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Apprenticeship 2030 Commission

Survey of Employers and Labor Unions

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Apprenticeship 2030 Commission

Survey of Employers and Labor Unions

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Established in 1985 with a mission to bring The University of Baltimore's academic expertise to bear in solving problems faced by government and nonprofit organizations, the Schaefer Center has grown into one of Maryland's preeminent policy centers offering invaluable assistance in support of Maryland's public sector.

Housed in The University of Baltimore's College of Public Affairs, the Schaefer Center complements its professional staff by drawing upon the expertise of faculty and students in the university's other three schools – Criminal Justice, Health and Human Services, Public and International Affairs – in its research, consulting, and professional development work.

The Schaefer Center offers program evaluation, policy analysis, survey research, strategic planning, workload studies, opinion research, management consulting and professional development services. It is through the Schaefer Center that The University of Baltimore and the College of Public Affairs meet a central component of the University's mission of applied research and public service to the Baltimore metropolitan area and to the state of Maryland.

Since its creation more than 35 years ago, the Schaefer Center has completed over 500 research and professional development projects for various local, state and federal agencies, as well as nonprofit organizations. Through the Maryland Certified Public Manager® Program, which is offered to nonprofit and government managers, and its newest program, NextGen Leaders for Public Service, the Schaefer Center is building management capacity in Maryland's public organizations.

For information about working with the Schaefer Center, please contact the Executive Director, Ann Cotten, at 410-837-6188 or acotten@ubalt.edu.

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Apprenticeships are a long-standing, trusted method of developing and retaining employees in skilled trades such as construction, plumbing, and heating, ventilation, and air conditioning. In recent years, the use of apprenticeships has expanded in other occupations in fields as diverse as health care, information technology, education, and advanced manufacturing. Core traits of apprenticeships — including on-the-job training (OJT), related technical instruction (RTI), mentorship, progressive pay scales, and receipt of an industry-recognized credential — have been successfully used with both younger workers (such as those in and immediately out of high school) and those further along in their working years to develop skilled staff and deal with staffing shortages.

During the Maryland General Assembly session in 2023, legislators approved a bill to form a legislative commission to help the state achieve its goals of 60,000 Registered Apprenticeships by 2030, an increase of Registered Apprenticeships in industries with skill shortages, and 45% of high school graduates completing the high school level of a Registered Apprenticeship, a goal of the Blueprint for Maryland's Future. That commission met in 2023 and 2024 to identify policies that support Maryland in achieving these goals.

In its Interim Report issued in January 2024, the Apprenticeship 2030 Commission (the Commission) called for a survey to be conducted of employers and labor unions in Maryland to understand how apprenticeships are viewed and address concerns.

As part of its contract to provide staff support to the Commission, the Schaefer Center for Public Policy at The University of Baltimore undertook a survey of employers, labor unions, and apprenticeship sponsors in Summer 2024 to provide more information to Commission members about how apprenticeships are used in the state. Questions in the survey covered areas including why organizations used or declined to use apprenticeships in general and, specifically, Registered Apprenticeships, characteristics of existing apprenticeships, how apprenticeships could be scaled up or made more attractive to both employers and workers, and youth apprenticeships. Surveys also addressed employers' workforce challenges and current non-apprenticeship technical training opportunities.

The survey was administered among four audiences — a random sample of 20,000 employers in Maryland, all employers that had an apprenticeship registered with the State of Maryland in mid-

June 2024, and labor unions and other apprenticeship sponsors registered with the State of Maryland with active apprenticeships in mid-June as well (Table 1). Due to the survey's design and length, most responses were received via trained telephone interviewers supplemented with responses from online surveys customized for 1) employers and 2) labor unions and sponsors. There were 368 complete and partial responses to the survey (Table 2).

Table 1: Number of Employers Sampled

Sample Source	Number of Businesses
Original random sample of employers	10,000
Supplemental random sample of employers	15,000
Employers with Registered Apprenticeships	940
Total	**25,940**

Table 2: Survey Responses by Modality

Mode	Number of Complete Responses	Number of Partial Responses	Total
Telephone survey of employers	314	50	364
Online survey of employers	4	0	4
Online survey of labor unions/sponsors	49	1	50
Total	**318**	**50**	**368**

Note: Partial responses are only included if respondents answered the survey question about whether their organization has an apprenticeship; respondents who did not reach that question were not included in the above table or the analysis.

MAJOR FINDINGS

Although the survey had a number of findings that confirmed known attributes of apprenticeship programs, other findings countered common perceptions about these programs.

PREVALENCE OF APPRENTICESHIPS

- **One-third of respondents to the employer survey (31%) reported having an apprenticeship program.** [1] Apprenticeship programs remain prevalent in construction industries — where apprenticeships have long been used for the development of skilled employees — but apprenticeships are also used in other industries, including advanced

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[1] Due to the data collection methods used, all respondents to the labor union/sponsor survey had Registered Apprenticeships.

manufacturing, human resources, transportation, education, creative arts, cosmetology, healthcare, and more.

- **Among employer respondents, unregistered apprenticeships were more prevalent than apprenticeships registered at the state or federal level.** Fifty-five employers reported offering an unregistered apprenticeship program compared to 45 respondents with a registered program.
  - Youth apprenticeship programs were prevalent but generally not registered.
- **The prevalence of apprenticeships across Maryland does not vary by region**, with approximately three in 10 employer respondents by region saying their organization had an apprenticeship.
- **Most respondents said their organization provides financial support for apprenticeships**, with most saying they cover 75%-100% of the costs.
- **Most apprenticeship programs in Maryland are small**, with only one to five apprentices among employer respondents. Approximately three-quarters of respondents to the labor union/sponsor survey had up to 200 apprentices. While these programs were generally bigger, their size was partly a function of design, as many of the respondent organizations were created to train large classes of apprentices.

BENEFITS AND BARRIERS TO APPRENTICESHIPS

- **The primary benefits of apprenticeships included better-skilled employees, decreased employee turnover, and increased employee commitment.**
  - Registered apprenticeships' primary benefits included skill assurance and quality control, employee training and development, and employee recruitment and retention.
- **The primary obstacle to apprenticeships — specifically Registered Apprenticeships — was a lack of awareness of apprenticeships as an option.** When asked what could incentivize their organization to offer apprenticeships or increase the number of apprenticeships, the most common responses were to increase information about apprenticeships or offer financial incentives, such as funds to pay for training.
  - When asked why their program was not registered or if they did not have a program, the most common reason was that the respondents were not aware that Registered Apprenticeships were an option. The secondary consideration usually involved the amount of work available for apprentices.
  - Respondents said the best incentive the state could offer to increase the number of apprenticeship programs or registered programs would simply be more information about apprenticeships. However, some said increasing financial incentives such as tax credits or reimbursement of expenses related to

apprenticeships could also be helpful. These types of financial incentives were much more common for organizations that did not have apprenticeships.

- o Most respondents to the employer survey and almost half to the labor union/sponsor survey said their organization did not receive tax credits for their apprenticeship program. Many respondents were unaware such tax credits were available.

- o Many respondents — 83% of employers and 43% of labor unions/sponsors — were unaware or unsure if they knew that individuals who complete a Registered Apprenticeship receive a national credential. Most respondents thought this credential would be valuable for both employers and apprentices.

- o Most respondents did not have difficulty meeting OJT, RTI, curriculum, and mentorship requirements for a Registered Apprenticeship. The only requirement that any respondent said was difficult to meet was the number of hours of RTI, which was selected by 2.5% of respondents to the employer survey. Skill standards were also generally useful and easy to use.

- o Most employer respondents did not use intermediaries to help establish and maintain a Registered Apprenticeship, and the primary reason was a lack of awareness about intermediaries.

- **A majority of respondents said they were very satisfied with the support provided by state employees who support apprenticeship programs** and that these staff were helpful, knowledgeable, easy to contact, and responded in a timely manner.
  - o Most respondents agreed with or were neutral in response to a statement that the apprenticeship registration process in Maryland was straightforward and would recommend a Registered Apprenticeship program to other employers and to job seekers.

INTRODUCTION

During the 2023 legislative session, the Maryland General Assembly (MGA) passed legislation to create the Apprenticeship 2030 Commission (the Commission). The Commission was established to assess and recommend strategies for expanding access to apprenticeships, and, as identified in the Commission's establishing legislation, the Commission's charge is:

> To examine and make recommendations to reduce skill shortages in high–demand occupations and provide affordable training for career pathways for young people in the public and private sectors by:
> > (i) expanding registered apprenticeships in industry sectors with skill shortages;
> > (ii) growing the number of registered apprenticeships to at least 60,000 by 2030; and
> > (iii) reaching the Blueprint goal for 45% of high school graduates completing the high school level of a registered apprenticeship.
>
> The Commission shall focus on registered apprenticeships at all education levels with the goal of recruiting unemployed and underemployed individuals at least 18 years old, as well as high school students, into apprenticeships.[2]

The Commission produced an Interim Report on January 12, 2024, and is expected to produce a final report before December 31, 2024, to inform any necessary legislative actions during the 2025 session of the Maryland General Assembly. One of the recommendations in

An apprentice is a paid employee who receives one-on-one training from a skilled employee, participates in classroom instruction, and gets set pay increases as their learning and skills increase.

the Interim Report was the development of a survey for employers and labor unions in Maryland about the "perceptions of and concerns with Apprenticeship programs." As part of its contract to the Maryland Department of Legislative Services (DLS) to support the Commission, the Schaefer Center for Public Policy (Schaefer Center) designed and deployed telephone and online surveys to gather information about the employers and labor unions in Maryland that use apprenticeship programs as well as employers and labor unions that do not use them.

This report provides an overview of the current landscape of Maryland's apprenticeship programs, summarizing key findings from the surveys conducted among employers and labor

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[2] MD General Assembly. SB0104. Regular Session 2023. https://mgaleg.maryland.gov/2023RS/chapters_noln/Ch_168_sb0104T.pdf

unions. Specifically, the report examines the prevalence of apprenticeships across various industries, regions, and organization sizes and provides information about the characteristics of apprenticeship programs, including their structure, duration, mentorship components, and associated costs and benefits. Furthermore, this report offers some insight into youth apprenticeships, exploring their registration status as well as the motivations behind employers' decisions to register these types of programs. Another component of the report focuses on the use of intermediaries in facilitating apprenticeships and identifies opportunities for expanding these programs. The final sections of the report discuss employers and labor unions that do not currently offer apprenticeships and present conclusions based on the survey findings.

Because this was the first survey conducted about apprenticeship in Maryland, it focused on the broad characteristics of apprenticeship programs, barriers to apprenticeship programs from the perspective of employers, and policies that would encourage the use of apprenticeships. The Schaefer Center recommends conducting future surveys to explore more detailed information about apprenticeships in Maryland.

METHODOLOGY AND DEMOGRAPHICS OF SURVEY RESPONDENTS

A brief overview of the survey methodology is presented here. More detailed information is available in Appendix A: Methodology.

EMPLOYER SURVEY

The Schaefer Center developed and conducted a survey of Maryland employers to explore the use of and concerns about apprentices and apprenticeship programs. Trained telephone interviewers administered the employer survey to a random sample of Maryland employers, including those with a Registered Apprenticeship program. Additionally, the survey was adapted and programmed into the Schaefer Center's online Qualtrics platform for employers to self-administer. Customizations were made specific to the online format. The telephone survey instrument is available in Appendix B: Survey Instrument.

The Schaefer Center purchased a random sample of 10,000 businesses in Maryland and obtained a list of the 940 employers currently operating a Registered Apprenticeship program in Maryland.[3] Data collection started the week of July 1, 2024, and continued until August 16, 2024. During this time, a second random sample of 15,000 businesses was also purchased and contacted by the telephone interviewers. Quotas were established for the telephone interviewers based on the following: 1) if the employer was already known to have an apprenticeship program; 2) industry; and 3) region. Including responses to the online employer survey and partially completed telephone and online surveys, there were 368 respondents to the survey.

LABOR UNION SURVEY

The Commission's Interim Report recommended that the survey also be administered to labor unions in Maryland. During the survey development process, it was understood that slight changes in the text would be required to reflect the different roles that labor unions play in apprenticeship programs compared to employers. Therefore, the telephone survey for employers was adjusted for these language changes, and this third survey was programmed into Qualtrics.

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[3] The sample of 10,000 businesses excluded the employers who administer Registered Apprenticeships.

The Schaefer Center distributed a link to 167 labor unions and apprenticeship program sponsors in Maryland. Nineteen completed surveys were submitted, but only three respondents identified themselves as a labor union or bargaining unit member. In order to obtain additional responses from labor unions specifically, an anonymous link to the survey was also provided to Commission members who are in labor unions and to staff at the Maryland Department of Labor. This link was distributed to these individuals' contacts, and an additional 31 surveys were completed, for a total of 50 surveys completed by labor unions and sponsors. Overall, there were 15 responses (30.0%) by a representative from a labor union or bargaining unit, as shown in Table 3, and the other responses identified themselves as an apprenticeship program sponsor (24 responses, 48.0%) or a private-sector employer (11 responses, 22.0%). These results are shown separately from employer responses due to their different perspectives on and roles in apprenticeships.

Table 3: Labor Union/Sponsor Survey Responses by Organization Classification

Industry	Number of Responses	Percentage
Apprenticeship program sponsor	24	48.0%
Labor union or bargaining unit	15	30.0%
Private sector employer	11	22.0%
Total	**50**	**100.0%**

DEMOGRAPHIC INFORMATION ABOUT SURVEY RESPONDENTS

The following sections present demographic information about the surveyed organizations, including their industry type, regional location, and size.

RESPONDENTS BY INDUSTRY TYPE

As shown in Table 4, the employer survey respondents represented a diverse range of industries, with the largest proportion working in the professional, scientific, and technical services sector, accounting for 23.9% of the total responses. The construction industry followed this at 19.0% and other services (except public administration) at 14.7%. Health care and social assistance (9.2%) and real estate and rental and leasing (9.0%) were also notably represented. Together, these five industries accounted for over three-quarters of all survey responses. The majority of respondents to the labor union/sponsor survey (80.0%) reported working in the construction industry.

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Table 4: Survey Responses by Industry

Industry	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey – Number of Responses (Percentage)
Professional, Scientific, and Technical Services	88 (23.9%)	-
Construction	70 (19.0%)	40 (80.0%)
Other Services (except Public Administration)	54 (14.7%)	2 (4.0%)
Health Care and Social Assistance	34 (9.2%)	1 (2.0%)
Real Estate and Rental and Leasing	33 (9.0%)	-
Arts, Entertainment, and Recreation	15 (4.1%)	-
Manufacturing	13 (3.5%)	1 (2.0%)
Agriculture, Forestry, Fishing and Hunting	8 (2.2%)	-
Finance and Insurance	7 (1.9%)	-
Transportation and Warehousing	7 (1.9%)	2 (4.0%)
Accommodation and Food Services	7 (1.9%)	-
Educational Services	5 (1.4%)	2 (4.0%)
Utilities	-	2 (4.0%)
Other	27 (7.3%)	-
Total	**368 (100.0%)**	**50 (100.0%)**

Notes: Responses categorized as "Other" include responses that could not be assigned to a specific industry due to insufficient information provided by the respondents; the category also includes the following sectors, which each had fewer than five respondents: wholesale trade; retail trade; mining, quarrying and oil and gas extraction; management of companies and enterprises; public administration; and administrative and support and waste management and remediation services.

RESPONDENTS BY REGIONAL LOCATION

Of the surveyed employers, most were located in the central region (46.4%), followed by the capital/southern region (41.2%; Table 5).

Table 5: Employer Survey Responses by Region

Region	Number of Responses	Percentage
Central	169	46.4%
Capital/Southern	150	41.2%
Eastern/Western	45	12.3%
Total	**364**	**100.0%**

Note: Regional information was not collected from the four respondents who completed the online employer survey or from respondents to the labor union/sponsor survey; therefore, they have been excluded from this analysis.

RESPONDENTS BY ORGANIZATION SIZE

More than half of respondents to the employer survey (53.3%) reported that their organization has less than five employees (Figure 1). A quarter of respondents (25.0%) indicated that their organization has 10–49 employees, while a smaller proportion indicated having 6–9 employees (10.3%). Only 6.0% of respondents said their organization has more than 100 employees, and an even smaller share said their organization has 50–99 employees (3.5%).

Figure 1: Employer Survey Responses by Organization Size

Organization Size	Percentage
Less than 5 employees	53.3%
6-9 employees	10.3%
10-49 employees	25.0%
50-99 employees	3.5%
More than 100 employees	6.0%
Don't know	1.9%
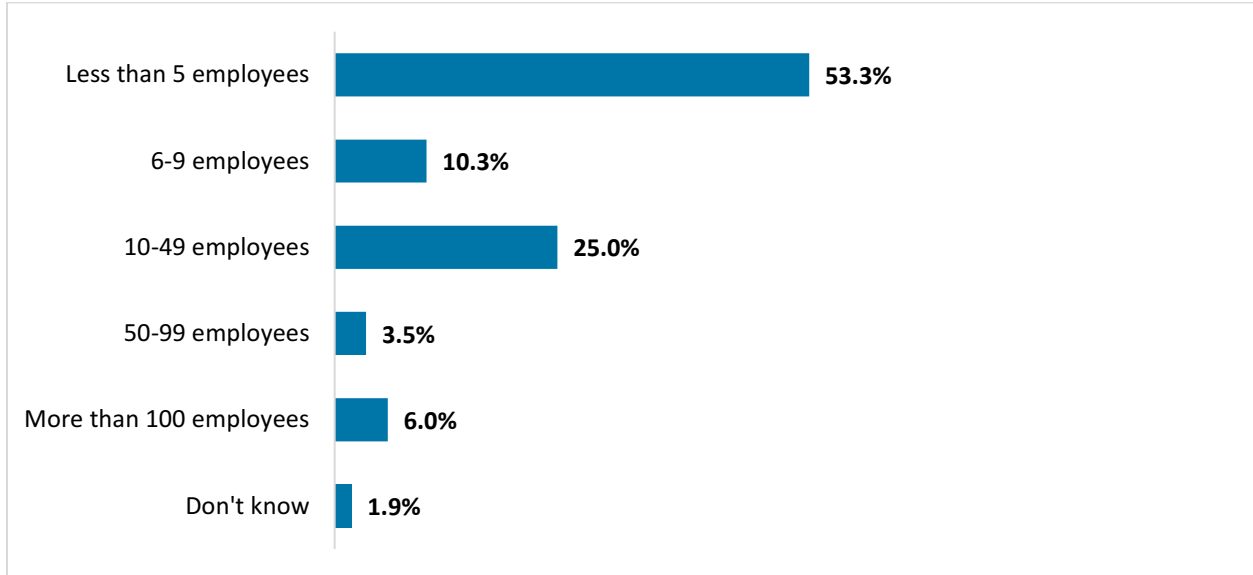
Notes: n = 368.

WORKFORCE CHALLENGES AND TRAINING IN MARYLAND

The following section provides an overview of workforce challenges and training practices among employers since such challenges can be an impetus for an apprenticeship program. The survey explored the extent to which various workforce issues impact organizations and examined the availability and nature of technical training, including whether it is offered in-house or on-site, the duration of training programs, and the time required for employees to perform confidently in skilled positions. Additionally, this section presents insights into the need for skills training for new hires, the types of external training provided, and the role of skilled employees as mentors.

WORKFORCE CHALLENGES

Respondents were asked to rate the extent to which various workforce challenges presented a problem for their organization (Figure 2). The workforce challenges respondents deemed most significant were recruiting for skilled positions and recruiting for entry-level positions. For instance, a substantial portion of respondents to the employer survey identified recruiting for skilled positions (64.1%) and entry-level positions (49.2%) as a minor to serious problem for their organization. An even larger share of respondents to the labor union/sponsor survey identified these same workforce challenges as well as others. Specifically, a majority of respondents to the survey identified the following as a minor to serious problem: difficulty recruiting for skilled positions (84.0%), retaining employees hired in entry-level positions (76.0%), difficulty recruiting for entry-level positions (72.0%), retaining employees in skilled positions (64.0%), and retaining qualified employees (58.0%). It is also important to note that the majority of respondents to the employer survey indicated that the following workforce challenges were *not* a significant problem: providing quality technical training for employees (61.7%), identifying standard skills for employee upskilling (60.3%), retaining qualified employees (52.4%), retaining employees in skilled positions (52.4%), transitioning employees from entry-level to skilled positions (52.2%), and retaining employees hired in entry-level positions (51.1%). At least half of respondents to the labor union/sponsor survey also indicated that the following workforce challenges were *not* a significant problem: providing quality technical training for employees (76.0%), identifying standard skills for employee upskilling (62.0%), and transitioning employees from entry-level to skilled positions (50.0%).

Figure 2: Extent of Organizations' Workforce Challenges

Employers

Challenge	Not a problem	Minor problem	Moderate problem	Serious problem
Providing quality technical training for employees	61.7%	13.0%	13.3%	
Identifying standard skills for employee upskilling	60.3%	13.0%	14.1%	
Retaining qualified employees	52.4%	16.6%	17.1%	9.8%
Retaining employees in skilled positions	52.4%	13.9%	20.4%	8.4%
Transitioning employees from entry-level to skilled positions	52.2%	15.5%	16.6%	
Retaining employees hired in entry-level positions	51.1%	14.9%	16.6%	10.6%
Difficulty recruiting for entry-level positions	45.4%	16.8%	16.6%	15.8%
Difficulty recruiting for skilled positions	32.3%	12.0%	27.4%	24.7%

Labor Unions/Sponsors

Challenge	Not a problem	Minor problem	Moderate problem	Serious problem
Providing quality technical training for employees	76.0%	16.0%	8.0%	
Identifying standard skills for employee upskilling	62.0%	30.0%	8.0%	
Transitioning employees from entry-level to skilled positions	50.0%	34.0%	14.0%	
Retaining qualified employees	42.0%	28.0%	28.0%	
Retaining employees in skilled positions	36.0%	34.0%	26.0%	
Difficulty recruiting for entry-level positions	28.0%	28.0%	36.0%	
Retaining employees hired in entry-level positions	24.0%	28.0%	48.0%	
Difficulty recruiting for skilled positions	16.0%	20.0%	40.0%	24.0%

■ Not a problem ■ Minor problem ■ Moderate problem ■ Serious problem ■ No response

Notes: n = 368 for employers; n = 50 for labor unions/sponsors.

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Figure 3 illustrates responses to the question of whether organizations provide technical training for employees, excluding orientation training. Nearly half of the respondents to the employer survey (49.1%) reported that their organization offers technical training, while 47.9% indicated that they do not. This suggests a relatively even split among employers regarding the provision of specialized training opportunities for their workforce. The majority of the respondents to the labor union/sponsor survey (85.7%), however, indicated that their organization either offers or supports technical training.

Figure 3: Availability of Technical Training Programs
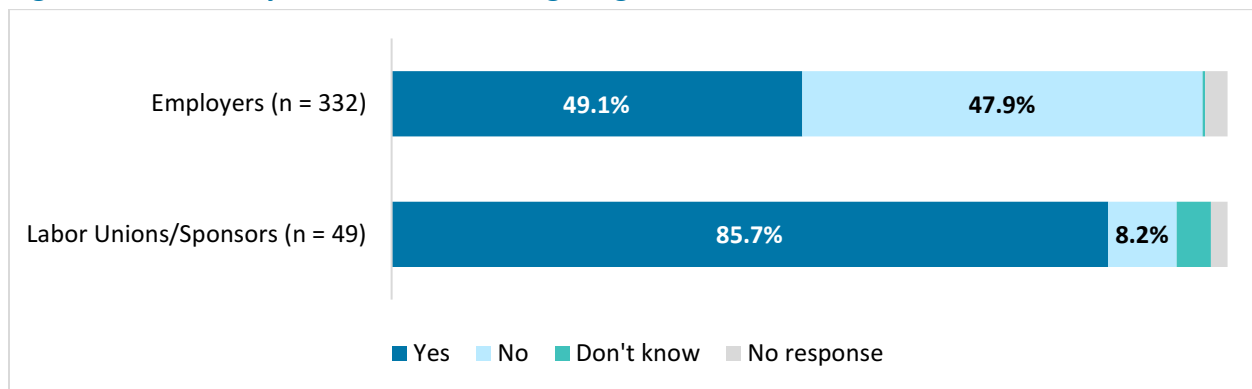
Respondents were asked about the types of technical training their organization offers. The responses were categorized into various themes, as shown in Table 6. The largest category was training specific to certain industries, but respondents to the employer survey did not specify the exact type of industry (32 respondents, 19.3%). The second most common category was business and administrative, with 18 respondents (10.8%). The third most prevalent category was construction and trades, which was mentioned by 15 respondents (9.0%). Among respondents to the labor union/sponsor survey, the most common type of technical training was construction and trades (16 respondents, 43.2%), followed by industry-specific training (13, 35.1%).

Table 6: Distribution of Technical Training Types

Training Type	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey – Number of Responses (Percentage)
Industry specific: not stated	32 (19.3%)	13 (35.1%)
Business and administrative	18 (10.8%)	1 (2.7%)
Construction and trades	15 (9.0%)	16 (43.2%)
Healthcare and medical	14 (8.4%)	-
Engineering and technical design	11 (6.6%)	-
Information technology and cybersecurity	10 (6.0%)	-
Transportation and automotive	8 (4.8%)	1 (2.7%)
Hospitality and service	6 (3.6%)	-
Design and creative arts	5 (3.0%)	1 (2.7%)
Manufacturing and industrial	4 (2.4%)	2 (5.4%)
Education and training	1 (0.6%)	-
Other	37 (22.3%)	3 (8.1%)
Don't know/unsure	5 (3.0%)	-
Total	**166 (100.0%)**	**37 (100.0%)**

Note: n = 166 for employers; n = 37 for labor unions/sponsors.

LOCATION OF TRAINING PROGRAMS

When asked about the location of training programs, most respondents to the employer survey indicated that their training programs are offered in-house (41.2%), while 22.4% reported that training takes place off-site (Figure 4). Additionally, 35.2% of respondents indicated that their organizations use a combination of both in-house and off-site training methods. Over half of the respondents to the labor union/sponsor survey (55.8%) said that their organization provides both in-house and off-site training, while 32.6% said they provide in-house training and 9.3% said they provide off-site training.

Figure 4: Location of Training Programs
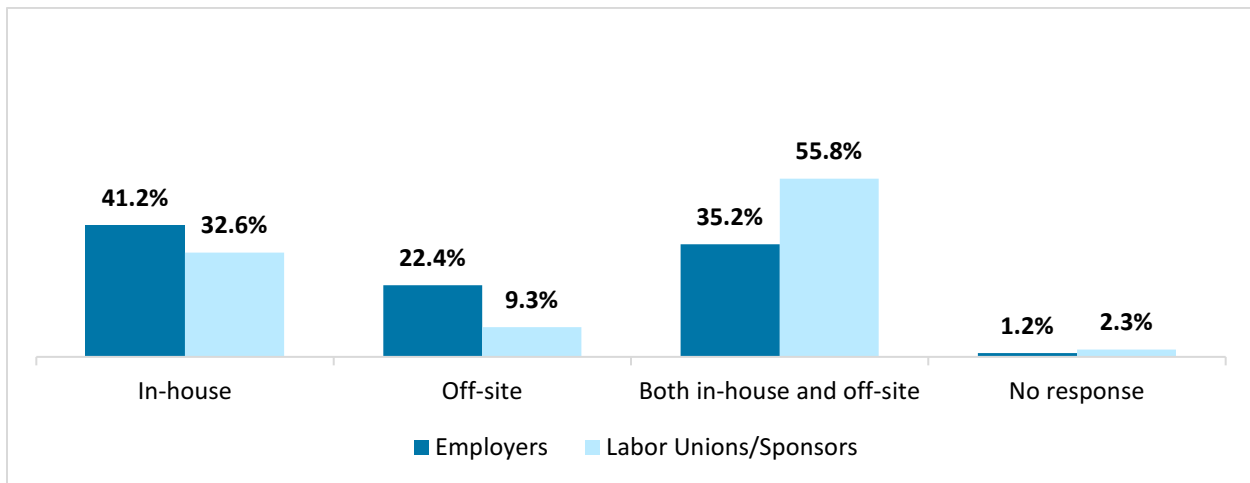
Notes: n = 165 for employers; n = 43 for labor unions/sponsors.

TRAINING DURATION AND TIME TO PROFICIENCY

Respondents were asked to estimate how long their training programs are on average (Figure 5). Of the respondents to the employer survey, the most common training duration was less than one year (23.3%), with nearly three-quarters of those respondents (73.7%) indicating that training lasted less than six months. Other common training durations included the following: less than one day (18.4%), less than one week (17.2%), ongoing or varied (15.3%), and less than one month (14.1%). Of the respondents to the labor union/sponsor survey, the most common training duration was less than one month (32.6%), followed by less than one week (16.3%) and more than one year (16.3%). These results suggest that a large share of training programs is relatively short-term, yet a significant portion of organizations also provide longer or flexible training opportunities.

Figure 5: Average Length of Training Programs

Category	Employers	Labor Unions/Sponsors
Less than one day	18.4%	9.3%
Less than one week	17.2%	16.3%
Less than one month	14.1%	32.6%
Less than one year	23.3%	14.0%
More than one year	9.8%	16.3%
Ongoing/varied	15.3%	0.0%
Don't know	0%	7.0%
No response	1.8%	4.7%

■ Employers   ■ Labor Unions/Sponsors
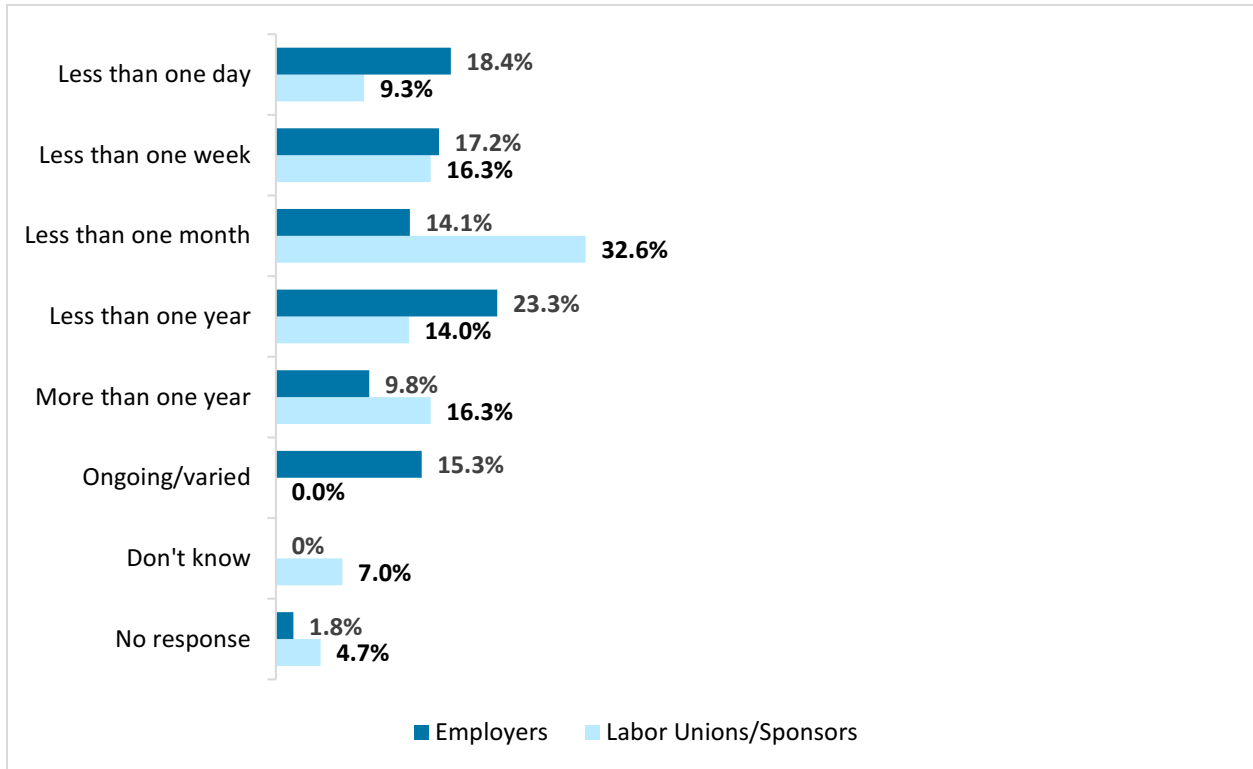
Notes: n = 162 for employers; n = 43 for labor unions/sponsors. This question was open-ended in the telephone survey for employers. Responses were categorized based on the answers provided. Responses that included exact times were treated as approximations and coded into the nearest "less than" time category. In the online survey for labor unions/sponsors, this question was closed-ended, and the category "ongoing/varied" was not provided as an option.

Figure 6 shows how long it typically takes for an employee to confidently and safely perform daily work in a skilled position. The most common response to this question in the employer survey was less than one year (44.0%), with over two-thirds of those respondents (68.5%) indicating that the time required was less than six months. Other common responses included more than one year (16.9%) and less than one month (15.1%). Over half of respondents to the labor union/sponsor survey (53.1%) said that it takes more than one year for an employee to confidently and safely perform daily work in a skilled position. Other responses to this question included less than one year, which was selected by 24.5% of respondents, and less than one month, which was selected by 14.3% of respondents. These findings suggest that the time required to reach proficiency in skilled positions varies across organizations.

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Figure 6: Time Required for Employees to Perform Daily Work in Skilled Positions

	Employers	Labor Unions/Sponsors
Less than one day	7.2%	2.0%
Less than one week	4.8%	2.0%
Less than one month	15.1%	14.3%
Less than one year	44.0%	24.5%
More than one year	16.9%	53.1%
Ongoing/varied	8.4%	0.0%
Don't know/unsure	3.6%	0.0%
No response	0.0%	4.1%
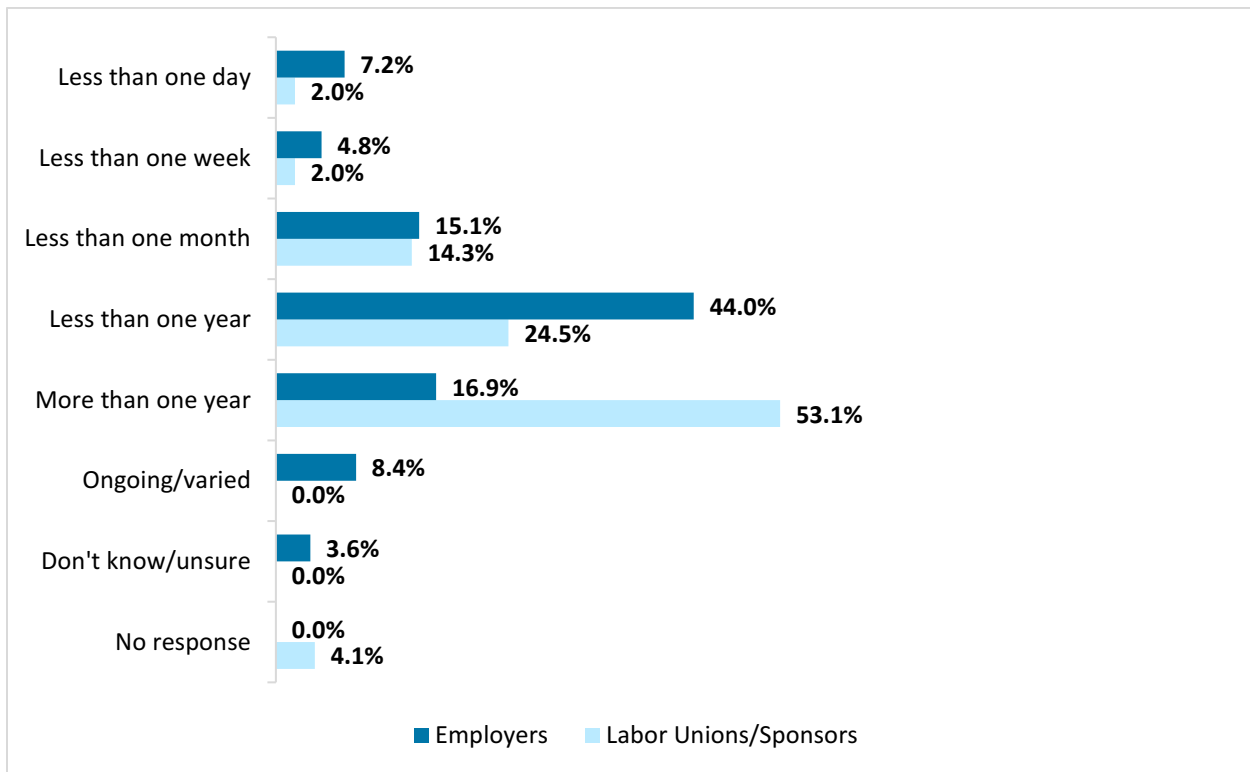
Notes: n = 166 for employers; n = 49 for labor unions/sponsors. This question was open-ended in the telephone survey for employers. Responses were categorized based on the answers provided. Responses that included exact times were treated as approximations and coded into the nearest "less than" time category. In the online survey for labor unions/sponsors, this question was closed-ended, and the category "ongoing/varied" was not provided as an option.

EXTERNAL SKILLS TRAINING

The surveys also assessed the need for skills training among employees (Figure 7). A majority of respondents to the employer survey (74.4%) indicated that most employees at their organization require some level of skills training when they start, whereas 23.2% indicated that their organization's employees do not need specialized skills training.

Findings from the labor union/sponsor survey were similar: more than half of respondents (55.8%) reported that employees require some level of skills training when they start, while a smaller share (44.2%) reported that employees do not need specialized skills training.

Figure 7: Need for Skills Training Among New Employees

Employers (n = 164): Yes 74.4%, No 23.2%
Labor Unions/Sponsors (n = 43): Yes 55.8%, No 44.2%

Legend: Yes ■ No ■ No response ■
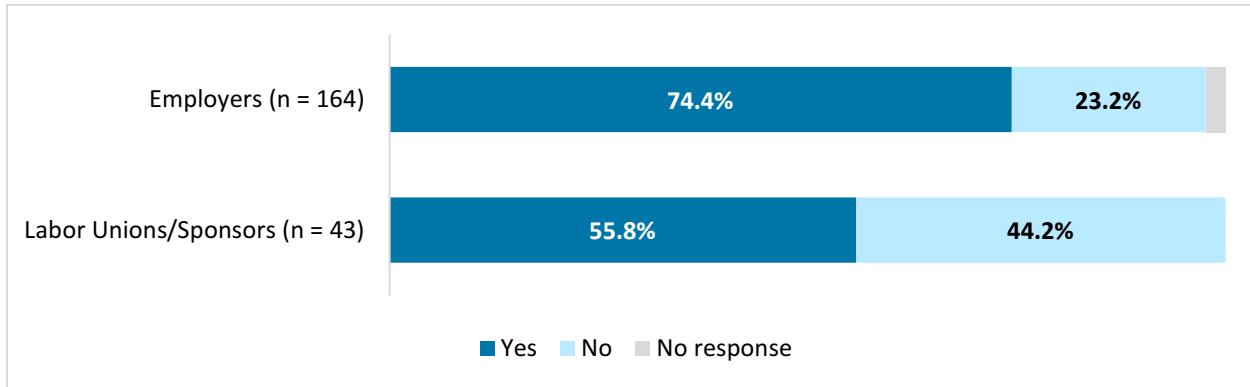
Respondents were fairly split when asked if their organization provides external skills training (Figure 8). According to findings from the employer and labor union/sponsor surveys, 37.8% and 37.2% of respondents, respectively, said they regularly pay for external training for employees. Slightly smaller shares indicated that they only fund external skills training sometimes: 31.7% and 37.2% of respondents to the employer and labor union/sponsor surveys, respectively. Only 28.7% and 20.9% of respondents to the employer and labor union/sponsor surveys, respectively, reported that they do not provide any external skills training at all.

Figure 8: Organizations Funding External Skills Training

Employers (n = 164): 37.8%, 31.7%, 28.7%
Labor Unions/Sponsors (n = 43): 37.2%, 37.2%, 20.9%

Legend: Yes, regularly ■ Sometimes ■ No ■ Don't know ■ No response ■
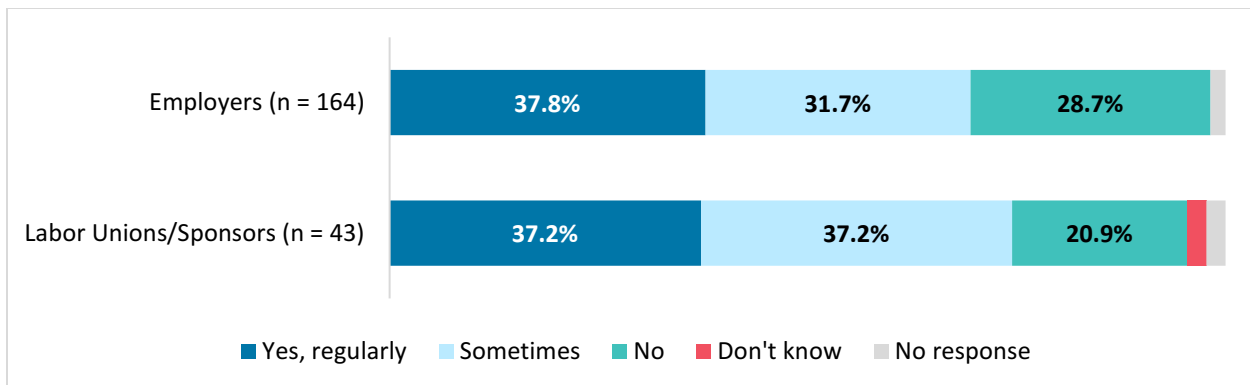
Respondents who indicated that their organization regularly or sometimes pays for external skills training were asked to describe the types of organizations that supply this skills training. Findings are summarized in Table 7. The most common responses to this question in the employer survey were for-profit organizations (32.3%) and educational institutions (19.4%), while training and certificate organizations (5.6%), non-profit companies (5.6%), and in-house training providers (3.2%) were the least frequently mentioned. In the labor union/sponsor survey, over one-quarter of respondents (14 respondents, 31.8%) said external skills training is provided through educational institutions, and exactly one-quarter of respondents (11 respondents, 25.0%) said it is through for-profit companies.

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Table 7: Organizations Supplying External Skills Training

Organization Type	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
For-profit companies	40 (32.3%)	11 (25.0%)
Educational institutions	24 (19.4%)	14 (31.8%)
Industry, professional, and trade associations	12 (10.7%)	-
Government and public sector	9 (7.3%)	-
Online training and courses	8 (6.5%)	-
Training and certification organizations	7 (5.6%)	-
Non-profit organizations	7 (7.6%)	9 (20.5%)
In-house training	4 (3.2%)	-
Other	6 (4.8%)	10 (22.7%)
Don't know/unsure	6 (4.8%)	-
Total	**124 (100.0%)**	**44 (100.0%)**

Notes: n = 124 for employers; n = 44 for labor unions/sponsors. Because individuals could provide multiple responses, the "n" size represents the number of responses, not respondents. A total of 113 employers and 32 labor unions/sponsors responded to this question.

USE OF MENTORSHIP

When asked if skilled employees serve as mentors to less skilled employees at their organization, the majority of respondents to both the employer and labor union/sponsor surveys indicated that this was the case (87.6% and 90.7%, respectively; Figure 9). The primary method for providing mentorship was informal, occurring through conversations and work encounters, which was selected by 62.9% and 56.4% of respondents to the employer and labor union/sponsor surveys, respectively (Figure 10).

Figure 9: Use of Skilled Employees as Mentors for Less Skilled Employees

Employers (n = 161): 87.6% — 11.2%
Labor Unions/Sponsors (n = 43): 90.7% — 7.0%

Yes   No   Don't know   No response

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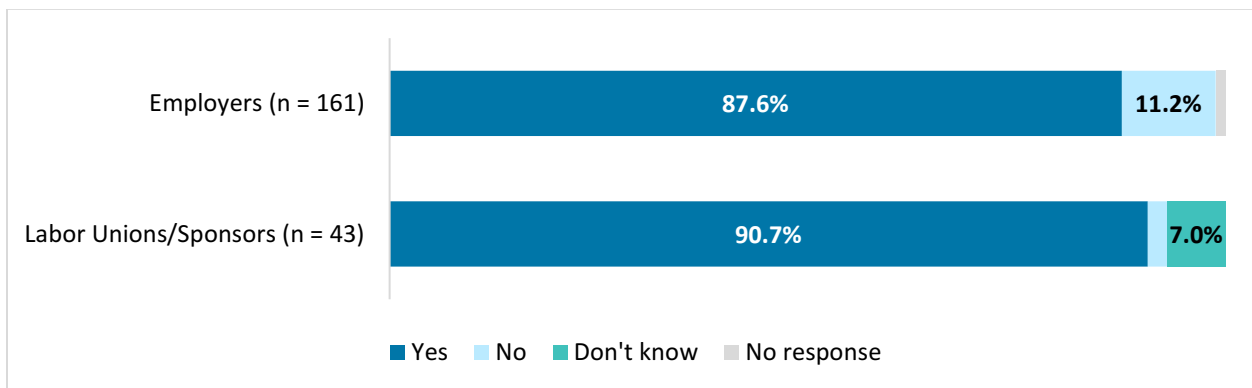
Figure 10: Methods of Providing Assistance or Mentorship by Skilled Employees
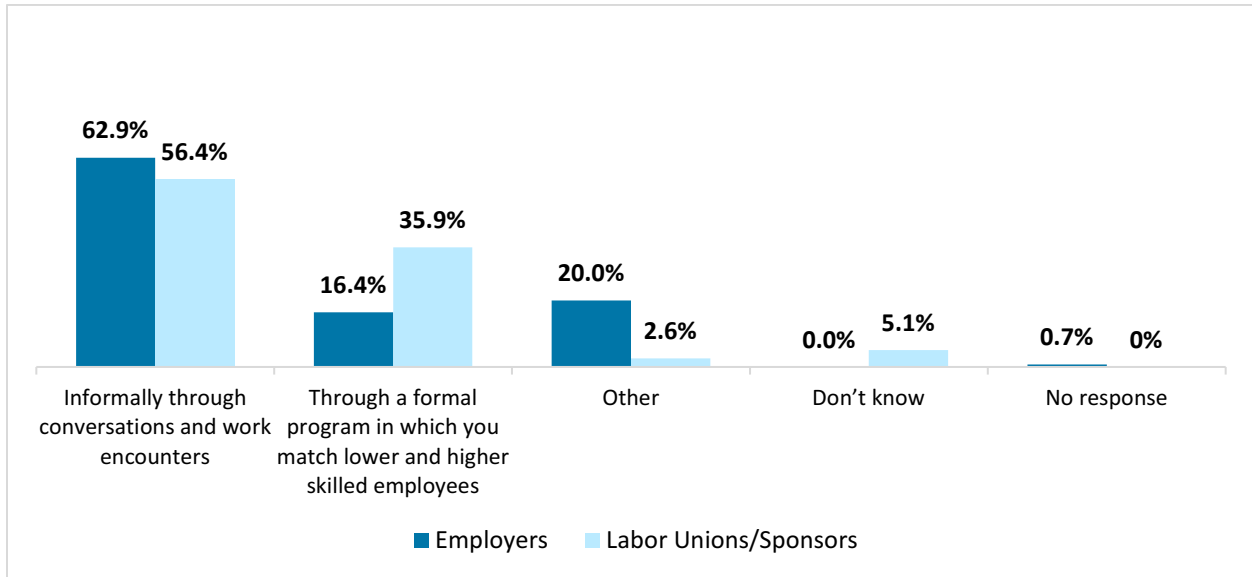
Notes: n = 140 for employers; n = 39 for labor unions/sponsors.

Figure 11 shows that nearly half of the respondents to the employer survey (47.5%) reported that skilled employees spend 0–10 hours per week mentoring less skilled employees, suggesting that while some mentoring occurs, it is typically limited in duration. However, a larger share of respondents to the labor union/sponsor survey (38.5%) reported that skilled employees spend 31–40 hours mentoring less skilled employees, while only 10.3% indicated that skilled employees spend 0–10 hours mentoring.

Figure 11: Estimated Weekly Hours of Mentorship Provided by Skilled Employees
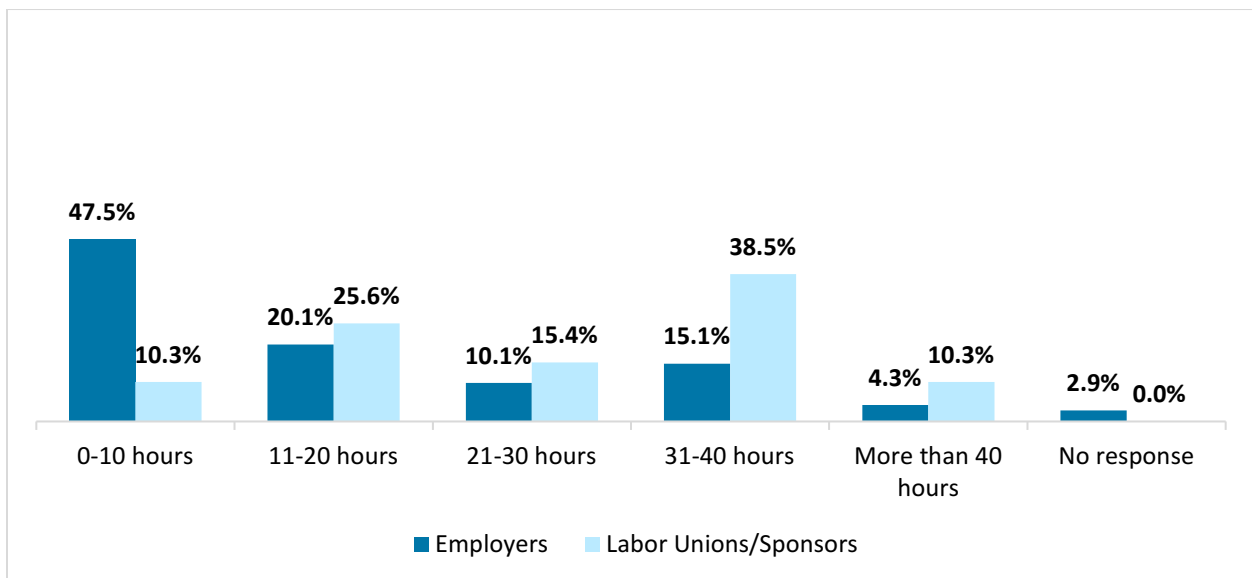
Notes: n = 139 for employers; n = 39 for labor unions/sponsors.

This chapter examines the prevalence of apprenticeship programs among the surveyed organizations, highlighting the distinctions across industries, regions, and the size of the organizations.

When asked for the first word or phrase that comes to mind with the term "apprentice," the most common response was related to training and learning, accounting for 31.8% of the total employer responses (117 responses) and 54.0% of labor union/sponsor respondents (27 responses). For the employer survey, the second most frequent theme was related to beginner/entry-level status, with 15.2% of responses (56 responses). For labor union/sponsor respondents, other common themes were positive associations with the term and beginner/entry-level status. Figure 12 and Figure 13 illustrate word clouds of the categories identified by employer and labor union/sponsor respondents, respectively.

Figure 12: Words and Phrases Employers Associated With "Apprentice"

Notes: Categories are color-coded based on the number of responses. Categories with over 100 responses are shown in red. Categories with between 20 and 100 responses are displayed in dark blue, and categories with 19 or fewer responses are represented in turquoise.

Figure 13: Words and Phrases Labor Unions/Sponsors Associated With "Apprentice"

Youth/Young Person   Positive Association   Employment/Job-Related

Helpful   **Training and Learning**   Skilled

Unskilled/Low Skill   Beginner/Entry-Level   Miscellaneous

Notes: Categories are color-coded based on the number of responses. Categories with over 11 responses are shown in red. Categories with between six and ten responses are displayed in dark blue, and categories with five or fewer responses are represented in turquoise.

Survey participants were asked whether their organization offers apprenticeships as part of its technical training options. According to the findings, approximately one-third of respondents to the employer survey (31.1%) reported having an apprenticeship program, while all respondents (100.0%) to the labor union/sponsor survey reported offering apprenticeships (Figure 14). The majority of respondents to the employer survey (68.9%) indicated that their organization does not offer apprenticeships.

Figure 14: Respondents Whose Organizations Offer Apprenticeships

	Yes	No
Employers (n = 363)	31.1%	68.9%
Labor Unions/Sponsors (n = 50)	100.0%	
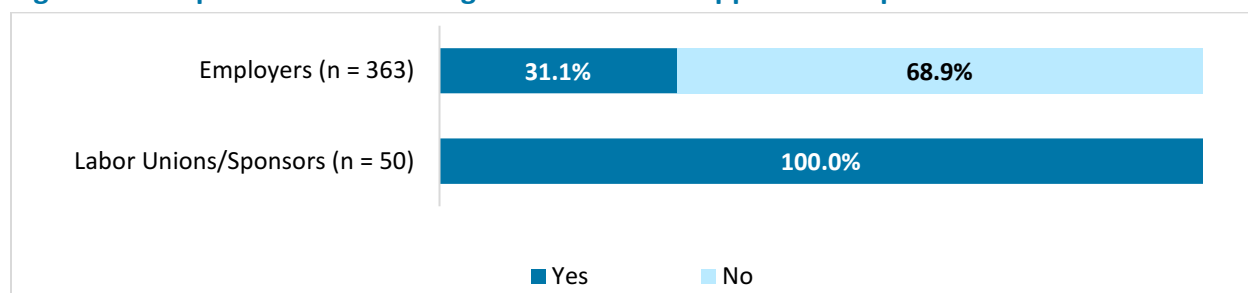
Table 8 displays the categories derived from respondents' answers to the question "What types of apprenticeships does your organization offer?" Most responses were related to the category construction and trades, with 33 respondents (29.2%). Another frequently mentioned category was business and administrative, with 17 respondents (15.0%). Almost two-thirds of respondents to the labor union/sponsor survey said their apprenticeships were in construction and trades (32 respondents, 61.5%).

Table 8: Apprenticeship Types Offered

Apprenticeship Type	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Construction and trades	33 (29.2%)	32 (61.5%)
Business and administrative	17 (15.0%)	-
Hospitality and service	9 (8.0%)	1 (1.9%)
Healthcare and medical	7 (6.2%)	2 (3.8%)
Education and training	6 (5.3%)	-
Engineering and technical design	5 (4.4%)	4 (7.7%)
Transportation and automotive	4 (3.5%)	3 (5.8%)
Manufacturing and industrial	4 (3.5%)	3 (5.8%)
Design and creative arts	3 (2.7%)	-
Information technology and cybersecurity	1 (0.9%)	1 (1.9%)
Industry specific: not stated	-	1 (1.9%)
Other	22 (19.5%)	5 (9.6%)
Don't know/unsure	2 (1.8%)	-
Total	**113 (100.0%)**	**52 (100.0%)**

Notes: n = 113 for employers; n = 52 for labor unions/sponsors. Because individuals could select more than one response, the "n" size represents the number of responses, not respondents. A total of 112 employers and 49 labor unions/sponsors responded to this question.

PREVALENCE BY INDUSTRY TYPE

Figure 15 illustrates the prevalence of apprenticeships across different industries. The survey findings reveal that the construction industry is the most likely to offer apprenticeships, with over half of the employer respondents in this sector (54.3%) indicating that their organization has an apprenticeship program. The "Other" category, which includes industries that could not be classified based on the information provided by the respondent as well as industries reported by fewer than five respondents (such as wholesale trade; retail trade; mining, quarrying, oil and gas extraction; management of companies and enterprises; public administration; and administrative and support and waste management and remediation services), was the second most likely to offer apprenticeships, with 42.3% of respondents indicating the presence of such programs. Additionally, industries such as other services (except public administration; 41.5%), real estate and rental leasing (25.0%), and agriculture, forestry, fishing, and hunting (25.0%) also showed a notable likelihood of offering apprenticeships. In all other industries, fewer than a quarter of respondents reported having an apprenticeship program.

Figure 15: Prevalence of Apprenticeships Among Employers by Industry

Industry	Organizations with apprenticeships	Organizations without apprenticeships
Construction (n = 70)	54.3%	45.7%
Other services (except public administration) (n = 53)	41.5%	58.5%
Real estate and rental and leasing (n = 32)	25.0%	75.0%
Agriculture, forestry, fishing and hunting (n = 8)	25.0%	75.0%
Professional, scientific, and technical services (n = 87)	21.8%	78.2%
Arts, entertainment, and recreation (n = 15)	20.0%	80.0%
Manufacturing (n = 12)	16.7%	83.3%
Health care and social assistance (n = 34)	14.7%	85.3%
Transportation and warehousing (n = 7)	14.3%	85.7%
Finance and insurance (n = 7)	14.3%	85.7%
Accommodation and food services (n = 7)	14.3%	85.7%
Educational services (n = 5)		100.0%
Other (n = 26)	42.3%	57.7%

■ Organizations with apprenticeships ■ Organizations without apprenticeships

Notes: n = 363. Responses categorized as "Other" include responses that could not be assigned to a specific industry due to insufficient information provided by the respondents; the category also includes the following sectors, which each had fewer than five respondents: wholesale trade; retail trade; mining, quarrying and oil and gas extraction; management of companies and enterprises; public administration; and administrative and support and waste management and remediation services. As all respondents to the labor union/sponsor survey had apprenticeships, that data is not shown here.

PREVALENCE BY REGIONAL LOCATION

As shown in Figure 16, approximately one-third of employer respondents operating in the eastern and western regions of the state (34.9%) said they had apprenticeships, as did respondents in central Maryland (32.3%). A smaller percentage of employers in the central and southern regions of the state (28.2%) offered apprenticeships.

Figure 16: Prevalence of Apprenticeships Among Employers by Region

	Organizations with apprenticeships	Organizations without apprenticeships
Eastern/Western (n = 40)	34.9%	65.1%
Central (n = 167)	32.3%	67.7%
Capital/Southern (n = 149)	28.2%	71.8%
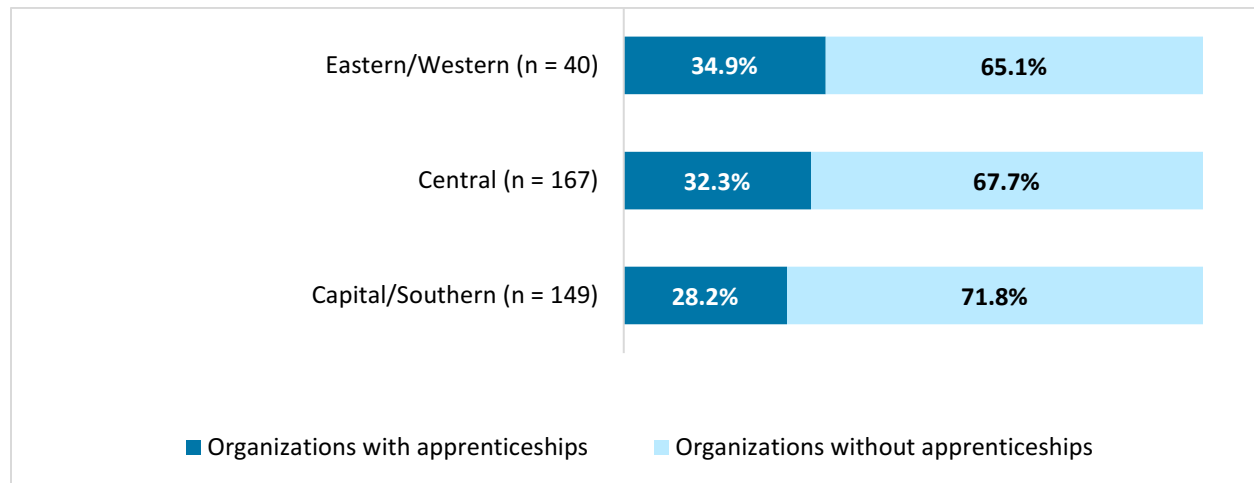
Notes: n = 359. As all respondents to the labor union/sponsor survey had apprenticeships, that data is not shown.

PREVALENCE BY ORGANIZATION SIZE

When examining the prevalence of apprenticeships by organization size, small organizations with fewer than five employees were the least likely to offer an apprenticeship program (23.6%; Figure 17). Respondents who were unsure of their organization's size were the most likely to offer apprenticeship programs (57.1%). Following closely were organizations with 10–49 employees (40.4%), 50–99 employees (38.5%), more than 100 employees (38.1%), and 6–9 employees (36.8%).

Figure 17: Prevalence of Apprenticeships Among Employers by Organization Size

	Organizations with apprenticeships	Organizations without apprenticeships
Less than 5 employees (n = 195)	23.6%	76.4%
6-9 employees (n = 38)	36.8%	63.2%
10-49 employees (n = 89)	40.4%	59.6%
50-99 employees (n = 13)	38.5%	61.5%
More than 100 employees (n = 21)	38.1%	61.9%
Don't know (n = 7)	57.1%	42.9%
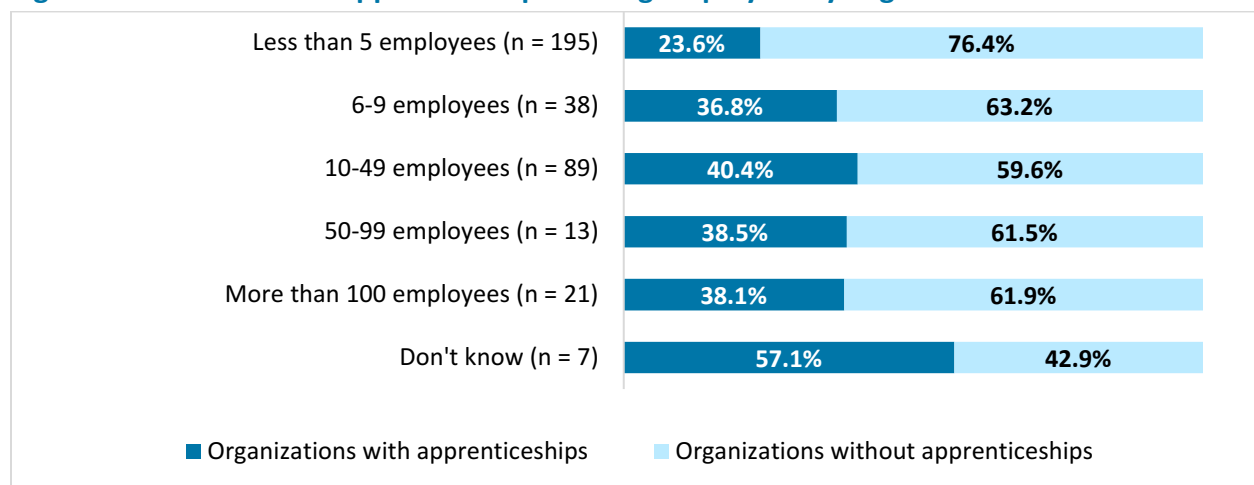
Note: n = 363.

ORGANIZATIONS WITH APPRENTICESHIPS

There were 113 respondents to the employer survey and 48 respondents to the labor union/sponsor survey who said their organization offered an apprenticeship. This chapter provides a detailed examination of apprenticeship programs, focusing on their various characteristics. It begins with an analysis of key features such as industry representation, program size, organizational structure, program length, mentorship levels, and associated costs. Additionally, it explores the distinct aspects of youth apprenticeships, highlighting their unique attributes and benefits.

CHARACTERISTICS OF APPRENTICESHIP PROGRAMS

APPRENTICESHIP PROGRAMS

As shown in Table 9, the largest group of apprenticeship programs by industry for the employer survey was in construction, with 43 respondents (37.7%) reporting programs in that field. This trend holds true when the data is disaggregated by registration status, with 28 respondents in the construction industry reporting that their organization has a Registered Apprenticeship program. The next largest groups of programs for the employer survey — including those with programs registered and unregistered, as well as those unsure about their organization's apprenticeship status — were in advanced manufacturing (10 respondents, 8.8%) and human resources/administration (six respondents, 5.3%). Among labor unions and sponsors, construction overwhelmingly dominated with 70.8% of responses, followed by advanced manufacturing at 16.7%, and minimal participation from transportation, healthcare, and other categories.

Table 9: Occupations in Which Employers' Apprentices Work

Occupation	Registered	Unregistered	Unsure	Total	Percentage
Employers					
Construction	28	11	4	43	37.7%
Advanced manufacturing	1	7	2	10	8.8%
Human resources/administration	1	5	-	6	5.3%
Entry-level/general	-	5	1	6	5.3%
Transportation	-	5	-	5	4.4%
Education	1	1	3	5	4.4%
Design/creative arts	1	4	-	5	4.4%
Cosmetology	4	-	-	4	3.5%
Healthcare	-	3	1	4	3.5%
Agriculture	1	2	-	3	2.6%
Information technology	1	2	-	3	2.6%
Hospitality	-	2	1	3	2.6%
Financial services	-	2	-	2	1.8%
Telecommunications	1	-	-	1	0.9%
Other	5	4	1	10	8.8%
Don't know/unsure	1	2	1	4	3.5%
Total	**45**	**55**	**14**	**114***	**100.0%**
Labor Unions/Sponsors					
Construction	34	-	-	34	70.8%
Advanced manufacturing	8	-	-	8	16.7%
Transportation	3	-	-	3	6.3%
Healthcare	1	-	-	1	2.1%
Other	2	-	-	2	4.2%
Total	**48**	**-**	**-**	**48**	**100.0%**

Notes: These categories generally align with those used by the U.S. Department of Labor to define apprenticeship industries. For more information, visit www.apprenticeship.gov. *The total number of respondents for this question exceeds the number of organizations reporting an apprenticeship program. This is due to nine respondents indicating that their organization offers both registered and unregistered apprenticeships. Their responses have been categorized and included separately for each type. The "-" symbol indicates that no respondents reported that type of occupation.

SIZE OF APPRENTICESHIP PROGRAMS

Based on findings from the employer survey, most apprenticeship programs are small, with only one to five apprentices currently employed (Figure 18). This represents 81.8% of respondents. Another 8.2% of these respondents said their apprenticeship program had between six and 10 apprenticeship programs, while 4.5% of respondents said their apprenticeship program had more than 20 participants. As shown in Figure 19, 72.0% of respondents to the labor union/sponsor survey reported that their organization currently trains or administers zero to 200 apprentices, while 18.0% reported training or administering 201 to 400 apprentices.

Figure 18: Number of Apprentices Employed by Respondents to the Employer Survey

Category	Percentage
0 apprentices	1.8%
1 to 5 apprentices	81.8%
6 to 10 apprentices	8.2%
11 to 15 apprentices	1.8%
16 to 20 apprentices	0.9%
More than 20 apprentices	4.5%
No response	0.9%
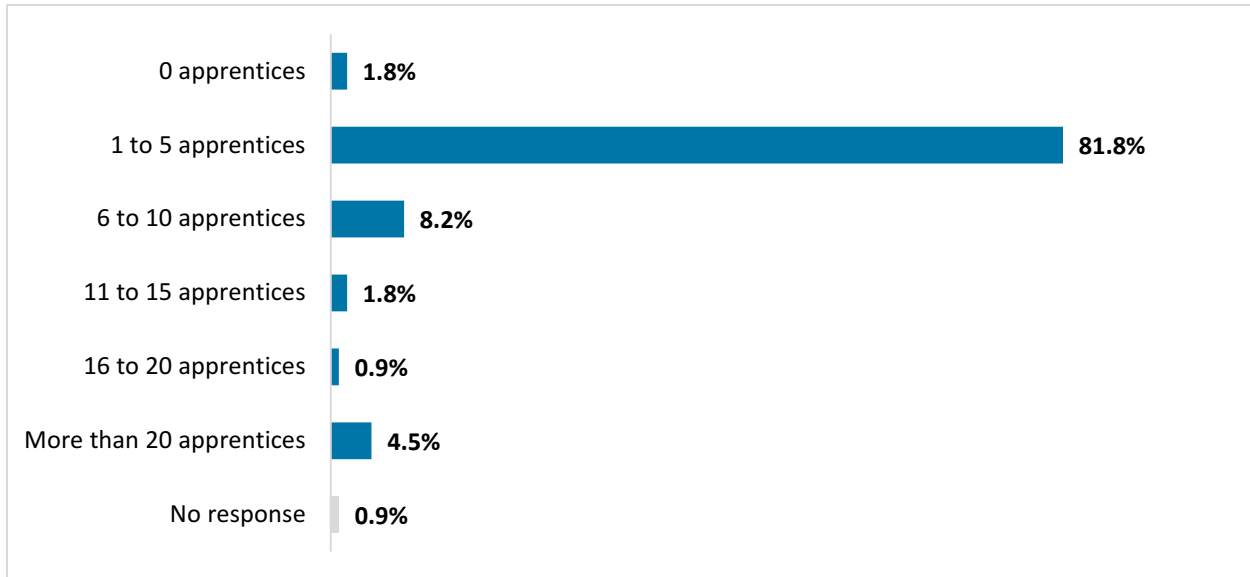
Notes: n = 110. One respondent reported that their organization has "more than five" but "less than 50" apprentices and has been excluded from the analysis.

Figure 19: Number of Apprentices Trained or Administered by Respondents to the Labor Union/Sponsor Survey

Category	Percentage
0 to 200 apprentices	72.0%
201 to 400 apprentices	18.0%
401 or more apprentices	10.0%
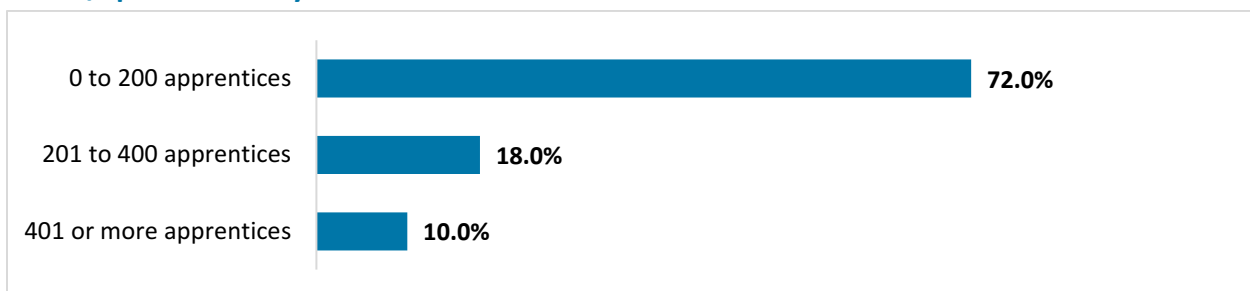
Note: n = 50. Responses to this question ranged from an organization having one apprentice to an organization having 1,000 apprentices.

LOCATION OF APPRENTICESHIP PROGRAMS

Figure 20 shows that, according to respondents to the employer survey, most apprenticeship training programs (53.6%) were held in-house, while less than a quarter were conducted off-site (22.3%) or through a combination of in-house and off-site methods (24.1%). As for responses to the labor union/sponsor survey, the largest share of respondents (44.0%) reported that their organization's training programs were conducted both in-house and off-site, while smaller shares reported conducting them solely in-house (36.0%) or off-site (20.0%).

Figure 20: Location of Apprenticeship Training Programs
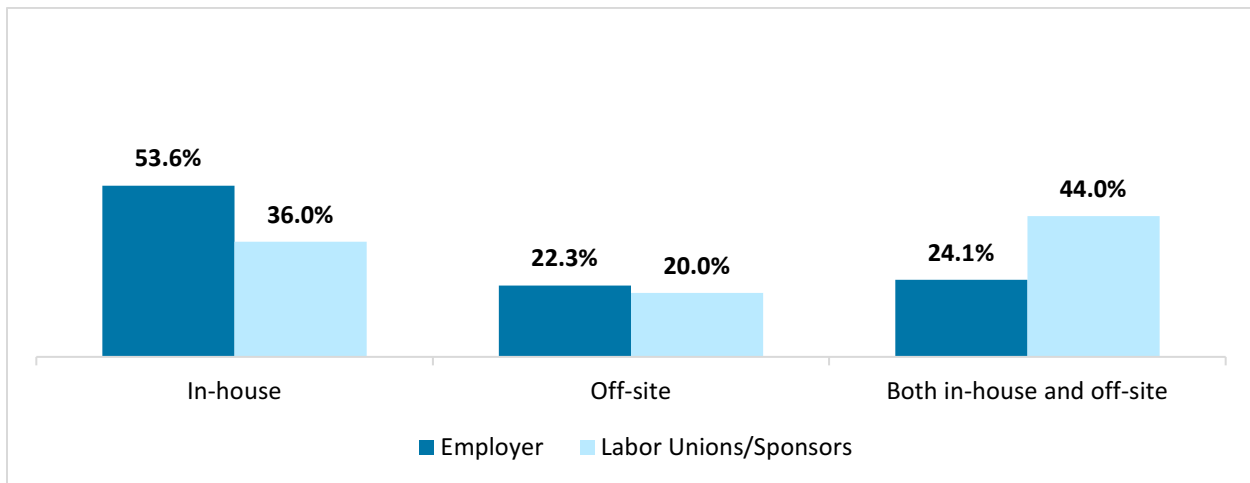
Notes: n = 112 for employers; n = 50 for labor unions/sponsors.

ORGANIZATIONAL STRUCTURE OF APPRENTICESHIP PROGRAMS

Most respondents (84.2%) to the employer survey indicated that their organization's apprenticeship program is not covered by a collective bargaining agreement (Figure 21). Of the four respondents (4.0%) who said their apprenticeship program is covered by a collective bargaining agreement, two (50.0%) were unsure about the specific union active in their workplace. The remaining respondents (50.0%) reported the following unions as active in their workplace: International Brotherhood of Electrical Workers, Local 26 (one respondent, 25.0%), and International Union of Painters and Allied Traders (IUPAT), District Council 51 (one respondent, 25.5%).

Figure 21: Employers' Coverage of Apprenticeship Programs by Collective Bargaining Agreements
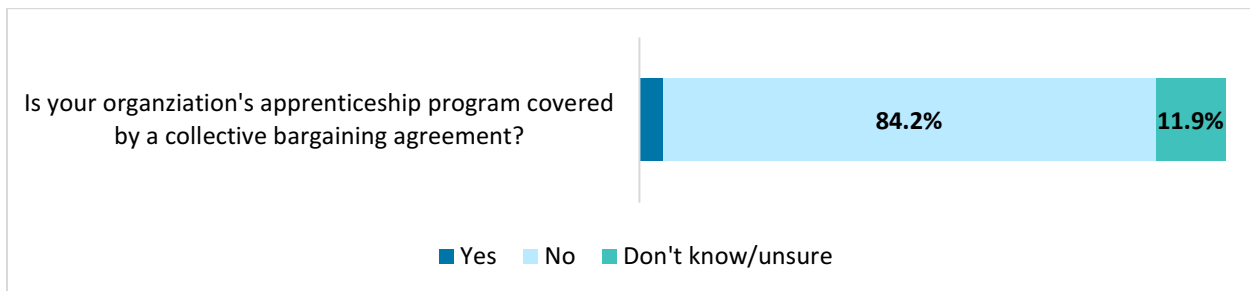
Note: n = 101.

The majority of respondents to the employer survey said their organization was the only employer in the program (56.0%), while 22.0% were in a group program and 3.0% were in a joint program with a labor union (Figure 22). Nearly half of respondents to the labor union/sponsor survey (49.0%) said their organization is in a joint program with an employer (Figure 23). Smaller

shares of respondents reported that their organization is in a group program with multiple training providers or administrators (20.4%) or they are the training provider or administrator in the program (14.3%).

Figure 22: Employers' Organizational Structure of Apprenticeship Programs

56.0%	22.0%	3.0%	19.0%
Only employer in program	In a group program with multiple employers	In a joint program with a labor union	Don't know/unsure
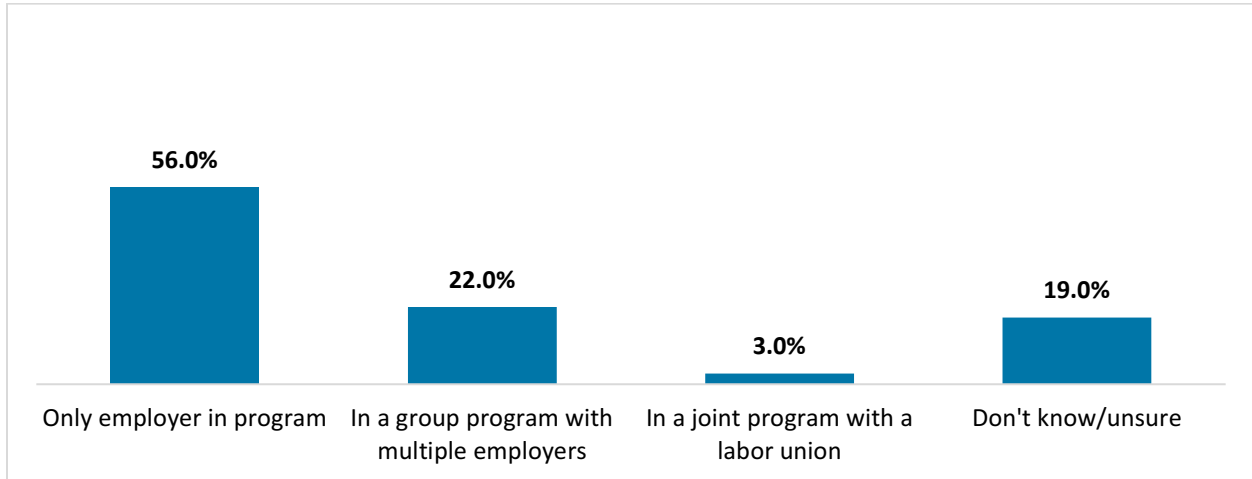
Note: n = 100.

Figure 23: Labor Unions' and Sponsors' Organizational Structure of Apprenticeship Programs

49.0%	20.4%	14.3%	12.2%	2.0%	2.0%
In a joint program with an employer	In a group program with multiple training providers or administrators	Only training provider or administrator in program	Don't know	Prefer not to say	No response
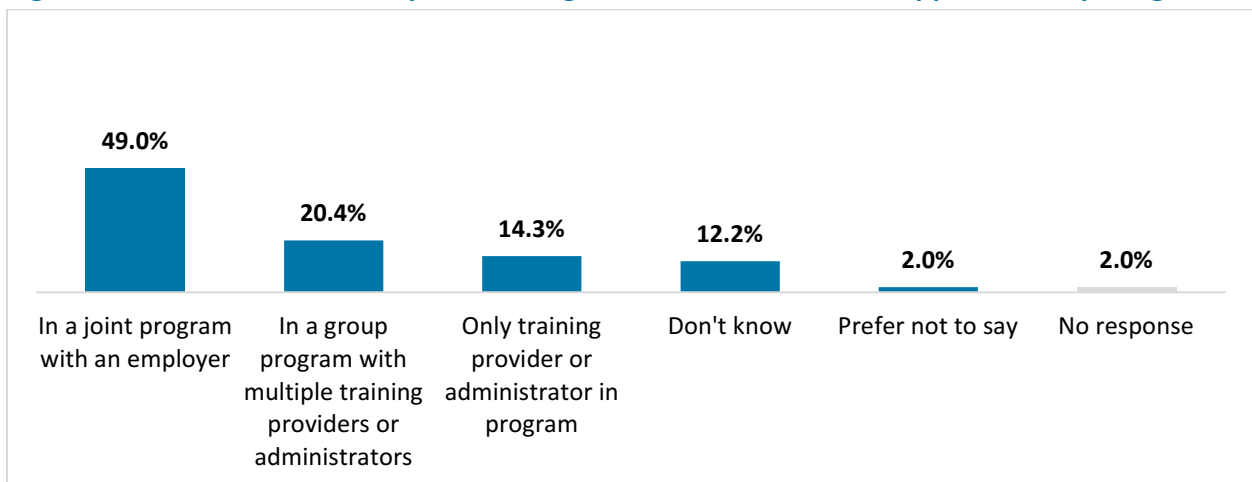
Note: n = 49.

LENGTH OF APPRENTICESHIP PROGRAMS

Respondents to the employer survey reported relatively even distribution in the length of their organization's apprenticeship programs. Approximately three in 10 indicated that their programs lasted less than one year (29.3%), one to two years (28.3%), or three to four years (31.3%; Figure 24). In contrast, respondents to the labor union/sponsor survey were more concentrated, with

46.9% of respondents indicating their apprenticeship programs lasted one to two years and another 46.9% indicating they lasted three to four years.

Figure 24: Average Time to Completion for Apprenticeship Training
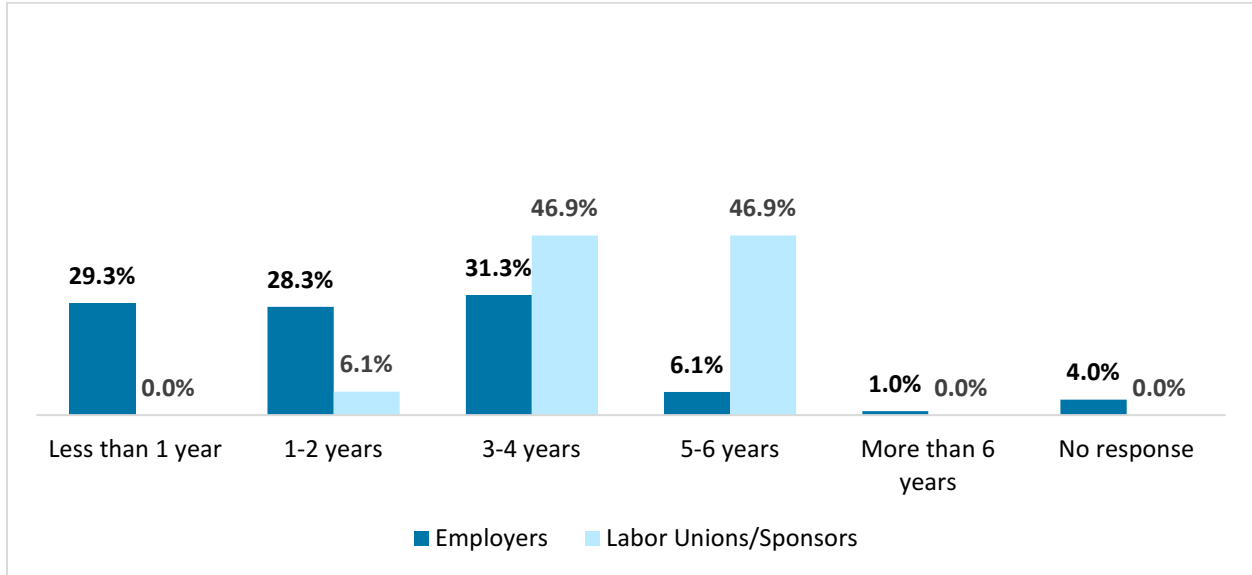
Note: n = 99 for employers; n = 49 for labor unions/sponsors.

AMOUNT OF MENTORSHIP IN APPRENTICESHIPS

Apprentices are matched with journeyworkers as a condition of an apprenticeship program. Generally, respondents to the employer survey said their organization spends substantial time each week with the apprentices. As shown in Figure 25, 27.8% of respondents said employees are mentoring apprentices for 31–40 hours per week, while 21.6% said they spend 21–30 hours per week and 17.5% said they spend 11–20 hours per week. Responses to the labor union/sponsor survey were more concentrated, with the majority of respondents (61.2%) reporting that apprentices are mentored 31-40 hours per week.

Figure 25: Weekly Mentorship Hours in Apprenticeship Programs

Bar chart showing weekly mentorship hours comparing Employers and Labor Unions/Sponsors:
- 0-10 hours: Employers 16.5%, Labor Unions/Sponsors 2.0%
- 11-20 hours: Employers 17.5%, Labor Unions/Sponsors 18.4%
- 21-30 hours: Employers 21.6%, Labor Unions/Sponsors 12.2%
- 31-40 hours: Employers 27.8%, Labor Unions/Sponsors 61.2%
- More than 40 hours: Employers 12.4%, Labor Unions/Sponsors 6.1%
- No response: Employers 4.1%, Labor Unions/Sponsors 0.0%

Note: n = 97 for employers; n = 49 for labor unions/sponsors.

COSTS OF APPRENTICESHIP

Survey respondents were asked if their organization provides funds for apprentices' training, such as tuition, fees, books, and equipment. As shown in Figure 26, the majority of respondents to both the employer survey and labor union/sponsor survey (62.5% and 87.8%, respectively) reported that their organization provides funds for apprentices' required technical instruction (RTI; Figure 27). However, it should be noted that 36.5% of respondents to the employer survey said that their organization does not provide funding for apprentices' training expenses.

Figure 26: Financial Support for Apprentices' Related Training Expenses

Horizontal stacked bar chart:
- Employers (n = 55): Yes 62.5%, No 36.5%
- Labor Unions/Sponsors (n = 49): Yes 87.8%

Legend: Yes, No, Don't know/unsure
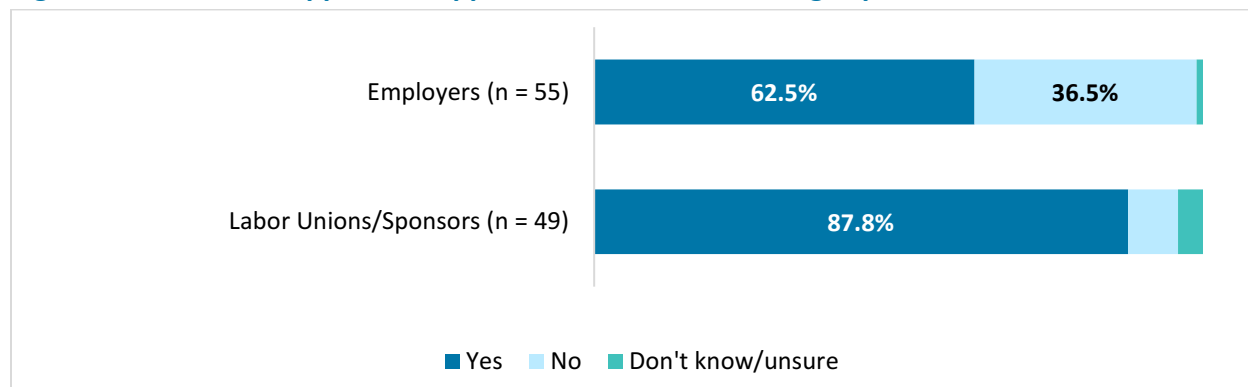
When asked about the percentage of training costs covered by their organization, the majority of respondents to the employer and labor union/sponsor surveys (80.0% and 79.1%, respectively) said that their organization covers 76%-100% of training costs (Figure 27). However, it is important to note that 11.7% of respondents to the employer survey said their organization only covers 1%–25% of the costs.

Figure 27: Percentage of Training Costs Covered by the Organization
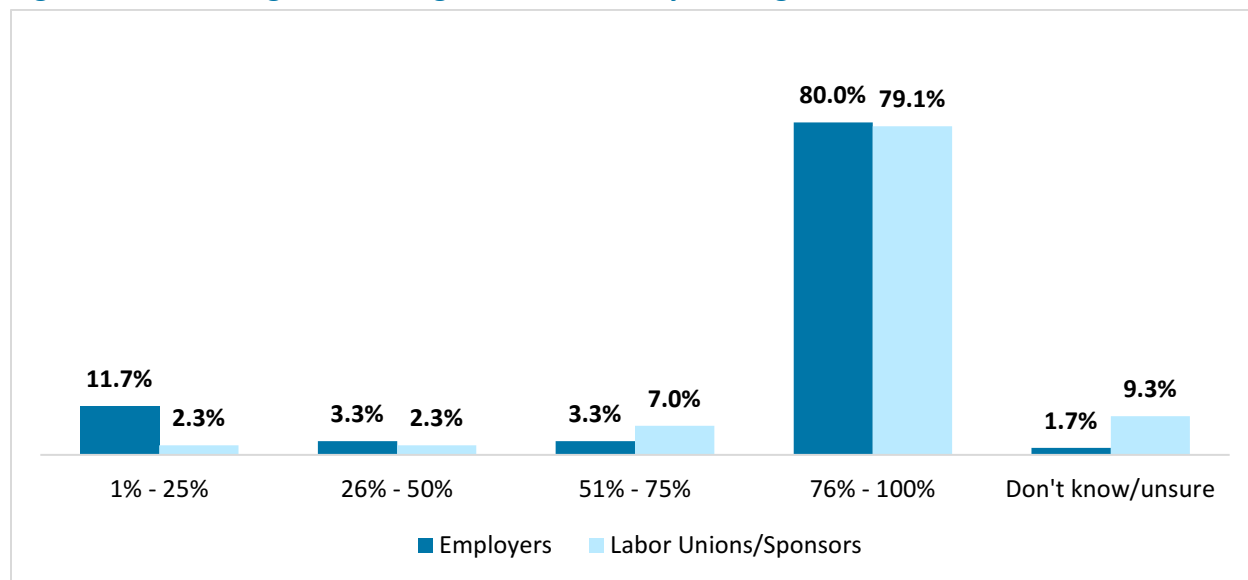
Notes: n = 60 for employers; n = 43 for labor unions/sponsors.

BENEFITS OF APPRENTICESHIP PROGRAMS

Survey respondents were asked to identify the top three benefits their organization experienced from its apprenticeship program. As shown in Table 10, among respondents to the employer survey, the most commonly reported benefit of apprenticeship programs is having better-skilled employees (37 responses, 35.9%). Other notable benefits include a reduction in employee turnover (12 responses, 11.7%), improved work culture (six responses, 5.8%), increased employee loyalty (six responses, 5.8%), and stronger employee engagement (five responses, 4.9%). No respondents selected reduced use of overtime, reduced use of temporary workers, or reduced employee downtime as benefits of offering an apprenticeship program. However, the category "Other" was selected by 28 respondents, representing 27.2% of all responses to this question. Individuals who selected "Other" mentioned some of the following benefits: community involvement, social contributions, and direct business benefits (e.g., improved company reputations, improved customer service). Similarly, respondents to the labor union/sponsor survey identified skilled workforce development (12 responses, 19.0%) and career success and long-term commitment (11 responses, 17.5%) as the most common benefits for the organization.

Table 10: Benefits Organizations Have Experienced From Their Apprenticeships Programs

Benefit	Frequency	Percentage
Employers		
Better-skilled employees	37	35.9%
Reduction in employee turnover	12	11.7%
Improved work culture	6	5.8%
Increased employee loyalty	6	5.8%
Stronger employee engagement	5	4.9%
Improved productivity of all staff	3	2.9%
Development of future managers	2	1.9%
Increased innovative employees	2	1.9%
Increased on-time delivery	2	1.9%
Other	28	27.2%
Total	**103**	**100.0%**
Labor Unions/Sponsors		
Skilled workforce development	12	19.0%
Career success and long-term commitment	11	17.5%
Labor force and membership growth	9	14.3%
Quality and efficiency	7	11.1%
Training and education	7	11.1%
Financial benefits and support	6	9.5%
Safety and professionalism	6	9.5%
Partnerships with employers and schools	3	4.8%
Other	2	3.2%
Total	**63**	**100.0%**

Notes: n = 103 for employers; n = 63 for labor unions/sponsors. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. Seventy-eight employers and 35 labor unions/sponsors responded to this question.

COLLABORATION WITH STATE AGENCIES ON APPRENTICESHIPS

Survey participants were asked a series of questions about their collaboration with Maryland state agencies regarding their organization's apprenticeship program. When asked if they had interacted with Maryland state employees about these programs, the majority of respondents to the employer survey (84.0%) reported no interaction (Figure 28). However, more than half of respondents to the labor union/sponsor survey (59.2%) reported interacting with Maryland state employees about their organization's apprenticeships.

Figure 28: Interactions With Maryland State Employees About Apprenticeship Programs

Employers (n = 94): 12.8% | 84.0%

Labor Unions/Sponsors (n = 49): 59.2% | 32.7%

■ Yes ■ No ■ Don't know/unsure
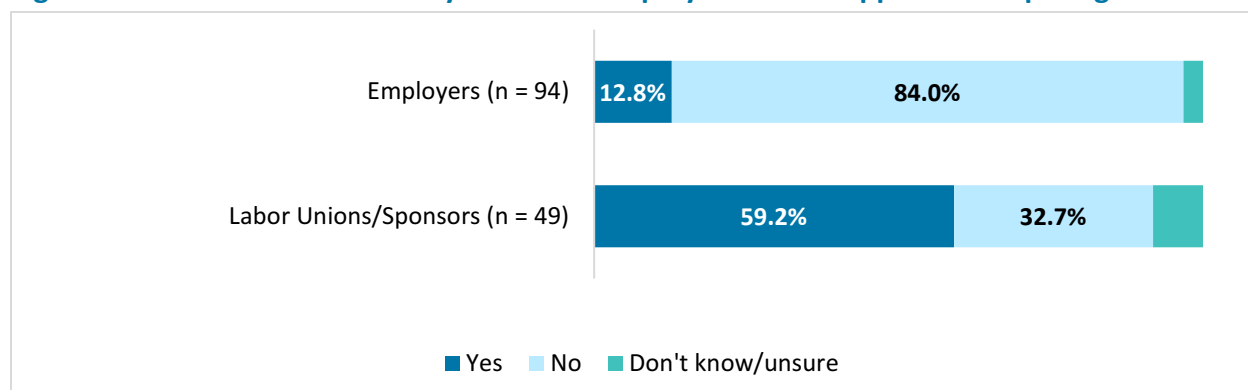
Respondents were asked whether they worked with the following state agencies regarding apprenticeships: the Maryland Apprenticeship and Training Program, the Maryland Department of Labor (DOL), and the Maryland State Department of Education (MSDE). As shown in Figure 29, one-third of respondents (33.3%) reported working with these agencies, while 50.0% reported working with other agencies. When asked to identify the other agencies their organizations worked with concerning apprenticeships, participants provided the following responses:

- Baltimore City Public Schools (one respondent);
- Baltimore County Public School (one respondent);
- Frederick County Workforce Services (one respondent);
- Johns Hopkins University (one respondent);
- Maryland Department of Commerce (one respondent);
- Maryland Department of Health (one respondent);
- University of Maryland (one respondent);
- University of Maryland, Baltimore County (one respondent); and
- Western Maryland Consortium Workforce Alliance (one respondent).[4]

All labor union/sponsor respondents had worked with the Maryland DOL, and half said they had worked with MSDE (10 respondents, Figure 30).

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[4] The six respondents who indicated working with other agencies were able to provide more than one response. One respondent reporting working with the "county school district," but did not specify the county.

Figure 29: Employers' Engagement With State Agencies Regarding Apprenticeships

	Yes	No	Don't know/unsure
Maryland Apprenticeship and Training Program	33.3%	58.3%	8.3%
Maryland Department of Labor	33.3%	58.3%	8.3%
Maryland State Department of Education	33.3%	66.7%	
Other	50.0%	50.0%	
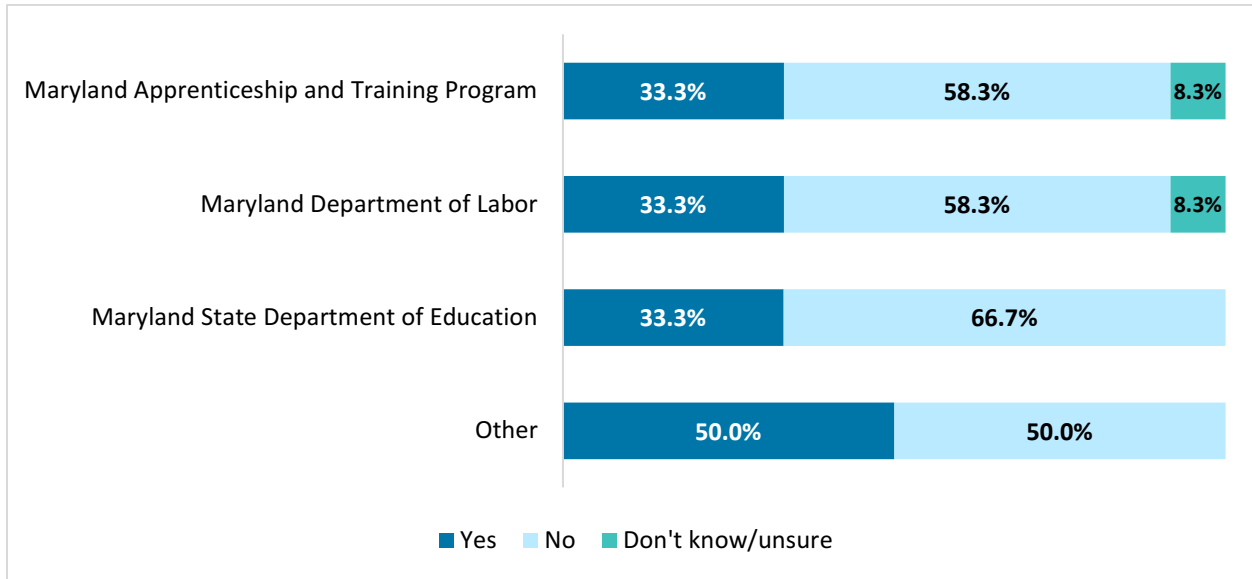
Note: n = 12.

Figure 30: Labor Unions and Sponsors' Engagement With State Agencies Regarding Apprenticeships

Maryland Department of Labor	100.0%
Maryland State Department of Education	50.0%
Other	5.0%
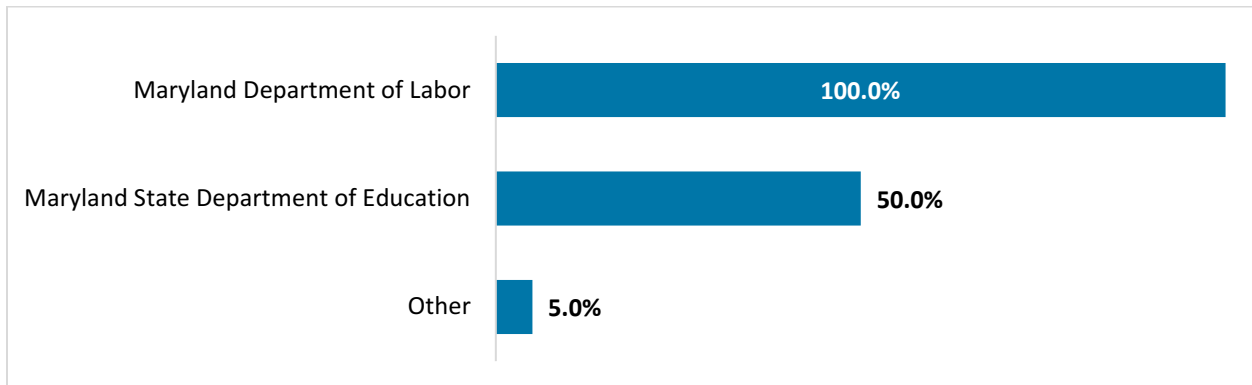
Note: n = 31. Because individuals could select more than one response, the "n" size represents the number of responses, not respondents. Twenty labor unions/sponsors responded to this question.

Figure 31 illustrates respondents' perceptions of state apprenticeship staff across four characteristics: helpfulness, knowledgeability, accessibility, and responsiveness. Overall, perceptions were favorable, with three-fourths or more of respondents to both surveys describing the staff positively in each category.

Figure 31: Perceptions of State Apprenticeship Staff
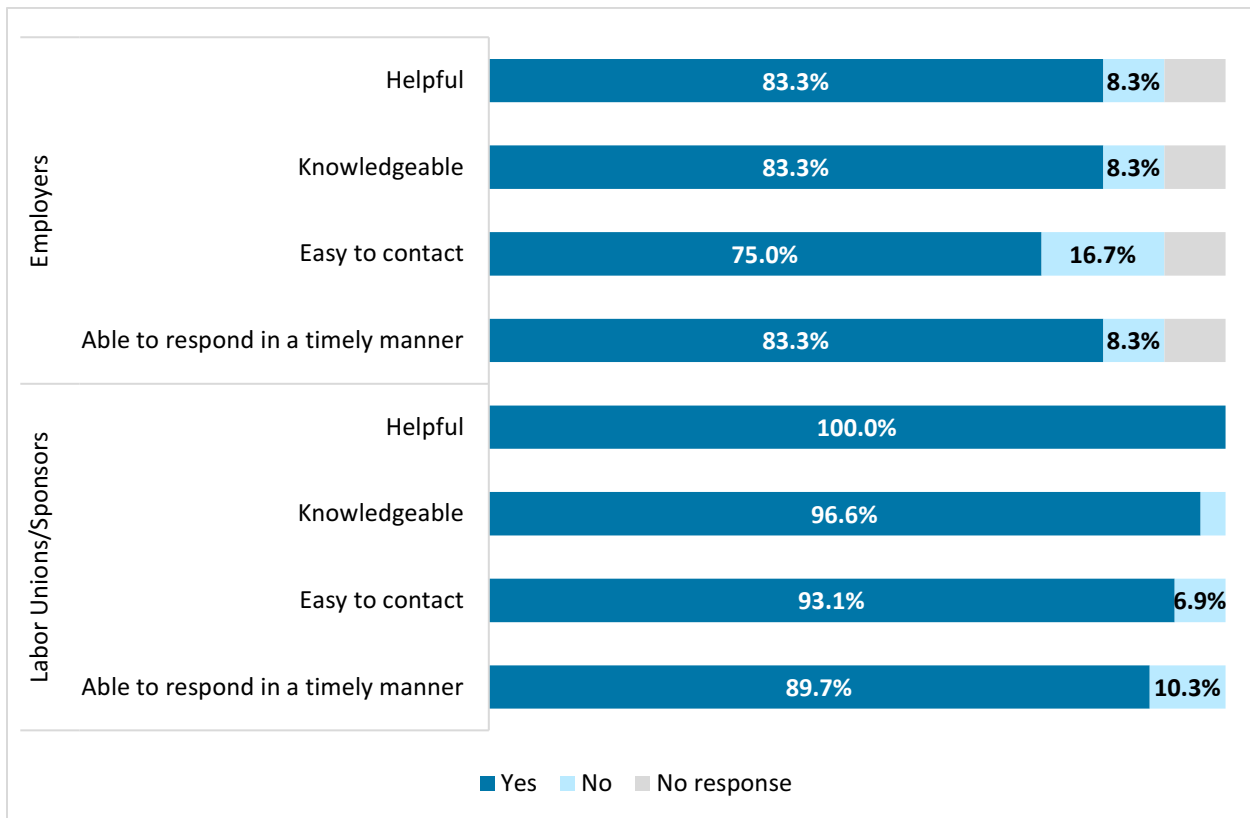
Notes: n = 12 for employers; n = 29 for labor unions/sponsors.

When asked to report their satisfaction levels with state apprenticeship staff, half of the respondents to the employer survey (50.0%) indicated that they were very satisfied (Figure 32). A smaller proportion of respondents reported being somewhat satisfied (8.3%), neutral (16.7%), or somewhat dissatisfied (8.3%). There were no reports of being very dissatisfied, and 16.7% of respondents did not provide a response. The majority of respondents to the labor union/sponsor survey (79.3%) said they were very satisfied with state apprenticeship staff, while the remaining respondents were somewhat satisfied (3.4%), neutral (6.8%), somewhat dissatisfied (3.4%), and very dissatisfied (3.4%). A small share of respondents (3.4%) did not provide a response to this question in the labor union/sponsor survey.

Figure 32: Satisfaction Levels With the Support of State Apprenticeship Staff

Employers (n = 12): Very satisfied 50.0%, Somewhat satisfied 8.3%, Neutral 16.7%, Somewhat dissatisfied 8.3%, No response 16.7%

Labor Unions/Sponsors (n = 29): Very satisfied 79.3%, Neutral 6.9%

Legend: Very satisfied | Somewhat satisified | Neutral | Somewhat dissatisfied | Very dissatisfied | No response
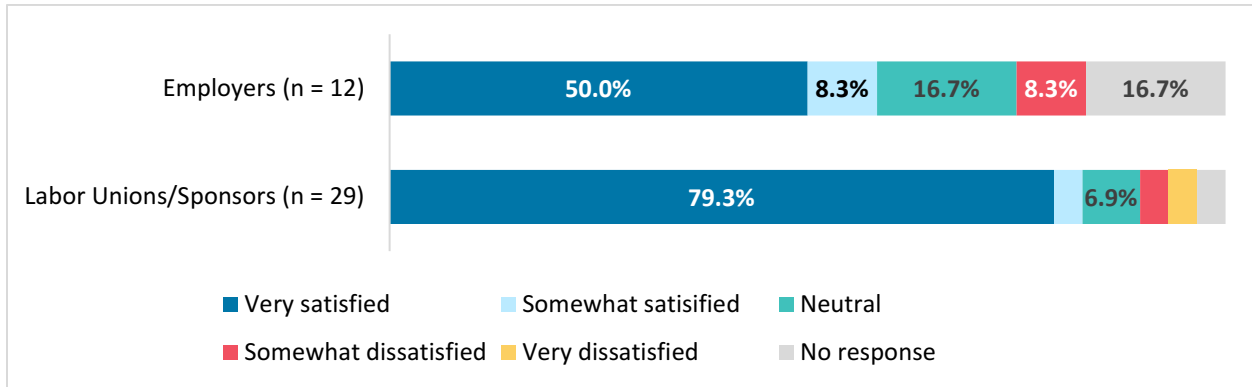
YOUTH APPRENTICESHIPS

One of the two goals of the Apprenticeship 2030 Commission is to raise the percentage of high school graduates completing the high school level of a Registered Apprenticeship to 45%. Therefore, one section of the survey was designed to learn more about apprenticeship programs for youth in Maryland. When asked if their organization employs workers younger than 18 years old, most respondents to the employer survey (70.2%) said no (Figure 33). Responses to the labor union/sponsor survey were more mixed, with 40.8% of respondents reporting that their organization employs workers younger than 18 years old and 53.1% reporting that their organization does not.

Figure 33: Percentage of Respondents Whose Organization Employs Workers Younger Than 18 Years Old

Employers (n = 94): Yes 29.8%, No 70.2%

Labor Unions/Sponsors (n = 49): Yes 40.8%, No 53.1%, Don't know 6.1%

Legend: Yes | No | Don't know
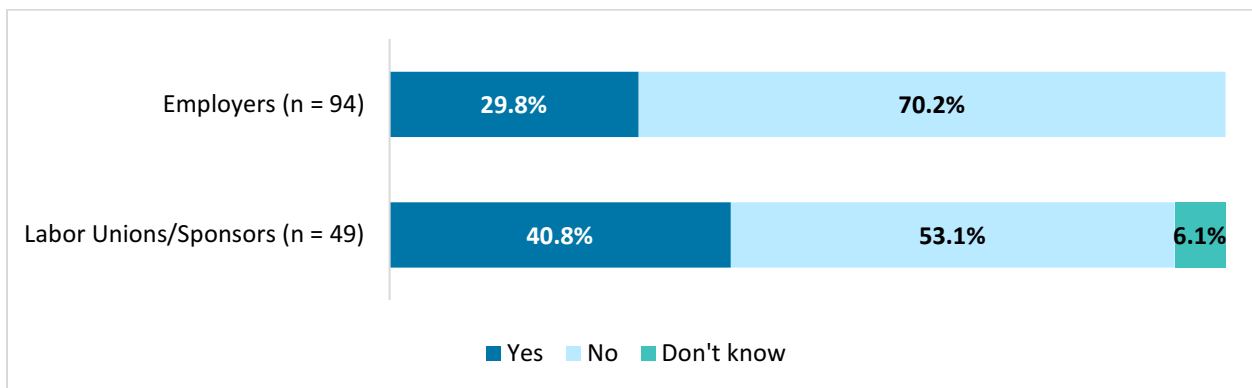
Among respondents to the employer survey who reported that their organization employs workers younger than 18 years old (29.8%), most indicated that their organization offers apprenticeships to youth still in high school (82.1%; Figure 34). However, the majority of these programs are not registered as youth apprenticeships (54.6%; Figure 35). Regarding respondents

to the labor union/sponsor survey who reported employing workers younger than 18 years old (40.8%), the majority (80.0%) said that their organization offers apprenticeships to high school youth and reported that most of these programs are registered as youth apprenticeships (81.3%).

Figure 34: Percentage of Respondents Whose Organization Has Apprenticeships for Youth Still in High School
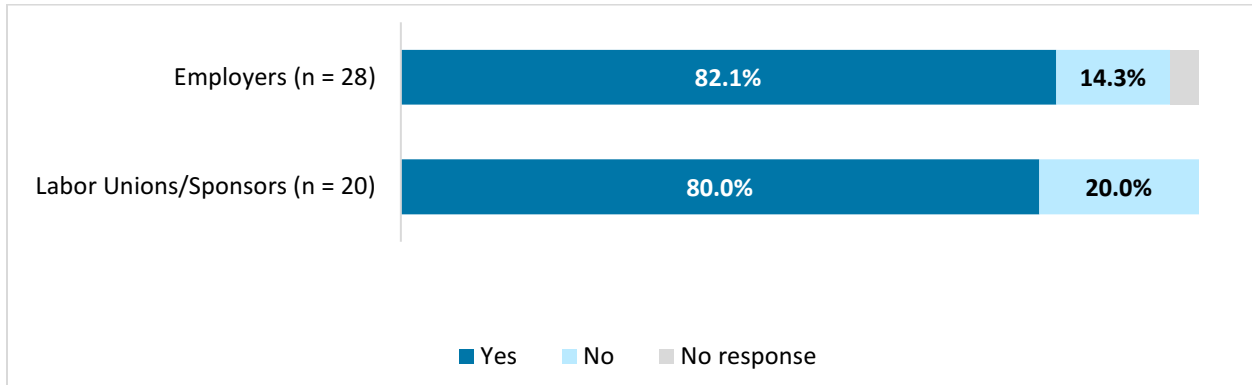
Figure 35: Utilization of Registered Youth Apprenticeship Program
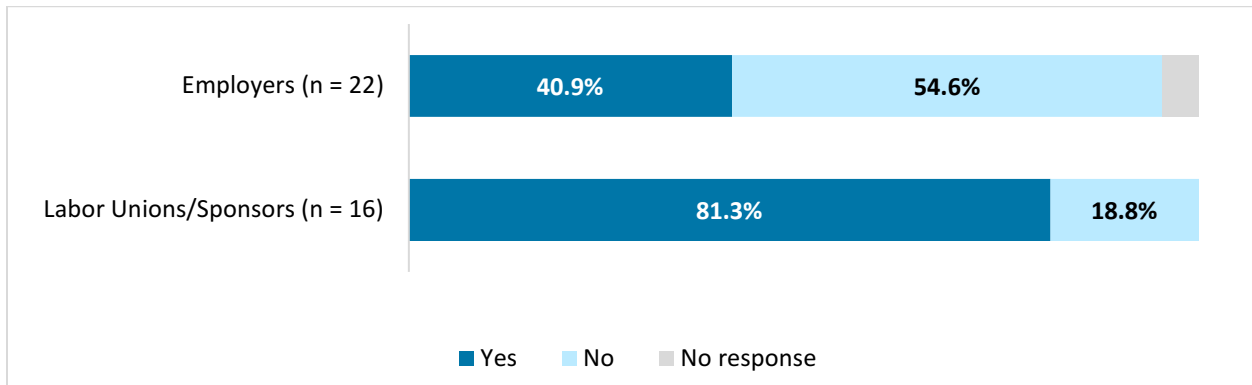
Respondents whose organizations employ workers under 18 years old but do not offer apprenticeships to high school youth were asked to explain their reasons for this decision. Among the four respondents, two (50.0%) said that youth lack the necessary education and skills for the job (Table 11). The other respondents mentioned scheduling challenges (one respondent, 25.0%) and behavioral or developmental challenges associated with working with youth (one respondent, 25.0%). The two labor union/sponsor respondents both said that their organization does not offer youth apprenticeships due to scheduling challenges.

Table 11: Reasons for Not Offering an Apprenticeship Program for Youth

Reason	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Education and skill requirements	2 (50.0%)	-
Scheduling challenges	1 (25.0%)	2 (100.0%)
Behavioral/developmental challenges	1 (25.0%)	-
Total	**4 (100.0%)**	**2 (100.0%)**

Notes: n = 4 for employers; n = 2 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

Despite respondents' concerns about youth apprenticeships, there was some interest in adopting an apprenticeship program for youth (50.0%; Figure 36). However, as with the other questions in this section, care should be taken with the results for this question due to the small number of respondents.

Figure 36: Interested in Participating in a Youth Apprenticeship Program
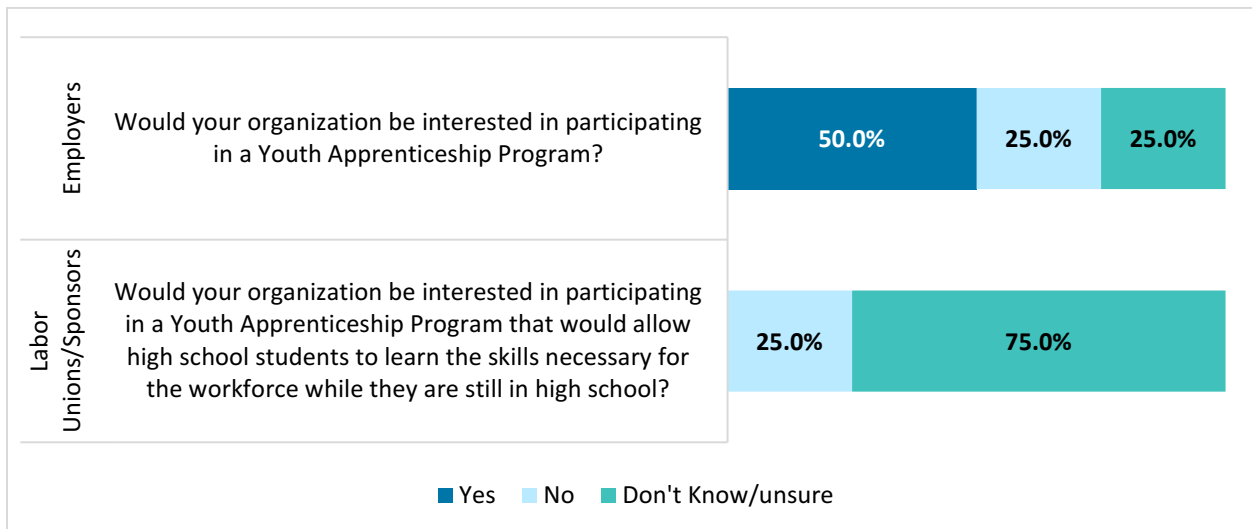
Note: n = 4 for employers; n = 4 for labor unions/sponsors.

Respondents were asked to identify the benefits, drawbacks, and barriers to offering a Registered Apprenticeship program for youth. As shown in Table 12, the most frequently cited benefits by employer respondents were industry awareness/outreach and skill development, each selected by two respondents (22.2%). These were followed by workforce readiness, employee retention, and financial incentives, each identified by one participant (11.1%) as key benefits. Additionally, two respondents (22.2%) indicated they were unsure of the benefits associated with offering

youth apprenticeships. Among labor union/sponsor survey respondents, the most common benefits were employee retention and workforce readiness, each selected by three respondents (30.0%). Labor union/sponsor survey respondents also noted benefits related to industry awareness/outreach and skill development (two respondents each, 20.0%).

Table 12: Benefits of Offering a Youth Apprenticeship Program

Benefit	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Industry awareness/outreach	2 (22.2%)	2 (20.0%)
Skill development	2 (22.2%)	2 (20.0%)
Workforce readiness	1 (11.1%)	3 (30.0%)
Employee retention	1 (11.1%)	3 (30.0%)
Financial incentives	1 (11.1%)	-
Don't know/unsure	2 (22.2%)	-
Total	**9 (100.0%)**	**10 (100.0%)**

Notes: n = 9 for employers; n = 10 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

Respondents expressed similar levels of agreement regarding the drawbacks of youth apprenticeship programs, as shown in Table 13. Two employer respondents (22.2%) identified each of the following drawbacks: labor intensive, behavioral/developmental challenges, and limited resources/support. Additionally, one participant (11.1%) reported that youth apprenticeships had an impact on their daily operations. Among responses to the labor union/sponsor survey, the most common responses were about school schedules (three respondents, 33.3%), and three respondents also said the question was not applicable. Two labor union/sponsor respondents also noted issues related to limited resources and support (22.2%), and one respondent (11.1%) identified behavioral or developmental challenges.

Table 13: Drawbacks of Offering a Youth Apprenticeship Program

Drawback	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Labor Intensive	2 (22.2%)	-
Behavioral/developmental challenges	2 (22.2%)	1 (11.1%)
Limited resources/support	2 (22.2%)	2 (22.2%)
Impact on daily operations	1 (11.1%)	-
School scheduling conflicts	-	3 (33.3%)
Not applicable	-	3 (33.3%)
Don't know/unsure	2 (22.2%)	-
Total	**9 (100.0%)**	**9 (100.0%)**

Notes: n = 9 for employers; n = 9 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

As shown in Table 14, lack of awareness was identified by five respondents (41.7%) as a major issue affecting the registration of youth apprenticeship programs with the State of Maryland. Perceived complexity and alternative approaches were also cited, each by two respondents (16.7%). The remaining barriers each accounted for 8.3% of responses: space and resource constraints, inadequate demand, and responses indicating uncertainty. Among labor union/sponsor respondents, one respondent identified alternative approaches (50.0%) and another selected "other" (50.0%).

Table 14: Barriers to Registering Youth Apprenticeship Programs With the State of Maryland

Barrier	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Lack of awareness	5 (41.7%)	-
Perceived complexity	2 (16.7%)	-
Alternative approaches	2 (16.7%)	1 (50.0%)
Space and resource constraints	1 (8.3%)	-
Inadequate demand	1 (8.3%)	-
Don't know/unsure	1 (8.3%)	-
Other	-	1 (50.0%)
Total	**12 (100.0%)**	**2 (100.0%)**

Notes: n = 12 for employers; n = 2 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

Almost half of respondents to the employer survey (45.0%) said their apprenticeship program was unregistered, while no respondents to the labor union/sponsor survey said that their organization has an unregistered program (Figure 37). Rather, an overwhelming majority of respondents to the labor union/sponsor survey (98.0%) said that their program is registered, while approximately one-third of respondents to the employer survey (33.9%) indicated having a registered program.

Figure 37: Types of Apprenticeships Offered by Employers and Labor Unions/Sponsors With Apprenticeships
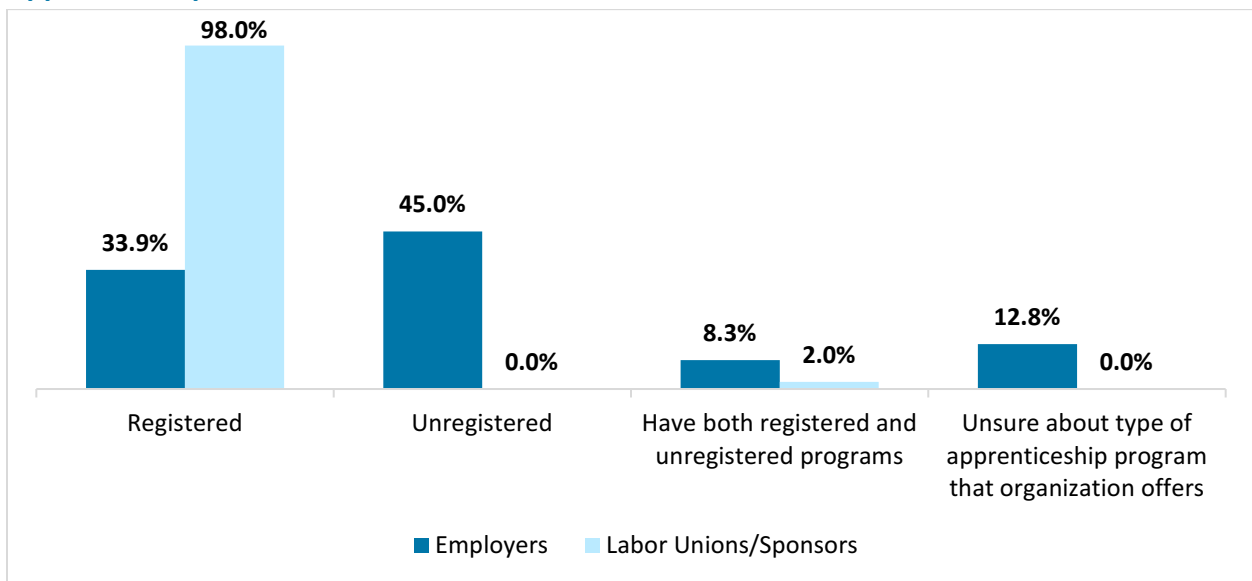
Note: n = 109 for employers; n = 50 for labor unions/sponsors.

According to the respondents to the employer survey, the majority of Registered Apprenticeships were registered with the State of Maryland (69.8%), and the second largest group were registered both federally and with the state (14.0%; Figure 38). Respondents to the labor union/sponsor survey were nearly divided, with 56.0% reporting their program to be registered both federally and in Maryland and 42.0% reporting their program to be registered in Maryland only.

Figure 38: Registration Status of Registered Apprenticeships

Employers (n = 43)	69.8%	14.0% 11.6%
Labor Unions/Sponsors (n = 50)	42.0%	56.0%

■ Registered in Maryland only   ■ Registered both federally and in Maryland
■ Registered federally only   ■ No response
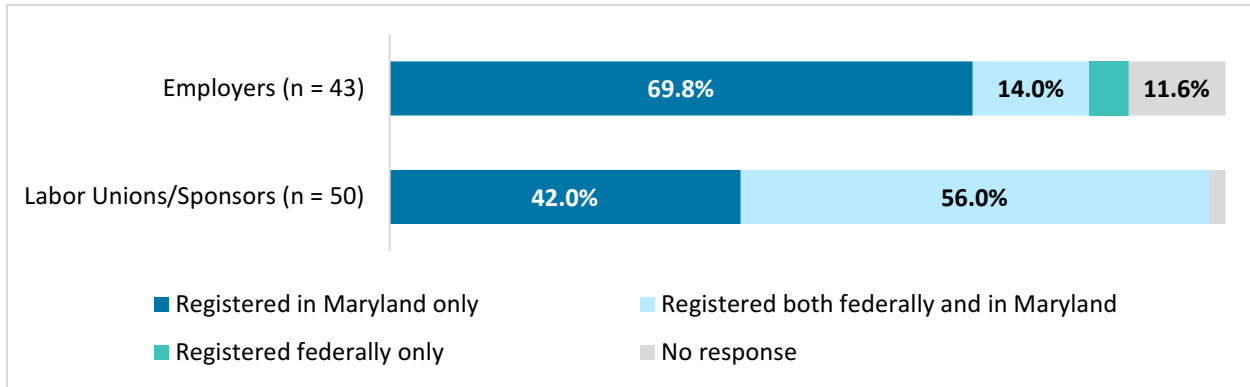
MOTIVATIONS FOR REGISTERING APPRENTICESHIPS

There are many reasons why employers may choose to register their apprenticeship programs. Respondents with a Registered Apprenticeship program were asked what their motivation was to use such a program. As shown in Table 15, the most commonly selected reason by respondents to the employer survey was "Other" (30 responses, 66.7%), with respondents commenting that they were motivated to register an apprenticeship because they wanted help in finding skilled workers, the specificity of their training required it, they wanted to help others, employees demanded it, or that they had a previously positive experience. The next largest response category suggested that the organization could not otherwise obtain enough trained job applicants, which was cited by six respondents (13.3% of all responses). Other reasons identified were related to the Prevailing Wage, Davis-Bacon, Inflation Reduction or related acts (three responses, 6.7%) and historical use of apprenticeships in the industry or occupation (two responses, 4.4%). There were no respondents who indicated that the support provided by the Maryland Apprenticeship and Training Program (MATP) or tax credits were their motivation for using an apprenticeship program. The most common response to this question in the labor union/survey was that the occupation(s) have always had apprenticeships (28 responses, 33.7%). In addition, there were 11 respondents who selected the benefits or requirements related to Prevailing Wage, Davis-Bacon, Inflation Reduction or related acts (13.3%) and 11 respondents who selected the availability of licenses, credentials, and/or nationally recognized certifications (13.3%).

Table 15: Motivation to Use a Registered Apprenticeship Program

Reason	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey – Number of Responses (Percentage)
Could not get enough trained job applicants	6 (13.3%)	10 (12.0%)
Benefits or requirements related to Prevailing Wage, Davis-Bacon, Inflation Reduction or related acts	3 (6.7%)	11 (13.3%)
This/these occupation(s) have always had apprenticeships	2 (4.4%)	28 (33.7%)
Our past training was insufficient	1 (2.2%)	-
It looked successful in other industries or occupations	1 (2.2%)	3 (3.6%)
Licenses, credentials, and/or nationally recognized Certificate of Completion available	1 (2.2%)	11 (13.3%)
The support provided by Maryland Apprenticeship and Training Program (MATP)	-	7 (8.4%)
Tax credits	-	1 (1.2%)
Other	30 (66.7%)	9 (10.8%)
Don't know/unsure	1 (2.2%)	3 (3.6%)
Total	**45 (100.0%)**	**83 (100.0%)**

Notes: n = 45 for employers; n = 83 for labor unions/sponsors. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. Thirty-nine employers and 50 labor unions/sponsors responded to this question.

Use of Tax Credits

Employers with Registered Apprenticeships may be eligible for a range of tax credits, grants, or other financial incentives offered at the state or federal level. In general, however, the use of tax credits by employers with Registered Apprenticeships was low. As shown in Figure 39, the majority of respondents to the employer survey whose organization had a Registered Apprenticeship said they were not receiving state or federal tax credits for their program (78.6%). The majority of respondents to the labor union/sponsor survey (51.0%), on the other hand, reported receiving at least one type of tax credit.

Figure 39: Employers Receiving State or Federal Tax Credits for Apprenticeship Programs

	Reported receiving at least one type of tax credit	Reported receiving no tax credits
Employers	21.4%	78.6%
Labor Unions/Sponsors	51.0%	49.0%
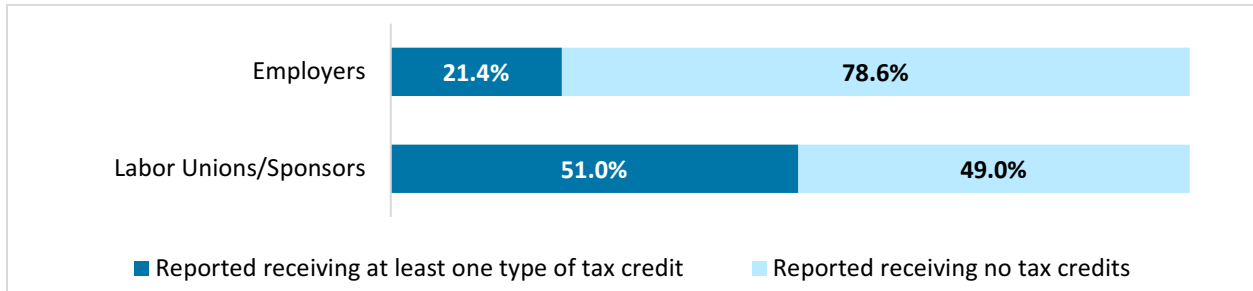
Note: n = 42 for employers; n = 49 for labor unions/sponsors.

Of the nine respondents to the employer survey who said they were receiving a tax credit (21.4%), six indicated receiving the Maryland Apprenticeship Tax Credit, accounting for 46.2% of all responses (Figure 40). Three respondents said their organization was receiving a tax credit from the Sponsor Apprenticeship Incentive Reimbursement Program (23.1% of all responses), and two indicated receiving a tax credit from Maryland Business Works (15.4% of all responses). Notably, respondents to the labor union/sponsor survey reported receiving a tax credit from the Maryland Apprenticeship Tax Credit (28.6% of all responses), the Sponsor Apprenticeship Incentive Reimbursement Program (18.4% of all responses), and Maryland Works for Wind (14.3% of all responses).

Figure 40: Types of State and Federal Tax Credits Employers Reported Receiving
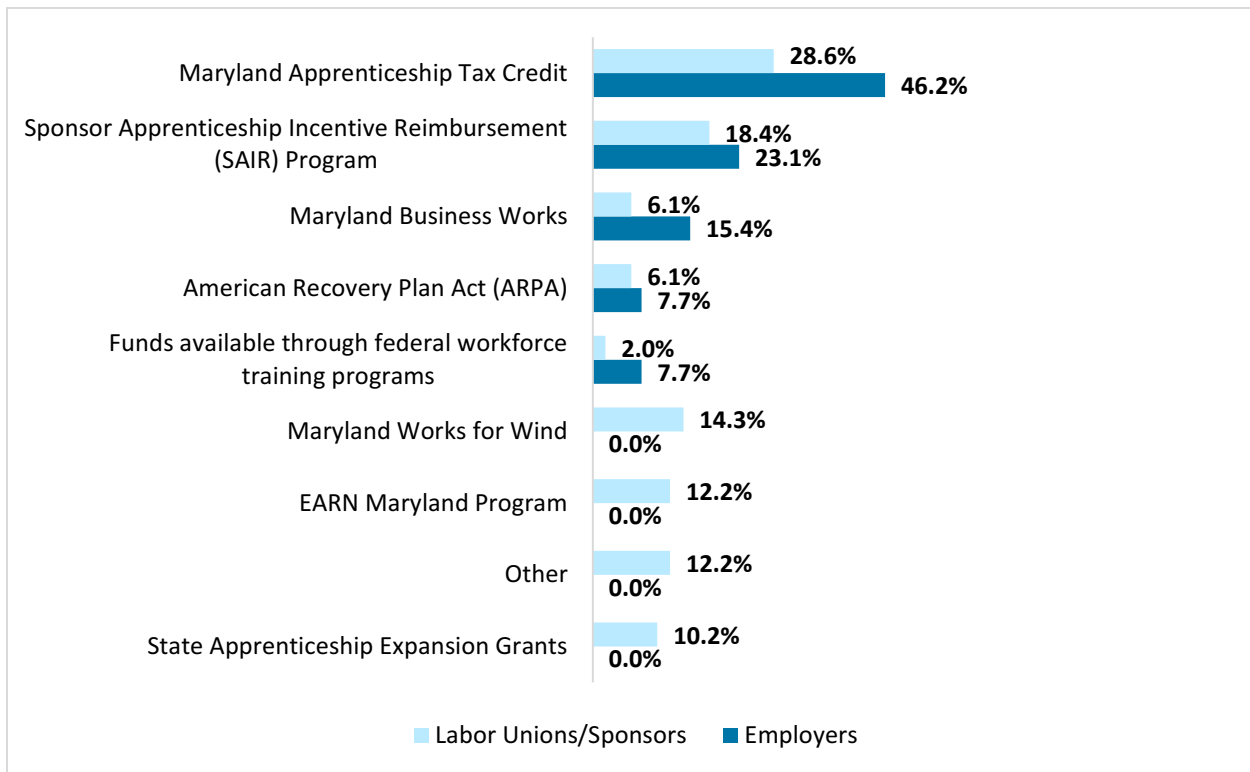
Note: n = 13 for employers; n = 54 for labor unions/sponsors. Because individuals could select more than one response, the "n" size represents the number of responses, not respondents. For the employer survey, nine respondents indicated receiving at least one type of tax credit. There were no respondents who reported receiving tax credits through the EARN Maryland Program, Maryland Works for Wind, State Apprenticeship Expansion Grants, or other programs. For the labor union/sponsor survey, forty-nine respondents indicated receiving at least one type of tax credit.

As shown in Figure 41, knowledge of such programs was low among the other respondents with apprenticeship programs. Most employers with unregistered apprenticeships or who did not know the status of their organization's program were not aware of the tax credits and grants available for Registered Apprenticeships (76.4% and 78.6%, respectively).

In the labor union survey, 49 of the 50 respondents were not asked about tax credits, as this question was only shown to individuals who reported having unregistered apprenticeship programs or were unsure about their program's status. The one respondent who reported having both registered and unregistered programs also indicated that they were not aware that organizations could receive tax credits or grants to help pay for Registered Apprenticeship programs.

Figure 41: Employers' Awareness About Tax Credits or Grants for Registered Apprenticeship Programs

	Yes	No
Unregistered apprenticeship program	23.6%	76.4%
Unsure about status of apprenticeship program	21.4%	78.6%
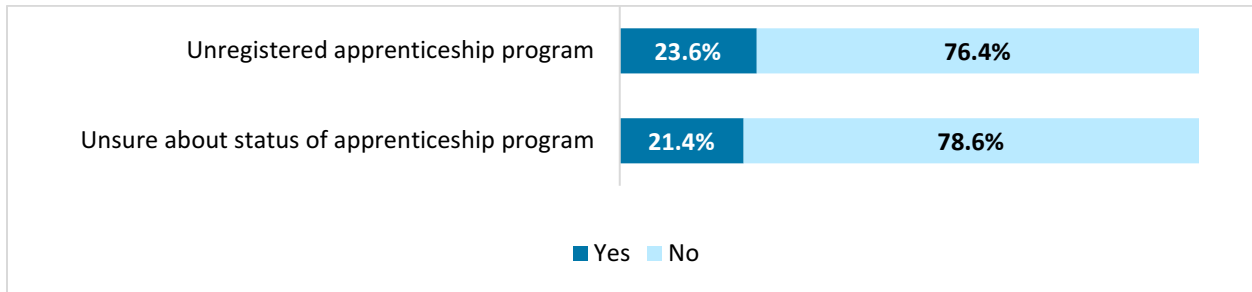
Note: n = 69.

Awareness of a National Occupational Credential

The survey also explored respondents' awareness of the National Occupational Credential, which is a portable credential awarded to individuals who complete Registered Apprenticeships with the State of Maryland (Figure 42). A significant majority of respondents to the employer survey (82.8%) reported that they were not aware of this credential, highlighting a need for improved education about apprenticeships and the benefits of earning this credential among employers. Over half of respondents to the labor union/sponsor survey (57.1%) were aware of the National Occupational Credential, while the remaining respondents were either not aware (22.4%) or reported being unsure (20.4%).

Figure 42: Percentage of Respondents Who Were Aware of a National Occupational Credential

	Yes	No	Don't know/unsure
Employers (n = 93)	14.0%	82.8%	
Labor Unions/Sponsors (n = 49)	57.1%	22.4%	20.4%
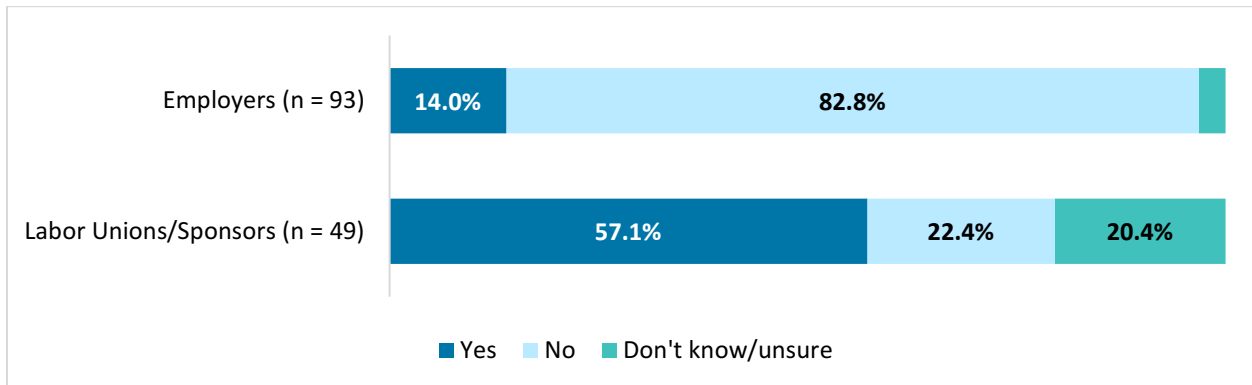
Respondents were also asked to evaluate how valuable they believed this credential would be to potential apprentices (Figure 43) and employers (Figure 44). Most respondents to the employer and labor union/surveys felt that the credential would offer at least moderate value to potential apprentices (79.5% and 83.7%, respectively). Only a small percentage of the employer survey (18.3%) and labor union/sponsor survey (14.3%) considered the credential to provide low value to potential apprentices. Similarly, the majority of the respondents to the employer and labor union surveys said that the credential would offer at least moderate value to potential employers

(75.2% and 83.7%, respectively). Only 21.5% and 14.3% of respondents to the employer and labor union surveys, respectively, stated that the credential was of low value to potential employers.

Figure 43: Perceived Value of a National Occupational Credential to Apprentices
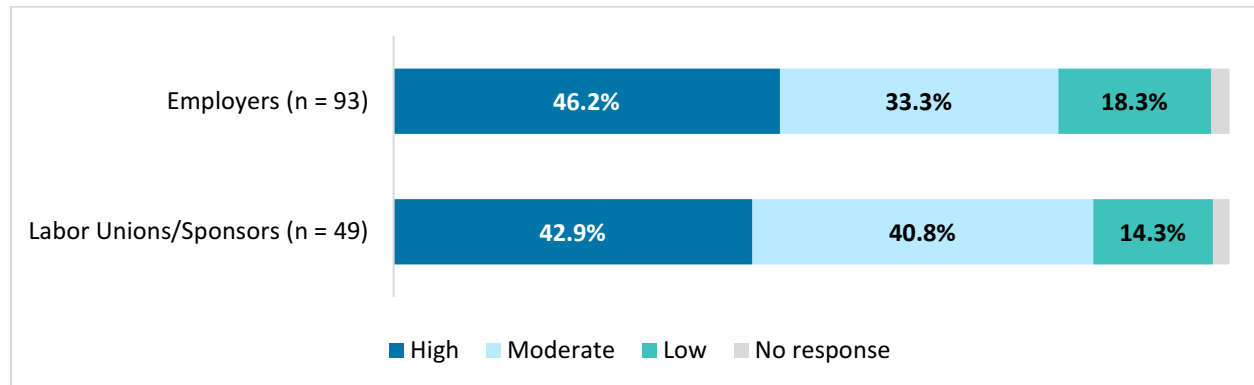
Figure 44: Perceived Value of a National Occupational Credential to Employers
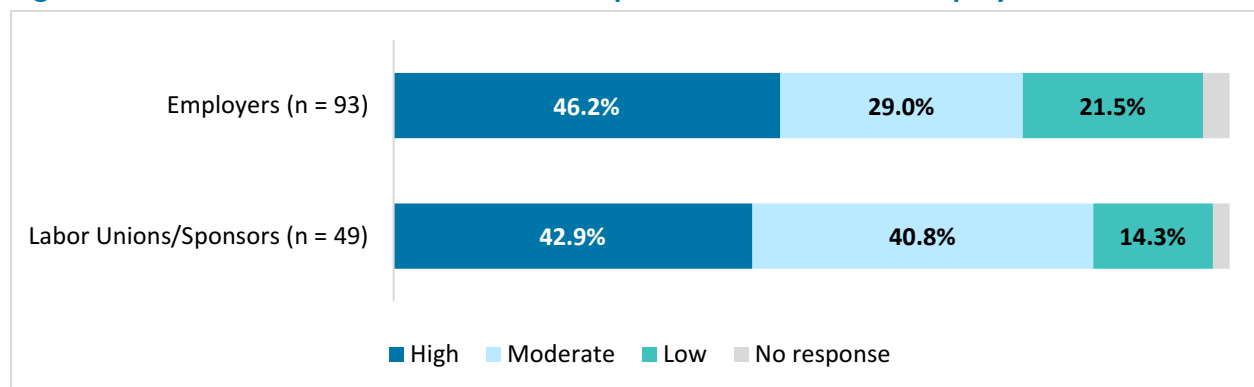
Reasons for Not Registering Apprenticeship Programs

Respondents from employers with unregistered apprenticeships or those uncertain about the registration status were asked to explain why they believed their program might be unregistered. The most common reason given, cited by 12 respondents (19.4% of all responses), was a lack of awareness that Registered Apprenticeships were an option (Table 16). Other reasons were less frequently mentioned. For instance, two respondents (3.2% of all responses) expressed concerns about high costs, while another two (3.2% of all responses) found the registration process too complicated. Interestingly, several commonly assumed reasons that might deter employers from registration were not mentioned by any respondents, including the following:

- Maintaining an active registration is too cumbersome;
- The requirements around apprenticeship wages are too restrictive;
- There is no curriculum or classroom instruction available for this industry or occupation;
- Training takes too long;
- Trained staff would leave for a different employer;

- There is not sufficient staff for managing apprentices or apprenticeships;
- Our organization tried to register before but was unsuccessful;
- Our organization cannot meet requirements for registration;
- Our organization does not offer any on-the-job training; and
- Apprenticeships are only for skilled trades.

Table 16: Employers' Primary Reasons Apprenticeship Programs Are Not Registered

Reason	Frequency	Percentage
Lack of awareness that apprenticeship is an option	12	19.4%
Costs are too high	2	3.2%
Registering is too complicated	2	3.2%
Our organization does not know how to register	2	3.2%
Our industry/occupation does not use apprenticeships	2	3.2%
There is too much paperwork or red tape	1	1.6%
Tracking training takes too much staff time	1	1.6%
The benefits of an apprenticeship are not sufficient relative to costs	1	1.6%
There is not enough work for apprentices	1	1.6%
Other	38	61.3%
Total	**62**	**100.0%**

Note: n = 62. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. Fifty-five individuals responded to this question.

Possible Incentives for Registration

When asked how the State of Maryland could incentivize their organization to register its apprenticeship program, the most common response to the employer survey was simply providing more information about apprenticeships, which was selected by 21 respondents (26.6% of all responses; Table 17).[5] The second most common response was to increase or offer tax credits, which was selected by six respondents (7.6%). As noted above, most respondents were not aware such tax credits already exist, suggesting a need for greater awareness and information. While some reasons would need legislative or regulatory changes at the state or local level, such as increasing the number of apprentices per mentor, many others might also be related to communication about the Registered Apprenticeship program, the availability of intermediaries (discussed below), or more training classes.

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[5] Only one respondent to the labor union/sponsor survey saw the question "What are the top three things the State of Maryland could do to encourage your organization to operate or support apprenticeships within the state?"; they ultimately chose not the answer the question.

Table 17: Employers' Responses to How the State of Maryland Could Encourage Employers to Register Its Apprenticeships

Incentive	Frequency	Percentage
More information about apprenticeships	21	26.6%
Increase/offer tax credits	6	7.6%
Assistance completing the registration process	6	7.6%
Pay for some/all apprentices' training classes	4	5.1%
Pay for some/all apprentices' wages	4	5.1%
Assistance recruiting apprentices	4	5.1%
More training classes	3	3.8%
More flexibility in training opportunities	2	2.5%
Decrease the number of hours of related instruction that must be completed	1	1.3%
Increase the number of apprentices per mentor (currently 1:1)	1	1.3%
One-stop opportunities to learn about apprenticeships	1	1.3%
Fewer reporting requirements	1	1.3%
Other	25	31.6%
Total	**79**	**100.0%**

Note: n = 79. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. A total of 58 individuals responded to this question.

Respondents were generally complimentary about the apprenticeship registration process in Maryland. Half of respondents to the employer survey strongly agreed (27.5%) or agreed (22.5%) that the process is straightforward (Figure 45). Another 37.5% of respondents were "neutral." Of note, only 12.5% disagreed that the process is straightforward, and there were no respondents who strongly disagreed. Similarly, over half of respondents to the labor union/sponsor survey strongly agreed (22.4%) or agreed (40.8%) that the apprenticeship registration process is straightforward in Maryland. Nearly a quarter of respondents (22.4%) were "neutral," while 4.1% disagreed about the process being straightforward and 8.2% strongly disagreed.

Figure 45: Straightforwardness of the Apprenticeship Registration Process in Maryland
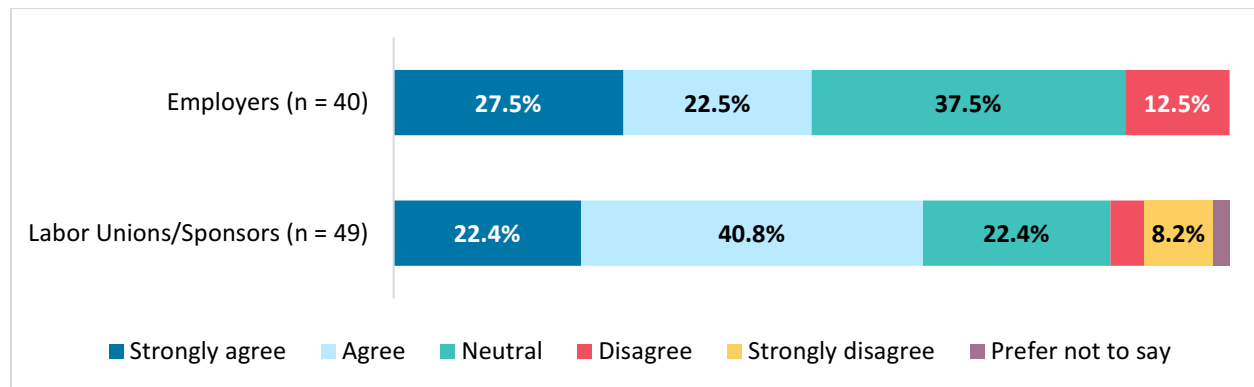
Additionally, most respondents to the employer survey indicated they were likely to recommend Registered Apprenticeships to both employers (80.0%) and job seekers (87.5%), with few respondents being neutral (15.0% and 10.0%, respectively) or unlikely (5.0% and 2.5%, respectively) to make such recommendations (Figure 46 and Figure 47). Responses to the labor union/sponsor survey were even more positive, with 87.8% and 95.9% of respondents reporting they were likely to recommend apprenticeships to employers and job seekers, respectively.

Figure 46: Likelihood of Recommending Registered Apprenticeships to Employers

	Likely	Neutral	Unlikely
Employers (n = 40)	80.0%	15.0%	5.0%
Labor Unions/Sponsors (n = 49)	87.8%	10.2%	

■ Likely   ■ Neutral   ■ Unlikely
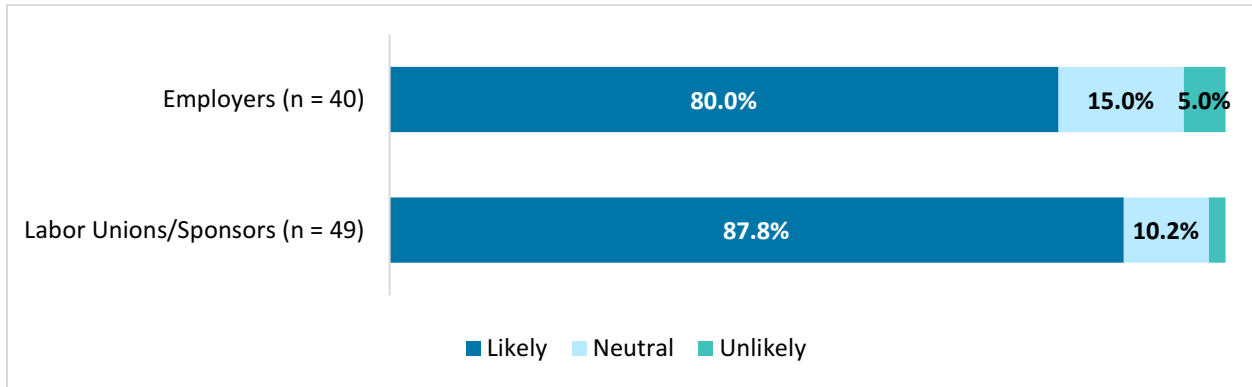
Figure 47: Likelihood of Recommending Registered Apprenticeships to Job Seekers

	Likely	Neutral	Unlikely
Employers (n = 40)	87.5%	10.0%	2.5%
Labor Unions/Sponsors (n = 49)	95.9%	2.0%	2.0%

■ Likely   ■ Neutral   ■ Unlikely
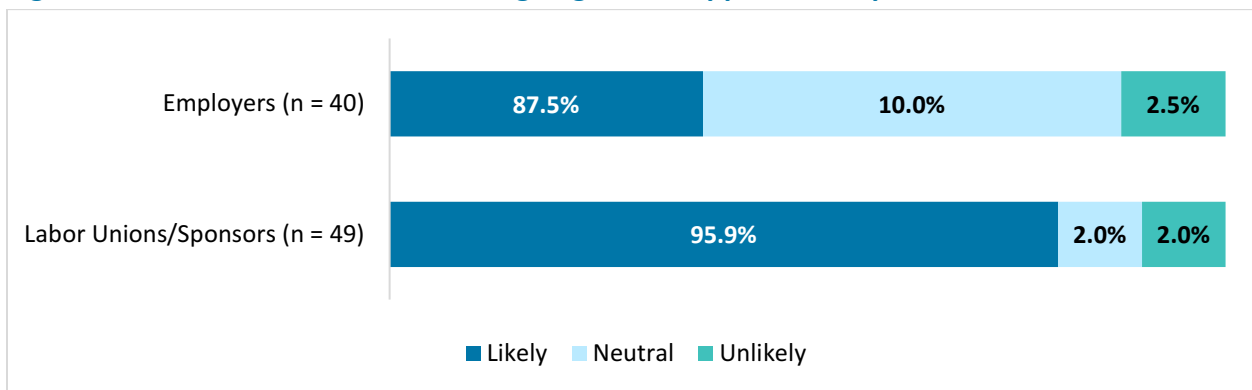
As shown in Figure 48, majorities of respondents to both the employer survey and labor union/sponsor survey said it was very easy or easy to meet the requirements for the number of hours of paid on-the-job (OJT) training (57.5% and 57.2%, respectively) and the length or number of hours of related technical instruction (RTI; 55.0% and 53.1%, respectively). Over half of respondents to the labor union/sponsor survey (55.1%) also said it was very easy or easy to meet the mentorship ratio between an employee and an apprentice. Respondents to the employer survey, on the other hand, had the most difficulty meeting this requirement, although 37.5% of respondents said it was easy to meet the apprenticeship ratio and 5.0% of respondents said it was very easy to do so. Almost half of respondents to the employer survey said it was very easy (12.5%) or easy (35.0%) to meet the requirements related to curriculum development. These findings were similar to those in the labor union/sponsor survey, as 14.3% reported curriculum development as very easy and 32.7% reported it as easy.

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Figure 48: Ease of Meeting Apprenticeship Registration Requirements
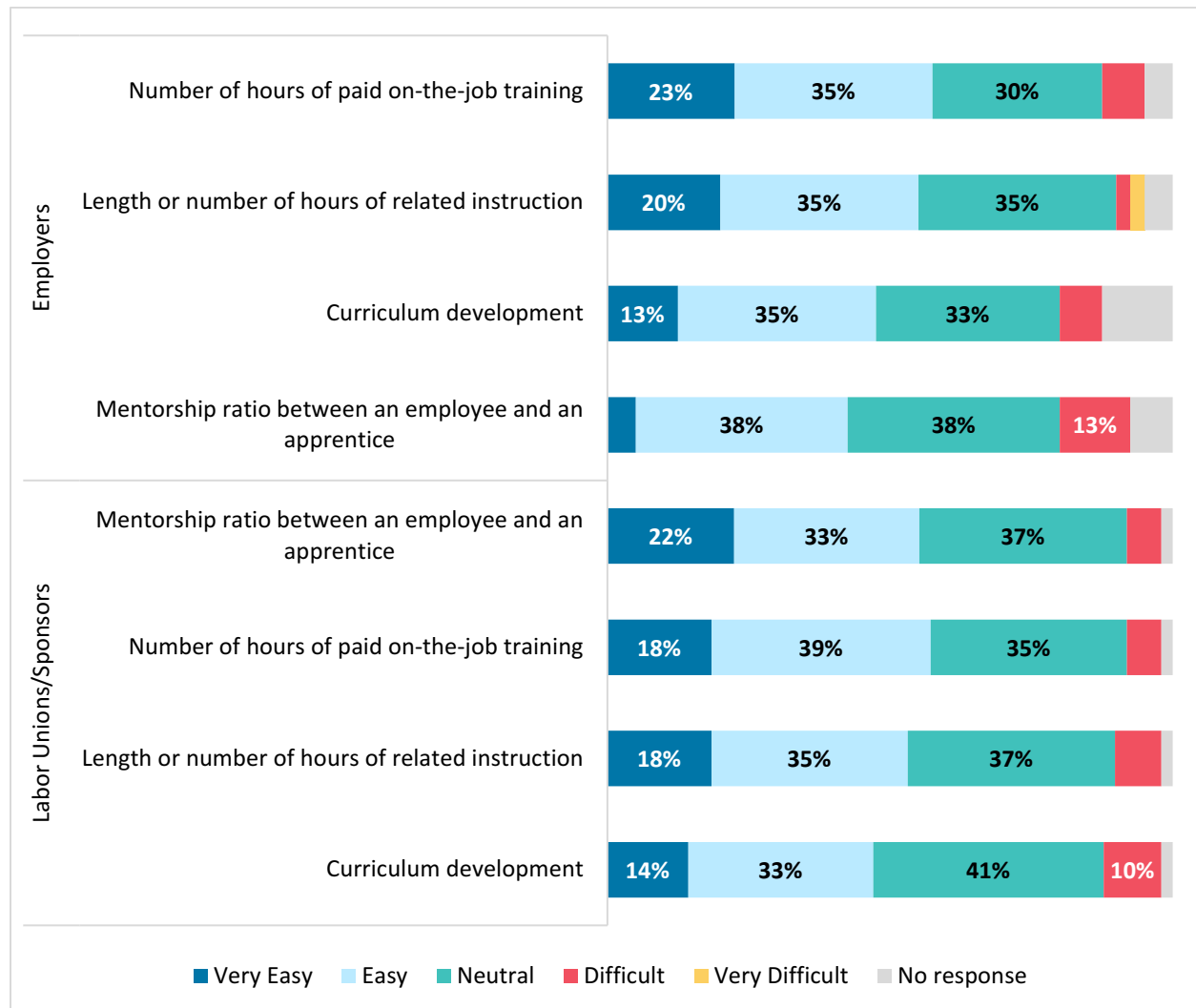
Notes: n = 40 for employers; n = 49 for labor unions/sponsors.

Moreover, when asked if there were any other parts of the registration process that respondents had trouble meeting, a majority of respondents for both the employer survey and labor union/sponsor survey did not cite any issues (51.4% and 74.2%, respectively), while 37.8% of employer survey respondents did not know or were unsure if there were issues (Figure 49). Nearly ten percent (9.7%) of labor union/sponsor survey respondents did not find this question to be applicable.

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Figure 49: Challenges in Meeting Additional Registration Requirements

Category	Employers	Labor Unions/Sponsors
No issues reported	51.4%	74.2%
Information-related challenges	5.4%	3.2%
Bureaucracy hurdles	0.0%	6.5%
Spesific requirement challenges	2.7%	0.0%
Other	2.7%	6.5%
Don't know/unsure	37.8%	0.0%
Not applicable	0.0%	9.7%

■ Employers　■ Labor Unions/Sponsors
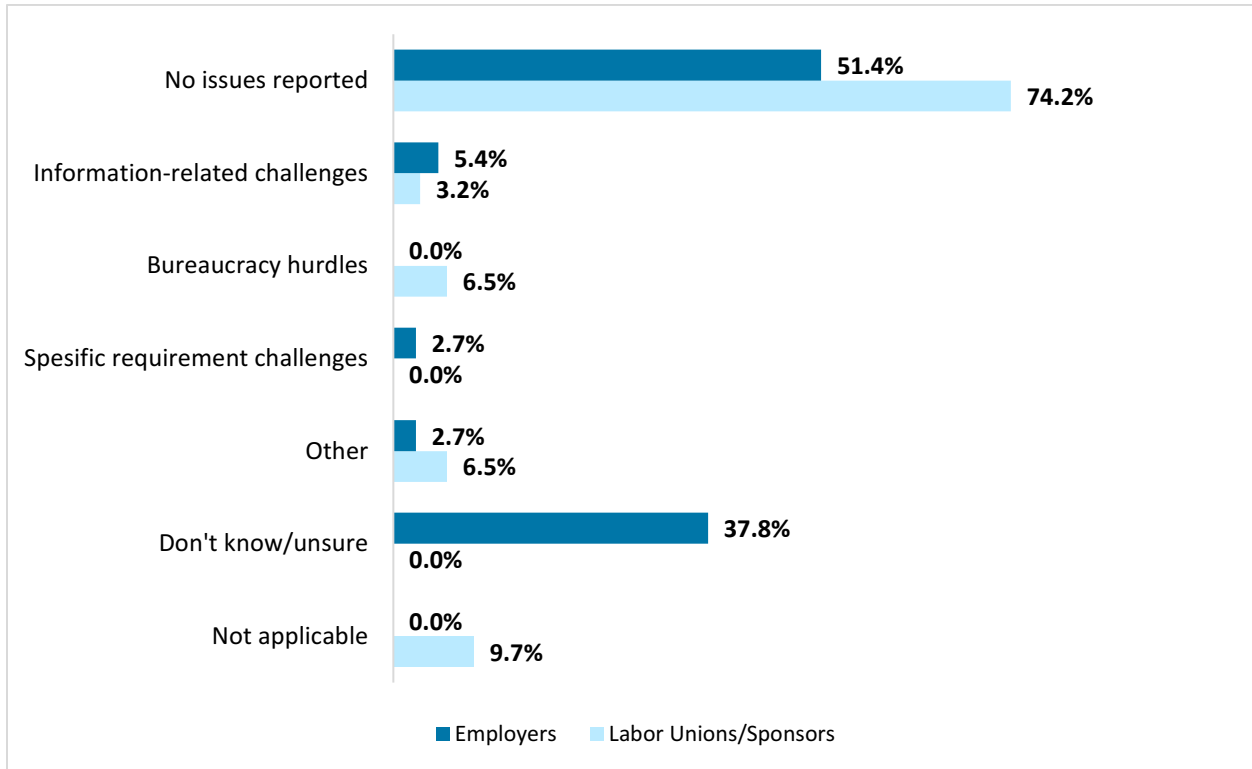
Note: n = 40 for employers; n = 31 for labor unions/sponsors.

The survey also examined the ease of using the skill standards provided by Maryland Apprenticeship staff (Figure 50). Forty-five percent of respondents to the employer survey found it very easy or easy to use the skill standards, with 5.0% rating it as very easy and 40.0% as easy. Similarly, 42.9% of respondents to the labor union/sponsor survey said it was very easy (14.3%) and easy 28.6% to use the skill standards. Meanwhile, 35.0% and 32.7% of respondents to the employer and labor union/sponsor surveys, respectively, remained neutral on this aspect, while a smaller percentage (2.5% and 4.1%, respectively) found it difficult. Notably, no respondents rated it as very difficult; 17.5% of participants in the employer survey did not provide a response; and 20.4% of respondents to the labor union/sponsor survey reported not using the skills standards.

Figure 50: Ease of Using Skill Standards Provided by Maryland Apprenticeship Staff

	Very Easy	Easy	Neutral	Difficult	Very Difficult	Did not use	No response
Employers (n = 40)		40.0%	35.0%				17.5%
Labor Unions/Sponsors (n = 49)	14.3%	28.6%	32.7%			20.4%	
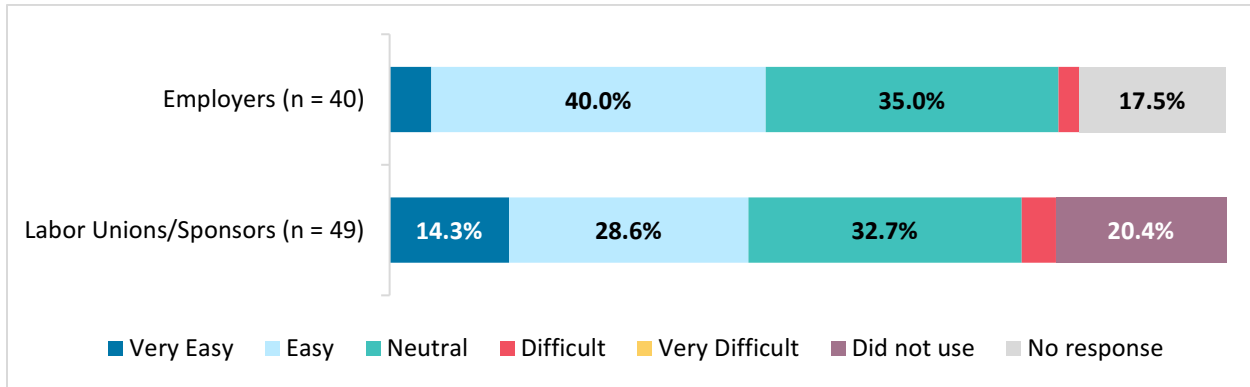
When asked how useful the skill standards were, half of the respondents to the employer survey (50.0%) found the information to be somewhat useful, while 25.0% considered it very useful (Figure 51). An additional 25.0% of participants did not provide a response. According to findings from the labor union/sponsor survey, 44.9% of respondents said the information was very useful, 20.4% said it was somewhat useful, 2.0% said it was not useful, 28.6% indicated not using it, and 4.1% did not provide a response to the question.

Figure 51: Usefulness of Skill Standards Provided by Maryland Apprenticeship Staff

	Very useful	Somewhat useful	Not useful	Did not use	No response
Employers (n = 40)	25.0%	50.0%			25.0%
Labor Unions/Sponsors (n = 49)	44.9%	20.4%		28.6%	
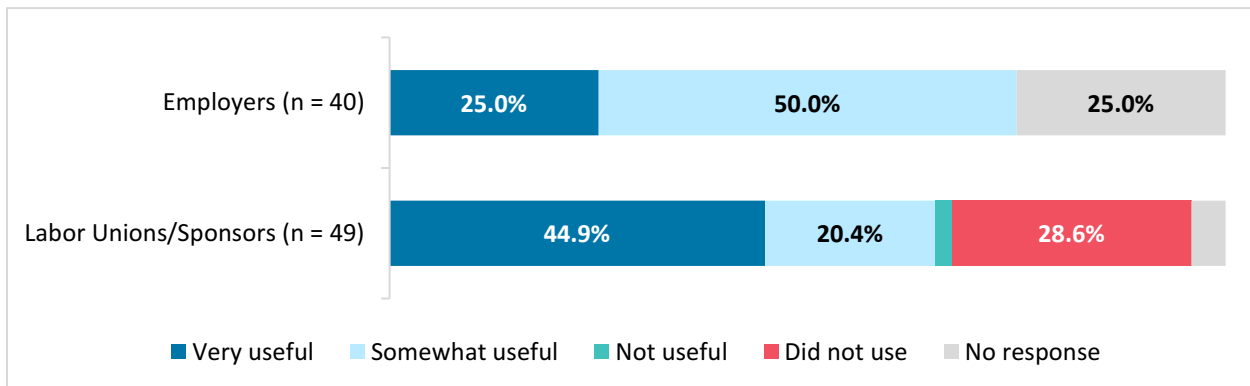
USE OF INTERMEDIARIES

An apprenticeship intermediary is an organization that helps other organizations establish and maintain a Registered Apprenticeship program. Such intermediaries help limit the administrative burden on employers that offer apprenticeship programs and are important components of apprenticeship programs in European countries. Of the survey respondents with an apprenticeship program, approximately one-third (34.1%) used an intermediary, and two-thirds did not (63.4%; Figure 52).

Figure 52: Employers Working With an Intermediary to Manage Aspects of Apprenticeships

Does your organization currently work with an intermediary to manage some aspects of your organization's apprenticeships?	34.1%	63.4%	

■ Yes ■ No ■ Don't know/unsure
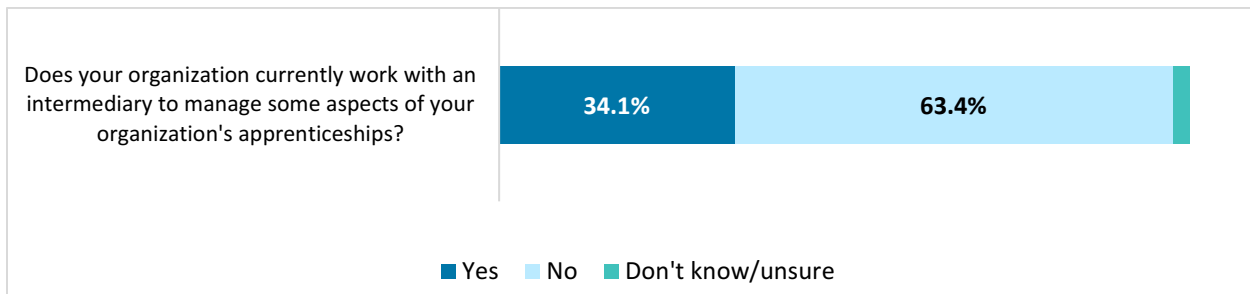
Note: n = 41.

Respondents were asked why their organization chose not to work with an intermediary. As shown in Table 18, the most common reason was a lack of awareness, cited by seven respondents (26.9%). Other notable reasons included self-sufficiency and a lack of interest or need, each cited by five respondents (19.2%).

Table 18: Employers' Reasons for Not Working With an Intermediary

Reason	Frequency	Percentage
Lack of awareness	7	26.9%
Self-sufficiency	5	19.2%
Not interested/not needed	5	19.2%
Direct union/college partnerships	3	11.5%
Business size & scope	2	7.7%
Don't know/unsure	2	7.7%
Considering/beginning to use	1	3.8%
Other	1	3.8%
Total	**26**	**100.0%**

Note: n = 26.

Respondents were asked about the primary benefits of their intermediary. As shown in Table 19, the most common response was to provide instructional hours (eight responses, 32.0%). Additionally, six respondents (24.0%) selected curriculum development. No respondents selected the following responses as a benefit of intermediary: network with other apprenticeship providers and assists with access to tax credits for apprenticeships.

Table 19: Employers' Primary Benefits of Intermediary

Benefit	Frequency	Percentage
Provides instructional hours	8	32.0%
Curriculum development	6	24.0%
Assists with registration process	3	12.0%
Helps match apprentices to our program	2	8.0%
Helps identify potential apprentices	1	4.0%
Other	5	20.0%
Total	**25**	**100.0%**

Note: n = 25. Because individuals could select more than one response, the "n" size represents the number of responses, not respondents. A total of 13 individuals responded to this question.

BENEFITS TO REGISTERED APPRENTICESHIPS

Respondents were asked to identify the greatest benefit an organization gains from offering a Registered Apprenticeship program. As illustrated in Table 20, the most common responses from the employer survey were related to skill assurance and quality control and employee training and development, with each category receiving 20 responses (21.7%). Additionally, a notable portion of responses highlighted employee retention and recruitment, accounting for 18 responses (19.6%).

In the labor union/sponsor survey, the most frequently cited benefit was employee training and development**,** with 18 responses (41.9%). This was followed by skill assurance and quality control**,** which received 13 responses (30.2%). Five respondents mentioned employee retention and recruitment (11.6%), while three respondents noted cost and economic benefits (7.0%). Other responses included innovation and company growth (one response, 2.3%), uncertainty or lack of a clear benefit (one response, 2.3%), and other benefits (two responses, 4.7%). Unlike the employer survey, no responses in the labor union/sponsor survey were related to community and social impact or don't know/unsure categories.

Table 20: Benefits of Registered Apprenticeship Programs

Benefit	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Skill assurance and quality control	20 (21.7%)	13 (30.2%)
Employee training and development	20 (21.7%)	18 (41.9%)
Employee retention and recruitment	18 (19.6%)	5 (11.6%)
Community and social impact	9 (9.8%)	-
Cost and economic benefits	7 (7.6%)	3 (7.0%)
Innovation and company growth	3 (3.3%)	1 (2.3%)
Uncertainty or lack of clear benefit	-	1 (2.3%)
Other	7 (7.6%)	2 (4.7%)
Don't know/unsure	8 (8.7%)	-
Total	**92 (100.0%)**	**43 (100.0%)**

Notes: n = 92 for employers; n = 43 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

EXPANDING APPRENTICESHIP OPPORTUNITIES

Respondents were asked questions about their organization's apprenticeship opportunities and their ability to retain and increase the number of Registered Apprenticeships. When asked approximately what share of their registered apprentices continue working at their organization after completing their apprenticeship, a significant portion (38.5%) indicated that 76% to 100% are retained (Figure 53). Smaller percentages of respondents reported retention rates of 26% to 50% (15.6%), 1% to 25% (10.4%), 0% (9.4%), and 51% to 75% (9.4%). Additionally, 16.7% of respondents were unsure or did not know the retention rate.

Figure 53: Employers' Retention Rate of Registered Apprentices Post-Completion

Retention Rate	Percentage
0%	9.4%
1% - 25%	10.4%
26% - 50%	15.6%
51% - 75%	9.4%
76% - 100%	38.5%
Don't know/unsure	16.7%
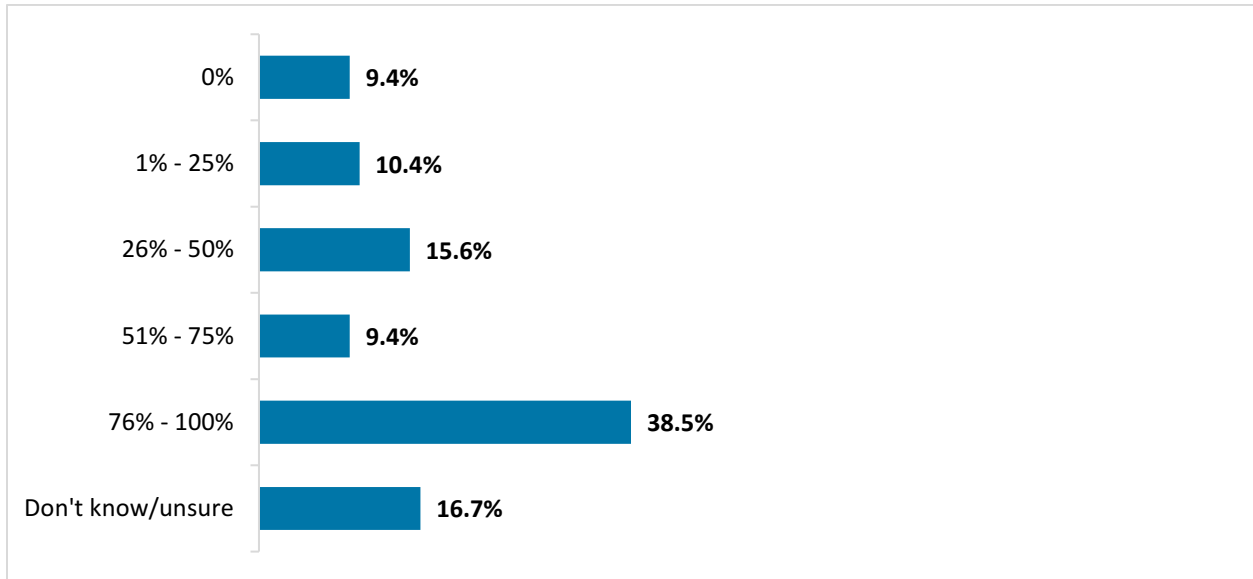
Note: n = 96.

Survey respondents to the employer survey were evenly divided on the question of whether their organization has considered increasing the number of apprenticeship opportunities that were offered, with 46.9% saying their organization had discussed such an increase while 49.0% said it had not (Figure 54). The majority of respondents to the labor union/sponsor survey (83.7%), on the other hand, indicated that their organization has considered expanding apprenticeship opportunities.

Figure 54: Consideration of Expanding Apprenticeship Opportunities

	Yes	No	No response
Employers (n = 96)	46.9%	49.0%	
Labor Unions/Sponsors (n = 49)	83.7%	16.3%	
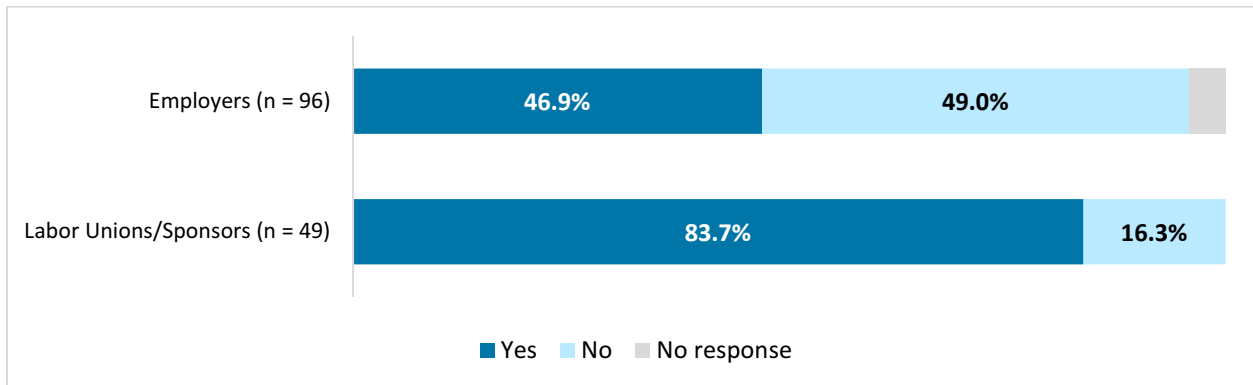
Respondents whose organizations have not considered increasing the number of apprenticeships were asked to identify the primary reasons for not expanding their programs. As shown in Table 21, the most frequently selected response for the employer survey was "Other" (30 responses, 60.0%). These respondents cited factors such as costs, economic conditions, and the small size of their business as barriers to expansion. Additionally, a significant portion of respondents

indicated that their business does not have enough work for additional apprentices (eight responses, 16.0%). Other reasons included insufficient staff to manage more apprentices (five responses, 10.0%) and not having enough applicants for more apprenticeships (five responses, 10.0%). Notably, no respondents selected the following responses as reasons for not increasing apprenticeships: the process is too complicated or tried to expand before but being unsuccessful. In the labor union/sponsor survey, the most frequently cited reasons were not having enough work for more apprentices (five responses, 45.5%) and "Other" (three responses, 27.3%). These respondents cited factors such as contracts with specific trades or labor unions.

Table 21: Primary Reasons for Not Increasing the Number of Apprenticeships

| Reason	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey – Number of Responses (Percentage)
I/We do not have enough work for more apprentices	8 (16.0%)	5 (45.5%)
I/We do not have sufficient staff for managing additional apprentices	5 (10.0%)	1 (9.1%)
I/We do not have enough applicants for more apprenticeships	5 (10.0%)	1 (9.1%)
I/We cannot meet requirements for registration, such as the 1:1 mentoring component	2 (4.0%)	1 (9.1%)
Other	30 (60.0%)	3 (27.3%)
Total	**50 (100.0%)**	**11 (100.0%)**

Note: n = 50 for employers; n = 11 for labor unions/sponsors. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. A total of 44 employers and eight labor unions/sponsors responded to this question.

Survey respondents were asked if their organization has other positions that could be trained as apprentices and, if so, to identify those positions. According to the employer survey findings, most respondents could not identify additional positions (33 respondents, 34.7%) or were unsure (29 respondents, 30.5%; Table 22). Notably, other respondents mentioned technical roles (nine respondents, 9.5%), other/general positions (eight respondents, 8.4%), and administrative and office management roles (seven respondents, 7.4%). In the labor union/sponsor survey, the majority of respondents were also not able to identify additional positions (15 respondents, 71.4%); however, 19% identified opportunities for trades and skilled labor positions and 9.5% identified opportunities in technical roles.

Table 22: Potential Apprenticeship Positions Identified by Organizations

Position	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey – Number of Responses (Percentage)
No additional positions	33 (34.7%)	15 (71.4%)
Technical roles	9 (9.5%)	2 (9.5%)
Other/general positions	8 (8.4%)	-
Administrative and office management	7 (7.4%)	-
Sales and customer service	3 (3.2%)	-
Teaching and educational support	3 (3.2%)	-
Trades and skilled labor	2 (2.1%)	4 (19.0%)
Creative and cosmetology roles	1 (1.1%)	-
Don't know/unsure	29 (30.5%)	-
Total	**95 (100.0%)**	**21 (100.0%)**

Notes: n = 95 for employers; n =21 for labor unions/sponsors. Respondents were allowed to provide only one response to this survey question.

When asked what the State of Maryland could do to encourage the organization to expand the number of apprenticeships available, the most common response to the employer survey was to provide more information about apprenticeships, which was selected by 16 respondents (17.4% of all responses; Table 23). The second most common response chosen was to increase/offer tax credits (13 responses, 14.1%); as most organizations with registered apprentices are not utilizing tax credits, it would be useful to explore how the current credits could be adjusted to increase uptake.

In the labor union/sponsor survey, the most common response was that the organization already has or supports an apprenticeship program, selected by eight respondents (21.1%). The next most common responses were to provide more information about apprenticeships (seven responses, 18.4%) and funding for financial resources (five responses, 13.2%). Compared to the employer survey, labor unions and sponsors emphasized financial support and existing infrastructure for apprenticeships.

Table 23: How the State of Maryland Could Encourage Employers/Organizations to Expand Number of Apprenticeships

Strategy	Employer Survey – Number of Responses (Percentage)	Labor Union/ Sponsor Survey - Number of Responses (Percentage)
More information about apprenticeships	16 (17.4%)	7 (18.4%)
Increase/offer tax credits	13 (14.1%)	2 (5.3%)
Pay for some/all apprentices' wages	7 (7.6%)	-
Assistance recruiting apprentices	4 (4.3%)	-
More training classes	4 (4.3%)	2 (5.3%)
Pay for some/all apprentices' training classes	3 (3.3%)	-
Increase the number of apprentices per mentor (currently 1:1)	2 (2.2%)	-
Assistance completing the registration process	1 (1.1%)	-
Help with identifying training options	1 (1.1%)	-
Help matching our jobs to potential apprenticeships	1 (1.1%)	-
One-stop opportunities to learn about apprenticeships	1 (1.1%)	-
We already have/support an apprenticeship program	-	8 (21.1%)
Funding and financial resources	-	5 (13.2%)
Call for policy changes and incentives	-	4 (10.5%)
Reducing bureaucracy and complexity	-	2 (5.3%)
Support for Labor Union/Apprenticeships	-	3 (7.9%)
Other	39 (42.4%)	5 (13.2%)
Total	**92 (100.0%)**	**38 (100.0%)**

Note: n = 92 for employers; n = 38 for labor unions/sponsors. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. A total of 74 employers and 29 labor unions/sponsors responded to this question.

EMPLOYERS WITHOUT APPRENTICESHIPS

There were 250 survey respondents who indicated that their organization does not offer apprenticeships as a part of its technical training options. This chapter provides an examination of employers without apprenticeship programs, focusing on the respondent's familiarity with apprenticeships, their consideration of establishing an apprenticeship program, and possible barriers.

FAMILIARITY WITH APPRENTICESHIPS

Respondents who reported that their organization does not have an apprenticeship program were asked to identify their level of familiarity with apprenticeships prior to taking the survey. As shown in Figure 55, over half of respondents (54.8%) said they were somewhat familiar with apprenticeships, while a quarter of respondents (25.6%) said they were extremely familiar. Only 18.8% of respondents said they were not at all familiar with apprenticeships.

Figure 55: Familiarity Level With Apprenticeships Prior to Survey
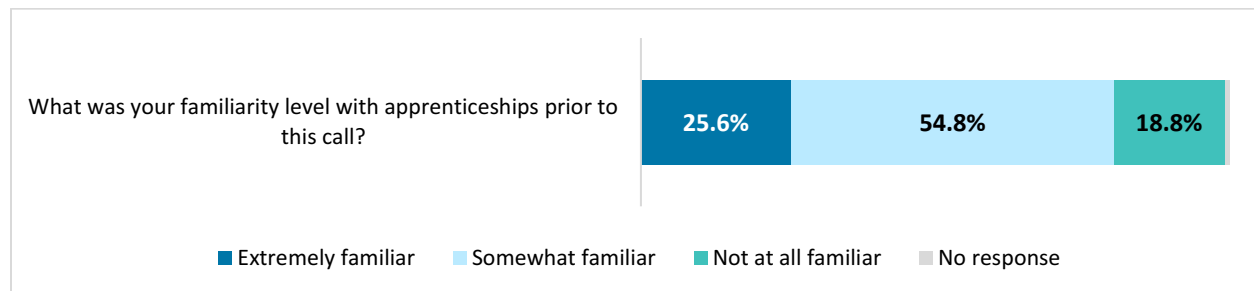
Note: n = 250.

APPRENTICESHIP PROGRAM CONSIDERATIONS AND BARRIERS

The majority of survey respondents (86.6%) reported that their organization had not considered establishing an apprenticeship program in the past (Figure 56). When asked why their organization decided not to create an apprenticeship program, the most common response was financial or practical considerations, which was selected by 10 respondents (Table 24). The next most common reason was business size or scope (eight respondents, 21.1%).

Figure 56: Consideration of Establishing an Apprenticeship Program

Has your organization considered establishing an apprenticeship program in the past?
- 15.7%
- 82.6%

■ Yes   ■ No   ■ Don't know/unsure
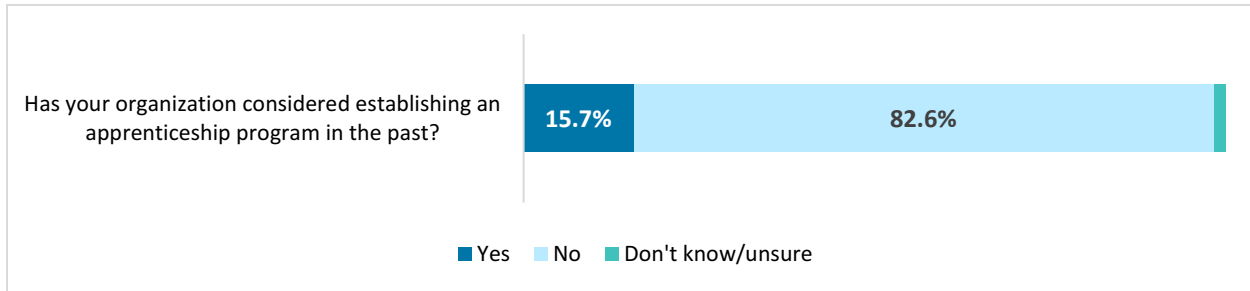
Note: n = 242.

Table 24: Why Organizations Decided Not to Create an Apprenticeship

Reason	Frequency	Percentage
Financial or practical considerations	10	26.3%
Business size or scope	8	21.1%
Time or resources constraints	5	13.2%
Training and skill requirements	5	13.2%
Considering or beginning to use apprenticeships	3	7.9%
Industry fit or applicability	3	7.9%
Internal challenges	2	5.3%
Other	2	5.3%
Total	**38**	**100.0%**

Notes: n = 95. Respondents were allowed to provide only one response to this survey question.

REASONS APPRENTICESHIPS ARE NOT OFFERED

Respondents were asked to provide the main reasons their organization does not offer or participate in an apprenticeship program. These results are presented in Table 25. The most common reason given for not offering or participating in an apprenticeship program was not having enough work for apprenticeships, which was started by 40 respondents (17.9% of all responses). Other common reasons include that their industry/occupation does not use apprenticeships (35 responses, 15.7%) and that the costs to offer or participate in apprenticeship programs are too high (31 responses, 13.9%). The following responses were not selected by participants: maintaining an active registration is too cumbersome, the organization previously attempted to register but was unsuccessful, or the organization is unable to meet the registration requirements.

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Table 25: Reasons for Not Offering or Participating in Apprenticeship Programs

Reason	Frequency	Percentage
There is not enough work for apprentices	40	17.9%
Our industry/occupation does not use apprenticeships	35	15.7%
Costs are too high	31	13.9%
Training takes too long	15	6.7%
There is not sufficient staff for managing apprentices or apprenticeships	12	5.4%
Lack of awareness that apprenticeship is an option	11	4.9%
There is too much paperwork or red tape	8	3.6%
There is no curriculum or classroom instruction available for this industry or occupation	7	3.1%
Trained staff would leave for a different employer (e.g., higher wages or benefits elsewhere)	7	3.1%
The benefits of an apprenticeship are not sufficient relative to costs	3	1.3%
Apprenticeships are only for skilled trades	2	0.9%
The requirements around apprenticeship wages are too restrictive	1	0.4%
Tracking training takes too much staff time	1	0.4%
Registering is too complicated	1	0.4%
Our organization does not know how to register	1	0.4%
Our organization does not offer any on-the-job training	1	0.4%
Other	47	20.6%
Total	**223**	**100.0%**

Note: n = 223. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. A total of 186 individuals responded to this question.

Table 26 provides an overview of the reasons why organizations offer skills training opportunities for their staff but do not have apprenticeship programs in place. The most frequently cited reason in the employer survey, reported by 16.9% of respondents, is that their organization focuses on hiring experienced or specialized workers who do not require apprenticeship training. This is followed by organizations that actually do offer apprenticeship programs (12.3%) and those that have existing training programs or structures already in place (10.8%). Other common reasons include the perception that apprenticeships are not needed or relevant to their organization's specific context (10.0%), lack of time or capacity to support such programs (9.2%), and constraints related to company size and staffing (8.5%). A preference for informal training or on-the-job learning is noted by 7.7% of respondents, while a lack of awareness that apprenticeships are an option is mentioned by another 7.7%. Additional reasons include regulatory or certification issues (6.9%), financial constraints (4.6%), and the perception that apprenticeships are unnecessary for certain skill levels (3.8%). A small portion of responses (1.5%) fall into the "Other" category.

Overall, the responses highlight a variety of factors influencing why organizations may choose to provide skills training opportunities instead of formal apprenticeship programs, reflecting the diverse needs and constraints of different workplaces.

In the labor union/sponsor survey, the majority of respondents (21 responses, 65.6%) indicated that their organization already offers apprenticeships. A smaller portion (three responses, 9.4%) mentioned that existing training programs or structures are already in place, reducing the need for new apprenticeship programs. Other reasons accounted for 15.6% of responses (five responses), while the following were each selected by one respondent and thus accounted for 3.1% of all responses: a focus on experienced or specialized workers, a lack of time or capacity, and the perception that apprenticeships are unnecessary for certain skill levels. This data highlights that most labor unions and sponsors already have established apprenticeship programs, though a small number face barriers related to specialized labor or capacity constraints.

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Table 26: Reasons for Offering Skills Training Instead of Apprenticeship Programs in Organizations

Reason	Employer Survey – Number of Responses (Percentage)	Labor Union/Sponsor Survey – Number of Responses (Percentage)
Our organization focuses on experienced or specialized workers	22 (16.9%)	-
Our organization does offer apprenticeships	16 (12.3%)	21 (65.6%)
Existing Training Programs or Structures are already in place	13 (10.0%)	3 (9.4%)
Apprenticeships are not needed or relevant to our organization	12 (9.2%)	-
Lack of time or capacity	11 (8.5%)	-
Company size and staffing constraints	10 (7.7%)	-
Preference for informal training or on-the-job learning	10 (7.7%)	-
Lack of awareness that apprenticeship is an option	9 (6.9%)	-
Regulatory or certification issues	6 (4.6%)	-
Financial constraints	5 (3.8%)	-
Perception of apprenticeships as unnecessary for certain skill levels	2 (1.5%)	1 (3.1%)
Focus on experienced or specialized workers	-	1 (3.1%)
Lack of time or capacity	-	1 (3.1%)
Other	14 (10.8%)	5 (15.6%)
Total	**130 (100.0%)**	**32 (100.0%)**

Note: n = 130 for employers; n = 32 for labor unions/sponsors.

INCREASING APPRENTICESHIP ADOPTION IN MARYLAND

A variety of responses were given when asked what the State of Maryland could do to increase the likelihood of organizations establishing an apprenticeship program (Table 27). The most common response was "Other" (124 responses, 52.5%, Table 28). The next most common reasons were paying for some/all apprentices' wages (26 responses, 11.0%) and paying for some/all apprentices' training classes (23 responses, 9.7%). Additionally, 18 respondents (7.6% of all responses) suggested that increasing/offering tax credits could also increase the likelihood of organizations establishing an apprenticeship. The following responses were not selected by any respondents: increase the number of apprentices per mentor (currently 1:1), decrease the number of hours of on-the-job training required, or decrease the number of hours of related instruction that must be completed.

When comparing respondents with and without apprenticeships, some notable differences emerge. Respondents with apprenticeships, particularly labor unions, placed greater emphasis on receiving more information about apprenticeships (17.4% for employers and 18.4% for labor unions/sponsors) compared to those without apprenticeships. In contrast, respondents without apprenticeships were more likely to prioritize financial support, such as paying apprentices' wages and training costs, and a larger proportion selected "Other" compared to those with apprenticeships.

Table 27: How the State of Maryland Could Increase the Likelihood of Organizations Establishing an Apprenticeship

Reason	Frequency	Percentage
Pay for some/all apprentices' wages	26	11.0%
Pay for some/all apprentices' training classes	23	9.7%
Increase/offer tax credits	18	7.6%
More information about apprenticeships	15	6.4%
More training classes	7	3.0%
Help with identifying training options	6	2.5%
Help matching our jobs to potential apprenticeships	4	1.7%
Assistance recruiting apprentices	4	1.7%
Assistance completing the registration process	3	1.3%
One-stop opportunities to learn about apprenticeships	2	0.8%
More flexibility in training opportunities	2	0.8%
Fewer reporting requirements	1	0.4%
Greater variety of training classes	1	0.4%
Other	124	52.5%
Total	**236**	**100.0%**

Note: n = 236. Because individuals could select up to three responses, the "n" size represents the number of responses, not respondents. A total of 192 individuals responded to this question.

Table 28: Additional Suggestions for Increasing Apprenticeship Participation ("Other" Responses)

Reason	Frequency	Percentage
No current need or interest	59	47.6%
Funding and financial support	30	24.2%
Miscellaneous	35	28.2%
Total	**124**	**100.0%**

Note: n = 124. The "miscellaneous" category includes comments that cover a range of topics, including transportation issues, accommodations for disabilities, statewide apprenticeship programs for English learners, challenges related to the lack of a physical location, and suggestions for increasing work opportunities. These comments represent various concerns and ideas that do not fit into the primary themes identified.

CONCLUSION

This report has provided a comprehensive overview of the current state of apprenticeships in Maryland based on survey data from employers, labor unions, and apprenticeship sponsors. Key findings include a concentration of apprenticeships in eastern and western Maryland and the construction industry. Moreover, mid-to-larger-sized organizations were most likely to offer these programs. Respondents reported numerous benefits from their apprenticeship programs, but challenges related to youth apprenticeships, registration processes, and resource constraints were also shown.

While the majority of employers view the registration process positively, there is still room for improvement in terms of supporting employers with curriculum development and apprentice-mentor ratios. Additionally, the limited use of intermediaries presents an opportunity to enhance support and efficiency. Despite these challenges, many employers are familiar with apprenticeships and have considered implementing them, indicating a strong potential for growth.

To further promote apprenticeships in Maryland, it is recommended that policymakers and stakeholders focus on increasing awareness of the availability and benefits of apprenticeships, addressing financial barriers, and providing targeted support for organizations that offer apprenticeships. By taking these steps, Maryland can strengthen its apprenticeship ecosystem and ensure a skilled workforce for its industries.

As part of its work for the Apprenticeship 2030 Commission, the Schaefer Center was asked to develop and deploy a survey of Maryland employers and labor unions to answer questions about the use of and concerns about apprentices and apprenticeship programs.[6] The survey was one of the recommendations produced in the Commission's Interim Report published in January 2024.

The survey was designed to be conducted by trained telephone interviewers contacting a random sample of employers in Maryland and employers with an apprenticeship program registered with the State of Maryland. During the survey's development, an online version of the telephone survey and an online survey customized to labor unions and apprenticeship program sponsors were also developed. For the online surveys, the telephone survey instrument was edited as needed for the different modality and audience, respectively, and both surveys were programmed into the Schaefer Center's Qualtrics online survey program. The survey instrument provided to the telephone interviewers is available in Appendix B: Survey Instrument, and the other instruments are available upon request.

The Schaefer Center initially purchased a random sample list of 10,000 businesses and their contact information and purchased another random sample of 15,000 businesses on July 25. This information was supplemented by a list of 940 employers currently participating in Maryland's Registered Apprenticeship Program; employers were included in this sample if they had an apprentice the day the sample was pulled. As a result, the telephone interviewers attempted to contact almost 26,000 businesses in Maryland (Table 29).

Table 29: Number of Maryland Employers Sampled

Sample Source	Number of Businesses
Original random sample of employers	10,000
Supplemental random sample of employers	15,000
Complete list of Maryland employers with Registered Apprenticeships	940
Total	**25,940**

Quotas were established for the telephone interviewers based on three characteristics: 1) if the employer was already known to have an apprenticeship program based on their inclusion in the

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[6] The Schaefer Center is still collecting similar information from labor unions in Maryland. As that effort is ongoing, the responses already received from labor unions are not included in this version of this report.

list from Maryland Apprenticeships; 2) industry, divided into subgroups of construction and related industries, service-related industries, and other industries; and 3) region. The goal of these divisions was to try to obtain a representative sample of results that would characterize the use of apprenticeships across the state and in different industries.

The telephone survey data collection was conducted from July 12, 2024, to August 16, 2024. In addition to the telephone calls, the subcontractor sent text messages to non-responding businesses in the sample, informing them about the survey. The disposition of these calls is shown in Table 30, while Table 31 shows the distribution of complete and partial survey responses by modality.

Table 30: Sample Disposition Summary for Employer Survey

Result	Number of Calls	Percentage
No contact	17,358	66.9%
Refusal	5,468	21.1%
Call back	2,298	8.9%
Bad number	312	1.2%
Ineligible	136	0.5%
Partially completed survey	50	0.2%
Completed survey	318	1.2%
Total	**25,719**	**100.0%**

Table 31: Survey Responses by Modality

Mode	Number of Complete Responses	Number of Partial Responses	Total
Telephone survey of employers	314	50	364
Online survey of employers	4	0	4
Online survey of labor unions/sponsors	49	1	50
Total	**367**	**51**	**418**

Note: Partial responses are only included if respondents answered the survey question about whether their organization has an apprenticeship; responses that did not reach that question were not included in the above table or in the analysis.

The survey instrument included several questions with predefined response options. In many cases, the telephone interviewers classified participants' responses under "Other." However, upon further review, the research team determined that some of these responses more accurately aligned with other existing responses. Therefore, the research team reviewed the "Other" responses and, where applicable, reassigned them to more appropriate response

options. Responses that did not correspond with another option remained in the "Other" category. Where relevant, summaries of the major themes within the "Other" responses are included in this report.

Below is the final survey instrument for the telephone survey collection. There are minor differences between this version of the survey instrument, and the instruments for the online employer survey and the labor union survey are available upon request.

OPENING AND CONSENT
These questions will be asked of all respondents.

Hello, my name is_____. I am calling on behalf of the Schaefer Center for Public Policy at The University of Baltimore. We are conducting a survey of Maryland employers and labor unions about their awareness and use of apprenticeships and what the State of Maryland can do to support the use of apprenticeships. The results of this survey will be shared with the Maryland General Assembly's Apprenticeship 2030 Commission and will be used to inform their policy recommendations related to apprenticeships in the state.

1. Could I please speak with the person responsible for employing and coordinating the work of apprentices at this business?

The purpose of this survey is to examine how Maryland can increase the number of registered apprenticeships in the state. If you do not have apprenticeships, we would still like to talk to you or someone in your organization about any skills training your organization provides for employees.

Your participation in this research is voluntary and confidential. There are no risks to participating. The results of the survey will be used to inform the development of policy recommendations regarding apprenticeships in Maryland. You may choose not to answer any question you don't want to answer or stop at any time without penalty. At the conclusion of this study, any identifiers will be removed from the dataset, but the data may be used by future researchers. The survey will take about 10 to 15 minutes.

In order to evaluate my performance, my supervisor may monitor this call for quality assurance purposes.

If you have any questions about this study, you can contact Sarah Ficenec, the Assistant Director for Research at the Schaefer Center, at sficenec@ubalt.edu or 410-837-6203 with any questions about this study.

At the end of this survey, we will give you an opportunity to have someone from the state apprenticeship office contact you about establishing or expanding an apprenticeship at your organization. That contact information will not be attached to the responses you provide in this survey, and your information will be kept in a separate database. Only the contact information provided will be shared with the State of Maryland.

If you have any questions regarding your rights as a research subject participating in this survey, please contact the Institutional Review Board (IRB) at irb@ubalt.edu or 410-837-4057.

There will also be a URL link available in case they want to answer the survey online.
> If you would like to complete the survey online please go to: *Project URL* and enter: *Unique ID* to complete the survey.*

I'd like to continue now unless you have any questions.

2. Are you ready to begin?
   o Yes → *Continue*
   o No → Thank you for your time. *Hang up*

INITIAL QUESTIONS
These questions will be asked of all respondents.

Employer's Industry and Size
3. Our records show that your organization's primary industry is *Industry*? Is this correct?
   o Yes → *Skip to #5*
   o No → *Continue*

4. *(Skip if #3 = Yes.)* What is the primary industry for this organization? _____
   Open-ended response
   If necessary, prompt with drill down to two-digit NAICS.

5. How many people are currently employed by this organization? _____
   Open-ended response; if necessary, prompt with: Less than 5 employees; 6-9 employees; 10-49 employees; 50-99 employees; More than 100 employees

Employee Hiring and Turnover Problems

6. To what extent are the following workforce challenges a problem for your organization:

Potential responses for each: Not a problem; Minor problem; Moderate problem; Serious problem

  o   Difficulty recruiting for entry-level positions
  o   Difficulty recruiting for skilled positions
  o   Retaining employees hired in entry-level positions
  o   Retaining employees in skilled positions
  o   Transitioning employees from entry-level to skilled positions
  o   Identifying standard skills for employee upskilling
  o   Providing quality technical training for employees
  o   Retaining qualified employees

7. What is the first word or phrase that comes to mind when I say "apprentice"? _____

Open-ended response

SCREENING QUESTIONS

These questions will be asked of all respondents.

Apprenticeships

8. An apprentice is a paid employee who receives one-on-one training from a skilled employee, participates in classroom instruction, and gets set pay increases as their learning and skills increase.

Does your organization offer apprenticeships as part of its technical training options?

  o   Yes → *Continue*
  o   No → *Skip to* Questions for Organizations Without Apprenticeships
  o   No, but we have offered them in the past → *Skip to* Questions for Organizations Without Apprenticeships

QUESTIONS FOR ORGANIZATIONS WITH APPRENTICESHIPS

These questions will only be asked of organizations that have apprenticeships (answered Yes *to #8).*

Details of Apprenticeships

9. What types of apprenticeships does your organization offer?

  _____

Open-ended response

10. Are these training programs offered in-house or do the organization's employees take the training off-site?
    o In-house
    o Off-site
    o Both in-house and off-site

11. How many apprentices are currently employed at this organization? _____
    Open-ended response; if necessary, prompt with below.
    o Are there more or less than 5 apprentices?
    o (*If "more"*) Are there more or less than 50 apprentices?

12. Apprenticeship programs can be registered or unregistered. What type of apprenticeships does your organization have?
    o Registered (with a state or the federal government) *(Continue to* Registered Apprenticeships *section)*
    o Unregistered *(Continue to* Unregistered Apprenticeships *section)*
    o Have both registered and unregistered programs *(Continue to both* Registered Apprenticeships *and* Unregistered Apprenticeships *sections)*
    o Unsure what type of apprenticeship program your organization offers *(Continue to* Unsure about Apprenticeships *section)*

Registered Apprenticeships
These questions will only be asked of organizations said #12 = Registered*.*

13. Please identify which occupations your **registered** apprentices work in.

    _____

    Open-ended response; if necessary, prompt with list from
    https://www.labor.maryland.gov/employment/approcc/approcc.shtml *(titles only)*

Apprenticeship Characteristics
14. Is your organization's apprenticeship program registered with the federal or state government?
    o Registered federally only
    o Registered in Maryland only
    o Registered both federally and in Maryland

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15. I am going to read you a list of state or federal tax credits that are available for apprenticeship programs. For each, please tell me if your organization receives the tax credit for its apprenticeship program(s). *[Read list – mark all selected]*

- ☐ Maryland Apprenticeship Tax Credit
- ☐ Sponsor Apprenticeship Incentive Reimbursement (SAIR) Program
- ☐ State Apprenticeship Expansion Grants
- ☐ Maryland Works for Wind
- ☐ Maryland Business Works
- ☐ EARN Maryland Program
- ☐ American Recovery Plan Act (ARPA)
- ☐ Funds available through federal workforce training programs
- ☐ Are there any others? _____ *Open-ended, please specify name(s).*

Intermediaries

16. An apprenticeship intermediary is an organization that helps other organizations establish and maintain a Registered Apprenticeship program. Does your organization currently work with an intermediary to manage some aspects of your organization's apprenticeships?

- o Yes → *Continue*
- o No → *Skip to #18*
- o Don't know/unsure *[Only if volunteered.]* → *Skip to #19*

17. *(If #16 = Yes)* What are the primary benefits of your intermediary?
   [OPEN RESPONSE - FIELD CODE, SELECT ALL THAT APPLY.]

- o Provides instructional hours
- o Helps match apprentices to our program
- o Helps identify potential apprentices
- o Assists with registration process
- o Network with other apprenticeship providers
- o Assists with access to tax credits for apprenticeships
- o Curriculum development
- o Other, please specify

18. *(If #16 = No)* Why not? _____

Experience with State Registered Apprenticeship Program

19. What motivated your organization to use the apprenticeship program?

   [OPEN RESPONSE FIELD CODE, SELECT ALL THAT APPLY.]

- o Could not get enough trained job applicants
- o The support provided by MATP
- o Tax credits
- o Our past training was insufficient
- o This/these occupation(s) have always had apprenticeships
- o It looked successful in other industries or occupations
- o Licenses, credentials, and/or nationally recognized Certificate of Completion available
- o Benefits or requirements related to Prevailing Wage, Davis-Bacon, Inflation Reduction or related acts
- o Other (Specify _____)
- o Don't know/unsure *[Only if volunteered.]*
- o Prefer not to say *[Only if volunteered.]*

20. What is your level of agreement with the following statement: The process to register an apprenticeship in Maryland is straightforward.

- o Strongly disagree
- o Disagree
- o Neutral
- o Agree
- o Strongly agree
- o Prefer not to say

21. How likely are you to recommend to other employers that they should consider using a Registered Apprenticeship program?

- o Unlikely
- o Neutral
- o Likely

22. How likely are you to recommend a Registered Apprenticeship to job seekers?

- o Unlikely
- o Neutral
- o Likely

23. How easy or difficult was it to meet the requirements for registering an apprenticeship concerning the required length or number of hours of paid on-the-job training?
    - ○ Very difficult
    - ○ Difficult
    - ○ Neutral
    - ○ Easy
    - ○ Very easy

24. How easy or difficult was it to meet the requirements for registering an apprenticeship concerning the required length or number of hours of related instruction?
    - ○ Very difficult
    - ○ Difficult
    - ○ Neutral
    - ○ Easy
    - ○ Very easy

25. How easy or difficult was it to meet the requirements for registering an apprenticeship concerning the mentorship ratio between an employee and an apprentice?
    - ○ Very difficult
    - ○ Difficult
    - ○ Neutral
    - ○ Easy
    - ○ Very easy

26. How easy or difficult was it to meet the requirements for registering your apprenticeship concerning curriculum development?
    - ○ Very difficult
    - ○ Difficult
    - ○ Neutral
    - ○ Easy
    - ○ Very easy

27. How easy or difficult was it to use the skills standards provided by Maryland Apprenticeship staff?
    o Very difficult
    o Difficult
    o Neutral
    o Easy
    o Very easy

28. How useful have you found the skills standards provided by Maryland Apprenticeship staff?
    o Not useful
    o Somewhat useful
    o Very useful

29. Were there any other parts of the registration process that your organization had trouble meeting? _____

Unregistered Apprenticeships
These questions will only be asked of organizations said #12 = Unregistered*.*

30. What occupations do you offer **unregistered** apprenticeships in? _____
    Open-ended response; if necessary, prompt with list from
    https://www.labor.maryland.gov/employment/approcc/approcc.shtml *(titles only)*

31. Were you aware that organizations could receive tax credits or grants to help pay for Registered Apprenticeship programs?
    o Yes
    o No

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Reasons for Not Registering an Apprenticeship

32. What are the primary reasons (up to three) your apprenticeship program is not a Registered Apprenticeship?

[OPEN RESPONSE - FIELD CODE TOP THREE.]

       1. _____

       2. _____

       3. _____

FIELD CODE LIST

<u>Costs Too High</u>

o Costs are too high

o Maintaining an active registration is too cumbersome

o There is too much paperwork or red tape

o The requirements around apprenticeship wages are too restrictive

o There is no curriculum or classroom instruction available for this industry or occupation

o Training takes too long

o Tracking training takes too much staff time

o Trained staff would leave for a different employer (e.g., higher wages or benefits elsewhere)

<u>Benefits Too Low</u>

o The benefits of an apprenticeship are not sufficient relative to costs

<u>Administrative Burden</u>

o Registering is too complicated

o Our organization does not know how to register

o There is not sufficient staff for managing apprentices or apprenticeships

o There is not enough work for apprentices

o Our organization tried to register before but was unsuccessful

o Our organization cannot meet requirements for registration

o Our organization does not offer any on-the-job training

<u>Other</u>

o Lack of awareness that apprenticeship is an option

o Our industry/occupation does not use apprenticeships

o Apprenticeships are only for skilled trades

o Other, please specify

33.   What are the top three things the State of Maryland could do to encourage your business to register its apprenticeships with the state?

[OPEN RESPONSE - FIELD CODE TOP THREE.]

    1. _____

    2. _____

    3. _____

FIELD CODE LIST

<u>Help with Costs of Offering Apprenticeships</u>

- Increase/offer tax credits
- Pay for some/all apprentices' wages
- Pay for some/all apprentices' training classes
- Assistance recruiting apprentices
- Help matching our jobs to potential apprenticeships

<u>Training Expenses/Requirements</u>

- Help with identifying training options
- More training classes
- Greater variety of training classes
- Decrease number of hours of on-the-job training required
- Decrease the number of hours of related instruction that must be completed
- Increase the number of apprentices per mentor (currently 1:1)
- More flexibility in training opportunities

<u>Lessen Administrative Burden</u>

- Assistance completing the registration process
- Fewer reporting requirements

<u>Other</u>

- More information about apprenticeships
- One-stop opportunities to learn about apprenticeships
- Other, please specify

Unsure about Apprenticeships

These questions will only be asked of organizations said #12 = Unsure of what type of apprenticeship program the organization offers.

34. What occupations do you offer apprenticeships in? _____

    Open-ended response; if necessary, prompt with list from

    https://www.labor.maryland.gov/employment/approcc/approcc.shtml *(titles only)*

35. Were you aware that organizations could receive tax credits or grants to help pay for Registered apprenticeship programs?

- o Yes
- o No

Reasons for Not Registering an Apprenticeship

36. What are the primary reasons (up to three) your apprenticeship program is not a Registered Apprenticeship?

[OPEN RESPONSE - FIELD CODE TOP THREE.]

       1. _____

       2. _____

       3. _____

FIELD CODE LIST

Costs Too High

- o Costs are too high
- o Maintaining an active registration is too cumbersome
- o There is too much paperwork or red tape
- o The requirements around apprenticeship wages are too restrictive
- o There is no curriculum or classroom instruction available for this industry or occupation
- o Training takes too long
- o Tracking training takes too much staff time
- o Trained staff would leave for a different employer (e.g., higher wages or benefits elsewhere)

Benefits Too Low

- o The benefits of an apprenticeship are not sufficient relative to costs

Administrative Burden

- o Registering is too complicated
- o Our organization does not know how to register
- o There is not sufficient staff for managing apprentices or apprenticeships
- o There is not enough work for apprentices
- o Our organization tried to register before but was unsuccessful
- o Our organization cannot meet requirements for registration
- o Our organization does not offer any on-the-job training

Other

- o Lack of awareness that apprenticeship is an option
- o Our industry/occupation does not use apprenticeships

- o Apprenticeships are only for skilled trades
- o Other, please specify

37. What are the top three things the State of Maryland could do to encourage your business to register its apprenticeships with the state?
[OPEN RESPONSE - FIELD CODE TOP THREE.]

    4. _____

    5. _____

    6. _____

FIELD CODE LIST

Help with Costs of Offering Apprenticeships
- o Increase/offer tax credits
- o Pay for some/all apprentices' wages
- o Pay for some/all apprentices' training classes
- o Assistance recruiting apprentices
- o Help matching our jobs to potential apprenticeships

Training Expenses/Requirements
- o Help with identifying training options
- o More training classes
- o Greater variety of training classes
- o Decrease number of hours of on-the-job training required
- o Decrease the number of hours of related instruction that must be completed
- o Increase the number of apprentices per mentor (currently 1:1)
- o More flexibility in training opportunities

Lessen Administrative Burden
- o Assistance completing the registration process
- o Fewer reporting requirements

Other
- o More information about apprenticeships
- o One-stop opportunities to learn about apprenticeships
- o Other, please specify

All Apprenticeships

These questions will be asked of organizations that have apprenticeships (answered Yes *to #8), regardless if the apprenticeship(s) is(are) registered or unregistered.*

APPRENTICESHIP CHARACTERISTICS

38. Is your organization's apprenticeship program covered by a collective bargaining agreement?
- o Yes → *Continue*
- o No → *Skip to #40*
- o Don't know/unsure *[Only if volunteered]* → *Skip to #40*

39. *(Only if #38 =* Yes*.)* Which union(s) are active in your workplace? _____
Open-ended response

40. Which of the following applies to your organization's apprenticeship program?
- o My organization is the only employer in this program
- o My organization is in a group program with multiple employers
- o My organization is in a joint program with a labor union
- o Don't know/unsure

41. On average, how long does it take an apprentice at your organization to complete their training and become a fully qualified worker?
- o Less than 1 year
- o 1-2 years
- o 3-4 years
- o 5-6 years
- o More than 6 years

42. In a typical week of your apprenticeship, how many hours would you estimate that a mentor spends with or supervises an apprentice in your business?
- o 0-10 hours
- o 11-20 hours
- o 21-30 hours
- o 31-40 hours
- o More than 40 hours

43. Does your organization provide funds for your apprentices' related training, such as tuition, fees, books, and equipment?
   o Yes → *Continue*
   o No → *Skip to #45*
   o Don't know/unsure *[Only if volunteered.]* → *Skip to #45*

44. *(Only if #43 =* Yes*.)* What percentage of those costs does your organization pay?
   o 0%
   o 1%-25%
   o 26%-50%
   o 51%-75%
   o 76%-100%
   o Don't know/unsure *[Only if volunteered]*

45. Approximately what share of your registered apprenticeships continue working at your business after they complete their apprenticeship?
   o 0%
   o 1%-25%
   o 26%-50%
   o 51%-75%
   o 76%-100%
   o Don't know/unsure *[Only if volunteered]*

Scaling Up Apprenticeships
46. Has your organization considered increasing the number of apprenticeships it offers?
   o Yes → *Skip to #48*
   o No → *Continue*

47. *(Only if #46 =* No*.)* What is the primary reason your organization hasn't increased/thought about increasing the number of apprenticeships it offers?
   [OPEN RESPONSE - FIELD CODE, SELECT ALL THAT APPLY.]
   o The process is too complicated
   o I do not have enough work for more apprentices
   o We do not have sufficient staff for managing additional apprentices
   o I do not have enough applicants for more apprenticeships
   o I tried to expand it before but was unsuccessful
   o I cannot meet requirements for registration, such as the 1:1 mentoring component
   o Other, please specify

48. Does your organization have other positions that could trained as apprentices? If so, what are those positions? _____

Open-ended response

49. What are the top three things the State of Maryland could do to encourage your business to offer more apprenticeships?

[OPEN RESPONSE - FIELD CODE TOP THREE.]

    1. _____
    2. _____
    3. _____

FIELD CODE LIST

    <u>Help with Costs of Offering Apprenticeships</u>
o Increase/offer tax credits
o Pay for some/all apprentices' wages
o Pay for some/all apprentices' training classes
o Assistance recruiting apprentices
o Help matching our jobs to potential apprenticeships

    <u>Training Expenses/Requirements</u>
o Help with identifying training options
o More training classes
o Greater variety of training classes
o Decrease number of hours of on-the-job training required
o Decrease the number of hours of related instruction that must be completed
o Increase the number of apprentices per mentor (currently 1:1)
o More flexibility in training opportunities

    <u>Lessen Administrative Burden</u>
o Assistance completing the registration process
o Fewer reporting requirements

    <u>Other</u>
o More information about apprenticeships
o One-stop opportunities to learn about apprenticeships
o Other, please specify

State Apprenticeship Staff

50. Have you interacted with Maryland state employees about your organization's apprenticeship program or establishing a new apprenticeship program?

- o Yes → *Continue*
- o No → *Skip to #54*
- o Don't know/unsure *[Only if volunteered.]*→ *Skip to #54*

51. *(Only if #50 =* Yes.) Did you work with the following state agencies concerning apprenticeships?

Read each, respond Yes-No

- o Maryland Apprenticeship and Training Program
- o Maryland Department of Labor
- o Maryland Department of Education
- o Other, please specify _____

52. How would you describe the state's apprenticeship staff?

Read each, respond Yes-No.

- o Helpful?
- o Knowledgeable?
- o Easy to contact?
- o Able to respond in a timely manner?

53. How satisfied are you with the support of state apprenticeship staff?

- o Very dissatisfied
- o Somewhat dissatisfied
- o Neutral
- o Somewhat satisfied
- o Very satisfied

Youth Apprenticeships

54. Does your organization employ workers younger than 18 years old?

- o Yes → *Continue*
- o No → *Skip to #62*
- o Don't know/unsure → *Skip to #62*

55. (*Only if #54* = Yes.) Does your organization offer apprenticeships for youth who are still in high school?
    - o Yes → *Continue*
    - o No → *Skip to #60*

56. (*Only if #55* = Yes.) Does your organization offer this training through a registered Youth Apprenticeship program?
    - o Yes → *Continue*
    - o No → *Skip to #59*

57. (*Only if #56* = Yes.) What are the benefits of offering a registered Youth Apprenticeship program? _____
    Open-ended

58. (*Only if #56* = Yes.) What are the drawbacks or negatives of offering a registered Youth Apprenticeship program? _____
    Open-ended

59. (*Only if #56* = No.) Why doesn't your organization register its Youth Apprenticeship program with the State of Maryland? _____
    Open-ended

60. (*Only if #55* = No.) Why doesn't your organization offer an apprenticeship program for youth?

    _____

    Open-ended

61. (*Only if #55* = No.) Would your organization be interested in participating in a Youth Apprenticeship Program that would allow high school students to learn the skills necessary for employment at your organization while they are still in high school?
    - o Yes
    - o No
    - o Don't know/unsure *[Only if volunteered]*

National Credential Available
62. Are you aware that individuals who complete a Registered Apprenticeship with the state of Maryland receive a National Occupational Credential that is portable across the country?
    - o Yes
    - o No

63. *(If #62 = No, start question with "Now that you know about this credential")* How valuable do you think this credential would be to potential apprentices?
- ○ High
- ○ Moderate
- ○ Low

64. How valuable do you think this credential is to potential employers?
- ○ High
- ○ Moderate
- ○ Low

Summary of Apprenticeship Program

65. Generally, what do you think is the biggest benefit to an organization for offering a registered apprenticeship program? _____
Open-ended response

66. What are the top three benefits your organization has experienced from its apprenticeship program?
[OPEN RESPONSE - FIELD CODE TOP THREE.]

1. _____
2. _____
3. _____

FIELD CODE LIST
- ○ Reduction in employee turnover
- ○ Better skilled employees
- ○ Development of future managers
- ○ Improved productivity of all staff
- ○ Improved work culture
- ○ More innovative employees
- ○ Stronger employee engagement
- ○ More employee loyalty
- ○ Reduced use of overtime
- ○ Reduced use of temporary workers
- ○ Reduced employee downtime
- ○ More on-time delivery
- ○ Other

QUESTIONS FOR ORGANIZATIONS WITHOUT APPRENTICESHIPS

These questions will only be asked of organizations that do not have apprenticeships (answered No to #8).

FAMILIARITY WITH APPRENTICESHIPS

67. What was your familiarity level with apprenticeships prior to this call?
- o   Not at all familiar
- o   Somewhat familiar
- o   Extremely familiar

For the remainder of this survey, when we talk about apprenticeships, we are talking about a formal employee development program in which an entry-level employee receives a wage from an employer, one-on-one training from a skilled employee, and related classroom instruction. Apprenticeships usually take at least one year or 2,000 hours to complete, and wages paid to apprentices must increase as their skill and knowledge increase.

68. Has your organization **considered** establishing an apprenticeship program in the past?
- o   Yes → *Continue*
- o   No → *Skip to #70*
- o   Don't know/unsure *[Only if volunteered. Skip to #70]*

69. *(Only if #68 =* Yes) Why did your organization decide not to create an apprenticeship?
_____*Open-ended response*

REASONS FOR NOT USING APPRENTICESHIPS

70. (*If #67* = Extremely familiar *or* Somewhat familiar *only.*) From what you already know about apprenticeships and what we have discussed here so far, what are the main reasons (up to three) why your organization does not offer or participate in an apprenticeship program?
[OPEN RESPONSE - FIELD CODE TOP THREE.]

      1. _____

      2. _____

      3. _____

FIELD CODE LIST

Costs Too High

- o Costs are too high
- o Maintaining an active registration is too cumbersome
- o There is too much paperwork or red tape
- o The requirements around apprenticeship wages are too restrictive
- o There is no curriculum or classroom instruction available for this industry or occupation
- o Training takes too long
- o Tracking training takes too much staff time
- o Trained staff would leave for a different employer (e.g., higher wages or benefits elsewhere)

Benefits Too Low

- o The benefits of an apprenticeship are not sufficient relative to costs

Administrative Burden

- o Registering is too complicated
- o Our organization does not know how to register
- o There is not sufficient staff for managing apprentices or apprenticeships
- o There is not enough work for apprentices
- o Our organization tried to register before but was unsuccessful
- o Our organization cannot meet requirements for registration
- o Our organization does not offer any on-the-job training

Other

- o Lack of awareness that apprenticeship is an option
- o Our industry/occupation does not use apprenticeships
- o Apprenticeships are only for skilled trades
- o Other, please specify

71. What could the State of Maryland do that would increase the likelihood of your organization establishing an apprenticeship?

    [OPEN RESPONSE - FIELD CODE TOP THREE.]

       1. _____
       2. _____
       3. _____

    FIELD CODE LIST

    <u>Help with Costs of Offering Apprenticeships</u>

- Increase/offer tax credits
- Pay for some/all apprentices' wages
- Pay for some/all apprentices' training classes
- Assistance recruiting apprentices
- Help matching our jobs to potential apprenticeships

    <u>Training Expenses/Requirements</u>

- Help with identifying training options
- More training classes
- Greater variety of training classes
- Decrease number of hours of on-the-job training required
- Decrease the number of hours of related instruction that must be completed
- Increase the number of apprentices per mentor (currently 1:1)
- More flexibility in training opportunities

    <u>Lessen Administrative Burden</u>

- Assistance completing the registration process
- Fewer reporting requirements

    <u>Other</u>

- More information about apprenticeships
- One-stop opportunities to learn about apprenticeships
- Other, please specify

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These questions will be asked of all respondents.

72. How long does it typically take in your organization for an employee to be able to confidently and safely do daily work in skilled positions? _____

Open-ended response; if necessary, prompt with: Less than one day; Less than on week; Less than one month; Less than one year; More than one year

73. (*If #8 = Yes, start question with "In addition to your apprenticeship program…")* Does your organization offer any technical training for employees, not including general orientation training?

If needed: Technical training concerns developing competencies or occupational abilities; we are not asking about training that is about HR policies or otherwise not related to the actual work duties.
- o Yes → *Continue*
- o No → *Skip to Closing*

DETAILS OF TRAINING

74. (*Only if #72 =* No) What types of technical training does your organization offer?

_____

Open-ended response

75. Are these training programs offered in-house or do the organization's employees take the training off-site?
- o In-house
- o Off-site
- o Both in-house and off-site

76. On average, how long are your training programs? _____

Open-ended response; if necessary, prompt with: Less than one day; Less than one week; Less than one month; Less than one year; More than one year

77. Do most of your organization's employees need some level of skills training when starting work at your organization?
- o Yes
- o No

78. Does your organization pay for external skills training for employees?
- o   Yes, regularly → *Continue*
- o   Sometimes → *Continue*
- o   No → *Skip to #80*

79. *(Only if #78 =* Yes, regularly *or* Sometimes*)* What types of organizations are supplying this skills training? _____

If necessary, prompt: A local high school, community college, 4-year college, for-profit company, nonprofit organization

80. Do skilled employees at your organization serve as mentors to less skilled employees?
- o   Yes → *Continue*
- o   No → *Skip to #83*

81. *(If #80 =* Yes *only)* How do they typically provide that assistance or mentorship?
- o   Through a formal program in which you match lower and higher skilled employees
- o   Informally through conversations and work encounters
- o   Other, please specify   _____ *Open-ended response*

82. In a typical week, how many hours would you estimate that skilled employees provide assistance or mentor the less skilled employees?
- o   0-10 hours
- o   11-20 hours
- o   21-30 hours
- o   31-40 hours
- o   More than 40 hours

83. *(Only if #72 =* Yes*)* Earlier you said that your organization offers skills training opportunities for your staff. Why does your organization offer that training but not an apprenticeship?

_____

Open-ended response

CLOSING

This will be said to all respondents.

Thank you for your time. The report of the results of this survey will be posted on the Apprenticeship 2030 Commission website later this summer.

84. Would you like someone from the state apprenticeship office to contact you about establishing or expanding an apprenticeship at your organization? If you answer *Yes*, it will take approximately one more minute to confirm your contact information. Also, that contact information will not be attached to the responses you already provided. Only the contact information provided now will be shared with the State of Maryland.
   o   Yes → *Continue to #85*
   o   No → Goodbye. *Hang Up*

85. *(Only if #84 =* Yes. ***Needs to open in new survey.****)* Please provide the name of the person we provide to the State as well as their title and contact information:
First Name: _____
Last Name: _____
Title: _____
Email address: _____
Telephone number: _____
(In new survey, embed business name and all contact information available.)