Youth Apprenticeships in Maryland: Apprenticeship Maryland Program
“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 allows students to receive valuable instruction in the field and the classroom without incurring any tuition debt,” said Labor Secretary Robinson. “While seeking full-time employment after high school graduation, youth apprentices have an advantage over other candidates and stand out to employers because they have already developed a practical skill set and earned industrial credentials.”

--Secretary Tiffany Robinson, Maryland Department of Labor

“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
The Department of Labor 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.

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.
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 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; and

• must complete the program by the student’s graduation.
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.
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 Labor 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 throughout the state. Moving forward, members of the Department of Labor Apprenticeship and Training Program and MSDE’s Career and College Readiness team continue to meet with officials at Maryland K-12 public schools systems that express interest in this youth apprenticeship model.
Youth Apprenticeship Implementation

- 13 = Implementing
- 2 = Considering
- 9 = Undecided
Youth Apprenticeship

Scope

Number of Total Youth Apprentices
2016-2017 School Year: 11
2017-2018 School Year: 27
2018-2019 School Year (to date): 47
**2019-2020 School Year (to date): 36**

Number of Participating Businesses
2016-2017 School Year: 14
2017-2018 School Year: 44
2018-2019 School Year (to date): 109 unduplicated employers
**2019-2020 School Year (to date): 119 unduplicated employers**

Number of Participating School Systems
2016-2017 School Year: 2
2017-2018 School Year: 2
2018-2019 School Year (to date): 11
**2019-2020 School Year (to date): 13**
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
**Examples**

### Youth Apprenticeship

- **Dynamic Auto** – The employer is an auto maintenance facility with five locations in one county. They originally came into the AMP due to a lack of applications for positions they had available. Youth Apprenticeship immediately filled both vacancies they had but left the company convinced further education, training and a pathway to a career beyond high school was needed. Dynamic Auto registered their company with the state of Maryland as a Registered Apprenticeship Sponsor in order to retain their youth apprentices and offer them a debt free way to certification in the auto industry. Since beginning as a youth employer in 2017 and a Registered Apprenticeship sponsor in 2018 the company has hired 5 youth apprentice and transitioned four to registered apprenticeship.

- **Prince George's County Public Schools (PGCPS)** – To confront hiring challenges faced by the PGCPS facilities maintenance division the PGCPS registered as a sponsor in several construction occupations. The school will hire students in their junior and senior years and register them as apprentices. The students will receive their required classes to graduate along with years one and/or two of their related instruction while in school. The students (apprentices) will be matched with a journeyperson in their home school where they will be employed and conduct their On the Job Training. Each apprentice completing the high school portion will remain a PGCPS employee and complete 2 additional years of related instruction at their local high school.
Howard County Public Schools (HCPS) and the Independent Electrical Contractors, Chesapeake (IEC) – Utilizing grant funding provided by Labor, the IEC and HCPS conducted a pre-apprenticeship training for high school seniors in 2018 and 2019. A total of 30 students were transported to the IEC Apprenticeship School where they received over 200 hours of comprehensive training in the electrical industry and OSHA 10. All students who completed the pre-apprenticeship training were eligible to enter the IEC Registered Apprenticeship program. Based on the success of these pilots HCPS formally entered into AMP in 2019 and converted the pre-apprenticeship model into a Youth/School to Apprenticeship model. IEC employers will hire 20 incoming seniors who will be dual registered as AMP (youth apprentices) and Registered Apprentices. Students will graduate high school having completed their first year of a four year electrical registered apprenticeship.

Humanim – The organization’s mission is to support and empower individuals who face social or economic challenges by building pathways to economic equity, opportunity, and independence. Humanim worked with the Howard County Public Schools to build an AMP occupation as youth Direct Support Professionals (DSPs). Simultaneously, Humanim worked with Labor to craft a DSP Registered Apprenticeship program. DSPs support individuals with disabilities and others who need assistance to lead self-directed lives and contribute to their communities. The DSP supports behaviors that enhance inclusion in participants’ communities. Key DSP competencies/work duties are drawn from a nationally validated occupational analysis. Humanim now has a seamless pathway from high school to career to fill future DSP openings.