



## Youth Apprenticeship Advisory Committee

*November 19, 2020 Meeting*

### Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Jeffrey Smith, Chris MacLarion, Sarah Sheppard, Todd Sabin, Wendy Moore, Jill McClune, Cody Pine, Lauren Gilwee, Jennifer Griffin, John Feaster, Kelly Winters, Tia Lindsay, Michelle Butt, Judi Olinger, Marquita Friday, Brian Cavey, Grace Kelly

#### I. Welcome and Introductions

The meeting was convened at 10:00 AM by Chairperson Grant Shmelzer.

#### II. Approval of Minutes

Minutes were presented for the 9/24/2020 meeting and were approved unanimously.

Assistant Secretary Rzepkowski gave opening remarks and brought greetings from Secretary Robinson. He recognized the work the committee is doing and the growth in youth apprenticeship even in the midst of the pandemic.

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

Program Manager Jeffrey Smith reviewed the program statistics as of 11/19/2020.

##### 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): 39 (1 DCPS; 7 FCPS; 18 HCPS; 3 TCPS; 10 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): 182 unduplicated employers (to date)<sup>1</sup> 14 Allegany; 14 Baltimore City; 24 Baltimore; 14 Caroline; 16 Carroll; 18 Dorchester; 56 Frederick; 36 Howard; 11 Kent; 24 Montgomery; 1 Prince George's; 16 Queen Anne's; 10 St. Mary's; 17 Talbot; 44 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**

**2020-2021 School Year (to date): 16 Allegany, Baltimore City, Baltimore, Caroline, Carroll, Dorchester, Frederick, Howard, Kent, Montgomery, Prince George's, Queen Anne's, St. Mary's, Talbot, Washington, Wicomico**

4. Current Average Hourly Wage: \$12.15 (ranges from \$11.00 to \$15.00)

5. Industry representation for currently registered youth apprentices:

<b>AMP Business Percentages as of 09-24-2020</b>		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Architecture	1	4.8%
Transportation and Logistics	4	19.0%
Finance and Banking	1	4.8%
Education	1	4.8%
Business	2	9.5%
Hospitality and Tourism	1	4.8%
Marine Trades	1	4.8%
Automotive	4	19.0%
Healthcare	2	9.5%
Construction	4	19.0%

<sup>1</sup> Presently 11 employers are pending MATC approval as noted.

<b>Total</b>	<b>21</b>	<b>100.0%</b>
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<b>AMP Business Percentages (2019-2020 School Year)</b>		
<i>Industry Sector</i>	<i># of Youth Apprentices</i>	<i>% of Total</i>
Government	1	1.4%
Transportation and Logistics	2	2.7%
Environmental Services	2	2.7%
Business	2	2.7%
Engineering	2	2.7%
Hospitality and Tourism	3	4.1%
Education	4	5.4%
Marine Trades	4	5.4%
Information Technology	7	9.5%
Automotive	8	10.8%
Manufacturing	10	13.5%
Healthcare	11	14.9%
Construction	18	24.3%
<b>Total</b>	<b>74</b>	<b>100.0%</b>

A new apprentice was added in Washington County, so the total number of youth apprentices for the 2020-2021 school year (to date) is 40. There are five new participating employers since the September meeting. Harford County has a technical assistance meeting tomorrow to discuss youth apprenticeship and the Apprenticeship Maryland Program (AMP).

Chairperson Schmelzer shared with the group that they are still waiting for youth agreements for Howard County to get the total youth breakdown. He also shared that Independent Electrical Contractors (IEC) will be starting a new cohort with Howard County on February 1st.

IV. MSDE Update – 2020-2021 School Year Update

Jennifer Griffin from MSDE shared that if Harford County goes onboard, they will bring 17 new students. Calvert County has a technical assistance visit set up in January and Anne Arundel County says that they are going to participate which would bring three more students on this year. Griffin is getting calls daily from businesses interested in youth apprenticeship.

IEC is starting a pre-apprenticeship in Calvert County. Charles County's pre-apprenticeship is up and running with 15 students who are coming into AMP with IEC and will be School-to-Apprentices (STA) for the 2021/2022 school year. Montgomery County has six students on target for STA for the 2021/2022 school year. IEC should double or triple its numbers for the 2021/2022 with between 40-60 youth.

Marquita Friday from MSDE announced to the group that if businesses have opportunities, let her and Griffin know. They meet monthly with all the local Career and Technical Education (CTE) directors and will pass them the information.

Judy Olinger from Humanim shared that they are in conversation with Harford and Baltimore Counties regarding partnerships.

Program Manager Jeffrey Smith will share a separate tracker with this committee for only STAs.

#### V. Legislative Update

MD Labor will be on the lookout for privately sponsored legislation that will impact programs and will notify this group of anything they should know.

#### VI. Marketing Update

Program Manager Jeffrey Smith provided marketing updates. National Apprenticeship Week was November 8th – 14th and it included a series of virtual events such as video messages from Governor Hogan; Maryland's First Lady, Yumi Hogan; and, Maryland Secretary of Human Services, Lourdes Padilla. There were also virtual apprenticeship gradations, information sessions, and more. [Click here](#) for the 2020 National Apprenticeship Week landing page to check out some of the video highlights from the week.

MD Labor is starting to get marketing campaign pieces into place. They received masks with the AMP logo, flash drives, challenge coins, and are in the process of procuring and getting other things together.

#### VII. Other Business

Chris MacLarion highlighted what an incredible year it has been for the Maryland Apprenticeship and Training Council (MATC). MATC approved a

second apprenticeship program that will graduate all apprentices with a Bachelor's degree.

There has been a total of 74 STAs registered. This number includes anyone in high school or who has graduated but started while in high school. Before the establishment of this Youth Apprenticeship Advisory Committee and the AMP, numbers were low. Of the 74 total STAs, 58 were registered in 2019 and 2020.

Next year there will be additional tax credits of \$3,000 per registered apprentice and \$1,000 per youth apprentices, as of July 1, 2021. The tax credit is much more lucrative if youth are dually registered which presents an opportunity.

MacLarion shared the success of Dynamic Automotive which is also highlighted on the [2020 National Apprenticeship Week landing page](#). Dynamic has had two youth transition into Registered Apprenticeship and graduate from the program. One of the apprentices has a 110 percent productivity rate.

Chairperson Shmelzer asked the group for a motion to adjourn. A motion was made and seconded and the meeting adjourned.

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The next meeting of the Youth Apprenticeship Advisory Committee will be **January 28, 2021 at 10:30AM**