



DIVISION OF  
REHABILITATION SERVICES



**Maryland**  
STATE DEPARTMENT OF EDUCATION

# Apprenticeship Services Information Session

January 16, 2025

## PRESENTED BY

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Sam Grimsley, Apprenticeship  
Coordinator


LA Benn, Academic Instructor for  
Apprenticeship Programs



## Presentation Agenda

1. Introductions and What is an Apprenticeship?
2. Why Apprenticeship?
3. Updated DORS Apprenticeship Requirements?
4. Apprenticeship Services and What's New
5. Success stories
6. Questions and Answers



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- A woman with long dark hair in a ponytail, wearing a light-colored hoodie, is seated in a wheelchair at a modern white desk. She is working on a laptop. The desk is mounted on a wall with a wood-grain panel. A black adjustable desk lamp is positioned above the desk, casting light on the laptop. To the left of the desk, there is a white bedside table with a remote control on it. The background shows a white wall and a window with a dark frame.
1. Apprenticeship Team Introductions
  2. What is an Apprenticeship?
  3. Things to Know About Apprenticeships

## Introductions and What is an Apprenticeship?

# Introductions

## **Sam Grimsley**

Apprenticeship Coordinator

410-554-9288

[Samantha.Grimmsley@maryland.gov](mailto:Samantha.Grimmsley@maryland.gov)

## **LA Benn**

Academic Instructor for Apprenticeship Programs

410-554-9325

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# What is an Apprenticeship?

- Earn-While-You-Learn strategy combining on-the-job training with related classroom instruction
- Can last between 1 to 5 years
- Require 2,000 hours of on-the-job training per year (full time job)
- Require 144 hours of classroom instruction per year

# Things to Know About Apprenticeships

- Apprenticeship Programs have acceptance rates similar to Ivy League Schools across all populations
- Currently 15,956 Active Apprentices in Maryland which is the 11<sup>th</sup> highest in the country
- Most Apprenticeships require applicants to complete an aptitude test as part of the application process
- Apprenticeships are a huge commitment and dropping out can result in money owed to the program





# Why Apprenticeship?

# What are the benefits of an apprenticeship?

- Apprentices earn as they learn, receiving wage increases as they gain skills
- 93% of apprentices who complete a Registered Apprenticeship retain employment
- Median salary, in Maryland, for apprentices after 5 years is \$82,900
- No student loan debt: the average cost in Maryland for a 4-year degree is \$34,000
- Earn industry recognized credentials



A man with short dark hair and a goatee, wearing a light blue button-down shirt, is sitting in a modern kitchen. He is giving a thumbs up with both hands. The kitchen has white walls, a wooden shelf with various items like glasses and a pitcher, and a potted plant on the left. A semi-transparent dark grey banner is overlaid on the bottom half of the image.

## Updated Apprenticeship Requirements?

To make sure consumers are prepared to apply to an apprenticeship, the Apprenticeship Team has updated the program requirements.

# Apprenticeship Program Requirements

- An interest in exploring Apprenticeship Opportunities
- A desire and ability to work full time
- Ability to work full time while attending classes which could include evening and weekend hours
- High School diploma or GED preferred
- 9th grade Math level
- Basic reading comprehension skills
- Driver's license preferred

## **What does this mean for consumers referred before the new requirements?**

**We will be reevaluating all previously referred consumers based on the new requirements.**

We have fallen behind with keeping up with the 100+ consumers we have had referred. We will be going through, evaluating with the new requirements and updating the entire caseload.

**We will be having hard conversations but are committed to helping those already on our caseload.**

We will be having conversations with our consumer about what is plausible, but we are going to be assisting them with resources which can help them improve their math skills and providing guidance toward alternative paths.





## Apprenticeship Services and What's New

1. What's new?
2. Apprenticeship Coordination Services
3. Apprenticeship Review Team
4. The New Apprenticeship Consult Procedure
5. How to refer a consumer for Apprenticeship Services



# What's new in Apprenticeship Services

- The previously discussed new Apprenticeship Program Requirements
- The CASAS is now the first step in the Apprenticeship Consult Services
- Group Apprenticeship CASAS sessions will be held three times monthly and online CASAS will be scheduled on a first come first serve basis
- We've added an FCE to our Apprenticeship Consult Services to make sure our consumers are physically able to safely take on their desired apprenticeship
- We have formed an Apprenticeship Review Team to assess consumers

# Apprenticeship Coordination Services

## WTC Apprenticeship Consult Services

- Apprenticeship Academic Assessment
- Apprenticeship Consult
- Apprenticeship Exploration
- FCE Apprenticeship Exploration

# WTC Apprenticeship Consult Services 1

## **Apprenticeship Academic Assessment**

- An academic assessment (CASAS) to determine current academic levels which will assist in determining eligibility for an apprenticeship or a need for remediation
- This is now the first step for consumers referred for apprenticeship services

# WTC Apprenticeship Consult Services 2

## Apprenticeship Consult

- The WTC Apprenticeship Coordinator works directly with DORS consumers to identify interested apprenticeship opportunities and necessary support/assessment services



# WTC Apprenticeship Consult Services 3

## Apprenticeship Exploration

- The WTC Academic Instructor for Apprenticeship Services provides an in-depth exploration of various apprenticeship opportunities and expectations related to available apprenticeships throughout the state. This service is particularly beneficial for individuals who have not identified a specific industry to focus on
- This service includes participating in a Functional Capacity Evaluation

# WTC Apprenticeship Consult Services 4

## FCE Apprenticeship Exploration

- A Functional Capacity Evaluation (FCE) provides objective information regarding a consumer's maximum physical capabilities to perform work safely and determine if a consumer will be able to perform a specific job or specific job tasks, as well as their ability to perform a specific job over the course of a full day.
- The physical capabilities a consumer demonstrates during the FCE can be compared to the physical requirements of a specific job; thus, truly making the WTC Apprenticeship Exploration Program a comprehensive and thorough service for consumers in their pursuit of an apprenticeship program

# WTC Apprenticeship Support Services

**Support services begin after an apprenticeship program has been selected and/or applied to.**

- **Apprenticeship Academic Instruction** – assists DORS consumers in raising academic levels or preparing for testing related to apprenticeship opportunities
- **Apprenticeship Pre-Apprenticeship Support** – the WTC Apprenticeship Coordinator provides support and assistance to individuals pursuing or enrolled in a Pre-Apprenticeship program
- **Apprenticeship Registered Apprenticeship Support** – the WTC Apprenticeship Coordinator provides support and assistance to individuals pursuing or enrolled in a Registered Apprenticeship program
- **Apprenticeship Youth Apprenticeship Support** – the WTC Apprenticeship Coordinator will track, and support DORS consumers enrolled in Youth Apprenticeship and facilitate the transition of these consumers to a Registered Apprenticeship if desired.

# Apprenticeship Review Team (ART)

- **Members:**

- **LA Benn** - Academic Instructor for Apprenticeship Programs
- **Sam Grimsley** – Apprenticeship Coordinator
- **Mary Beth Jarusewic** – Occupation Therapist III Advanced

- **Purpose:**

- ART will meet biweekly to discuss consumers who have completed the Apprenticeship Academic Assessment and decide which will move forward with exploration services starting with the FCE
- Consumers who do not meet the requirements will be given guidance and their auths closed



# New Apprenticeship Consult Procedure 1

1. A referral comes in and Barb Matusky, Administrative Officer, will reach out to get them scheduled for a CASAS with LA Benn.
  - Three group CASAS will be held monthly two in the morning and one at night. Online CASAS will be available but can only be held one at a time and will be scheduled by LA.
2. Once CASAS is complete Barb will get tested consumers scheduled for an Apprenticeship Initial Interview with Sam Grimsley.
  - During the interview Sam will discuss their test scores with them and questions about the other program requirements, and the type of apprenticeship they are looking for, as well as initial intake question pertaining to the FCE

# New Apprenticeship Consult Procedure 2

3. ART will meet bi-weekly to discuss consumers who have been through the first two steps and decide who should move on to the FCE.
4. Mary Beth Jarusewic will work with Sonya Tubaya, Case Manager OT/PT, to get consumers approved by ART scheduled for a FCE Apprenticeship Exploration with Mary Beth.
5. Mary Beth will send her report to Sam and LA and they will discuss the findings in the next ART meeting.
6. Final Apprenticeship Consult with Sam.

# New Apprenticeship Consult Procedure 3

- During this meeting Sam will discuss FCE results with consumers and present information on apprenticeship programs which may be a good fit for the consumer.
- Consumers will not have to decide at that moment if or which program they would want to apply for, a second meeting will be set.
- During the second meeting consumers will share their decisions and work with Sam to make a plan to get the prepared to apply.

# How to refer a consumer for Apprenticeship Services

- **Include the following on the auth:**
  - **Category:** WTC Apprenticeship Consult  
**Subcategory:** Apprenticeship Exploration
  - **Category:** WTC Apprenticeship Consult  
**Subcategory:** Apprenticeship Consult
  - **Category:** WTC Apprenticeship Consult  
**Subcategory:** Apprenticeship Academic Assessment
  - **Category:** WTC Behavioral Health Services  
**Subcategory:** Addictions Assessment
  - **Category:** RTS Assessment  
**Subcategory:** FCE Apprenticeship Exploration



# IPE Requirements and Estimated Costs

- WTC Apprenticeship Consult Services do not require an IPE
- WTC Apprenticeship Consult Services have a cost of \$0.



# Success Stories







## **Our Contact Info:**

### **Sam Grimsley:**

Apprenticeship Coordinator  
410-554-9288  
Samantha.Grimmsley@maryland.gov

**LA Benn:** Academic  
Instructor for Apprenticeship  
Programs  
410-554-9325  
LA.Benn@maryland.gov

# Questions?

Please raise your hand and we will call on you or enter your questions into the chat. If we do not get to your question or if you wish to ask it in private, please see our contact information above.





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# Thank You!

**dors.Maryland.gov**



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The Vocational Rehabilitation program receives 78.7% of its funding through a grant from the U.S. Department of Education. For the Federal fiscal year 2024, the total amount of grant funds awarded was \$60,204,299.

The remaining 21.3% of the costs (\$14,999,444) were funded by State appropriations.