



## Youth Apprenticeship Advisory Committee

### *June 25, 2020 Meeting*

#### Minutes

Attendees: Chairman Grant Shmelzer, Commerce Secretary Kelly Schulz, Labor Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Kelly Winters, Sarah Sheppard, Michelle Butt, Jason Hardebeck, Rob Minnick, Marquita Friday, Jennifer Griffin, Kristine Pearl, Kaitlin Marsden, Chris MacLarion, Jeffrey Smith

#### I. Welcome and Introductions

The meeting was convened at 10:04 AM by Chairperson Grant Shmelzer.

#### II. Approval of Minutes

Minutes were presented for the 4/27/2017, 3/28/2019, and 1/23/2020 meetings. A motion to approve was made by Jason Hardebeck and seconded by Rob Minnick. The minutes were approved unanimously.

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

The committee reviewed the program statistics as of 6/25/2020.

##### 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): 15 (1 DCPS; 5 FCPS; 2 TCPS; 7 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: 170 unduplicated employers 13 Allegany; 13 Baltimore City; 23 Baltimore; 12 Caroline; 12 Carroll; 17 Dorchester; 53 Frederick; 33 Howard; 11 Kent; 23 Montgomery; 15 Queen Anne's; 5 St. Mary's; 16 Talbot; 43 Washington; 2 Wicomico)**

**2020-2021 School Year (to date): 172 unduplicated employers (to date)<sup>1</sup> 14 Allegany; 14 Baltimore City; 24 Baltimore; 13 Caroline; 13 Carroll; 17 Dorchester; 54 Frederick; 34 Howard; 11 Kent; 24 Montgomery; 1 Prince George's; 15 Queen Anne's; 5 St. Mary's; 16 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: 15 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico**

Additionally, there were 63 AMP graduates for the 2019-2020 academic year. Chairperson Shmelzer indicated that his organization, the Independent Electrical Contractors – Chesapeake, planned on having 20 youth apprentices working with some of its participating employers. He also noted that Charles County Public Schools have expressed interest in AMP.

IV. MSDE Update

Marquita Friday from MSDE provided an update in regard to the Apprenticeship Maryland Program. She discussed the guidance that MSDE provided to all participating AMP school systems with regard to the global coronavirus pandemic. At the time of the meeting, it was not certain what contingencies would need to be put in place for the upcoming 2020-2021 academic year. In any event, she indicated that it is highly probable that not all students would be able to learn in the same school building simultaneously and that some form of remote learning would be needed for a certain period of time.

Ms. Friday also reported on how MSDE will be utilizing the remaining funds that it has that were part of a grant award from the U.S. Department of Education to support apprenticeship pathways. As additional round of sub-awards will be offered – in higher amounts than previously ones – to local public school systems or community colleges to build youth apprenticeship pathways.

Jennifer Griffin from MSDE also discussed the prospects for additional school systems in joining AMP, specifically Anne Arundel and Calvert counties.

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<sup>1</sup> Presently 37 employers are pending MATC approval as noted.

Commerce Secretary Kelly Schulz noted that her Department continues to be available to assist MD Labor with business recruitment. Kristine Pearl discussed some of the challenges encountered when attempting to convince businesses that have existing unpaid internship positions to join AMP and offer paid youth apprentice jobs. In response, Chairperson Shmelzer asked if MD Labor could offer technical assistance to school systems to help make this case. Chris MacLarion indicated that now may be the appropriate time to conduct such outreach, especially if the department receives new grant funds as part of any pending opportunities. Chairperson Shmelzer noted that this topic can be revisited at a future committee meeting.

## V. Legislative Update

Deputy Assistant Secretary Erin Roth shared the following pieces of legislation were shared with the committee.

### SB751/HB1457 Apprenticeship Start-Up Act of 2020

This bill has the following implications for the Registered Apprenticeship Tax Credit: • Extends the termination date of the tax credit by five years to January 1, 2025; • Removes the annual cap on the program and creates an Apprenticeship Tax Credit Reserve Fund; • Alters the definition of “eligible apprentice” to specify employment by the taxpayer for at least 450 hours of the taxable year through a youth apprenticeship program or employment by the taxpayer for at least seven full months of the taxable year; and • Credit is \$3,000 for each eligible apprentice and \$1,000 for each youth apprentice.

The provisions of this legislation provide that regulations need to be adopted to implement these provisions, and funding will need to be appropriated.

### SB224/HB1029 Clean Energy Jobs - Workforce Development – Scope

This bill alters how the Strategic Energy Investment Fund (SEIF) dollars in the Clean Energy Workforce Account may be used under EARN and related industry definitions: • Funding for pre-apprenticeship jobs training programs must be reduced from \$1,500,000 to \$1,250,000 and youth apprenticeship jobs training programs from \$6,500,000 to \$6,000,000 to provide \$750,000 for the recruitment of veterans and formerly incarcerated individuals to pre-apprenticeship and RA. • Expands the definition of “clean energy industry” to include carpenters, pile-driver operators, millwrights, insulation workers, and well drillers and services that improve energy efficiency and conservation. • Adds energy efficiency and geothermal careers as permissible for Youth Apprenticeship.

## VI. Outreach/Marketing Update

Staff provided an update with regard to continued efforts to promote youth apprenticeship. Mr. MacLarion noted that the apprenticeship expansion proposal submitted by MD Labor as part of USDOL's new grant cycle included a significant component for promoting both registered and youth apprenticeship.

Ms. Friday noted that MSDE has redesigned its Career and Technical Education (CTE) web page to be more user friendly.

## VII. Other Business

Jeffrey Smith provided an overview of MD Labor's response to USDOL's Youth Apprenticeship Readiness grants. The purpose of this program is to support the development of new or the expansion of existing Registered Apprenticeship Programs (RAP) for youth. This also includes quality pre-apprenticeship programs that lead to a RAP.

This grant program supports the President's Executive Order and the Department of Labor, Employment and Training Administration's goals to promote pre-apprenticeships, to develop a strong youth apprenticeship pipeline, and to expand access to youth apprenticeships. MD labor submitted its final application in May 2020.

Mr. Smith indicated that MD Labor has outlined three strategies of activities in order to expand youth apprenticeship and to formally connect the youth and adult apprenticeship systems.

1. Expand and enhance current AMP programs for counties that already have approved youth apprenticeship or school-to-apprenticeship: MD Labor will work with these school systems to expand their programs, increase the number of students as Registered Apprentices, increase employer/RA Sponsor engagement, and enhance curriculum;
2. Introduce new employers to AMP that are not currently involved by supporting wages, related instruction, supportive services for apprentices, and creating opportunities for schools that do not currently have programs (i.e. start labs and purchase curriculum); and
3. Expand into new industries of manufacturing, IT/cyber, automotive, and healthcare, involving employers/RA Sponsors, and increasing student engagement.

Chris MacLarion provided an overview of MD Labor's response to USDOL's Building State Capacity to Expand Apprenticeship through Innovation grants. The goal of these funds is to expand the national Registered Apprenticeship system by funding baseline activities that improve States' ability to serve, improve, and strategically scale the Registered Apprenticeship Program (RAP) model described in 29 C.F.R. parts 29, Subpart A, and 29 C.F.R.30; and to fund innovations aimed at using RAPs as a tool for developing the economy and building infrastructure.

There are two components to this grant: a baseline funding package, and a discretionary funding package. MD Labor applied for the full \$450,000 baseline funding and \$6 million in discretionary funding.

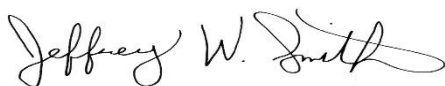
Project elements included: 1) funding to modernize the department's apprenticeship website, 2) more fully integrating apprenticeship into disability and youth services programs, 3) pursue a statewide marketing campaign, 4) establish an employer incentive plan, and 5) conduct outreach that emphasizes the value of connecting youth apprenticeship to the formal apprenticeship system.

Chairperson Shmelzer indicated that IEC Chesapeake is presently working with a major Washington, DC based television station to conduct an extended media campaign to promote apprenticeship.

Seeing no further business after the presentation of this agenda item, Chairperson Shmelzer entertained a motion to adjourn the meeting. This motion was made by Marquita Friday and seconded by Jennifer Griffin. The motion was unanimously approved by the committee.

The Chairperson reminded members that the next meeting of the committee will take place on July 23, 2020 starting at 10:00 AM.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jeffrey W. Smith".

July 23, 2020