



Youth Apprenticeship
Advisory Committee
Annual Report 2022





December 1, 2022

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

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

The Honorable Bill Ferguson
President
Senate of Maryland
State House, H-107
Annapolis, Maryland 21401

The Honorable Adrienne A. Jones
Speaker
Maryland House of Delegates
State House, H-107
Annapolis, Maryland 21401

Subject: 2022 Annual Report, Maryland Youth Apprenticeship Advisory Committee (MSAR # 10965)

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

I am pleased to update you on the activities of the Maryland Youth Apprenticeship Advisory Committee. During the 2021 – 2022 academic year, the Apprenticeship Maryland Program (AMP) youth apprenticeship initiative grew exponentially, with the total number of youth apprentices doubling in comparison to the prior academic year. With the help of program partners from across the State, more businesses employed more youth apprentices than ever before. Additionally, the program has expanded dramatically beyond the two pilot counties of Frederick and Washington. At present, a total of 22 of Maryland's 24 local public school systems have joined the program, well exceeding the growth goal set for this year.

This report highlights the successes and new developments that have allowed AMP to grow beyond its early days as a pilot program. Accordingly, pursuant to Chapter 646 of the Acts of 2014, this report will provide a comprehensive overview of the growth and expansion of youth apprenticeship opportunities throughout the state during this year.

Please know that the Department and I are committed to working with all of our partners in further expanding the participation of local public school systems in AMP. We look forward to sharing the story of our future growth as we continue to make dynamic progress.

Best Regards,

A handwritten signature in black ink that reads "Tiffany P. Robinson". The signature is fluid and cursive, with a long, sweeping underline.

Tiffany P. Robinson
Secretary
Department of Labor

YOUTH APPRENTICESHIP ADVISORY COMMITTEE ROSTER

Secretary of the Department of Labor or the Secretary's Designee:

The Honorable Tiffany P. Robinson

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

Tiara Booker-Dwyer (until January 2022)

Secretary of Commerce or the Secretary's Designee:

Sarah Sheppard

Secretary of Juvenile Services or the Secretary's Designee:

Shauntia Lindsay

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

James Rzepkowski

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

Grant B. Shmelzer

Michelle Butt

One representative of an employee organization:

Brian S. Cavey

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

Larry Robert Minnick Jr.

One representative from a community college:

Kelly Winters

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

Vacant

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

Judi Olinger (until October 2021)

Diana Ellis (from June 2022)

One representative from the Maryland Chamber of Commerce:

Jason Hardebeck

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

Jill McClune

Vacant

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Maryland's Vision to Expand Apprenticeships

“Youth apprenticeship gives Maryland students a head start on their chosen career path by developing valuable career skills and a professional network during their apprenticeship. The expansion of the youth apprenticeship program ensures even more Maryland students will have greater access to training and career opportunities in the STEM fields.”

-Governor Larry Hogan

Over the past year, Maryland's Department of Labor (MD Labor) continued to make great strides in support of the state's apprenticeship system, including a celebration of apprenticeship through the declaration of National Apprenticeship Week in Maryland for the fifth year in a row. During September 2022, Governor Hogan announced the record-breaking milestone of 12,102 registered apprentices currently working, earning, and learning in the Maryland Apprenticeship and Training Program (MATP), which represents the highest participation rate in state history. This achievement was made possible by MATP's dedication and commitment to recruiting new programs, sponsors, and apprentices in Maryland. As of the end of September, there were 3,900 businesses and 180 program sponsors actively participating in the state's registered apprenticeship program.

Moreover, as Maryland has continued its steady post-pandemic economic growth during 2022, MATP has added 33 new apprenticeship programs and reactivated two apprenticeship programs. The MATP has grown significantly since its integration into Maryland's Workforce System in October 2016: 144 new apprenticeship sponsors have been registered, 33 sponsors have been reactivated, and over 380 sponsor reviews have been conducted.

Maryland has also made great strides in making the case for youth apprenticeship opportunities. Through the work of the Maryland Youth Apprenticeship Advisory Committee (the Committee) and the continued push by MD Labor and other key stakeholders, more students, parents, and employers understand the benefits of apprenticeship opportunities for youth.

The Committee and its volunteer members have been an integral component of how Maryland has charted the course for the steady expansion of the state's youth apprenticeship initiative, the Apprenticeship Maryland Program (AMP). Consequently, AMP has been able to continue its rapid growth. For the 2021-2022 academic year, the program reached another record year for participation. A total of 186 youth apprentices were earning and learning across 17 local public school systems. Equally important, since the last publication of this report one year ago, two additional local public school systems were approved to offer youth apprenticeship, namely Worcester County during April 2022 and Cecil County in November 2022. That brings the total number of AMP school systems to 22 of Maryland's 24 local public school systems. Both MD Labor and MSDE will continue to conduct outreach to foster adoption of the AMP model statewide.

The Case for Youth Apprenticeships: The Other Four Year Degree

“The apprenticeship program especially works for me when I have students who are dedicated to the craft, who are dedicated to learning. I prefer bringing in people who are younger and greener because I can teach them my ways.”

-Chef Gregory James of The Inn at Perry Cabin



Pictured from Left to Right. Maryland Chef of the Year Gregory James with Elmer Martinez, now a junior sous chef at the Inn at Perry Cabin (and youth apprenticeship program graduate), and Matt Cauffman, a youth apprentice from Easton High School.

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

Why Youth Apprenticeship?

During the 2020 legislative session, the Maryland General Assembly passed Senate Bill 1000/House Bill 1300 entitled – *“Blueprint for Maryland’s Future – Implementation.”* The Blueprint is a sweeping education reform bill structured around the core objectives of enriching student experiences, accelerating student outcomes, and improving the overall quality of education in Maryland. This legislation recognizes the importance of and value in expanding and diversifying apprenticeship opportunities for Maryland high school students.¹ It also provides a framework for the state

¹ *“SB 1000/HB 1300 - Blueprint for Maryland’s Future – Implementation,”* Maryland General Assembly website, <https://mgaleg.maryland.gov/mgaweb/Legislation/Details/hb1300?ys=2020RS&search=True>.

educational system and its local partners to achieve the objective of 45% of high school students successfully completing a career and technical education (CTE) program, earning industry-recognized occupational or skill credentials, or completing a registered youth or other apprenticeship before graduating high school.

Since the passage of the 45% objective, MD Labor has been laser-focused on fostering robust on-ramps to the Registered Apprenticeship system while students are juniors and seniors in high school. Our youth apprenticeship initiative has become a principle strategy in building this necessary connectivity. The leadership of the MSDE has rightly recognized that “students benefit greatly from this model by continuing their academic studies and graduating high school in the traditional four-year timeframe while also developing highly valuable industry-specific skills.”²



Chase Shifflett (Left), Justus Sykes (Center), and Dylan Byrd (Right), all youth apprentices from Baltimore County Public Schools, are enjoying their experiences working with Phoenix Metals.

A hallmark of MD Labor’s stewardship of the youth apprenticeship program has been to promote a diversity of opportunity by both industry and occupation for prospective youth apprentices to consider. Recent studies exploring the growing realm of youth apprenticeship programs across the nation, “revealed broad agreement on the importance of skilled trades education and the need to create more seamless pathways for young people to access training, work experience, and credentials.”³ As the AMP model has grown and become more established, it has been characterized by a broad representation of high-growth, high-demand industry sectors. This industry representation, with key sectors at relative parity with each other as the top five with the highest

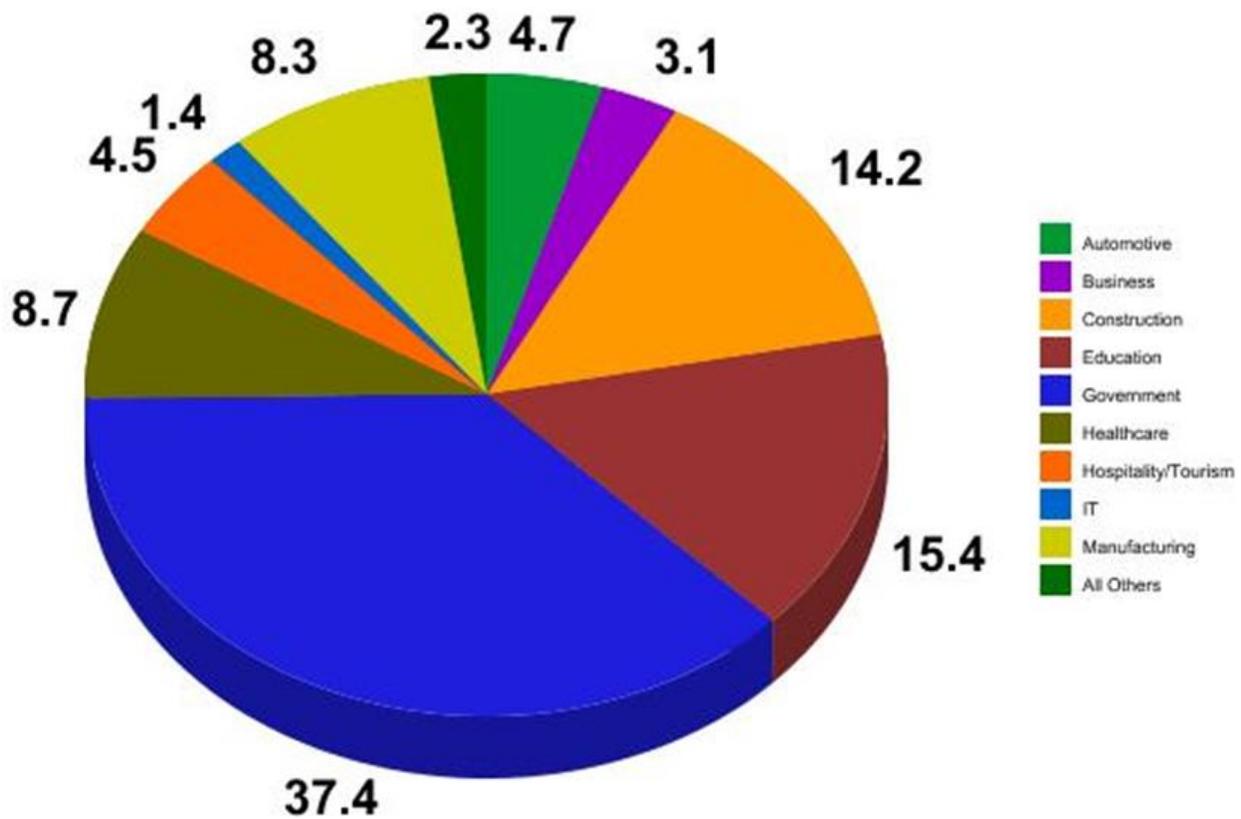
² “Blueprint for Maryland’s Future: College and Career Readiness Pathways – Roadmap to Implementation,” Maryland State Department of Education, Baltimore, MD, August 2022, P. 52.

³ “Youth Apprenticeship and Work-Based Learning in the Skilled Trades,” Michael Prebil and Taylor White, New America, Washington, DC, April 14, 2022, <https://www.newamerica.org/education-policy/briefs/youth-apprenticeship-and-work-based-learning-in-the-skilled-trades/>.

number of youth apprentices (government, education, construction, healthcare, and manufacturing), sets Maryland apart from other states, where “the skilled trades [construction and manufacturing] are not as well represented.”⁴ Favorably, our state’s youth program has a solid balance between “traditional” skilled trades apprenticeships and “non-traditional” apprenticeship fields such as information technology, health care, education, and business.

Fostering this balance has been intentional, in that it simultaneously attracts more high school students to seriously consider youth apprenticeship openings, by appealing to their diverse career interests, while also better preparing them for a full range of prospective career pathways. This approach is also in harmony with the Blueprint’s objectives to have “many more opportunities for students to learn on the job through apprenticeships and work-based experiences, and the creation of a system of skill standards that would make it much easier for students to understand and then get the skills that employers are looking for, skills that lead to exciting and rewarding careers.”⁵

AMP Industry Representation By Percentage



As of 11/18/2022

⁴ *Ibid.*

⁵ “Blueprint for Maryland’s Future – Final Report,” Maryland Commission on Innovation and Excellence in Education – Final Report, Annapolis, MD, December 2020, Page 9.

Statewide Expansion of Youth Apprenticeship



Jessica Tran, a student from Allegany County Public Schools, has been a youth apprentice with Bedford Road Pharmacy – Pharmacare since June 2022.

With each successive school year, AMP has further proven itself as a reliable workforce development strategy. In 2018, the groundwork was put in place to expand youth apprenticeship to be available statewide. MD Labor, Commerce, and MSDE’s original goal for the future growth of AMP was to increase the program by between two and four new participating school systems annually. As a consequence of our combined efforts, since the June 2018 unveiling by MSDE of the AMP Career and Technology Education (CTE) Program of Study, a total of **22** local public school systems have adopted the pilot program’s model. Worcester County joined the program during April of this year and Cecil County in November. Current participating school systems include those noted below.

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

As the program has expanded, MD Labor and its partners have taken steps to ensure adaptability by working with employers to identify a variety of training models for greater program flexibility. One major milestone in efforts to continuously improve and strengthen the administrative framework under which youth apprenticeship operates was the convening of a Youth Apprenticeship Work Group in September 2021. This process, jointly convened by MD Labor and MSDE, has gathered

stakeholders and subject matter experts, including: local public school system youth apprenticeship and/or Career and Technical Education (CTE) staff, representatives of Registered Apprenticeship sponsors, staff from Local Workforce Development Areas, and post-secondary educational programs, with an emphasis on geographic and local resource partners and diversity.

This process has allowed for a smooth and inclusive discussion and planning forum, which will result in a solid working policy and plan. It is anticipated that the completed final version of the Youth Apprenticeship Policy will be jointly issued by MD Labor and MSDE by the end of calendar year 2022. Some of the content areas that the Policy Work Group has covered include the following topics.

- AMP Stakeholder Roles and Responsibilities
- Timelines for submission of various youth apprenticeship-related documents.
- Protocols for the delivery of On-the-Job Training and Related Instruction (RI) for youth apprentices.
- Streamlining the AMP employer application process for businesses already connected to and operating within the Registered Apprenticeship system.
- Strengthening protocols for the collection of participant demographics and program monitoring.
- The importance of dedicated, full-time youth apprenticeship coordinators for participating local public school systems.⁶

A significant amount of time was dedicated to discussing the provision of Related Instruction (RI) for active youth apprentices. The original Apprenticeship Maryland Program Guide, issued in 2016, set forth the basic premise behind the relationship between the work-based learning and connected instruction as described in the excerpt below.

“The on-site training is supported with related classroom instruction so that theory and application are sequenced appropriately.⁷ Additionally, the guide noted that, “The Youth Apprenticeship Coordinator and/or designees must collaborate with the classroom instructors and Eligible Employers to coordinate the design of a realistic training plan that meets the needs of the Eligible Employer.”⁸

AMP is designed to provide a parallel experience to participants utilizing the approach used by Registered Apprenticeship programs. The concurrent delivery of instruction and hand-on work-based training serves to provide participants with the necessary theoretical knowledge as a foundation upon which to apply this knowledge to work-based learning experiences. In a recent study, the National Governors Association (NGA) strongly advocated for this approach. Specifically, NGA noted that “the benefits of work-based learning opportunities are best realized through the

⁶ Favorably, some school systems already have moved to full-time AMP staffing, or are allocating resources to do so. “*St. Mary's school board approves \$150,000 for apprenticeships,*” Caleb M. Soptelean, Southern Maryland News, October 28, 2022.

⁷ Apprenticeship Maryland Program Guide, Maryland Department of Labor, August 2016, Page 9.

⁸ *Ibid*, Page 12.

development of high-quality youth apprenticeship programs, which mirror the criteria for high-quality registered apprenticeships.”⁹

AMP offers the ability to utilize instruction from a multitude of sources, including but not limited to: the local high school, online programs offered either at the place of employment or at the high school, the work site of a participating employer, an industry association, a Joint Apprenticeship and Training School, or the community college. The learning component is designed to comport with the needs of the employer to include credentialing and certification. Maryland also focuses its recruitment of employers from one of MSDE’s 10 Career Cluster areas, which are based on the high-demand sectors defined by Commerce. MD Labor staff have worked closely with their local public school system partners to ensure that the instruction connected to a specific youth apprenticeship position is relevant to the job and acceptable to the business.

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



St. Mary’s County Public Schools hosted a graduation celebration for their 2021-2022 youth apprenticeship completers. Local partners and MD Labor representatives were also in attendance.

⁹ “*State Policy Playbook to Advance Youth Apprenticeship*,” Authored by: Jordan Morang and Rachael Stephens, Published by the National Governors Association, July 5, 2022. <https://www.nga.org/publications/state-policy-playbook-to-advance-youth-apprenticeship/>

Youth Apprenticeships: A Year in Review

“The Maryland Youth Apprenticeship program is a wonderful partnership. It provides students the opportunity to work with professionals in their area of interest to help guide them as they begin to make future career choices.”

-Robin Werner, CTE Supervisor, Talbot County Public Schools

Recruitment of Eligible Employers

AMP continues to grow its listing of eligible employers. Utilizing the guidance established under the original regulations promulgated pursuant to the legislation that authorized the AMP pilot, the Maryland Apprenticeship and Training Council (MATC) approves eligible employers. By the end of the 2021-2022 academic year, a total of 51 new eligible employers were approved by the MATC, raising the number of eligible employers from 236 to 287. It is important to note that, at the beginning of 2022, MD Labor conducted a comprehensive outreach effort to contact all employers approved for AMP since inception. This initiative found that a total of 16 businesses had either: 1) gone out of business, 2) moved out of state, or 3) opted out of the program for economic reasons. Deducting these businesses from our prior count demonstrates that the adjusted year-over-year growth rate for 2021-2022 versus the prior year was 30.5% and over 1,950% growth since program inception.

Since the conclusion of the 2021-2022 school year (and as of the publication date of this report), the total number of participating employers has grown to 368. Thus, barely halfway through the current academic year, a total of 81 new businesses applied for and were approved to participate in AMP. The following is a listing of all eligible employers as of the date of this report’s publication.



Kinley Elliott, a 2021-2022 youth apprentice from Dorchester County, had the opportunity to meet Governor Larry Hogan while he was touring Maryland’s Eastern Shore.

Current Eligible Employers (as of 11/30/2022)

Allegheny County

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

Anne Arundel County

- Anne Arundel County Public Schools (Education)
- Bailey and Shipp (Construction)
- Bayside Fire Protection (Construction)
- Bello Machre (Healthcare)
- Blades of Green, Inc. (Agriculture)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- Brawner Builders (Construction)
- C&R Electric (Construction)
- C-Care, LLC (Manufacturing)
- Control Sources, LLC (Construction)
- Cynergy Electric Company, Inc. (Construction)
- DEL Electric (Construction)
- Denver-Elek, Inc. (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Efficiency Enterprises (Transportation and Logistics)
- Fixed Right and Guaranteed (Construction)
- Grounded Electrical Construction (Construction)
- Hartge Yacht Yard, Inc. (Marine Trades)
- Hayes Construction Company (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Koons Toyota of Annapolis (Automotive)

- Mechanical Engineering & Construction Services (Construction)
- Nancy Arias State Farm (Finance, Insurance and Real Estate)
- National Security Agency (Government)
- NRL and Associates, Inc. (Manufacturing)
- Nealey Auto Service (Automotive)
- Paramount Mechanical (Construction)
- Power Design, Inc. (Construction)
- Pro-Air, Inc. (Construction)
- Rommel Construction (Construction)
- Skyline Technology Solutions (Information Technology)
- Smith Mechanical (Construction)
- The Narrows, Inc. (Hospitality and Tourism)
- Toyota of Bowie (Automotive)
- US Coast Guard Yard (Government)
- Weisman Electric, Inc. (Construction)
- Windsor Electric Company Inc. (Construction)

Baltimore City

- Baltimore City Fire Department (Public Safety)
- Baltimore City Public Schools (Education)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Dare-It Auto Center (Automotive)
- Denver-Elek, Inc. (Construction)
- Efficiency Enterprises (Transportation and Logistics)
- Governor's Workforce Development Board (Government)
- Grounded Electrical Construction (Construction)
- IronShore Contracting LLC (Construction)
- Mechanical Engineering & Construction Services (Construction)
- Nancy Arias State Farm (Finance, Insurance and Real Estate)
- National Security Agency (Government)
- Pella Mid-Atlantic (Construction)
- Pro-Air, Inc. (Construction)
- R. E. Harrington and Sons (Construction)
- Rommel Construction (Construction)
- Shepherd Electric (Construction)
- Tulkoff Food Products (Food Production)
- US Coast Guard Yard (Government)
- Windsor Electric Company Inc. (Construction)

Baltimore County

- AIR LLC (Construction)
- Baltimore County Public Schools (Education)
- Baltimore Country Club (Hospitality and Tourism)
- Bluestone Communications (Construction)

- BoMark Electric (Construction)
- Bopat Electric (Construction)
- CAM Electrical, Inc. (Construction)
- CMP Metals Inc. dba Phoenix Metals (Manufacturing)
- C&R Electric (Construction)
- Clarity Cyber LLC (Information Technology)
- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Country Club of Maryland (Hospitality and Tourism)
- Dare-It Auto Center (Automotive)
- DEL Electric (Construction)
- Delbert Adams Construction Group (Construction)
- Denver-Elek, Inc. (Construction)
- Electrical Automation Services, Inc. (Engineering)
- Elkridge Club (Hospitality and Tourism)
- Ensor Plumbing (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Everglaze, LLC (Construction)
- Flo-Tron Contracting, Inc. (Construction)
- Freestate Baltimore (Construction)
- Governor's Workforce Development Board (Government)
- Grounded Electrical Construction (Construction)
- Hatzel and Buehler, Inc. (Construction)
- Hayes Construction (Construction)
- Holabird Tire Company (Automotive)
- Humanim (Non-Profit)
- Image 360 (Communications)
- IronShore Contracting LLC - (Construction)
- KM Printing LLC DBA Strategic Factory (Manufacturing)
- Labella Pet Boutique (Animal Care)
- Maryland Auto Insurance (Finance, Banking and Real Estate)
- Mechanical Engineering and Construction Services (Construction)
- Mickey's Car ER (Automotive)
- Miller Construction Services, Inc. (Construction)
- Miller Refrigeration, Inc. (Construction)
- National Security Agency (Government)
- North County Unlimited d/b/a Hereford Collision (Automotive)
- North American Millwright Services, Inc. (Automotive)
- Pella Mid-Atlantic (Construction)
- Pinnacle Heating & Air Conditioning Inc. (Construction)
- Play and Learn at Eastpoint (Education)
- Pro-Air, Inc. (Construction)
- Rolling Road Golf Club (Hospitality and Tourism)
- Rommel Construction (Construction)
- Saffer Plumbing, Inc. (Construction)

- Shepherd Electric (Construction)
- Skyline Technology Solutions (Information Technology)
- Smith Mechanical (Construction)
- Sparrows Point Country Club (Hospitality and Tourism)
- Stanley Black and Decker (Manufacturing)
- The Suburban Club (Hospitality and Tourism)
- Tulkoff Food Products (Food Production)
- US Coast Guard Yard (Government)
- Weisman Electric, Inc. (Construction)
- Westmor Industries (Manufacturing)
- Windsor Electric Company Inc. (Construction)

Calvert County

- American Electronic Warfare Associates (Aerospace)
- Bayside Fire Protection (Construction)
- Energy Select LLC (Construction)
- Fitzgerald Auto Malls (Automotive)
- Fixed Right and Guaranteed (Construction)
- Grounded Electrical Construction (Construction)
- Hilton Garden Inn Solomons (Hospitality and Tourism)
- ICF International (Energy)
- J.A. Scheibel, Inc. (Construction)
- JF Marine Services LLC (Maritime)
- Jordan Research and Development (Engineering)
- JPG Plumbing and Mechanical Services (Construction)
- Line Load Electrical Contractors Inc. (Construction)
- Loving Arms Childcare Center (Education)
- Loving Care Senior Services (Healthcare)
- Paramount Mechanical (Construction)
- Nealey Auto Service (Automotive)
- Reliable Marine (Marine Trades)
- Rich Moe Enterprises, LLC (Construction)
- Rommel Construction (Construction)
- Triton Defense (Manufacturing)

Caroline County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- C. Albert Matthews, Inc. (Construction)
- Campbell's Boatyard (Marine Trades)
- Caroline County Public Library (Government)
- Caroline County Public Schools (Education)
- Choptank Transport (Transportation and Logistics)
- Control Sources, LLC (Construction)
- Delmarva Fluid Power Inc. (Construction)
- Denver-Elek, Inc. (Construction)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)

- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Itaberco, LLC (Hospitality and Tourism)
- J. Richard Breeding Excavation, Inc. (Construction)
- Midshore Technology Services (Information Technology)
- NRL & Associates, Inc. (Manufacturing)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- Seaberry Farm (Agriculture)
- The Narrows Inc. (Hospitality and Tourism)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)

Carroll County

- Altimate Electric (Construction)
- Arocon Roofing & Construction (Construction)
- Autonomous ID (Information Technology)
- Bailey and Shipp (Construction)
- Bello Machre (Healthcare)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- CAS Engineering (Engineering)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Ensor Plumbing (Construction)
- Graphcom, Inc. (Communications)
- Grounded Electrical Construction (Construction)
- Hayes Construction Company (Construction)
- Innovative Machine Corp. (Manufacturing)
- JPG Plumbing and Mechanical Services (Construction)
- Lorenzo Restaurants (Hospitality and Tourism)
- Links at Challedon (Hospitality and Tourism)
- Lorien Mount Airy (Healthcare)
- Mead Tree and Lawn Care (Environmental Services)
- National Security Agency (Government)
- Rommel Construction (Construction)
- Shepherd Electric (Construction)
- Skyline Technology Solutions (Information Technology)
- Stanley Black and Decker (Manufacturing)
- Tire World of Riverside (Automotive)
- Windsor Electric Company Inc. (Construction)

Charles County

- American Electronic Warfare Associates (Aerospace)
- Fixed Right and Guaranteed (Construction)

- Ennis Electric, Inc. (Construction)
- Grounded Electrical Construction (Construction)
- ICF International (Energy)
- J.A. Scheibel, Inc. (Construction)
- Line Load Electrical Contractors Inc. (Construction)
- Paramount Mechanical (Construction)
- Pro-Air, Inc. (Construction)
- Rommel Construction (Construction)

Dorchester County

- Acts Retirement Life Communities (Healthcare)
- B & B Sport Aviation (Aviation)
- Blue Oyster Environmental (Aquaculture)
- C. Albert Matthews, Inc. (Construction)
- Cambridge International (Manufacturing)
- Campbell's Boatyard (Marine Trades)
- Choptank Transport (Transportation and Logistics)
- Composite Yacht, LLC (Shipbuilding)
- Crystal Steel Fabricators, Inc. (Manufacturing)
- Delaware Elevator (Construction)
- Dorchester Chamber of Commerce (Trade Association)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Emily's Produce (Agriculture)
- GKD-USA, Inc. (Manufacturing)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- Hyatt Regency Cambridge (Hospitality and Tourism)
- iFrog Digital Marketing (Marketing and Communications)
- Midshore Technology Services (Information Technology)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Quevera, LLC (Information Technology)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)
- Warwick Fulfillment Solutions (Transportation and Logistics)
- WHCP Cambridge Community Radio (Communications)

Frederick County

- ALLCool Refrigerant Reclaim (Construction/HVAC)
- Altimate Electric (Construction)
- American Computer Development (Information Technology)
- Automotive Parts & Machine of Frederick, Inc. (Automotive)
- BaneBio (Healthcare Infomatics)
- BEACON House (Education)
- Ben Lewis Plumbing (Construction)
- Bopat Electric (Construction)
- Bryant Group (Construction)

- Canapes, Inc. (Hospitality and Foodservice)
- Carter CAT (Automotive/Heavy Equipment)
- CAS Engineering (Engineering)
- Contour Construction LLC (Construction)
- Control Sources, LLC (Construction)
- Custom Concepts Construction, Inc. (Construction)
- D. M. Bowman, Inc. (Transportation and Logistics)
- Denver-Elek, Inc. (Construction)
- Dustin Construction (Construction)
- Dynamic Auto (Automotive)
- F B Harding (Construction)
- FJB Engineering (Manufacturing)
- Fountaindale Auto (Automotive)
- Frederick County Public Schools (Education)
- Frederick Regional Health System (Healthcare)
- Graphcom, Inc. (Communications)
- Grounded Electrical Construction (Construction)
- H&R Block (Finance, Insurance and Real Estate)
- Holly Hills Country Club (Hospitality and Tourism)
- Insul-Tech, Inc. (Manufacturing)
- Item America (Manufacturing)
- JPG Plumbing and Mechanical Services (Construction)
- Krietz Auto (Automotive)
- Laurienzio Restaurants (Hospitality and Tourism)
- Lorien Health Services (Healthcare)
- M. R. Electricians, Inc. (Construction)
- Master Plumbing and Mechanical (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Pain and Spine Specialists of Maryland (Healthcare)
- Pediatric Movement Center (Healthcare)
- Phoenix Mecano (Manufacturing)
- Plamondon Hospitality Partners (Hospitality and Tourism)
- Power Design, Inc. (Construction)
- Precision Bioservices (Biotechnology)
- Pro-Air, Inc. (Construction)
- RCI Custom Products (Information Technology)
- Rommel Construction (Construction)
- Second Chances Garage (Automotive)
- Shepherd Electric (Construction)
- Silver Dollar Electric, Inc. (Construction)
- TEI Electrical Solutions (Construction)
- Tire World of Riverside (Automotive)
- Toothman Orthodontics (Healthcare)
- Trinity Salon (Cosmetology)
- Twin Ridge Auto (Automotive)
- W. F. Delauter & Son (Construction)
- Wagner Meats (Food Production)
- Watkins Cabinet (Manufacturing)
- Whiskey Creek Golf Course (Hospitality and Tourism)

- Willard Agri Service (Agriculture)
- Windsor Electric Company Inc. (Construction)
- Zegaz Instruments (Manufacturing)

Harford County

- Acer Events and Exhibits (Construction)
- All Around Plumbing (Construction)
- Baltimore Fabrication (Construction)
- Bel Air Hyundai (Automotive)
- Bizerba USA, Inc. (Manufacturing)
- Bob Bell Chevrolet (Automotive)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- Celebree School of Forest Hill (Education)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Emerald Technology Solutions & Staffing (Information Technology)
- Ensor Plumbing (Construction)
- Fallston Veterinary Clinic (Animal Care)
- Flo-Tron Contracting, Inc. (Construction)
- Good Shepherd Children's Center (Child Care)
- Graphic Production Systems d/b/a Fastsigns Joppa/White Marsh (Communications)
- Grounded Electrical Construction (Construction)
- Hayes Construction, Inc. (Construction)
- Image 360 Harford (Sign & Graphics)
- Jarvis, Inc. (Appliance Repair)
- Keene Company (Automotive)
- KCI Communications (Telecommunications)
- Labella Pet Boutique (Animal Care)
- M&J Complete Auto Care (Automotive)
- MTBR LLC – Bulle Rock Golf Course (Hospitality and Tourism)
- North County Unlimited d/b/a Hereford Collision (Automotive)
- Old Line Barbers, LLC (Cosmetology)
- Plaza Ford (Automotive)
- Power Design, Inc. (Construction)
- Rommel Construction (Construction)
- Skyline Technology Solutions (Information Technology)
- Spartan Surfaces (Construction)
- Windsor Electric Company Inc. (Construction)

Howard County

- AAA Physical Therapy, LLC (Healthcare)
- Altimate Electric (Construction)
- BA Auto Care (Automotive)
- B/A Products, Inc. (Manufacturing)
- Benfield Electric (Construction)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- C&R Electric (Construction)

- CAS Engineering (Engineering)
- Colonial Electric Company Inc. (Construction)
- Control Sources, LLC (Construction)
- Cynergy Electric Company, Inc. (Construction)
- DARCARS Toyota (Automotive)
- DEL Electric (Construction)
- Denver-Elek, Inc. (Construction)
- Ensor Plumbing (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- GOT Electric, LLC (Construction)
- Grounded Electrical Construction (Construction)
- Hawkins Electric Service (Construction)
- Hayes Construction Company (Construction)
- Howard Tech Advisors (Information Technology)
- Humanim (Non-Profit)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Lorenzo Restaurants (Hospitality and Tourism)
- Lexus of Silver Spring (Automotive)
- Lorien Health Services (Healthcare)
- Master Plumbing and Mechanical (Construction)
- Mead Tree and Lawn Care (Environmental Services)
- Minnick's HVAC, Plumbing & Insulation (Construction)
- Nancy Arias State Farm (Finance, Insurance and Real Estate)
- National Security Agency (Government)
- Paramount Mechanical (Construction)
- Pella Mid-Atlantic (Construction)
- Pro-Air, Inc. (Construction)
- R. E. Newcomb, Inc. (Construction)
- Rommel Construction (Construction)
- Salon Tusey (Cosmetology)
- Shapiro and Duncan (Construction)
- Shepherd Electric (Construction)
- Skyline Technology Solutions (Information Technology)
- Smith Mechanical, Inc. (Construction)
- TeamWorx Security, LLC. (Information Technology)
- TEI Electrical Solutions (Construction)
- Turf Valley Resort (Hospitality and Tourism)
- Waverly Woods Golf Club, LLC (Hospitality and Tourism)
- Weisman Electric, Inc. (Construction)
- Windsor Electric Company Inc. (Construction)

Kent County

- Acts Retirement Life Communities (Healthcare)
- Chesapeake CNC Mfg. (Manufacturing)
- Dixon Valve and Coupling Company (Manufacturing)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Real Estate)
- Greenscapes Land Care, LLC (Environmental Services)

- Grounded Electrical Construction (Construction)
- Horsey Construction LLC (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Koons Toyota of Annapolis (Automotive)
- NRL & Associates, Inc. (Manufacturing)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Red Acres Hydroponics (Agriculture)
- Rommel Construction (Construction)
- Weisman Electric, Inc. (Construction)
- Willard Agri Service (Agriculture)

Montgomery County

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

Prince George's County

- Allan Myers, Inc. (Construction)

- Altimate Electric (Construction)
- Bailey and Shipp (Construction)
- Balanced Choice Vending LLC (Retail)
- BoMark Electric (Construction)
- Bopat Electric (Construction)
- C&R Electric (Construction)
- Control Sources, LLC (Construction)
- Crockett Facilities Services, Inc. (Construction)
- Delaware Elevator Inc. (Construction)
- Denver-Elek, Inc. (Construction)
- EVENTEQ, LLC (Transportation and Logistics)
- Fixed Right and Guaranteed (Construction)
- Grounded Electrical Construction (Construction)
- ICF International (Energy)
- J. M. Mullen Electrical Service, Inc. (Construction)
- JPG Plumbing and Mechanical Services (Construction)
- Keller Williams Preferred Properties (Finance, Insurance and Real Estate)
- Koons Toyota of Annapolis (Automotive)
- Master Plumbing and Mechanical (Construction)
- Mechanical Engineering & Construction Services (Construction)
- Nancy Arias State Farm (Finance, Insurance and Real Estate)
- Paramount Mechanical (Construction)
- Pella Mid-Atlantic (Construction)
- Power Design, Inc. (Construction)
- Pro-Air, Inc. (Construction)
- Rich Moe Enterprises (Construction)
- Rommel Construction (Construction)
- Skyline Technology Solutions (Information Technology)
- W. E. Bowers and Associates Inc. (Construction)
- W. L. Gary Company, Inc. (Construction)
- Weisman Electric, Inc. (Construction)
- Windsor Electric Company Inc. (Construction)

Queen Anne's County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- Campbell's Boatyard (Marine Trades)
- Chesapeake Chef Service (Hospitality and Tourism)
- Chesapeake CNC (Manufacturing)
- Dock House LLC (Hospitality and Tourism)
- Dixon Valve and Coupling Company (Manufacturing)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Finance, Insurance and Real Estate)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Itaberco, LLC (Hospitality and Tourism)

- Kent Manor FBS (Hospitality and Tourism)
- Midshore Technology Services (Information Technology)
- Net Vision Consultants, Inc. (Information Technology)
- NRL & Associates, Inc. (Manufacturing)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Pro-Air, Inc. (Construction)
- Queenstown Collision Center, Inc. (Automotive)
- Queenstown Harbor (Hospitality and Tourism)
- Queenstown Landing (Hospitality and Tourism)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- The Jetty Restaurant (Hospitality and Tourism)
- The Narrows, Inc. (Hospitality and Tourism)
- Weisman Electric, Inc. (Construction)
- The Whalen Company (Manufacturing)
- Willard Agri Service (Agriculture)
- Woods Aviation d/b/a Chesapeake Sport Pilot (Aviation)
- Wye River Marine (Marine Trades)

St. Mary's County

- 17/71 Architectural Studio (Architecture)
- Air Combat Effectiveness Consulting Group, LLC (Aviation)
- Alion Science and Technology Corporation (Manufacturing)
- American Electronic Warfare Associates (Aerospace)
- Atkinson Aerospace and Technology, Inc. (Aerospace)
- Bayside Fire Protection (Construction)
- C H Attick Electric, Inc. (Construction)
- Coherent Technical Services, Inc. (Manufacturing)
- Control Sources, LLC (Construction)
- Denver-Elek, Inc. (Construction)
- Energy Select LLC (Construction)
- Fitzgerald Auto Malls (Automotive)
- Fixed Right and Guaranteed (Construction)
- Grounded Electrical Construction (Construction)
- HMS Enterprises d/b/a Leonardtown Collision (Automotive)
- Hilton Garden Inn Solomons (Hospitality and Tourism)
- ICF International (Energy)
- Integrated Electrical Technologies Corporation (Business)
- J. A. Scheibel, Inc. (Construction)
- J Browne Excavating LLC (Construction)
- J.F. Taylor, Inc. (Manufacturing)
- Jordan Research and Development (Engineering)
- JPG Plumbing and Mechanical Services (Construction)
- Line Load Electrical Contractors Inc. (Construction)
- Naval Systems, Inc. - NSI (Defense)
- Paramount Mechanical (Construction)
- Pax Aero Solutions (Manufacturing)
- Platform Aerospace (Manufacturing)
- Precise Systems (Defense)

- ProPlumb, LLC (Construction)
- Reliance Test & Technology (Defense)
- Render Security Engineering, LLC (Information Technology)
- Rommel Construction (Construction)
- Salty Creek Electric, Inc. (Construction)
- Schoenbauer Furniture Service (Carpentry, Furniture Repair)
- Shady Lane Construction (Construction)
- Simmons Heating and Air Conditioning Corporation (Construction)
- St. Mary's County Museum Division (Hospitality and Tourism)
- St. Mary's County Public Schools (Education)
- Sweet Blue Smoke (Hospitality and Tourism)
- The Front Porch LLC (Hospitality and Tourism)
- The Patuxent Partnership, LLC (Non-Profit)
- Tom Hodges Auto Sales (Automotive)
- Triton Defense (Manufacturing)
- Trossbach Enterprises (Construction)
- W. M. Davis, Inc. (Construction)

Talbot County

- Acts Retirement Life Communities (Healthcare)
- Atlantic Tractor, LLC (Automotive)
- Campbell's Boatyard (Marine Trades)
- Caroline County Public Library (Government)
- Choptank Transport (Transportation and Logistics)
- E&B Automotive, Inc. (Automotive)
- Eastern Shore Title Company (Finance, Insurance and Real Estate)
- Fisherman's Inn (Hospitality and Tourism)
- Gluten-Free Bakery Girl (Hospitality and Tourism)
- Gross Mechanical Laboratories, Inc. (Manufacturing)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Itaberco, LLC (Hospitality and Tourism)
- Links at Perry Cabin (Hospitality and Tourism)
- NRL & Associates, Inc. (Manufacturing)
- Phillips Wharf Environmental Center, Inc. (Aquaculture)
- Queenstown Collision Center, Inc. (Automotive)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- Spring and Associates (Construction)
- The Inn at Perry Cabin (Hospitality and Tourism)
- The Narrows, Inc. (Hospitality and Tourism)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)

Washington County

- Antraquip Corporation (Manufacturing)
- Anything Printed (Communications)
- Asplundh Tree Experts (Forestry)
- Associated Builders and Contractors, Cumberland Valley (Trade Association)

- Badaki Law Firm (Legal Services)
- Beachley Furniture (Manufacturing)
- Beacon Grace LLC (Business Management)
- BEACON House (Education)
- Bopat Electric (Construction)
- Bowman Murray Fulk Group (Automotive)
- Brethren Mutual Insurance Co. (Finance, Insurance and Real Estate)
- Burkeholder's Floor Covering (Construction)
- CMG Electric, Inc. (Construction)
- C&R Automotive (d/b/a Modern Masters) (Automotive)
- Caldwell Manufacturing (Manufacturing)
- City of Hagerstown (Government)
- Clear Spring Creamery (Agriculture)
- Columbia Machine, Inc. (Manufacturing)
- Contour Construction LLC (Construction)
- Control Sources, LLC (Construction)
- Corey's Construction, Inc. (Construction)
- Custom Machine, Inc. (Manufacturing)
- D. M. Bowman (Transportation and Logistics)
- DatAchieve Digital, LLC (Communications)
- Denver-Elek, Inc. (Construction)
- DVF Corporation (Manufacturing)
- ERJ Transportation Services (Transportation and Logistics)
- Electromet Corporation (Manufacturing)
- Elite Card Processing, LLC (Business)
- Ellsworth Electric, Inc. (Construction)
- Fahrney-Keedy Memorial Home, Inc. (Healthcare)
- Fil-Tec, Inc. (Manufacturing)
- First Works Horizon Homes (Construction)
- Fitzgerald Auto Mall (Automotive)
- Fountain Head Country Club (Hospitality and Tourism)
- Glessner Technologies (Information Technology)
- Grounded Electrical Construction (Construction)
- Gruber-Latimer Restoration (Construction)
- H&R Block (Finance, Insurance and Real Estate)
- Hagerstown Children's School (Education)
- Holistic Health Association of Boonsboro (Healthcare)
- Hub Labels, Inc. (Manufacturing)
- IGM Commercial Fire and Electrical Systems (Construction)
- Item America (Manufacturing)
- Jay Reece Mobile (Telecommunications)
- JLG Industries (Manufacturing)
- Krietz Auto (Automotive)
- Land Cruiser Heaven (Automotive)
- Leiter's Fine Catering (Hospitality and Tourism)
- LS Grim Consulting Engineers (Construction)
- Maryland Watch Works, Inc. (Manufacturing)
- MEC, Inc. (Construction)
- Mellott Company (Manufacturing)

- Meritus Medical Center, Inc. (Healthcare)
- Merkle RMG (Business Services)
- Mid Atlantic Plastic Surgery (Healthcare)
- Nacarato Truck Centers (Automotive)
- Noels Fire Protection (Construction)
- Pediatric Movement Center (Healthcare)
- RAMPF Molds Industries, Inc. (Manufacturing)
- RCI Custom Products (Information Technology)
- Regional Fire Protection, LLC (Construction)
- Reliable Office Technologies (Information Technology)
- Rommel Construction (Construction)
- Roy's Quality Car Care (Automotive)
- Schmankerl Stube Restaurant (Hospitality and Tourism)
- Senior Benefit Services, Inc. (Insurance)
- Shepherd Electric (Construction)
- Silver Dollar Electric (Construction)
- TEI Electrical Solutions (Construction)
- Tele-Plus Corporation (Telecommunications)
- The Inn of Boonsboro (Hospitality and Tourism)
- Toothman Orthodontics (Healthcare)
- Total Comfort Heating and A/C (Construction)
- Tri-County Pump Service, Inc. (Construction)
- Valentine Electric, Inc. (Construction)
- Wade Architecture (Architecture)
- Washington County Division of Environmental Management (Government)
- Washington County Museum of Fine Arts (Historic Preservation)
- Washington County Public Schools (Education)
- Willard Agri Service (Agriculture)
- Williamsport Retirement Village (Healthcare)

Wicomico County

- City of Salisbury (Government)
- Control Sources, LLC (Construction)
- Delaware Elevator Inc. (Construction)
- Denver-Elek, Inc. (Construction)
- Grounded Electrical Construction (Construction)
- iFrog Digital Marketing (Marketing and Communications)
- Parker & Associates, Inc. (Construction)
- RAUCH, Inc. (Engineering)
- Rommel Construction (Construction)
- The Whalen Company (Manufacturing)
- Trenton Pipe Nipple Company (Manufacturing)

Worcester County

- Delaware Elevator Inc. (Construction)
- Grounded Electrical Construction (Construction)
- Maryland Broadband Cooperative (Telecommunications)
- Rommel Construction (Construction)

- Worcester County Public Schools (Education)



Montgomery County Public Schools senior Betre Mussie Gebretensai (Center) graduated from AMP in June 2022. Pictured with him are Jeffrey Smith (Left) from MD Labor and Shawn Krasa (Right) from Montgomery County Public Schools.

Expansion of the Innovative Pathways to Success Program

During 2022, MD Labor expanded the existing Pathways to Success Electrical Pre-Apprenticeship Program to serve students in both Calvert and Prince George’s counties. Originally piloted in Howard County, this classroom instruction and hands-on skills training program prepares Maryland youth for employment and registered apprenticeship in one of the fastest growing occupations in construction. For its most recent iteration, Pathways to Success was a collaboration between MD Labor, Calvert County Public Schools (CCPS), Prince George’s County Public Schools (PGCPS), and the Independent Electrical Contractors (IEC) Chesapeake. Through this pre-apprenticeship program, six youth from CCPS and seven from PGCPS had the opportunity to begin a career in the electrical trade.



Five Calvert County Public Schools students graduated from the Pathways to Success Pre-Apprenticeship Program, which is a collaboration between the Independent Electrical Contractors – Chesapeake and the College of Southern Maryland.

In collaboration with these two local public school systems, IEC Chesapeake conducted 200-hour electrical trade pre-apprenticeship programs for the enrolled students, which included a combination of hands-on training and classroom instruction. Each student who successfully

completed the program and met minimum criteria set by IEC Chesapeake will secure employment as an electrician helper and have a chance to participate in Maryland's Registered Apprenticeship Program. Since 2018, these were the seventh and eighth cohorts of students to be served under this initiative.

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

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

COVID-19 has hampered the first year of activity. MD Labor, the IBEW Local 24, and Baltimore County Public Schools met multiple times during the past year to facilitate entry for high school students. Favorably, as recovery has continued from the pandemic, a total of 31 individuals have participated thus far with many entering Registered Apprenticeship.



Zoie Jedlowski, from Allegany Public Schools, is presently earning and learning through AMP as a youth apprentice culinary assistant at Rocky Gap Casino and Resort.

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

AMP also offers pathways to employers to expand from a youth apprenticeship model seamlessly to a Registered Apprenticeship model. Since inception, a total of 22 employers participating in AMP have either been existing Registered Apprenticeship sponsors or have been approved to be a sponsor. AMP employers who are also RA sponsors are, as follows:

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

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

A sampling of some of the current apprenticeship sponsors that presently allow for STA include the following programs.

- Associated Builders and Contractors – Baltimore Metro
- Associated Builders and Contractors – Chesapeake Shores
- Associated Builders and Contractors – Cumberland Valley
- Baltimore Electricians Joint Apprenticeship and Training Committee (JATC), Local Union #24
- Bob Breeding General Contractors, Inc.
- Congressional Country Club
- Digital Network Group
- Harford Community College
- Hub Labels, Inc.
- Independent Electrical Contractors – Chesapeake
- Jarvis, Inc.
- Prince George’s County Public Schools
- Heating & Air Conditioning Contractors of Maryland (HACC)
- Maryland Direct Support Professional Apprenticeship Program
- Maryland Plumbing, Heating and Cooling Contractors

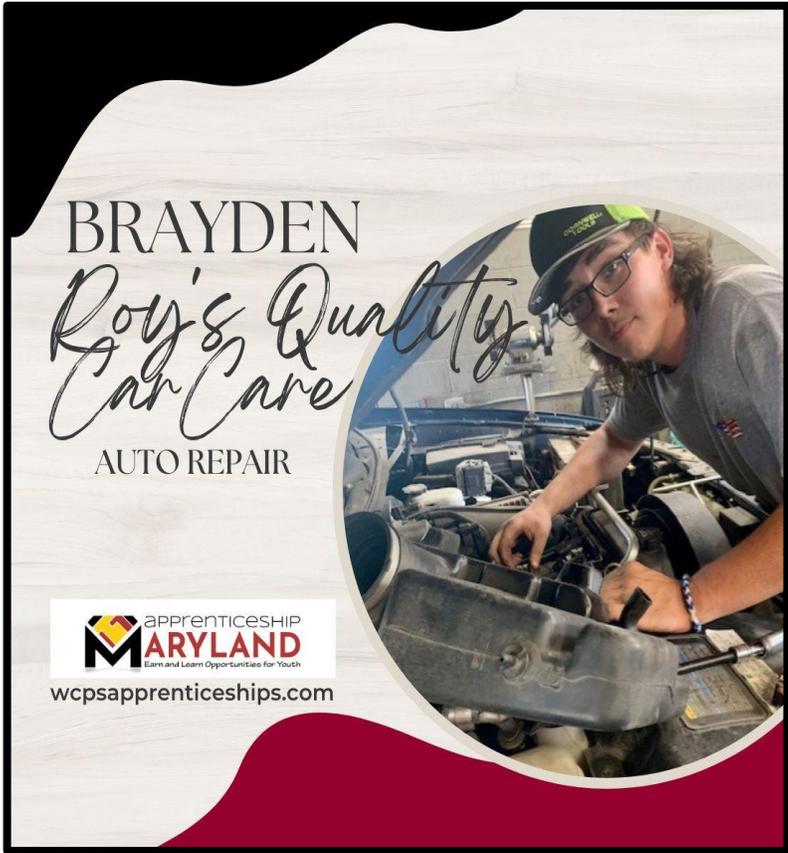
- Maryland Watch Works
- M & S Electric, LLC
- Mickey's Car ER, LLC
- Pohanka Automotive Technology Training Center
- Reliance Test & Technology, Inc.
- Spicer's Appliance and Security, Inc.
- Woodmont Country Club



B/A Products is one of many employers approved to work with the Howard County Public School System within the youth apprenticeship program. Max Chamberlain (Right) is their current youth apprentice.

Twenty-seven of the 186 total AMP youth apprentices from the 2021-2022 school year (14.5%) were also registered as apprentices using the STA model by the end of that school year.

Additionally, nearly 60 other AMP employers are also participating employers in one or more group Registered Apprenticeship program registered with MATP. MD Labor continuously seeks out opportunities to connect AMP employers directly to the Registered Apprenticeship system. These linked programs offer AMP students the opportunity to become Registered Apprentices. As an example, Dynamic Automotive has chosen to make the youth apprenticeship to Registered Apprenticeship pathway its exclusive option for recruiting talent.



Kierstin Reiff (Top) and Brayden Barr (Bottom) are two of the over 100 youth apprentices presently participating through Washington County Public Schools.

Utilizing Past Student and Business Success and Feedback to Promote AMP

The vast majority of AMP employers extend offers of employment to interested students after they complete the program. Below are some representative testimonials from recent youth apprentices.

Matthew Noll, Youth Apprentice from Washington County Public Schools, with Hub Labels, Inc.

"The apprenticeship program gave me the opportunity to go into an actual job that gives me first hand work experience. It gave me that little nudge so I get a feel for how the real working world works."

Jessica Tran, Youth Apprentice from Allegany County Public Schools, with Bedford Road Pharmacy - Pharmacare

"I love my coworkers and work environment. I feel like I have gained a lot of work related experience, while also learning a lot about pharmaceuticals!"

Jade Hamelin, Youth Apprentice from Frederick County Public Schools with Frederick Health

"I think that for me my youth apprenticeship definitely opened up other opportunities to look into my career choice. It has also taught me some really valuable things about a real work environment."



Liam Osburn, a student at St. Mary's County Public Schools, works as a youth apprentice at Precise Systems.

Christopher Ireland, Youth Apprentice from Caroline County Public Schools, with Midshore Technology

“Through the program, I’ve learned business, IT, and countless other skills I would have only dreamed of learning before. I have constantly recommended it to students at my school and strongly urge any student given the chance to at least try this program. As a high schooler learning a trade from a professional and applying my newly learned knowledge to school and life has given me a firm boost over my peers. Without this program I would surely have struggled to find a good job, much less one doing what I love.”

William Burgess, Youth Apprentice from Talbot County Public Schools with The Whalen Company

“Working with Whalen has been a pleasure and an incredible experience. Not many people my age are given such amazing opportunities. The engineering team at Whalen understood that I wanted to absorb as much information as humanly possible and made sure that I did.”

Vencent Raynor, Youth Apprentice from Washington County Public Schools with Hub Labels, Inc.

“I wanted some real world experience in a manufacturing atmosphere. Being here is real life, unlike something read on the computer during class.”

Nehemiah Beeks, Youth Apprentice from Montgomery County Public Schools also working with MCPS

“I learn new skills every day I go to work. I feel good here. I’ve met people who also work at MCPS while taking classes at their high school.”



Baltimore County youth apprentice Nicholas Smith (Left) and Beth Miller (Right), HR Manager at Miller Refrigeration.

Beth Miller, Human Resources Manager with Miller Refrigeration (employing two Baltimore County Public Schools youth apprentices)

"We get excited at the opportunity to bring the next generation in, and to teach and train them on the job with technicians who have been in the field for over 20 years."

Matt Cauffman, Youth Apprentice from Talbot County Public Schools with The Inn at Perry Cabin

"You have to manage your time between schoolwork, classes and coming to work for extensive hours. You have to dedicate yourself to it. It has taught good work ethic, which I think is good for a lot of young people."

Abdur Razzaq Hassan, Youth Apprentice/Registered Apprentice from Howard County Public Schools with Johns Hopkins - Applied Physics Lab

"This program means a lot to me because this is going to be one of the biggest changes in my life. Ever since I started this program it has taught me to manage my time, be social with others around me, and to always stay on top of my tasks that need to be finished."

Diego Benavides Flores, Youth Apprentice from Washington County Public Schools with Hub Labels, Inc.

"They start you off in the job like anyone else would, which is kind of nice. You get to do what every other employee does."

Sean Morgan, Youth Apprentice from Harford County Public Schools with Baltimore Fabrication

"While working at Baltimore Fab I have had the opportunities to learn many different trades, such as welding, fabricating, polishing, and CAD drawing. These different trades are tickets to different career opportunities and being a part of the Apprenticeship Program will give me a jumpstart for the future by letting me learn and master these trades."



Zoie Jedlowski, Youth Apprentice from Allegany County Public Schools with Rocky Gap Casino and Resort

“The fastest way to get where you want to be is full dedication with where you are now.”

Elmer Martinez, 2020-2021 Youth Apprenticeship Graduate from Talbot County Public Schools now employed full-time for over two years with The Inn at Perry Cabin

“For me personally, it has been a great program. The best thing has been the opportunities that Chef Greg has given me, the connections I have been able to make, and just being able to learn from everyone.”

Chris Phillips, President of Phoenix Metals, Inc. (employing two Baltimore County Public Schools youth apprentices)

“We feel that we provide an excellent work experience for those who participate, along with having a positive impact on youth in the community. In the future, we hope to have some of those students return or continue their employment and grow within our organization.”

Saarah Thangalvadi, Youth Apprentice from Frederick County Public Schools with Frederick Health

“My youth apprenticeship experience helped me acquire knowledge about the operations of a formal workplace. I was able to fully realize my potential in my leadership and teamwork skills, while still getting paid. It has widened my horizons by getting to know great people through first hand experiences.”

Mike Ridge, CEO with Clarity Cyber (employing two Baltimore County Public Schools youth apprentices)

“We got involved in the program specifically to be able to interact longer term than ‘just’ a summer internship. This enabled us to spend significantly more time training.”



Baltimore County Public Schools youth apprentice Manny Morales-Starlings (third from Left) at North American Millwright.

Todd Loht, Supervisor for the Office of Technology Operations with Baltimore County Schools (employing two Baltimore County Public Schools youth apprentices)

"I was impressed by their enthusiasm to learn something new and their professionalism while receiving training. I was also impressed by how they would assist each other, and that they were not afraid to ask questions."

Wonder Herrera, Youth Apprentice from Washington County Public Schools with Meritus Health

"I'm proud to work at Meritus in the security role I'm sitting in. It means a lot because I get to help people and make sure they're safe!"

Fatou Sanko, Youth Apprentice from Baltimore County Public Schools with Clarity Cyber

"I wanted to get into this program because I want to pursue something in tech in the future. Specifically, something along the lines of software engineering. This apprenticeship program will help me to have an idea of what that work field will be like."

Julian Zelaya, Youth Apprentice from Frederick County Public Schools with Second Chance Garage

"At Second Chance Garage, I am given the time to see how things really work, which helps me build my [diagnostic] skills."

Holden Veeck, Youth Apprentice/Registered Apprentice from Howard County Public Schools with Altimate Electric

"I am unbelievably grateful to be enrolled in the electrical trade so early and with so much support, both financially and morally. I have been wanting to take this career path for a few years now and I have been blessed with the chance I never thought I'd be given."



Clarity Cyber staff, current youth apprentices, and CTE staff from Baltimore County Public Schools.

Apprenticeship Maryland Program Statistics

As AMP officially completed its fourth year as a statewide program during the 2021–2022 academic year, the number of students who have been placed has grown significantly. The number of students placed into youth apprenticeships increased by over 106.7 % versus the prior academic year, despite the lingering effects of the pandemic and all of the challenges that the state’s employers and school systems faced. At the end of the 2021–2022 school year, a total of **186** students (then a state record) were registered as youth apprentices, distributed across the state as shown below:

Allegany – 4	Howard – 20
Anne Arundel – 1	Montgomery – 4
Baltimore City – 3	Queen Anne’s – 4
Baltimore County – 10	St. Mary’s – 24
Calvert – 3	Talbot – 3
Caroline – 1	Washington – 90
Dorchester - 7	Wicomico - 1
Frederick – 12	

To date during the 2022-2023 school year, a total of **423** students are registered as youth apprentices, which represents another record number of participants for AMP (127.42% growth just since the end of the prior school year). The county breakdown is as follows:

Allegany – 4	Howard – 33
Anne Arundel – 149	Montgomery – 9
Baltimore City – 1	Prince George’s – 2
Baltimore – 38	Queen Anne’s – 4
Calvert – 3	St. Mary’s – 41
Caroline – 2	Talbot – 1
Carroll – 2	Washington – 107
Frederick – 15	Wicomico - 1
Harford – 11	

New registrations have come in at a much quicker pace thus far this school year, and it is anticipated that this pace will continue to grow.

- According to wage information, and in accordance with statute, the students who were placed with eligible employers were making at least the applicable minimum wage. Several students were making as much as \$20.50 per hour. The average hourly wage for currently registered youth apprentices is \$14.39.
- Youth apprentices received workforce skills and training related to the following occupations:

Agronomy Assistant	Auto Mechanic	Carpentry
Alarm Installation Technician	Biomed Technician	Apprentice
Arborist	Business System Analyst	Chef Assistant
Architectural Designer/Drafter	Cabinet Maker	Child Care Assistant
	CAD Draftsperson	CNC Machinist
	CNA Assistant	Communications Assistant

Computer Support Specialist	Hospitality Apprentice	Print Operator
Cosmetology Assistant	Interior Design	Project Assistant
Custom Furniture Manufacturing	IT Support Assistant	Project Management
Data Entry	Laboratory Technician	Reading Tutor
Diesel Maintenance Technician	Language Analyst	Refrigerant Reclaim Helper
Direct Support Professional	Line Cook	Service Technician Apprentice
Apprentice	Machine Operator	Sports Reporter
Electrician's Assistant	Manufacturing Technician	Steamfitter Youth Apprentice
Engineering Assistant	Marketing Apprentice	Tax Assistant
Estimator	Mechanical Engineer	Telecommunications Equipment Repair Assistant
Fire Sprinkler Apprentice	Medical Assistant	Therapy Technician
Government Policy Researcher	Pastry Chef Apprentice	Unit Nutrition Assistant
Graphic Designer	Patient Access Registrar	Upholstery
HVAC Apprentice	Pharmacy Assistant	Water Operator
	Plumber's Assistant	Welding Apprentice
	Pre-Access Financial Counselor	Yamaha Outboard Technician
	Press Assistant	

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

AMP Business Percentages 2021-2022		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Aeronautics	1	0.5%
Architecture	2	1.1%
Association Management	1	0.5%
Automotive	12	6.5%
Business	14	7.5%
Construction	36	19.4%
Education	29	15.6%
Engineering	2	1.1%
Finance, Banking and Real Estate	1	0.5%
Furniture Repair	1	0.5%
Government	4	2.2%
Healthcare	22	11.8%
Hospitality and Tourism	14	7.5%
Information Technology	1	0.5%
Manufacturing	41	22.0%
Transportation and Logistics	5	2.7%
Total	186	100.0%

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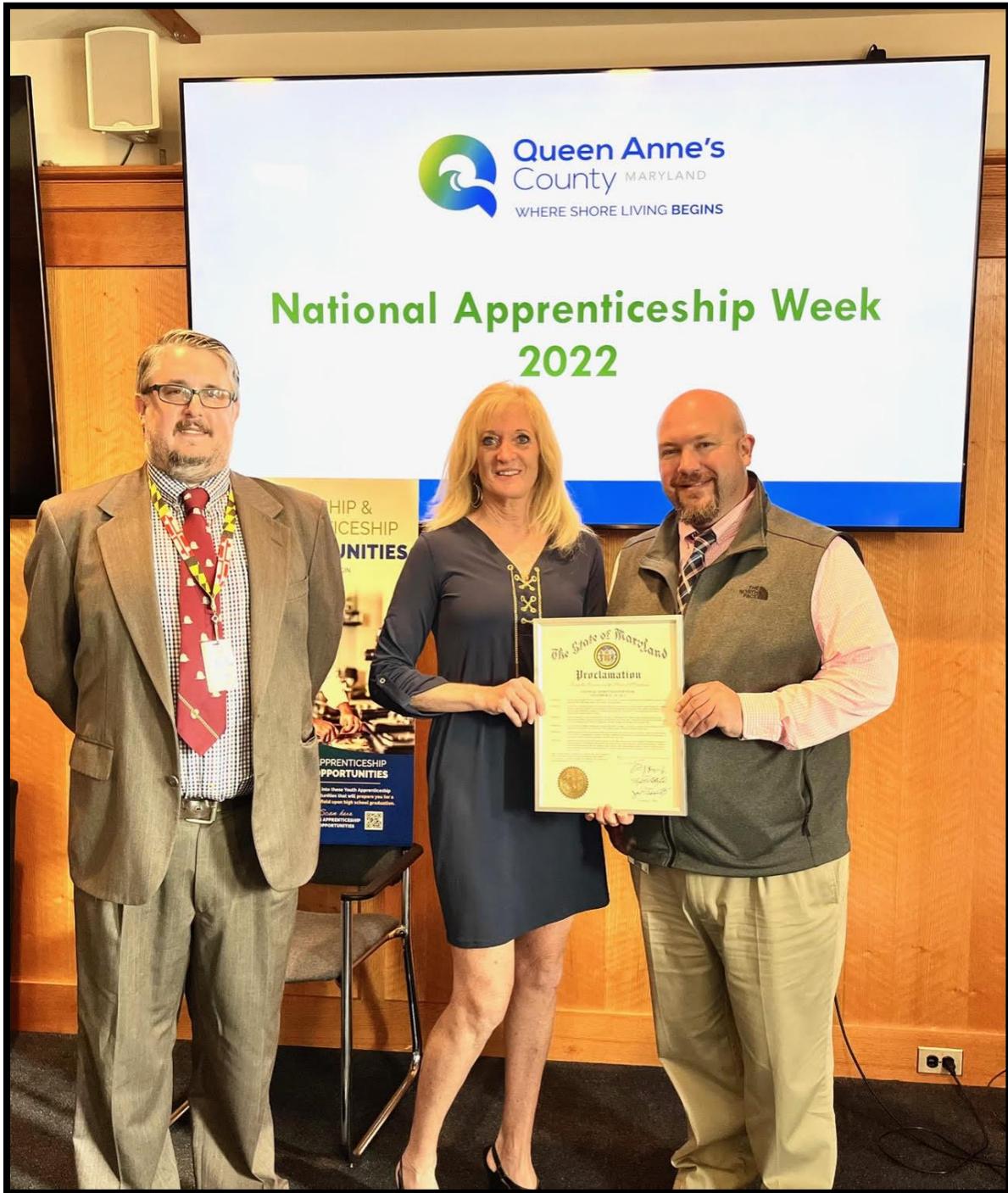
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• Assist in cooking process
• Prepare food for service
• Operate kitchen equipment
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For each new youth apprenticeship opportunity, Washington County Public Schools prepares an informative job announcement.

- Industry representation for youth apprentices for the current 2022-2023 academic year is as follows.

AMP Business Percentages as of 11-21-2022		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Aeronautics	0	0.0%
Agriculture	1	0.2%
Animal Care	2	0.5%
Architecture	1	0.2%
Association Management	1	0.2%
Automotive	20	4.7%
Business	13	3.1%
Communications	1	0.2%
Construction	60	14.2%
Education	65	15.4%
Engineering	0	0.0%
Finance, Banking and Real Estate	1	0.2%
Furniture Repair	0	0.0%
Government	158	37.4%
Healthcare	37	8.7%
Hospitality and Tourism	19	4.5%
Information Technology	6	1.4%
Manufacturing	35	8.3%
Maritime	2	0.5%
Transportation and Logistics	1	0.2%
Total	423	100.0%

- 92 students completed the Apprenticeship Maryland Program by the end of the 2021–2022 school year.
- 67 students were retained under the program from the 2021–2022 school year and are continuing for the 2022–2023 school year.



MD Labor Apprenticeship Navigator Robert Zimmeroff (Left), presents a 2022 National Apprenticeship Week Governor’s Proclamation to Connie Dean (Center), Queen Anne’s County Economic Development Career Technology Liaison and Adam Tolley (Right), Queen Anne’s County Public Schools Youth Apprenticeship Coordinator.

Concluding Remarks

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

- recruiting new participating employers representative of the state’s high-growth, high-demand industry sectors;
- adding diverse occupations to the roster of AMP supported opportunities;
- promoting the AMP model to potential student participants and their parents or guardians;
- increasing the awareness of educators and school counselors about the value of this “earn and learn” model; and
- strengthening the collaboration of all of the diverse state and local entities involved with the program. A key component of this work is now underway and involves a comprehensive assessment of the existing policies and procedures associated with administering youth apprenticeship.

MD Labor and MSDE will continue to conduct outreach to those local public school systems that have not yet joined AMP. MATP staff will also connect with the Governor’s Workforce Development Board, CTE Committee so as to inform its members on the progress of AMP and share thoughts for opportunities for continued, future growth of the program. Lastly, MD Labor will continue to educate existing Registered Apprenticeship sponsors about the benefits of linking up with K-12 education as a source to tap for future talent development. By working with both education and Registered Apprenticeship sponsors, Maryland’s young people will have many exciting options as they transition from school to the world of work.

The Apprenticeship Maryland Program’s partners – at all levels of government and throughout the private sector – are firmly committed to the vision that, *“youth apprenticeship is a strategy for building a more inclusive economy by creating affordable, reliable and equitable pathways from high school to good careers and college degrees. Youth apprenticeship is a structured work-based learning program that connects the educational needs of students with the talent needs of industry.”*¹⁰

¹⁰ “*State Policy Playbook to Advance Youth Apprenticeship*,” Authored by: Jordan Morang and Rachael Stephens, Published by the National Governors Association, July 5, 2022. <https://www.nga.org/publications/state-policy-playbook-to-advance-youth-apprenticeship/>.