

## Slide 1

### Maryland Registered Apprenticeship.

Maryland Department of Labor.

Photo: young woman and young man working at machine.

Photo: middle-aged man and woman looking at machine.

Photo: young man and older man working on machinery.

## Slide 2

### Review. What is apprenticeship?

#### Official Definition

- Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.
- Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.

Photo: young woman measuring in a construction site with older man kneeling next to her with many men standing in the background watching her work.

## Slide 3

### Review: What is apprenticeable?

The position must meet the training criteria below. It should be of a highly technical nature with a significant amount of time needed to attain proficiency. The occupation can be in a traditional or non-traditional occupation.

#### Key Components:

- On-the-Job Training (OJT) must:
  - Consist of at least 2,000 hours per year of the apprenticeship.
  - Take place at the work site under the direction of a highly skilled journey worker(s).
- Related Instruction (RI) must:
  - Have at least 144 hours of related instruction per year of the apprenticeship.

## Slide 4

### Opportunities. Types of Apprenticeships.

The required apprenticeship terms noted on the prior slide may be measured by any of the following approaches.

- Time-Based Approach: A method that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.
- Competency-Based Approach: A method to measure skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor.
- Hybrid Approach: A method to measure an individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

## Slide 5

### 5 Components of Registered Apprenticeships.

- Business Involvement: Employers are the foundation of every registered apprenticeship program.
- Structured On-the-Job Training: Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.
- Related Instruction: Apprenticeships combine on-the-job training learning with technical education at community colleges, technical schools, apprenticeship training schools provided at online or at the job site.
- Rewards for Skills Gained: Apprentices increase in wages as they gain higher level skills.

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

## Slide 6

### Benefits to Registered Apprentices.

- Hands-on Career Training: Practical on-the-job training in a wide variety of occupations and industries.
- An Education: Hands-on and technical training which has the potential to earn college credits.
- Long-term Career and Greater Earning Potential: Following apprenticeship completion.
- Little/No Education Debt: Apprenticeship = College without the debt.
- National Credential: Upon graduation, a certified portable credential nationally recognized by industries and employers.

## Slide 7

### Who Can Be an Apprentice?

#### Basic Requirements.

- Individual apprenticeship programs set their own age requirements. While most require apprentices to be 18 years or older, some programs allow individuals 16-17 years old with parental permission. MD has strategies to facilitate youth connections to apprenticeship, as highlighted later in this presentation.
- You must be physically able to perform required tasks and have access to transportation.
- Most, but not all, Registered Apprenticeship programs require a high school diploma by means of high school graduation or successful completion of the GED® Test or National External Diploma Program®.
- You may have to pass specific tests in math and English. Individual program requirements may vary.

## Slide 8

### Maryland Apprenticeship by the Numbers.

#### Active Apprentices in August 2022:

- 12,129 – New Record
- 58.6 % Growth Since 2012

Apprentices Completed During 2021: 1,429

## Slide 9

### Sample of Industries and Occupations.

- Healthcare:
  - Environmental Care Supervisor
  - Patient Care Technician
  - Surgical Technologist
  - Pharmacy Technician
  - Licensed Practical Nurse
  - Medical Assistant
  - Central Sterile Processing Technician
- Information Technology:
  - Information Technology Professional
  - Digital Marketing Professional
  - Cyber Security Professional
  - Data Science & Analytics Specialist
  - Secure Software Programming
  - Computer User Support Specialist
- Biotechnology:
  - Instrumentation Technician

- Emergency Management:
  - Emergency Management Specialist
- Transportation/Logistics:
  - Auto Maintenance Technician
  - Diesel Technician
  - Truck Driver, Heavy
- Retail:
  - Store Manager
- Manufacturing:
  - Maintenance Mechanic
  - CNC Specialist
  - Welding Technician
  - Additive Manufacturer/3D Printer
  - Machinist
- Hospitality/Tourism:
  - Lodging Manager
- Public Sector:
  - Police Cadet
  - Natural Resources Police Officer
  - Deputy Sheriff
  - Senior Wastewater Operator
- Construction:
  - Electrician
  - Plumber
  - Carpenter
  - Sheet Metal Worker
  - HVAC/R Technician
  - Insulation Worker
- Shipbuilding:
  - Shipwright

## Slide 10

### Registered Apprenticeship Success Stories.

- “College wasn’t the route that I wanted to take. I found an alternative options through being a Registered Apprentice. The enrollment was fairly easy. I put my name on the list and was called within a month later. I was in the program for a year and then I got a call from Hawkins Electric and I’ve been working ever since.” – Antonio Ricardo Mines, Jr., Registered Apprentice. Photo: Man in hard hat wearing safety goggles.
- “If you’re coming out of high school and you’re not sure you want to go to college, maybe a career in the trades might be for you. It’s not for everybody, but you get paid training. You won’t have to get in debt to get an education and you have guaranteed employment. It’s been one of the most rewarding and challenging things I’ve ever done. Every day gets better and better.” – Dan Ordrick, Registered Apprentice. Photo: Man in hard hat wearing safety goggles.
- “This Registered Apprenticeship has opened doors that potentially would never have been opened in my life. I am earning while I’m learning. This is paid training that will change my life. It’s a dream come true.” – Robert Gurlick, Registered Apprentice. Photo: Man in a suit.

## Slide 11

### Apprenticeship Wage Outcomes.

A 2013 Maryland study of apprentice outcomes for individuals who completed an apprenticeship demonstrated the following:

- For ALL apprentices tracked in the study, the median average annual salary five years after completion was \$82,900.
- For ALL female apprentices, this average was \$84,244.

## Slide 12

### Youth and 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.

Photo: 6 young men all wearing the same jacket in a classroom with construction equipment around them.

## Slide 13

### Youth and Apprenticeship.

- The Apprenticeship Maryland Program (AMP) 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 "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.
- 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, or in some cases any time during the school year;
  - must complete at least 450 hours of supervised work-based training;
  - must receive at least one year of classroom 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.
- A total of 530 students have participated in AMP since inception.

## Slide 14

### Thank You!

Photo: 10 young men all wearing the same shirt and pants.

Photo: 3 young men all wearing the same shirt at a worktable working on machines.

Photo: 2 young men surrounded by 4 older men sitting at a table with a sign behind them "Career Signing Day."

Tablecloth has "Dynamic" emblem.