



Maryland

Apprenticeship Overview

A system level overview of
Registered Apprenticeship
in Maryland



Apprenticeship 101: What is Registered Apprenticeship?

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

Structured On-the-Job Learning: Apprentices receive on-the-job instruction and supervision from an experienced mentor.

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

Rewards for Skills Gained: Apprentices' wages increase as their skills and experience increase.

National Occupational Credential: Registered Apprentices receive a valued credential that is portable across the country.

- **Sponsorship:** All Registered Apprenticeships are sponsored by an employer or another organization that manages the program.

Group Programs - Multiple employers, one program

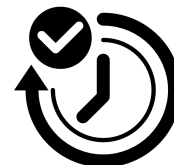
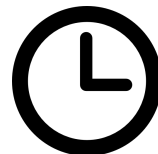
Joint Programs - Equal parts union and business

- **2,000 Hour per Year:** All Registered Apprenticeships must include the equivalent of 2,000 per year of paid On-the-Job Learning.
- **144 Hours of Instruction:** All Registered Apprenticeships must include at least 144 hours of Related Instruction.

Time-Based

Competency

Hybrid



System Parts: Apprenticeship Governance

The National Apprenticeship Act of 1937

Established the US Department of Labor's role to safeguard the welfare of apprentices, ensure equality of access to apprenticeship programs, and provide integrated employment and training information to sponsors and the local employment and training community.

29 CFR 29 - Labor Standards For The Registration Of Apprenticeship Programs

29 CFR 30 - Equal Employment Opportunity In Apprenticeship

★ State Apprenticeship Agency (SAA)

Maryland is one of 27 states with delegated authority from the US Department of Labor to administer Registered Apprenticeship. The Maryland Department of Labor, Division of Workforce Development and Adult Learning is Maryland's SAA.

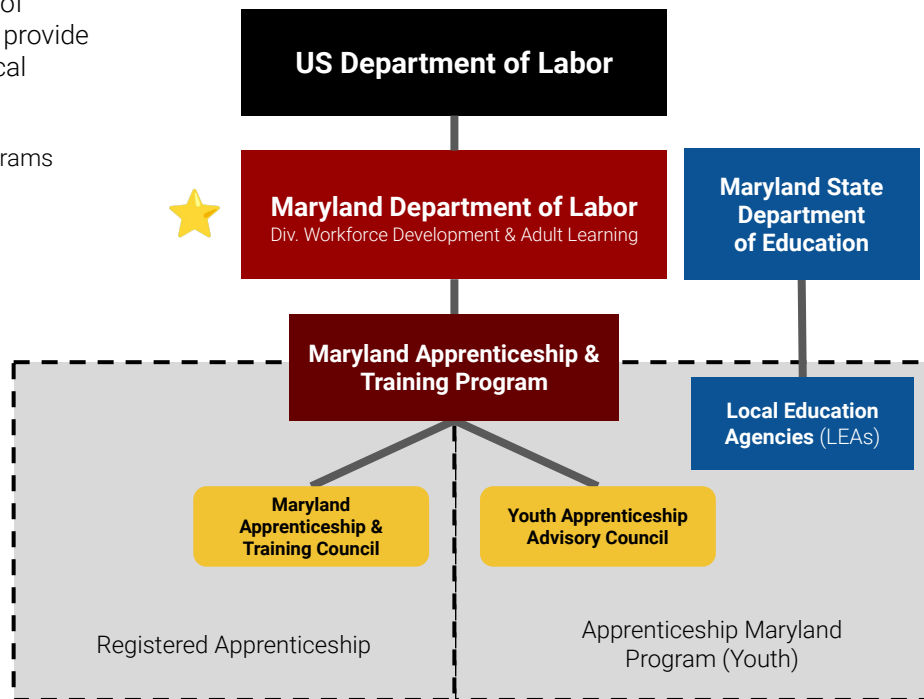
COMAR 09.12.42 - Equal Employment Opportunity

COMAR 09.12.43 - Maryland Apprenticeship and Training

Youth Apprenticeship (Apprenticeship Maryland)

Youth Apprenticeship is organized under the Apprenticeship Maryland Program (AMP). Jointly administered by MD Labor and the Maryland State Department of Education.

MD Annotated Code, Labor & Employment, §11-409



Inside the SAA: MATP Staffing Structure



Director

Headquarters Staff

A team of Program Managers, Grant Managers, and Admin staff oversee the day to day operation of MATP's programs such as the registration of Apprenticeship Agreements and processing of grant awards and apprenticeship tax credits.

Administrative
Specialist

Administrative
Specialist

Program
Manager

Program
Manager

Program
Manager

Grants
Manager

Grants
Manager

Compliance
Navigator

Navigator

Navigator

Navigator

Navigator

Navigator

Compliance
Navigator

Navigator

Navigator

Navigator

Navigator

Navigator

Apprenticeship Field Staff

A field staff of Apprenticeship Navigators has the essential job of conducting employer and sponsor outreach, developing apprenticeship programs, representing sponsors in front of MATC, and conducting program reviews and site visits. Navigators cover every jurisdiction in Maryland and are critical liaisons with local businesses, Local Workforce Areas, and training partners. Compliance Navigators are specially trained in program reviews and play a crucial role in enforcing EEO regulations.

 = New position or vacant

Maryland's Apprenticeship System: Size and Occupation Composition

409

Number of **approved** Registered Apprenticeship programs in Maryland

\$82,900

Median annual salary for a Registered Apprentice **five years after completion** of a Maryland program

REGISTERED APPRENTICESHIP



11,302

Registered Apprentices

Electrician	4,033
Steamfitter	1,482
Plumber	738
HVAC/R Technician	547
Elevlevator Constructor	536
Sheet Metal Worker	509
Fire Medic	345
Carpenter	288
Sprinkler Fitter	217
Police Officer	261

As of 8/31/2023

YOUTH APPRENTICESHIP



608

Youth Apprentices

Program Support Analyst	86
IT Analyst	60
Reading Tutor	38
Electrical Apprentice	36
Yard Maintenance Tech.	13
Nursing Assistant	11
Medical Assistant	10
Image Scan Clerk	10
Manufacturing Apprentice	8
Carpenter Apprentice	8

2022-2023 School Year



25% of AMP Apprentices are employed with the NSA through Anne Arundel Public Schools



98 Apprentices are registered in **School to Apprenticeship (STA)** Programs

Priority Populations: Statistical Summary

45%

Minority Apprentice Representation

Proportion of Maryland Registered Apprentices who identified as Black, Hispanic, Asian or Pacific Islander, Native, or Other.

8%

Female Apprentice Representation

Proportion of Maryland Registered Apprentices who identified as female.

24%

Labor Union Affiliated Sponsors

Proportion of Maryland Registered Apprenticeship Program sponsors who were affiliated with a Labor Union

58%

Labor Union Affiliated Apprentices

Proportion of Maryland Registered Apprentices who were members of a Labor Union

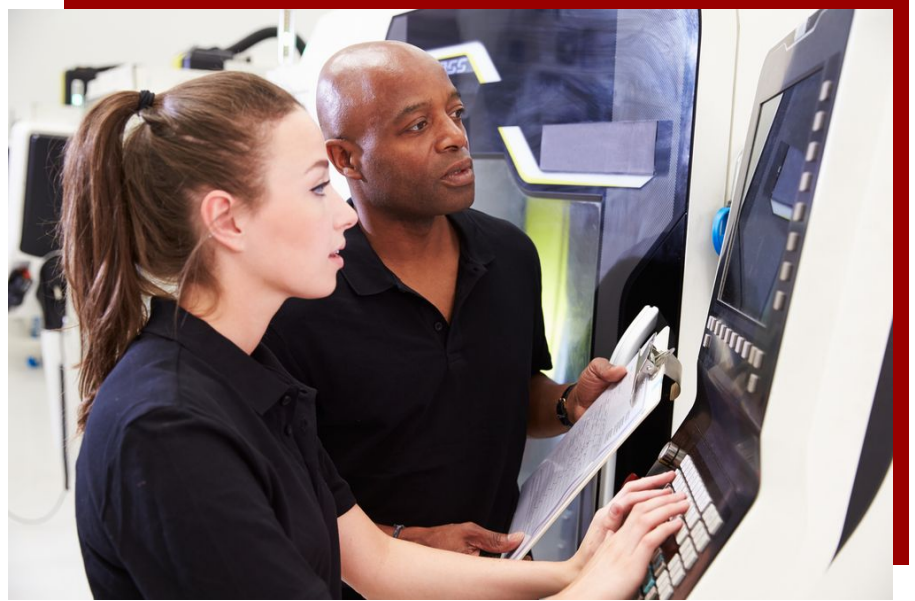
- In 2016, Minority Apprentices represented 36% of all Apprentices
- In 2016, Female Apprentices represented 3.7% of all Apprentices

School-to-Apprenticeship: Overview

School-to-Apprenticeship is **an option within Registered Apprenticeship** that allows high school-aged students to participate in a Registered Apprenticeship program while in high school

- Age 16 - 17
- Must remain enrolled in school
- Take part in Related Instruction for an approved Registered Apprenticeship program
- Earn credit towards a Registered Apprenticeship program and their diploma

Students can be dually enrolled as AMP Youth Apprentices and STA Registered Apprentices



- STA sponsors must be approved Registered Apprenticeship sponsors
- STA is not a CTE pathway for high school students on its own

School-to-Apprenticeship: Statistics

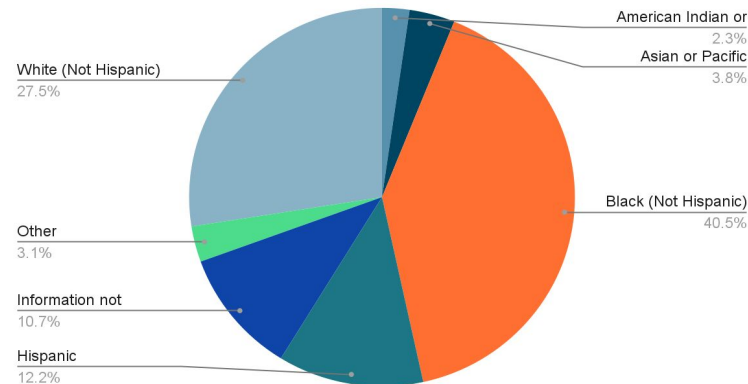
OCCUPATION	ACTIVE	CANCELLED	COMPLETED	TOTAL
ELECTRICIAN	47	126	60	233
PLUMBER	20	110	16	146
CARPENTER	2	37	9	48
HVAC/R TECHNICIAN	2	34	8	44
DIRECT SUPPORT PROFESSIONAL	16	3	—	19
CHILD CARE DEV. SPECIALIST	—	9	2	11
BRICKLAYER	—	4	2	6
CEMENT MASON	1	3	—	4
MACHINIST	—	2	—	2
AUTOMOBILE-BODY REPAIRER	—	1	—	1
TOOL & DIE MAKER	1	—	—	1
TELECOMMUNICATIONS INSTALLER-TECH.	1	—	—	1
TOTAL	90	329	97	516

Cumulative 1994 - 03/2023

New STA Apprentices Registered per Year

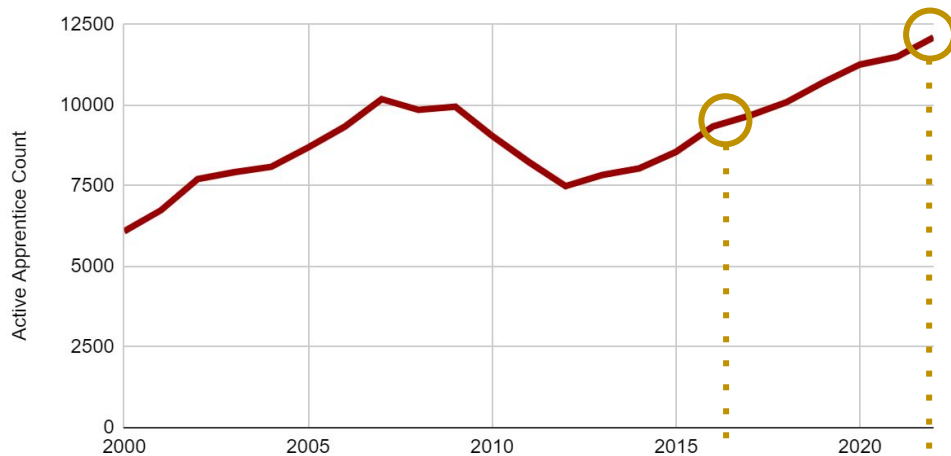


STA Racial and Ethnic Participation Rates (2018-2023)



Maryland's Apprenticeship System: Growth and Progression

Maryland Active Apprentice Count by Year

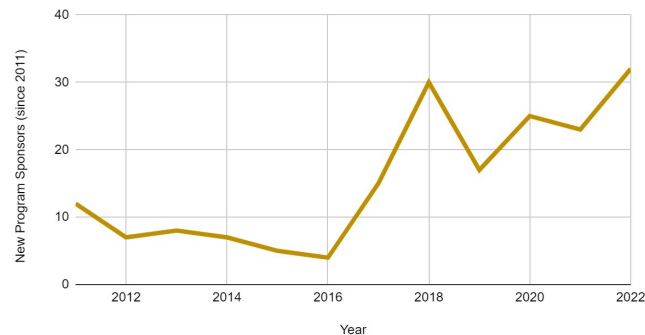


DWDAL becomes Maryland's
State Apprenticeship Agency: **October 1, 2016**

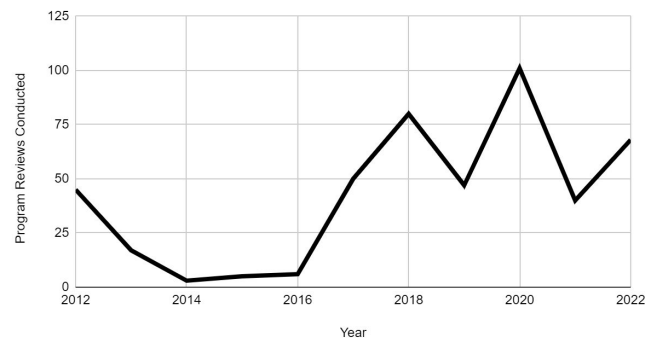
Apprentice counts reported for October of each year since 2000
Systemwide Registration peak: **12,106** (October, 2022)

Apprentices as a percent of **Maryland's** total employment: **0.35%**
Comparison: **California** Apprentices as % of employment: **0.50%**

New Program Sponsors (Registered Apprenticeship)



Program Reviews Conducted by Year



Grants & Incentives: Supporting Apprenticeship

Sponsor Apprenticeship Incentive Reimbursement Program (SAIR)

Assist sponsors in registering new apprentices by offsetting the costs of instruction and training.

Workforce Innovation and Opportunity Act

Registered Apprenticeship programs can be added to the Eligible Training Providers List and access federal workforce funds for training.

State Apprenticeship Expansion Grants

Supports new and innovative Apprenticeships:

- Maryland Hospitality Management RA Program
- Public Sector Apprenticeship Innovation Fund

Maryland Works for Wind (Good Jobs Challenge)

\$23 million grant from US Department of Commerce to support workforce development for Maryland's offshore wind industry. Includes funding for Registered Apprenticeship programs.

Maryland Apprenticeship Tax Credit

State Income tax credit for employers, \$3,000 per Registered Apprentice and \$1,000 per Youth Apprentice, up to \$15,0000

Maryland Business Works

Funds to assist small business in paying for worker training, includes Registered Apprenticeship. **1,167 Apprentices Served.**

EARN Maryland Program

Industry-led sectoral strategy program that funds worker trainings. Registered Apprenticeship is an eligible training choice under EARN.

American Recovery Plan Act (ARPA)

Pandemic recovery workforce investment in Maryland's Local Workforce Development Boards. Encouraged the use of Apprenticeships as a workforce strategy to respond to the effects of the COVID-19 pandemic.

- MD has secured more than \$18 million in federal Apprenticeship awards since 2016
- MD received the nation's second highest Apprenticeship Expansion Grant in 2023



Looking Ahead: Maryland's Strategic Apprenticeship Plan

GROWTH

Add and **Sustain** apprentices, employers, and programs

Improve the effectiveness of Maryland's Apprenticeship programs

CONNECTION

Build seamless connections between education and employment

Collaborate across the state and across the country

INCLUSION

Ensure Equity, Inclusion, and Access for all apprentices

Eliminate Demographic and occupational disparities