



# Maryland Youth and Registered Apprenticeship



# Youth Apprenticeships in Maryland:

## Apprenticeship Maryland Program



# Overview

## High School Students and Apprenticeship

High school is a critical time for development of career choices, and communities across the country are launching programs allowing high school students to pursue career-oriented coursework coupled with work-based learning opportunities.

These programs have different names, school-to apprenticeship or youth apprenticeship, but all have the same goals – providing students with access to high-quality, industry-focused training that combines classroom and on-the-job learning, and affordable pathways to college and careers in high-demand industries.



# Youth Apprenticeship

Each county superintendent or designee from a participating school system may select interested students to participate in the program. A student selected to participate in the program:

- may start the program in the summer or fall of the student's junior or senior year in high school, or in some cases any time during the school year;
- must complete at least 450 hours of supervised work-based training;
- must receive at least one year of classroom instruction relating to the student's eligible career track in high-growth, high-demand industries;
- must receive credit toward a high school diploma or a postsecondary credential, or both, for the work-based training and classroom instruction completed under the program; and
- must complete the program by the student's graduation.





## Youth Apprenticeship

- The Apprenticeship Maryland Program gives Maryland businesses the unique opportunity to train, influence and shape high school students into top-performing employees by providing opportunities for Maryland's high school juniors and seniors.
- Participants will “learn while they earn” by not only obtaining a wage, but also academic and occupational skills leading to both a high school diploma and a State Skill Certificate.
- The program requires that Eligible Employers hire AMP participants to enter into high-skill, high-growth industries, such as healthcare, biotechnology, information technology, construction and design, banking and finance, and advanced manufacturing.



## Youth Apprenticeship

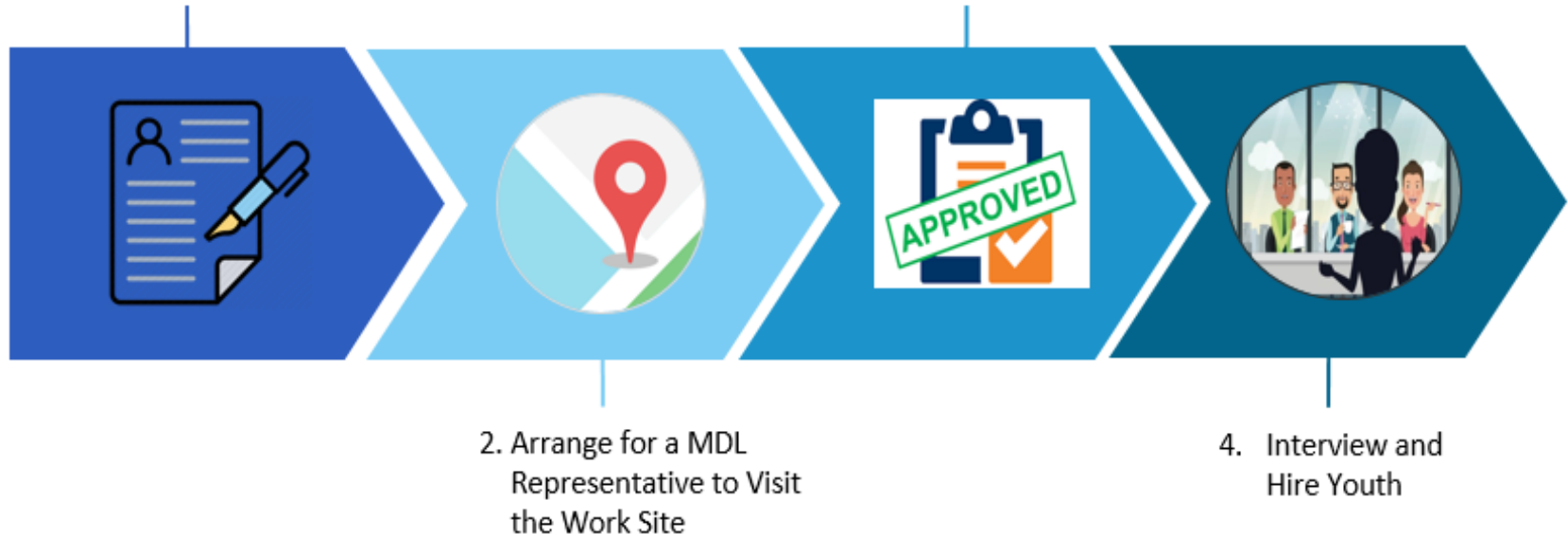


# Youth Apprenticeship

## *Overview of MD Labor's and employers' roles in youth apprenticeship.*

1. Work with a Dept. of Labor (MDL)  
Navigator to Submit an Application  
to the MD Apprenticeship & Training  
Council (MATC)

3. Get Approval from  
MATC



# Youth Apprenticeship





# Youth Apprenticeship

## AMP Program Statistics

Industry representation for currently registered youth apprentices:

AMP Business Percentages as of 2020-2021 School Year

Industry Sector	# of Youth Apprentices	% of Total
Marine Trades	1	1.2%
Association Management	1	1.2%
Finance, Banking and Real Estate	3	3.5%
Architecture	2	2.4%
Engineering	2	2.4%
Business	2	2.4%
Hospitality and Foodservice	2	2.4%
Education	3	3.5%
Transportation and Logistics	7	8.2%
Automotive	6	7.1%
Manufacturing	13	15.3%
Healthcare	15	17.6%
Construction	28	32.9%
Total	85	100.0%



# Youth Apprenticeship

## Representative Occupations

- Machine Operator
- Mechanical Engineer
- Print Operator
- Cabinet Maker
- CNC Machinist (CAD/CAM)
- Manufacturing Technician
- Data Entry
- Computer Support Specialist
- Business System Analyst
- Interior Design
- Project Management
- Upholstery
- Custom Furniture Manufacturing
- Estimator
- Patient Access Registrar
- Medical Records Assistant
- Bio Med Technician
- Pre-Access Financial Counselor
- Auto Mechanic
- Body Shop Assistant
- Arborist
- Plumber's Assistant
- Electrician's Assistant
- Communications Assistant
- Media Arts Assistant
- IT Support Assistant
- Telecommunications Equipment Repair Assistant
- Diesel Maintenance Technician
- Refrigerant Reclaim Helper
- Service Technician Apprentice
- Sports Stringer Reporter
- Press Assistant
- Chef Assistant
- Water Operator
- Laboratory Technician
- Project Assistant
- Press Assistant/Rewinder
- Groundsperson Assistant
- Government Affairs Assistant
- Network Assistant
- Software Assistant
- Heavy Equipment Mechanic
- Cosmetology Assistant
- Appraisal Assistant
- Prep Cook
- Line Cook
- Chef Assistant
- Lab Technician Assistant
- Sterile Processing Assistant
- Body Shop Assistant
- Electronics Technician Assistant
- Wastewater Operator Assistant

## Youth Apprenticeship

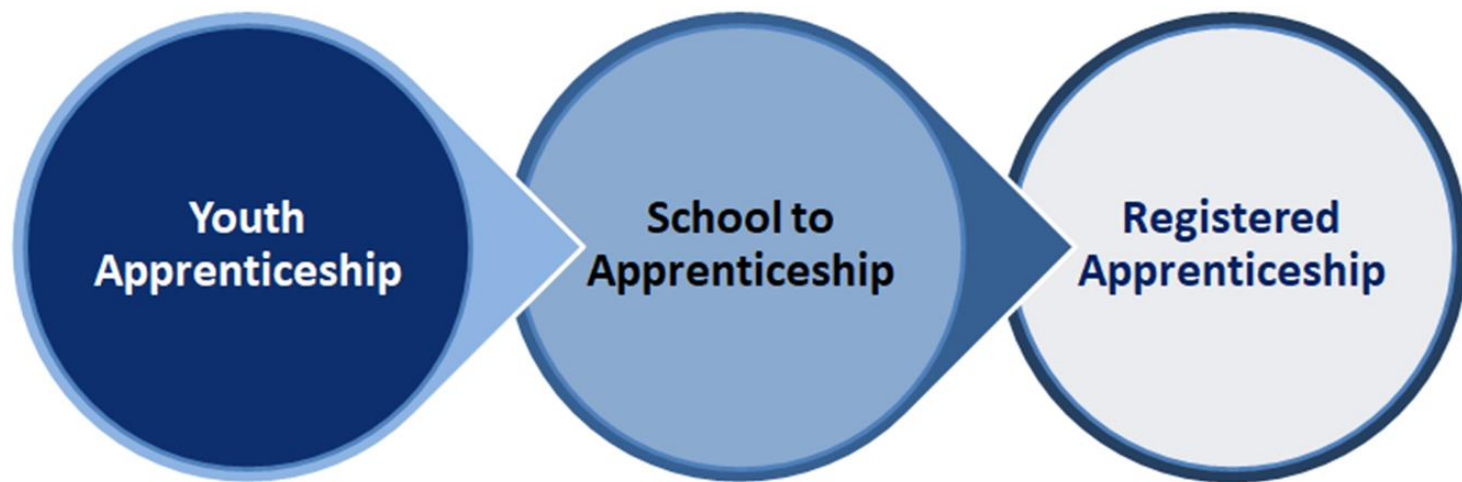
### Frederick County Public Schools

- Apprenticed as an Estimator during her Senior Year at **Insul-Tech** – which insulates commercial and industrial ductwork
  - While in high school studied architecture
- Completed nearly 40 individual estimating jobs
- Graduated in 2016 and continues to work full-time at Insul-Tech



**INSUL-TECH INC.**  
COMMERCIAL & INDUSTRIAL MECHANICAL INSULATION

## Youth Apprenticeship



## On-Ramp to Registered Apprenticeship

**Youth Apprenticeship is a valuable work-based learning opportunity that can provide youth with academic and workplace skills that lead to post-secondary education opportunities and careers through Registered Apprenticeship.**

**Businesses, workforce professionals, educators, and others are looking at youth apprenticeship to apprenticeship as an effective way to start high school students and other youth on a career pathway that leads to good wages and opportunities for advancement.**

### ***Key Elements:***

1. Programs for high school students should combine academic and technical classroom instruction with work experience, allowing youth to explore a career and develop industry-specific workplace competencies, skills and knowledge, while still enrolled in high school.
2. Programs should align academic and technical standards in secondary and postsecondary education, CTE, and industry-recognized credentials and certifications.
3. Programs should incorporate stackable credentials of value for multiple pathways, including entrance into RA programs, community and technical colleges, universities, and sustainable employment.
4. Employer involvement is critical in developing and sustaining the program.





## School to Apprenticeship

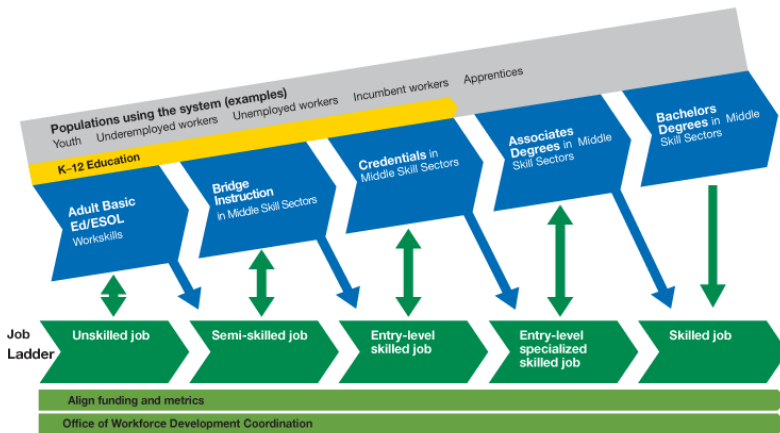
- The School to Apprenticeship model allows youth ages 16 or 17 to be registered as apprentices with a Registered Apprenticeship sponsor prior to graduation (with the consent of the youth's parent or guardian).
- Youth becoming Registered Apprentices will receive the appropriate Related Instruction while in high school and will begin working part-time to accrue On the Job Training hours as their schedules allow.
- Upon high school graduation, these youth will then be full-time Registered Apprentices. All hours of OJT and RI accrued during high school are part of their required hours to complete the RA program.
- Examples of current RA sponsors that presently allow for School to Apprenticeship include: Associated Builders and Contractors – Baltimore Metro; Associated Builders and Contractors – Chesapeake Shores; Associated Builders and Contractors – Cumberland Valley; Independent Electrical Contractors – Chesapeake; Prince George's County Public Schools, Heating & Air Conditioning Contractor of Maryland (HACC); and Minnick's.

# Registered Apprenticeships in Maryland



## Apprenticeship as a Career Pathway

Career Pathways Framework



Source: Adapted from the Center for Law and Social Policy

- Today, one of the most effective approaches to access a robust career pathway is based on transitioning individuals into apprenticeship programs, ideally before or at the time of high school graduation.

- The desired outcome is to insure as many students as possible will be able to transition into an apprenticeship program if they do not pursue traditional postsecondary education. Participation in youth apprenticeship offers an on-ramp to accelerate this transition.

- The planning process should focus on providing all student learners with the skills, knowledge, and understanding that will help expand their opportunities for gainful employment and open as many pathways as possible into apprenticeship.

# Review

## What is Apprenticeship?

### Official Definition

Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.



Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.

# Review: What is Apprenticeable?

The position must meet the training criteria below. The occupation can be in a traditional or non-traditional occupation.

## Key Components

### ▶ On-the-Job Training (OJT) **must:**

- ▶ Consist of at least 2,000 hours per year of the apprenticeship.
- ▶ Take place at the work site under the direction of a highly skilled journeyworker(s).

### ▶ Related Instruction (RI) **must:**

- ▶ Have at least 144 hours of related instruction per year of the apprenticeship.





# 5 Components of Registered Apprenticeships



**Business Involvement:** Employers are the foundation of every registered apprenticeship program.



**Structured On-the-Job Training:** Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



**Related Instruction:** Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools apprenticeship training schools provided at online or at the job site.



**Rewards for Skills Gained:** Apprentices increases in wages as they gain higher level skills.



**National Occupational Credential:** Registered apprentices increases in wages as they gain higher level skills.

# Benefits to Registered Apprentices

## Hands-on Career Training

Practical on-the-job training in a wide variety of occupations and industries

## An Education

Hands-on and technical training which has the potential to earn college credits

## Long-term Career and Greater Earning Potential

Following apprenticeship completion

## Little/No Education Debt

*Apprenticeship = College Without the Debt*

## National Credential

Upon graduation, a certified portable credential nationally recognized by industries and employers

# Who Can Be an Apprentice?

## Basic Requirements

- ▶ Anyone 18 years or older who meets the program specific qualifications can be a registered apprentice. However, some programs allow individuals 16 years and older with parental permission.
- ▶ You must be physically able to perform required tasks **and** have access to transportation.
- ▶ Most, but not all, Registered Apprenticeship programs require a high school diploma by means of high school graduation or successful completion of the GED® Test or National External Diploma Program®.
- ▶ You may have to pass specific tests in math and English. Individual program requirements may vary.





# Maryland Apprenticeship by the Numbers

## Active Apprentices in 2020

- 11,302
- 39 % Growth Since 2015

## Apprentices Completed During 2020

- 1,205



# Sample of Industries and Occupations

## ► **Healthcare:**

- Environmental Care Supervisor
- Patient Care Technician
- Surgical Technologist
- Pharmacy Technician
- Licensed Practical Nurse
- Medical Assistant
- Central Sterile Processing Technician

## ► **Information Technology:**

- Information Technology Professional
- Digital Marketing Professional
- Cyber Security Professional
- Data Science & Analytics Specialist
- Secure Software Programming
- Computer User Support Specialist

## ► **Biotechnology:**

- Instrumentation Technician

## ► **Emergency Management:**

- Emergency Management Specialist

## ► **Transportation/Logistics:**

- Auto Maintenance Technician
- Diesel Technician
- Truck Driver, Heavy

## ► **Retail:**

- Store Manager

## ► **Manufacturing:**

- Maintenance Mechanic
- CNC Specialist
- Welding Technician
- Additive Manufacturer/3D Printer
- Machinist

## ► **Hospitality/Tourism:**

- Lodging Manager

## ► **Public Sector:**

- Police Cadet
- Natural Resources Police Officer
- Deputy Sheriff
- Senior Wastewater Operator

## ► **Construction:**

- Electrician
- Plumber
- Carpenter
- Sheet Metal Worker
- HVAC/R Technician
- Insulation Worker

## ► **Shipbuilding:**

- Shipwright



# Question



Which occupation has  
the most apprentices in  
Maryland?

# Apprenticeship Locator

- The locator includes only active apprenticeship opportunities, ensuring job seekers find just those programs seeking to hire apprentices, and employers locate only those sponsors that are currently working within their industry.
- There are more than 90 Registered Apprenticeship sponsors and 45 employers participating in the youth Apprenticeship Maryland Program listed within the locator.
- The scope of information available in the locator includes: program name, counties where the program is available, type of program, occupation, industry, program contact information, job description, length of program, and minimum age for candidates.

# Question



When should educators first talk with students about applying to be apprentices?

# Apprenticeship Wage Outcomes

A 2013 Maryland study of apprentice outcomes for individuals who completed an apprenticeship demonstrated the following.



For **ALL** apprentices tracked in the study, the median average annual salary five years after completion was \$82,900.00.

For **ALL** female apprentices, this average was \$84,244.00.

## Employer Incentives

### **Maryland Apprenticeship Tax Credit**

Youth Apprentices: Starting July 1, 2022, Employers/Taxpayers can claim the credit for certain Youth Apprentices. For employers/taxpayers to qualify for the credit, their Youth Apprentices must have had employment with the taxpayer for at least 450 hours of the taxable year OR employment with the employer/taxpayer for at least 7 full months of the taxable year. For each eligible Youth Apprentice, an employer/taxpayer can claim a credit of \$1,000.

Registered Apprentices: Also starting July 1, 2022, Employers/Taxpayers can claim the credit for certain Registered Apprentices. For employers/taxpayers to qualify for the credit, their Registered Apprentices must have had employment with the taxpayer for at least 7 full months of the taxable year. For each eligible Registered Apprentice, an employer/taxpayer can claim a credit of \$3,000.

Each employer/taxpayer must not be approved for more than a maximum of \$15,000 per taxable year.



# Employer Incentives

## Related Instruction Reimbursement Grant

- Provides up to \$3,000 reimbursement of Related Instruction costs for NEW first year Registered Apprentices. To be considered for Related Instruction Reimbursement Program funding, applications must be submitted at least three weeks prior to the start of training. Applications will be accepted and reviewed on a rolling, first-come, first-served basis.

## COMING SOON!!! -- Employer Incentive Program (EIP)

- The EIP is a rolling reimbursement program, where employers receive repayment for a portion of the costs of OJL, thereby providing salary supplements to employers that hire and retain Registered Apprentices. Employers that participate in the EIP are eligible for reimbursement for a portion of the costs of OJL. The breakdown for reimbursement amounts is as follows:
- Businesses with more than 50 employees (large employers) are eligible for reimbursement of 50 percent of the wage rate of apprentices for a maximum of 30 hours per week; or,
- Businesses with 49 or fewer employees (small employers) are eligible for reimbursement of 75 percent of the wage rate of apprentices for a maximum of 30 hours per week.
- MD Labor calculates reimbursement based on the first 13 weeks of actual employment not to exceed \$3,120 per apprentice for large employers and \$4,680 per apprentice for small employers.
- Reimbursement becomes available after an eligible apprentice is registered with an eligible Registered Apprenticeship Sponsor and after six months of retention as a Registered Apprentice.



## Leveraging Other Programs

### ***MARYLAND BUSINESS WORKS***

Maryland Business Works (MBW) is an incumbent worker training program. Training funds are provided to businesses serious about increasing employee productivity, upgrading the skills of current employees, and creating opportunities for expanding their existing workforce.

Specifics about MBW include the following:

- Private sector businesses with 500 employees or fewer that provide in-demand products or services are eligible to apply.
- There is a dollar-to-dollar match requirement, and a \$4,500 training cap funding level that may be awarded to a specific trainee for a project or series of projects.
- Maximum request per year cannot exceed \$40,000 per business applicant.
- MBW can fund: classroom-based training, in-house training, *apprenticeships*, and other opportunities for Maryland's businesses as they create and foster their talent pipeline.
- The program was funded with an initial \$1 million investment.

**MBW cannot be combined with any other reimbursement.**

# DOL.GOV/Apprenticeship: Tools & Resources



## Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

[http://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)

## Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>



## DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>

## Pre-Apprenticeship information

[https://wdr.doleta.gov/directives/attach/TEN/TEN\\_13-12.pdf](https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf)

[https://doleta.gov/oa/preapp/pdf/Pre Apprenticeship GuideforWomen.pdf](https://doleta.gov/oa/preapp/pdf/Pre_Apprenticeship_GuideforWomen.pdf)



## RACC Site

Find information on becoming a RACC member and a database of college members and sponsors.

<https://www.doleta.gov/oa/racc.cfm>





# Thank You!

