



# Youth Apprenticeship Advisory Committee Annual Report 2020





December 1, 2020

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: 2020 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. In its second full year as a statewide program, the Apprenticeship Maryland Program (AMP) experienced significant growth in 2020. 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 sixteen of Maryland's 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 the Apprenticeship Maryland Program. 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***

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***

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

*“Our administration’s nationally recognized youth apprenticeship program continues to grow in popularity with Maryland’s local public school systems. Youth apprenticeship is a proven way to give our high school students a head start on a fulfilling career and give our employers access to talent trained in the specific skill sets needed for today’s 21st century workforce.”*

*-Governor Larry Hogan*

Over the past year, the Maryland Department of Labor (Labor) continued to make great strides in support of the state’s apprenticeship system, including an infusion of additional federal funding and a celebration of Registered Apprenticeships in the state through the declaration of National Apprenticeship Week in Maryland for the fourth year in a row. In July 2020, Labor announced a \$6,012,924 award (the state’s largest apprenticeship expansion award to date) from the United States Department of Labor’s (USDOL) State Apprenticeship Expansion Grant. This grant is the fourth in a series of expansion grants awarded to the Maryland Apprenticeship and Training Program (MATP) and will be used to provide additional staffing and outreach to businesses interested in either creating new apprenticeship programs or expanding and diversifying existing apprenticeship programs to meet their talent pipeline needs. Since 2016, nearly \$13 million in federal apprenticeship grant funds have been awarded to Maryland.

During October 2020, Governor Hogan announced the record-breaking milestone of over 11,000 registered apprentices currently working, earning, and learning in the MATP, which represents the highest participation rate in state history. Reaching this number of registered apprentices represented a significant milestone made possible by the MATP’s dedication and commitment to recruiting new programs, sponsors, and apprentices in Maryland. As of November, there were 3,703 businesses and 175 program sponsors actively participating in the state’s registered apprenticeship program.

Moreover, thus far in 2020 and in spite of the coronavirus global pandemic, the state has added 25 new apprenticeship programs and reactivated two apprenticeship programs. The MATP has grown significantly since the integration into Maryland’s workforce system in October 2016. Since that time, 88 new apprenticeship sponsors have been registered, 27 sponsors were reactivated, and over 210 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 Labor, the Maryland State Department of Education (MSDE), the Maryland Department of Commerce (Commerce), and the local school systems across our state, more students, parents, and employers understand the benefits of apprenticeship opportunities for youth.

## The Case for Youth Apprenticeships: The Other Four Year Degree

*"It is an exciting opportunity for Choptank Transport and will be a great addition to deepening our commitment to the future leaders on the Eastern Shore. The program is a win-win for both student and employer. It helps companies that are rapidly growing like Choptank, build their talent base."*

*-Pam Hutchinson of Choptank Transport*

Our experience in Maryland has clearly demonstrated that Registered Apprenticeships and youth apprenticeships are increasingly seen as an essential tool in building a robust workforce development pipeline that benefits both businesses and future jobseekers. Youth apprenticeships can be particularly effective for high school aged youth, who continue to experience significantly elevated levels of unemployment, even during the general economic recovery. Programs such as AMP that offer school-to-work opportunities are ideally suited to bridge the gap between academics and future careers.



The Talbot County Board of Education recognized St. Michaels Middle High School senior Samantha Washburn (fourth from left) as the county's first participant in the Apprenticeship Maryland Program.

### Why Youth Apprenticeship?

During 2020, the National Governors Association published a white paper which highlighted how several states including Maryland have created or expanded youth apprenticeship as a pathway to future careers.<sup>1</sup> The report noted that "the outlook for high school graduates who have no postsecondary or industry-recognized credentials can appear bleak. Today, it is critical that young people obtain at least some training beyond high school to succeed in the job market."<sup>2</sup> Participation in AMP combines related instruction that provides the technical theory associated with a particular occupation, while on-the-job experience offers the chance for youth apprentices to learn while

<sup>1</sup> "How Governors Scale High-Quality Youth Apprenticeship," Authored by: Kristin Baddour and Kimberly Hauge, Published by the National Governors Association, January 2020. <https://www.nga.org/wp-content/uploads/2020/03/PAYA-White-Paper-Final-115424-2.pdf>

<sup>2</sup> *Ibid*, Page 2.

earning a wage. Maryland is among the twenty states that presently have a statewide definition of youth apprenticeship along these lines.<sup>3</sup>

Governor Hogan’s vision for workforce development includes the expansion of apprenticeships. Maryland specifically notes both registered and youth apprenticeship as key components of its Workforce Innovation and Opportunity Act State Workforce Plan.<sup>4</sup> According to language in this Plan, “providing opportunities for Maryland’s youth that contextualize classroom training into the workplace must remain a priority for the workforce system in its delivery of services to youth in-school and out-of-school, alike.”<sup>5</sup> AMP provides a unique opportunity to connect and engage employers, local school systems, and intermediaries in a process to help develop and grow their own workforce. Combining quality youth apprenticeships with paid on-the-job training and related instruction allows employers access to an affordable pathway in which to invest in growing a pipeline of workers. In turn, students can better prepare for entry into the workforce through youth apprenticeship as an on-ramp into a career.

## Statewide Expansion of Youth Apprenticeship

Expansion of AMP is becoming a proven, sustainable workforce development strategy. Prior to 2019, the groundwork was put in place to expand youth apprenticeship to be available statewide. Labor, Commerce, and MSDE’s original goal for the future growth of AMP was to increase the program by 2-4 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 **14** local public school systems have adopted the model, bringing total participation to 16 of Maryland’s 24 local school systems. During the past year, Caroline, Prince George’s, and Caroline counties have joined the program. Current participating school systems include those noted below.

Allegany County  
Baltimore City  
Baltimore County  
Caroline County  
Carroll County  
Dorchester County  
Frederick 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

As the program has expanded, 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. This includes providing related instruction through any of the following formats: through the local high school, through online programs offered either at the place of employment or at the high school, at the work site of a participating employer, through an industry association, through a Joint

<sup>3</sup> *Ibid*, Page 4.

<sup>4</sup> Maryland 2020-2024 State Workforce Plan, Pages 30, 44-45. <http://www.labor.maryland.gov/wdplan/wdstateplan.pdf>.

<sup>5</sup> *Ibid*, Page 33.

Apprenticeship and Training School, or through 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. Labor, MSDE, and Commerce aligned the program with federal, state, and local resources to ensure that AMP addresses Maryland's workforce and economic development needs.

Labor and MSDE are committed to growing the program to scale so that as many of Maryland's young people as possible can utilize this innovative career pathway program. Over the next several years, both departments aim to add several local public school systems per academic year. As of the fall of 2020, four local public school systems have expressed interest in joining the program. Moreover, the Department will continue to explore ways to use youth apprenticeship as a springboard to post-secondary education and/or job training and career development.



## Youth Apprenticeships: A Year in Review

*"The Apprenticeship Maryland Program allows students to receive valuable instruction in the field and the classroom without incurring any tuition debt. While seeking full-time employment after high school graduation, youth apprentices have an advantage over other candidates and stand out to employers because they have already developed a practical skill set and earned industrial credentials."*

*-Secretary of Labor Tiffany P. Robinson*

### Recruitment of Eligible Employers

AMP continues to grow its listing of eligible employers. Under regulations promulgated pursuant to the legislation that authorized the original AMP, the MATC approves eligible employers. By the end of the 2019-2020 academic year, a total of 62 new eligible employers were approved by the MATC – raising the number of eligible employers from 109 to 171. This represents a nearly 57% growth over the prior year and 1,121% growth since program inception. The following section lists all eligible employers as of the date of this report's publication. Since the conclusion of the 2019-2020 school year (and as of the publication date of this report), the total number of participating employers has grown to 182.



## Current Eligible Employers<sup>6</sup>

### Allegany County

- *Allegany County Government (Public Sector)*
- *Weimer Chevrolet of Cumberland (Automotive)*
- *Carter Hospitality, Inc. (Hospitality and Tourism)*
- *Willetts Technology (Information Technology)*
- *Careventures (Healthcare)*
- *Rommel Construction (Construction)*
- *First Peoples Community FCU (Finance)*
- *Grounded Electrical Construction (Construction)*
- *Allegany College of Maryland (Higher Education)*
- *Timbrook Powersports (Automotive)*
- *Moran Nursing & Rehabilitation Center (Healthcare)*
- *CBIZ, Inc. (Finance/Insurance)*
- *Studio 757 Salon and Boutique (Cosmetology – pending)*
- *Bomark Electric (Construction)*

### Baltimore City

- *C&R Electric (Construction)*
- *Edison Electric Co., Inc. (Construction – pending)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *Rommel Construction (Construction)*
- *Pine Heights Commercial Kitchen (Construction – pending)*
- *Bopat Electric (Construction)*
- *Tulkoff Food Products (Food Production)*
- *Shepherd Electric (Construction)*
- *IronShore Contracting LLC – (Construction )*

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<sup>6</sup> Pending employers are awaiting approval at a future meeting of the MATC.

- *Baltimore City Public Schools (Education)*
- *Colonial Electric Company Inc. (Construction)*
- *Atlas Restaurant Group (Hospitality and Tourism – pending)*
- *Bomark Electric (Construction)*

#### Baltimore County

- *C&R Electric (Construction)*
- *Edison Electric Co., Inc. (Construction – pending)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *DEL Electric (Construction)*
- *Rommel Construction (Construction)*
- *Pine Heights Commercial Kitchen (Construction – pending)*
- *Bopat Electric (Construction)*
- *Owings Home Services (Construction – pending)*
- *Tulkoff Food Products (Food Production)*
- *Stanley Black and Decker (Manufacturing)*
- *Shepherd Electric (Construction)*
- *Sparrows Point Country Club (Hospitality and Tourism)*
- *IronShore Contracting LLC – (Construction)*
- *Colonial Electric Company Inc. (Construction)*
- *Electrical Automation Services, Inc. (Engineering)*
- *Elkridge Club (Hospitality and Tourism)*
- *EVENTEQ, LLC (Transportation and Logistics)*
- *Rolling Road Golf Club (Hospitality and Tourism)*
- *Country Club of Maryland (Hospitality and Tourism)*
- *Mountain Branch Golf Club (Hospitality and Tourism)*
- *The Suburban Club (Hospitality and Tourism)*
- *Atlas Restaurant Group (Hospitality and Tourism – pending)*
- *Bomark Electric (Construction)*

## Caroline County

- *Gross Mechanical Laboratories, Inc. (Manufacturing)*
- *Rommel Construction (Construction)*
- *Grounded Electrical Construction (Construction)*
- *Campbell's Boatyard (Marine Trades)*
- *iFrog Digital Marketing (Marketing and Communications)*
- *The Whalen Company (Manufacturing)*
- *RAUCH, Inc. (Engineering)*
- *Trenton Pipe Nipple Company (Manufacturing)*
- *Choptank Transport (Transportation and Logistics)*
- *Eastern Shore Title Company (Real Estate)*
- *E&B Automotive, Inc. (Automotive)*
- *Queenstown Collision Center, Inc.(Automotive)*
- *Seaberry Farm (Agriculture – pending)*
- *Phillips Wharf Environmental Center, Inc. (Aquaculture – pending)*

## Carroll County

- *Bopat Electric (Construction)*
- *Rommel Construction (Construction)*
- *Mead Tree and Lawn Care (Environmental Services)*
- *Tire World of Riverside (Automotive)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *Owings Home Services (Construction – pending)*
- *Stanley Black and Decker (Manufacturing)*
- *Shepherd Electric (Construction)*
- *Laurenzio Restaurants (Hospitality/Foodservice)*
- *Blake and Wilcox Plumbing and Heating (Construction – pending)*
- *Arocon Roofing & Construction (Construction)*
- *Bomark Electric (Construction)*

- *Innovative Machine Corp. (Manufacturing – pending)*
- *James A. Wheat and Sons, Inc. (Construction – pending)*

#### Dorchester County

- *Composite Yacht, LLC (Shipbuilding)*
- *Gross Mechanical Laboratories, Inc. (Manufacturing)*
- *GKD-USA, Inc.(Manufacturing)*
- *Cambridge International (Manufacturing)*
- *Rommel Construction (Construction)*
- *Grounded Electrical Construction (Construction)*
- *RAUCH, Inc. (Engineering)*
- *The Whalen Company (Manufacturing)*
- *iFrog Digital Marketing (Marketing and Communications)*
- *Campbell's Boatyard (Marine Trades)*
- *E&B Automotive, Inc. (Automotive)*
- *Queenstown Collision Center, Inc.(Automotive)*
- *Quevera, LLC (IT)*
- *Eastern Shore Title Company (Real Estate)*
- *Choptank Transport (Transportation and Logistics)*
- *Trenton Pipe Nipple Company (Manufacturing)*
- *B & B Sport Aviation (Aviation)*
- *Phillips Wharf Environmental Center, Inc. (Aquaculture – pending)*

#### Frederick County

- *American Computer Development (IT)*
- *Brunswick Woodworking (Skilled Trades)*
- *Insul-Tech, Inc. (Manufacturing)*
- *Phoenix Mecano (Manufacturing)*
- *Holly Hills Country Club (Hospitality/Tourism)*
- *Custom Concepts Construction, Inc. (Construction)*

- *Frederick Regional Health System (Healthcare)*
- *Pain and Spine Specialists of Maryland (Healthcare)*
- *Bopat Electric (Construction)*
- *F B Harding (Construction)*
- *Twin Ridge Auto (Automotive)*
- *Dynamic Auto (Automotive)*
- *Woodsboro Bank (Banking)*
- *TEI Electrical Solutions (Construction)*
- *Frederick County Public Schools (Education)*
- *Ben Lewis Plumbing (Construction)*
- *South Mountain Lawn and Landscaping (Environmental Services)*
- *W. F. Delauter & Son (Construction)*
- *Alban CAT (Automotive/Heavy Equipment)*
- *Bryant Group, Inc. (Construction)*
- *Wagner Meats (Food Production)*
- *Trinity Salon (Cosmetology)*
- *Fountaindale Auto (Automotive)*
- *All Around Plumbing (Construction)*
- *BaneBio (Healthcare Infomatics)*
- *ALLCool Refrigerant Reclaim (Construction/HVAC)*
- *KM Appraisals, LLC (Real Estate)*
- *Canapes, Inc. (Hospitality and Foodservice)*
- *Dustin Construction (Construction)*
- *FJB Engineering (Manufacturing)*
- *Toothman Orthodontics (Healthcare)*
- *Second Chances Garage (Automotive)*
- *Bimbo Bakeries USA (Food Production)*
- *Tire World of Riverside (Automotive)*
- *Precision Bioservices (Biotechnology)*
- *Watkins Cabinet (Manufacturing)*



- *Winsupply (Energy)*
- *Mead Tree and Lawn Care (Environmental Services)*
- *Zegaz Instruments (Manufacturing)*
- *Krietz Auto (Automotive)*
- *Rommel Construction (Construction)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *Plamondon Hospitality Partners (Hospitality and Tourism)*
- *CAS Engineering (Engineering)*
- *D. M. Bowman (Transportation and Logistics)*
- *Altimate Electric, Inc. (Construction)*
- *Willard Agri Service (Agriculture)*
- *BEACON House (Education)*
- *Contour Construction LLC (Construction)*
- *Shepherd Electric (Construction)*
- *Laurienzo Restaurants (Hospitality/Foodservice)*
- *Blake and Wilcox Plumbing and Heating (Construction – pending)*
- *Bomark Electric (Construction)*
- *South Mountain Creamery (Agriculture – pending)*
- *James A. Wheat and Sons, Inc. (Construction – pending)*

#### Howard County

- *Hawkins Electric Service (Construction)*
- *Minnick's (Construction)*
- *Mead Tree and Lawn Care (Environmental Services)*
- *Howard Tech Advisors (Information Technology)*
- *Bopat Electric (Construction)*
- *ARGO Systems (Construction)*
- *F B Harding (Construction)*
- *TEI Electrical Solutions (Construction)*

- *Humanim (Non-Profit)*
- *DEL Electric (Construction)*
- *Salon Tusey (Cosmetology)*
- *Rommel Construction (Construction)*
- *DARCARS Toyota (Automotive)*
- *DARCARS Chrysler of Silver Spring (Automotive)*
- *Lexus of Silver Spring (Automotive)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *TeamWorx Security, LLC. (Information Technology)*
- *Altimate Electric (Construction)*
- *R. E. Newcomb, Inc. (Construction)*
- *C&R Electric (Construction)*
- *Owings Home Services (Construction – pending)*
- *Shapiro and Duncan (Construction)*
- *Shepherd Electric (Construction)*
- *Laurenzio Restaurants (Hospitality/Foodservice)*
- *Cynergy Electric Company, Inc. (Construction)*
- *AAA Physical Therapy, LLC (Healthcare)*
- *Colonial Electric Company Inc. (Construction)*
- *Blake and Wilcox Plumbing and Heating (Construction – pending)*
- *EVENTEQ, LLC (Transportation and Logistics)*
- *J. M. Mullen Electrical Service, Inc. (Construction)*
- *BA Auto Care (Automotive)*
- *Turf Valley Resort (Hospitality and Tourism – pending)*
- *Bomark Electric (Construction)*
- *Highs of Baltimore (Retail – pending)*
- *James A. Wheat and Sons, Inc. (Construction – pending)*

## Kent County

- *Dixon Valve and Coupling Company (Manufacturing)*
- *Willard Agri Service (Agriculture)*
- *Rommel Construction (Construction)*
- *Greenscapes Land Care, LLC (Environmental Services)*
- *Grounded Electrical Construction (Construction)*
- *RAUCH, Inc. (Engineering)*
- *iFrog Digital Marketing (Marketing and Communications)*
- *E&B Automotive, Inc. (Automotive)*
- *Queenstown Collision Center, Inc.(Automotive)*
- *Eastern Shore Title Company (Real Estate)*
- *Chesapeake CNC Mfg. (Manufacturing)*
- *Red Acres Hydroponics (Agriculture)*

## Montgomery County

- *C&R Electric (Construction)*
- *Edison Electric Co., Inc. (Construction – pending)*
- *Altimate Electric, Inc. (Construction)*
- *DARCARS Toyota (Automotive)*
- *DARCARS Chrysler of Silver Spring (Automotive)*
- *Lexus of Silver Spring (Automotive)*
- *Grounded Electrical Construction (Construction)*
- *Windsor Electric Company Inc. (Construction)*
- *Rommel Construction (Construction)*
- *Bopat Electric (Construction)*
- *Mead Tree and Lawn Care (Environmental Services)*
- *Precision Bioservices (Biotechnology)*
- *Watkins Cabinet (Manufacturing)*
- *Shapiro and Duncan (Construction)*
- *Ernest Maier Inc. (Construction)*

- *Shepherd Electric (Construction)*
- *Montgomery County Public Schools (Education)*
- *Laurenzio Restaurants (Hospitality/Foodservice)*
- *Colonial Electric Company Inc. (Construction)*
- *Bryant Group (Construction)*
- *Blake and Wilcox Plumbing and Heating (Construction – pending)*
- *J. M. Mullen Electrical Service, Inc. (Construction)*
- *W. L. Gary Company, Inc. (Construction)*
- *Bomark Electric (Construction)*
- *James A. Wheat and Sons, Inc. (Construction – pending)*

#### Queen Anne's County

- *Gross Mechanical Laboratories, Inc. (Manufacturing)*
- *Wye River Marine (Maritime)*
- *Net Vision Consultants, Inc. (Information Technology)*
- *Dixon Valve and Coupling Company (Manufacturing)*
- *Rommel Construction (Construction)*
- *Grounded Electrical Construction (Construction)*
- *RAUCH, Inc. (Engineering)*
- *The Whalen Company (Manufacturing)*
- *iFrog Digital Marketing (Marketing and Communications)*
- *Campbell's Boatyard (Marine Trades)*
- *Willard Agri Service (Agriculture)*
- *E&B Automotive, Inc. (Automotive)*
- *Queenstown Collision Center, Inc. (Automotive)*
- *Eastern Shore Title Company (Real Estate)*
- *Corsica Technologies (Information Technology)*
- *Phillips Wharf Environmental Center, Inc. (Aquaculture – pending)*

## Prince George's County

- *Bomark Electric (Construction)*

## St. Mary's County

- *J.F. Taylor, Inc. (Manufacturing)*
- *Platform Aerospace (Manufacturing)*
- *St. Mary's County Public Schools (Education)*
- *J Browne Excavating LLC (Construction)*
- *Pax Aero Solutions (Manufacturing)*
- *The Patuxent Partnership (Manufacturing – pending)*
- *Alion, Inc. (Aerospace – pending)*
- *Coherent Technical Services, Inc. (Aerospace – pending)*
- *Jordan Research and Development, LLC (Manufacturing – pending)*

## Talbot County

- *Gross Mechanical Laboratories, Inc. (Manufacturing)*
- *Fisherman's Inn (Hospitality and Tourism)*
- *Rommel Construction (Construction)*
- *iFrog Digital Marketing (Marketing and Communications)*
- *Grounded Electrical Construction (Construction)*
- *RAUCH, Inc. (Engineering)*
- *Wye River Marine (Maritime)*
- *The Whalen Company (Manufacturing)*
- *Campbell's Boatyard (Marine Trades)*
- *E&B Automotive, Inc. (Automotive)*
- *Queenstown Collision Center, Inc. (Automotive)*
- *Spring and Associates (Construction)*
- *The Inn at Perry Cabin (Hospitality/Foodservice)*
- *Eastern Shore Title Company (Real Estate)*
- *Choptank Transport (Transportation and Logistics)*



- *Trenton Pipe Nipple Company (Manufacturing)*
- *Phillips Wharf Environmental Center, Inc. (Aquaculture – pending)*

## Washington County

- *Todd Stocks Insurance Agency (Finance/Insurance)*
- *RAMPF Molds Industries, Inc. (Manufacturing)*
- *Beachley Furniture (Manufacturing)*
- *DVF Corporation (Manufacturing)*
- *Custom Machine, Inc. (Manufacturing)*
- *Beacon Grace LLC (Business Management)*
- *Columbia Machine, Inc. (Manufacturing)*
- *TEI Electrical Solutions (Construction)*
- *Bopat Electric (Construction)*
- *Jay Reece Mobile (Telecommunications)*
- *D. M. Bowman (Transportation and Logistics)*
- *Herald-Mail Media (Media and Communications)*
- *Hub Labels, Inc. (Manufacturing)*
- *Tri-County Pump Service, Inc. (Construction)*
- *B&D Consulting (IT)*
- *Asplundh Tree Experts (Forestry)*
- *Fil-Tec, Inc. (Manufacturing)*
- *Associated Builders and Contractors, Cumberland Valley (Trade Association)*
- *Valentine Electric, Inc. (Construction)*
- *Electromet Corporation (Manufacturing)*
- *Caldwell Manufacturing (Manufacturing)*
- *Toothman Orthodontics (Healthcare)*
- *Washington County Division of Environmental Management (Government)*
- *LS Grim Consulting Engineers (Construction)*
- *Land Cruiser Heaven (Automotive)*
- *Washington County Museum of Fine Arts (Historic Preservation)*

- *Burkeholder's Floor Covering (Construction)*
- *Hagerstown Children's School (Education)*
- *Senior Benefit Services, Inc. (Insurance)*
- *Fountain Head Country Club (Hospitality/Tourism)*
- *Grounded Electrical Construction (Construction)*
- *Fahrney-Keedy Memorial Home, Inc. (Healthcare)*
- *Micronel USA Inc. (Wholesale Sales – pending)*
- *Willard Agri Service (Agriculture)*
- *Krietz Auto (Automotive)*
- *Gruber-Latimer Restoration (Construction)*
- *MEC, Inc. (Construction)*
- *BEACON House (Education)*
- *Contour Construction LLC (Construction)*
- *Shepherd Electric (Construction)*
- *Turner Wealth Management (Finance)*
- *Wade Architecture (Architecture)*
- *City of Hagerstown (Government)*
- *James A. Wheat and Sons, Inc. (Construction – pending)*

#### *Wicomico County*

- *City of Salibury (Government)*
- *Parker & Associates, Inc. (Engineering)*

### **Expansion of the Innovative Pathways to Success Program**

During 2019, Labor expanded the existing Pathways to Success Electrical Pre-Apprenticeship Program to serve students in Anne Arundel County. Since that time, in November of this year, the Department made a new award to expand this successful model yet again, this time to include Montgomery County and also Charles County.

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. Pathways to Success is a collaboration between Labor, Anne Arundel County Public Schools (AACPS), and the Independent Electrical Contractors (IEC) Chesapeake.

Through this pre-apprenticeship program, 10 youth from AACPS had the opportunity to begin a career in the electrical trade. For the Montgomery and Charles County projects, IEC Chesapeake will serve up to 15 individuals in each county.

In collaboration with Montgomery County Public Schools and also Charles County Public Schools, IEC Chesapeake will conduct a 200-hour electrical trade pre-apprenticeship program for the enrolled students, which will include a combination of hands-on training and classroom instruction. Each student who successfully completes the program and meets 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, this will be the fifth cohort of students to be served under this initiative.

## **Eligible Employers to Registered Sponsors and the Apprenticeship Tax Credit**

AMP also offers pathways to employers to expand from a youth apprenticeship model seamlessly to a Registered Apprenticeship model. Since inception, a total of twelve employers participating in AMP have either been existing Registered Apprenticeship Sponsors or have been approved to be a sponsor. Those employers who are sponsors are: *Dynamic Automotive; Washington County Division of Environmental Management; D. M. Bowman; Dixon Valve and Coupling, Inc.; Minnick's; Humanim; Associated Builders and Contractors – Cumberland Valley; DARCARS.; W. F. Delauter & Son; Shapiro and Duncan, Inc.; British American Auto Care; Willard Agri-Service, Inc.* Additionally, a total of twenty-seven other AMP employers are also participating employers in one or more group Registered Apprenticeship programs registered with MATP. Labor continuously seeks out opportunities to connect AMP employers directly to the Registered Apprenticeship system.

These linked programs offer students engaged in AMP with 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. During November 2020, Dynamic celebrated its first apprentice graduate.

Through June 30, 2020, becoming or being connected to a Registered Apprenticeship sponsor allowed employers such as Dynamic Automotive and others the ability to take advantage of the Apprenticeship Tax Credit, established through the More Jobs for Marylanders Act of 2017 (Chapter 149 of the Acts of 2017). The Maryland Apprenticeship Tax Credit provided a State income tax credit to Registered Apprenticeship sponsors or participating employers who hire an eligible Registered Apprentice(s). The employer would qualify for a \$1,000 tax credit for each eligible Registered Apprentice. Several youth apprenticeship employers are reviewing opportunities to become Registered Apprenticeship sponsors. Legislation to extend and expand the Apprenticeship Tax Credit to include an allowance for youth apprentices was under consideration during the 2020 session of the Maryland General Assembly. Unfortunately, the truncated session due to the coronavirus global pandemic prevented the legislation from achieving final passage and funding.

## **Utilizing Past Student Success and Feedback to Promote AMP**

In 2018, Labor announced the launch of the Maryland Youth Apprenticeship Ambassador Program, a program that raises awareness of and encourages participation in AMP. Casey Kelly, former youth apprentice and current junior analyst for Washington County-based Beacon Grace, was named the state's first youth apprenticeship ambassador. The announcement was made at the Frederick County Public School's (FCPS) Second Annual Youth Apprenticeship Summit, an informational event that introduced FCPS students to apprenticeship employers and provided opportunities for career development.

Casey Kelly joined the youth apprenticeship program through the Washington County Public Schools in January 2018. While finishing his senior year of high school, Kelly was hired by Beacon Grace as a junior analyst apprentice. Kelly's eagerness to learn, positive attitude, and ability were some of the many reasons Beacon Grace hired him full-time upon completion of his apprenticeship – and are the very reasons he was selected as Maryland's first ambassador.

Now, in his role at the growing supply chain consulting company, Kelly conducts research, manages projects, and helps market the company's services to local businesses. Since being named as a Youth Apprenticeship Ambassador, Kelly has represented Labor at numerous events.

Students have especially appreciated the fact that 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.

### **Madalynn Warrenfeltz, Youth Apprentice from Washington County Public Schools, with Turner Wealth Management**

*"Right now, I'm getting trained in the office. I'm enjoying it. I also have the resources to work from home. I think being in the apprenticeship program will open up other options. I'm also looking at becoming a financial adviser."*

### **Ryan Linetty, Youth Apprentice from Washington County Public Schools, with Fil-Tec, Inc.**

*"I like it. It's kind of challenging, but I learn a lot of stuff. It's also a great way to make good money. I feel pretty good about myself. I plan to continue working there. I've thought of moving up in the company. It's really my main goal."*

### **Skye Adshead, Youth Apprentice from Dorchester County Public Schools, with Choptank Transport**

*"One of my friends applied for the apprenticeship and joined a local title company. It made me realize what a great opportunity it would be to learn about a job first-hand and get paid at the same time. I wanted something more than just the basic high school job, so I applied at Choptank."*

**Garrett Walker, Youth Apprentice from Dorchester County Public Schools, with GKD-USA**

*"I like everything about welding and am enjoying my apprenticeship at GKD-USA."*

**Christopher Borja, Youth Apprentice from Howard County Public School System, with Altimate Electric, Inc.**

*"My overall experience has been good because I enjoy working with my hands the most. I think it's a better pace for me, than at a desk. I have learned a lot on the job. The only electrical experience I had previously was some automotive work, which is completely different than working with a building. Through my electrical apprenticeship, I was taught how to install receptacles and how to hang lights."*



*Christopher Borja, youth apprentice with Altimate Electric, Inc., at his worksite Hammond High School, a Howard County Public School System facility.*

## **Apprenticeship Maryland Program Statistics**

Chapter 140 of the Acts of 2015 requires that Labor, in coordination with MSDE, report jointly to the Governor and the General Assembly on the effectiveness of the pilot program. Specifically, the statute requires a report on the following:

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



As AMP officially completed its second year as a statewide program during the 2019–2020 academic year, the number of students who have been placed has grown significantly. Specifically, the number of students placed into youth apprenticeships increased by over 57% since last year, and over 572% since the inception of the pilot program in 2016.

- At the end of the 2019–2020 school year, a total of 74 students were registered as youth apprentices. Three of these were from Allegany County, three were from Dorchester County, 21 of these were students from Frederick County Public Schools, 19 were from Howard County, two were from Kent County, five were from Queen Anne’s County, eight were from Talbot County Public Schools, and 13 were from Washington County Public Schools. The remaining school systems have since begun their respective programs in the fall of 2020 and will begin enrolling youth apprentices.

To date during the 2020-2021 school year, a total of 44 students are registered as youth apprentices. The county breakdown is as follows: (Dorchester – 1, Frederick – 11, Howard – 18, Talbot – 3, and Washington – 11). Due to the coronavirus global pandemic, new registrations have come in at a slower pace but more are anticipated for the remainder of the school year.

- According to wage information, and in accordance with statute, the students who were placed with eligible employers were making at least the applicable minimum wage. A couple of students were making as much as \$15.00 per hour. The average hourly wage for currently registered youth apprentices is \$12.15.
- Youth apprentices received workforce skills and training related to the following occupations:

- |                                    |   |
|------------------------------------|---|
| 1. Machine Operator                | 24. Telecommunications Equipment Repair Assistant |
| 2. Mechanical Engineer             | 25. Diesel Maintenance Technician                 |
| 3. Print Operator                  | 26. Refrigerant Reclaim Helper                    |
| 4. Cabinet Maker                   | 27. Service Technician Apprentice                 |
| 5. CNC Machinist (CAD/CAM)         | 28. Sports Stringer Reporter                      |
| 6. Manufacturing Technician        | 29. Press Assistant                               |
| 7. Data Entry                      | 30. Chef Assistant                                |
| 8. Computer Support Specialist     | 31. Water Operator                                |
| 9. Business System Analyst         | 32. Laboratory Technician                         |
| 10. Interior Design                | 33. Project Assistant                             |
| 11. Project Management             | 34. Yamaha Outboard Technician                    |
| 12. Upholstery                     | 35. Marketing Apprentice                          |
| 13. Custom Furniture Manufacturing | 36. Child Care Assistant                          |
| 14. Estimator                      | 37. Government Policy Researcher                  |
| 15. Patient Access Registrar       | 38. Direct Support Professional Apprentice        |
| 16. Biomed Technician              | 39. Hospitality Apprentice                        |
| 17. Pre-Access Financial Counselor | 40. Engineering Assistant                         |
| 18. Auto Mechanic                  | 41. Graphic Designer                              |
| 19. Arborist                       | 42. Pastry Chef Apprentice                        |
| 20. Plumber’s Assistant            | 43. Cosmetology Assistant                         |
| 21. Electrician’s Assistant        | 44. CAD Draftsperson                              |
| 22. Communications Assistant       |   |
| 23. IT Support Assistant           |   |

- Industry representation for youth apprentices for the 2019-2020 academic year is as follows.

<b>AMP Business Percentages (2019-2020 School Year)</b>		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Government	1	1.4%
Transportation and Logistics	2	2.7%
Environmental Services	2	2.7%
Business	2	2.7%
Engineering	2	2.7%
Hospitality and Tourism	3	4.1%
Education	4	5.4%
Marine Trades	4	5.4%
Information Technology	7	9.5%
Automotive	8	10.8%
Manufacturing	10	13.5%
Healthcare	11	14.9%
Construction	18	24.3%
<b>Total</b>	<b>74</b>	<b>100.0 %</b>

- Sixty-three students completed the Apprenticeship Maryland Program by the end of the 2019–2020 school year.
- Ten students have been retained under the program from the 2019–2020 school year and are continuing for the 2020–2021 school year.

## Concluding Remarks

Labor is committed to growing AMP and MATP into the future. Over the next year, Labor and its current local school system partners will focus on: recruiting new participating employers representatives of a wide variety of industry sectors, adding in-demand 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.

Labor will also be utilizing a portion of the apprenticeship expansion grant awarded earlier this year to support youth apprenticeship. Building upon the existing AMP, the State’s Youth Apprenticeship initiative to help employers become their own RA program Sponsors (or alternatively, become a participating employer with a Group Joint or Group Non Joint sponsor) and dually register youth apprentices as RAs. Labor will work with RA sponsors to expand the School-to-Apprenticeship model based on pilot success. Sub-awards will be solicited from outside organizations to implement these efforts.

Labor and MSDE will continue to conduct outreach to those local public school systems that have not yet joined AMP. Lastly, 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, AMP will open up many exciting options to Maryland’s young people as they transition from school to the world of work.

