

Building Student Awareness of Apprenticeship Career Pathways to Meet Maryland's Ambitious Goals



September 26, 2024

Presenters



Alan D. Dodkowitz

Senior Subject Matter Expert
Safal Partners



Jeffrey Smith

Workforce Liaison/Program Analyst
Office of Apprenticeship
U.S. Department of Labor



Welcome and Agenda

- Center of Excellence Overview
- An Overview of Registered and Youth Apprenticeship
- What are Maryland's Goals
- What are the Benefits of Apprenticeship for Youth and Schools
- High-School and College-Aligned Youth Apprenticeship Pathways
- How can we Develop these Pathways
- Connecting with Local Workforce Boards
- Questions and Closing Thoughts



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost TA including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual TA/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)

[Visit our website, request TA](#)



Quick Pulse Poll #1

Are you a....

- Workforce Board Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Employer
- Board Member
- Registered Apprenticeship Staff
- Other



Quick Pulse Poll #2

When it comes to Registered Apprenticeship I am...

- Just starting out
- Somewhat familiar with the basics but don't utilize it often
- Very knowledgeable and refer people often to programs
- What is RA????



What is Registered Apprenticeship?

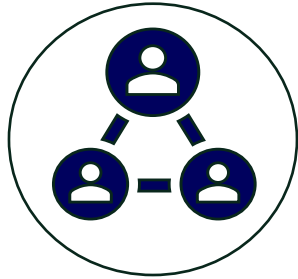
Registered Apprenticeship (RA) is a proven, customizable, and industry-relevant and US Department of Labor-approved model for organizations to **find, train and retain new talent as well as upskill current workers in critical occupations.**



Five Core Components of RA



**Employer
Involvement**



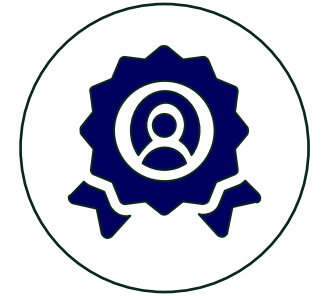
**Structured On-
the-Job Learning
(OJL)**



**Related
Instruction (RI)**



**Rewards for
Skill Gains**



**National
Occupational
Credential**

A WIDE RANGE OF INDUSTRIES



Agriculture



Healthcare



Cybersecurity



Biotechnology



Transportation



Construction



Energy



Hospitality



**Financial
Services**



**Information
Technology**



Education



**Advanced
Manufacturing**



**Critical
Supply Chain**



Infrastructure



Engineering



Telecommunications

What is Youth Apprenticeship?

A **youth apprentice** is defined as...
an in-school OR out-of-school youth **between the
ages of 16 and 24...**

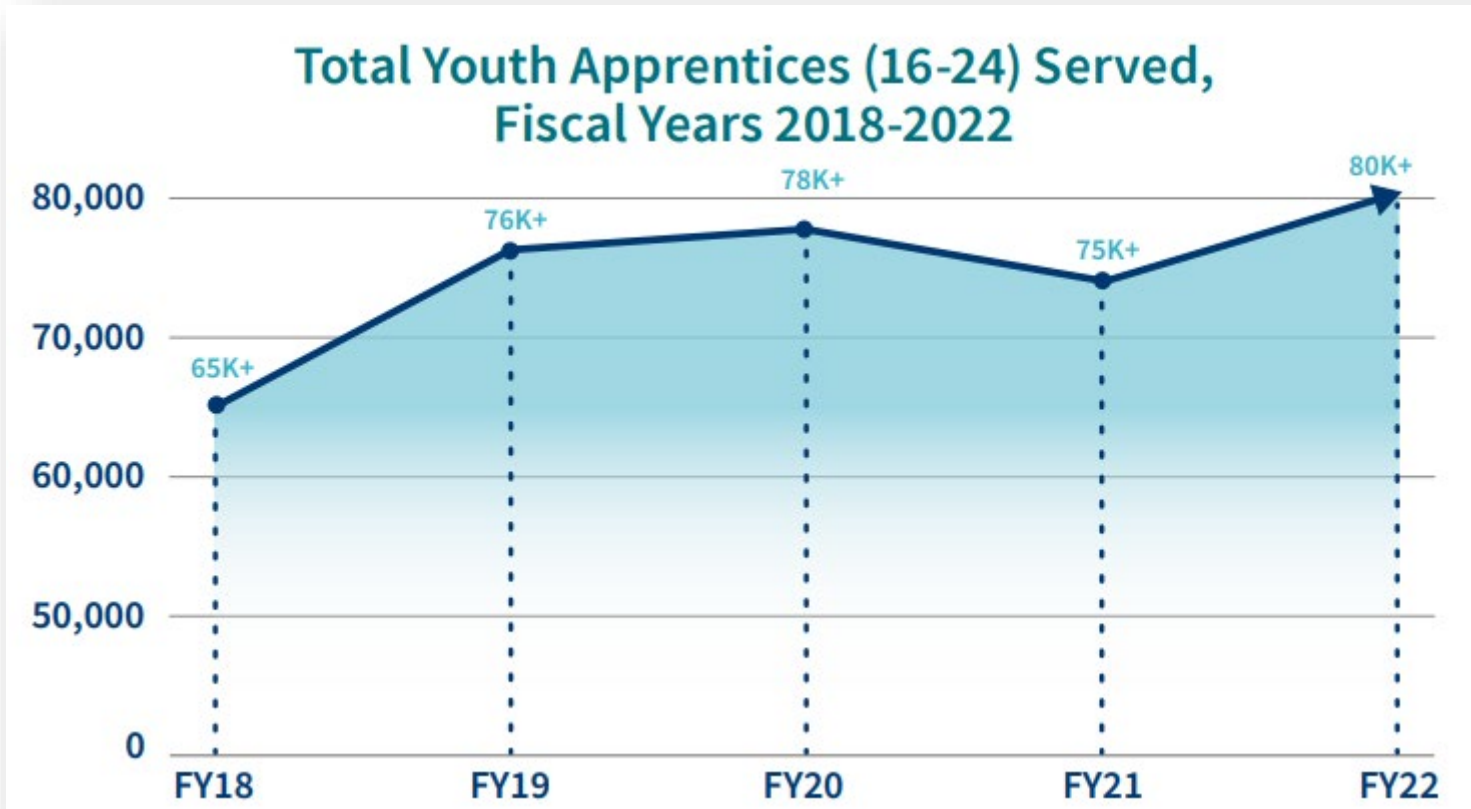
who **receives industry-validated Related
Instruction for an RA program (for in-school
youth) from their school** while...

**completing part-time, paid, work-based
experience from an employer** under a
mentored supervision as part of...

a **Registered Apprenticeship program approved
by DOL or a state apprenticeship agency (SAA)
or a pre-apprenticeship program.**



Apprenticeship for Youth



In 2022, there were
228,535
Youth Apprentices
Registered



Source: <https://www.apprenticeship.gov/>

High-Quality Youth Apprenticeship

In addition to meeting core RA requirements, high quality youth programs:



Provide dual enrollment pathway for college credit for RI



(if school is sponsor)
Include articulated agreement with another program sponsor to ensure students can continue paid OJL (and RI if needed) after graduation



Provide apprentice with a clearly-outlined career pathway beyond RA program completion for occupations that provide a family-supporting wage



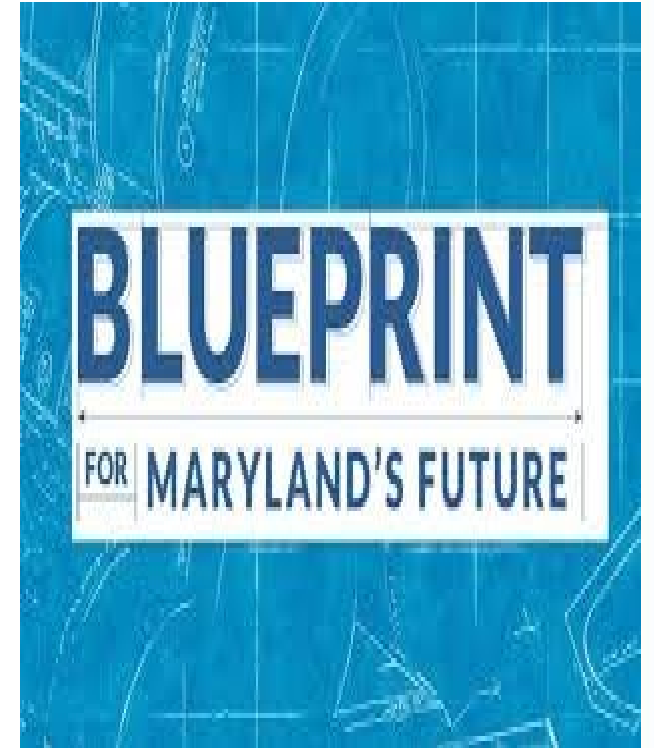
Embed, or prepares student to test out for, industry-recognized certifications or credentials

Maryland School Apprenticeship Goals



Maryland 2030- Ambitious Goals for the State!

- The Blueprint sets a goal for 45% of high school graduates completing an apprenticeship or an industry-recognized occupational credential by the 2030-2031 school year
- Coordinated through The Apprenticeship Maryland Program (AMP), the program consists of at least one year of related classroom instruction and a workplace component of at least 450 hours
- There are nearly 300 employers approved to participate, representing industries including architecture, healthcare, construction, hospitality, manufacturing, government, and others



But the State has a Long Way to Go



- To meet the 45% goal, 25,840 of these graduates would have needed to complete an apprenticeship or industry credential
- In 2021, about 7% of graduates met these criteria
- In the 2021-2022 school year, 271 employers were participating in the program
- Favorably, for the most recent 2023 – 2024 academic year, the total number of youth apprentices has grown exponentially, to a total of 1,045 by June 2024.



Apprenticeship Benefits for Students and Schools



Substantial Benefits for Youth

Helping students understand the benefits of RA is crucial:

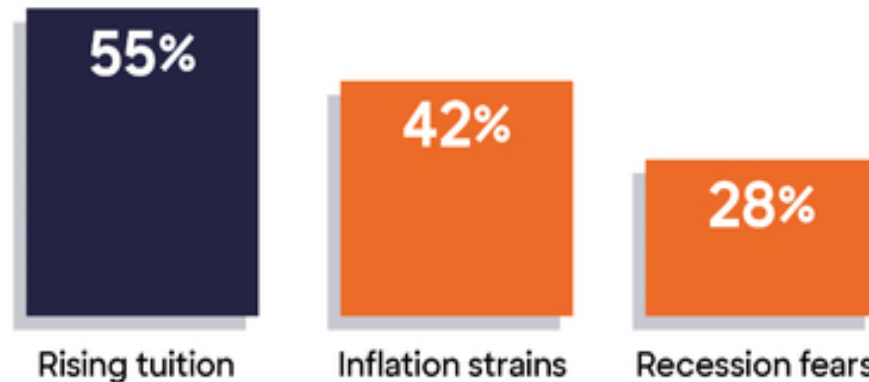
- RA is a pathway to a career from the start
- RA provides a way to get paid to learn skills and get work experience
- Often leads to offer of full-time employment following graduation or program completion soon after graduation
- Increases your lifetime earnings potential: average starting salary for apprentice completers is \$80,000 per year (U.S. DOL)
- Provides way to earn national credential – move and earn anywhere
- Can help lower – or even eliminate – the cost of taking college courses



Less Debt, More Opportunities

Of parents worried about paying for college

55% note **rising tuition** as a concern while nearly half say **inflation** is straining their savings. Over one quarter of worried parents noted that fears of an impending **recession** also caused concern about paying for college,



Nationally....

- 42.8 million Americans owe more than \$1.75 trillion in student loans (2024)
- 61% of college graduates had taken on student loan debt (2024)
- Average debt of student loan holder is \$37,853 (2024)

Benefits for Schools Involved in Apprenticeship

- Apprenticeship programs connect students to colleges
- Program sponsors, federal and state programs, and/or students can pay for related instruction
- Sponsors can provide additional resources beyond tuition to support students and colleges (curriculum development, student supports, additional funding)



Federal / State Funding for RA

Several programs can help pay for Registered Apprenticeship related instruction courses as local colleges, making it more attractive for local employers to participate. Examples include:

- [The Workforce Innovation and Investment Act \(WIOA\) \(through Individual Training Accounts\) / On-the-Job Training / Supportive Services \)](#)
- [Pell Grants \(Up to \\$6,895 per Apprentice\)](#)
- [Federal Work Study Funds \(average of \\$2,500 per Apprentice\)](#)
- [State Tax Credits and Tuition Support](#)
- [GI Bill Benefits \(for approved programs\)](#)



Financial Support for Apprenticeship

- Apprenticeship Tax Credit: For the first five eligible Apprentices claimed, employers may receive \$3,000 per Registered Apprentice and \$1,000 per Youth Apprentice
- Sponsor Apprentice Incentive Reimbursement (SAIR) offers Sponsors up to \$2,500 to offset the costs of Related Instruction (RI)
- Maryland Business Works is an incumbent worker training program that provides up to \$4,500 per apprentice



Employ Prince George's ARPA Initiative

- Allows job seekers to obtain credentials in Registered Apprenticeships and Pre-Apprenticeships through two initiatives: Apprenticeship Expansion Fund and the Apprentices Ready initiative.
- The Apprenticeship Expansion Fund is a provides employers \$2,500 - \$5,000 per new employee placed into an apprenticeship.
- Apprentices Ready Initiative pays for residents who don't qualify for employment through an apprenticeship to receive pre-apprenticeship training and be paid \$15 per hour during training.



Leveraging Federal Support

Federal Discretionary Apprenticeship Funding

Funding	Amount
2016 Apprenticeship Accelerator	\$200,000
2016 ApprenticeshipUSA plus Capbreaker	\$2,000,000
2019 Expansion Grant	\$2,854,797
2020 Expansion Grant	\$6,012,924
Good Jobs Challenge	\$22,900,000
2023 Expansion & Formula Grant	\$6,650,620
Total Federal Apprenticeship Funding	\$40,618,341



Youth Apprenticeship Pathways- High School or College



High-School Aligned Apprenticeship Programs



Juniors or seniors eligible to apply for paid on-the-job training experience with an employer while receiving RI at school.



Embeds industry credentials in RI curriculum.



RI counts toward high school graduation requirements and potentially college credits, creating a seamless transition from secondary to post-secondary education.



Often acts as pre-apprenticeship programs that provide a pathway to a full RA program.



College-Aligned Youth Apprenticeship Programs



Available at vocational, community, and four-year colleges and generally for 18-24 year olds.



Embeds industry credentials in RI curriculum and oftentimes leads to the award of industry-recognized credentials.



RI counts towards college credits, enabling student to graduate.



Generally, a Registered Apprenticeship program that leads to the award of a DOL-issued certificate.



Developing Apprenticeship Pathways



Key Questions

- What occupations does local labor market information show are in high demand and what interests youth?
- What partnerships do we need? What partners do we already have that can support a program?
- How will we integrate industry needs/occupation requirements into our RI?
- How will we create a Dual/Concurrent Enrollment plan (for high school apprentices)?
- How will we ensure RI and OJT count toward both high school graduation and RA program requirements (for high school apprentices)?



Gen Z- They're Interested in Different Occupations

1. Sustainable Energy Specialist
2. Digital Content Creator
3. Health and Wellness Coach
4. Cybersecurity Analyst
5. App Developer
6. Social Impact Consultant
7. User Experience (UX) Designer
8. Remote Work Specialist
9. E-Sports Professional
10. Mental Health Professional



But They are Also the “Toolbelt Generation”



47%

Young adults interested in trades career

5.1%

Pay increase for new construction hires vs. 2.7% in professional services.

23%

Students studying construction trades rose from 2018 to 2024

16%

Vocational-focused community colleges increase in enrollment

299K

More electricians than 2014 - median age fell by 2.9 years.

95%

Optimistic about job security and believe they won't be replaced by AI - [Thumbtack](#)



Source: [Wall Street Journal](#)

Safal Partners © 2024

What Can Each Partner Bring?

- Businesses, trade organizations, and chambers of commerce identify needed skills, provide on-the-job training, and employ apprentices.
- Schools help design curriculum, provide classroom instruction, and facilitate student recruitment.
- Workforce boards can help recruit apprentices, offer funding, and connect partners.
- State agencies develop curriculum frameworks, provide guidance on laws/regulations, and offer funding.
- Community organizations assist with student recruitment, academic support, funding, and program oversight.



Key Organizational Apprenticeship Roles



Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



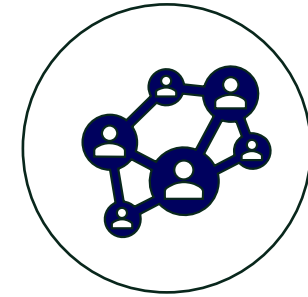
Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



Partner

Organizations committed to assisting RA programs. They can play one or more roles.

State and Local Partners to Work With

- Maryland State Department of Education (MSDE)
- Maryland Department of Labor
- Local Education Agencies (LEA)
- Maryland Apprenticeship Training Council (MATC)
- Youth Apprenticeship Advisory Council (YAAC)
- Maryland Department of Commerce
- Youth Apprenticeship Sponsors/ Employers
- Blueprint CTE Committee



Align with CTE Standards and Ensure Hands-On Training



Align Curriculum with Industry Needs: Incorporate CTE standards by aligning curriculum with current industry needs.



Integrate Work-Based Learning: Embed work-based learning opportunities within CTE programs, allowing students to gain hands-on experience in real-world settings



Collaborate with Industry Partners: Partner with local businesses to design apprenticeship programs that meet both educational and industry requirements.

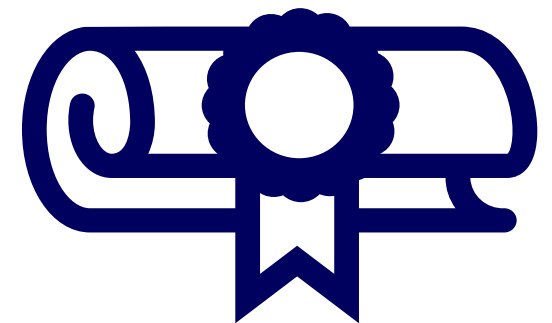


Incorporate Industry-Recognized Credentials: Include industry-recognized credentials in apprenticeship programs to validate students' skills and competencies according to CTE standards.



Ensuring High-School Students Receive Credit

- **Synchronize Curriculum with Graduation Objectives:** Collaborate with local school districts to ensure the apprenticeship curriculum meets high school graduation requirements.
- **Dual Enrollment and Credit Recognition Agreements:** Create dual enrollment agreements that allow apprentices to earn high school credits for both RI and OJT components of their apprenticeship.
- **Performance-Based Assessments:** Integrate assessments that align with both high school and apprenticeship standards.
- **Consistent Tracking:** Ensure apprenticeship coordinators, school counselors, and educators track apprentices' progress and ensure all requirements are met.



Youth Apprenticeship Examples



Howard County Community College

- Serves as a Sponsor of Registered Apprenticeship Programs.
- Offers apprenticeships in 11 different fields (HVAC, IT, Hospitality, Child Care, Licensed Practice Nurse, etc.) and provides the related instruction for these occupations.
- Partners with several different employers to provide OJT, including the University of Maryland Medical Center, MedStar Health, Associated Builders & Contractors of Greater Baltimore, Johns Hopkins and others.
- Has a close relationship with the local workforce board and workforce system.
- Utilizes funds from employers and local and state grants to support their programs.



Anne Arundel County



- The Anne Arundel County Public Schools (AACPS) work with businesses to develop high school apprenticeship programs, ensuring they meet the MD Labor's Youth Apprenticeship Standards.
- If AACPS cannot directly provide the instruction, they collaborate with businesses to find relevant programs through Anne Arundel Community College or outside training providers.
- Anne Arundel Workforce Development Corporation (AAWDC) provides support for candidate recruitment, interviews, and funding applications, helping to streamline the process for businesses.
- The program offers apprenticeships in various industries, including National Security, Transportation, Technology, Insurance, and Construction.



Harford County



- As of 2021, Harford County Public Schools (HCPS) had one of the highest percentages (21.6%) of students receiving industry credentials or completing youth apprenticeship programs among Maryland school district.
- HCPS partners with Harford Community College to offer free workforce opportunities for high school seniors, allowing them to earn industry-recognized credentials.
- HCPS was awarded \$1,000,000 in funding to bolster its Apprenticeship Maryland Program by strengthening infrastructure for sustainable apprenticeship opportunities.



Workforce Boards: The Key Ingredient



How Workforce Boards Can Help Education Providers

- Provide WIOA Individual Training Account (ITA) funding to support apprentices' RI costs
- Make connections with employers, sponsors
- Host convenings between education and industry
- Provide pipeline of Opportunity Youth to enroll in programs
- Add programs to the Eligible Training Provider List (ETPL)
- Support the development of RI curriculum using labor market information and industry standards



How Workforce Boards Can Help Employers/Sponsors

- Provide a pipeline of Opportunity Youth Apprentices:
 - Publicize RA program opening
 - Screen candidates
 - Provide pre-apprenticeship training
- Provide supportive services to Opportunity Youth
- Provide WIOA OJT contract funding to support percentage of apprentice wages
- Build partnerships w/training providers on ETPL for RI; utilize ITAs to pay for all/portion of apprentices' RI costs
- Support registering and implementing RA programs
- Host convenings (job fairs, recruiting events, etc.) to connect potential apprentices and employers



How Workforce Boards Can Help Community-Based Organizations

- Provide education on RA
- Connect potential apprentices with employers
- Provide supportive services to apprentices
- Connect potential apprentices to other resources available within the community
- Leverage funding programs



Get to Know Your Workforce Board

- Each Workforce Board has:
 - Sector strategies: priority occupations and key industries
 - Policies on OJT contracts, which WIOA and non-WIOA funding "buckets" and services they will apply to RA
 - Funding levels, fiscal year cycle and how quickly they anticipate spending funds
 - Supportive services offered and how that maps to your program's needs
 - Candidate pool – IS and OS Youth Programs
 - ETPL program registration process



Contact Us, Become a Partner

- ✓ **Receive** no-cost expert TA, materials, and assistance
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

Scan for
Partner Form



Thank You for Joining Us

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

