



**YOUTH APPRENTICESHIP
ADVISORY COMMITTEE**

Annual Report 2018



December 1, 2018

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

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

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

The Honorable Michael E. Busch,
Speaker
Maryland House of Delegates
State House, H-107
Annapolis, Maryland 21401

Subject: 2018 Annual Report, Maryland Youth Apprenticeship Advisory Committee (MSAR # 10965 and 11302)

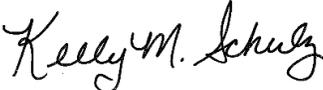
Dear Governor Hogan, Lieutenant Governor Rutherford, President Miller, and Speaker Busch:

I am pleased to update you on the activities of the Maryland Youth Apprenticeship Advisory Committee. The Maryland Youth Apprenticeship Pilot Program experienced significant growth in 2018. More businesses than ever before employed more youth apprentices than ever before in the two pilot locations of Frederick and Washington counties. Participating employers remarked on the strengthened career pathways and recruitment opportunities that their involvement in the pilot have facilitated. In addition, feedback from youth apprentices has demonstrated the value of the program to their future career development. As stated by youth apprentice Brayden L., "I used to be in a shell, but now I'm way past that...I've opened more doors of opportunity for myself over the last few years, and I'm really excited about that." Youth apprenticeship helped Brayden emerge from his shyness to having his voice heard and realizing his full potential.

This report highlights the successes and new developments that have allowed the pilot to expand into an ongoing initiative of the administration, the department, and its partners. Accordingly, pursuant to Chapter 646 of the Acts of 2014, this report will provide a comprehensive overview of the growth and expansion of youth apprenticeship opportunities throughout the state during this year. Additionally, the last section of this report reviews the relationship between Apprenticeship Maryland (youth apprenticeship) and Registered Apprenticeship, and discusses the combination of the two programs, as charged, pursuant to Chapter 149 of the Acts of 2017.

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

Best Regards,



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
Jason Hardebeck

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

"By expanding apprenticeship opportunities, we are connecting our youth to the jobs of the 21st century, while providing our job creators with the skilled workforce they need to succeed in today's competitive economy."

-Governor Larry Hogan

Maryland apprenticeships experienced dynamic growth in 2018. Since the beginning of the Hogan Administration in January 2015, the number of Registered Apprentices has grown by approximately 24.9 percent to more than 10,162 by the end of October 2018—the second time in Maryland's history to celebrate over 10,000 registered apprentices. Since the Maryland Apprenticeship and Training Program was integrated into Maryland's Workforce System in October 2016, a total of 45 new Registered Apprenticeship programs have been created. Twenty-two programs have been reactivated since November 2016. This figure is more than double the number of reactivations from the prior four years combined.

Maryland's Department of Labor, Licensing and Regulation (DLLR) also used the \$2.2 million grant funds awarded in 2016 by the United States Department of Labor to invest in the State's Registered Apprenticeship programming with the goal of aligning apprenticeships with Maryland's workforce system. Specifically, traditional apprenticeship opportunities continue to be expanded alongside the creation of new opportunities grounded in labor market demand such as healthcare, information systems, and information technology. The funds have been used to provide additional staffing and outreach to businesses that are interested in creating apprenticeship opportunities to meet their talent pipeline needs. In May 2018, the department was awarded an additional \$1.8 million in continuation funding to extend through October 31, 2020.

Maryland has also made great strides in making the case for youth apprenticeship opportunities. Through the work of the Maryland Youth Apprenticeship Advisory Committee (the "Committee") and the continued push by DLLR, the Maryland State Department of Education (MSDE), and the local school systems in Frederick and Washington counties and beyond, more students, parents, and employers understand the benefits of apprenticeship opportunities for youth. The work continues as DLLR rolls out this valuable tool to build career pathways.

The Case for Youth Apprenticeships: The Other Four Year Degree

"It's honestly everything I could ask for. As soon as I got here, I figured out technology was my calling."

-Brandon Hammett, Jay Reece Mobile

Youth apprenticeship opportunities for high school students are unique in that they can lead directly to attractive work opportunities while also offering valuable knowledge that can link to college programming. Typically, Registered Apprenticeship sponsors in Maryland partner with one of Maryland's 16 community colleges. In working with the employer/sponsor, the community college establishes the curriculum for the Related Instruction with the sponsor to ensure that the apprentices receive the formalized educational training they need to become fully qualified experts in their field. This training model is flexible enough to continue delivering qualified employees even

as technology advances and processes and systems are modernized. The Registered Apprentice not only receives an industry recognized credential but may also receive anywhere from 20-30 credit hours toward an associate's degree.

Why Youth Apprenticeship?

Coupling youth apprenticeship opportunities to a college education is a win-win, providing 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 postsecondary degree.

Beyond links to future education, a clear body of evidence exists which demonstrates that work experiences acquired by high school students have future benefits for their ultimate career successes. For example, a recent study commissioned by the Employment Policies Institute quantifies the long-lasting benefits of having a part-time job as a young adult.

The report's authors, economists Dr. Christopher Ruhm and Dr. Charles Baum from the University of Virginia and Middle Tennessee State University, demonstrated through their findings that part-time work as a high school senior translates to future career benefits that "include higher hourly wages, increased annual earnings, and less time spent out of work—not just in the short-term after graduation but also roughly 25-30 years later for individuals now in their 40s and 50s."¹ Youth apprenticeship experience serves as an excellent resource for bridging the gap between K-12 and post-secondary education as well as serving as an essential connector for high school graduates to transition to the work world.

What is Next?

In light of this compelling evidence, the department and its workforce system partners will continue to engage with students, parents, businesses, existing sponsors, and school officials to make the case for apprenticeship opportunities for youth. Maryland is addressing this effort through increasing outreach efforts within school systems. To that end, the Youth Apprenticeship Advisory Committee has:

- continued to conduct extensive outreach to Career and Technology Education (CTE) coordinators in each of Maryland's 24 K-12 local public school systems,
- held numerous meetings with these coordinators both individually and collectively, to encourage each one of Maryland's local public school systems to consider participating in youth apprenticeship opportunities,
- earnestly encouraged the adoption of the youth apprenticeship model,

¹ Baum, C., & Ruhm, C. (2014, August). *The Lasting Benefits of Early Work Experience* (Rep.). Retrieved August 08, 2018, from Employment Policies Institute website: https://www.epionline.org/wp-content/uploads/2014/08/EPI_LastingBenefitsofEarlyWorkExperience2.pdf

- continued its successful partnership with the school systems in Frederick and Washington counties to provide the support of an apprenticeship navigator dedicated to the youth apprenticeship effort, and
- dispatched navigators to these two western Maryland counties in an effort to better connect businesses with the Apprenticeship Maryland pilot program, which experienced significant growth in its second and final year.

Statewide Youth Apprenticeship

The groundwork was put in place to expand youth apprenticeship to be available statewide. The Youth Apprenticeship Advisory Board, DLLR, and MSDE worked together to construct the educational framework necessary for local public school systems to design and implement their own youth apprenticeship initiatives. By doing so, the local county school system can submit proposals to MSDE staff members to add the Apprenticeship Maryland program as a CTE program of study for its students. As a CTE program, local systems can use Perkins Grant funds to support the program. Both departments are hopeful this approach will help to facilitate the future entry of additional participating school systems.

Building for the Future

“Our administration is committed to helping Maryland students prepare for their future – whether it’s the pursuit of higher education or a skilled job.”

-Governor Larry Hogan

In January 2018, Lt. Governor Boyd Rutherford announced the continuation and expansion of Maryland’s successful Apprenticeship Maryland youth apprenticeship program. The program, first piloted in Frederick and Washington counties, will soon be available to students in other jurisdictions throughout the state.

“Every student should be given the opportunity to succeed,” said Lt. Governor Rutherford when announcing this joint initiative. “Programs like Apprenticeship Maryland give our students those opportunities by building critical skills to help them overcome barriers to employment—all while earning a wage and working towards graduation and a career.”

Under the direction of Governor Hogan, both MSDE and the DLLR announced in June the implementation of the Apprenticeship Maryland Program (AMP) as a new Career and Technology Education (CTE) Program of Study. AMP takes the successful model piloted during the 2016–2017 and 2017–2018 school years and provides all local public school systems with a framework with which to use to implement the program in their home counties. The successful piloting of this program provided the road map to expanding Apprenticeship Maryland statewide.

AMP provides high school students with all aspects of an apprenticeship experience including

- paid, work-based learning;
- related classroom instruction; and
- one-on-one mentoring from an industry professional.

In addition to the traditional pathways, students will be encouraged to participate in youth apprenticeships leading to sustainable employment and further education in Manufacturing and Science, Technology, Engineering, and Mathematics.

Not long after this important milestone, Dorchester County became the first Maryland county to join the newly expanded AMP. This local school system is currently in the process of implementing the program. Throughout the second half of 2018, representatives of MSDE and the department have engaged in numerous meetings with the leadership of at least six Maryland K-12 public school systems. Interest has been strong, and we anticipate that additional school systems will choose to opt in to AMP in the near term. Specific school systems that have received direct outreach include Allegany, Harford, Howard, Queen Anne's, and St. Mary's counties.

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

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 that authorized the Apprenticeship Maryland Pilot Program, the Maryland Apprenticeship and Training Council (MATC) approves eligible employers. During the 2017-2018 academic year, a total of 30 new eligible employers were approved by the MATC—raising the number of eligible employers from 14 to 44. This represents a nearly 215 percent growth versus the first year of the pilot program. The following is a listing of all eligible employers as of the date of this report's publication. An additional ten participating employers have joined since the end of the pilot program, and more will be added moving forward.

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)
Frederick County Public Schools (Education)
Ben Lewis Plumbing (Construction)
South Mountain Lawn and Landscaping (Environmental Services)
W. F. Delauter & Son (Construction)
Alban CAT (Automotive/Heavy Equipment)
Bryant Group, Inc. (Construction)
Wagner Meats (Food Production)
Trinity Salon (Cosmetology)
Fountaindale Auto (Automotive)
All Around Plumbing (Construction)
BaneBio (Healthcare Infomatics)
ALLCool Refrigerant Reclaim (Construction/HVAC)
KM Appraisals, LLC (Real Estate)
Canapes, Inc. (Hospitality and Foodservice)
Dustin Construction (Construction)
Toothman Orthodontics (Healthcare)
Second Chances Garage (Automotive)

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)
Bikle Manufacturing, Inc. (Manufacturing)
Jay Reece Mobile (Telecommunications)
D. M. Bowman (Transportation and Logistics)
Herald-Mail Media (Media and Communications)
Hub Labels, Inc. (Manufacturing)
Tri-County Pump Service, Inc. (Construction)
B&D Consulting (IT)
Asplundh Tree Experts (Forestry)
Fil-Tec, Inc. (Manufacturing)
Associated Builders and Contractors, Cumberland Valley (Trade Association)
Valentine Electric, Inc. (Construction)
Electromet Corporation (Manufacturing)
Washington County Division of Environmental Management (Public Sector)
LS Grim Consulting Engineers (Construction)

Dorchester County

Composite Yacht, LLC (Shipbuilding)

Eligible Employers to Registered Sponsors and the Apprenticeship Tax Credit

Since inception, two eligible employers participating in the Apprenticeship Maryland Youth

Apprenticeship Program are also Registered Apprenticeship sponsors. In September 2017, Dynamic Auto completed the necessary standards and work processes to become a Registered Apprenticeship sponsor. This program now offers both students engaged in the Apprenticeship Maryland program and adults the opportunity to become Registered Apprentices. Most recently in November 2018, the Washington County Division of Environmental Management (a Registered Apprenticeship sponsor added in mid-2018) also became a participating business in the Apprenticeship Maryland program. Additionally, a number other employers exist who participate in youth apprenticeship and are signatory employers to existing Registered Apprenticeship sponsors.

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

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

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

A credit may be taken against the state income tax for the first year of employment for an eligible Registered Apprentice. No limit exists on the number of Registered Apprentices who can be claimed for each taxable year, provided all eligibility criteria have been met. However, the total amount of tax credits available to be approved by the department is limited to \$500,000 for any give taxable year. Tax credits will be certified on a first come, first-serve basis, subject to the availability of credits. Since its creation, applications for 184 Registered Apprentices have been received and processed.

Success Stories from the Apprenticeship Maryland Pilot

Success Story #1 | Printed by the Hagerstown Herald-Mail, April 9, 2018²

When Brayden L., 18, first stepped through the doors of South Hagerstown as a freshman, he was shy and unsure of how to navigate his new journey. During freshman orientation, Brayden stopped by the Media Club because he always had an interest in sports and journalism. Little did he know that club would help him find his passion. He joined the club and has quickly learned and excelled

² Bonk, Valerie, "South Hagerstown senior finds voice in sports reporting," Hagerstown Herald Mail, April 9, 2018. https://www.google.com/url?q=https://www.heraldmailmedia.com/news/local/student-standout-south-hagerstown-senior-finds-voice-in-sports-reporting/article_504e2ee2-2e8c-5b65-a238-d854ede769f7.html&sa=D&ust=1543524702409000&usg=AFQjCNF9_K7OgIvZXgPcSxdxK6WNPXq3Ig

by covering the school's sports teams on and off of the field, as well as giving the daily announcements over the public address system at the school.

Brayden writes game recaps, shoots pictures and video, and helps to run the club's social media accounts, in addition to calling play-by-plays of the games. He also has been co-editor of the school's yearbook for the past three years. The club covers all high school football games and tries to cover as many home games and events as possible at the school, including band, chorus concerts and other events.

His teacher and media club adviser Dan Litten said he is proud of how Brayden has grown over the past four years. "He paid the price as a freshman doing end-zone filming and press-box filming before he hit the microphone, which is what his goal was," Litten said.

Brayden hopes to get a job as a sports reporter out of high school and continue the work that he has been doing in the local sports community. He is employed as a part-time sports reporter with Herald-Mail Media.

"It's pretty amazing to provide some guidance and structure during the freshman and sophomore years. Now he's pretty much on his own," Litten said.

Through his work with the media club, Brayden has earned the most service learning hours of any current student at the school, clocking in more than 1,600 volunteer hours. His advice for upcoming students is to get involved. "Have pride in your school, enjoy your four years of school and come out to the pep rallies and do something to make your impact heard here," Brayden said.

Litten said that Brayden pretty much runs the show and he is certain Brayden's future is bright. "I have 100 percent confidence in what he does and that what he puts out on the Internet is going to be excellent. There's little supervision for him at all anymore. He's on his own and he's running and he's doing things, and he does it right," Litten said.

Success Story #2 | Printed by the Hagerstown Herald-Mail, April 21, 2018 (excerpts)³

Zachary H. smiled as he described his apprenticeship work at Beachley Furniture. "I do like it," he said. "Zachary is working and being trained in several aspects of making furniture at Beachley," said Ed Doub, Beachley's vice president of upholstery operations. "Everything we make here is custom," Doub said, referring to the company's commercial furniture operation on North Prospect Street in Hagerstown, MD.

Hill, an 18-year-old senior at Clear Spring High School, said he has not worked with tools much outside of shop classes; however, this semester he is spending most afternoons at the 130-year-old furniture company. He has completed most of his high school coursework and is one of several students taking part in Apprenticeship Maryland—Maryland's youth apprenticeship program.

³ Lewis, Mike, "Youth Apprenticeship Maryland program links students with employers," Hagerstown Herald Mail, April 21, 2018. https://www.heraldmillmedia.com/instant/youth-apprenticeship-maryland-program-links-students-with-employers/article_81ac276e-45b7-11e8-8316-c7d499ff5b8b.html

Apprenticeship Maryland was formed under the direction of Governor Larry Hogan “to aid in creating a pipeline of skilled and qualified labor in both traditional and nontraditional fields by combining on-the-job training and related classroom instruction to eligible high school students.” Public schools in Frederick County and Washington County are serving as pilot programs.

The idea is to help students learn skills and help businesses generate potential employees. The program is for juniors or seniors, ages 16 and older. They are paid a salary while they learn skills. They have to complete 450 hours of work-based training and one year of related classroom instruction by Aug. 31 following graduation from high school, according to the WCPS website. Among other things, a business must provide a qualified mentor, sign a youth apprenticeship agreement, and pay the apprentice. A business also has to anticipate future entry-level job openings.

“It’s kind of another pathway for students,” said Jeremy Brown, youth apprenticeship teacher coordinator at Frederick County schools.

That process brought Zachary to Beachley Furniture, said Mandy Fiery, the company’s director of human resources. “It’s been really great teaming up with the Washington County Public Schools,” she said. “We need it desperately,” she said of the youth apprenticeship program, noting that few people seem to realize the opportunities for employment in area manufacturing.

Fiery said Zachary seems excited. “He’s been really great,” she said. “He’s got a good attitude.” Fiery said she “can’t guarantee a job to anyone.” However, she added that Zachary is learning skills he can use elsewhere, if he does not land at Beachley.

On the commercial side, many people are cross-trained at different tasks, from working with springs to covering the items with different types of upholstery. “Because it is all custom work,” he said, “different jobs require different skills.”

“That’s why we want to expose (Zachary) to a little bit of everything,” Doub said.

Zachary said he is looking forward to it. While it is too early to tell, he can see a future for himself in furniture. “If they offer me a job, I’ll probably take it,” he said.



Washington County Youth Apprentice Zachary H.
(Photo courtesy of the Hagerstown Herald-Mail)

Apprenticeship Maryland Pilot Program Statistics

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, report jointly to the Governor and the General Assembly on the effectiveness of the pilot program. Specifically, the statute requires a report on the following:

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

As the pilot program officially completed its second and final year during the 2017 – 2018, the number of students who have been placed has grown significantly. Specifically, the number of students placed into youth apprenticeships increased by over 145 percent.

- At the end of the 2017–2018 school year, a total of 27 students were registered as youth apprentices. Twelve of these were students from Frederick County Public Schools and fifteen were from Washington County Public Schools.
- According to wage information, and in accordance with statute, the students who were placed with eligible employers were making at least the applicable minimum wage. A couple of students were making in excess of \$14.50 per hour.
- Youth apprentices received workforce skills and training related to the following occupations:

- | | |
|------------------------------------|---|
| 1. Machine Operator | 19. Arborist |
| 2. Mechanical Engineer | 20. Plumber's Assistant |
| 3. Print Operator | 21. Electrician's Assistant |
| 4. Cabinet Maker | 22. Communications Assistant |
| 5. CNC Machinist (CAD/CAM) | 23. IT Support Assistant |
| 6. Manufacturing Technician | 24. Telecommunications Equipment Repair Assistant |
| 7. Data Entry | 25. Diesel Maintenance Technician |
| 8. Computer Support Specialist | 26. Refrigerant Reclaim Helper |
| 9. Business System Analyst | 27. Service Technician Apprentice |
| 10. Interior Design | 28. Sports Stringer Reporter |
| 11. Project Management | 29. Press Assistant |
| 12. Upholstery | 30. Chef Assistant |
| 13. Custom Furniture Manufacturing | 31. Water Operator |
| 14. Estimator | 32. Laboratory Technician |
| 15. Patient Access Registrar | 33. CAD Draftsperson |
| 16. Bio Med Technician | 34. Project Assistant |
| 17. Pre-Access Financial Counselor | |
| 18. Auto Mechanic | |

- Nineteen (19) students completed the pilot program by the end of the 2017 – 2018 school year.
- Eighteen (18) students have been retained under the program from the 2017 – 2018 school year.
- At the conclusion of the 2017 Annual Report, the Youth Apprenticeship Advisory Committee, with the concurrence of the department and Maryland State Department of Education (MSDE) recommended the continuation of the program in the pilot sites and the expansion of youth apprenticeships into other jurisdictions. As will be highlighted below, extensive work was undertaken during 2018 to prepare for this continuation and expansion.

Student Feedback Regarding the Apprenticeship Maryland Pilot

<i>Student</i>	<i>Feedback</i>
Misael P.	"I've been learning a lot, like how to run the machines. They have been showing me a lot of things that I didn't know before. My job is to rewind all the rolls that come from the presses."
Casey K.	"It was pretty scary at first because I didn't know what it was. After I came here and met Becky [business owner], I liked her as a person, I liked the company, and she explained to me more about what she did. Because I didn't know a lot about supply chain, I was interested. I realized that from where I was starting in the school year, I would have to continue through the summer, even after graduating, which wasn't a big deal at the time. I was pretty happy about it because I was coming here, learning, expanding my future, and also getting paid to do it instead of going to school. That was nice. Supply chain in general, I didn't really know about. Becky has opened up an entire industry that I didn't even think about, let alone know about, and it's just amazing that an industry this big is a part of so many people's lives and they don't even know it. It's a growing industry. I know that for a fact."
Brandon H.	"As soon as I got here, I figured out technology was my calling. When I go to bed at night, I'm excited instead of exhausted. With this job, it's just really amusing, and I love being able to work there as often I do."
Brayden L.	"I started out and I would not talk and didn't want anything to do with high school. Now, here I am. I talk to everyone in the school every morning. I used to be in a shell, but now I'm way past that and I've opened more doors of opportunity for myself over the last few years, and I'm really excited about that."

Community-Based Support for the Pilot Program

In August 2018, the department was pleased to announce that the FirstEnergy Foundation once again offered \$15,000 to Washington and Frederick county businesses to support the hiring of youth apprentices through Apprenticeship Maryland. The contribution, the third of its kind from the foundation in three years, is providing \$2,000 grants to help local businesses invest in onboarding youth apprentices. The donation was made during a check presentation hosted by Hub Labels, Inc. at its Hagerstown headquarters, in conjunction with the Washington County Chamber of Commerce.

FirstEnergy Foundation's donation brings their total contribution to the program to \$45,000. Since 2016, five Washington County companies have utilized \$22,500 in grant funds. The businesses use the funds to offset costs related to hiring and training the youth apprentice.

"Potomac Edison is pleased to continue our financial support for this innovative apprenticeship program through the FirstEnergy Foundation, and we encourage more area employers to get involved," said James A. Sears, Jr., president of FirstEnergy's Maryland operations. "We understand employers face an ongoing challenge to find skilled workers ready for the demands of a technical workplace. Apprenticeship Maryland can provide that pipeline of future employees with the entry-level skills employers need."

This vital support has allowed many small businesses located in western Maryland to be able to participate in this program and take advantage of its benefits while also helping to training the workforce of the future.



DLLR Secretary Kelly Schulz attends the celebration at which Washington County Chamber Foundation received a generous donation from the FirstEnergy Foundation to help support the Apprenticeship Maryland Program. *(Photo courtesy of the Hagerstown Herald-Mail)*

The Relationship between Youth Apprenticeship and Registered Apprenticeship

Chapter 149 of the Acts of 2017 requires that the “Department of Labor, Licensing and Regulation shall explore ways to combine the Youth Apprenticeship Pilot Program with the Apprenticeship and Training Program. On or before December 1, 2018, the Department shall report to the General Assembly, in accordance with § 2-1246 of the State Government Article, regarding its findings and recommendations in this regard.”

The department fully recognizes the unique opportunity offered to Marylanders by having both youth apprenticeship and Registered Apprenticeship alternatives. For some time, the development of robust career pathways has been a priority for the Department’s Division of Workforce Development and Adult Learning (DWDAL). The Department’s nationally recognized Employment Advance Right Now (EARN) Maryland initiative is a prime example of this commitment. Likewise, the significant investment of both federal and state resources in support of apprenticeship are part of this charge.

During the course of the youth apprenticeship pilot program, the Department has seen examples and explored some of the ways that youth apprenticeship can directly connect to the Maryland Apprenticeship and Training Program. Two examples are highlighted below.

Seamless Pathway From Apprenticeship Maryland Program to Registered Apprenticeship

Dynamic Auto is a small business located in Frederick County. Dynamic has four locations throughout the county and had struggled through the years to attract talent. Dynamic attended high school career fairs and workforce job fairs but had little success. After hearing of the frustration of the business, the Director of the Maryland Apprenticeship and Training Program connected with the owner. Initial conversations were geared towards involving Dynamic Auto in the Youth Apprenticeship Pilot. After a lengthy discussion on the youth pilot, the conversation turned to creating a youth apprenticeship to Registered Apprenticeship model.

During the summer of 2017, Dynamic Auto became a participating employer in the youth apprenticeship pilot and subsequently hired its first two youth apprentices. Both students performed exceptionally well. As a consequence, Dynamic Auto reached out to the Department to see how to build on this success. Within two months, Dynamic Auto became a Registered Apprenticeship Sponsor.

Since becoming a Registered Apprenticeship Sponsor in July 2017 Dynamic Auto has already registered their first three apprentices. Even more exciting is that Dynamic Auto and the ownership team has not only fully embraced the Registered Apprenticeship model but has become full participants in the workforce system. Dynamic Auto has:

- Applied and been placed on the Maryland Eligible Training Provider List (a selection training providers that have been approved to receive federal training dollars to help support eligible job seekers),
- Participated in a youth apprenticeship outreach event,
- Utilized the Maryland Business Works incumbent worker training fund for Related Instruction Reimbursement, and
- Applied for a Maryland Registered Apprenticeship tax credit.

In August 2018, the Washington County Division of Environmental Management became one of Maryland's newest public sector Registered Apprenticeship sponsors. Shortly thereafter, this employer also signed on to participate in the Apprenticeship Maryland Program. Occupations include: laboratory technician, electronics technician, and wastewater operator assistant. As with Dynamic Auto, Washington County Division of Environmental Management also has access to a direct connection to high schools students so as to have a strong recruiting pipeline in place.

Pre-Apprenticeship for High School Students to Move to Registered Apprenticeship

The Howard County Public School System partnered with the department, the Independent Electrical Contractors – Chesapeake (a Registered Apprenticeship sponsor), and the Howard County Office of Workforce Development to develop and implement the Student Pathways program (part of the Career Research and Development Academy). This program is the only opportunity of its kind in the state and provided 200 hours of hands-on electrical trades training and classroom instruction to prepare students to take the next step towards a Registered Apprenticeship program and working in the industry.

This year, the program provided pre-apprenticeships for 12 students from Hammond, Homewood, Long Reach, Marriott's Ridge and Reservoir high schools. Participating students spent part of their time in the program learning from certified electricians in a classroom environment while gaining valuable industry knowledge, OSHA 10 certification, and direct entry to the Independent Electrical Contractors Registered Apprenticeship program. Students received a weekly stipend and necessary industry tools.

In June 2018, program partners celebrated the first cohort of graduates of the Independent Electrical Contractors Pre-Apprenticeship Student Pathways. They will begin working in the field as apprentice electricians and will attend classes as a part of the Registered Apprenticeship program. They will begin employment at local electrical companies upon completion of their coursework. There is currently a shortage of qualified electricians nationally. This student pathway offers youth an opportunity to prepare for a prosperous career while still in high school.

In light of these experiences, the department continues to seek out opportunities to bridge the gap between K-12 education and Registered Apprenticeship career pathways. At present, discussion are under way with local public school systems in both Harford County and Prince George's County to co-enroll existing junior and seniors participating in selected career and technology cluster into corresponding Registered Apprenticeship programs. In this manner, the time the students earn and learn during their high school careers can count toward the required hours in a Registered Apprenticeship program for their occupation of choice. The department would work with MSDE to include these options as part of the Apprenticeship Maryland Program menu.

The department agrees that there are obvious tie-ins between the Apprenticeship Maryland Program and the Maryland Apprenticeship and Training Program. Moving forward, the agency intends to maximize the opportunities for connections along the lines of those outlined above. As outreach is conducted to more local public school systems, similar opportunities will most certainly emerge. In addition, the department will continue to educate existing Registered Apprenticeship sponsors about the benefits of linking up with K-12 education as a source to tap for future talent development. By working with both education and Registered Apprenticeship sponsors, Maryland's young people will have many exciting options as they transition from school to the world of work.