

**Youth Apprenticeship Advisory Committee**

***November 16, 2022 Meeting***

Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Chris MacLarion, Michelle Butt, Jeffrey Smith, Marquita Friday, Jennifer Griffin, Shauntia Lindsay, Sheila Jackson, Diana Ellis

1. **Welcome and Introductions**

The meeting was convened at 8:02 AM by Chairperson Grant Shmelzer. Assistant Secretary Jim Rzepkowski reminded the committee that this week is National Apprenticeship Week. A Governor’s Proclamation was presented to Diana Ellis of Humanim in recognition of their hosting today’s meeting.

1. **Approval of Minutes**

Diana Ellis made a motion to approve the 09-21-2022 minutes and it was seconded by Michelle Butt. The minutes were approved unanimously.

1. **Discussion Regarding Status of Apprenticeship Maryland Program (AMP)**
2. Number of Total Youth Apprentices

2016-2017 School Year: 11

2017-2018 School Year: 27 (12 FCPS; 15 WCPS)

2018-2019 School Year: 47 (23 FCPS; 23 WCPS; TCPS 1)

2019-2020 School Year: 74 (3 ACPS; 3 DCPS; 21 FCPS; 19 HCPS; 2 KCPS; 5 QACPS; 8 TCPS; 13 WCPS)

2020-2021 School Year: 90 (1 ACPS; 4 BCPS; 8 DCPS; 19 FCPS; 23 HCPS; 2 KCPS: 6 SMCPS; 4 TCPS; 22 WCPS)

2021-2022 School Year: 186 (2 ACPS; 1 AACPS; 10 BCPS; 3 Calvert; 1 Caroline; 2 Carroll; 1 Charles; 7 DCPS; 12 FCPS; 20 HCPS; 4 MCPS; 1 PGCPS; 4 QACPS; 24 SMCPS; 3 TCPS; 90 WCPS; 1 Wicomico)

**2022-2023 School Year (to date): 391 (4 ACPS; 135 AACPS; 1 Baltimore City, 34 BCPS; 3 Calvert; 2 Caroline; 2 Carroll; 15 FCPS; 8 Harford CPS; 29 HCPS; 7 MCPS; 4 QACPS; 38 SMCPS; 1 TCPS; 107 WCPS; 1 Wicomico)**

1. Number of Participating Businesses

2016-2017 School Year: 14

2017-2018 School Year: 44

2018-2019 School Year: 109 unduplicated employers (9 ACPS; 5 CCPS; 6 DCPS; 46 FCPS; 20 HCPS; 5 KCPS; 6 QACPS; 5 TCPS; 35 WCPS)

2019-2020 School Year: 171 unduplicated employers 13 Allegany; 13 Baltimore City; 23 Baltimore; 12 Caroline; 12 Carroll; 17 Dorchester; 53 Frederick; 33 Howard; 12 Kent; 23 Montgomery; 15 Queen Anne’s; 5 St. Mary’s; 16 Talbot; 43 Washington; 2 Wicomico)

2020-2021 School Year: 236 unduplicated employers (to date) 14 Allegany; 1 Anne Arundel; 17 Baltimore City; 27 Baltimore; 17 Caroline; 19 Carroll; 6 Calvert; 22 Dorchester; 58 Frederick; 41 Howard; 12 Kent; 29 Montgomery; 5 Prince George’s; 18 Queen Anne’s; 21 St. Mary’s; 19 Talbot; 44 Washington; 4 Wicomico)

2021-2022 School Year: 287 unduplicated employers (to date) 18 Allegany; 29 Anne Arundel; 19 Baltimore City; 41 Baltimore; 17 Calvert, 28 Caroline; 24 Carroll; 7 Charles; 28 Dorchester; 58 Frederick; 17 Harford, 43 Howard; 16 Kent; 31 Montgomery; 24 Prince George’s; 28 Queen Anne’s; 38 St. Mary’s; 24 Talbot; 68 Washington; 12 Wicomico; 3 Worcester)

**2022-2023 School Year (to date): 368 unduplicated employers (to date) 19 Allegany; 40 Anne Arundel; 23 Baltimore City; 60 Baltimore; 21 Calvert, 27 Caroline; 27 Carroll; 10 Charles; 28 Dorchester; 61 Frederick; 34 Harford, 49 Howard; 17 Kent; 33 Montgomery; 33 Prince George’s; 31 Queen Anne’s; 46 St. Mary’s; 24 Talbot; 82 Washington; 11 Wicomico; 5 Worcester)**

1. Number of Participating School Systems

2016-2017 School Year: 2

2017-2018 School Year: 2

2018-2019 School Year: 11 (ACPS; BCPS: CCPS; DCPS; FCPS; HCPS; KCPS; QACPS; SMCPS; TCPS; WCPS)

2019-2020 School Year: 16 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Prince George’s, Queen Anne’s, St. Mary’s, Talbot, Washington, Wicomico

2020-2021 School Year: 20 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico

2021-2022 School Year: 21 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico, Worcester

**2022-2023 School Year (to date): 21 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico, Worcester**

1. Current Average Hourly Wage: $14.39 (ranges from $12.50 to $20.50)
2. Number and Percentage of AMP Students Also With Status as Registered Apprentices (2020-2021 School Year): 29 (32%). **Number and Percentage of AMP Students Also With Status as Registered Apprentices (2021-2022 School Year): 27 (14.5%).**
3. Industry representation for currently registered youth apprentices:

|  |  |  |
| --- | --- | --- |
| **AMP Business Percentages as of 11-04-2022** | | |
| *Industry Sector* | *# of Youth Apprentices* | *% of Total* |
| Aeronautics | 0 | 0.0% |
| Agriculture | 1 | 0.3% |
| Animal Care | 2 | 0.5% |
| Architecture | 1 | 0.3% |
| Association Management | 0 | 0.0% |
| Automotive | 16 | 4.1% |
| Business | 13 | 3.3% |
| Communications | 1 | 0.3% |
| Construction | 54 | 13.8% |
| Education | 60 | 15.3% |
| Engineering | 0 | 0.0% |
| Finance, Banking and Real Estate | 1 | 0.3% |
| Furniture Repair | 0 | 0.0% |
| Government | 143 | 36.6% |
| Healthcare | 37 | 9.5% |
| Hospitality and Tourism | 19 | 4.9% |
| Information Technology | 6 | 1.5% |
| Manufacturing | 35 | 9.0% |
| Maritime | 1 | 0.3% |
| Transportation and Logistics | 1 | 0.3% |
| **Total** | **391** | **100.0%** |

Program Manager Jeffrey Smith provided an overview of the data shown above. The Apprenticeship Maryland Program (AMP) continues to set records. As a breakdown, the highest reported numbers are from Anne Arundel County with 135, Washington County with 107, followed by St. Mary’s with 38, Baltimore County has 34 and Howard with 29. Moreover, the current statewide count is 391.

At present, the program has 368 approved businesses, and a total of 21 school systems with 4 that remain uncommitted. The average hourly wage increased to $14.39. What’s more - some employers are paying a higher rate, between $18 - $20 hourly. This pushes the average hourly rate up. As of this meeting, 23 of 141 students are dual registered Youth Apprentices (16%) which is slightly smaller than last year, with potential to grow. Government, Education, Construction and healthcare are the top four industries, respectively.

1. **MSDE Update**

The Maryland State Department of Education (MSDE) Director of Career Programs, Marquita Friday and Education program Specialist Jennifer Griffin shared some updates:

MSDE has received approval to conduct a YA conference. The last conference was in 2019 – which was the first and proved to be a very successful event. Another conference was planned for April of 2020, however, was cancelled due to COVID. The anticipated date is April 2023- so we have some time. MSDE will definitely keep everyone informed once we get confirmation on moving forward.

Lastly, at the October state school board meeting, MSDE had Apprenticeship Students from Washington County present to the school board.

1. **Policy Update – Commencement of Policy Development Process and Background**

Jeffrey smith provided a brief update regarding the policy. The final details of the policy have been wrapped up. The policy is presently out for comment and we anticipate final approval will occur in December 2022.

1. **Legislative Update**

None at this time. It was noted that the first meeting of the new CTE Committee occurred in October.

1. **Marketing Update – SAE 2020 Youth Apprenticeship and Community College Award Solicitations; SAE 2020 Supported Statewide Marketing Campaign**

We are continuing with all of our marketing campaigns. We’re finalizing our audio-visual marketing items. There will be videos that will be able to be utilize in a variety of forums… they can be used for social media; they can also be used (depending upon budgeting) for local television advertisement or another medium where they can be seen. They’re also doing audio spots for radio.

As this is National Apprenticeship Week 2022, there will be a total of almost 30 different events taking place this week. Washington county hosted a youth apprenticeship bash during National Apprenticeship Week. Chairman Shmelzer indicated that IEC will also be hosting an event this week. All of IEC’s School To Apprentices (19 total) will be in class this Friday. We have notified all of our participating employers – 2 or 3 have already confirmed.

1. **Other Business**

The March meeting will be hybrid in-person/virtual. Thus, the next meeting date is **Wednesday, January 18 starting at 8 AM**.

MD Labor Assistant Secretary James Rzepkowski thanked the group on behalf of the Department.

The meeting adjourned at 8:49 AM.