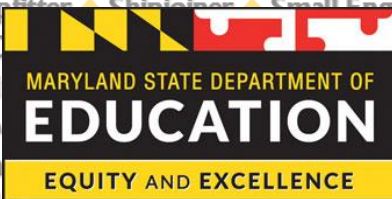


Youth Apprenticeships in Maryland: Apprenticeship Maryland Program



Youth Apprenticeship

“Our administration is committed to creating a stronger economy by building a workforce that meets and exceeds the needs of Maryland's businesses. This unique program is a great opportunity for Maryland businesses to directly train, influence, and shape high school students into top-performing employees.”

--Maryland Governor Larry Hogan

“The Apprenticeship Maryland Program gives students the opportunity to explore a variety of career options across an array of industry sectors, all while building confidence, career skills, and a professional network. It also gives participating businesses an active role in building a productive, motivated workforce that specifically meets their present and future workforce needs.”

--Acting Secretary James Rzepkowski, Maryland Department of Labor, Licensing and Regulation

“Apprenticeship Maryland provides an outstanding opportunity for students to gain valuable work experience while gaining credit toward graduation and earning skill credentials.”

--Superintendent Dr. Karen Salmon, Maryland State Department of Education



Youth Apprenticeship



The Department of Labor, Licensing and Regulation has been proud to partner with the Maryland State Department of Education and the Department of Commerce in developing a youth apprenticeship program available for participating local Maryland school systems (currently, Allegany, Dorchester, Frederick, Howard, Kent, Queen Anne's, Talbot, and Washington Counties).

Originally in 2015, House Bill 942 established an apprenticeship pilot program, Apprenticeship Maryland, to prepare students to enter the workforce by providing on-site employment training and related classroom instruction needed to obtain a license or certification for a skilled occupation. The program began in the summer of 2016 and lasted for two years.



On-Ramp to Registered Apprenticeship

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

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

Key Elements:

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



Youth Apprenticeship

- In January 2018, Lt. Governor Boyd Rutherford announced the continuation and expansion of Maryland's successful Apprenticeship Maryland youth apprenticeship program. In June 2018, MSDE and DLLR were pleased to announce the implementation of the Apprenticeship Maryland Program (AMP) as a new Career and Technology Education Program of Study.
- The program is now available to students in eight jurisdictions throughout the state. Moving forward, members of the Department of Labor, Licensing and Regulation's Apprenticeship and Training Program and MSDE's Career and College Readiness team will meet with officials at all 24 of Maryland K-12 public schools systems. Additional school systems have already expressed interest in joining AMP.

“Maryland’s vibrant apprenticeship program continues to grow. More and more businesses are discovering that apprenticeship addresses their hiring needs, regardless of the industry in which they work. Apprenticeship builds a pipeline of talent, allowing employers to meet their present and future workforce demands.”

*Acting Secretary James Rzepkowski,
Maryland Department of Labor, Licensing and Regulation*



Youth Apprenticeship

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



Youth Apprenticeship

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

- may start the program in the summer or fall of the student's junior or senior year in high school;
- must complete at least 450 hours of supervised work-based training;
- must receive at least one year of related instruction relating to the student's eligible career track in high-growth, high-demand industries;
- must receive credit toward a high school diploma or a postsecondary credential, or both, for the work-based training and classroom instruction completed under the program; and
- must complete the program before August 31 following the student's graduation.



Youth Apprenticeship

AMP Program Statistics Since Inception

Number of Total Youth Apprentices

2016-2017 School Year: 11

2017-2018 School Year: 27 (12 FCPS; 15 WCPS)

2018-2019 School Year (to date): 38 (22 FCPS; 16 WCPS)

Number of Participating Businesses

2016-2017 School Year: 14

2017-2018 School Year: 44

2018-2019 School Year (to date): 66 unduplicated employers (36 FCPS; 28 WCPS; 2 DCPS; 2 HCPS; 0 KCPS, 2 QACPS, 1 TCPS)

Number of Participating School Systems

2016-2017 School Year: 2

2017-2018 School Year: 2

2018-2019 School Year (to date): 8 (ACPS, FCPS; WCPS; DCPS; HCPS, KCPS, TCPS; QACPS)

Youth Apprenticeship

AMP Program Rates of Growth Since Inception

*Increase by number/percentage of participating
businesses from Year One to Present*

52 – 371.4 % Increase

*Increase by number/percentage of participating
apprentices from Year One to Present*

27 – 245.5 % Increase

Youth Apprenticeship

Representative Occupations

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

Youth Apprenticeship



*Linganore High School student Justin Elliott
Placement with Frederick Memorial Hospital*

Youth Apprenticeship

*Brunswick High School
student Suzanne Harkins
Placement with Insul-Tech*



Youth Apprenticeship

*Clear Spring High School
student Zachary Hill
Placement with Beachley
Furniture*

*Referenced: Herald-Mail Media
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Thank You!



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