



Youth Apprenticeship Advisory Committee

January 23, 2020

Meeting Minutes

Attendance: Chairperson Grant Shmelzer, Rob Minnick, Jason Hardebeck, Shauntia Lindsay, Judi Olinger, Michelle Butt, Jill McClune, Kelly Winters, Secretary Kelly Schulz, Assistant Secretary Jim Rzepkowski, Deputy Assistant Secretary Erin Roth, Todd Sabin, Sarah Sheppard, Marquita Friday, Jennifer Griffin, Wendy Moore, Michael Harrison, Lauren Gilwee, Kaitlin Marsden, Chris McLarion, Jeffrey Smith

I. Welcome and Introductions

Chairperson Grant Shmelzer convened the meeting at 10:01 AM and welcomed the newest members of the committee and asked all members to briefly introduce themselves. He also commented on the exceptionally strong attendance for this meeting.

II. Discussion Regarding Status of Apprenticeship Maryland Program (AMP)

Chairperson Grant Shmelzer asked Program Manager Jeffrey Smith to review the current AMP statistics with the committee. Mr. Smith discussed the following program statistics.

1. Number of Total Youth Apprentices

2016-2017 School Year: 11

2017-2018 School Year: 27 (12 FCPS; 15 WCPS)

2018-2019 School Year: 47 (23 FCPS; 23 WCPS; TCPS 1)

2019-2020 School Year (to date): 66 (3 ACPS; 1 DCPS; 15 FCPS; 19 HCPS; 2 KCPS; 5 QACPS; 8 TCPS; 13 WCPS)

2. Number of Participating Businesses

2016-2017 School Year: 14

2017-2018 School Year: 44

2018-2019 School Year: 109 unduplicated employers (9 ACPS; 5 CCPS; 6 DCPS; 46 FCPS; 20 HCPS; 5 KCPS; 6 QACPS; 5 TCPS; 35 WCPS)

2019-2020 School Year (to date): 155 unduplicated employers 12 ACPS; 12 BCPS; 15 BCPS; 10 CCPS; 17 DCPS; 52 FCPS; 28 HCPS; 10 KCPS; 21 MCPS; 14 QACPS; 5 SMCP; 15 TCPS; 42 WCPS; 2 WCPSS)

3. Number of Participating School Systems

2016-2017 School Year: 2

2017-2018 School Year: 2

2018-2019 School Year: 11 (ACPS; BCPS; CCPS; DCPS; FCPS; HCPS; KCPS; QACPS; SMCP; TCPS; WCPS)

2019-2020 School Year (to date): 15 (Allegany, Baltimore City, Baltimore, Caroline (approval pending), Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico)

Additionally, Mr. Smith shared the following industry breakdown for current youth apprentices.

AMP Business Percentages as of 01-15-2020		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Government	1	1.5%
Transportation and Logistics	1	1.5%
Engineering	2	3.0%
Education	2	3.0%
Business	2	3.0%
Hospitality and Tourism	3	4.5%
Environmental Services	2	3.0%
Marine Trades	4	6.1%
Information Technology	7	10.6%
Automotive	8	12.1%
Healthcare	8	12.1%
Manufacturing	9	13.6%
Construction	17	25.8%
Total	66	100.0%

Assistant Secretary Rzepkowski commented on the significant growth in the number of youth apprentices thus far during the school year. Deputy Assistant Secretary Roth requested that future versions of this statistical report utilize color coding to indicate which participating employers have: 1) currently have youth apprentice(s); 2) have had youth apprentice(s) in the past, or 3) have yet to have hired any youth apprentice(s). Mr. Smith indicated that this action would be taken.

III. MSDE Update

Director Friday provided the MSDE report. She provided a brief overview of the current activities of her department, with specific emphasis on outreach efforts to new school systems. She indicated that Caroline County has submitted an application for inclusion in the program. Additionally, Prince George's and Calvert counties have expressed interest in applying.

Chairperson Shmelzer inquired if Anne Arundel County has expressed any interest in the program. Ms. Friday noted that, while that system's CTE director had previously worked with Kent County (and had led their efforts to join AMP), Anne Arundel County Public Schools senior leadership has yet to move forward with applying. She indicated that outreach efforts to this county will still continue.

Ms. Friday concluded her report by providing a brief overview of this year's Apprenticeship Maryland Conference, which is scheduled for Thursday, April, 30, 2020. This will be the second year for this event.

The event is being marketed to the following types of representatives from key stakeholder groups.

- Secondary & Postsecondary Educators
- School Counselors & College Career Advisers
- Apprenticeship Sponsors & Employers
- Interested Employer Partners
- Intermediaries
- State and Local Government Agencies

Director Friday shared a link for registration for the event and encouraged all committee members to make an effort to attend.

IV. Legislative Update

Director Harrison provided a brief review of apprenticeship-related bills likely to be considered as part of the Maryland General Assembly's 2020 session.
Apprenticeship Start-Up Act of 2020

This bill proposed to extend the termination date of the apprenticeship income tax credit by five years and alter the tax credit program by altering the definition of an apprentice, increasing the credit from \$1,000 to \$3,000 for each eligible apprentice under specified circumstances, and limiting the amount of credits that can be claimed by a taxpayer. The bill also would remove the \$500,000 annual cap on the program and creates an apprenticeship tax credit reserve fund. The Governor must include in the annual budget bill an appropriation to the fund and the amount of credits that the Maryland Department of Labor (MDL) can award each year cannot exceed the amount appropriated to the fund. The bill would take effect June 1, 2020, and applies to tax year 2020 through 2024.

Youth Apprenticeship 2.0 Act of 2020

This bill would create a High School Level of Registered Youth Apprenticeships Program within the Maryland Department of Labor (MDL) for the purpose of enabling high school students to accelerate their acquisition of occupational skills and work experience. Each local board of education must cooperate with MDL and registered apprenticeship sponsors to make the program's job opportunities available to students. MDL must issue a skills certificate to each student who completes the program. This legislation would codify the existing AMP initiative into law.

Assistant Secretary Rzepkowski indicated that when these and any other apprenticeship bills are formally introduced, they will be shared with the membership of the committee.

V. Marketing Update – HCPSS AMP Video, MCPS Video, and FCPS marketing handouts

Chairperson Shmelzer asked both Labor and MSDE to share their activities in relation to the AMP initiative. Ms. Friday noted that MSDE recently unveiled an AMP video. The preparation of this video utilized both youth apprentices, businesses, and local public school systems from across the state. The video was then shown to the committee membership. The video can be found online at: <https://youtu.be/0Nk7v8KGjJl>.

Mr. Smith also noted that several of the AMP school systems – and one participating employer – have developed their own video marketing materials. Videos from Howard County, Montgomery County, and Washington County were noted specifically, and brief excerpts of these were shown to the committee.

Mr. Smith also noted that during February 2020, a series of three parent and student information sessions are scheduled for Montgomery County. Labor and MSDE will be in attendance to present about the program.

VI. Discussion Regarding School to Apprenticeship Model

Chairperson Shmelzer asked Director Maclarion to briefly review the School to Apprenticeship model.

Director Maclarion stated that the School to Apprenticeship model allows youth ages 16 or 17 to be registered as apprentices with a Registered Apprenticeship sponsor prior to graduation (with the consent of the youth's parent or guardian). Youth becoming Registered Apprentices will receive the appropriate Related Instruction while in high school and will begin working part-time to accrue On the Job Training hours as their schedules allow.

Upon high school graduation, these youth will then be full-time Registered Apprentices. All hours of OJT and RI accrued during high school are part of their required hours to complete the RA program.

Current RA sponsors that presently allow for School to Apprenticeship include: Associated Builders and Contractors – Baltimore Metro; Associated Builders and Contractors – Chesapeake Shores; Associated Builders and Contractors – Cumberland Valley; Independent Electrical Contractors – Chesapeake; Prince George's County Public Schools, Heating & Air Conditioning Contractor of Maryland (HACC); Humanim; and the Tree Care Industry Association.

Mr. Maclarion shared that of the 66 current youth apprentices, a total of 19 are dual registered in AMP and with a Registered Apprenticeship sponsor through School to Apprenticeship. This is with two different sponsors, both of which are represented on this committee: Humanim and the Independent Electrical Contractors – Chesapeake.

Ms. Olinger commented on how much her organization has benefitted from this model, as well as AMP. Chairperson Shmelzer concurred and indicated that this is the third school season that his organization has worked with Howard County Public Schools on this sort of apprenticeship K-12 partnership.

VII. Other Business – Future AMP school system visits, Reminder regarding Legislative Testimony Policy

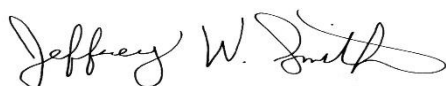
Mr. Smith indicated that at this time, a technical assistance visit has been scheduled with Caroline County Public Schools, in anticipation of their future approval for AMP. Additional outreach efforts will continue with Prince George's and Calvert counties.

Assistant Secretary Rzepkowski reminded the members of the committee of the policies associated with appointed committee members testifying on any pending legislation in Annapolis. Members cannot testify on behalf of this committee unless and until they receive formal permission from the Maryland Department of Labor. Members can testify as individual citizens, and it is requested that such instances be shared with Labor.

Lastly, Mr. Smith reminded the members that the next meeting of this group is scheduled for Thursday, March the 26th.

Hearing no further business, Chairman Shmelzer adjourned the meeting at 11:57 AM.

Respectfully submitted,

Handwritten signature of Jeffrey W. Smith in black ink.

June 25, 2020

