

**Youth Apprenticeship Advisory Committee**

***May 18, 2022 Meeting***

Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Chris MacLarion, Michelle Butt, Jeffrey Smith, Marquita Friday, Jennifer Griffin, Shauntia Lindsay, Todd Sabin, Jason Hardebeck, Wendy Moore, Jill McClune, Sarah Sheppard, Jane Sinclair, Sheila Jackson, Jennifer Runkles, Lloyd Day, Faith Ramsburg, Chuck Marquette

1. **Welcome and Introductions**

The meeting was convened at 8:00 AM by Chairperson Grant Shmelzer.

1. **Approval of Minutes**

Michelle Butt made a motion to approve the 01-19-2022 minutes and it was seconded by Jill McClune. The minutes were approved unanimously.

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

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): 90 (1 ACPS; 4 BCPS; 8 DCPS; 19 FCPS; 23 HCPS; 2 KCPS: 6 SMCPS; 4 TCPS; 22 WCPS)[[1]](#footnote-1)

**2021-2022 School Year (to date): 141 (2 ACPS; 1 AACPS; 10 BCPS; 3 Calvert; 1 Caroline; 2 Carroll; 1 Charles; 7 DCPS; 12 FCPS; 20 HCPS; 2 MCPS; 1 PGCPS; 4 QACPS; 24 SMCPS; 3 TCPS; 47 WCPS; 1 Wicomico)**

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): 236 unduplicated employers (to date) 14 Allegany; 1 Anne Arundel; 17 Baltimore City; 27 Baltimore; 17 Caroline; 19 Carroll; 6 Calvert; 22 Dorchester; 58 Frederick; 41 Howard; 12 Kent; 29 Montgomery; 5 Prince George’s; 18 Queen Anne’s; 21 St. Mary’s; 19 Talbot; 44 Washington; 4 Wicomico)

**2020-2021 School Year (to date): 260 unduplicated employers (to date) 18 Allegany; 27 Anne Arundel; 19 Baltimore City; 38 Baltimore; 14 Calvert, 26 Caroline; 24 Carroll; 5 Charles; 25 Dorchester; 58 Frederick; 17 Harford, 42 Howard; 16 Kent; 31 Montgomery; 24 Prince George’s; 27 Queen Anne’s; 31 St. Mary’s; 24 Talbot; 59 Washington; 12 Wicomico; 3 Worcester)**

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, Prince George’s, Queen Anne’s, St. Mary’s, Talbot, Washington, Wicomico

**2020-2021 School Year (to date): 21 Allegany, Anne Arundel, Baltimore City, Baltimore, Caroline, Carroll, Calvert, Charles, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne’s, Prince George’s, St. Mary’s, Talbot, Washington, Wicomico, Worcester**

Current Average Hourly Wage: $13.55 (ranges from $12.50 to $20.50)

Number and Percentage of AMP Students Also With Status as Registered Apprentices (2020-2021 School Year): 29 (32%). **Number and Percentage of AMP Students Also With Status as Registered Apprentices (2021-2022 School Year): 22 (16.5%).**

Industry representation for currently registered youth apprentices:

|  |
| --- |
| **AMP Business Percentages as of 05-11-2022** |
| *Industry Sector* | *# of Youth Apprentices* | *% of Total* |
| Aeronautics | 1 | 0.7% |
| Architecture | 2 | 1.4% |
| Association Management | 1 | 0.7% |
| Automotive | 10 | 7.1% |
| Business | 4 | 2.8% |
| Construction | 32 | 22.7% |
| Education | 7 | 5.0% |
| Engineering | 2 | 1.4% |
| Finance, Banking and Real Estate | 1 | 0.7% |
| Furniture Repair | 1 | 0.7% |
| Government | 4 | 2.8% |
| Healthcare | 20 | 14.2% |
| Hospitality and Tourism | 14 | 9.9% |
| Information Technology | 1 | 0.7% |
| Manufacturing | 36 | 25.5% |
| Transportation and Logistics | 5 | 3.5% |
| **Total** | **141** | **100.0%** |

Program Manager Jeffrey Smith provided an overview of the data shown above. The Apprenticeship Maryland Program (AMP) continues to set records. As a breakdown, the highest reported numbers are from Washington County with 47, followed by St. Mary’s with 24, Howard has 20 and Frederick with 12. Moreover, 4 new apprentices have come on board just this week.

At present, the program has 260 approved businesses, and a total of 20 school systems with 4 that remain uncommitted. The average hourly wage increased to $13.55, primarily due to the new state minimum wage. What’s more - some employers are paying a higher rate, between $18 - $20 hourly. This pushes the average hourly rate up. As of this meeting, 22 of 141 students are dual registered Youth Apprentices (15%) which is slightly smaller than last year, with potential to grow. Manufacturing Construction and Automotive continue to maintain the top 3 industries, respectively.

Chairman Shmelzer noted that we are seeing a lot of employers bumping up the normal starting salary. This increase is most likely driven by retailers like Wawa bumping up their wages.

1. **MSDE Update**

The Maryland State Department of Education (MSDE) Director of Career Programs, Marquita Friday and Education program Specialist Jennifer Griffin shared some updates:

* Cecil County is considering the adoption of the youth apprenticeship Program of Study for its students.
1. **Policy Update – Commencement of Policy Development Process and Background**

The YA legislation sunsetted, but the program continues to function under the same rules of that legislation. MD Labor will be developing a YA policy to provide clear guidance, uniformity, and to address recurring issues. The MD Labor Division of Workforce Development and Adult Learning (DWDAL) Policy Unit has convened a group of subject matter experts (SME) to weigh in on the policy development. Individuals are currently being identified for the YA policy, and the SME group will include employers/Sponsors and representation from MD Labor, MSDE, LPSS’, Commerce, etc. This is a very collaborative process. The policy will capture all elements of the system to ensure that this program runs smoothly and to provide a framework to move forward.

The policy kickoff was held in October 2021. Work on this process was temporarily paused so as to get feedback from surveys. The group will be able to pick the policy work back up, thereafter. It is anticipated that this process can restart in late May, with the whole process taking about 2-3 months. The plan is to aim for a June / July policy issuance. A complete policy timeline will be prepared for the next YAAC meeting in July 2022.

1. **Legislative Update**

Deputy Assistant Secretary Erin Roth led this agenda item. She began by sharing the Departmental bill for the division this year, Senate Bill 205, which involves apprenticeship. It looks to reauthorize the division as a State Apprenticeship Agency (SAA) and to reauthorize the Maryland Apprenticeship and Training Council (MATC) with all of their duties and activities through 2034. This legislation was passed this session.

1. **Marketing Update – SAE 2020 Youth Apprenticeship and Community College Award Solicitations; SAE 2020 Supported Statewide Marketing Campaign**

Deputy Assistant Secretary Erin Roth noted that MD Labor developed a master plan last year (2020) consisting of our Goals, Target Audiences, Message Ideas, Product Ideas, and Distribution Points.

 Our three goals of this campaign:

1. Raise statewide awareness of and participation in Registered Apprenticeship (RA),
2. Promote the benefits of RA as a recruitment and retention strategy, and
3. Promote the advantages of apprenticeship as a career pathway and the wide range of occupational choices, with an emphasis on non-traditional occupations.

Deputy Assistant Secretary Erin Roth also noted that MD Labor will be re-launching its successful Apprenticeship Ambassador Program.

Jeffrey Smith shared that, with graduation approaching, MD Labor is preparing to distribute appropriate materials. The Department sends emails to schools for a list of apprentices with students. Also, for the third year, 3rd year – we provide cords (Maryland Apprenticeship). There are more in-person graduations that are scheduled to take place this year. I have previously attended quite a number of them.

MATP Director MacLarion noted that the Department authorized another order of youth apprenticeship pennants – purchase of 1000.

1. **Other Business**

The March meeting will be hybrid in-person/virtual. Thus, the next meeting date is **Wednesday, July 20, 2022 starting at 8 AM**.

MD Labor Assistant Secretary James Rzepkowski thanked the group on behalf of the Department.

The meeting adjourned at 9:44 AM.

1. [↑](#footnote-ref-1)