

 **MARYLAND**
APPRENTICESHIP
and TRAINING PROGRAM

ANNUAL REPORT 2021



MSAR # 11095 & 11687

June 2022

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

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

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

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

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

We are pleased to provide this report on the Maryland Apprenticeship and Training Program for 2021. During the previous calendar year, the registered and youth apprenticeship systems in Maryland continued to grow and diversify in order to serve the needs of both employers and jobseekers, even as our state and nation faced the challenges posed by the Coronavirus global pandemic. Performance for this past year set a number of important milestones as will be discussed within the body of this report. Most notably, the state surpassed 11,400 apprentices registered for the first time in history during 2021. Also, a total of 23 new apprenticeship programs were approved during the same year. From 2016 through 2020, dozens of sponsors and occupations were added to Maryland's apprenticeship system, increasing both the number of Registered Apprentices and the number of new sponsors and employers participating.

Also in 2021, the Maryland Department of Labor (MD Labor) continued apprenticeship expansion activities associated with United States Department of Labor (USDOL) grants supporting the expansion of apprenticeship. Since 2016, MD Labor has competitively secured nearly \$13 million for activities to accelerate and expand Registered Apprenticeship opportunities within the State. During 2021, MD Labor completed its work under one of its very first USDOL apprenticeship grants, the ApprenticeshipUSA State Apprenticeship Expansion grant. Since this award was made in November 2016, Maryland's results exceeded each and every one of the performance measures established as part of the grant. We now continue to utilize two subsequent grants to advance a number of strategic priorities including: implementing technological upgrades to existing apprenticeship-related external web interfaces and internal databases as well as developing the state's first comprehensive apprenticeship marketing and outreach campaign. Funding is also available to support the expansion of both registered and youth apprenticeship.

MD Labor and the Maryland Apprenticeship and Training Council are committed to the great work that has already begun and look forward to reporting to you on the continued successes of this program in the years to come.

Best Regards,



Tiffany P. Robinson
Secretary
Maryland Department of Labor



Brian S. Cavey
Chairperson
Maryland Apprenticeship and Training Council

Chapter 495 of the Acts of the 2016 Maryland General Assembly requires that the Maryland Apprenticeship and Training Council (MATC) annually report to the legislature on the status of apprenticeship programs for the immediately preceding calendar year. Specifically, the report must include:

- The completion and enrollment rates of each apprenticeship program registered with the state; and
- The age, race, sex or gender identity, county of residence, and program enrollment of each individual enrolled in a Registered Apprenticeship (RA) program.

The Maryland Department of Labor (MD Labor), on behalf of the MATC, offers the following narrative and data for calendar year 2021.



National Apprenticeship Week 2021 Proclamation from Governor Larry Hogan.

Link to view the Proclamation in greater detail:

<http://www.labor.maryland.gov/employment/appr/apprnawproclamation.pdf>

A STRATEGIC VISION FOR APPRENTICESHIPS

"Maryland continues to be a national leader in workforce development, job training, and apprenticeships, and it is critical that we continue to invest in our skilled workforce. Apprenticeships have proven to be a tremendously successful workforce development strategy, and I encourage businesses from all industries to utilize this program."

--Governor Larry Hogan

Throughout his tenure, Governor Larry Hogan has defined his strategic vision for the workforce system, as outlined in Maryland's Combined State Workforce Plan. As specifically noted in the Plan, "Maryland's goal is to align apprenticeships with the workforce system, to ensure that traditional RA opportunities expand alongside the creation of new opportunities grounded in labor market demand." Since 2016, when apprenticeship was transferred from the department's Division of Labor and Industry to the Division of Workforce Development and Adult Learning, Maryland has made significant progress in promoting the expansion of both traditional and non-traditional RAs to expand alongside the creation of new apprenticeship opportunities within a variety of high-growth, high-demand industries.

During 2021, MD Labor continued to make great strides in support of the state's apprenticeship system, including an infusion of additional federal funding. Since 2016, a total of five different federal funding awards were received, totaling nearly \$13 million. These are denoted below.

Name of Grant	Funding Amount	Date of Original Award
USDOL – Apprenticeship Accelerator Grant	\$200,000.00	July 8, 2016
USDOL – ApprenticeshipUSA Grant	\$2,000,000.00	November 1, 2016
USDOL – ApprenticeshipUSA Continuation Grant	\$1,816,649.00	June 1, 2018
USDOL – Apprenticeship State Expansion Grant	\$2,854,797.39	July 1, 2019
USDOL – State Apprenticeship Expansion Grant	\$6,012,924.00	July 1, 2020

During the year, activities continued related to its three active federal apprenticeship grant awards. Collectively, these funds have allowed for the expansion of the Registered Apprenticeship system by funding a series of distinct activities that increase MD Labor's ability to serve, improve, and strategically scale the RA model and to fund innovations aimed at using RAs as a tool for developing the economy and building infrastructure. In accordance with these expectations, MD Labor is focusing on the following six goals outlined by the grant program:

1. Build the national apprenticeship system;
2. Align Maryland's apprenticeship expansion activities with national efforts;
3. Improve data sharing and integrity;
4. Engage in general business outreach, technology, and/or technical assistance;
5. Identify new industries and occupations to diversify apprenticeship programs; and
6. Increase the participation of diverse populations in apprenticeship opportunities.

A celebration of RAs in the state through the declaration of National Apprenticeship Week in Maryland took place for the sixth year in a row. During National Apprenticeship Week in November 2021, Governor Hogan and Labor Secretary Tiffany Robinson announced that Maryland had reached 11,498 registered apprentices currently earning and learning in the Maryland Apprenticeship and Training Program (MATP) – the highest participation rate in the history of the program. Exceeding 11,000 registered apprentices for only the second time ever represented a significant milestone made possible by the dedication and commitment of MATP staff to recruit new programs, sponsors, and apprentices in Maryland. A total of twenty different events were held to commemorate this occasion.

At year's end, there were 3,833 businesses and 181 program sponsors actively participating in the state's registered apprenticeship program. Moreover, during 2021 the state added 23 new apprenticeship programs and reactivated one apprenticeship program. The MATP has grown significantly since the integration into Maryland's Workforce System in October 2016. Since that time, 118 new apprenticeship sponsors have been registered, 30 sponsors were reactivated, and nearly 311 sponsor reviews have been conducted.

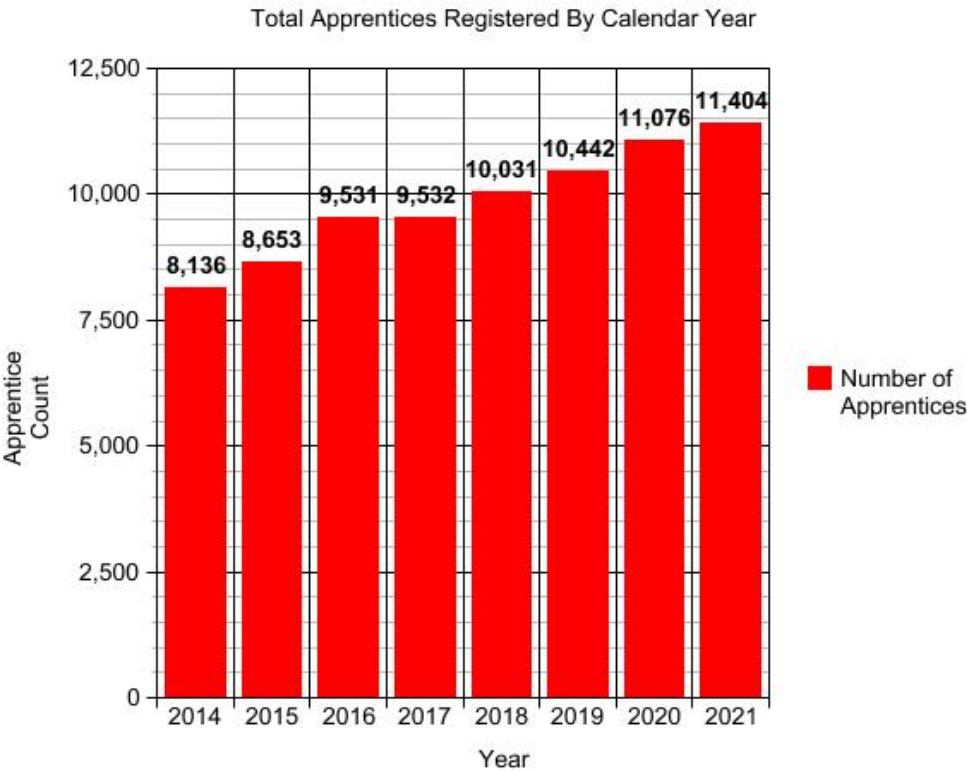


Cecil County Executive Danielle Hornberger joined the senior leadership of AUI Power, Inc. to celebrate the opening of their Training facility, three days after their new apprenticeship program was approved by the Maryland Apprenticeship and Training Council.

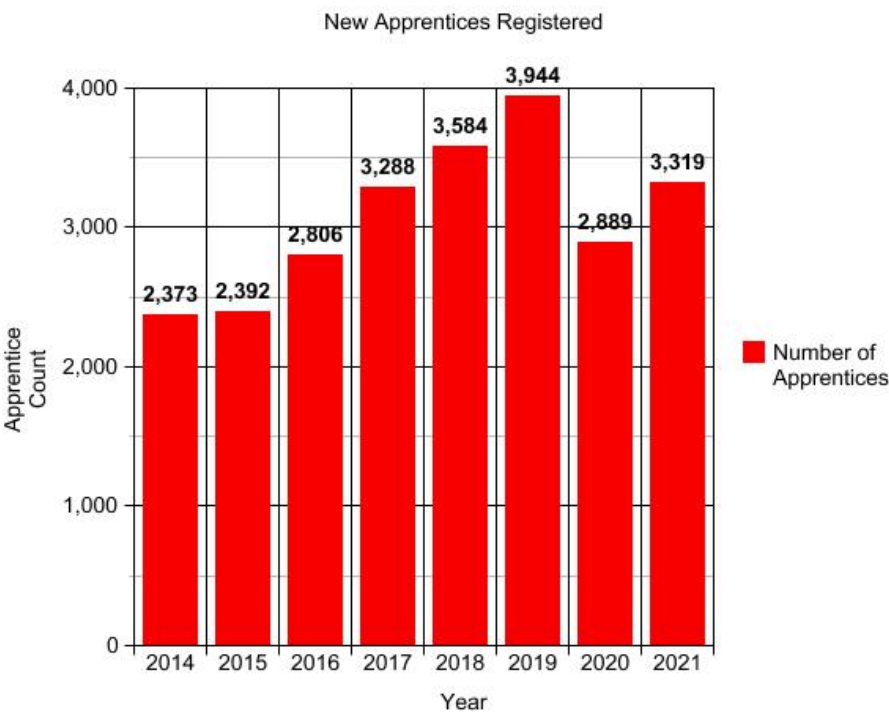
During the year, the following new RA Programs were approved.

APPRENTICESHIP PROGRAM	COUNTY	INDUSTRY
Bob Breeding General Contractors, LLC	Caroline County	Prefabricated Metal Structures
Western Maryland Area Health Education Center - West	Allegany County	Healthcare Services
Congressional Country Club	Montgomery County	Membership Sports and Recreation Club
Fabricated Extrusion Company of Maryland, LLC	Washington County	Manufacturing of Rubber and Misc. Products
Hub Labels, Inc.	Washington County	Manufacturing and Printing Services
Stanley Security	Baltimore County	Security and Fire Alarm Systems
Amentum/DynCorp International, LLC	St. Mary's County	Aviation/Aeronautics
Conagra Brands, Inc.	Washington County	Food Production
Dr. Masica Jordan, LLC	Prince George's County	Mental Health and Substance Abuse Social Workers
Clark Construction Group, LLC	Montgomery County	Construction
Deck Plate Home Inspections	Carroll County	Home Inspections
Digital Network Group (Kinetic Potential)	Prince George's County	Information Technology
ETLA North America	Howard County	Manufacturing
Woodmont Country Club	Montgomery County	Membership Sports and Recreation Club
WANADA Automobile Dealer Education Institute (ADEi)	District of Columbia	Automotive
Better Business Bureau of Greater Maryland	Baltimore City	Business Services
Insulation Solutions, Inc.	Baltimore County	Construction
Davis Ulmer Fire Protection	Baltimore City	Fire Protection Services
AUI Power, Inc.	Cecil County	Electric Utility Services
Prince George's Art and Humanities Council	Prince George's County	Public Art and Humanities
International Union of Painters & Allied Trades District Council 53	West Virginia	Construction
VSC Fire & Security Inc.	Anne Arundel County	Fire Protection Services
Cambridge International, Inc.	Dorchester County	Manufacturing

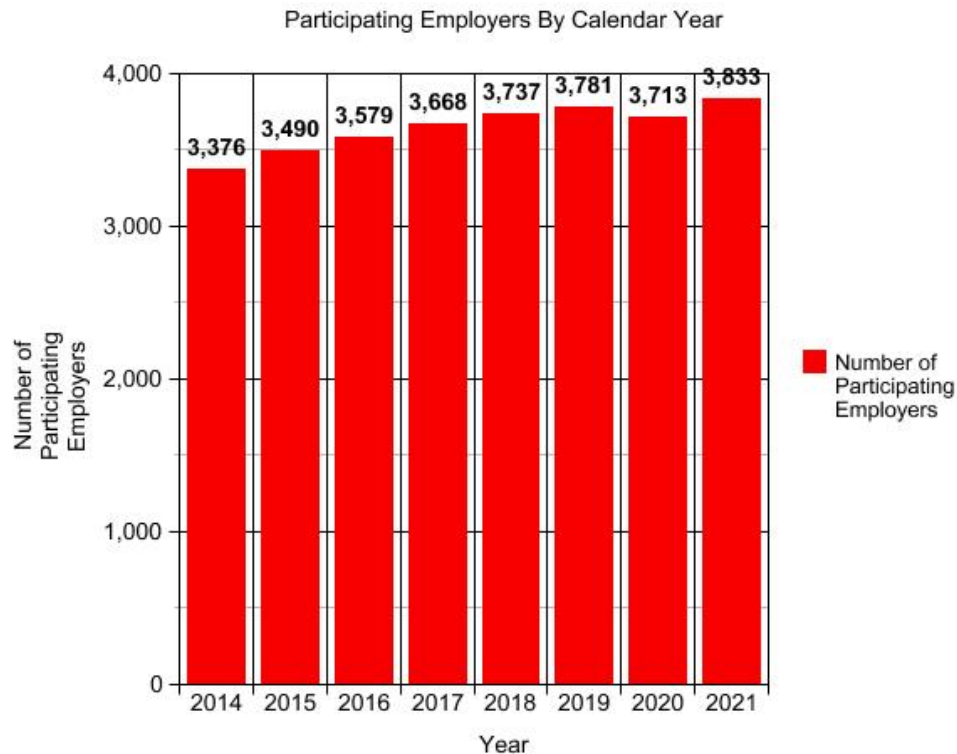
Total Apprentices Registered: At the end of Calendar Year (CY21), 11,404 total apprentices were registered. Approximately 3,268 more apprentices were registered at the end of CY21 than were registered at the end of CY14 despite the global pandemic. In other words, CY21’s apprentices registered are up 40.2 percent from CY14’s apprentices registered.



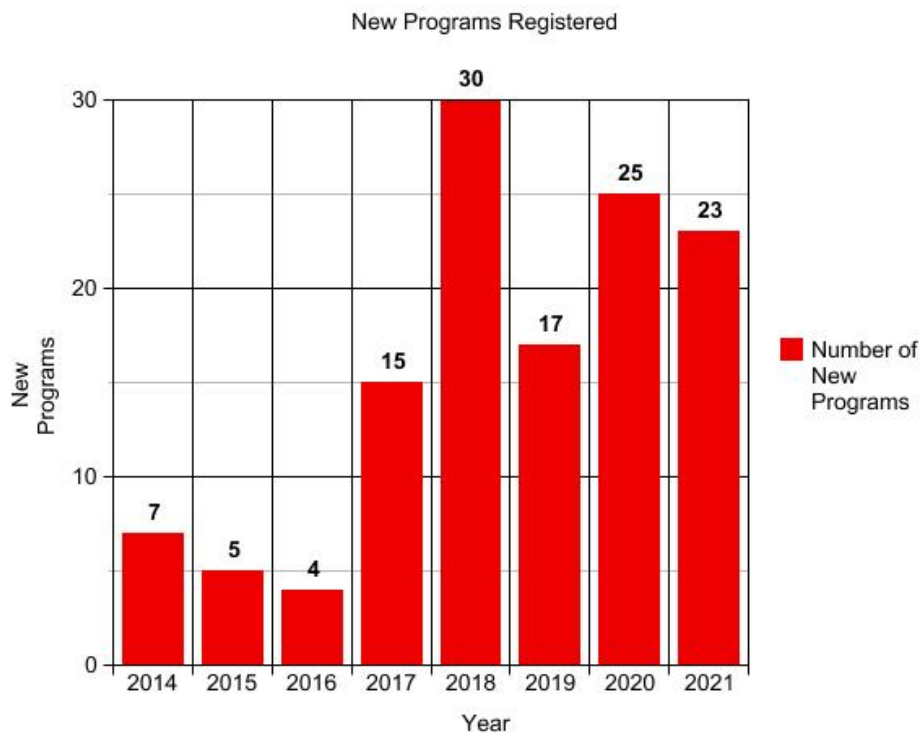
New Apprentices Registered: In CY21, there were 3,319 new apprentices registered. This represents an increase of 14.9% as compared to the prior year.



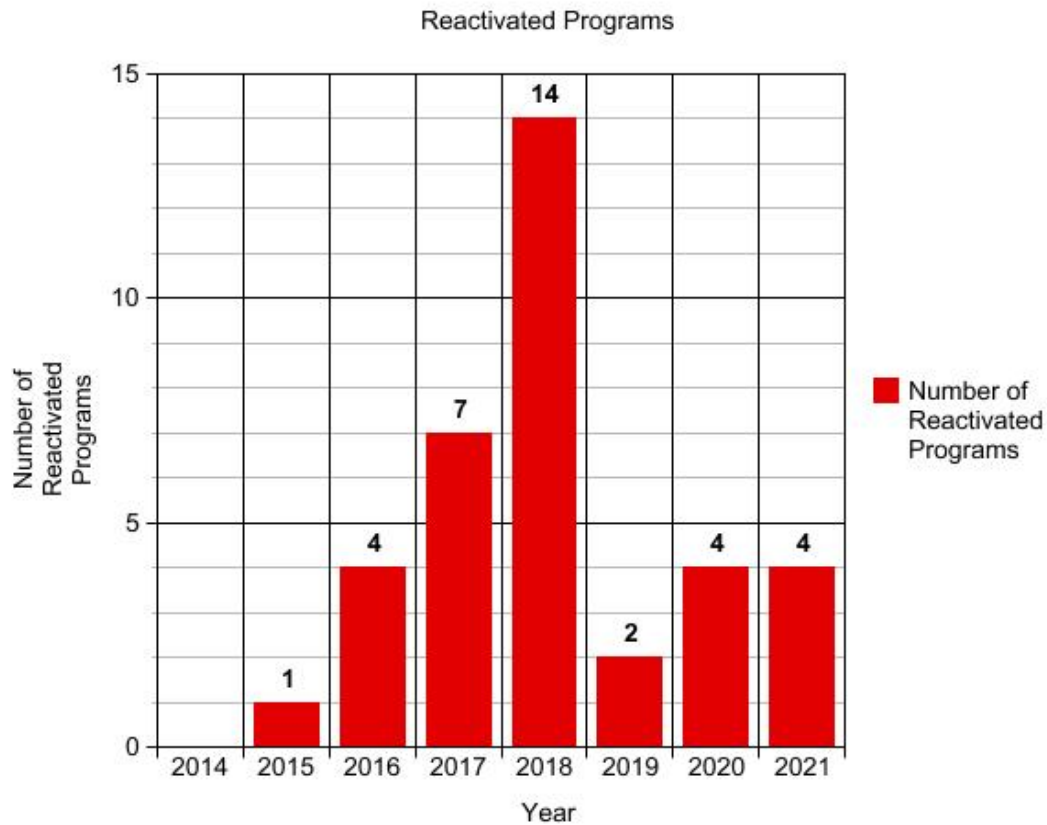
Participating Employers: At the end of CY21, there were 3,833 participating employers. This represents an increase of 3.2% as compared to the prior year.



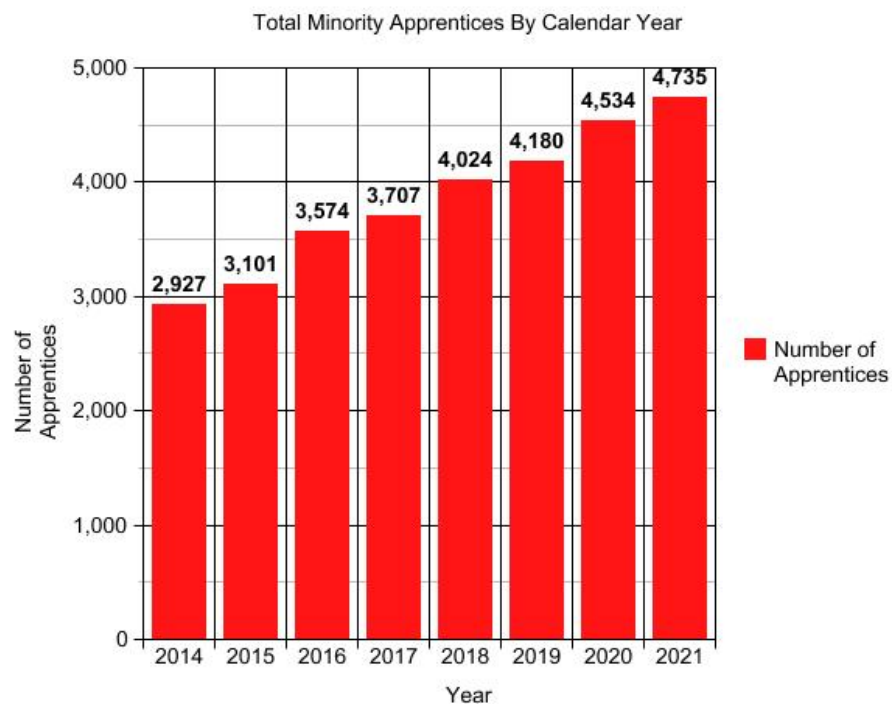
New Programs Registered: In CY21, there were 23 new programs registered, up 228.6 percent (16 more programs) from CY14.



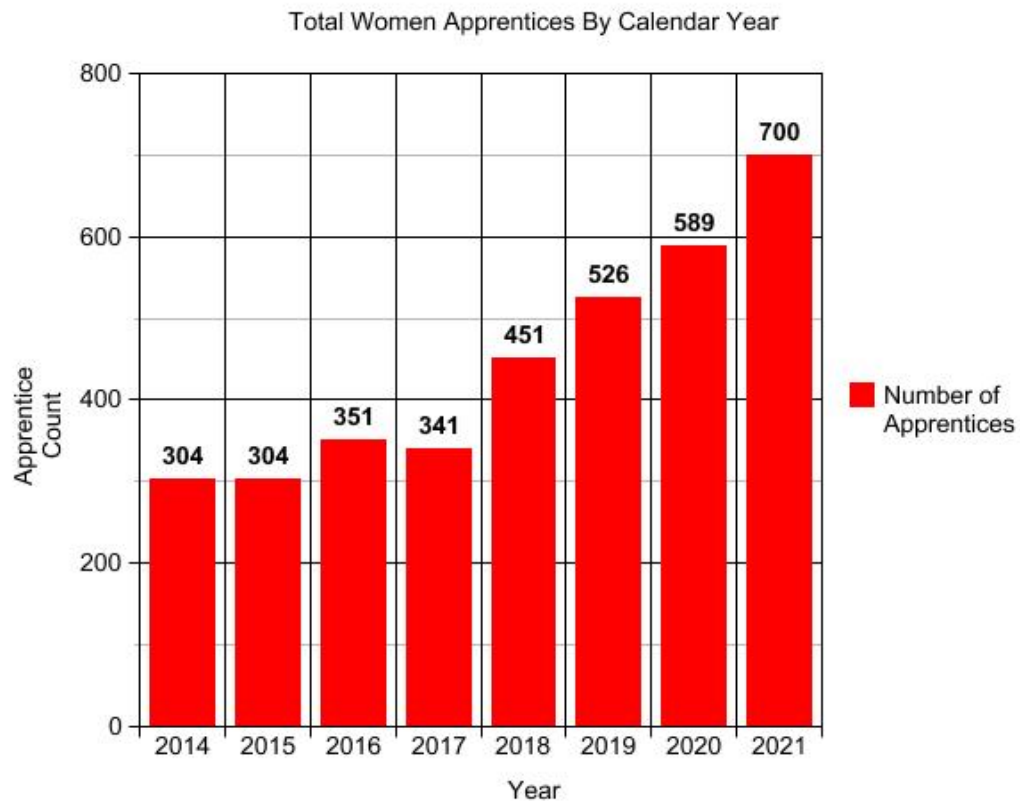
Reactivated Programs: In CY21, there were four additional programs reactivated, which is equivalent to the prior year.



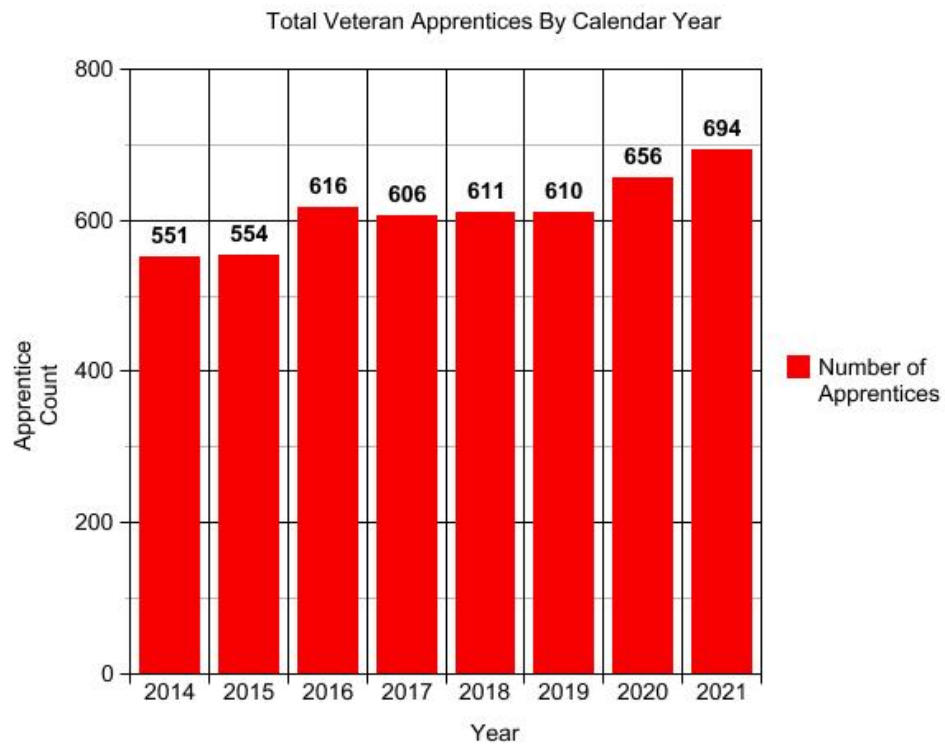
Minority Apprentices: At the end of CY21, there were 4,735 total minority apprentices, up 61.8 percent from CY14.



Women Apprentices: At the end of CY21, there were 700 total women apprentices, up 130.3 percent from CY14.



Veteran Apprentices: At the end of CY21, there were 694 total veteran apprentices, up 26.0 percent from CY14.



Utilizing Federal Funds to Accelerate and Expand Apprenticeships

Federal funding opportunities continued to provide the state with the necessary resources to vastly expand the reach of apprenticeship in Maryland. Since 2016, the Department has been awarded nearly \$13 million between five distinct United States Department of Labor ApprenticeshipUSA grants. These funds have proven vitally important to address the pressing workforce needs of Maryland businesses and to grow the apprenticeship program. Specifically, the Department was able to make necessary investments to support an expansion of the staff dedicated to MATP services and activities. This growth has directly facilitated parallel success in both the number of apprentices and apprenticeship programs, while also allowing staff to reach out to diverse industry sectors to promote the apprenticeship model.



Labor Secretary Tiffany Robinson (left) and her team joined Howard Community College at a November 2021 ceremony to formally award the college with a 2021 Maryland Community College Apprenticeship Initiative grant.

ApprenticeshipUSA State Apprenticeship Expansion Grant

Since the July 2016 award of the MD Labor's very first United States Department of Labor (USDOL) apprenticeship grant, Maryland has made significant progress in promoting the expansion of both traditional and non-traditional RAs to expand alongside the creation of new apprenticeship opportunities within a variety of high-growth, high-demand industries. The second and third of these awards – the original and continuation funding – ApprenticeshipUSA – State Apprenticeship Expansion Grant (AUSA/SAE) awards concluded at the end of October 2021. Maryland exceeded each and every performance measure that was included as part of its successive grant applications. Most significantly, the apprenticeship system within the state has employed a series of best practices that can and indeed have been replicated nationally. Maryland's work on this initiative was cited extensively in a grant assessment report prepared for USDOL entitled "*State Experiences Expanding Registered Apprenticeship: Findings from a Federal Grant Program.*"¹

¹ Samina Sattar, Jacqueline Kauff, Daniel Kuehn, Veronica Sotelo Munoz, Amanda Reiter, and Kristin Wolff, "*State Experiences Expanding Registered Apprenticeship: Findings from a Federal Grant Program,*" Washington, D.C., Mathematica, September 8, 2020, Pages 26, 35, 39, 40, 48, A.4, and A.9.

Maryland's three primary focus areas for the utilization of AUSA/SAE grant funds were identified as: Staffing/Infrastructure, Outreach/Education, and Advancing Innovative Practices. More specifically, MD Labor used these funds to build state apprenticeship capacity in the following ways.

Staffing/Infrastructure

1. Utilization of staff to increase RA Sponsors (Hire additional Apprenticeship Navigators): Maryland has been able to utilize new staff (staffing levels went from 2.5 to 15 Full-Time Employees) to grow RA sponsors and expand existing sponsors in rates between three and five times larger than projected. Also as referenced in the introduction, this infusion of staff capacity allowed for a significantly heightened level of customer service, both for existing active and inactive sponsors as well as for businesses who wish to learn more about becoming sponsors. Our success in reactivating sponsors and bringing on new ones simply could not have occurred absent an investment in our human resources capacity, an approach that was recognized by USDOL.²

Outreach/Education

1. Statewide Apprenticeship Industry Outreach Events: Our activities during the AUSA/SAE grant period have validated Maryland's recognition of the importance of a broad-based and informative statewide promotion and outreach campaign to successfully grow RA. Ultimately, if Maryland wants more Registered Apprentices, it simply must have more businesses and groups of businesses who are willing to either become sponsors of their own apprenticeship programs, or become a participating employer with an existing Sponsor. This was accomplished in part through dynamic advocacy and outreach to spread the word about the value of RA was an essential underpinning of our successful performance during the First Round of grant funding. We convened a diverse array of industry stakeholder sessions as one key component of this strategy.
2. Local Workforce Development Area (LWDA) Training: MATP staff have provided multiple apprenticeship training sessions for teams of staff from each of the state's Local Workforce development Areas. This has enabled these local staff members to better promote apprenticeship as a workforce solution that serves businesses as well as individual job-seekers.

Advancing Innovative Practices

1. Cap Breaker Activities (Baltimore Alliance for Careers in Healthcare sub-award): This sub-award engaged key organizations with extensive experience in healthcare, workforce development, and serving skilled immigrants. The Baltimore Alliance for Careers in Healthcare (BACH) is a nonprofit dedicated to eliminating the critical shortage of qualified healthcare workers in the Baltimore area by working with local agencies, healthcare institutions, and other entities to create opportunities for residents to pursue careers in health professions. Through its work with seven major healthcare employers in the Baltimore region, BACH has a frontline understanding of workforce needs and experience convening employers to ensure efforts are industry-led. This in turn has significantly grown Maryland's healthcare apprenticeship opportunities.
2. Continued Growth of Competency Based Apprenticeships: Prior to the AUSA/SAE funding award, Maryland did not have any competency-based apprenticeship programs. As part of the work associated with this grant, Maryland drafted and enacted regulations to allow

² "State Apprenticeship Expansion Promising Practices: Capacity to Launch and Manage Programs," Washington, D.C., U.S. Department of Labor, 2021, Pages 5-6.

for the competency-based model to be utilized. Since this occurred, the state has approved a total of 25 during the AUSA/SAE grant period.

3. Apprenticeship Innovation Fund (AIF) Awards (41 awards totaling \$1,856,277.44): The AIF was created to allow grantees to apply for funding, through a competitive grant process, to implement new ideas to expand the outreach of RA Programs in Maryland. Allowable activities included the development of RA Programs and Occupations in new occupations/industries, creation of Pre-Apprenticeship programs in accordance with TEN 13-12, to serve underrepresented populations, and expansion of existing RA Programs. The AIF has been replicated by other states, most recently in Maine.³

MD Labor has been able to utilize these three strategies to expand the apprenticeship system. As of October 31, 2016, the month immediately prior to Maryland's SAE award, the total number of Registered Apprentices was 8,478⁴. As has been demonstrated in our Quarterly Performance Reports, grant supported and leveraged activities have borne significant fruit. As a consequence, since our grant baseline data point, the October 31, 2021 total number of apprentices in Maryland was 11,498, representing growth of 56.6% above the adjusted baseline of 7,340. Maryland was one of only 13 of the 37 states receiving grants to meet or exceed the target of 15% growth.⁵

Additionally, Maryland had the following set of fifteen numeric grant deliverables. As you can see from the chart below, MD Labor exceeded each and every one of these metrics.

Grant Metric	Goal	Actual	% Above Goal
<i>Total Apprentices Served</i>	1,101	2,001	<u>181.74%</u>
<i>Total Female Apprentices Served</i>	41	519	<u>1,265.85%</u>
<i>Total Apprentices Ages 16-24 Served</i>	374	836	<u>223.53%</u>
<i>Total Apprentices with a Disability Served</i>	1	42	<u>4,200.00%</u>
<i>Total Veteran Apprentices Served</i>	84	107	<u>181.74%</u>
<i>Total African American Apprentices Served</i>	401	1,024	<u>255.36%</u>
<i>Total New Businesses Engaged</i>	237	3,007	<u>1,268.78%</u>

³ "State Apprenticeship Expansion Promising Practices: Apprenticeship Pipelines and Diversity," Washington, D.C., U.S. Department of Labor, 2021, Page 2.

⁴ Maryland Apprenticeship staff conducted a compliance review of every active RA Sponsor in the state in the months after the AUSA/SAE Grant was awarded. Most RA Sponsors had not received their mandatory monitoring in several years and it was found that RA Sponsors had apprentices still marked on their roles as active despite having already completed the program or were dropped from the program. Consequently, Maryland received USDOL approval to adjust the baseline from 8,441 to 7,340. This is a more accurate reflection of the state of apprenticeship prior to the AUSA award and also more accurately shows the impact and expansion of Registered Apprenticeship in Maryland following the award.

⁵ Samina Sattar, Jacqueline Kauff, Daniel Kuehn, Veronica Sotelo Munoz, Amanda Reiter, and Kristin Wolff, "State Experiences Expanding Registered Apprenticeship: Findings from a Federal Grant Program," Washington, D.C., Mathematica, September 8, 2020, Page 54.

<i>Total New RA Programs</i>	20	107	<u>535.00%</u>
<i>Total New Time-Based Programs Created</i>	15	82	<u>546.67%</u>
<i>Total New Competency-Based Programs Created</i>	5	25	<u>500.00%</u>
<i>Total Number of Existing Programs Expanded</i>	15	89	<u>593.33%</u>
<i>Total Number of Sponsors Receiving WIOA-Funded Support</i>	10	47	<u>470.00%</u>
<i>Total Registered Apprentices in the State Overall (Cumulative Running Average)</i>	8,864	10,164	<u>114.67%</u>
<i>Total Number of Sponsor Reactivations</i>	6	33	<u>550.00%</u>
<i>Total Number of New Occupations to MD</i>	9	84	<u>933.33%</u>

Apprenticeship State Expansion Grant – 2019

The MATP continues to make progress with respect to the over \$2.8 million in funding awarded through the Apprenticeship State Expansion (ASE) grants in 2019. During the course of what has been an active year, Maryland has seen a steady increase in the number of new apprentices registered and supported through the ASE Grant. A primary reason has been the continued utilization of best practices. These include the following concepts:

1. Taking the customer service approach to engage RA sponsors and inform them of new opportunities;
2. Continuing Maryland's broad-based and informative statewide promotion and outreach campaign to successfully grow RA in both diverse industries and occupations, including non-traditional RA areas;
3. Increasing collaboration with Local Workforce Development Boards and identifying strategies for connecting jobseekers to RA programs;
4. Leveraging Workforce Innovation and Opportunity Act (WIOA) services and funding to assist jobseekers in accessing RA opportunities;

Positively, during 2020, MD Labor completed a number of significant tasks associated with grant

implementation, which are summarized below.

1. MD Labor allocated \$699,226.39 of its ASE Grant to create the Related Instruction Reimbursement Program (RIRP). The program allows Registered Apprenticeship sponsors to offset the cost of registering new Registered Apprentices by allowing a reimbursement for the actual cost of Related Instruction up to a maximum of \$3,000 per new Registered Apprentice, until program funds are exhausted. The Related Instruction Reimbursement Program only applies to new Registered Apprentices. MD Labor's business service staff and Apprenticeship Navigators shall conduct outreach to ensure Maryland's Registered Apprenticeships are aware of the opportunities available to them via this program. MD Labor encourages Local Workforce Development Areas (LWDAs) to conduct outreach.

The first award under this initiative was made in September 2020. Since its inception, the RIRP has made a total of 68 individual awards to 52 unique businesses as of 12/31/2021. The total number of apprentices served by RIRP awards as of 12/31/2021 is 236 Registered Apprentices. Additional awards will continue to be made during the grant activity period.

2. MD Labor saw great success in its Apprenticeship Innovation Fund (AIF) model as utilized in the AUSA/SAE awards, seeding the implementation of new and promising ideas, adapting proven strategies at the systems or service delivery level, and expanding the reach of Registered Apprenticeship programs in Maryland. In order to continue this nationally recognized approach⁶, MD Labor allocated \$1.75 million of its ASE Grant to create the AIF 2.0. The AIF 2.0 is a larger award opportunity for entities interested in expanding the reach of Registered Apprenticeship in the State of Maryland.

The program made a total of eight awards up to \$250,000 in order to promote the following outcomes.

- Register a Group Joint or Group Non-Joint Registered Apprenticeship
- Scale an existing Registered Apprenticeship program,
- Register a new single business Registered Apprenticeship, or
- Allow a Local Area to work with one or more existing Registered Apprenticeship programs to expand their number of Registered Apprentices.

Awards were made in August 2020 to the following organizations.

AWARDEE	AWARD AMOUNT	PROJECT SUMMARY
National Restaurant Association Education	\$249,935.51	Launch a new apprenticeship program for the hospitality/food service industry for the occupations of Line Cook and Back of House Supervisor.
Independent Electrical Contractors-	\$249,884.69	Expand the existing apprenticeship program by adding more high school students as dual enrolled youth/registered apprentices in Howard and Anne Arundel

⁶ Gina Wells, Amy Beller, Mason Miller and Scott Davis, "States Embrace Their Role as Key Facilitators and Drivers of Apprenticeship Expansion," Arlington, Virginia, AIR and Maher & Maher, November 2021, Page 12.

Chesapeake		counties, grow its underutilized Telecommunications Tech occupation, and add apprentices related to solar/alternative energy or existing IEC members that have not registered apprentices within the past four years.
Humanim	\$250,000.00	Convert existing apprenticeship program for the occupation of Direct Support Professional to an apprenticeship program that can serve multiple employers hiring individuals facing behavioral and developmental disabilities.
Maryland Building Industry Association	\$250,000.00	Create a new apprenticeship program for the occupation of Residential Carpenter.
Anne Arundel Community College	\$249,944.00	Create a new apprenticeship program serving the gaming industry with two new, nontraditional occupations of Table Games Dealer and Security/Loss Prevention Specialist.
Howard Community College	\$250,000.00	Launch three new apprenticeship programs in Health IT and expand existing apprenticeship programs in construction management, IT field support, network field support, information systems security, and biomedical engineering technology.
Community College of Baltimore County	\$125,000.00	Facilitate the placement of 100 apprentices in at least three new and/or reactivated non-traditional programs sponsored by CCBC through braiding funding with the Apprenticeship Center project funded by the American Association of Community Colleges.
Franklin Apprenticeships	\$125,000.00	Grow existing apprenticeship program in information Technology/Cybersecurity occupations by placing 100 new apprentices with up to 50 employer partners.

Activities for two of these awards concluded during 2021, and the remainder continue to perform grant activities as called for under their original proposals. As of December 31, 2021, a total of 465 new apprentices were registered as a consequence of the work of these awardees. In December 2021, USDOL granted MD Labor's request for a modification to extend the ASE 2019 end date from June 30, 2022 until June 30, 2023. Each of the active AIF 2.0 awardees has processed paperwork to extend their periods of performance for one year beyond their original end-dates.

MD Labor will continue to utilize the ASE best practices and lessons learned from the expertise provided to assist sponsors, employers, and participants to envision the wealth of opportunities afforded through apprenticeships for education, training, career paths, and the benefits for all through diversity, equity, and inclusion.



During national Apprenticeship Week 2021, MD Labor unveiled this Apprenticeship Maryland Program banner to be displayed prominently within individual high schools of participating local public school systems as a marketing strategy.

State Apprenticeship Expansion Grant – 2020



This van is one of three MD Labor vehicles that are now wrapped in apprenticeship-themed cars and are traveling throughout Maryland promoting the Registered Apprenticeship system.

In July 2020 the state was awarded just over \$6 million in funding as part of the new State Apprenticeship Expansion (SAE) grants – providing additional resources from 2020 until 2023. In order to continue achieving results such as those highlighted above, the Department is utilizing several strategies as the program moves forward.

MD Labor has been utilizing a variety of approaches to achieve these goals. Specific grant-funded activities include the following tasks.

1. MD Labor has been working with the state's Department of Information Technology to revise and update the apprenticeship website to include a portal where an interested or existing Registered Apprenticeship Program (RAP) sponsor can access online, fillable documents for: (A) Standards of Apprenticeship; (B) On-the-job Learning Processes; (C) Related Instruction (RI); (D) Equal Opportunity Plan; (E) Apprenticeship Selection Plan templates; (F) Employer Agreements; (G) Apprentice Registration Agreements; and (H) Examples of existing occupations on-the-job learning and related instruction processes. This process is designed to make various administrative processes available for apprenticeship sponsors to maintain and update themselves, with technical assistance and program oversight continuing to be provided by MATP staff. It is anticipated that this site renovation will conclude by mid-2022 and then be available for use.
2. Maryland has continued to focus on increasing awareness of RAPs as a solution to align employment, training, education, and support services for adults and youth, immigrants, and other underrepresented populations (including women, people of color, ex-offenders, and individuals with disabilities). One component of this initiative has been to translate relevant MATP promotional literature into twelve languages in addition to English (This brochure is also available in Amharic, Chinese, Dari, French, Korean, Pashto, Russian, Spanish, Swahili, Tagalog, Tigrinya, and Vietnamese). During National Apprenticeship Week 2021, a special Apprenticeship Resource Fair was provided for New Americans.

3. MD Labor has continued to work with USDOL with the intent of moving to a full integration of the RAPIDS system for registration activities. Maryland's Director of Apprenticeship has continued to participate in RAPIDS Power User Group and collaborate with the group on improvements to RAPIDS.
4. Maryland has planned and is executing a statewide marketing campaign aligned with USDOL's national messaging. MD Labor has worked to create promotional materials customized with local content in order to increase the effectiveness of National Apprenticeship Week and similar events coordinated by USDOL. MD Labor will create employer content videos to help illustrate the value of RAPs to both new and existing industries/occupations directly connecting the employers back to the MATP. Specific highlights of this outreach work are described below.
 - MD Labor started by developing a master plan last year consisting of our Goals, Target Audiences, Message Ideas, Product Ideas, and Distribution Points. The three goals of this campaign are to: 1) Raise statewide awareness of and participation in Registered Apprenticeship (RA), 2) Promote the benefits of RA as a recruitment and retention strategy, and 3) Promote the advantages of apprenticeship as a career pathway and the wide range of occupational choices, with an emphasis on non-traditional occupations.
 - A variety of promotional give-away items were designed and procured including face masks, challenge coins, car bumper magnets and flash drives. These items have been and will continue to be distributed at various events.
 - MD Labor wrapped two agency cars and one van with promotional messaging on Maryland's Apprenticeship and Training Program. One of these vehicles primarily services Western Maryland, another the Eastern Shore, and the third is generally in the Baltimore-Washington region.
 - Two videos were developed to celebrate the benefits of apprenticeship as a career pathway that feature Maryland First Lady Yumi Hogan and Labor Secretary Tiffany Robinson. The videos were released strategically in coordination with National Apprenticeship Week (November 15 – 21, 2021). In addition to the rollout of the videos via press release and social media, they are posted on the Maryland Department of Labor's (Labor's) website.
 - MD Labor secured a videography contract with The PKWY Agency to develop several videos aligned with our three goals mentioned above. Production of these videos is presently under way with the first scheduled for release during the first quarter 2022.
 - The Department secured a contract with the Motor Vehicle Network (MVN) which is providing 30 second commercials per hour, every 15 minutes all day and all week, in all 22 of the Motor Vehicle Administration (MVA) locations in the State of Maryland: Annapolis, Baltimore City, Bel Air, Beltsville, Columbia, Cumberland, Easton, Elkton, Essex, Frederick, Gaithersburg, Glen Burnie, Glenmont (Kemp Mill/Silver Spring), Hagerstown, Largo, Loveville, Parkville, Salisbury, Waldorf, Walnut Hill (Gaithersburg), Westminster, and White Oak (Silver Spring). These commercials will be shown for 24 months from June 1, 2021 until May 31, 2023.

- Secured a contract with Vector Media Holding Corp. which provided transit advertising for Baltimore Maryland Transit Administration buses. “Bus kings” (30”Hx144”W) placards were placed on 20 buses in each of the four garages (Bush, Eastern, Kirk and Northwest) covering Baltimore, for a total of 80 buses. Additionally, these 80 buses had “bus interior cards” (11”Hx28”W) posters. The time period was from November 2021 through January 2022.



One of 80 Maryland Transit Administration buses outfitted in apprenticeship garb with information posters featured on the interior from November 2021 through January 2022.

- MD Labor established an Employer Incentive Plan (EIP). Target industries include Healthcare, Information Technology, Cyber, and Advanced Manufacturing. The EIP has been designed to incentivize employers by reimbursing employers for a portion of the extraordinary costs of on-the-job Learning. For businesses with more than 50 employees, the EIP cap would be 50 percent reimbursement of the wage rate for the apprentices for a maximum of 30 hours per week. Businesses with 49 or fewer employees would be eligible for reimbursement of 75 percent of the wage rate of an apprentice for 30 hours per week.

The EIP was formally unveiled on August 9, 2021. In an accompanying announcement, Governor Hogan noted that through “this new Employer Incentive Plan, we are supporting the growth and future of Maryland’s highly successful Registered Apprenticeship programs, sponsors, employers, and apprentices.” Since its inception, the EIP has made a total of 30 individual EIP awards to 27 unique businesses as of 12/31/2021. The total number of apprentices served by EIP awards as of 12/31/2021 is 79 Registered Apprentices. Additional awards will continue to be made during the grant activity period. USDOL noted this approach as part of a recent overview of effective apprenticeship expansion strategies.⁷

- To continue expanding Registered Apprenticeship opportunities into key economic hubs, MD Labor allocated funding from the State Apprenticeship Expansion Grant to increase community college capacity for Registered Apprenticeship. The intent of this program is to increase the integration of community colleges and Registered Apprenticeships into the workforce system. Funding may be utilized to offset the cost of RI for new apprentices, curriculum development, and recruitment of new participating employers.

⁷ “Apprenticeship Expansion Acceleration Strategies,” Washington, D.C., U. S. Department of Labor, 2021, Page 3.

Through a competitive grant process, MD Labor one grant to Howard Community College under the Community College Apprenticeship Initiative for \$250,000. Howard Community College is using these funds to create new apprenticeship programs to address two key areas of workforce need in Maryland: healthcare and information technology. In the area of healthcare, Howard Community College will develop and new surgical technician apprenticeship program. In the area of information technology, the College will develop a new apprenticeship program for the occupation of Technology Support Specialist. Finally, Howard Community College will use a portion of the funds to develop a pathway for apprenticeship students in two of the building trades (HVAC/R and Electrician) to articulate as much as 40 to 45 credits towards an Associate's degree. Collectively, Howard Community College anticipates registering 75 new apprentices through these efforts.

7. In order to continue expanding the connectivity between Maryland's K-12 local public school systems and the Registered Apprenticeship system, MD Labor allocated \$750,000 of the 2020-2023 State Apprenticeship Expansion Grant to increase public school system capacity for Youth Apprenticeship. Through this Competitive Grant Proposal, MD Labor solicited proposals from partnerships of local public school systems and Registered Apprenticeship sponsors that would expand the number of high school students participating in youth apprenticeship, while they are dually enrolled utilizing School-to-Apprenticeship as apprentices with a Registered Apprenticeship sponsor. Through this solicitation, MD Labor ultimately selected four organizations for award in order to increase the number of high school students who are connected to both the state's Youth and Registered Apprenticeship programs. They are summarized below.

AWARDEE	AWARD AMOUNT	PROJECT SUMMARY
Baltimore Alliance for Careers in Healthcare	\$174,993.50	The Baltimore Alliance for Careers in Health Care will work in partnership with the Baltimore City Public Schools Career and Technology Education (CTE) program to expand our existing BACH Fellows initiative. The program will allow for a qualified enrolled student in a health profession track the opportunity to be a registered youth apprentice, while completing their related instruction that will be offered by the Baltimore City Public Schools.
Howard County Public School System	\$193,688.00	Howard County Public School System will utilize funding to: 1) expand the partnership with IEC to offer a low-voltage apprenticeship program, and 2) recruit more employers for the electrical program to expand options for students to work in Howard County. From September-May, students enrolled in the electrical and low-voltage program would attend classes one day a week at IEC to complete Year One of registered apprenticeship. Coordinated instruction includes classroom coursework pertaining to the electrical and low-voltage industry and hands-on lab training.
Humanim	\$249,998.36	Humanim proposes to use this funding to expand its current training of Direct Support Professional (DSP) youth apprentices with both

		online curriculum and in-person training. This expansion will entail partnering with several new school systems, including Frederick County, Anne Arundel County, Carroll County, Harford County, Baltimore City and Prince Georges County. Humanim also plans to further develop relationships with its current school system partners—Howard County and Baltimore County. Under this expansion, we will bring in 72 new youth apprentices.
Montgomery County Public Schools	\$45,498.00	MCPS and IEC Chesapeake will work in partnership to have a cohort of 15 Class of 2023 seniors work for an electrical to receive on-the-job training under the supervision of a licensed electrician. Then apprentices will report to IEC Chesapeake starting in September and ending in May, to receive Year-1 of the electrical apprentice Related Instruction. Upon successful completion and graduation, Year-1 apprentices will continue working for their employer and complete Years 2-4 of the electrical apprenticeship training.

Activities on these four initiatives commenced in December 2021 and will continue through March 2023. Seventy-nine new apprentices have been supported by this grant as of 12/31/2021.



Representatives from apprenticeship sponsor Glaxo Smith Kline and MD Labor gather to recognize the graduation of Yaegon Song (center) who completed his program for the occupation of Instrumentation and Electrical Technician.

Apprenticeship and State Needs

In an effort to address career workforce needs of the state, the MATP has continued to connect with local, state, and federal agencies to expand apprenticeship in the public sector.

MATP partnerships with state agencies resulted in:

1. Continued discussions with MD Labor's Division of Labor and Industry about the occupation of Maryland Occupational Safety and Health Compliance Officer Levels 1-3;
2. Continued collaboration with the Maryland Department of Transportation and three of its modal administrations, labor union partners, and post-secondary education providers to develop a RA for the occupations of Diesel Technician;
3. Continued discussions with the Maryland Insurance Administration to explore apprenticeships related to the insurance sector; and
4. Continued discussions with the Maryland Department of Natural Resources regarding the possibility of an apprenticeship program for the occupation of Park Ranger.

The MATP will continue to foster relations with local, state, and federal agencies to increase access to RA opportunities in the public sector to meet the needs of both government agencies and apprentices.



Anthony Smith, the Hunt Valley Workforce Career Center Manager (left), Leonard Howie, Director of the Baltimore County Department of Economic and Workforce Development (center), and Lloyd Day, Director of the Office of Workforce Development with MD Labor (right), share a Governor's Proclamation in honor of National Apprenticeship Week 2021.



National Apprenticeship Week

Maryland's 2021 National Apprenticeship Week (NAW) highlighted how RAs are for every Marylander and can be successfully employed in any industry and any occupation.

MD Labor kicked off a week of in-person and virtual activities with the quarterly meeting of the MATC, where new programs and occupations were reviewed for inclusion in the statewide apprenticeship program. Additional events were held around the state, including youth career fairs, open houses at apprenticeship training centers, business forums, and industry roundtable discussions. Favorably, images and events from Maryland's NAW 2021 celebration were featured in USDOL's report covering highlights and successes from across the country.⁸ A list of the events follows.

2021 National Apprenticeship Week MATP

November 15, 2021

Baltimore County Job Club – Apprenticeship Recruiting Event

Representatives from several Registered Apprenticeship programs will be available to speak to potential apprentices about their program and what apprenticeships can do for them.

Apprenticeship Resource Fair for New Americans

The Maryland Department of Labor will be hosting an informational session to offer New Americans the opportunity to hear the basics of how apprenticeship works, as well as to hear directly from representatives of several existing Registered Apprenticeship programs.

November 16, 2021

Maryland Apprenticeship and Training Council Meeting

The Maryland Apprenticeship and Training Council will hold its last meeting of 2021. In addition, a series of special apprenticeship recognition awards will be presented.

Junior Achievement Inspire Virtual

Student attendees will connect with professionals, explore career pathways, learn necessary skills for in demand jobs, and match post-secondary education opportunities to strengthen their coursework

⁸ "National Apprenticeship Week 2021: Expanding, Diversifying, and Modernizing Apprenticeships for the Future," Washington, D.C., U. S. Department of Labor, 2021, Front Cover, Page 8, and Back Cover.

for high school and beyond. Staff from the Maryland Apprenticeship and Training Program will participate.

GlaxoSmithKline Apprentice Graduation

GlaxoSmithKline and representatives from the Maryland Department of Labor will be present for the graduation of one of their apprentices.

Maryland Manufacturing Extension Partnership Apprenticeship Open House

Representatives from apprenticeship sponsor the Maryland Manufacturing Extension Partnership and the Maryland Department of Labor will be present at this event to showcase apprenticeship opportunities with this manufacturing program.

November 17, 2021

Anne Arundel County Public Schools Youth Apprenticeship Information Session

This event is an opportunity for local businesses to learn more about the Apprenticeship Maryland Program (AMP) youth apprenticeship initiative. Representatives from the school system and the Maryland Department of Labor will be available to discuss the program.

Howard County Apprenticeship Open House

The Howard County Department of Workforce Services will be hosting a virtual apprenticeship information session for businesses presented by County Executive Calvin Ball.

Mid Atlantic Carpenters Union – Baltimore Apprenticeship Information Session

The Mid Atlantic Carpenters Union – Baltimore Apprenticeship Program will host a virtual information session for high school students interested in a career in carpentry.

Youth Apprenticeship Advisory Committee Meeting

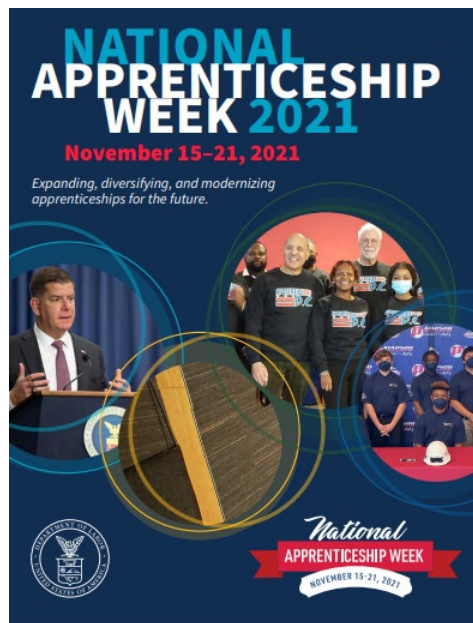
The Youth Apprenticeship Advisory Committee will hold its last meeting of 2021. Members will receive updates regarding the AMP youth apprenticeship initiative.

Junior Achievement Inspire Virtual

Student attendees will connect with professionals, explore career pathways, learn necessary skills for in demand jobs, and match post-secondary education opportunities to strengthen their coursework for high school and beyond. Staff from the Maryland Apprenticeship and Training Program will participate.



Labor Secretary Tiffany Robinson (center) joined the Baltimore Electrical Joint Apprenticeship and Training Committee at the relaunch of their voice-data-video apprenticeship program. Joining Secretary Robinson were Training Director Neil Wilford (left) and William Yull, Executive Director of the National Electrical Contractors Association (right).



USDOL's 2021 NAW Report featured an image of one of Maryland's events (bottom, far right) on its front cover. One other photo and a write-up on another MD Labor event were also included.

Patapsco High School Youth Apprentice Signing Ceremony

In honor of National Apprenticeship week, current Patapsco 10th graders enrolled in Intro to AMP will sign a commitment to the youth apprenticeship program. There will be a small ceremony and photo opportunity and a moment to address the students.

November 18, 2021

Baltimore Alliance for Careers in Healthcare Apprenticeship Breakfast

Representatives from apprenticeship sponsor the Baltimore Alliance for Careers in Healthcare (BACH) and the Maryland Department of Labor will attend this event to share information regarding the BACH apprenticeship program and how it offers opportunities for healthcare career pathways.

Junior Achievement Inspire Virtual

Student attendees will connect with professionals, explore career pathways, learn necessary skills for in demand jobs, and match post-secondary education opportunities to strengthen their coursework for high school and beyond. Staff from the Maryland Apprenticeship and Training Program will participate.

Central Maryland Chamber of Commerce – Foster Great Employees: Apprenticeships

Are you challenged to recruit and retain a strong workforce? Have you explored apprenticeships? This forum will focus on apprenticeships in the 21st century.

2Gen Family Economic Security Commission Presentation on Apprenticeship

Representatives from the Maryland Department of Labor and the Maryland Longitudinal Data Center will present on their recent report and how apprenticeship opportunities can provide meaningful opportunities to life families out of multi-generational poverty.

Howard Community College Apprenticeship Grant Award Ceremony

Representatives from the Maryland Department of Labor will formally award Howard Community College with the State Apprenticeship Expansion Grant – Community College Initiative funding award.

Harford County Electrical Contractors Association (HCECA) Apprenticeship Open House

This event will highlight the HCECA Registered Apprenticeship program. Representatives of the Maryland Department of Labor will be in attendance.

November 19, 2021

Community College of Baltimore County (CCBC) - The Changing Nature of Hiring

Apprenticeship program sponsor CCBC will host this virtual event to share information regarding the success and growth of their program for employer attendees. Representatives from the Maryland Department of Labor will also be on hand to share information regarding the benefits of the apprenticeship model for employers.

Plumbers and Gasfitters Local #5 Apprenticeship School Open House

Representatives from apprenticeship sponsor the Washington, D.C. Joint Plumbing Apprenticeship Committee – UA Local #5 and the Maryland Department of Labor will be present at this event to show case apprenticeship opportunities with this construction industry program.

Baltimore Electrical Joint Apprenticeship and Training Committee Event

Representatives from the Baltimore Electrical Joint Apprenticeship and Training Committee will celebrate the re-opening of their Voice Data Video Apprenticeship class. Maryland Secretary of Labor Tiffany Robinson will participate in this event.



Anna Trapane (left) and Chris Biondi (right) from the Plumbers & Gasfitters Local 5 receive NAW 2021 Proclamations from Governor Larry Hogan at a program open house held as part of the week's events.

Youth Apprenticeship

In 2018, the groundwork was put in place to expand youth apprenticeship to be available statewide. MD Labor, the Maryland Department of Commerce, and MSDE set a goal to continue growing the Apprenticeship Maryland Program (AMP) during 2021. 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 18 additional local public school systems have adopted the model, bringing total participation to 20 of Maryland's 24 local school systems as of the writing of this report. In 2021 alone, Calvert (February 2021), Anne Arundel (March 2021), and Charles (May 2021) counties adopted the youth apprenticeship model. Thus far in 2022, Worcester County has also joined, bringing the total to 21 local school systems.

Over the last year, AMP continued to grow its listing of eligible employers. Using procedures developed under the Apprenticeship Maryland Pilot Program, the MATC approves eligible employers. By the end of the 2020-2021 academic year, a total of 65 new eligible employers were approved by the MATC – raising the number of eligible employers from 171 to 236. This represents over a 38% growth versus the prior year and over 1,585% growth since program inception. Since the conclusion of the 2020-2021 school year (and as of the publication date of this report), the total number of participating employers has grown to 271 and the number of youth apprentices has grown to 117, as compared to 90 at the end of the last school year.



The Youth Apprenticeship Advisory committee meeting during NAW 2021 was hosted by the Independent Electrical Contractors – Chesapeake. Committee members had the opportunity to visit with youth apprentices from Anne Arundel, Howard, and Montgomery counties and recognize their earning and learning.

The Department has released seven annual reports on Youth Apprenticeship. All are available on the Department's [website](#). The [2021 annual report](#) was submitted to the Maryland General Assembly in December of that year.

CONSIDERATIONS REGARDING THE APPRENTICESHIP DATA BY SPONSOR

RA is Maryland's premier workforce training program. The structure of RA is flexible and innovative, allowing for businesses to create a structured training model to connect highly skilled workers to the employer. Apprentices benefit from on-the-job training, which allows them to earn an income while they learn the skills needed for the job. Upon completion of the program, the apprentice is awarded a nationally recognized credential.

The charts below represent each RA sponsor who was listed as "active" in calendar year 2021. Each RA sponsor has its own customized Standards of Apprenticeship. The time required to complete a program can range from as little as one year to as long as six years. As such, there is no basis of comparison to create a completion rate between apprenticeship programs. Therefore, the information on the number of "apprentices completed" in each program during 2021 is described below.

"Active apprentices" refers to any apprentice actively participating in an apprenticeship program during 2021. For this classification, an apprentice is considered if his/her start date was on or before 12/31/2021 and either:

1. the apprentice is active or;
2. the apprentice completed on or after 1/01/2021 or;
3. the apprentice canceled and ended/became inactive on or after 1/01/2021; or,
4. the apprentice transferred and ended/became inactive on or after 1/01/2021.

Demographics shown are for the active apprentices on 12/31/2021 for that program. Demographics cover: gender, age, race, and county of residence.

"New apprentice" refers to any apprentice registered with a date of registration between 1/01/2021 and 12/31/2021.

"Completed apprentice" refers to apprentices who finished their RA program during 2021, as reported to the MD Labor by the RA sponsor.

"Cancelled apprentice" refers to apprentices who ended their RA program during 2021, as reported to the MD Labor by the RA sponsor.

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
1199 SEIU League Training And Upgrading Fund	9-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Anne Arundel
	0-New Apprentices Enrolled	8-Female	1-Age 18-27	9- Black (not Hispanic)	6-Baltimore City
	0-New Apprentices Completed		6-Age 28-37	0- Hispanic	2-Baltimore
	16-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
Access To Wholistic And Productive Living	14-Apprentices Active	6-Male	0-Age 16-17	1-White(nonHispanic)	6-Prince George's
	12-New Apprentices Enrolled	8-Female	2-Age 18-27	13- Black (not Hispanic)	4-Dorchester
	8-New Apprentices Completed		4-Age 28-37	0- Hispanic	1-Out of State
	0-Apprentices Cancelled		4-Age 38-47	0- American Indian or Alaskan	
			2-Age 48-57	0- Asian/Pacific Islander	
Allstate Floors	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Montgomery
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
American Life Safety Fire Protection	3-Apprentices Active	3-Male	0-Age 16-17	3-White(nonHispanic)	3-Out of State
	0-New Apprentices Enrolled	0-Female	2-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Amick Farms, LLC	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Wicomico
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Anne Arundel Community College	52-Apprentices Active	40-Male	0-Age 16-17	18-White(nonHispanic)	6-Howard
	38-New Apprentices Enrolled	12-Female	11-Age 18-27	7- Black (not Hispanic)	5-Carroll
	0-New Apprentices Completed		26-Age 28-37	6- Hispanic	4-Baltimore City
	34-Apprentices Cancelled		10-Age 38-47	0- American Indian or Alaskan	4-Baltimore
			5-Age 48-57	20- Asian/Pacific Islander	4-Montgomery
Apprentice Training, Inc.	24-Apprentices Active	22-Male	0-Age 16-17	5-White(nonHispanic)	12-Out of State
	24-New Apprentices Enrolled	2-Female	11-Age 18-27	9- Black (not Hispanic)	4-Prince George's
	2-New Apprentices Completed		8-Age 28-37	9- Hispanic	2-Baltimore
	11-Apprentices Cancelled		3-Age 38-47	0- American Indian or Alaskan	1-Anne Arundel
			2-Age 48-57	0- Asian/Pacific Islander	1-Baltimore City
			0-Age 58-67	1- Race Other	1-Charles
			0-Age 68+		1-Frederick
					1-Montgomery
					1-Washington

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Associated Builders And Contractors - Baltimore Chapter	574-Apprentices Active	570-Male	3-Age 16-17	331-White(nonHispanic)	262-Baltimore
	139-New Apprentices Enrolled	4-Female	346-Age 18-27	160- Black (not Hispanic)	131-Baltimore City
	40-New Apprentices Completed		174-Age 28-37	50- Hispanic	51-Harford
	135-Apprentices Cancelled		40-Age 38-47	10- American Indian or Alaskan	26-Carroll
			9-Age 48-57	12- Asian/Pacific Islander	23-Out of State
			2-Age 58-67	11- Race Other	11-Howard
			0-Age 68+		8-Prince George's
					5-Anne Arundel
					4-Montgomery
					3-Cecil
					2-Frederick
					2-Queen Anne's
					1-Caroline
Associated Builders And Contractors - Chesapeake Shores Chapter	182-Apprentices Active	181-Male	0-Age 16-17	135-White(nonHispanic)	62-Anne Arundel
	65-New Apprentices Enrolled	1-Female	106-Age 18-27	25- Black (not Hispanic)	19-Queen Anne's
	27-New Apprentices Completed		50-Age 28-37	18- Hispanic	11-Out of State
	55-Apprentices Cancelled		22-Age 38-47	0- American Indian or Alaskan	9-Baltimore
			4-Age 48-57	2- Asian/Pacific Islander	9-Calvert
			0-Age 58-67	2- Race Other	9-Wicomico
			0-Age 68+		8-Charles
					7-Baltimore City
					5-Dorchester
					5-Montgomery
					4-Howard
					3-Somerset
					3-Talbot
					2-Carroll
					2-Harford
					2-Kent
					1-Caroline
					1-Frederick
					1-Prince George's
					1-Worcester
Associated Builders And Contractors - Cumberland Valley Chapter	123-Apprentices Active	120-Male	1-Age 16-17	108-White(nonHispanic)	57-Washington
	37-New Apprentices Enrolled	3-Female	80-Age 18-27	5- Black (not Hispanic)	47-Out of State
	19-New Apprentices Completed		30-Age 28-37	8- Hispanic	16-Frederick
	14-Apprentices Cancelled		8-Age 38-47	0- American Indian or Alaskan	3-Carroll
			3-Age 48-57	1- Asian/Pacific Islander	
			0-Age 58-67	1- Race Other	
			1-Age 68+		

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Associated Builders And Contractors - Metropolitan Washington Chapter	158-Apprentices Active	154-Male	0-Age 16-17	23-White(nonHispanic)	53-Prince George's
	40-New Apprentices Enrolled	4-Female	60-Age 18-27	39- Black (not Hispanic)	48-Out of State
	26-New Apprentices Completed		65-Age 28-37	92- Hispanic	23-Montgomery
	41-Apprentices Cancelled		25-Age 38-47	0- American Indian or Alaskan	9-Anne Arundel
			7-Age 48-57	1- Asian/Pacific Islander	5-Baltimore
			1-Age 58-67	3- Race Other	5-Calvert
			0-Age 68+		4-Charles
					4-Howard
					3-Baltimore City
					1-Caroline
					1-Frederick
					1-Harford
					1-St Mary's
Association of Air Conditioning Contractors	170-Apprentices Active	169-Male	0-Age 16-17	53-White(nonHispanic)	68-Montgomery
	68-New Apprentices Enrolled	1-Female	89-Age 18-27	36- Black (not Hispanic)	39-Prince George's
	26-New Apprentices Completed		57-Age 28-37	73- Hispanic	17-Frederick
	25-Apprentices Cancelled		17-Age 38-47	0- American Indian or Alaskan	13-Out of State
			7-Age 48-57	2- Asian/Pacific Islander	9-Anne Arundel
			0-Age 58-67	6- Race Other	5-Howard
			0-Age 68+		4-Baltimore
					3-Carroll
					3-Charles
					3-Queen Anne's
					2-Baltimore City
					2-Washington
					1-Calvert
					1-St Mary's
Badger Electric, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	4-White(nonHispanic)	4-Out of State
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			0-Age 48-57	0- Asian/Pacific Islander	
				0- Race Other	
Baltimore Alliance For Careers In Healthcare	27-Apprentices Active	10-Male	0-Age 16-17	1-White(nonHispanic)	16-Baltimore City
	19-New Apprentices Enrolled	17-Female	3-Age 18-27	24- Black (not Hispanic)	8-Baltimore
	7-New Apprentices Completed		12-Age 28-37	1- Hispanic	1-Frederick
	7-Apprentices Cancelled		5-Age 38-47	0- American Indian or Alaskan	1-Harford
			4-Age 48-57	0- Asian/Pacific Islander	1-Prince George's
			3-Age 58-67	1- Race Other	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Baltimore Area Roofers Joint Apprenticeship Committee	17-Apprentices Active	11-Male	0-Age 16-17	3-White(nonHispanic)	6-Prince George's
	6-New Apprentices Enrolled	6-Female	7-Age 18-27	5- Black (not Hispanic)	3-Baltimore
	10-New Apprentices Completed		4-Age 28-37	9- Hispanic	3-Out of State
	19-Apprentices Cancelled		4-Age 38-47	0- American Indian or Alaskan	2-Baltimore City
			2-Age 48-57	0- Asian/Pacific Islander	2-Montgomery
				0- Race Other	1-Queen Anne's
Baltimore Bricklayers Joint Apprenticeship and Training Committee for the Masonry Industry	36-Apprentices Active	33-Male	0-Age 16-17	5-White(nonHispanic)	16-Prince George's
	20-New Apprentices Enrolled	3-Female	17-Age 18-27	7- Black (not Hispanic)	9-Out of State
	39-New Apprentices Completed		9-Age 28-37	22- Hispanic	3-Baltimore City
	39-Apprentices Cancelled		8-Age 38-47	1- American Indian or Alaskan	4-Montgomery
			1-Age 48-57	0- Asian/Pacific Islander	2-Charles
			1-Age 58-67	1- Race Other	1-Anne Arundel
					1-Carroll
Baltimore Cement Masons Joint Apprenticeship Committee	18-Apprentices Active	16-Male	0-Age 16-17	1-White(nonHispanic)	13-Out of State
	11-New Apprentices Enrolled	2-Female	8-Age 18-27	11- Black (not Hispanic)	3-Prince George's
	0-New Apprentices Completed		6-Age 28-37	6- Hispanic	1-Calvert
	2-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	1-St Mary's
			2-Age 48-57	0- Asian/Pacific Islander	
			0-Age 58-67	0- Race Other	
			0-Age 68+	0- Race Undeclared	
Baltimore City Community College	5-Apprentices Active	5-Male	0-Age 16-17	2-White(nonHispanic)	3-Baltimore
	1-New Apprentices Enrolled	0-Female	0-Age 18-27	2- Black (not Hispanic)	1-Baltimore City
	0-New Apprentices Completed		2-Age 28-37	1- Hispanic	1-Harford
	1-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
			1-Age 58-67	0- Race Other	
			0-Age 68+	0- Race Undeclared	
Baltimore City Joint Apprenticeship, AFSCME Local No. 44	131-Apprentices Active	107-Male	0-Age 16-17	10-White(nonHispanic)	99-Baltimore City
	14-New Apprentices Enrolled	24-Female	16-Age 18-27	117- Black (not Hispanic)	24-Baltimore
	2-New Apprentices Completed		38-Age 28-37	2- Hispanic	4-Anne Arundel
	1-Apprentices Cancelled		39-Age 38-47	0- American Indian or Alaskan	1-Harford
			27-Age 48-57	0- Asian/Pacific Islander	1-Howard
			11-Age 58-67	1- Race Other	1-Out of State
			0-Age 68+	1- Race Undeclared	1-Prince George's

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Baltimore County Police Department	224-Apprentices Active	163-Male	0-Age 16-17	146-White(nonHispanic)	93-Baltimore
	91-New Apprentices Enrolled	61-Female	127-Age 18-27	53- Black (not Hispanic)	36-Out of State
	23-New Apprentices Completed		69-Age 28-37	13- Hispanic	33-Harford
	23-Apprentices Cancelled		20-Age 38-47	0- American Indian or Alaskan	23-Baltimore City
			7-Age 48-57	5- Asian/Pacific Islander	13-Carroll
			1-Age 58-67	6- Race Other	11-Anne Arundel
				1- Race Undeclared	5-Cecil
					4-Howard
					3-Montgomery
					1-Allegany
					1-Prince George's
					1-St Mary's
Baltimore Cyber Range, LLC	10-Apprentices Active	3-Male	0-Age 16-17	4-White(nonHispanic)	7-Baltimore City
	0-New Apprentices Enrolled	7-Female	4-Age 18-27	5- Black (not Hispanic)	2-Baltimore
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	1-Kent
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
			1-Age 58-67	1- Race Other	
Baltimore Electricians Joint Apprenticeship and Training Committee Local Union No. 24	395-Apprentices Active	384-Male	0-Age 16-17	284-White(nonHispanic)	135-Baltimore
	102-New Apprentices Enrolled	11-Female	229-Age 18-27	78- Black (not Hispanic)	71-Baltimore City
	53-New Apprentices Completed		142-Age 28-37	18- Hispanic	51-Anne Arundel
	40-Apprentices Cancelled		21-Age 38-47	1- American Indian or Alaskan	15-Howard
			3-Age 48-57	8- Asian/Pacific Islander	14-Out of State
			0-Age 58-67	6- Race Other	12-Wicomico
					5-Frederick
					5-Harford
					4-Cecil
					4-Dorchester
					3-Worcester
					2-Carroll
					2-Montgomery
					2-Queen Anne's
					2-Somerset
					1-Caroline
					1-Charles
					1-Garrett
					1-Prince George's
					1-Washington

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Baltimore Operating Engineers Joint Apprenticeship and Training Committee	47-Apprentices Active	45-Male	0-Age 16-17	36-White(nonHispanic)	18-Baltimore
	14-New Apprentices Enrolled	2-Female	29-Age 18-27	8- Black (not Hispanic)	11-Harford
	15-New Apprentices Completed		14-Age 28-37	1- Hispanic	9-Baltimore City
	12-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	5-Anne Arundel
			2-Age 48-57	0- Asian/Pacific Islander	1-Allegany
			0-Age 58-67	2- Race Other	1-Cecil
					1-Montgomery
					1-Out of State
Baltimore Police Department	3-Apprentices Active	3-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore City
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	2- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	1-Prince George's
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
				0- Asian/Pacific Islander	
Baltimore Sheet Metal Workers Joint Apprenticeship and Training Committee, Local Union No. 100	21-Apprentices Active	21-Male	0-Age 16-17	18-White(nonHispanic)	5-Anne Arundel
	0-New Apprentices Enrolled	0-Female	11-Age 18-27	3- Black (not Hispanic)	1-Baltimore City
	5-New Apprentices Completed		9-Age 28-37	0- Hispanic	10-Baltimore
	7-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	1-Calvert
			0-Age 48-57	0- Asian/Pacific Islander	2-Harford
			0-Age 58-67	0- Race Other	1-Howard
					1-Queen Anne's
Baltimore Washington Laborers	5-Apprentices Active	5-Male	0-Age 16-17	2-White(nonHispanic)	2-Baltimore City
	4-New Apprentices Enrolled	0-Female	2-Age 18-27	3- Black (not Hispanic)	1-Garrett
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Out of State
	17-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	1-Prince George's
			1-Age 48-57	0- Asian/Pacific Islander	
Barnes Electric, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	4-White(nonHispanic)	4-Dorchester
	4-New Apprentices Enrolled	0-Female	4-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Bauguess Electrical Services, Inc.	8-Apprentices Active	8-Male	0-Age 16-17	6-White(nonHispanic)	6-Out of State
	7-New Apprentices Enrolled	0-Female	4-Age 18-27	1- Black (not Hispanic)	2-Cecil
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
			0-Age 48-57	0- Asian/Pacific Islander	
			0-Age 58-67	0- Race Other	
			1-Age 68+	1- Race Undeclared	
Bausum & Duckett Electric, LLC	5-Apprentices Active	5-Male	0-Age 16-17	2-White(nonHispanic)	3-Wicomico
	3-New Apprentices Enrolled	0-Female	3-Age 18-27	2- Black (not Hispanic)	2-Out of State
	1-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	
Bear Industries, Inc.	30-Apprentices Active	30-Male	0-Age 16-17	21-White(nonHispanic)	28-Out of State
	8-New Apprentices Enrolled	0-Female	15-Age 18-27	8- Black (not Hispanic)	2-Cecil
	0-New Apprentices Completed		11-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	
Bechdon Company, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Anne Arundel
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	2-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Berry Plastics Corporation	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Bilbrough's Electric, Inc.	11-Apprentices Active	11-Male	0-Age 16-17	7-White(nonHispanic)	5-Caroline
	0-New Apprentices Enrolled	0-Female	4-Age 18-27	1- Black (not Hispanic)	5-Out of State
	0-New Apprentices Completed		4-Age 28-37	2- Hispanic	1-Talbot
	0-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	
			0-Age 48-57	0- Asian/Pacific Islander	
			1-Age 58-67	1- Race Other	
			0-Age 68+	0- Race Undeclared	
Bob Breeding General Contractors, LLC	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Caroline
	2-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Bozzuto Management Company	2-Apprentices Active	2-Male	0-Age 16-17	0-White(nonHispanic)	1-Howard
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Prince George's
	0-New Apprentices Completed		1-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Bricklayers And allied Craftworkers, District Council of West Virginia	14-Apprentices Active	14-Male	0-Age 16-17	13-White(nonHispanic)	13-Out of State
	1-New Apprentices Enrolled	0-Female	7-Age 18-27	1- Black (not Hispanic)	1-Garrett
	0-New Apprentices Completed		5-Age 28-37	0- Hispanic	
	1-Apprentices Cancelled		1-Age 38-47 1-Age 48-57	0- American Indian or Alaskan	
Cap Electric, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Cecil
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	1-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Capitol Sprinkler Contracting, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	1-White(nonHispanic)	3-Prince George's
	2-New Apprentices Enrolled	0-Female	3-Age 18-27	3- Black (not Hispanic)	1-Out of State
	3-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Carpenters Joint Apprenticeship Committee of Philadelphia And Vicinity	21-Apprentices Active	20-Male	0-Age 16-17	14-White(nonHispanic)	15-Out of State
	2-New Apprentices Enrolled	1-Female	13-Age 18-27	5- Black (not Hispanic)	2-Wicomico
	0-New Apprentices Completed		6-Age 28-37	2- Hispanic	1-Caroline
	1-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	1-Queen Anne's
			0-Age 48-57	0- Asian/Pacific Islander	1-Somerset
			0-Age 58-67 0-Age 68+	0- Race Other 0- Race Undeclared	1-Talbot
Carter Enterprise Solutions, LLC	1-Apprentices Active	0-Male	0-Age 16-17	0-White(nonHispanic)	1-Out of State
	0-New Apprentices Enrolled	1-Female	1-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Carter Machinery Company, Inc.	32-Apprentices Active	31-Male	0-Age 16-17	29-White(nonHispanic)	6-Baltimore
	18-New Apprentices Enrolled	1-Female	30-Age 18-27	0- Black (not Hispanic)	5-Anne Arundel
	0-New Apprentices Completed		1-Age 28-37	2- Hispanic	5-Out of State
	6-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	4-Harford
			0-Age 48-57	0- Asian/Pacific Islander	3-Frederick
			0-Age 58-67	0- Race Other	2-Carroll
			0-Age 68+	1- Race Undeclared	2-Charles
					1-Howard
					1-Montgomery
					1-Prince George's 1-Washington 1-Worcester

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Chesapeake Bay Maritime Museum, Inc.	5-Apprentices Active	3-Male	0-Age 16-17	4-White(nonHispanic)	5-Talbot
	3-New Apprentices Enrolled	2-Female	3-Age 18-27	1- Black (not Hispanic)	
	1-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Chesapeake Sprinkler Company	16-Apprentices Active	16-Male	0-Age 16-17	10-White(nonHispanic)	5-Anne Arundel
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	2- Black (not Hispanic)	4-Howard
	0-New Apprentices Completed		8-Age 28-37	4- Hispanic	4-Out of State
	0-Apprentices Cancelled		5-Age 38-47 0-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	2-Prince George's 1-Baltimore
Choptank Electric Cooperative, Inc.	13-Apprentices Active	13-Male	0-Age 16-17	12-White(nonHispanic)	4-Out of State
	5-New Apprentices Enrolled	0-Female	9-Age 18-27	1- Black (not Hispanic)	2-Talbot
	4-New Apprentices Completed		4-Age 28-37	0- Hispanic	1-Caroline
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-Harford 1-Kent 1-Queen Anne's 1-Somerset 1-Wicomico 1-Worcester
CMH, Inc., Dba Cropp Metcalfe	14-Apprentices Active	14-Male	0-Age 16-17	3-White(nonHispanic)	5-Prince George's
	14-New Apprentices Enrolled	0-Female	8-Age 18-27	6- Black (not Hispanic)	2-Anne Arundel
	21-New Apprentices Completed		4-Age 28-37	5- Hispanic	2-Montgomery
	30-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	2-Out of State
			0-Age 48-57	0- Asian/Pacific Islander	1-Calvert
			0-Age 58-67 0-Age 68+	0- Race Other 0- Race Undeclared	1-Charles 1-Howard
Colt Insulation, Inc.	2-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	2-Baltimore
	0-New Apprentices Enrolled	1-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		2-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Community College of Baltimore County	16-Apprentices Active	0-Male	0-Age 16-17	1-White(nonHispanic)	8-Baltimore
	16-New Apprentices Enrolled	16-Female	4-Age 18-27	15- Black (not Hispanic)	6-Baltimore City
	0-New Apprentices Completed		7-Age 28-37	0- Hispanic	1-Anne Arundel
	0-Apprentices Cancelled		4-Age 38-47 1-Age 58-67	0- American Indian or Alaskan	1-Howard
Conagra Brands, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Washington
	1-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled			1- Race Other	
Congressional Country Club	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Prince George's
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Cooper Electrical Services, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	1-White(nonHispanic)	1-Cecil
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	3-Apprentices Cancelled		0-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Crist Instrument Company, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Washington
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47 0-Age 48-57 0-Age 58-67 0-Age 68+	0- American Indian or Alaskan 0- Asian/Pacific Islander 0- Race Other 0- Race Undeclared	
Cumberland Plumbers & Steamfitters, Local No. 489 Joint Apprenticeship and Training Committee	39-Apprentices Active	38-Male	0-Age 16-17	38-White(nonHispanic)	17-Allegany
	0-New Apprentices Enrolled	0-Female	26-Age 18-27	1- Black (not Hispanic)	2-Out of State
	3-New Apprentices Completed		10-Age 28-37	0- Hispanic	1-Garrett
	1-Apprentices Cancelled		2-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	1-Washington
CVS Health	5-Apprentices Active	2-Male	0-Age 16-17	1-White(nonHispanic)	3-Baltimore
	4-New Apprentices Enrolled	3-Female	2-Age 18-27	4- Black (not Hispanic)	1-Baltimore City
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Out of State
	0-Apprentices Cancelled		1-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	1-Prince George's
D.M. Bowman, Inc.	1-Apprentices Active	0-Male	0-Age 16-17	0-White(nonHispanic)	
	0-New Apprentices Enrolled	1-Female	0-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Daniel G. Bebee, Inc.	8-Apprentices Active	7-Male	0-Age 16-17	6-White(nonHispanic)	4-Out of State
	7-New Apprentices Enrolled	1-Female	3-Age 18-27	2- Black (not Hispanic)	4-Wicomico
	0-New Apprentices Completed		5-Age 28-37	0- Hispanic	
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Danko Arlington, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	1-White(nonHispanic)	2-Baltimore City
	2-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
DARCARS Automotive Group	5-Apprentices Active	5-Male	0-Age 16-17	0-White(nonHispanic)	2-Montgomery
	0-New Apprentices Enrolled	0-Female	5-Age 18-27	1- Black (not Hispanic)	2-Prince George's
	0-New Apprentices Completed		0-Age 28-37	4- Hispanic	1-Howard
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Davis Ulmer Fire Protection	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Baltimore
	1-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Dedicated Circuits, LLC	3-Apprentices Active	3-Male	0-Age 16-17	3-White(nonHispanic)	2-Wicomico
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Delaware Elevator, Inc.	70-Apprentices Active	70-Male	0-Age 16-17	50-White(nonHispanic)	47-Out of State
	35-New Apprentices Enrolled	0-Female	38-Age 18-27	6- Black (not Hispanic)	9-Wicomico
	9-New Apprentices Completed		23-Age 28-37	11- Hispanic	7-Worcester
	10-Apprentices Cancelled		8-Age 38-47	0- American Indian or Alaskan	2-Caroline
			1-Age 48-57	1- Asian/Pacific Islander	1-Cecil
			0-Age 58-67	0- Race Other	1-Dorchester
			0-Age 68+	2- Race Undeclared	1-Harford
					1-Somerset 1-Talbot
Delmarva Power	4-Apprentices Active	4-Male	0-Age 16-17	4-White(nonHispanic)	4-Out of State
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Department of The Navy	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-St Mary's
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Dixon Valve & Coupling Company	6-Apprentices Active	6-Male	0-Age 16-17	6-White(nonHispanic)	3-Kent
	6-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	2-Queen Anne's
	0-New Apprentices Completed		5-Age 28-37	0- Hispanic	1-Out of State
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Dynamic Automotive	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Frederick
	0-New Apprentices Enrolled	0-Female	2-Age 18-27	0- Black (not Hispanic)	
	1-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Eastern Elevator Service And Sales	15-Apprentices Active	15-Male	0-Age 16-17	14-White(nonHispanic)	15-Out of State
	6-New Apprentices Enrolled	0-Female	3-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		10-Age 28-37	0- Hispanic	
	6-Apprentices Cancelled		1-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Electrical Apprenticeship Program of Carroll County	120-Apprentices Active	120-Male	0-Age 16-17	102-White(nonHispanic)	71-Carroll
	46-New Apprentices Enrolled	0-Female	78-Age 18-27	7- Black (not Hispanic)	16-Out of State
	29-New Apprentices Completed		36-Age 28-37	5- Hispanic	13-Frederick
	15-Apprentices Cancelled		4-Age 38-47	1- American Indian or Alaskan	3-Baltimore City
			2-Age 48-57	2- Asian/Pacific Islander	2-Anne Arundel
			0-Age 58-67	2- Race Other	2-Howard
			0-Age 68+	1- Race Undeclared	2-Prince George's
					1-Baltimore 1-Montgomery

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Ellicott Dredges, LLC	2-Apprentices Active	2-Male	0-Age 16-17	0-White(nonHispanic)	1-Baltimore
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	2- Black (not Hispanic)	1-Baltimore City
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
			1-Age 58-67	0- Race Other	
Fabricated Extrusion Company of Maryland	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Out of State
	1-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
				1- Race Undeclared	
Finishing Trades Institute of Maryland, DC, and Virginia	361-Apprentices Active	348-Male	0-Age 16-17	53-White(nonHispanic)	85-Out of State
	80-New Apprentices Enrolled	13-Female	129-Age 18-27	56- Black (not Hispanic)	52-Baltimore
	31-New Apprentices Completed		145-Age 28-37	245- Hispanic	44-Prince George's
	9-Apprentices Cancelled		57-Age 38-47	1- American Indian or Alaskan	32-Anne Arundel
			19-Age 48-57	1- Asian/Pacific Islander	18-Montgomery
			10-Age 58-67	3- Race Other	17-Baltimore City
			1-Age 68+	2- Race Undeclared	5-Calvert
					5-Charles
					4-Harford
					3-Queen Anne's
Fire & Life Safety America, Inc.	14-Apprentices Active	14-Male	0-Age 16-17	6-White(nonHispanic)	1-Baltimore
	12-New Apprentices Enrolled	0-Female	5-Age 18-27	3- Black (not Hispanic)	1-Baltimore City
	0-New Apprentices Completed		6-Age 28-37	3- Hispanic	1-Montgomery
	7-Apprentices Cancelled		3-Age 38-47	1- American Indian or Alaskan	1-Out of State
				1- Race Other	
Flowserve Corporation	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Carroll
	0-New Apprentices Enrolled	0-Female	2-Age 18-27	0- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Franklin Apprenticeships	16-Apprentices Active	8-Male	0-Age 16-17	11-White(nonHispanic)	8-Out of State
	14-New Apprentices Enrolled	8-Female	3-Age 18-27	1- Black (not Hispanic)	2-Anne Arundel
	9-New Apprentices Completed		8-Age 28-37	1- Hispanic	2-Harford
	12-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	2-Prince George's
			3-Age 48-57	2- Asian/Pacific Islander	1-Frederick
				1- Race Undeclared	1-Baltimore City
Frederick Community College	3-Apprentices Active	2-Male	0-Age 16-17	1-White(nonHispanic)	2-Carroll
	2-New Apprentices Enrolled	1-Female	3-Age 18-27	1- Black (not Hispanic)	1-Frederick
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
G. A. Smith Electric, Inc.	5-Apprentices Active	5-Male	0-Age 16-17	5-White(nonHispanic)	3-St Mary's
	3-New Apprentices Enrolled	0-Female	4-Age 18-27	0- Black (not Hispanic)	1-Anne Arundel
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Calvert
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Harford County Electrical Contractors Association	387-Apprentices Active	383-Male	0-Age 16-17	335-White(nonHispanic)	32-Cecil
	199-New Apprentices Enrolled	4-Female	271-Age 18-27	25- Black (not Hispanic)	25-Harford
	69-New Apprentices Completed		95-Age 28-37	11- Hispanic	25-Out of State
	100-Apprentices Cancelled		18-Age 38-47	2- American Indian or Alaskan	16-Baltimore
			1-Age 48-57	6- Asian/Pacific Islander	8-Baltimore City
			0-Age 58-67	7- Race Other	6-Anne Arundel
			2-Age 68+	1- Race Undeclared	3-Howard 1-Carroll 1-Montgomery
Harford County, Maryland	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Harford
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Heating & Air Conditioning Contractors of Maryland	279-Apprentices Active	275-Male	0-Age 16-17	227-White(nonHispanic)	85-Harford
	100-New Apprentices Enrolled	4-Female	189-Age 18-27	26- Black (not Hispanic)	46-Carroll
	43-New Apprentices Completed		66-Age 28-37	13- Hispanic	19-Anne Arundel
	46-Apprentices Cancelled		18-Age 38-47	0- American Indian or Alaskan	18-Howard
			6-Age 48-57	7- Asian/Pacific Islander	12-Baltimore City
			0-Age 58-67	5- Race Other	6-Baltimore
			0-Age 68+	1- Race Undeclared	6-Out of State 4-Frederick 4-Prince George's 2-Cecil 2-Montgomery 1-Caroline 1-Kent 1-Washington
Howard Community College	62-Apprentices Active	44-Male	0-Age 16-17	31-White(nonHispanic)	37-Howard
	14-New Apprentices Enrolled	18-Female	38-Age 18-27	14- Black (not Hispanic)	6-Anne Arundel
	0-New Apprentices Completed		18-Age 28-37	5- Hispanic	6-Prince George's
	2-Apprentices Cancelled		5-Age 38-47	1- American Indian or Alaskan	3-Baltimore City
			1-Age 48-57	8- Asian/Pacific Islander	3-Baltimore
			0-Age 58-67	2- Race Other	2-Frederick
			0-Age 68+	1- Race Undeclared	2-Out of State 1-Calvert 1-Carroll 1-Montgomery
Howard County Government	5-Apprentices Active	5-Male	0-Age 16-17	4-White(nonHispanic)	2-Howard
	2-New Apprentices Enrolled	0-Female	2-Age 18-27	1- Black (not Hispanic)	1-Baltimore City
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	1-Baltimore
	2-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-Carroll

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Howard County Public School System	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Baltimore
	2-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	1-Frederick
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Hub Labels, Inc.	1-Apprentices Active	0-Male	0-Age 16-17	1-White(nonHispanic)	1-Washington
	1-New Apprentices Enrolled	1-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Hudak's Insulation, Inc.	21-Apprentices Active	20-Male	0-Age 16-17	7-White(nonHispanic)	17-Baltimore
	0-New Apprentices Enrolled	1-Female	12-Age 18-27	3- Black (not Hispanic)	1-Anne Arundel
	0-New Apprentices Completed		8-Age 28-37	10- Hispanic	1-Baltimore City
	2-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-Cecil
			1-Age 48-57	1- Asian/Pacific Islander	1-Harford
Human Genome Sciences, Inc.	2-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	2-Montgomery
	1-New Apprentices Enrolled	1-Female	2-Age 18-27	1- Black (not Hispanic)	
	1-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Independent Electrical Contractors (IEC) Chesapeake, Inc.	1060-Apprentices Active	1026-Male	8-Age 16-17	462-White(nonHispanic)	362-Out of State
	436-New Apprentices Enrolled	34-Female	627-Age 18-27	184- Black (not Hispanic)	156-Prince George's
	107-New Apprentices Completed		334-Age 28-37	204- Hispanic	114-Anne Arundel
	168-Apprentices Cancelled		64-Age 38-47	2- American Indian or Alaskan	54-Frederick
			22-Age 48-57	14- Asian/Pacific Islander	49-Baltimore
			4-Age 58-67	21- Race Other	33-Baltimore City
			1-Age 68+	173- Race Undeclared	31-Charles
					21-St Mary's
					19-Cecil
					15-Montgomery
Insulation Solutions, Inc.	5-Apprentices Active	5-Male	0-Age 16-17	3-White(nonHispanic)	4-Baltimore
	4-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	1-Harford
	0-New Apprentices Completed		5-Age 28-37	2- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Insulators and Allied Workers Local No. 2 Joint Apprenticeship and Training Committee	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	2-Allegany
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Intelligenesis, LLC	1-Apprentices Active	0-Male	0-Age 16-17	0-White(nonHispanic)	1-Anne Arundel
	0-New Apprentices Enrolled	1-Female	0-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
International Union of Elevator Constructors, Local No. 10 Joint Apprenticeship Committee	401-Apprentices Active	391-Male	0-Age 16-17	312-White(nonHispanic)	75-Out of State
	173-New Apprentices Enrolled	10-Female	117-Age 18-27	53- Black (not Hispanic)	72-Anne Arundel
	57-New Apprentices Completed		199-Age 28-37	17- Hispanic	58-Calvert
	19-Apprentices Cancelled		66-Age 38-47	3- American Indian or Alaskan	57-Charles
			16-Age 48-57	6- Asian/Pacific Islander	32-St Mary's
			3-Age 58-67	8- Race Other	28-Prince George's
			0-Age 68+	2- Race Undeclared	22-Montgomery
					8-Baltimore
					8-Howard
					6-Baltimore City
					6-Carroll
					5-Queen Anne's
					4-Washington
					3-Caroline
					3-Harford
					1-Cecil
					1-Dorchester
					1-Frederick
					1-Talbot
					1-Wicomico
International Union of Elevator Constructors, Local No. 7 Joint Apprenticeship Committee	110-Apprentices Active	109-Male	0-Age 16-17	100-White(nonHispanic)	23-Anne Arundel
	5-New Apprentices Enrolled	1-Female	20-Age 18-27	9- Black (not Hispanic)	12-Harford
	17-New Apprentices Completed		56-Age 28-37	0- Hispanic	9-Out of State
	4-Apprentices Cancelled		23-Age 38-47	1- American Indian or Alaskan	7-Baltimore City
			6-Age 48-57	0- Asian/Pacific Islander	6-Cecil
			5-Age 58-67	0- Race Other	5-Frederick
					3-Baltimore
					2-Howard
					2-Prince George's
					2-Wicomico
					1-Carroll
					1-Calvert
					1-Washington

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Ironworkers Local No. 5 Joint Apprenticeship and Training Committee	180-Apprentices Active	176-Male	0-Age 16-17	88-White(nonHispanic)	58-Out of State
	59-New Apprentices Enrolled	4-Female	82-Age 18-27	51- Black (not Hispanic)	28-Prince George's
	45-New Apprentices Completed		79-Age 28-37	33- Hispanic	19-Charles
	101-Apprentices Cancelled		17-Age 38-47	1- American Indian or Alaskan	18-Calvert
			1-Age 48-57	0- Asian/Pacific Islander	11-Montgomery
			0-Age 58-67	7- Race Other	6-St Mary's
			1-Age 68+		5-Baltimore City
					4-Baltimore
					3-Frederick
					3-Howard
					2-Anne Arundel
					2-Carroll
					2-Washington
					1-Caroline
Ironworkers Local No. 568 Joint Apprenticeship and Training Committee	27-Apprentices Active	27-Male	0-Age 16-17	27-White(nonHispanic)	18-Out of State
	3-New Apprentices Enrolled	0-Female	8-Age 18-27	0- Black (not Hispanic)	7-Allegany
	0-New Apprentices Completed		13-Age 28-37	0- Hispanic	2-Garrett
	0-Apprentices Cancelled		6-Age 38-47	0- American Indian or Alaskan	
Ironworkers Local No. 5S Joint Apprenticeship and Training Committee	60-Apprentices Active	57-Male	0-Age 16-17	8-White(nonHispanic)	29-Out of State
	23-New Apprentices Enrolled	3-Female	18-Age 18-27	23- Black (not Hispanic)	17-Prince George's
	12-New Apprentices Completed		25-Age 28-37	28- Hispanic	4-Anne Arundel
	0-Apprentices Cancelled		13-Age 38-47	0- American Indian or Alaskan	3-Charles
			3-Age 48-57	1- Asian/Pacific Islander	2-Baltimore City
			1-Age 58-67	0- Race Other	2-Calvert
					2-St Mary's
					1-Montgomery
J.F. Sobieski Mechanical Contractors	6-Apprentices Active	6-Male	0-Age 16-17	3-White(nonHispanic)	2-Baltimore
	1-New Apprentices Enrolled	0-Female	3-Age 18-27	2- Black (not Hispanic)	2-Harford
	1-New Apprentices Completed		2-Age 28-37	1- Hispanic	1-Baltimore City
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	1-Cecil
Jesco, Inc.	6-Apprentices Active	6-Male	0-Age 16-17	6-White(nonHispanic)	2-Baltimore
	0-New Apprentices Enrolled	0-Female	5-Age 18-27	0- Black (not Hispanic)	2-Harford
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Anne Arundel
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-St Mary's
JMT Services, Inc.	13-Apprentices Active	13-Male	0-Age 16-17	12-White(nonHispanic)	13-Out of State
	0-New Apprentices Enrolled	0-Female	9-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		4-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
John W. Tieder, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	4-White(nonHispanic)	3-Dorchester
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	0- Black (not Hispanic)	1-Wicomico
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Johnson Controls Fire Protection Inc.	5-Apprentices Active	5-Male	0-Age 16-17	4-White(nonHispanic)	2-Out of State
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	0- Black (not Hispanic)	1-Anne Arundel
	0-New Apprentices Completed		2-Age 28-37	1- Hispanic	1-Baltimore
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-Prince George's
Karon Masonry, Inc.	3-Apprentices Active	3-Male	0-Age 16-17	0-White(nonHispanic)	2-Montgomery
	3-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	1-Prince George's
	0-New Apprentices Completed		1-Age 28-37	3- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Kinsley Construction, Inc.	62-Apprentices Active	60-Male	0-Age 16-17	49-White(nonHispanic)	62-Out of State
	0-New Apprentices Enrolled	2-Female	59-Age 18-27	3- Black (not Hispanic)	
	9-New Apprentices Completed		3-Age 28-37	9- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Kleppinger Electric Company, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	3-White(nonHispanic)	4-Talbot
	0-New Apprentices Enrolled	0-Female	4-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Liberty Electric, Inc.	3-Apprentices Active	3-Male	0-Age 16-17	2-White(nonHispanic)	3-Out of State
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Livingston Fire Protection, Inc.	15-Apprentices Active	15-Male	0-Age 16-17	7-White(nonHispanic)	4-Prince George's
	2-New Apprentices Enrolled	0-Female	8-Age 18-27	4- Black (not Hispanic)	3-Anne Arundel
	0-New Apprentices Completed		5-Age 28-37	4- Hispanic	2-Out of State
	3-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	1-Baltimore City
			2-Age 48-57	0- Asian/Pacific Islander	1-Baltimore 1-Frederick 1-St Mary's 1-Washington
Lywood Electric, Inc.	15-Apprentices Active	15-Male	0-Age 16-17	13-White(nonHispanic)	9-Caroline
	7-New Apprentices Enrolled	0-Female	11-Age 18-27	2- Black (not Hispanic)	3-Out of State
	5-New Apprentices Completed		3-Age 28-37	0- Hispanic	2-Talbot
	4-Apprentices Cancelled		0-Age 38-47 1-Age 58-67	0- American Indian or Alaskan 0- Race Other	1-Dorchester
M & S Electric, LLC	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Cecil
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Maritime Applied Physics Corporation	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Martin Marietta Materials	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Out of State
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Maryland Building Industry Association	13-Apprentices Active	13-Male	0-Age 16-17	10-White(nonHispanic)	5-Montgomery
	4-New Apprentices Enrolled	0-Female	8-Age 18-27	1- Black (not Hispanic)	3-Harford
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	2-Baltimore
	0-Apprentices Cancelled		3-Age 38-47	0- American Indian or Alaskan 2- Race Other	2-Howard 1-Queen Anne's
Maryland Direct Support Professional Apprenticeship Program	45-Apprentices Active	6-Male	4-Age 16-17	6-White(nonHispanic)	20-Baltimore
	40-New Apprentices Enrolled	39-Female	7-Age 18-27	35- Black (not Hispanic)	10-Howard
	0-New Apprentices Completed		6-Age 28-37	2- Hispanic	9-Baltimore City
	0-Apprentices Cancelled		11-Age 38-47 12-Age 48-57 4-Age 58-67 1-Age 68+	0- American Indian or Alaskan 1- Asian/Pacific Islander 0- Race Other 1- Race Undeclared	3-Harford 1-Anne Arundel 1-Cecil 1-Out of State
Maryland Division of Corrections	16-Apprentices Active	16-Male	0-Age 16-17	1-White(nonHispanic)	16-Washington
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	13- Black (not Hispanic)	
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		4-Age 38-47 8-Age 48-57 2-Age 58-67	0- American Indian or Alaskan 1- Asian/Pacific Islander 1- Race Other	
Maryland Environmental Service	57-Apprentices Active	51-Male	0-Age 16-17	44-White(nonHispanic)	8-Anne Arundel
	11-New Apprentices Enrolled	6-Female	20-Age 18-27	9- Black (not Hispanic)	6-Allegany
	5-New Apprentices Completed		16-Age 28-37	0- Hispanic	5-Washington
	3-Apprentices Cancelled		14-Age 38-47 1-Age 48-57 6-Age 58-67 0-Age 68+	0- American Indian or Alaskan 0- Asian/Pacific Islander 2- Race Other 2- Race Undeclared	4-Prince George's 3-Baltimore City 3-Harford 3-Howard 3-Out of State 3-Somerset 2-Baltimore 2-Calvert 2-Carroll 2-Charles 2-Dorchester 2-Garrett 2-Queen Anne's 1-Caroline 1-Cecil 1-Frederick 1-Kent 1-Wicomico

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Maryland Manufacturing Extension Partnership	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore
	1-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Maryland National Capital Park and Planning Commission	4-Apprentices Active	4-Male	0-Age 16-17	3-White(nonHispanic)	2-Montgomery
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Prince George's
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Maryland Natural Resources Police	60-Apprentices Active	50-Male	0-Age 16-17	50-White(nonHispanic)	9-Washington
	23-New Apprentices Enrolled	10-Female	26-Age 18-27	8- Black (not Hispanic)	7-Anne Arundel
	0-New Apprentices Completed		29-Age 28-37	1- Hispanic	5-Baltimore
	1-Apprentices Cancelled		3-Age 38-47	1- American Indian or Alaskan	4-Calvert
			2-Age 48-57	0- Asian/Pacific Islander	4-Caroline
			0-Age 58-67	0- Race Other	4-Prince George's
			0-Age 68+	0- Race Undeclared	4-Wicomico
					4-Worcester
					3-Allegany
					3-Harford
					3-Out of State
					2-Kent
					1-Baltimore City
					1-Charles
					1-Frederick
					1-Howard
					1-Queen Anne's
					1-Somerset
					1-St Mary's
					1-Talbot
Maryland Plumbing, Heating, Cooling Contractors, Inc.	64-Apprentices Active	64-Male	0-Age 16-17	53-White(nonHispanic)	32-Baltimore
	10-New Apprentices Enrolled	0-Female	43-Age 18-27	3- Black (not Hispanic)	8-Baltimore City
	4-New Apprentices Completed		19-Age 28-37	3- Hispanic	8-Harford
	7-Apprentices Cancelled		2-Age 38-47	2- American Indian or Alaskan	4-Anne Arundel
			0-Age 48-57	1- Asian/Pacific Islander	4-Carroll
			0-Age 58-67	0- Race Other	2-Montgomery
			0-Age 68+	2- Race Undeclared	2-Howard
					1-Charles
Maryland State Bar Association, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Maryland Watch Works, LLC	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Washington
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Matthews & Pierce Masonry, Inc.	3-Apprentices Active	3-Male	0-Age 16-17	2-White(nonHispanic)	2-Charles
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Calvert
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	
Mid-Atlantic Carpenters' Training Center Baltimore	166-Apprentices Active	135-Male	0-Age 16-17	91-White(nonHispanic)	18-Anne Arundel
	83-New Apprentices Enrolled	31-Female	60-Age 18-27	49- Black (not Hispanic)	46-Baltimore City
	13-New Apprentices Completed		58-Age 28-37	20- Hispanic	48-Baltimore
	1-Apprentices Cancelled		38-Age 38-47	0- American Indian or Alaskan	23-Out of State
			9-Age 48-57	2- Asian/Pacific Islander	9-Howard
			1-Age 58-67	4- Race Other	5-Harford
					5-Prince George's
					2-Carroll
					4-Cecil
					2-St Mary's
Mid-Atlantic Carpenters' Training Center Cumberland	51-Apprentices Active	49-Male	0-Age 16-17	46-White(nonHispanic)	23-Allegany
	24-New Apprentices Enrolled	2-Female	34-Age 18-27	1- Black (not Hispanic)	23-Out of State
	0-New Apprentices Completed		13-Age 28-37	2- Hispanic	4-Garrett
	0-Apprentices Cancelled		3-Age 38-47	0- American Indian or Alaskan	1-Washington
Mid-Atlantic Carpenters' Training Center Washington D.C.			1-Age 48-57	0- Asian/Pacific Islander	
			0-Age 58-67	2- Race Other	
	220-Apprentices Active	196-Male	0-Age 16-17	53-White(nonHispanic)	49-Prince George's
	93-New Apprentices Enrolled	24-Female	95-Age 18-27	105- Black (not Hispanic)	12-Anne Arundel
	16-New Apprentices Completed		67-Age 28-37	57- Hispanic	12-Out of State
	49-Apprentices Cancelled		28-Age 38-47	1- American Indian or Alaskan	9-Charles
			20-Age 48-57	0- Asian/Pacific Islander	5-Baltimore City
			8-Age 58-67	4- Race Other	5-Calvert
			2-Age 68+		2-Baltimore
					2-Harford
Mid-Atlantic Carpenters' Training Center Washington D.C.					2-St Mary's
					1-Carroll
					1-Caroline
					1-Frederick
Mid-Atlantic Carpenters' Training Center Washington D.C.					1-Montgomery
					1-Howard

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Miller & Long Company, Inc.	18-Apprentices Active	15-Male	0-Age 16-17	0-White(nonHispanic)	12-Out of State
	11-New Apprentices Enrolled	3-Female	3-Age 18-27	14- Black (not Hispanic)	3-Montgomery
	0-New Apprentices Completed		6-Age 28-37	4- Hispanic	3-Prince George's
	12-Apprentices Cancelled		7-Age 38-47 2-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Minnick's, Inc.	3-Apprentices Active	3-Male	1-Age 16-17	2-White(nonHispanic)	1-Baltimore City
	2-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	1-Carroll
	0-New Apprentices Completed		1-Age 28-37	1- Hispanic	1-Prince George's
	9-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Monacacy Valley Electric, Inc.	10-Apprentices Active	9-Male	0-Age 16-17	9-White(nonHispanic)	8-Out of State
	7-New Apprentices Enrolled	1-Female	7-Age 18-27	0- Black (not Hispanic)	2-Carroll
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	5-Apprentices Cancelled		2-Age 38-47 0-Age 68+	0- American Indian or Alaskan 1- Race Undeclared	
Montgomery County Public Schools	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Montgomery
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Moon Services, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	1-White(nonHispanic)	1-Cecil
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Harford
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	4-Apprentices Cancelled		0-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
MW Components - Baltimore	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Anne Arundel
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	1-Harford
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
National Association of Landscape Professionals	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Out of State
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Nestle Dreyer's Ice Cream Company	2-Apprentices Active	2-Male	0-Age 16-17	0-White(nonHispanic)	2-Baltimore
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	2- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47 1-Age 58-67	0- American Indian or Alaskan 0- Race Other	
Nickle Electrical Companies	52-Apprentices Active	49-Male	0-Age 16-17	42-White(nonHispanic)	5-Out of State
	10-New Apprentices Enrolled	3-Female	41-Age 18-27	1- Black (not Hispanic)	1-Cecil
	1-New Apprentices Completed		8-Age 28-37	8- Hispanic	1-Wicomico
	0-Apprentices Cancelled		2-Age 38-47 1-Age 48-57 0-Age 58-67	0- American Indian or Alaskan 0- Asian/Pacific Islander 1- Race Other	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
NLP Enterprises, Inc.	4-Apprentices Active	4-Male	0-Age 16-17	0-White(nonHispanic)	2-Montgomery
	0-New Apprentices Enrolled	0-Female	3-Age 18-27	1- Black (not Hispanic)	1-Baltimore
	0-New Apprentices Completed		1-Age 28-37	3- Hispanic	1-Prince George's
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
NPower	24-Apprentices Active	13-Male	0-Age 16-17	0-White(nonHispanic)	14-Baltimore
	21-New Apprentices Enrolled	11-Female	21-Age 18-27	20- Black (not Hispanic)	8-Baltimore City
	0-New Apprentices Completed		2-Age 28-37	0- Hispanic	1-Prince George's
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	1-Out of State
			0-Age 48-57	2- Asian/Pacific Islander	
			0-Age 58-67	2- Race Other	
Operating Engineers Joint Apprenticeship and Training Committee - Local 77	76-Apprentices Active	69-Male	0-Age 16-17	46-White(nonHispanic)	38-Out of State
	6-New Apprentices Enrolled	7-Female	30-Age 18-27	24- Black (not Hispanic)	19-Charles
	2-New Apprentices Completed		32-Age 28-37	4- Hispanic	6-Prince George's
	4-Apprentices Cancelled		12-Age 38-47	0- American Indian or Alaskan	3-Calvert
			2-Age 48-57	2- Asian/Pacific Islander	3-St Mary's
			0-Age 58-67	0- Race Other	2-Anne Arundel
					1-Cecil
					1-Frederick
					1-Howard
					1-Montgomery
					1-Washington
Operating Engineers Local 99 Joint Apprenticeship Committee	38-Apprentices Active	34-Male	0-Age 16-17	24-White(nonHispanic)	8-Out of State
	0-New Apprentices Enrolled	4-Female	15-Age 18-27	9- Black (not Hispanic)	4-Anne Arundel
	19-New Apprentices Completed		15-Age 28-37	5- Hispanic	4-Charles
	4-Apprentices Cancelled		7-Age 38-47	0- American Indian or Alaskan	3-Calvert
			1-Age 48-57	0- Asian/Pacific Islander	2-Montgomery
			0-Age 58-67	0- Race Other	2-St Mary's
					2-Washington
					1-Baltimore
					1-Frederick
					1-Howard
					1-Prince George's
OST Global Solutions, Inc.	6-Apprentices Active	3-Male	0-Age 16-17	5-White(nonHispanic)	2-Frederick
	6-New Apprentices Enrolled	3-Female	1-Age 18-27	0- Black (not Hispanic)	2-Montgomery
	5-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Anne Arundel
	1-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	1-Out of State
			2-Age 48-57	1- Asian/Pacific Islander	
PAE Applied Technologies, LLC	10-Apprentices Active	9-Male	0-Age 16-17	8-White(nonHispanic)	6-St Mary's
	0-New Apprentices Enrolled	1-Female	10-Age 18-27	2- Black (not Hispanic)	2-Calvert
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	2-Charles
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Paquin Design/Build	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Queen Anne's
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	1- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Plumbers and Steamfitters Local Union No. 486 Joint Apprenticeship And Training Committee	389-Apprentices Active	378-Male	0-Age 16-17	309-White(nonHispanic)	133-Baltimore
	98-New Apprentices Enrolled	11-Female	227-Age 18-27	51- Black (not Hispanic)	42-Baltimore City
	52-New Apprentices Completed		137-Age 28-37	8- Hispanic	54-Out of State
	39-Apprentices Cancelled		21-Age 38-47	4- American Indian or Alaskan	28-Anne Arundel
			4-Age 48-57	6- Asian/Pacific Islander	23-Carroll
				11- Race Other	9-Howard
					8-Washington
					7-Harford
					5-Frederick
					5-Montgomery
					3-Allegany
					3-Cecil
					2-Caroline
					2-Prince George's
					1-Talbot
					1-Queen Anne's
Plumbing Apprenticeship Program of Carroll County	3-Apprentices Active	3-Male	0-Age 16-17	3-White(nonHispanic)	3-Carroll
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
			1-Age 58-67		
Premier Fire Protection Services, LLC	3-Apprentices Active	3-Male	0-Age 16-17	3-White(nonHispanic)	2-Frederick
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Prince George's Co. Fire/EMS Department	101-Apprentices Active	84-Male	0-Age 16-17	56-White(nonHispanic)	39-Prince George's
	15-New Apprentices Enrolled	17-Female	57-Age 18-27	36- Black (not Hispanic)	13-Calvert
	68-New Apprentices Completed		40-Age 28-37	6- Hispanic	12-Out of State
	31-Apprentices Cancelled		4-Age 38-47	0- American Indian or Alaskan	9-St Mary's
			0-Age 48-57	1- Asian/Pacific Islander	6-Anne Arundel
			0-Age 58-67	2- Race Other	4-Baltimore
					3-Howard
					2-Baltimore City
					2-Carroll
					2-Charles
					2-Montgomery
					2-Queen Anne's
					1-Caroline
					1-Frederick
					1-Harford
					1-Washington
					1-Wicomico
Prince George's County Public Schools	13-Apprentices Active	11-Male	2-Age 16-17	0-White(nonHispanic)	13-Prince George's
	6-New Apprentices Enrolled	2-Female	11-Age 18-27	9- Black (not Hispanic)	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
	0-New Apprentices Completed 1-Apprentices Cancelled		0-Age 28-37 0-Age 38-47	4- Hispanic 0- American Indian or Alaskan	
Quality Heating & Air Conditioning Company, Inc.	22-Apprentices Active 0-New Apprentices Enrolled 0-New Apprentices Completed 0-Apprentices Cancelled	22-Male 0-Female	0-Age 16-17 10-Age 18-27 11-Age 28-37 1-Age 38-47	16-White(nonHispanic) 5- Black (not Hispanic) 1- Hispanic 0- American Indian or Alaskan	21-Out of State 1-Wicomico
Raloid Machine Corporation	1-Apprentices Active 1-New Apprentices Enrolled 0-New Apprentices Completed 0-Apprentices Cancelled	1-Male 0-Female	0-Age 16-17 0-Age 18-27 1-Age 28-37 0-Age 38-47	0-White(nonHispanic) 1- Black (not Hispanic) 0- Hispanic 0- American Indian or Alaskan	1-Baltimore
Ralph G. Degli Obizzi & Sons, Inc.	30-Apprentices Active 2-New Apprentices Enrolled 0-New Apprentices Completed 12-Apprentices Cancelled	30-Male 0-Female	0-Age 16-17 14-Age 18-27 11-Age 28-37 5-Age 38-47 0-Age 48-57	22-White(nonHispanic) 4- Black (not Hispanic) 3- Hispanic 0- American Indian or Alaskan 1- Asian/Pacific Islander	29-Out of State 1-Somerset
Rhinehart Railroad Construction, Inc.	1-Apprentices Active 0-New Apprentices Enrolled 0-New Apprentices Completed 0-Apprentices Cancelled	1-Male 0-Female	0-Age 16-17 1-Age 18-27 0-Age 28-37 0-Age 38-47	1-White(nonHispanic) 0- Black (not Hispanic) 0- Hispanic 0- American Indian or Alaskan	1-Out of State
Road Sprinkler Fitters Local Union 669 Joint Apprenticeship and Training Committee	147-Apprentices Active 35-New Apprentices Enrolled 19-New Apprentices Completed 1-Apprentices Cancelled	147-Male 0-Female	0-Age 16-17 64-Age 18-27 72-Age 28-37 9-Age 38-47 2-Age 48-57 0-Age 58-67	92-White(nonHispanic) 29- Black (not Hispanic) 20- Hispanic 2- American Indian or Alaskan 2- Asian/Pacific Islander 2- Race Other	59-Out of State 18-Anne Arundel 17-Baltimore 15-Prince George's 6-Carroll 5-Charles 4-St Mary's 3-Montgomery 2-Calvert 2-Cecil 2-Howard 2-Queen Anne's 1-Baltimore City 1-Frederick 1-Harford
Roofers, Waterproofers & Allied Workers Local No. 34 Joint Apprenticeship and Training Committee	7-Apprentices Active 3-New Apprentices Enrolled 1-New Apprentices Completed	7-Male 0-Female	0-Age 16-17 5-Age 18-27 2-Age 28-37 0-Age 58-67	5-White(nonHispanic) 1- Black (not Hispanic) 0- Hispanic 1- Race Other	6-Allegany 1-Out of State
Salco Mechanical Contractors	1-Apprentices Active 0-New Apprentices Enrolled 0-New Apprentices Completed 0-Apprentices Cancelled	1-Male 0-Female	0-Age 16-17 0-Age 18-27 0-Age 28-37 1-Age 38-47	1-White(nonHispanic) 0- Black (not Hispanic) 0- Hispanic 0- American Indian or Alaskan	1-Out of State

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Seaside Plumbing, Inc.	17-Apprentices Active	16-Male	0-Age 16-17	13-White(nonHispanic)	6-Out of State
	12-New Apprentices Enrolled	1-Female	12-Age 18-27	2- Black (not Hispanic)	6-Wicomico
	0-New Apprentices Completed		4-Age 28-37	1- Hispanic	5-Worcester
	5-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			0-Age 48-57	0- Asian/Pacific Islander	
			0-Age 58-67	1- Race Other	
Sheet Metal Workers Local No. 100 Cumberland Area Joint Apprenticeship and Training Committee	11-Apprentices Active	11-Male	0-Age 16-17	10-White(nonHispanic)	7-Allegany
	4-New Apprentices Enrolled	0-Female	9-Age 18-27	0- Black (not Hispanic)	4-Out of State
	3-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	3-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
				1- Race Undeclared	
Sheet Metal Workers, Local 100 Washington D.C.	512-Apprentices Active	495-Male	0-Age 16-17	231-White(nonHispanic)	141-Out of State
	200-New Apprentices Enrolled	16-Female	216-Age 18-27	177- Black (not Hispanic)	119-Prince George's
	29-New Apprentices Completed		194-Age 28-37	88- Hispanic	51-Charles
	68-Apprentices Cancelled		82-Age 38-47	0- American Indian or Alaskan	51-St Mary's
			17-Age 48-57	8- Asian/Pacific Islander	46-Calvert
			3-Age 58-67	8- Race Other	44-Anne Arundel
					15-Montgomery
					8-Baltimore
					8-Howard
					8-Queen Anne's
Shore Power Electric, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Worcester
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Smoothstack, Inc.	87-Apprentices Active	65-Male	0-Age 16-17	38-White(nonHispanic)	82-Out of State
	87-New Apprentices Enrolled	22-Female	44-Age 18-27	12- Black (not Hispanic)	1-Anne Arundel
	0-New Apprentices Completed		32-Age 28-37	13- Hispanic	1-Baltimore
	0-Apprentices Cancelled		9-Age 38-47	1- American Indian or Alaskan	1-Prince George's
			1-Age 48-57	18- Asian/Pacific Islander	1-Montgomery
			0-Age 58-67	3- Race Other	1-Wicomico
			1-Age 68+	2- Race Undeclared	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Southern Maryland Electric Cooperative, Inc.	26-Apprentices Active	26-Male	0-Age 16-17	18-White(nonHispanic)	15-St Mary's
	15-New Apprentices Enrolled	0-Female	16-Age 18-27	6- Black (not Hispanic)	6-Calvert
	0-New Apprentices Completed		9-Age 28-37	0- Hispanic	2-Charles
	2-Apprentices Cancelled		1-Age 38-47	1- American Indian or Alaskan	1-Prince George's
			0-Age 48-57	0- Asian/Pacific Islander	1-Out of State
			0-Age 58-67	1- Race Other	1-Montgomery
St. Mary's County Sheriff'S Office	1-Apprentices Active	0-Male	0-Age 16-17	0-White(nonHispanic)	
	0-New Apprentices Enrolled	1-Female	0-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Stanley Security, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Harford
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Steamfitters Local No. 602 Joint Apprenticeship and Training Committee	953-Apprentices Active	931-Male	0-Age 16-17	679-White(nonHispanic)	121-Charles
	216-New Apprentices Enrolled	22-Female	592-Age 18-27	182- Black (not Hispanic)	117-Anne Arundel
	133-New Apprentices Completed		301-Age 28-37	68- Hispanic	111-Prince George's
	38-Apprentices Cancelled		50-Age 38-47	6- American Indian or Alaskan	85-St Mary's
			9-Age 48-57	7- Asian/Pacific Islander	47-Frederick
			1-Age 58-67	2- Race Other	31-Montgomery
			0-Age 68+	9- Race Undeclared	25-Out of State
					19-Baltimore
					19-Howard
					19-Queen Anne's
					14-Baltimore City
					13-Calvert
					12-Carroll
					6-Talbot
					4-Caroline
					4-Kent
					4-Washington
					3-Harford
					2-Dorchester
Strickland Fire Protection, Inc.	3-Apprentices Active	3-Male	0-Age 16-17	2-White(nonHispanic)	1-Anne Arundel
	0-New Apprentices Enrolled	0-Female	1-Age 18-27	1- Black (not Hispanic)	1-Out of State
	4-New Apprentices Completed		1-Age 28-37	0- Hispanic	1-Prince George's
	2-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
			0-Age 58-67	0- Race Other	
			0-Age 68+	0- Race Undeclared	
Swam Electric Company, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Out of State
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	1-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
Tate Engineering Systems, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Baltimore
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Technology Security Associates, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	0-White(nonHispanic)	1-Calvert
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	1- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Textron Systems	2-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Carroll
	0-New Apprentices Enrolled	0-Female	2-Age 18-27	0- Black (not Hispanic)	1-Harford
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
The Alliance For Media Arts +	1-Apprentices Active	0-Male	0-Age 16-17	0-White(nonHispanic)	1-Charles
	1-New Apprentices Enrolled	1-Female	1-Age 18-27	1- Black (not Hispanic)	
	3-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
The Education Foundation of Baltimore County Public Schools	17-Apprentices Active	14-Male	0-Age 16-17	13-White(nonHispanic)	8-Baltimore
	2-New Apprentices Enrolled	3-Female	5-Age 18-27	3- Black (not Hispanic)	2-Anne Arundel
	2-New Apprentices Completed		8-Age 28-37	0- Hispanic	2-Baltimore City
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	2-Carroll
			3-Age 48-57	0- Asian/Pacific Islander	1-Howard
			1-Age 58-67	0- Race Other	1-Montgomery
			0-Age 68+	1- Race Undeclared	1-Out of State
The Johns Hopkins Hospital	9-Apprentices Active	9-Male	0-Age 16-17	2-White(nonHispanic)	6-Baltimore City
	3-New Apprentices Enrolled	0-Female	2-Age 18-27	7- Black (not Hispanic)	3-Baltimore
	0-New Apprentices Completed		5-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		2-Age 38-47	0- American Indian or Alaskan	
Thompson Automotive, Inc.	2-Apprentices Active	2-Male	0-Age 16-17	0-White(nonHispanic)	1-Baltimore
	2-New Apprentices Enrolled	0-Female	1-Age 18-27	2- Black (not Hispanic)	1-Harford
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	3-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
TranZed Apprenticeship Services, Llc	16-Apprentices Active	9-Male	0-Age 16-17	2-White(nonHispanic)	4-Prince George's
	13-New Apprentices Enrolled	7-Female	1-Age 18-27	10- Black (not Hispanic)	3-Out of State
	6-New Apprentices Completed		8-Age 28-37	1- Hispanic	2-Anne Arundel
	12-Apprentices Cancelled		6-Age 38-47	0- American Indian or Alaskan	2-Baltimore City
			0-Age 48-57	1- Asian/Pacific Islander	2-Howard
			1-Age 58-67	2- Race Other	1-Baltimore
			0-Age 68+	0- Race Undeclared	1-Harford
					1-Montgomery
					1-Montgomery

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
UMBC Training Centers	2-Apprentices Active	0-Male	0-Age 16-17	1-White(nonHispanic)	1-Anne Arundel
	0-New Apprentices Enrolled	2-Female	0-Age 18-27	0- Black (not Hispanic)	1-Howard
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47 1-Age 48-57	1- American Indian or Alaskan 0- Asian/Pacific Islander	
Velocity HVAC, LLC	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Out of State
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47 0-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Volvo Group Trucks Operations	11-Apprentices Active	11-Male	0-Age 16-17	9-White(nonHispanic)	8-Out of State
	0-New Apprentices Enrolled	0-Female	0-Age 18-27	1- Black (not Hispanic)	2-Washington
	0-New Apprentices Completed		4-Age 28-37	1- Hispanic	1-Frederick
	0-Apprentices Cancelled		4-Age 38-47 2-Age 48-57 1-Age 58-67	0- American Indian or Alaskan 0- Asian/Pacific Islander 0- Race Other	
W. L. Gore & Associates, Inc.	8-Apprentices Active	6-Male	0-Age 16-17	8-White(nonHispanic)	6-Cecil
	0-New Apprentices Enrolled	2-Female	4-Age 18-27	0- Black (not Hispanic)	2-Out of State
	0-New Apprentices Completed		3-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47 1-Age 48-57	0- American Indian or Alaskan 0- Asian/Pacific Islander	
Wash., D. C. Asbestos Workers Joint Apprenticeship Committee Local No. 24	75-Apprentices Active	72-Male	0-Age 16-17	19-White(nonHispanic)	24-Out of State
	17-New Apprentices Enrolled	3-Female	30-Age 18-27	20- Black (not Hispanic)	15-Prince George's
	16-New Apprentices Completed		27-Age 28-37	31- Hispanic	12-Montgomery
	21-Apprentices Cancelled		13-Age 38-47 3-Age 48-57 2-Age 58-67 0-Age 68+	0- American Indian or Alaskan 1- Asian/Pacific Islander 4- Race Other 0- Race Undeclared	8-Anne Arundel 4-Baltimore City 4-Calvert 3-Charles 2-Allegany 1-Baltimore 1-St Mary's 1-Washington
Washington D.C. Joint Plumbing Apprenticeship Committee	351-Apprentices Active	332-Male	0-Age 16-17	160-White(nonHispanic)	99-Out of State
	75-New Apprentices Enrolled	19-Female	180-Age 18-27	133- Black (not Hispanic)	84-Prince George's
	87-New Apprentices Completed		125-Age 28-37	47- Hispanic	34-Charles
	32-Apprentices Cancelled		36-Age 38-47 9-Age 48-57 1-Age 58-67 0-Age 68+	1- American Indian or Alaskan 3- Asian/Pacific Islander 6- Race Other 1- Race Undeclared	34-Montgomery 27-Calvert 26-Anne Arundel 15-St Mary's 9-Frederick 7-Queen Anne's 5-Howard 3-Baltimore City 2-Baltimore 2-Carroll 2-Washington 1-Caroline

COMPANY	APPRENTICES 2021	GENDER	AGE	ETHNICITY	COUNTY
					1-Kent
Washington, D. C. Electricians Joint Apprenticeship and Training Committee Local Union No. 26	1389-Apprentices Active	1339-Male	0-Age 16-17	886-White(nonHispanic)	618-Out of State
	430-New Apprentices Enrolled	50-Female	728-Age 18-27	227- Black (not Hispanic)	164-Prince George's
	142-New Apprentices Completed		535-Age 28-37	211- Hispanic	118-Calvert
	46-Apprentices Cancelled		108-Age 38-47	8- American Indian or Alaskan	92-Charles
			14-Age 48-57	32- Asian/Pacific Islander	69-Montgomery
			1-Age 58-67	23- Race Other	68-St Mary's
			3-Age 68+	2- Race Undeclared	57-Frederick
					29-Howard
					22-Queen Anne's
					14-Carroll
					13-Anne Arundel
					12-Baltimore
					12-Washington
					5-Baltimore City
					3-Caroline
					1-Dorchester
					1-Talbot
					1-Worcester
Western Maryland Area Health Education Center - West	3-Apprentices Active	1-Male	0-Age 16-17	3-White(nonHispanic)	3-Garrett
	3-New Apprentices Enrolled	2-Female	0-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		1-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
			1-Age 48-57	0- Asian/Pacific Islander	
Western Maryland Joint Apprenticeship and Training Committee for the Electrical Industry	70-Apprentices Active	68-Male	0-Age 16-17	66-White(nonHispanic)	41-Allegany
	15-New Apprentices Enrolled	2-Female	51-Age 18-27	2- Black (not Hispanic)	25-Out of State
	12-New Apprentices Completed		15-Age 28-37	1- Hispanic	2-Garrett
	0-Apprentices Cancelled		4-Age 38-47	1- American Indian or Alaskan	2-Washington
Westmoreland Electric, LLC	21-Apprentices Active	21-Male	0-Age 16-17	18-White(nonHispanic)	21-Out of State
	11-New Apprentices Enrolled	0-Female	16-Age 18-27	3- Black (not Hispanic)	
	0-New Apprentices Completed		5-Age 28-37	0- Hispanic	
	1-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Willard Agri-Services, Inc.	1-Apprentices Active	1-Male	0-Age 16-17	1-White(nonHispanic)	1-Frederick
	1-New Apprentices Enrolled	0-Female	1-Age 18-27	0- Black (not Hispanic)	
	0-New Apprentices Completed		0-Age 28-37	0- Hispanic	
	0-Apprentices Cancelled		0-Age 38-47	0- American Indian or Alaskan	
Wingard & Company, Inc.	3-Apprentices Active	2-Male	0-Age 16-17	2-White(nonHispanic)	1-Baltimore City
	1-New Apprentices Enrolled	1-Female	1-Age 18-27	0- Black (not Hispanic)	1-Howard
	0-New Apprentices Completed		1-Age 28-37	1- Hispanic	1-Out of State
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	
Worthington Armstrong Ventures	4-Apprentices Active	4-Male	0-Age 16-17	2-White(nonHispanic)	3-Cecil
	1-New Apprentices Enrolled	0-Female	2-Age 18-27	0- Black (not Hispanic)	1-Out of State
	0-New Apprentices Completed		1-Age 28-37	2- Hispanic	
	0-Apprentices Cancelled		1-Age 38-47	0- American Indian or Alaskan	

Concluding Thoughts

The significant progress made by MD Labor in expanding and diversifying its RA system during 2021 has established a firm basis for continued growth. To be sure, the continued impacts of the Coronavirus global pandemic presented unprecedented challenges; however, the MATP, as well as the state's apprenticeship sponsors, were quick to adapt to this new set of circumstances.

More importantly, even in spite of the impacts of COVID-19, Maryland continued to break records for the number of active apprentices, the number of minority apprentices, and the number of women apprentices. Twenty-three new programs were also approved in 2021, eight more than during 2019. Thus far in 2022, MD Labor has seen further growth in the number of employers actively participating in apprenticeship and appears on pace to exceed 2021's record total apprentice count.

Taken together, the consistent development experienced during 2021 will enable our state to continue to bring new businesses and jobseekers alike into our vibrant apprenticeship system. In 2022, MD Labor will continue its progress to increase the capacity of the MATP to meet the needs of both businesses and jobseekers alike. Specifically, MD Labor will continue to grow the number of apprentices registered in our state, with the goal of exceeding 2021's record level of performance. Additionally, as part of the State Apprenticeship Expansion Grant – 2020, the Department set a goal of approving at least ten new apprenticeship programs during 2022. To date this year, a total of 7 new programs have been approved. MATP will unveil the informational videos being produced as part of the statewide marketing and outreach campaign for apprenticeship.