

EARN AND
LEARN WITH



Apprenticeship *Maryland*



Youth Apprenticeship Advisory Committee
Annual Report 2017

December 1, 2017

The Honorable Larry Hogan, Governor
The Honorable Thomas V. Mike Miller, Jr., President of the Senate
The Honorable Michael E. Busch, Speaker of the House of Delegate

Dear Governor Hogan, President Miller, and Speaker Busch and the Citizens of Maryland:

I am pleased to update you on the activities of the Maryland Youth Apprenticeship Advisory Committee. This group of business, labor, and government stakeholders was charged, pursuant to Chapter 646 of the Acts of 2014, with the review and expansion of youth apprenticeship opportunities throughout the State.

In December 2015, the Committee released a blueprint for Maryland's youth apprenticeship system. In 2016, the Committee updated you on the ongoing investments made in apprenticeship through the Apprenticeship Maryland Youth Apprenticeship Pilot Program. Namely, the report detailed various lessons learned from the pilot program and shared some early successes. This year's report focuses on the integration of apprenticeship opportunities for youth within the State's Registered Apprenticeship system. The Committee continues to explore avenues to expand youth apprenticeship opportunities throughout the State and looks forward to keeping you abreast of its findings.

Please know that the Department and I are committed to the great work that has already begun, and we look forward to reporting to you on the continued successes of this "work and learn" model for Maryland's youth.

Best Regards,



Kelly M. Schulz
Secretary
Department of Labor, Licensing and Regulation



ADVISORY COMMITTEE ROSTER

Secretary of the Department of Labor Licensing and Regulation or the Secretary's Designee:

The Honorable Kelly M. Schulz

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

Dr. Lynne Gilli

Secretary of Commerce or the Secretary's Designee:

Sharon Markley

Secretary of Juvenile Services or the Secretary's Designee:

Jay Cleary

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

James Rzepkowski

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

Grant B. Shmelzer

Edwin A. Cluster Jr.

One representative of an employee organization:

Brian S. Cavey

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

Larry Robert Minnick Jr.

One representative from a community college:

Nicanor "Nick" Diaz

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

Vacant

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

Jason C. Roberts

One representative from the Maryland Chamber of Commerce:

Vacant

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

David Thaler

Jill McClune

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Maryland's Vision to Expand Apprenticeships

"Maryland is open for business, which means we're also open for apprenticeships."

-Governor Larry Hogan

2017 has been the year of explosive growth in apprenticeships for the State of Maryland. Since the beginning of the Hogan Administration in January 2015, the number of Registered Apprentices has grown by nearly 20 percent to more than 9,600 by the end of October 2017. Since the Maryland Apprenticeship and Training Program was integrated into Maryland's workforce system in October 2016, a total of 16 new Registered Apprenticeship programs have been created. Eight programs have been reactivated since November 2016. This figure is more than double the number of reactivations from the prior three years combined.

Maryland's Department of Labor, Licensing and Regulation was also awarded the \$2.2 million in grant funds from the United States Department of Labor in 2016. The grant was invested in the State's Registered Apprenticeship programming with the goal of aligning apprenticeships with Maryland's workforce system. Specifically, traditional Registered Apprenticeship opportunities were and will continue to be expanded alongside the creation of new opportunities grounded in labor market demand. The remaining funds are being used to provide additional staffing and outreach to businesses that are interested in creating Registered Apprenticeship opportunities to meet their talent pipeline needs.

Maryland has also made great strides in making the case for youth apprenticeship opportunities. Through the work of the Committee, the continued push by the Department of Labor, Licensing and Regulation, the Maryland State Department of Education, and the local school systems in Frederick and Washington Counties, more students, parents, and employers understand the benefits of apprenticeship opportunities for youth. However, there is much more work to be done.

Youth Apprenticeships and the Workforce System

Providing career opportunities for youth must be a priority for Maryland's workforce system. In its 2016 report, the Committee examined the use of federal Workforce Innovation and Opportunity Act (WIOA) funding as a means of providing sustainable resources to youth apprenticeship opportunities. Since the issuance of that report, the United States Department of Labor issued Training and Employment Notice 31-16. The notice, entitled "Framework on Registered Apprenticeship for High School Students" outlines additional ways that youth apprenticeships can provide high school students with meaningful employment opportunities.

Similar to the Committee's 2016 report, the USDOL notice outlines the opportunity for using WIOA funding for youth apprenticeship. Specifically, the notice states:

At least twenty percent of WIOA youth formula funds allocated to local areas must be used to provide youth with paid and unpaid work experiences, including pre-apprenticeship and other types of on-the-job training. Also, local WIOA formula

funds may also be used to support apprentices participating in a [Registered Apprenticeship] program...

Several states provide successful [Registered Apprenticeship] or pre-apprenticeship programs for high school students. They combine academic and career and technical education (CTE) classroom instruction with work-based learning, allowing students to earn a high school diploma and develop industry specific workplace competencies, skills, and knowledge.

It is incumbent on Maryland's workforce system to engage with students, parents, businesses, existing Registered Apprenticeship sponsors, and school officials to make the case for apprenticeship opportunities for youth. Maryland is currently addressing this through increasing outreach efforts within school systems. During 2017, the Maryland Department of Labor, Licensing and Regulation partnered with the school systems in Frederick and Washington Counties for the youth apprenticeship effort by hiring a full-time apprenticeship navigator for each of the two counties in an effort to better connect businesses with the Apprenticeship Maryland pilot program.

The Other Four Year Degree

"Being five steps ahead of everybody when I go to college... is a huge weight taken off."

Suzanne Harkins

Insul-Tech, Inc.

Youth apprenticeship opportunities for high school students have the possibility of not only opening the world of work to youth, but can also link them to college programming. For instance, Registered Apprenticeship sponsors in Maryland often partner with one of Maryland's 16 community colleges. In working with the employer or sponsor, the community college establishes the curriculum for the Related Instruction with the sponsor to ensure that the apprentices receive the formalized education they need to become a fully qualified expert in their field. This training model is flexible enough to continue delivering qualified employees as even technology improves processes and systems. For Registered Apprenticeships, the apprentice not only receives an industry recognized credential, but may also receive anywhere from 20-30 credit hours toward an Associate's Degree.

Linking youth apprenticeship opportunities to a college education is a win-win proposition. It provides the student with the opportunity to experience work environments and gain college credits. Linking college education to youth apprenticeship experiences also makes the opportunity more appealing to parents who desire for their children to be placed on a path toward a post-secondary degree.

A parent's input on a child's education is often one of the major influencers of how college decisions are made. According to a report released in September 2017 by the Strada Education Network and Gallup, 55 percent of adults with an Associate's Degree, some college experience, or a Bachelor's

Degree looked to their informal social network for advice about choosing a field of study. Specifically, of that 55 percent, 42 percent specifically consulted with family members.¹

However, the question remains whether higher education alone prepares a student for the world of work. A poll commissioned by the Lumina Foundation and Gallup found that 99 percent of Chief Academic Officers of post-secondary institutions rate their institutions as *very or somewhat effective* at preparing students for the world of work. This is in stark contrast to the 13 percent of Americans who strongly agree that college graduates are well prepared for success in the workplace, and 11 percent of business leaders who strongly agree that graduating students have the skills and competencies their business's needs.² Gallup surveyed recent college graduates to further demonstrate the disconnect between education and employment opportunities. According to that poll, only 27 percent of recent graduates had a job in their field of interest upon graduation, while 22 percent had to wait seven months or more for an employment opportunity.

Linking on-the-job training to educational experiences, through apprenticeship, increases student satisfaction in their choice of degrees. According to the Strada Education Network, 54 percent of students obtaining technical or vocational training would recommend that educational path to other people. In contrast, only 48 percent of those obtaining an Associate's Degree and 51 percent of those obtaining a Bachelor's Degree would similarly recommend their educational path(s).

The United States Department of Labor's Training and Employment Notice 31-16 outlined a number of Framework Principles that center on the alignment of apprenticeship and educational opportunities. Those principles are as follows:

- High school students enrolled in secondary school who meet the minimum legal age of 16 can be employed as apprentices.
- Programs for high school students should combine academic and technical classroom instruction with work experience, allowing youth to explore a career and develop industry-specific workplace competencies, skills, and knowledge, while still enrolled in high school.
- Programs should align academic and technical standards in secondary and post-secondary education, CTE, and industry-recognized credentials and certifications.
- Programs should incorporate stackable credentials of value for multiple pathways, including entrance into [Registered Apprenticeship] programs, community and technical colleges, universities, and sustainable employment.
- Employer involvement is critical in developing and sustaining the program.

In short, as Maryland examines ways to increase the utilization of youth apprenticeship opportunities for youth, the State should take into account opportunities to blend secondary and post-secondary educational opportunities.

¹ Strada Education Network & Gallup, "Major Influence: Where Students Get Valued Advice on What to Study in College," September 2017.

² Lumina Foundation & Gallup, "2013 Inside Higher Ed Survey of College & University Chief Academic Officers Report."

Youth Apprenticeships: A Year in Review

Recruitment of Eligible Employers

The Apprenticeship Maryland Youth Apprenticeship Pilot Program continues to grow its listing of Eligible Employers. Under regulations promulgated pursuant to the legislation authorizing the Apprenticeship Maryland Pilot Program currently underway in Frederick and Washington Counties, eligible employers are approved by the Maryland Apprenticeship and Training Council. In 2017, eleven new eligible employers were approved by the Maryland Apprenticeship and Training Council, taking the number of eligible employers from 14 to 26. The following is a listing of all Eligible Employers as of the date of this report's publication. An additional two employers have submitted all necessary paperwork for participation and are pending a recommendation for final approval from the Maryland Apprenticeship and Training Council.

Current Eligible Employers

Frederick County

American Computer Development (IT)
Brunswick Woodworking (Skilled Trades)
Insul-Tech, Inc. (Manufacturing)
Phoenix Mecano (Manufacturing)
Holly Hills Country Club
(Hospitality/Entertainment)
Custom Concepts Construction, Inc.
(Construction)
Frederick Regional Health System (Healthcare)
Pain and Spine Specialists of Maryland
(Healthcare)
Bopat Electric (Construction)
F B Harding (Construction)
Twin Ridge Auto (Automotive)
Dynamic Auto (Automotive)
Woodsboro Bank (Banking)
TEI Electrical Solutions (Construction)
W. F. Delauter & Son, Inc. (Construction)
South Mountain Lawn and Landscaping, Inc.
(Environmental Services)
Ben Lewis Plumbing, Inc. (Construction)
Alban CAT (Construction Equipment/Repair)
PENDING

Washington County

Stacey Nicole Design (Retail Services)
Todd Stocks Insurance Agency (Finance/Insurance)
RAMPF Molds Industries, Inc. (Manufacturing)
Beachley Furniture (Manufacturing)
DVF Corporation (Manufacturing)
O'Boyle Enterprises, Inc. (Manufacturing)
Beacon Grace LLC (Business Management)
Bopat Electric (Construction)
Bickle Manufacturing, Inc. (Manufacturing)
Jay Reece Mobile (Telecommunications) PENDING

Eligible Employers to Registered Sponsors and the Apprenticeship Tax Credit

This year, one eligible employer participating in the Apprenticeship Maryland Youth Apprenticeship Program also became a Registered Apprenticeship Sponsor. Dynamic Auto completed the necessary standards and work processes to become a Registered Apprenticeship Sponsor. This program will be able to offer both students engaged in the Apprenticeship Maryland

program as well as adults the opportunity to become Registered Apprentices. Becoming a Registered Apprenticeship sponsor allows this employer the ability to take advantage of the Apprenticeship Tax Credit, established through the More Jobs for Marylanders Act of 2017 (Chapter 149 of the Acts of 2017). The Maryland Apprenticeship Tax Credit provides a State income tax credit to Registered Apprenticeship Sponsors, or participating employers, who hire an eligible Registered Apprentice(s). The Employer may qualify for a \$1,000 tax credit for each eligible Registered Apprentice. At least three additional youth apprenticeship employers are reviewing opportunities to become Registered Apprenticeship Sponsors.

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

- (1) The Employer must be a Registered Apprenticeship Sponsor and/or participating employer in a Registered Apprenticeship Program. Registered Apprenticeship means the Apprenticeship and Apprentice(s) are registered with the State of Maryland and have been approved by the Maryland Apprenticeship and Training Council; and
- (2) The Registered Apprentice(s) hired by the Employer must be registered with the Maryland Apprenticeship and Training Program and have worked for at least seven (7) full months for the employer starting on or after January 1, 2017.

A credit may only be taken against the State income tax for the first year of employment for an eligible Registered Apprentice. There is no limit on the number of Registered Apprentices that can be claimed for each taxable year, provided all eligibility criteria have been met. However, the total amount of tax credits available to be approved by the Maryland Department of Labor, Licensing and Regulation is limited to \$500,000 for any given taxable year. Tax credits will be certified on a first come, first-serve basis, subject to the availability of credits.

Success Stories from the Apprenticeship Maryland Pilot

Success Story #1

DLLR has worked to foster future growth of individuals seeking out Registered Apprenticeship opportunities by conducting a Youth Apprenticeship (YA) Pilot Program. One positive outgrowth of the program has also been to increase business interest in Registered Apprenticeship. Specifically, Dynamic Auto in Frederick County has been a participating employer in the YA pilot. Their experience was so favorable that they expanded into the Registered Apprenticeship (RA) program. This gives any future participants in their YA program a direct on-ramp to the RA program, creating a seamless connection. Others participating employers in the Youth Apprenticeship Pilot have expressed interest in doing the same.

Success Story #2

One of the youth apprentices, who was a graduating senior at Linganore High School during the 2016-2017 school year, was hired as a youth apprentice at Frederick Memorial Hospital. The student was placed in the hospital's biomedical engineering department, which is responsible for over 7,500 pieces of equipment.

This youth apprentice said that the program has not only given him experience, but has helped cement his interest in biomedical engineering, a career area in which he had some interest and knowledge before starting in September. He has since worked with equipment that removes brain tumors, a PAPR (powered air purifying respirator), a special tool for testing airborne pathogens, and has performed electrical safety tests on chair exit alarms. Since graduation, this student has been working full-time at Frederick Memorial Hospital.

Success Story #3

Another youth apprentice, a senior from Brunswick High School, received a youth apprenticeship with Insul-Tech, which insulates commercial and industrial duct work. This young woman had previous experience though the Frederick County Career and Technology Center, where she studied architecture and was comfortable reading blueprints. She had expressed an interest in doing construction project management. At Insul-tech, she worked as an estimator, ultimately completing nearly 40 individual jobs since starting the apprenticeship at the beginning of the school year.

School System Survey

During 2017, the Youth Apprenticeship Advisory Committee initiated a survey to inform the Committee’s work in implementing and promoting high school youth apprenticeship programs in the State. The survey, which was conducted in partnership with the Maryland State Department of Education, requested information from local CTE directors. All but four localities participated in the survey. The survey questions and results are included below.

How aware are you of apprenticeship opportunities in your area?

Unaware	St. Mary’s, Calvert, Queen Anne’s, Worcester,
Somewhat Aware	Anne Arundel, Caroline, Dorchester, Harford, Howard, Kent, Somerset
Neither Unaware or Aware	
Aware	Baltimore County, Carroll, Charles, Garrett, Prince George’s, Talbot, Washington
Very Aware	Allegany, Frederick

Has your school system provided apprenticeship opportunities for youth, and did students participate in them?

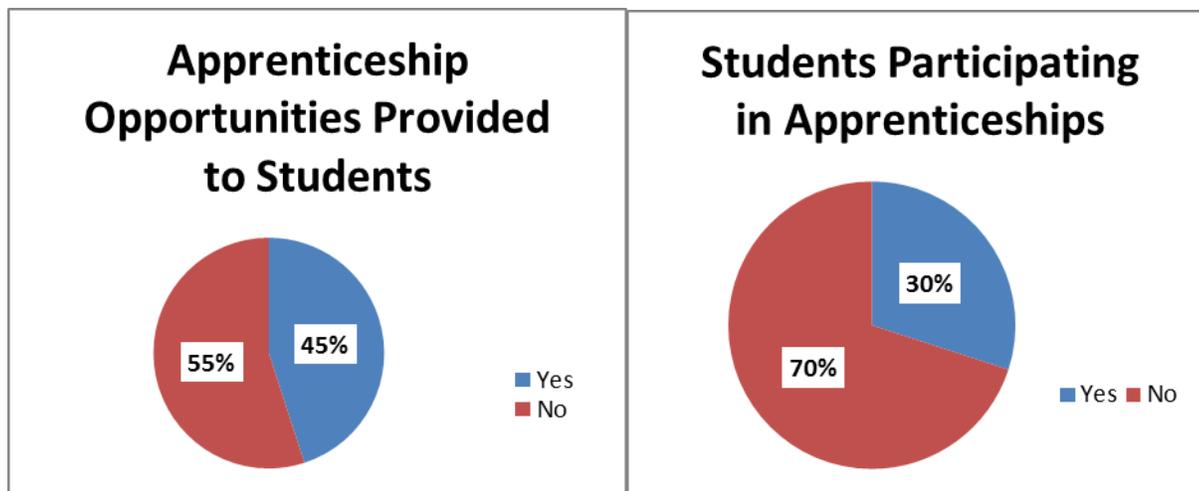
For this question, Respondents were provided the following definitions:

Registered Apprenticeship programs are formal training programs approved and registered by the Maryland Department of Labor, Licensing and Regulation in coordination with the Maryland Apprenticeship and Training Council, or by the United States Department of Labor’s Office of Apprenticeship. Registered Apprenticeships are used for occupations requiring independent judgment and the application of manual, technical, or professional skills best learned through an

organized system of on-the-job training together with related and supplemental instruction. Registered Apprenticeships can be time-based, competency-based, or a hybrid of the two.

A **pre-apprenticeship** is a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program. This type of program involves industry-based training and classroom instruction, is based on industry standards, and is approved by a Registered Apprenticeship partner.

A **school-to-apprenticeship** is a program designed for high school students to enter as a fully registered apprentice in a pre-apprenticeship or Registered Apprenticeship program while completing their high school studies. Students take courses at their high school and/or community college, for the purpose of their apprenticeship that are approved by an RA program, in addition to their required high school coursework. These courses can count towards high school graduation, and the apprentice continues with the program post-graduation.



Apprenticeship Opportunities for Students	Yes	No
Apprenticeship Opportunities were provided	Allegany, Anne Arundel, Baltimore County, Carroll, Frederick, Howard, Prince George's, Queen Anne's, Washington	Calvert, Caroline, Charles, Dorchester, Garrett, Harford, Kent, Somerset, St. Mary's, Talbot, Worcester
Students Participated in Apprenticeships	Allegany, Baltimore County, Dorchester, Frederick, Prince George's, Washington	Anne Arundel, Calvert, Caroline, Charles, Carroll, Garrett, Harford, Howard, Kent, Queen Anne's, Somerset, St. Mary's, Talbot, Worcester

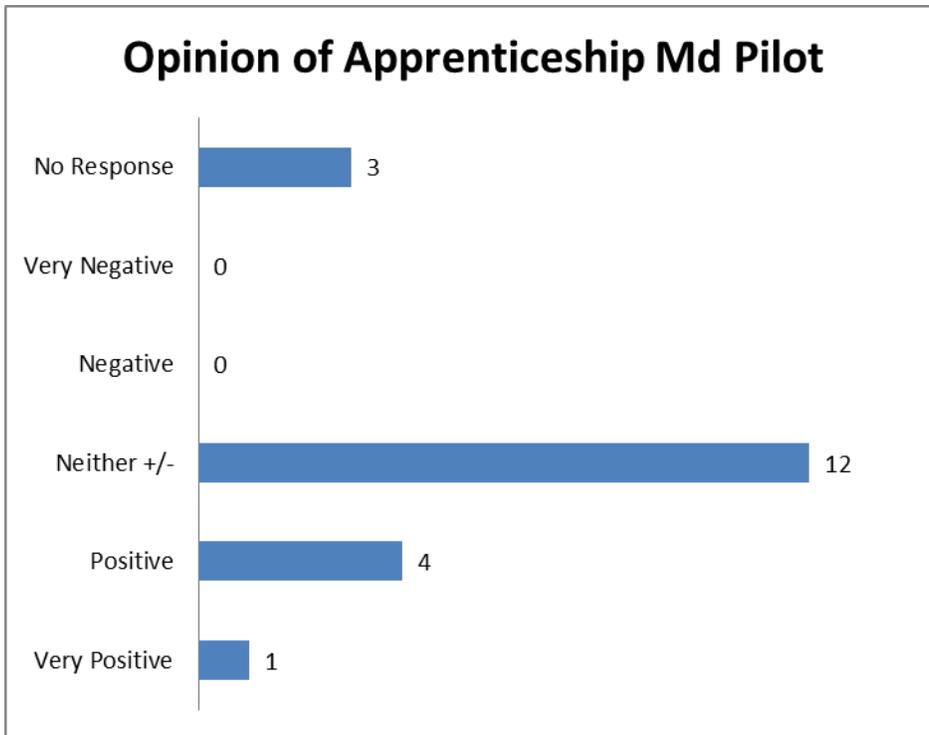
If yes, please describe the opportunities that are currently being provided. (i.e. content areas such as electrical trades and the Business/program Partner such as ABC, Inc.) To your knowledge, how many students were referred for an apprenticeship in the past year?

County	Response
Allegany	Electrical Apprenticeship Opportunity-We offer the Union Electrical Class to qualifying students here at CCTE. This allows students who are successful to sit for interview and if hired to have a full year of apprenticeship under their belt. 4 are in the class this school year.
Anne Arundel	We have agreements with several trade apprenticeship programs to give our students benefits upon graduation, but the apprenticeship doesn't start until after they graduate from high school
Baltimore County	Construction Trades with ABC. Approximately five (5)
Carroll	Our construction cluster of programs is affiliated with NCCER and ABC. The students earn apprenticeship hours in their programs of carpentry, electrical, masonry, HVAC, and welding. I am not sure how many students utilize these hours after graduation.
Dorchester	We have had students participate in Electrical Apprenticeships outside the school. Not sure about the partner. We have not had a student participate in several years.
Frederick	We are piloting Youth Apprenticeship in automotive, manufacturing, business, etc.
Howard	Construction trades with ABC. We are looking to implement the HVAC POS and to possibly look at youth apprenticeship opportunities for these programs. (Data unavailable)
Prince George's	IBEW, IEC, Plumbers, Sheet Metal, Carpentry, and Masonry
Washington	Machine shop, clerical, sales, construction

Are you aware of the State's youth apprenticeship pilot program in Frederick and Washington Counties called Apprenticeship Maryland?

Yes (17)	No (2)	No Response (1)
Allegany, Anne Arundel, Baltimore County, Calvert, Caroline, Carroll, Charles, Dorchester, Frederick, Garrett, Harford, Howard, Prince George's, Somerset, Talbot, Washington, Worcester	Queen Anne's, St. Mary's	Kent

If yes, please rate your general opinion of the program. Please explain your answer to question

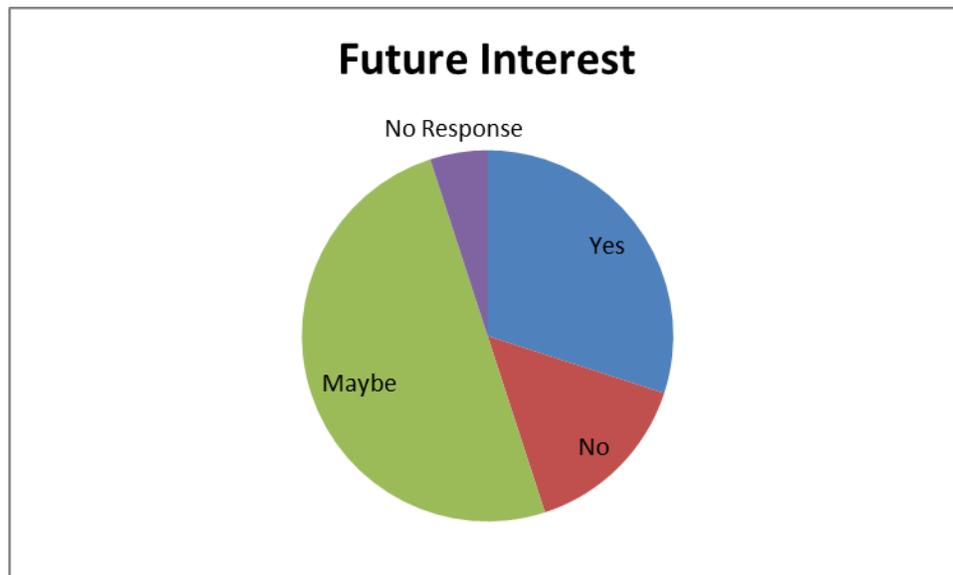


County	Response	Explanation
Talbot County	Positive	Both counties appear to be very successful and they are providing a valuable experience for their students.
Frederick County	Positive	Still need support from DLLR in finding positions.
Dorchester County	Neither positive or negative	Have heard of it but do not have a lot of information to form an opinion.

Harford County	Neither positive or negative	Still needs to work out some kinks
Garrett County	Neither positive or negative	Don't know enough about it to make a valuable statement.
Washington County	Positive	I believe there is always room to improve.
Allegany County	Neither positive or negative	I would need to know more information and data related to this program
Baltimore County		It is difficult to get the youth apprenticeships registered, and an apprenticeship navigator position for the LEA needs to be funded.
Caroline County	Neither positive or negative	The Eastern Shore is very different from the areas where the pilots are being implemented, and the economic opportunities for apprenticeships are not there in our county.
Kent County	Neither positive or negative	I'm aware of the program but don't know much about it.
Somerset County	Positive	Our students would benefit tremendously from the opportunity to participate in an Apprenticeship Program.
Charles County	Neither positive or negative	I believe that Apprenticeships are great for students and businesses alike. However, the barriers that exist for high school students far outweigh the benefits. Not all counties have the industry available nor the businesses that want that partnership with high school students. I do not think it is impossible, and I would always look for ways to overcome the barriers, but I do think it is a difficult task.
Calvert County	Neither positive or negative	Because it has been mentioned at our CTE directors meetings, I am aware of its existence, but nothing more.

Carroll County	Neither positive or negative	We provide qualified students with an opportunity to do a Career Connections internship upon successful completion of one of our completer programs or based upon course work in a career major. The internship provides quality career training and experience that could include an apprenticeship depending on the employer. In Carroll County we do not have a lot of Union/Organization employers that would have a connection for an official registered apprenticeship.
Howard County	Very positive	This program gives the opportunity for students to work in the field and get experience at the workplace as an employee.
Anne Arundel County	Neither positive or negative	I believe the program could have great benefit to students, but is essentially designed and 'owned' by business, and that is currently the 'missing link'
Worcester County	Neither positive or negative	I am aware of the pilot program, but do not know the results.
Prince George's County	Neither positive or negative	I am aware of the program; however, I have no working knowledge or details about the program. Information was presented at a CTE Directors meeting in the past.

When the program expands, would you be interested in participating in the Apprenticeship Maryland Youth Apprenticeship Program?



What technical assistance will you need from either MSDE or DLLR in developing apprenticeship opportunities for public high school youth?

County	Response
Talbot County	We would like assistance on how to develop partnerships with businesses that might provide apprenticeship opportunities for our students.
Dorchester County	Not sure until I find out more about the program to determine what supports are required.
Harford County	Business partners and staffing to run this program.
Washington County	Updates on the regulations for student in the work place.
Allegany County	General information and help planning for how it could fit our model.
Baltimore County	Simplified registration process for the apprenticeships and staff support for an effective process to recruit businesses to participate. The process must be industry-driven.
Caroline County	Help identifying local business that can support youth apprenticeships.
Kent County	Funding and educating industry partners about the apprenticeship.
Queen Anne's County	Information with regard to what other systems are doing and how their programs operate would be helpful.
Carroll County	Identifying qualified employers and apprenticeship opportunities within Carroll County as well as funding support for the program.
Howard County	Point of contact to find the apprenticeship opportunities available for students. Help with monitoring the program. We would need staffing.
Anne Arundel County	This question highlights my point...I should not be developing apprenticeship opportunities, I should be supporting businesses interested in developing apprenticeship opportunities for public high school youth. Business MUST own and embrace this model!

Worcester County	A regional coordinator
Prince George's County	We will need to work with DLLR and MSDE to assist with securing apprenticeship agreements with industry and trade unions.

If your school system does not offer apprenticeship opportunities for students, what are the reasons or barriers to providing access to such opportunities?

County	Response
Talbot County	Would like to know more about the apprenticeship opportunities available in rural communities?
Dorchester County	Can't provide a good answer without further knowledge of the program.
St. Mary's County	Largest industry is PAX NAVAIR must be 18, 2nd largest is School System.
Harford County	Parent perception and business partners willing to step up fully.
Garrett County	Lack of total number of businesses as well as a lack of number of businesses willing to participate. Furthermore, size of the county (including distance between schools and businesses) make it logistically difficult to manage a program such as this.
Caroline County	Lack of employers who have the economic capacity to provide apprenticeships.
Kent County	funding, industry partners and small number of students.
Somerset County	Lack of opportunities in the area.
Charles County	I am open to offering apprenticeships for students. We will have to look at it from a program to program basis. Our barriers are transportation; most students do not have access to a personal vehicle and our public transportation is limited. In Charles County industry is limited as well. We are surrounded by military bases (under 18 not permitted) and most people travel out of the county to work (DC, Norther VA, north of the beltway).
Calvert County	I fear that there are not enough employers in our area to support a program like this.

Queen Anne's County	Being new to the system, I am going to explore the opportunities that are provided. Through this exploration, I will see if there any barriers that exist. I do know that work based learning opportunities exist, but may not be officially deemed as apprenticeships.
Carroll County	A lack of support of the local business community for apprenticeship programs. We have great support for internships.
Howard County	
Anne Arundel County	Many established apprenticeships do not admit students prior to age 18, our students have some transportation issues, and MSDE needs to create a CTE completer program that recognizes apprenticeship as a way to meet graduation requirements...in addition to business interest and participation.
Worcester County	Rural area
Prince George's County	We have been unable to secure registered apprenticeships and pre-apprenticeships.

Apprenticeship Maryland Pilot Program

Chapter 140 of the Acts of 2015 requires that the Department of Labor, Licensing and Regulation, in coordination with the Maryland State Department of Education, must report jointly to the Governor and the General Assembly on the effectiveness of the pilot program. Specifically, the statute requires a report on:

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

As the pilot program officially started with the beginning of the 2016 – 2017, a limited number of students have been placed. As such, only a limited amount of information can be reported at the time of this report.

- There are currently 10 students that have been placed with eligible employers for the 2017-2018 school year. Additional students are being interviewed to fill positions with Eligible Employers in both counties. There were 11 students that participated in the pilot during the 2016-2017 school year.
- According to wage information, and in accordance with statute, the students who were placed with eligible employers were making at least the applicable minimum wage.
- Eleven (11) students will be completing the pilot program during the 2017-2018 school year.
- Eleven (11) students have been retained under the program from the 2016-2017 school year.
- Given the input of the school systems noted in the survey results above, the Youth Apprenticeship Advisory Committee, with the concurrence of the Department of Labor, Licensing and Regulation and the Maryland State Department of Education recommend the continuation of the program in the pilot sites and the opportunity to expand the effort into other jurisdictions.

Lessons Learned and the Work Ahead

The Committee notes a number of important lessons learned through both the Apprenticeship Maryland pilot and through the Committee's own work in 2017.

(1) Engaging a diverse set of stakeholders is the only way that a youth apprenticeship model can work.

Parents, students, school counselors and officials, and business all play key roles in developing a successful youth apprenticeship opportunity. True business investment in the pipeline of talent, future workforce, and community is vital. Without businesses the apprenticeship opportunity does not exist. School counselors and officials are needed to connect the right students with the right

opportunity. Finally, parents and students need to understand the importance of obtaining real-life experience in the “world of work.”

As noted above, the pilot program has enjoyed success in recruiting employer partners. However, there are still more opportunities available than there are students to fill those opportunities. Frederick County, in particular, has been aggressively attempting to address this by holding multiple opportunities for students to learn about apprenticeship opportunities. For instance, in December 2017, Frederick County held its first annual apprenticeship summit. The summit included students, representatives from eligible employers, and school officials.

(2) Funding is key for interface with students and school systems

The Apprenticeship Maryland pilot program was implemented by DLLR and MSDE without a state fund appropriation. Since then, both entities have dedicated grant funds to provide needed staff and financial resources to Washington and Frederick counties. As the state moves forward with more systematically imbedding youth apprenticeship opportunities within local school systems, additional funding will likely be necessary for branding and marketing materials and staff.

(3) Connecting with Registered Apprenticeship opportunities provides sustainability

One of the ways to make youth apprenticeship opportunities more sustainable is through a strong connection to Registered Apprenticeship sponsors. As noted above, Registered Apprenticeship opportunities are eligible for federal workforce funds. Therefore, building models that utilize Registered Apprenticeships may provide a valuable funding stream for school systems to access. Additionally, connecting youth apprenticeships to registered sponsors places the student on a path toward a nationally recognized credential.

(4) Connecting to Career and Technical Education and Post-Secondary Educational opportunities is key

Finally, connecting youth apprenticeships to post-secondary and CTE opportunities is critical to the success of the model. As noted above, the CTE directors surveyed have noted their willingness to explore incorporating the apprenticeship model into their offerings. Additionally, connecting to both CTE and post-secondary educational opportunities propels the student into more rigorous coursework and further provides opportunities to connect their learning to real-world experiences.

The Committee will continue its work in 2018 with a focus on sustainability. The Committee will continue to examine national best practices, and will work toward providing counties with the opportunity to invest in youth apprenticeships for their students. A major focus of the Committee’s work will be on increasing youth apprenticeship opportunities to other jurisdictions and to develop a marketing and communications plan for the effort. The Committee looks forward to, once again, sharing its findings in next year’s report.