

restaurant ♦ Assistant Press Operator ♦ Auto Parts Counter Clerk ♦ Automobile Mechanic ♦ Automobile Body Repairer ♦ Automotive Machinist ♦
Automotive Painter ♦ Awning Maker/Installer ♦ Baker ♦ Barber ♦ Beekeeper ♦ Bindery Operator ♦ Blacksmith ♦ Boiler Operator ♦ Boilermaker ♦
Bookbinder ♦ Bricklayer ♦ Bridge/Industrial Painter ♦ Building Automation Technician ♦ Cabinetmaker ♦ Carpenter ♦ Carpenter-Bridge and Highway
Carpenter (Maintenance) ♦ Carpet Layer ♦ Caulker ♦ Cement Mason ♦ Chemical Operator ♦ Child Care Development Specialist ♦ CNC Specialist
♦ Coin Machine Service Repairer ♦ Columnist/Commentator ♦ Composer ♦ Computer Programmer, Business ♦ Construction Craft Laborer ♦
Construction Equipment Mechanic ♦ Cook ♦ Coppersmith ♦ Coremaker ♦ Correction Officer ♦ Cosmetologist ♦ Counselor (Youth Development) ♦
Dental Technician ♦ Diesel Mechanic ♦ Dietetic Assistant ♦ Dispatcher ♦ Display Maker ♦ Drafter, Computer Aided Drafting ♦ Drafter, Mechanical
♦ Drafter, Structural ♦ Drywall Applicator ♦ Drywall Finisher ♦ Electric Motor Repairer ♦ Electric Motor Winder ♦ Electric Sign Assembler ♦
Electrical Appliance Servicer ♦ Electrical Instrument Technician ♦ Electrical Technician ♦ Electrician ♦ Electrician, Outside ♦
Electromechanical Assembler ♦ Electromechanical Technician ♦ Equipment Repairer ♦ Electronic Asset Recovery Technician ♦
Electronics Mechanic ♦ Emergency Medical Technician ♦ Engine Assembler ♦ Erector ♦ Exterminator ♦ Farm Advisor ♦
♦ Farm Equipment Mechanic ♦ Farmworker ♦ Fence Erector ♦ Field Engineer ♦ Fire Captain ♦ Fire Medic ♦ Firefighter ♦



Apprenticeships in Maryland: Discover the Possibilities

Firefighter ♦ Form
Bui
Golf
Technicia
Worker
Platemak
Machin
tion Aid
specto
ripper
Offset-Press Operator ♦ Oil Burner Servicer & Installer ♦ Operating Engineer ♦ Optician ♦ Outside Placemaker ♦ Package, Hand ♦ Painter ♦ Paper
utter ♦ Park Ranger ♦ Patternmaker ♦ Piano Technician/Tuner ♦ Piledriver ♦ Pipefitter (Construction) ♦ Pipelayer ♦ Plant Propagator ♦ Plasterer ♦
Plastics Bench Mechanic ♦ Platen-Press Operator ♦ Plater ♦ Plumber ♦ Pointer-Cleaner-Caulker ♦ Police Officer ♦
Polisher & Buffer ♦ Powerhouse/Mechanical Technician ♦ Practical Nurse ♦ Printer ♦ Programmer, Engineer/Scientific ♦ Protective-Signal Installer ♦
Quality Control Inspector ♦ Quality Control Technician ♦ Refrigeration Mechanic ♦ Registered Nurse ♦ Reinforcing Ironworker ♦ Repairer, Welding
Systems & Equipment ♦ Respiratory Therapy Technician ♦ Retail Home Center Specialist ♦ Rigger ♦ Roll Turner ♦ Roofer ♦ Screen Printer (Any
Industry) ♦ Screen Printer (Textile) ♦ Screw Machine Operator ♦ Sculptor ♦ Service Manager, Auto ♦ Sheet Metal Worker ♦ Shellfish Grower ♦
Shipfitter ♦ Shipjoiner ♦ Small Engine Mechanic ♦ Sprinkler Fitter ♦ Stationary Engineer ♦ Steamfitter ♦ Steel and Die Printer ♦ Stone Carver &
Cutter ♦ Stone Finisher ♦ Stone Mason ♦ Stone/Marble Mason ♦ Structural Steel Lay Out Worker ♦ Structural Steel Worker ♦ Subcontract
Administrator ♦ Subcontract Administrator Assistant ♦ Substation Operator/Electrician ♦ Telecommunications Installer-Technician ♦ Television Radi
Repairer ♦ Terrazzo Worker ♦ Tile Setter ♦ Tool & Die Maker ♦ Tool Designer ♦ Toolmaker ♦ Tractor Mechanic ♦ Traffic Control Technician ♦
Transmission Mechanic ♦ Tree Surgeon ♦ Tree Trimmer ♦ Truck Mechanic ♦ Upholsterer ♦ Waste Water Treatment Technician ♦ Water Pumping
Technician ♦ Water Reg. & Valve Repairer ♦ Water Treatment Technician ♦ Web-Press Operator ♦ Welder, Combination ♦ Welding Technician ♦



Erin Roth, Director of Policy

Division of Workforce Development and Adult Learning, Maryland DLLR

What is Apprenticeship?

Official Definition

A structured occupational training program that combines on-the-job training and related instruction in which workers learn the practical and conceptual skills required for a skilled occupation, craft or trade.

What does that mean??

The apprentice works full-time and receives training from the sponsoring organization. Apprentices are hired at a percentage of a journeyworker's salary and as the apprentice completes training and demonstrates skills mastery, the percentage of a journeyworker's wage received increases.

Flexible

Apprenticeships are Diverse...

In Maryland there are over 230 registered occupations and over 9,000 registered apprentices.



What is Pre-Apprenticeship?

Official Definition

A program or set of services designed to prepare individuals (youth or adults) to enter and succeed in a Registered Apprenticeship (RA) program.

What does that mean??

These programs have a documented partnership with at least one Registered Apprenticeship program sponsor and together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction.

Pre-Apprenticeship Benefits

- ★ Streamline the recruitment process
- ★ Pre-screen a qualified, job-ready apprentice pool
- ★ Align training with apprenticeship standards
- ★ Increase retention rates for RA participants
- ★ Quality control over preparatory training

Registered Apprenticeship Program Sponsors can collaborate with Pre-Apprenticeship programs by:

- ▶ Collaborating on assessment, curriculum and preparatory training
- ▶ Helping to set quality standards
- ▶ Helping to establish competency models and training goals
- ▶ Considering direct entry and advance placement agreements
- ▶ Developing memoranda of understanding

Pre-Apprenticeship Benefits

- ★ Explore and learn about exciting careers
- ★ Qualify to meet the minimum standards for selection to a Registered Apprenticeship program
- ★ Benefit from classroom and technology-based training
- ★ Get a start on career-specific training with viable career pathway opportunities
- ★ Advance into a Registered Apprenticeship program

Registered Apprenticeships

1. Employer Involvement

Programs *start* with employer needs

Employers are the foundation for the program

2. Structured and Supervised On-the-Job Training (OJT)

Provided by sponsor/employer

Competencies are attained through a minimum of 2,000 hours of On-the-Job Training

3. Related Training and Instruction (RTI)

The classroom training or associated curriculum (144 hours per year)



4. Rewards for Skill Gains

Progressive wage increases as apprentice increases proficiency

5. National Occupational Credential

RA Completion Certificate is a recognized post-secondary credential under WIOA (Section 3(52))

Stackable and portable

The TEAM

- **Program Sponsor**

- ▶ Responsible for administering the program (they do the paperwork and data entry)
- ▶ Can be the employer or another entity or intermediary such as a community college

- **Employer(s)**

- ▶ Provider of OJT
- ▶ Often the program sponsor
- ▶ Can be a group of employers
- ▶ Foundation and driver of the program

- **Provider of RTI**

- ▶ Can be the employer, community college, joint apprenticeship training committee, or other entity

- **Workforce System**

- ▶ Multiple opportunities for the workforce system to partner with programs – both **BEFORE** and **AFTER** an individual becomes an apprentice



Maryland Apprenticeship and Training Council (MATC)

1. Review and approve apprenticeship programs
2. Set standards for registered apprenticeship programs
3. Formulate apprenticeship policies
4. Register standards and agreements
5. Determine which skilled trades are apprenticeable
6. Formulate and adopt standards of apprenticeship that safeguard the welfare of all apprentices

Council Member Representation

The council is a twelve (12) member council consisting of:

1. **Five (5)** represent employer organizations (one of which shall be an employee)
2. **Five (5)** represent employers
3. **Two (2)** are appointed from the general public.

Three (3) additional members serve on the Council in a non-voting, consultant capacity.

The Council meets six times per year.



Jason Roberts
Director of Education
Associated Builders and Contractors



Building a Bright Future

One of the fastest growing industries has a place for you

The Construction Industry

Why Construction?

We have the happiest employees.

HAPPIEST INDUSTRY RANKINGS



#1 Construction & Facilities Services

#2 Consumer Products & Services

#3 Technology & Software

#4 Telecom, Energy & Utilities

#5 Healthcare, Pharmaceuticals & Biotech

#6 Hospitality

#7 Media & Entertainment

#8 Finance & Insurance

#9 Education

#10 Business Services & Consulting

#11 Government & Nonprofit

#12 Manufacturing

Why Construction?

“Most youths think that all construction jobs are hard and dirty...(they) are not aware of the different paths that a career in construction could take them.”

Source: <http://ascpro0.ascweb.org/archives/cd/2011/paper/CPGT342002011.pdf>



Perception

vs



Reality

POSSIBLE CAREER PATHS

\$160K+

CEO/Owner

Senior Executive

\$60K -
\$160K

Project Manager

Department Director

Foreman

Assistant Project Manager

Contractor, Architect,
Engineer, etc.

Accountant, HR Generalist,
Business Development
Specialist, etc.

\$30K -
\$60K

Craft Professional

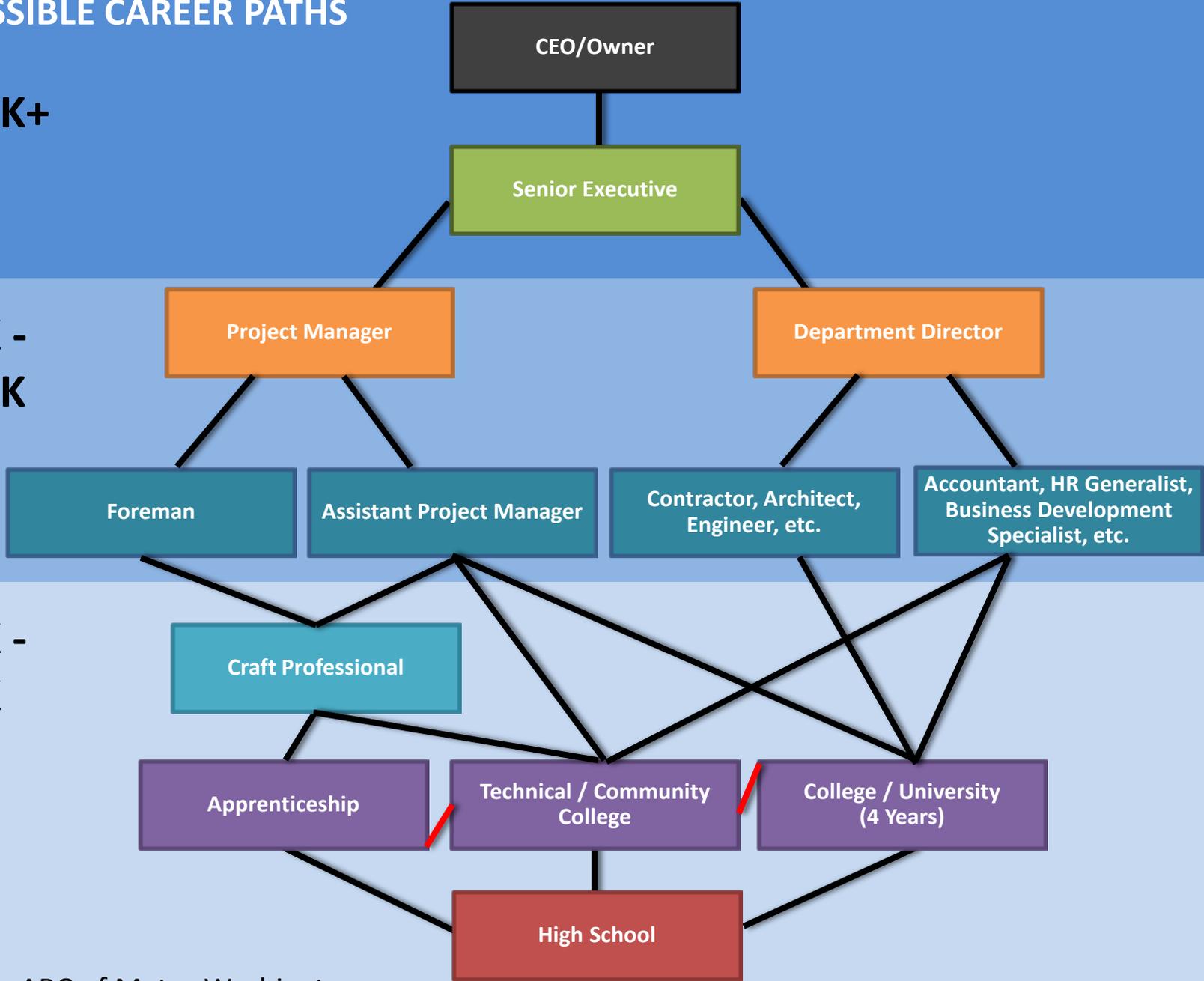
Apprenticeship

Technical / Community
College

College / University
(4 Years)

High School

Source: ABC of Metro Washington



Did You Know?

100%

Of apprenticeship graduates have jobs
when they finish.

Did You Know?

When you complete an apprenticeship program, you receive:

32 Credits

Which means you will have completed HALF of the requirements for an Associates Degree

Apprenticeship Program

Technical / Community College

College / University
(4 Years)

Meet Matt



Fun Facts

- *Plays football*
- *More reserved*
- *Loves to go paintballing*
- *Volunteers at the local soup kitchen*

Key Characteristics

Low

Medium

High

Work with
hands



Analytical /
Problem Solving



Physical
Endurance



Inside Office
Setting



Field Setting



Next Steps...

- Matt finds a construction company that will pay for his 4-year HVAC apprenticeship.
- He works full-time while attending courses.
- He graduates with **\$0 student loans.**
- He becomes an HVAC Technician

Job Description: He works on heating, ventilation, cooling, and refrigeration systems that control the temperature and air quality in buildings.



Apprenticeship Program

Matt's Future as an HVAC Technician

- Later on, he can obtain more qualifications by:
 - ✓ Taking the journeyman test
 - ✓ Getting a Masters HVAC Technician License
- He can then become a Senior HVAC Technician and even start his own business

Median Salary:

\$43,640

Potential to earn:

\$100,000+



How Does it Compare?

HVAC Technician Potential Earnings: **\$100,000+**

<u>Profession</u>	<u>Median Pay</u>
Podiatrist (Doctor)	\$116,440
Lawyer	\$113,530
Executive Management	\$98,560
Scientist	\$73,060
Professor	\$68,970
Registered Nurse	\$65,470

Why Construction?

Reasons to Choose the Construction Industry

Great wages - \$40K to \$140K

Potential for little to no student loans - \$0 debt load

Financial support for education – craft training or college

Apprenticeships and paid internships – Earn while you learn

Diverse environment – Multiple paths

The happiest employees - #1 industry out of the top 10

Growing industry – 1.6 million need by 2022



Grant Schmelzer
Executive Director
Independent Electrical Contractors Chesapeake

PROJECT JUMPSTART



JOTF **JOB OPPORTUNITIES TASK FORCE**
ADVOCATING BETTER SKILLS, JOBS, AND INCOMES



Baltimore Metro
Chapter

BACKGROUND

- Established in 2006, Project JumpStart is an 87-hour pre-apprenticeship construction training program.
- The program is a partnership between the Job Opportunities Task Force (JOTF) and Associated Builders and Contractors (ABC).
- ABC provides training and a dedicated job placement director.
- JOTF manages the program, ensuring funding expectations are met and that the program has continued funding.

PROGRAM

Project JumpStart is two three-hour classes a week for approximately 14 weeks.

Students/Graduates Receive:

- ❑ Case management to assist with barrier removal
- ❑ A \$25 stipend each class based on punctuality, attendance, and adhering to program policies
- ❑ Hard-skills training in basic construction and entry-level carpentry, electrical and plumbing
- ❑ OSHA 10, CPR, and First Aid certification (a requirement for many entry-level construction employees)
- ❑ Driver's education (if needed)
- ❑ Job placement assistance
- ❑ A set of starter tools once they are employed (a \$250 value)
- ❑ A financial sponsorship to a local program, Vehicles for Change, that will provide them a quality used car and small loan (if a vehicle is needed)

EMPLOYER ENGAGEMENT

- Program curriculum was originally developed with industry employers.
- **150** different employers have hired JumpStart graduates.
- Over **50** have hired more than one graduate.
- **11** employers are members of our Employer Advisory Committee that reviews curriculum, discusses industry trends, and works to find opportunities for graduates.



STUDENT DEMOGRAPHICS

- 94% African-American males
- 75% are unemployed at enrollment
- 25% who are employed at enrollment on average earn \$10/hour or less with no access to benefits
- 75% have a criminal record
- Roughly 80% have no access to reliable transportation

GRADUATES' SUCCESS

Since the program's inception in 2006:

- 800 Baltimore residents have been enrolled
- 80% of students graduate
- 75% of graduates have been placed into high wage construction careers
- 100 graduates have started a formal four-year apprenticeship
- Average starting wage for 2016 is **\$13.25/hour**

DOL.GOV/Apprenticeship: Tools & Resources



Quick-Start Toolkit

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

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

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

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



DOL Registration Site

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

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

Pre-Apprenticeship information

https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf

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



RACC Site

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

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





Youth Apprenticeships

Information, resources and instructions for participation.

<http://dllr.maryland.gov/aboutdllr/youthappr.shtml>



Maryland Business Works (MBW)

Training funds can be used to upgrade the skills of current employees while also creating opportunities for new hires in in-demand occupations and skills.

<http://dllr.maryland.gov/employment/mbw.shtml>



Maryland Apprenticeship and Training Program (MATP)

General information, resources and instructions for participation in a registered apprenticeship:

<https://www.dllr.state.md.us/labor/appr/>

Regulations and Guidance:

<https://www.dllr.state.md.us/labor/appr/>

John Taylor

Supervisor, Apprenticeship and Training

410-767-2233

Kelton Addison

Navigator

410-767-4762

John Vontran

Apprenticeship and Training Representative

410-767-3068