**Present**

|  |  |
| --- | --- |
| **Councilmembers** | **Title/Affiliation** |
| **Brian S. Cavey** | **- Chairman/Employee Representative** |
| **Lateefah Durant** | **-Public Representative** |
| **Neil Wilford, Jr.**  **Terreia Smalls** | **- Employee Representative**  **- Employee Representative** |
|  |  |
| **Stephanie Anderson**  **Grant Shmelzer**  **Minah Woo**  **Tasha Cornish**  **Chris Hadfield** | **- Employer Representative**  **- Employer Representative**  **- Employer Representative**  **- Employer Representative**  **- Employer Representative** |
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*\* Before the meeting convened, Employee Representative Norbert Klusmann, and Public Representative Shaunta Chapple all notified Director Chris MacLarion that they would be unable to be in attendance. (After the meeting was held notification was received that Employee Member Harry Preston had passed away. )*

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| --- | --- |
| **Other Attendees** | **Title/Affiliation** |
| **John Feaster** | **- Deputy Assistant Secretary,**  **Division of Workforce Development and Adult Learning (DWDAL), MD Labor** |
| **Peggy Dall’Acqua** | **- Maryland Assistant Attorney General** |
| **Tracy Kyttle** | **-Maryland State Department of Education (MSDE)** |
| **Christopher D. MacLarion** | **- Director, Maryland Apprenticeship and Training Program (MATP), MD Labor** |
| **Logan Dean** | **- MATP, MD Labor** |
| **Jane Sinclair** | **- MATP, MD Labor** |
| **Sheila Jackson** | **- MATP, MD Labor** |
| **Amy Belt** | **-MATP, MD Labor** |
| **Karen Parker** | **- MATP, MD Labor** |
| **Anetta Lefterov** | **- MATP, MD Labor** |
| **Teresa Mena** | **- MATP, MD Labor** |
| **Kevin Hunt** | **- MATP, MD Labor** |
| **Coral Newland** | **- MATP, MD Labor** |
| **Alicia Dennis** | **- MATP, MD Labor** |
| **Roseanne Fish** | **- MATP, MD Labor** |
| **Laura Wright** | **- MATP, MD Labor** |
| **Lynn Stone** | **- MATP, MD Labor** |
| **Jennifer White** | **- MATP, MD Labor** |
| **Pam Luby** | **-MATP, MD Labor** |
| **Jacqueline Trieu** | **-MATP, MD Labor** |
| **Marsel Pollock** | **-MATP, MD Labor** |
| **Angela Harkness** | **-MATP, MD Labor** |
| **Ellie Marts** | **-DWDAL, MD Labor** |
| **Anahitta Mian** | **- DWDAL, MD Labor** |
| **Jessica York** | **-Joe’s Movement Emporium** |
| **Ebony Pleasants** | **-Joe’s Movement Emporium** |
| **Doreen Sahan** | **-Associated Builders and Contractors (ABC), Metro Washington** |
| **Mark R. Silvers** | **-Associated Builders and Contractors (ABC), Metro Washington** |
| **Kathy Gress** | **-Barr Construction** |
| **Amos McCoy** | **-Barr Construction** |
| **Gary Armstrong** | **-Ironworkers Local 5** |
| **Nijel Redrick** | **-IBSS Corp.** |
| **Francesca Arriatia** | **-IBSS Corp** |
| **James Rzepkowski** | **-Howard Community College** |
| **Matt Baylis** | **-Harford Community College** |
| **Tammi Ledley** | **-Carroll Community College** |
| **Dolly Bermudez** | **-Howard County Office of Workforce Development** |
| **Yvette Clark** | **-Mayor’s Office of Employment Development (MOED)** |
| **Stephanie Strianse** | **-Inclusive Clean Energy** |
| **Natasha Broaddus** | **-Inclusive Clean Energy** |
| **Tamia Clayborne** | **-Dobbs Defense Solutions** |
| **Erica Dobbs** | **-Dobbs Defense Solutions** |
| **Lena Stewart** | **-Our Space World** |
| **Taylor Lewis** | **-Our Space World** |
| **Jade Foster** | **-Our Space World** |
| **Chris Meadows** | **-BioOne of Gaithersburg** |
| **Boni King** | **-MNCPPC** |
| **Berlyn Best** | **-MNCPPC** |
| **Temi Akinwumi** | **-MyIT** |

*Chairman Cavey called the meeting to order at 9:01 a.m. at the Plumbers and Gasfitters Local 5 Training Facility, (5000 Forbes Blvd. Lanham, MD 20706).*

**I. OPENING REMARKS AND INTRODUCTIONS**

Chairman Cavey welcomed all Council members, staff and guests to the January Maryland Apprenticeship and Training Council (MATC) meeting and the first meeting of the new year.

Chairman Cavey asked Council members, staff, and guests to go around the room and introduce themselves.

Following introductions, the Chairman thanked all for attending and extended his thanks to T. Smalls and Chris Biond from the Plumbers Local 5 for hosting the meeting and providing breakfast for guests and invited them to say a few words.

Chris Biondi welcomed everyone to the training facility and introduced themselves and thanked everyone for attending and for the opportunity to host the meeting. They gave a quick overview of where things are in the building, such as the bathrooms and fire exits, and offered to provide tours for those that are interested following the meeting.

**II.** **MINUTES OF THE JANUARY 14, 2025 MARYLAND APPRENTICESHIP AND TRAINING COUNCIL (MATC)**

**MEETING.**

Chairman Cavey asked the Council if members had an opportunity to review the minutes from the previous meeting and they collectively confirmed that they reviewed the minutes in full.

Ms.Durant pointed out a typo in the misspelling of her name.

A motion to approve the minutes with the correct spelling of Ms.Durant’s name was made by Mr.Shmelzer, seconded by Mr.Wilford and unanimously approved at 9:18 a.m *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

**III. DIRECTOR'S REPORT**

Mr. MacLarion addressed Chairman Cavey, Deputy Assistant Secretary Feaster, the Council members and guests and welcomed everyone to the January MATC meeting. Mr. MacLarion echoed the Chairman’s thanks to Plumbers Local 5 for hosting. He provided some brief background on Plumbers Local 5.

Mr.MacLarion said that the Plumbers and Gasfitters Local 5 JATC is Maryland’s largest Registered Apprenticeship program for Plumbers and Gasfitters and they have been registered since December 19, 1990. He said that they currently have over 300 plumbing Apprentices registered with Maryland and make up about 45% of the state's Plumbing Apprentices! He reiterated his thanks to Plumbers Local 5, Business Manager and Council member, T Smalls, Training Director, Chris Biondi and Program Administrator, Ashley Taylor for hosting.

Mr.MacLarion reminded everyone that National Apprenticeship Week (NAW) will be shortened to a National Apprenticeship Day (NA DAY) this year and will take place on April 30, 2025. He said that the date is rapidly approaching and asked anyone that is planning on hosting NA DAY events to inform him and his staff so that they can help track the events, put them on the Maryland Department of Labor’s (MD Labor) website and participate if requested.

Mr. MacLarion provided an Apprenticeship Training Fund update:

* Total Fund Balance as February 28, 2025 after all obligations is $931,788.92
* January contributions: $28,119.05
* February contributions: $14,339.84
  + Fund expenditures during the period totaled $294,255.29

At the last Council meeting, Mr. MacLarion provided an update on the number of Registered Apprentices in the state and shared that they set a new record for the number of active Apprentices at year’s end. He said that Maryland continues to maintain strong numbers through the first quarter of 2025 with approximately 12,300 Apprentices being registered, 500 newly registered Apprentices, and 200 completions.

Mr.MacLarion went on to provide a brief overview of the agenda and stated that there are 7 new programs being presented to the Council and that several of which have new occupations to include Hazardous Waste Material Removal or Handler, Electric Vehicle Equipment Supply Technician (software only, no electrical work), and Environmental Health Technician.

He expressed his excitement to have the MD Department of Health and their union partners from the MD Professional Employees Council on the agenda today. He added that this is the second meeting in a row where there has been a state government agency and their union partners on the agenda. Mr.MacLarion said that they anticipate having more state agencies on the agenda in 2025 as MATP continues to expandApprenticeship opportunities for state employees and agencies and works to minimize barriers to state employment by creatingApprenticeship pathways for entry.

Mr.MacLarion also shared that there are 2 programs on the agenda requesting program reactivation. The Plumbing Program of Carroll County is requesting reactivation as well as Associated Builders and Contractors (ABC) Baltimore who is requesting reactivation for the occupation of Construction Craft Laborer.

Mr.MacLarion said that there is one primary piece ofApprenticeship legislation that is going through the general assembly currently. He explained that the Registered Apprenticeship Investments for a Stronger Economy or (RAISE) Act is a bill brought forth by the Maryland Department of Labor’s (MD Labor) Division of Workforce Development and Adult Learning (DWDAL) and said that, if passed, the RAISE Act will do that following:

* Include a minimum ratio of 1:1 for all hazardous occupations to include those in construction, manufacturing, mining and similar other high risk industries,
* Include funding for grant programs to help expandApprenticeship through reimbursements,
* Include language for Maryland to be able to vet, and approve, Qualified intermediaries to help expandApprenticeship programs. This will provide us the ability to do this at the state level and expand upon what we’ve seen done at the federal level (funding is also included in this request),
* Restructure the MATP to have a clear delineation between our monitoring team and the sales, promotion and development team who build programs, and
* Dissolves the Youth Apprenticeship Advisory Committee (YAAC).

Mr.MacLarion thanked all of the Sponsors that supported and advocated for the RAISE Act during the 2025 Maryland legislative session.

Mr.MacLarion shouted out Mr. Wayne Pointer Jr. who is a 3rd year Apprentice with ABC Washington and works for Bayside Fire Protection. He congratulated Mr.Pointer Jr. on winning Gold in the ABC National CraftMasters tournament in safety AND in sprinkler-fitting this year.

Mr.MacLarion also congratulated Mr.Dominici Demaio from ABC Chesapeake and works for Dawson Electric who took home bronze in the Electrical: Residential and Commercial contest.

Before Mr.MacLarion finished the Director’s report he reminded everyone to take the time to take care of ourselves and our families, especially when it comes to mental and emotional health. He said that it is sometimes easy to get caught up in helping others, working jobs, and handling personal responsibilities but it is still important to prioritize mental and emotional health. He went on to say that this is especially important given the challenges and tragedies that have occurred since the start of the new year. Mr.MacLarion shared that several members of UA Local 602 and Plumbers Local 5 were on American Eagle Flight 5342 and tragically lost their lives in the crash that occurred on January 29, 2025. He took a moment to recognize the lives of those lost and those that they have left behind that may need extra support from the Apprenticeship community at this time. He said that events such as the one occurring on January 29th serve as a reminder that tragedy can strike anywhere and encouraged everyone to take a minute to check on each other as it's impossible to know what others are going through.

Mr.MacLarion concluded his report and offered to take any questions.

A motion to approve the Director’s Report was made by Mr.Shmelzer, seconded by Mr.Hadfield and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

Mr.Smalls thanked anyone who donated to the families of those that were lost in the plane crash and said that enough money was raised for each family to receive around $300,000. He also said that it wouldn't have been possible without the support of the local community and union brothers across the country and the world.

Chairman Cavey thanked Mr.MacLarion for his presentation of the Director’s Report and invited Deputy Assistant Secretary Feaster to say a few words.

Mr.Feaster said that it is a pleasure to be in attendance and that he brings with him greetings from Secretary Wu before turning the floor back over to Chairman Cavey.

Chairman Cavey proceeded to the presentation of agenda items. He welcomed Ms.Lefterov to the podium to present Agenda Item 1.

**IV. NEW BUSINESS**

**A. NEW PROGRAMS:**

1. DMV Deon A LLC aka BioOne (Aneta Lefterov) – Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new Individual Non-joint program for the occupation of Hazardous Material Removal Worker. (ITEM 1)

Ms.Lefterov wished all a good morning and said that she was joined by Mr.Christopher Meadows to request the registration of Standards of Apprenticeship and Affirmative Action Plan for the occupation of Hazardous Material Removal Worker on behalf of DMV Deon A LLC aka BioOne. She provided some additional background information on the program and occupation and offered to answer any questions from the Council.

Mr.Shmelzer pointed out that the packet says that Apprentices must be able to travel locally and out-of-state as necessary and he asked for further clarification on what out-of-state travel would look like and how far Apprentices would be expected to travel. He also asked if the company will assist Apprentices with transportation if they are traveling outside of the DMV area.

Mr.Meadows said that some Apprentices and Journey workers will travel to Utah so they will need to be able to make it to BWI airport in order to go on the trip. He also said that the Sponsor will cover travel expenses for the Apprentices.

A motion to approve this new program was made by Ms.Durant, seconded by Mr.Smalls, and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Dobbs Defense Solutions (Lynn Stone) – Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new Individual Non-joint program for the occupations of Cyber Defense Incident Responder, Computer Systems Analyst, Sourcing Recruiter, Human Resource Specialist. (ITEM 2)

Ms. Stone stated that he was joined by Ms.Erica Dobbs from Dobbs Defense Solutions to request the registration of Standards of Apprenticeship and Affirmative Action Plan for the occupations Cyber Defense Incident Responder, Computer Systems Analyst, Sourcing Recruiter, and Human Resource Specialist. She provided some additional background information on the program and occupation and offered to field any questions from the Council.

Ms.Woo asked if the employer will be paying for the Apprentices to take the certification exams.

Ms.Stone confirmed that the employer will be covering the cost of exams.

Mr.Shmelzer asked if the curriculum has been presented to and vetted by the Council in the past.

Ms.Stone confirmed that the curriculum has been vetted by the Council.

Mr.Wilford asked if the curriculum for all 4 occupations has been vetted.

Ms.Stone said no, the curriculum for the Sourcing Recruiter and the Human Resources Specialist has not been previously approved by the Council.

Ms.Woo asked what curriculum the Sponsor is using for the Sourcing Recruiter and for the Human Resource Specialist and if they have vetted the curriculum for both occupations.

Ms.Stone said that the curriculum for both roles is sourced from the vendor, Certified professionals and based on SHRM Body of Applied Skills and Knowledge (BASK).

A motion to approve this new program was made by Mr.Shmelzer, seconded by Ms.Cornish and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Inclusive Clean Energy For Those Underserved (Lynn Stone) – Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new Individual Non-joint program for the occupations of Sustainability Specialist and Electric Vehicle Supply Equipment Technician. (ITEM 3)

Ms. Stone stated that she was joined by Ms.Stephanie Strianse, COO of Inclusive Clean Energy for those Underserved, to request the Council's approval and registration of Standards of Apprenticeship and Affirmative Action Plan for the occupations of Sustainability Specialist and Electric Vehicle Supply Equipment (EVSE) Technician. She provided some additional background information on the occupations and the program and offered to take questions from the Council.

Mr.Wilford asked if the Journeymen for EVSE Technician occupation are electricians.

Ms.Stone said that they are not. She explained that the occupation is a support role for equipment technology so the occupation is software driven and Apprentices will not be doing any electrical work.

Mr.Shmelzer said that it was unclear to him how the instructors are qualified to provide RI support given their backgrounds’ according to the information included in the packet.

Ms.Strianse said that ChargerHelp! is the Related Instruction provider and confirmed that they have both the proper Journeyworkers present as well as electricians. She added that ChargerHelp! is already doing this work in other states so they are very familiar with this type of Apprenticeship program.

Mr.Durant asked if the Sustainability Specialist Apprentices will receive an Industry Recognized Credential (IRC).

Ms.Strianse said there are no IRCs currently available for the Sustainability Specialist but it is done through a LLC.

Mr.Wilford asked what an EVSE Technician does.

Ms.Strianse explained that the EVSE Technician works alongside electricians (which is why there are electrical codes in the RI) but assured the Council that the EVSE Apprentices will be doing no electrical work, they just need a basic understanding of electrical work to effectively support the electricians in their work. She said that the main role of an EVSE Technician is to go on site and resolve any technical issues with EV Charging stations (software issues, card-reader issues, port issues, etc.).

Mr.MacLarion clarified and reiterated that the EVSE Technician Apprentices will *NOT* be doing any electrical work.

Mr.Shmelzer pointed out that the packet says, under competencies, that Apprentices will repair and operate battery charging equipment and said that it is electrical work.

Ms.Stone explained that if an issue arises at an EV charging station they will send out the EVSE Technician to install software updates etc. to try to resolve the issue, if the issue isn't resolved through technical/software means, then they will call an electrician to try to resolve the issue through electrical work.

Mr.Shmelzer expressed that he is struggling with all of the references to touching, replacing and repairing the EV charging station.

Ms.Strianse explained that they are not touching, repairing, or replacing parts of the machine that involve electrical wiring, they only work on the software.

Ms.Durant said the EVSE occupation is more akin to the role of an IT Technician working on a laptop repair. She said that there is ac ord that powers the laptop that the IT technician would use but that doesn't make them an electrician and they are more concerned with the software of the laptop. She added that it would be helpful to know where the role of the EVSE Technician stops and the role of the Electrician starts.

Ms.Woo said that as written, there is a lot of room for interpretation and suggested that the language is refined within the scope of work so that the role of the EVSE Technician is clear.

A motion to approve the new program for the Sustainability Specialist was made by Mr.Shmelzer, seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

Mr.Shmelzer made a motion to table the request for the EVSE Technician occupation until instructor resumes are provided within the packet and the language surrounding the scope of work for the occupation is refined. The motion was seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Joe’s Movement Emporium (Karen Parker) – Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new Individual Non-joint program for the occupation of Film and Video Editors(Digital Video Editor and Film and Video Editor(Multimedia Producer). (ITEM 4)

Ms.Parker said that she was joined by Mr.Matt Baylis and Ms.Laura Hutton from Joe’s Movement Emporium to request the Council's approval and registration of Standards of Apprenticeship and Affirmative Action Plan for the occupations of Digital Video Editor and Film and Video Editor. She provided some additional background information on the program and offered to take any questions from the Council.

Ms.Kyttle asked what IRCs the Apprentices will receive.

Ms.Parker said that the Apprentice will receive Adobe Premier Pro (IRC) through the Adobe Digital Academy

Mr.Shmelzer pointed out that under the “physical condition” section of the packet it requires Apprentices to be able to see differences in colors, shades and brightness and asked how the Sponsor plans to verify that.

There is no test administered but the Sponsor does ask the applicant if they are color blind.

Ms.Woo asked for confirmation that the ratio is 1:1 and that there are currently 2 Journeyworkers.

Ms.Parker confirmed the ratio and number of Journeyworkers.

Mr.Smalls asked if it is legal for the Sponsor to discriminate against applicants due to colorblindness.

Mr.MacLarion said that it will take some time to look into the answer to Mr.Smalls’ question. He suggested moving forward with one of two options; either the requirement is removed, or the item is tabled until MATP can determine an answer as to the legality of that practice.

The Sponsor explained that there is a color-blindness test that can be administered and said that they also look at an applicant portfolio to get an idea of their concept of color, shape, hue etc. She also said that applicants with color-blindness could just be placed with lower-impact employers.

Chairman Cavey asked if colorblindness would disqualify an applicant from joining theApprenticeship program.

The Sponsor said no.

Chairman Cavey asked if the Sponsor would consider removing the language around color differentiation in the selection procedure.

The Sponsor agreed to remove that language.

A motion to approve this new program with the removal of the color-related selection procedure was made by Mr.Wilford, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Maryland Department of Health (Logan Dean) - Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new program for the occupation Environmental Health Specialist. (ITEM 5)

This item was moved to the May MATC meeting agenda.

1. MY IT (Lyn Stone) - Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new Group non joint program for the occupations of Cyber Security Support Technician, Data Analyst and Technical Support Coordinator. (ITEM 6)

Ms.Stone said that she was joined by Temi Akinwumi from MyIT to request the Council's approval and registration of Standards of Apprenticeship and Affirmative Action Plan for the occupations of Cyber Security Support Technician, Data Analyst and Technical Support Coordinator. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

Ms.Durant asked what certifications the Apprentices will receive.

Ms.Stone said that certifications vary by occupation and said that some Apprentices will receive CompTIA certifications.

Mr.Shmelzer asked if the North Carolina Community Colleges are involved in the Related Instruction.

Ms.Stone said that they are not.

Ms.Durant pointed out that the address listed appears to be a home address and asked if the positions are remote.

Ms.Stone said that it is a hybrid program but they have a physical location in Largo, MD.

A motion to approve this new program was made by Mr.Shmelzer, seconded by Ms.Anderson and unanimously approved (*Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent*).

1. OurSpaceWorld (Lynn Stone) - Request for registration of Standards of Apprenticeship and Affirmative Action Plan for a new program for the occupation of Farm Worker. (ITEM 7)

Ms.Stone said that she was joined by Jade Foster from OurSpaceWorld to request the Council's approval and registration of Standards of Apprenticeship and Affirmative Action Plan for the occupation of Farm Worker. She provided some additional background information on the program and occupation and offered to take any questions from the Council.

Mr.Shmelzer asked what is involved in the working interview.

Ms.Stone said that working interviews are standard in the agriculture industry. She said that during the working interview they typically explain farming protocol and safety procedures while also ensuring that applicants are physically able to do the job and follow instructions. She also said that during the working interview an applicant may be asked to plant or harvest on the farm.

Mr.Shmelzer asked if the working interview is equivalent to a full workday or a portion of the work day.

The Sponsor said that the working interview will last a full work day.

Ms.Anderson asked if the applicants are getting paid during the working interview.

The Sponsor responded affirmatively.

Ms.Durant asked where the farms are located and where the work typically takes place.

The Sponsor said that the work often takes place in Prince George’s county.

Chairman Cavey raised the issue of the working interview. He said that the applicants are hired upon the working interview because they are working a full day and are getting paid so there has to be legal documentation verifying their employment even if they are not hired as Apprentices.

Mr.Shmelzer raised the question of whether someone was injured during a working interview.

Mr.Hafield asked for a rough percentage of people who attend the working interview but are not brought on as employees.

The Sponsor said that they have never seen it happen and that the great majority of the time all applicants are hired after a working interview.

Mr.MacLarion recommended that the Sponsor strikes the “working interview” and instead plans to hire applicants on day 1 under a short probationary period. He said that this will still allow for the employer and the applicant to determine if it is a good fit but also legally protects the applicant as well as the business.

A motion to approve this new program with Council recommendations was made by Mr.Wilford, seconded by Mr.Smalls and unanimously approved (*Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent*).

**B. PROGRAMS REACTIVATIONS:**

1. Associated Builders and Contractor (ABC) Baltimore Metropolitan Chapter (Marshel Pollock) – Request to reactivate the occupation of Construction Craft Laborer. (ITEM 8)

Ms.Pollock said that she was joined by Mr.Hadfield from ABC Baltimore Metropolitan Chapter to request the reactivation of the occupation of Construction Craft Laborer. She provided some additional information on the occupation and the program and offered to take any questions from the Council.

Ms.Anderson asked if all of the Related Instruction is provided online with Penn Foster and if there is any in-person lab time?

Ms.Trieu said that all of the labs are fully online but there is a Journeyworker could potentially set aside some time for lab wo

A motion to approve this reactivation was made by Mr.Shmelzer, seconded by Ms.Woo and approved. Mr.Hadfield abstained *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Plumbing Apprenticeship Program of Carroll County (Teresa Mena) – Request for re-activation of standards for the occupation of Plumber. (ITEM 9)

Ms.Mena said that she was joined by Tammi Ledley from the Plumbing Apprenticeship Program of Carroll County to request the reactivation of Standards for the occupation of Plumber. She provided some additional information on the occupation and the program and offered to take any questions from the Council.

Ms.Durant asked about the Journeyworker rate being $27. First of all, she said it seems low for a Journeyworker, and second because they start at 50% of the Journeyworker rate which is below MD’s minimum wage.

Mr.MacLarion clarified that the employer cannot pay less than minimum wage. He went on to say that 50% of the Journeyworker rate would be $13.50 which is below the $15 minimum wage in Maryland. He said that in this case the employer would have to bump the starting pay up to 60% of the Journeyworker rate ($16.20) because they are not able to pay less than the $15 minimum.

Mr.MacLarion said that the Sponsor will add language clarifying that they will not pay Apprentices less than the minimum wage despite the wage progression listed in the packet.

Mr.Shmelzer brought up the residency requirements and asked why it is restricted to Carroll County and surrounding areas including PA.

Ms.Mena said that it only includes certain counties and PA since Carroll County borders PA. She said that it does not include Frederick or Montgomery Counties.

Mr.Shmelzer requested that the requirement be made more clear to clarify what exactly the residency requirements are and what regions are included/excluded.

Mr.MacLarion suggested that the Sponsor strike the residency requirement.

The Sponsor agreed to strike the residency requirements.

Ms.Woo pointed out that the cover page says that there are 10 Apprentices employed and she asked if that is currently true or if they are anticipating beginning on 10 new Apprentices.

Ms.Mena said that they are aspiring to bring on 10 Apprentices.

Ms.Durant pointed out that there is Veteran’s preference associated with this program but she said it is unclear what the preference is or how it is weighted in the application phase. She asked for further clarification.

The Sponsor said that it is a general preference and explained that if there is only 1 spot left in the program and there are two applicants (one of which being a veteran) with similar experience, credentials, capabilities etc, then preference would be given to the veteran applicant.

A motion to approve this reactivation with the addition of language clarifying that the employer will not pay Apprentices less than MD minimum wage was made by Mr.Smalls, seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

**C. PROGRAM REVISIONS:**

1. Associated Builders and Contractors Cumberland Valley Chapter (Jennifer White) - Request for revision of Standards to modify the organization's name and register the occupations of Carpenter, Electrician, HVAC/R and Plumber. (ITEM 10)

Ms.White said that she was joined by Kathy Gress and Amos McCoy from the Cumberland Valley Chapter of ABC to request a revision of Standards to modify the organization's name and register the occupations of Carpenter, Electrician, HVAC/R and Plumber. She provided some additional background information on the program and occupations and offered to take any questions from the Council

Mr.Shmelzer asked why the classes are being held at a different address than the corporate address.

Ms.White said that the classes are being held at the Community College, just in another building.

A motion to approve this revision of Standards was made by Mr.Wilford, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent).*

1. Associated Builders and Contractors Metropolitan Washington Chapter (Lynn Stone) - Request for revision of Standards to modify Related Instruction and work process for the occupations of Construction Craft Laborer and Electrical, and to combine all Ironworker occupations and remove the occupation of Glazer Occupation. (ITEM 11)

Ms.Stone said that she was joined by Mark Silvers and Dorren Shanan from the Metropolitan Washington Chapter of ABC to request a revision of Standards to modify the Related Instruction and work process for the occupations of Construction Craft Laborer and Electrical, to combine all Ironworker occupations, and to remove the occupation of Glazer. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

Ms.Stone referred to a series of documents that were distributed to the Council before the meeting began that include revisions to include reflected work process and modified RI.

Mr.Wilford pointed out that the occupation of Construction Craft Laborer is not included in the new (revised) documents.

Ms.Stone said that they can go back and add the occupation to the revised documents.

Chairman Cavey when the last Construction Craft Laborer was at ABC Metro Washington.

The Sponsor replied that they are unsure.

Following Council discussion it was determined that ABC Metro Washington has previously had the occupation of Construction Craft Laborer.

Chairman Cavey clarified that this item is actually a request for reactivation for the occupation of Construction Craft Laborer, as well as a request for revision to the occupations of Ironworkers and Electrical, and removal of the occupation of Glazer.

Mr.MacLarion clarified that the Construction Craft Laborer is being combined into Concrete Form Builder occupation.

A motion to approve this reactivation of Construction Craft Laborer and the revision of Standards was made by Mr.Wilford, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent).*

1. Carroll Community College (Teresa Mena) - Request for revision of standards to modify Related Instruction for the occupation of Hospitality Manager. (ITEM 12)

Ms.Stone requested a modification of the Related Instruction for the occupation of Hospitality Manager on behalf of Carroll Community College. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

Ms.Durant asked who the employer is and if the employer will cover the cost of classes.

The Sponsor said that there are a number of participating employers including Marriott hotels, assisted living, and country clubs for example.

Ms.Shmelzer said that the language in the School-to-Apprenticeship (STA) section is not applicable so the language needs to be updated for administrative purposes.

Ms.Shmelzer asked how many students completed the program prior to the proposed change.

The Sponsor said that the program just began so no students have completed the program. She said that one student is enrolled in classes but they are waiting on agreements from the employer.

A motion to approve this revision of Standards was made by Ms.Woo, seconded by Ms.Anderson and unanimously approved *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent).*

1. ITEM 13. Howard Community College (Sheila Jackson) - Request for revision of standards to add Related Instruction provider for the occupations of IT Field Support Specialist, Network Field Support Specialist, Linux System Administrator and Information Systems SYS Security Specialist. (ITEM 13)

Ms.Jackson said that she was joined by Mr.Jim Rzepkowski to request a revision of Standards to add a Related Instruction provider for the occupations of IT Field Support Specialist, Network Field Support Specialist, Linux System Administrator and Information Systems SYS Security Specialist. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

A motion to approve this revision of Standards was made by Ms.Anderson, seconded by Ms.Cornish and approved. Ms.Woo abstained (*Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent*).

1. ITEM 14. IBSS Corporation (Aneta Lefterov) - Request for revision of standards to modify for the addition of the occupation of SOC. (ITEM 14)

Ms.Lefterov said that she was joined by Mr.Nijel Redrick and Ms.Francesca Arriatia to request a revision of Standards to add the occupations of SOC Analyst and GRC Analyst. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

Ms.Durant asked why the Apprentices must have certifications to enter the program and asked what certification they will earn during the Apprenticeship.

The Sponsor replied that those certifications indicate that an applicant is more likely to be successful in the program.

Ms.Durant asked why they don't receive those certifications as part of the Apprenticeship program.

The Sponsor said that they have an existing Apprenticeship program where those certifications are offered.

Ms.Durant asked what certifications are associated with the SOC Analyst and GRC Analyst Apprenticeship programs.

The Sponsor said that there are splunk, cloud, and microsoft certifications for the SOC Analyst position and CGRC for the GRC position.

Chairman Cavey asked if the existing Apprenticeship program feeds into these more advanced programs (for SOC and GRC Analysts) and if the pay is higher for those in the SOC/GRC programs than the existing Apprenticeship program.

The Sponsor explained that the pay is the same for the existing program and for the SOC and GRC Analyst programs as the certification does not necessarily equate to increased pay in the IT field.

Mr.Smalls asked if an Apprentice with a CGRC certification is paid more than an Apprentice with just a compTIA certification.

The Sponsor replied, "initially".

Mr.Shmelzer said that the average Journeyworker wage rate is $26.45 for the Information Security Analyst Apprenticeship program and that it is the same rate for SOC or GRC Analyst Journeyworkers. He said that his understanding is that, in order to move into the SOC or GRC Analyst programs, the Apprentices need to have the two pre-requisite certifications, however, the pay is the same for both.

Ms.Woo said that her understanding is that an individual who completes the Information Security Analyst program with the 2 pre-requisite certifications will be making the Journeyworker rate of $26.45. She said that if that individual chooses to pursue an Apprenticeship program for the SOC or GRC Analyst after completing the Information Security Analyst program would still make a Journeyworkers rate of $26.45 instead of cutting their pay rate in accordance with the wage progression.

The Sponsor clarified that the existingApprenticeship program for the Information Security Analyst offers 5 certifications: compTIA network +, Security +,Cicor +, Lennox+, and PenTest +. The Sponsor further clarified that the other tracks (SOC and GRC Analyst) offer an opportunity for individuals to specialize in a specific field of Information Security.

The Chairman explained that if an individual graduated from the Information Security Analyst program with all 5 certifications and moved into the SOC Analyst program they would start back at 60% of the Journeyworker rate for the SOC Analyst. Because the pay rate for Journeyworkers is the same for the 2 programs, the individual would essentially be taking a pay cut from a Information Security Analyst Journeyworker rate of 26.45 back down to 60% of that.

Ms.Durant provided clarification and explained that each of the programs are specialties. She said that if an Apprentice is interested in any of the 3 roles they must start with the Information Security Analyst program and receive the first 2 certifications. She said that from there, the Apprentice can choose to either continue along with the Information Security Specialist program to receive all 5 certifications and eventually earned a Journeyworker rate of $26.45, or they can choose to leave the Information Security Analyst program with the first 2 certifications and then move into the GRC or SOC Analyst Apprenticeship program to receive other certifications and eventually earn the same Journeyworker rate ($26.35) in either the SOC Analyst occupation or the GRC Analyst occupation. She recommended adding language so that instead of requiring the 2 certifications as pre-requisites for the SOC and GRC Analyst program, to include them as part of the program so that any Apprentice in either of the 3 programs receives the first two certifications.

Ms.Woo added that if that suggestion was implemented it could increase their cancellations rates.

Mr.Wilford pointed out that the hours for the SOC and GRC analyst programs will need to be adjusted if those changes are implemented.

Mr.Wilford raised concern over the program seeming more like a certification program rather than an Apprenticeship.

Ms.Woo clarified that each program is geared towards a separate position and said that the Information Security Specialist is more of a generalist position in the field while SOC and GRC are separate specializations within the field.

A motion to approve this revision of Standards with the Council’s recommendations of striking the pre-requites, embedding the first two certifications in all programs, and adjusting RI hours was made by Ms.Durant, seconded by Ms.Anderson and unanimously approved (*Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent*).

1. Ironworkers Local No. 5 JATC (Lynn Stone) - Request for revision of Standards to modify Related Instruction for the occupation of Ironworker. (ITEM 15)

Ms.Stone said that she was joined by Mr.Gary Armstrong to request a revision of Standards to modify Related Instruction for the occupation of Ironworker. She provided some additional background information on the program and occupations and offered to take any questions from the Council.

A motion to approve this revision of Standards was made by Mr.Smalls, seconded by Ms.Wilford and unanimously approved (*Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent*).

1. University of Maryland Medical Center (Jacqueline Trieu) - Request for revision of standards for the addition of the occupation of Electrician. (ITEM 16)

Chairman Cavey announced that the Sponsor was unable to attend the meeting and Item 16 will be moved to the May MATC meeting agenda.

**D. PROGRAM REVIEWS** *(5 OR MORE APPRENTICES)***:**

1. Associated Builders and Contractors Inc. Chesapeake Shore Chapter (Coral Newland) – Request for approval of program review for a registered Sponsor with 5 or more apprentices. (ITEM 17)

Ms.Newland presented a program review for ABC Chesapeake Shore Chapter. She said that during the review staff verified that all Apprentices were paid in accordance with their wage progression with the exception of 1. She said that staff has worked with the Sponsor to resolve the issue and the Sponsor provided an attestation that there is an employer error with the journeyworker rate and that they are addressing the wage adjustment. Ms.Newland said that during the review, staff also noted a deficiency in registering female Apprentices. She concluded by requesting approval of this review with the recommendation of MATP staff continuing to work with the Sponsor and provide technical assistance to resolve the deficiencies.

Ms.Anderson asked MATP staff if they recommend conducting a review sooner than their regularly scheduled review.

Chairman Cavey asked Ms.Newland if she thinks that the wage issues can be resolved by the next MATC meeting in May.

Ms.Newland said that she thinks that is possible

Chairman Cavey recommended that staff provide an update on this item at the next MATC meeting.

A motion to approve this review with recommendations was made by Ms.Anderson, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent)*.

1. Association of Air Conditioning Professionals (Coral Newland) – Request for approval of program review for a registered Sponsor with 5 or more apprentices. (ITEM 18)

Ms.Newland presented a program review for the Association of Air Conditioning Professionals. She said that during the review staff noted a deficiency in registering female Apprentices. She concluded by requesting approval of this review with the recommendation of another regularly scheduled review.

Mr.Smalls asked if Sponsor staff selects (or is aware of) which Apprentices are interviewed during the review.

Ms.Newland said that the Apprentices are randomly selected by MATP staff, however, the Sponsor is notified of who those Apprentices are as they provide the contact information.

Mr.MacLarion clarified that MATP staff asks the Sponsor for a large pool of Apprentice contacts so that the Sponsor does not know exactly which Apprentices are being interviewed. He said that not all the Apprentices in the pool are contacted.

A motion to approve this review was made by Mr.Shmelzer, seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent)*.

1. Independent Electrical Contractors of Chesapeake (I.E.C.) (Coral Newland) – Request for approval of program review for a registered Sponsor with 5 or more apprentices. (ITEM 19)

Ms.Newland presented a program review for Independent Electrical Contractors (I.E.C.) of Chesapeake. She said that during the review staff noted a deficiency in tracking their ApprenticesOn-the-Job Training (OJT) hours, however staff also recognized the growth of the program and the recent restructuring of the program to improve their efficiency since their last review. She concluded by requesting approval of this review with the recommendation of the Sponsor attending the MATP Next Steps webinar to familiarize themselves further with the required forms and procedures.

A motion to approve this review was made by Ms.Woo, seconded by Ms.Anderson and approved. Mr.Shmelzer abstained *(Employee, Harry Preston, and Public Representatives, Lateefa Durant and Shaunta Chapple were absent)*.

**E. PROGRAM REVIEWS** *(FEWER THAN 5 APPRENTICES)***:**

Chairman Cavey said that Items 20, 21 and 22 are all program reviews with less than 5 Apprentices and no Council action is required.

1. Bausum and Duckett Electric (Pam Luby) – Request for approval of program review for a registered Sponsor with fewer than 5 apprentices.

1. Howard County Public School System Joint Apprenticeship Committee (Pam Luby) – Request for approval of program review for a registered Sponsor with fewer than 5 apprentices. (ITEM 21)

1. VSC Fire & Security, Inc (Pam Luby) – Request for approval of program review for a registered Sponsor with fewer than 5 apprentices. (ITEM 22)

**F. PROVISIONAL PROGRAM REVIEWS:**

1. GERMAIN HVAC, LLC (Coral Newland) – Request for the approval of provisional program review. (ITEM 23)

Ms.Newland presented a provisional review for GERMAIN HVAC, LLC. She said that during the review it was discovered that the Sponsor forgot to enroll their Apprentices in Related Instruction. She said that the Sponsor provided pay stubs to show that the Apprentices are being paid in accordance with their wage progression, however, due to insufficient crucial information staff proposes that the Sponsor pursue Related Instruction for the Apprentices and inform MATP staff of their acceptance and start dates. Ms.Newland shared that MATP staff also recommends that the Sponsor attend the MATP Next Steps webinar and that their provisional status be extended with another review in 6 months. Ms.Newland concluded her presentation of Item 23 and offered to take any questions from the Council.

Mr.Shmelzer pointed out that the Sponsor is referred to as both GERMAIN HVAC and GERMAIN Electric and asked what the correct title is.

Ms.Newland said that the title should be GERMAIN HVAC LLC.

Mr.Shmelzer requested that the title be corrected in the paperwork.

A motion to approve this provisional review with staff recommendations and updated title of the Sponsor was made by Ms.Anderson, seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

**G. CANCELLATIONS:**

Chairman Cavey said that Item 24, 25, and 26 are all requests for cancellation and asked the Council to consider all 3 of the items together.

1. Chesapeake Energy Solutions DBA Chesapeake Electric (Jane Sinclair) – Request for involuntary cancellation of Standards of Apprenticeship for a defunct program. (ITEM 24)

*See Item 26 for Council vote.*

1. European Sports Garage. (Sheila Jackson) – Request for voluntary cancellation of Standards ofApprenticeship. (ITEM 25)

*See Item 26 for Council vote.*

1. Ironworkers Local No. 5S JATC (Lynn Stone) – Request for voluntary cancellation of Standards ofApprenticeship. (ITEM 26)

A motion to approve these cancellations was made by Mr.Shmelzer, seconded by Mr.Wilford and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

**H. OTHER BUSINESS:**

1. Association of International Certified Professional Accountants (AICPA) (Gina Best) – Request for registration of an Apprentice with over 50% credit granted for prior Related Instruction and work experience. (ITEM 27)

Ms.Best presented a request for registration for an Apprentice with over 50% credit for Related Instruction and prior work experience on behalf of AICPA. She provided some brief background information and offered to take any questions.

A motion to approve the registration of an Apprentice with over 50% credit was made by Ms.Anderson, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Harford Community College (Amy Belt) – Request for registration of an Apprentice with over 50% credit granted for prior Related Instruction. (ITEM 28)

Ms.Belt presented a request for registration for an Apprentice with over 50% credit for Related Instruction on behalf Harford Community College. She provided some brief background information and offered to take any questions.

A motion to approve the registration of an Apprentice with over 50% credit was made by Ms.Anderson, seconded by Mr.Shmelzer and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Heating & Air Conditioning Contractors of Maryland, Inc. (Angela Harkness) - Request for registration of apprentices with over 50% credit granted for prior work experience. (ITEM 26)

Ms.Harkness presented a request for registration for 2 Apprentices with over 50% credit for prior work experience on behalf of the Heating & Air Conditioning Contractors of Maryland. She provided some brief background information and offered to take any questions.

A motion to approve the registration of Apprentices with over 50% credit was made by Mr.Shmelzer, seconded by Ms.Woo and approved. Ms.Anderson abstained *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Road Sprinkler Fitters Local Union 669 JATC (Sheila Jackson) – Request for registration of an apprentice with over 50% credit granted for prior work experience and training. (ITEM 30)

Ms.Jackson presented a request for registration for an Apprentice with over 50% credit for prior work experience and training on behalf of Road Sprinkler Fitters Local Union 669 JATC. She provided some brief background information and offered to take any questions.

Ms.Anderson asked the name of the Apprentice as she did not see it listed in the paperwork provided.

Ms.Jackson said the name of the Apprentice is Jose Suarto and that staff will ensure that the name(s) of the Apprentice(s) are listed.

A motion to approve the registration of an Apprentice with over 50% credit was made by Mr.Shmelzer, seconded by Ms.Wilford and approved. Mr.Smalls abstained *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Access to Wholistic and Productive Living, Inc. (Lynn Stone) – Request for registration After-the-Fact and Completion. (ITEM 31)

Ms.Stone presented a request for an after-the-fact completion for an Apprentice on behalf of Access to Wholistic and Productive Living. She urged approval of this item and offered to take any questions.

Ms.Durant asked a general question. She asked how the Apprenticeship agreements are submitted and received by the Department and MATP staff.

Mr.MacLarion said that some come through U.S. mail and some are submitted digitally via email to staff.

A motion to approve the request for an after-the-fact completion of Apprentice was made by Mr.Shmelzer, seconded by Ms.Anderson and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

1. Independent Electrical Contractors- Chesapeake (I.E.C.) (Sheila Jackson) – Request for registration After-the-Fact and Completion. (ITEM 32)

Ms.Jackson presented a request for an after-the-fact completion for an Apprentice on behalf of I.E.C - Chesapeake. She urged approval of this item and offered to take any questions.

A motion to approve the request for an after-the-fact completion of Apprentice was made by Mr.Wilford, seconded by Ms.Anderson and approved. Mr. Shmelzer abstained *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

Chairman Cavey stated that Items 33-57 are all eligible employer requests for the Apprenticeship Maryland Program and asked that the Council consider them together. He asked the Council members if they had any questions, concerns, or remarks concerning any of the Youth Apprenticeship Items.

GENERAL QUESTIONS REGARDING EMPLOYER AMP REQUESTS

Ms.Durant commended several of the school districts that indicated what Industry Recognized Credentials (IRC) are embedded in the related and technical instruction sections of their application and recommended that staff encourage or require all programs to list the associated IRCs.

1. A-Team Heating & Air (Angela Harkness) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of HVAC/R Technician. [YOUTH] (ITEM 33)

*See Item 57 for Council vote.*

1. Able Locksmiths, LLC (Angella Moon) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Locksmith and Office Assistant. [YOUTH] (ITEM 34)

*See Item 57 for Council vote.*

1. Advanced Architectural General Contracting, LLC (Laura Wright) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Digital and Social Media Specialist and Office Manager. [YOUTH] (ITEM 35)

*See Item 57 for Council vote.*

1. Affinity Community Development (Aneta Lefterov) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Electrician, HVAC/R Technician and Plumber. [YOUTH] (ITEM 36)

Mr.Shmelzer asked if there are Journeyworkers in the occupations.

Ms.Lefterov confirmed that they have Journeyworkers present and there is a 1:1 ratio.

Mr.Shmelzer asked if the Sponsor is a participating Sponsor for adult Apprenticeship.

Mr.MacLarion said no.

Mr.Shmelzer asked if they have any intention of becoming a participating employer in an adult Apprenticeship program.

Ms.Lefterov confirmed that they have intentions of becoming an employer for Adult Apprenticeship.

*See Item 57 for Council vote.*

1. Arts For Learning Maryland (Marshel Pollock) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Arts Administrator. [YOUTH] (ITEM 37)

*See Item 57 for Council vote.*

1. Cecil County Public Schools (Amy Belt) – Request for approval for additional occupations of Maintenance Technician and Media Technician. [YOUTH] (ITEM 38)

Mr.Shmelzer asked Mr.MacLarion to provide some clarity as to why one of the listed occupations is a Maintenance Technician but the paperwork lists HVAC, plumbing, and electrical.

Ms.Belt said that the Apprentice will be working under direct supervision of a master HVAC technician.

Mr.Shmelzer raised concern with not having a master plumber or electrician supervising the work related to those fields. He went on to say that this is an issue that has presented itself to the Council before with regard to maintenance positions.

*See Item 57 for Council vote.*

1. D&J Sales Co., LLC (D&J Medical) (Amy Belt) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Marketing Consultant and Fabrication Specialist. [YOUTH] (ITEM 39)

*See Item 57 for Council vote.*

1. Dajael Inc. (Aneta Lefterov) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Swim Instructor and Office Assistant/Customer Service Representative. [YOUTH] (ITEM 40)

Ms.Kyttle asked where the students are going as the address listed is a swimming pool on a private residential property.

Ms.Lefterov said that during the site visit they visited a swimming pool facility owned by Swimlabs with multiple pools in Gaitherburg, MD.

*See Item 57 for Council vote.*

1. EFC Systems, Inc. (Amy Belt) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Deburr Technician. [YOUTH] (ITEM 41)

Mr.Wilford asked what the role of a Deburr Technician is.

Mr.Dean said that the role of a Deburr Technician is very similar to that of a machinist, just a different name.

*See Item 57 for Council vote.*

1. Falling Branch Brewery Inc. (Amy Belt) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Line Cook. [YOUTH] (ITEM 42)

*See Item 57 for Council vote.*

1. Fitzgerald Automall (Angella Moon) - Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Stock Clerk/Inventory Control. [YOUTH] (ITEM 43)

*See Item 57 for Council vote.*

1. Genova’s To Go – GTG Management (Teresa Mena) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Front of the House Manager and Line Cook. [YOUTH] (ITEM 44)

*See Item 57 for Council vote.*

1. Harford County Public Schools (Amy Belt) – Request for approval for additional occupation of Lab Technician. [YOUTH] (ITEM 45)

*See Item 57 for Council vote.*

1. Hickory Veterinary Hospital (Amy Belt) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Kennel Technician. [YOUTH] (ITEM 46)

*See Item 57 for Council vote.*

1. Howard County Government- Howard County Office of Workforce Development (HCOWD) (Sheila Jackson) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Administrative Assistant. [YOUTH] (ITEM 47)

*See Item 57 for Council vote.*

1. Noxell Corporation (Angela Harkness) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Production Technician. [YOUTH] (ITEM 48)

*See Item 57 for Council vote.*

1. Paramount Die Company (Amy Belt) – Request for approval for additional occupation of Dimensional Inspector [YOUTH] (ITEM 49)

*See Item 57 for Council vote.*

1. Roof Right (Teresa Mena) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Logistics and Project Manager. [YOUTH] (ITEM 50)

*See Item 57 for Council vote.*

1. SRG Construction LLC (Amy Belt) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Construction Laborer and Retail Assistant. [YOUTH] (ITEM 51)

Ms.Durant pointed out a typo with incorrect occupations being listed instead of Construction Laborer and Retail Assistant.

Staff will correct the typo.

*See Item 57 for Council vote.*

1. Tax Depot (Laura Wright) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Bookkeeper and Tax Preparer. [YOUTH] (ITEM 52)

*See Item 57 for Council vote.*

1. The Smith Island Baking Company, Inc. (Alicia Dennis) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Commercial Baker. [YOUTH] (ITEM 53)

*See Item 57 for Council vote.*

1. Towson University (Angela Harkness) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Carpenter, Electrician and Auto Mechanic. [YOUTH] (ITEM 54)

*See Item 57 for Council vote.*

1. VRG, LLC (Sheila Jackson) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupations of Front of the House Manager and Chef. [YOUTH] (ITEM 55)

*See Item 100 for Council vote*.

1. Washington County Public Schools (Angella Moon) – Request for approval for additional occupation of Youth Advocate. [YOUTH] (ITEM 56)

Ms.Durant asked if the Sponsor will be providing high school credit for the associated training program since it says the training program stands 8 weeks with each session lasting 90-120 minutes.

Mr.Dean said that the students will receive high school credit.

*See Item 57 for Council vote.*

1. Wonders Early Learning + Extended Day (Teresa Mena) – Request for approval as an eligible Youth Apprenticeship employer in the Apprenticeship Maryland Program for the occupation of Child Care Worker. [YOUTH] (ITEM 57)

A motion to approve Items 33-57 was made by Mr.Wilford, seconded by Mr. Hadfield, and unanimously approved *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

**V. CLOSING REMARKS**

Chairman Cevey asked Ms.Kyttle if she had any updates to share from the Maryland State Department of Education (MSDE).

Ms.Kyttle shared that she was happy to see the connection between the AICPA and Childcare Youth Apprenticeship work that has been done and seeing it move into the adult space.

Ms.Kyttle also shared that MSDE had their IRC Annual Committee meeting in January and approved two pre-apprenticeships.

Ms.Kyttle also shared that on Friday March 28th and Saturday, the 29th Carroll County Technical High School will be hosting the SkillsUSA State competition and encouraged folks to email Chuck Wallace if they are interested in volunteering as a judge.

**VI. ADJOURNMENT**

Chairman Cavey entertained a motion to adjourn. Mr.Wilford made the motion to adjourn, Mr.Shmelzer seconded the motion and the meeting was adjourned at approximately 12:02 p.m. *(Employee, Harry Preston, Employer Representative, Norbert Klusmann, and Public Representative, Shaunta Chapple were absent).*

Respectfully Submitted,

Christopher D. MacLarion

Secretary

Maryland Apprenticeship and Training Council