



## **Youth Apprenticeship Advisory Committee**

***January 28, 2021 Meeting***

### **Minutes**

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Jeffrey Smith, Chris MacLarion, Sarah Sheppard, Todd Sabin, Rob Minnick, Wendy Moore, Jill McClune, Jennifer Griffin, John Feaster, Kelly Winters, Tia Lindsay, Michelle Butt, Judi Olinger, Marquita Friday, Grace Kelly

#### **I. Welcome and Introductions**

The meeting was convened at 10:30 AM by Chairperson Grant Shmelzer.

MD Labor Division of Workforce Development and Adult Learning (DWDAL) Assistant Secretary Rzepkowski provided opening remarks and brought greetings from Secretary Robinson. He recently highlighted the achievements of the Apprenticeship Maryland Program (AMP) to the National Governor's Association.

The pandemic has presented challenges, but also new opportunities to engage students. Apprenticeship can help reengage students and support their education and workforce/career journey – this group should continue to explore how to capitalize on this.

#### **II. Approval of Minutes**

Minutes were presented for the 11/19/2020 meeting and were approved unanimously.

#### **III. Discussion Regarding Status of Apprenticeship Maryland Program (AMP)**

Program Manager Jeffrey Smith reviewed the program statistics as of 1/27/2021:

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: 74 (3 ACPS; 3 DCPS; 21 FCPS; 19 HCPS; 2 KCPS; 5 QACPS; 8 TCPS; 13 WCPS)**

**2020-2021 School Year (to date): 44 (1 DCPS; 11 FCPS; 18 HCPS; 3 TCPS; 11 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: 171 unduplicated employers 13 Allegany; 13 Baltimore City; 23 Baltimore; 12 Caroline; 12 Carroll; 17 Dorchester; 53 Frederick; 33 Howard; 12 Kent; 23 Montgomery; 15 Queen Anne's; 5 St. Mary's; 16 Talbot; 43 Washington; 2 Wicomico)**

**2020-2021 School Year (to date): 177 unduplicated employers (to date)<sup>1</sup> 13 Allegany; 14 Baltimore City; 23 Baltimore; 14 Caroline; 15 Carroll; 18 Dorchester; 55 Frederick; 35 Howard; 12 Kent; 25 Montgomery; 1 Prince George's; 16 Queen Anne's; 10 St. Mary's; 17 Talbot; 43 Washington; 2 Wicomico)**

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; SMCPs; TCPS; WCPS)

**2019-2020 School Year: 16 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Queen Anne's, Prince George's, St. Mary's, Talbot, Washington, Wicomico**

**2020-2021 School Year (to date): 17 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Prince George's, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico**

4. Current Average Hourly Wage: \$12.17 (ranges from \$11.00 to \$15.00)

5. Industry representation for currently registered youth apprentices:

<b>AMP Business Percentages as of 01-27-2021</b>		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Architecture	1	2.3%
Banking and Finance	1	2.3%
Manufacturing	1	2.3%
Hospitality and Tourism	1	2.3%
Marine Trades	1	2.3%
Education	2	4.5%
Business	2	4.5%
Automotive	2	4.5%
Transportation and Logistics	4	9.1%
Healthcare	12	27.3%
Construction	17	38.6%
<b>Total</b>	<b>44</b>	<b>100.0%</b>

<sup>1</sup> Presently 7 employers are pending MATC approval as noted.

Howard County is in the process of adding 5 or 6 more youth apprentices. Of the 44 current youth apprentices, 17 are dually enrolled as school-to-apprenticeship (STA). Harford County recently joined AMP, becoming the 17<sup>th</sup> participating school system.

Deputy Assistant Secretary Roth questioned why there has been a decline in Manufacturing IT employers. Jeffrey Smith responded that because of the pandemic, some employers are weary to place students for safety reasons and/or due to internal policies. Also, certain industries have been reluctant to hire since they are seeing decreases in demand.

#### **IV. MSDE Update – 2020-2021 School Year Update**

Jennifer Griffin from MSDE shared that in January staff had a technical assistance meeting with Calvert County and they are planning to submit their program of study soon. There are still ongoing conversations with Anne Arundel County. MSDE's goal is to start outreach to non-participating counties.

The plan is to have students back in school by March 1<sup>st</sup>, so MSDE is working to figure out what that will look like for students, especially those student who require hands-on experiences like career and technical education (CTE) students.

A few years ago, MSDE received a U.S. Department of Education grant for \$600,000 and local school systems with AMP approved, and community colleges that work with AMP, are eligible for this money. There is still money left and MSDE wants to get it out to locals to support the development and scaling of AMP.

MSDE is still waiting to see if there will be an on-the-job-training (OJT) waiver this year because of the pandemic.

#### **V. Legislative Update – Overview of 2021 Legislative Session; Reminder of Policies Associated with Appointed Board Members and the Session**

Deputy Assistant Secretary Roth reminded the group of the policy memo from Secretary Robinson regarding Board member status and testifying on behalf of legislation. The memo was provided to this group via email. If a Board member is interested in testifying in their official capacity, they can get prior approval from MD Labor. MD Labor would also appreciate knowing if members plan to testify in their personal capacity.

Two bills relevant to the YAAC have been introduced:

- SB357 is a reintroduction from last year that would establish a joint committee on workforce. This would put a 10-person legislative committee of senators and delegates over Maryland's workforce system to look specifically at the Governor's Workforce Development Board (GWDB), apprenticeship, CTE, etc.; and,
- SB131 is related to diversity in the Maryland Apprenticeship and Training Council (MATC).

The legislative session is still in very early stages, so there will be more updates to come.

Federally, MD Labor is keeping a close eye on HR447, the National Apprenticeship Act. Since Maryland never fully engaged with Industry Recognized Apprenticeships, that component of the bill does not really affect the state. Some implications for Maryland include that workforce programming would have a stronger tie to apprenticeship, the apprenticeship budget would increase (there would be a dedicated stream to States), and youth apprenticeship (specifically the STA-model) would be expanded. Equal access to funding was expressed as a possible concern, so MD Labor will monitor this.

The new U.S. Department of Labor (USDOL) Secretary and Assistant Secretary have been identified. The Secretary, Marty Walsh, has strong apprenticeship ties which is exciting.

## **VI. Marketing Update**

MD Labor and MSDE are developing learning modules on Registered Apprenticeship and Youth Apprenticeship for CTE staff and beyond. Educating others will help gather more ambassadors to advocate for youth apprenticeship.

An RFP for videography services has been released and MD Labor is now waiting on proposals. Three MD Labor vehicles are out and wrapped with apprenticeship logos – they are based in the Baltimore area, Western Maryland, and on the Eastern shore. MD Labor is working with the Maryland Motor Vehicle Association to get informational messages about apprenticeship shown in all locations, and is also connecting with the transit administration to wrap buses. There are a number of give-away items secured that will be utilized once staff can start getting out again. Similar to last year, all AMP graduates will receive graduation cords and certificates upon graduation.

The committee engaged in a robust discussion on how to bring association and Joint Apprenticeship and Training Committee (JATC) employers into AMP. Director of Apprenticeship and Training Chris MacLarion suggested that creating a subgroup to build capacity and discuss challenges with engaging these employers, misconceptions they might have, building capacity, marketing, etc., may be a next step for this group. Outreach has been focused heavily on businesses that do not know anything about apprenticeship. This is important, but to capitalize on employers within associations and JATCs is an avenue that needs to be targeted.

Marquita Friday from MSDE enquired about the connection between Apprenticeship programs registering with the Maryland Apprenticeship and Training Council (MATC) and youth apprenticeship as a component of their proposed program. Chris MacLarion proceeded to provide an overview of the Apprenticeship and Training Program under DWDAL.

The program was received in 2016 and an immediate overhaul began to look at certain data and Standards of Apprenticeships for Sponsors and employers in the State. DWDAL

has worked to analyze Standards and determine whether there are barriers in place prohibiting people from accessing apprenticeships. Many Standards that have been reviewed, agreed to add generic school-to-apprenticeship language in order to create an alignment between youth apprenticeship and Registered Apprenticeship. There are still many programs that are hesitant, which is why industry leaders advocating for youth apprenticeship are so key. Also, at every MATC meeting, staff remind Sponsors and employers about AMP and try to outreach in that way.

It is beneficial for employers speak to school systems/CTE staff about what apprenticeships offer, but the critical, and often missing component is that school systems have to understand that some businesses will register one apprentice and then no others for years or until that apprentice graduates. To grow programming, targeting big associations connected to hundreds of employers (e.g. IEC, ABC, etc.) is the key. No place is more diverse than the school system. Businesses need diversity in their apprentices, so working with students presents such a perfect opportunity.

Chris MacLarion agreed to talk/present to local CTE directors about apprenticeships so they have a better understanding of the system.

Association and JATC committee members shared that some challenges they face in engaging employers are capacity, getting smaller independent contractors to sit at the table together, and an employer mentality of wanting “skilled” employees now. Schools are gearing up to recruit employer and work closely with counselors to spread the word on AMP once things open up a bit more.

Chris MacLarion and Chairperson Shmelzer will connect to iron out the workgroup idea. It seems that there may need to be two workgroups, one that focuses on resources/implementation and the other that centers on marketing and engagement.

Assistant Secretary Rzepkowski thanked the committee for their ongoing commitment to scaling apprenticeship and work to take the time, effort, and energy to connect with businesses.

## **VII. Other Business – November 2021 Meeting Date**

The November 2021 meeting will be moved to October 28<sup>th</sup> because of the Thanksgiving holiday and to account for National Apprenticeship week.

The meeting adjourned.

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The next meeting of the Youth Apprenticeship Advisory Committee will be **March 25, 2021 at 10:30AM**