's 48 Queen Anne's 6 St. Mary's 8 Talbot 1 Washington 1 Wicomico 1
PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS	Active Apprentices 13 New Registrations 0 Completed 0 Cancelled 0	Female 2 Male 11 None 0	18-27 13	Black (Not Hispanic) 9 Hispanic 4	Prince George's 13
QUALITY HEATING & AIR CONDITIONING COMPANY, INC.	Active Apprentices 16 New Registrations 4 Completed 4 Cancelled 6	Female 0 Male 16 None 0	18-27 7 28-37 8 38-47 1	Black (Not Hispanic) 5 White (Not Hispanic) 11	Out of State 14 Wicomico 2
RALOID MACHINE CORPORATION	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	Black (Not Hispanic) 1	Baltimore 1
RALPH G. DEGLI OBIZZI & SONS, INC.	Active Apprentices 31 New Registrations 3 Completed 1 Cancelled 1	Female 0 Male 31 None 0	18-27 12 28-37 14 38-47 5	Black (Not Hispanic) 4 Hispanic 3 White (Not Hispanic) 24	Out of State 30 Somerset 1
RHINEHART RAILROAD CONSTRUCTION, INC	Active Apprentices 2 New Registrations 2 Completed 0 Cancelled 1	Female 0 Male 2 None 0	18-27 2	White (Not Hispanic) 2	Out of State 2
RING CONTAINER TECHNOLOGIES	Active Apprentices 1 New Registrations 1 Completed 0 Cancelled 0	Female 0 Male 1 None 0	28-37 1	White (Not Hispanic) 1	Washington 1
ROAD SPRINKLER FITTERS LOCAL UNION 669 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 139 New Registrations 32 Completed 14 Cancelled 26	Female 0 Male 139 None 0	18-27 58 28-37 72 38-47 6 48-57 3	American Indian or Alaskan 1 Black (Not Hispanic) 26 Hispanic 19 Information not Available 1 Other 2 White (Not Hispanic) 90	Anne Arundel 15 Baltimore City 5 Baltimore 19 Calvert 2 Carroll 7 Cecil 2 Charles 3 Frederick 1 Howard 3 Montgomery 3 Out of State 61 Prince George's 12

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
					Queen Anne's 2 St. Mary's 4
ROOFERS, WATERPROOFERS & ALLIED WORKERS LOCAL NO. 34 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 9 New Registrations 4 Completed 0 Cancelled 4	Female 0 Male 9 None 0	18-27 5 28-37 2 38-47 2	Black (Not Hispanic) 1 White (Not Hispanic) 8	Allegany 8 Out of State 1
RUSH SERVICES, INC.	Active Apprentices 1 New Registrations 1 Completed 0 Cancelled 0	Female 0 Male 1 None 0	18-27 1	White (Not Hispanic) 1	Garrett 1
SALCO MECHANICAL CONTRACTORS	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	38-47 1	White (Not Hispanic) 1	Out of State 1
SEASIDE PLUMBING, INC.	Active Apprentices 23 New Registrations 10 Completed 0 Cancelled 8	Female 2 Male 21 None 0	16-17 1 18-27 15 28-37 7	Black (Not Hispanic) 3 Hispanic 2 Other 3 White (Not Hispanic) 15	Out of State 6 Wicomico 10 Worcester 7
SHEET METAL WORKERS LOCAL NO. 100, CUMBERLAND AREA JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 11 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 11 None 0	18-27 9 28-37 1 38-47 1	Information not Available 1 White (Not Hispanic) 10	Allegany 7 Out of State 4
SHEET METAL WORKERS, LOCAL 100 WASHINGTON, D.C.	Active Apprentices 455 New Registrations 151 Completed 85 Cancelled 103	Female 15 Male 440 None 0	18-27 174 28-37 194 38-47 66 48-57 17 58-67 3 68+ 1	Asian or Pacific Islander 6 Black (Not Hispanic) 162 Hispanic 89 Other 9 White (Not Hispanic) 189	Anne Arundel 44 Baltimore City 5 Baltimore 15 Calvert 31 Cecil 1 Charles 44 Dorchester 1 Frederick 1 Harford 4 Howard 7 Kent County 1 Montgomery 17 Out of State 131 Prince George's 100 Queen Anne's 6 St. Mary's 43 Washington 4
SHORE POWER ELECTRIC, INC.	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	18-27 1	White (Not Hispanic) 1	Wicomico 1
SMOOTHSTACK, INC.	Active Apprentices 114 New Registrations 57	Female 13 Male 101	18-27 62 28-37 45	American Indian or Alaskan 1 Asian or Pacific Islander 30	Baltimore 1 Howard 1



PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Completed 0 Cancelled 33	None 0	38-47 4 48-57 3	Black (Not Hispanic) 10 Hispanic 19 Information not Available 1 Other 4 White (Not Hispanic) 49	Montgomery 3 Out of State 108 Wicomico 1
SOUTHERN MARYLAND ELECTRIC COOPERATIVE, INC.	Active Apprentices 26 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 26 None 0	18-27 11 28-37 13 38-47 2	American Indian or Alaskan 1 Black (Not Hispanic) 6 Other 1 White (Not Hispanic) 18	Calvert 6 Charles 2 Montgomery 1 Out of State 1 Prince George's 1 St. Mary's 15
ST. MARY'S COUNTY SHERIFF'S OFFICE	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 1 Male 0 None 0	28-37 1	Black (Not Hispanic) 1	Charles 1
STANLEY SECURITY, INC.	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	18-27 1	White (Not Hispanic) 1	Harford 1
STEAMFITTERS LOCAL NO. 602 JOINT APPRENTICESHIP AND TRAINING COMMITTEE	Active Apprentices 1062 New Registrations 273 Completed 140 Cancelled 3	Female 25 Male 1037 None 0	18-27 618 28-37 370 38-47 65 48-57 7 58-67 2	American Indian or Alaskan 8 Asian or Pacific Islander 8 Black (Not Hispanic) 196 Hispanic 91 Information not Available 13 Other 4 White (Not Hispanic) 742	Anne Arundel 134 Baltimore City 2 Baltimore 25 Calvert 133 Caroline 3 Carroll 30 Charles 120 Dorchester 1 Frederick 45 Harford 2 Howard 26 Kent County 3 Montgomery 43 Out of State 220 Prince George's 141 Queen Anne's 18 St. Mary's 104 Talbot 8 Washington 4
STRICKLAND FIRE PROTECTION, INC.	Active Apprentices 3 New Registrations 2 Completed 0 Cancelled 1	Female 0 Male 3 None 0	18-27 1 28-37 2	Information not Available 1	Anne Arundel 1 Prince George's 2
SUMMIT ANCHOR	Active Apprentices 1 New Registrations 0 Completed 0	Female 0 Male 1 None 0	28-37 1	Information not Available 1	Prince George's 1

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 0				
SUMMIT FIRE & SECURITY, INC.	Active Apprentices 21	Female 0	18-27 11	American Indian or Alaskan 1	Anne Arundel 8
	New Registrations 10	Male 21	28-37 5	Black (Not Hispanic) 5	Baltimore 2
	Completed 0	None 0	38-47 3	Hispanic 2	Howard 1
	Cancelled 3		48-57 2	Information not Available 1	Montgomery 1
				Other 1	Out of State 9
				White (Not Hispanic) 11	
SWAM ELECTRIC COMPANY, INC.	Active Apprentices 4	Female 0	18-27 3	Hispanic 1	Out of State 4
	New Registrations 4	Male 4	28-37 1	White (Not Hispanic) 3	
	Completed 1	None 0			
	Cancelled 0				
TATE ENGINEERING SYSTEMS, INC.	Active Apprentices 1	Female 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
	New Registrations 0	Male 1			
	Completed 0	None 0			
	Cancelled 0				
TECHNOLOGY SECURITY ASSOCIATES, INC.	Active Apprentices 1	Female 0	28-37 1	Black (Not Hispanic) 1	Calvert 1
	New Registrations 0	Male 1			
	Completed 0	None 0			
	Cancelled 0				
TEXTRON SYSTEMS	Active Apprentices 2	Female 0	18-27 2	White (Not Hispanic) 2	Carroll 1
	New Registrations 0	Male 2			Harford 1
	Completed 0	None 0			
	Cancelled 0				
THE ALLIANCE FOR MEDIA ARTS +	Active Apprentices 5	Female 1	18-27 5	Black (Not Hispanic) 4	Baltimore City 1
	New Registrations 4	Male 4		White (Not Hispanic) 1	Baltimore 3
	Completed 0	None 0			Charles 1
	Cancelled 1				
THE EDUCATION FOUNDATION OF BALTIMORE COUNTY PUBLIC SCHOOLS	Active Apprentices 17	Female 3	18-27 4	Black (Not Hispanic) 3	Anne Arundel 2
	New Registrations 0	Male 14	28-37 9	Information not Available 1	Baltimore City 2
	Completed 0	None 0	48-57 2	White (Not Hispanic) 13	Baltimore 8
	Cancelled 0		58-67 2		Carroll 2
					Howard 1
				Montgomery 1	
				Out of State 1	
THE JOHNS HOPKINS HOSPITAL	Active Apprentices 9	Female 0	18-27 2	Black (Not Hispanic) 7	Baltimore City 3
	New Registrations 0	Male 9	28-37 5	White (Not Hispanic) 2	Baltimore 6
	Completed 0	None 0	38-47 2		
	Cancelled 0				
THOMPSON AUTOMOTIVE, INC.	Active Apprentices 2	Female 0	18-27 1	Black (Not Hispanic) 2	Baltimore 1
	New Registrations 0	Male 2	28-37 1		Harford 1
	Completed 0	None 0			
	Cancelled 0				
TRANZED APPRENTICESHIP SERVICES, LLC	Active Apprentices 7	Female 5	18-27 5	Black (Not Hispanic) 5	Baltimore City 1
	New Registrations 7	Male 2	28-37 1	Hispanic 1	Baltimore 1
	Completed 6	None 0	38-47 1	Other 1	Prince George's 5

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
	Cancelled 10				
UNION MEMORIAL HOSPITAL	Active Apprentices 1	Female 0	28-37 1	White (Not Hispanic) 1	Baltimore 1
	New Registrations 1	Male 1			
	Completed 0	None 0			
	Cancelled 0				
VOLVO GROUP TRUCKS OPERATION	Active Apprentices 7	Female 0	28-37 1	Black (Not Hispanic) 1	Out of State 5
	New Registrations 0	Male 7	38-47 3	Hispanic 1	Washington 2
	Completed 4	None 0	48-57 2	White (Not Hispanic) 5	
	Cancelled 0		58-67 1		
W. L. GORE & ASSOCIATES, INC.	Active Apprentices 8	Female 2	18-27 3	White (Not Hispanic) 8	Cecil 6
	New Registrations 0	Male 6	28-37 4		Out of State 2
	Completed 0	None 0	48-57 1		
	Cancelled 0				
WANADA AUTOMOBILE DEALERS ASSOCIATION	Active Apprentices 38	Female 0	18-27 35	Asian or Pacific Islander 2	Frederick 5
	New Registrations 38	Male 38	28-37 3	Black (Not Hispanic) 8	Montgomery 28
	Completed 0	None 0		Hispanic 16	Prince Georges 4
	Cancelled 0			Other 3	Washington 1
				White (Not Hispanic) 9	
WASH., D. C. ASBESTOS WORKERS JOINT APPRENTICESHIP COMMITTEE LOCAL NO. 24	Active Apprentices 89	Female 5	18-27 38	Asian or Pacific Islander 1	Allegany 2
	New Registrations 25	Male 84	28-37 28	Black (Not Hispanic) 23	Anne Arundel 8
	Completed 5	None 0	38-47 17	Hispanic 41	Baltimore City 2
	Cancelled 2		48-57 4	Other 3	Baltimore 3
			58-67 2	White (Not Hispanic) 21	Calvert 4
					Charles 1
					Dorchester 1
					Howard 2
					Montgomery 15
					Out of State 33
WASHINGTON D.C. JOINT PLUMBING APPRENTICESHIP COMMITTEE	Active Apprentices 425	Female 30	18-27 199	American Indian or Alaskan 1	Anne Arundel 28
	New Registrations 128	Male 395	28-37 169	Asian or Pacific Islander 3	Baltimore City 2
	Completed 13	None 0	38-47 45	Black (Not Hispanic) 17	Baltimore 3
	Cancelled 12		48-57 10	Hispanic 3	Calvert 35
			58-67 2	Hispanic 55	Caroline 2
				Information not Available 1	Carroll 4
				Other 9	Charles 37
				White (Not Hispanic) 18	Frederick 10
					Howard 6
					Kent County 1
				Montgomery 51	
				Out of State 106	
				Prince George's 113	

PROGRAM SPONSOR	APPRENTICE STATUS	GENDER	AGES	RACE / ETHNICITY	RESIDENCE COUNTY
					Queen Anne's 7 St. Mary's 18 Washington 2
WASHINGTON, D. C. ELECTRICIANS JOINT APPRENTICESHIP AND TRAINING COMMITTEE LOCAL UNION NO. 26	Active Apprentices 1514 New Registrations 472 Completed 202 Cancelled 79	Female 61 Male 1453 None 0	18-27 822 28-37 565 38-47 113 48-57 14	American Indian or Alaskan 9 Asian or Pacific Islander 35 Black (Not Hispanic) 231 Hispanic 268 Information not Available 2 Other 27 White (Not Hispanic) 942	Anne Arundel 134 Baltimore City 3 Baltimore 15 Calvert 120 Caroline 3 Carroll 25 Charles 93 Frederick 50 Howard 29 Kent County 2 Montgomery 81 Out of State 702 Prince George's 154 Queen Anne's 19 St. Mary's 71 Talbot 1 Washington 11 Worcester 1
WESTERN MARYLAND AREA HEALTH EDUCATION CENTER - WEST	Active Apprentices 4 New Registrations 1 Completed 0 Cancelled 0	Female 3 Male 1 None 0	18-27 1 28-37 1 38-47 1 48-57 1	Black (Not Hispanic) 1 White (Not Hispanic) 3	Garrett 3 Washington 1
WESTERN MARYLAND JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR THE ELECTRICAL INDUSTRY	Active Apprentices 70 New Registrations 12 Completed 12 Cancelled 0	Female 2 Male 68 None 0	18-27 48 28-37 19 38-47 2 48-57 1	American Indian or Alaskan 1 Black (Not Hispanic) 2 White (Not Hispanic) 67	Allegany 37 Garrett 3 Out of State 27 Talbot 1 Washington 2
WESTMORELAND ELECTRIC, LLC	Active Apprentices 25 New Registrations 8 Completed 0 Cancelled 4	Female 0 Male 25 None 0	18-27 20 28-37 4 38-47 1	Black (Not Hispanic) 3 White (Not Hispanic) 22	Out of State 25
WILLARD AGRI-SERVICES, INC.	Active Apprentices 1 New Registrations 0 Completed 0 Cancelled 0	Female 0 Male 1 None 0	18-27 1	White (Not Hispanic) 1	Carroll 1
WINGARD & COMPANY, INC.	Active Apprentices 3 New Registrations 0 Completed 0 Cancelled 0	Female 1 Male 2 None 0	18-27 1 28-37 1 38-47 1	Hispanic 1 White (Not Hispanic) 2	Baltimore 1 Howard 1 Out of State 1
WORTHINGTON ARMSTRONG VENTURES	Active Apprentices 3 New Registrations 3 Completed 1 Cancelled 0	Female 0 Male 3 None 0	28-37 3	Hispanic 1 White (Not Hispanic) 2	Cecil 2 Out of State 1