



Youth Apprenticeship Advisory Committee

September 24, 2020 Meeting

Minutes

Attendees: Chairman Grant Shmelzer, MD Labor Assistant Secretary James Rzepkowski, Deputy Assistant Secretary Erin Roth, Kelly Winters, Rob Minnick, Sarah Sheppard, Shauntia Lindsay, Todd Sabin, Brian Cavey, Michelle Butt, Marquita Friday, Jennifer Griffin, Wendy Moore, Chris MacLarion, Jeffrey Smith, Gary Willow, 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 7/23/2020 meeting. A motion to approve was made by Michelle Butt and seconded by Brian Cavey. The minutes were approved unanimously.

Following the approval of minutes, Assistant Secretary Rzepkowski made some opening remarks and thanked the group for convening.

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

Program Manager Jeffrey Smith reviewed the program statistics as of 9/24/2020.

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; 3 TCPS; 10 WCPS; 18 HCPSS)

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): 177 unduplicated employers (to date)¹ 14 Allegany; 14 Baltimore City; 24 Baltimore; 14 Caroline; 14 Carroll; 18 Dorchester; 55 Frederick; 35 Howard; 11 Kent; 24 Montgomery; 1 Prince George's; 16 Queen Anne's; 6 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: 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:

AMP Business Percentages as of 09-24-2020		
<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%
Total	21	100.0%

¹ Presently 11 employers are pending MATC approval as noted.

AMP Business Percentages (2019-2020 School Year)		
<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%
Total	74	100.0%

As of the morning, 18 new youth apprentices were added in Howard County bringing the total number of apprentices up to 39.

Registration has taken a bit longer given the COVID-19 pandemic, but there will hopefully be an increase in the fall. At this point, eight apprentices will be coming from Baltimore County Public Schools and they are doing School to Apprenticeship (STA) with Associated Builders and Contractors (ABC) Baltimore metro and will be dually enrolled in the Apprenticeship Maryland Program (AMP).

There are a number of school systems, including Anne Arundel and Calvert counties that are pending and will hopefully be participating in AMP soon.

Due to difficulties obtaining drivers licenses because of COVID-19, Independent Electrical Contractors (IEC) will be starting another cohort in January with Howard County There should be at least four to six youth apprentices in the cohort.

There is a new success story listed at the end of the *Current Youth Apprenticeship Program Overview – 09-24-2020* document about a Washington County Public Schools female youth apprentice.

IEC is on track to launch AMP and STA with Montgomery and Charles counties. They hosted an information session in Charles County (7 schools)

and had 32 attendees, which is the most attendance they have ever seen at a session.

Questions/Comments:

- Chris MacLarion gave a shout out to Rob Minnick who recently submitted paperwork for STA. The youth apprentice he already has will be registered and the 19th youth apprentice in Howard County.
- Jeffrey Smith broke down the top sectors in Howard County by youth apprentices. There are 16 total youth apprentices in construction and seven (7) in healthcare, making these the two leading industry sectors:
 - Five (5) are with Humanim - Healthcare
 - 15 are with IEC - Construction
 - One (1) is with Minnick's – Construction/HVAC
- Chairperson Shmelzer asked if there is a way to track data of full-time employment and continuing on in the chosen occupation.
 - Those dual registered in STA are easy to track, but beyond that, it can become more complicated. MD Labor already tracks STA through completion, cancel, or transfer. The Maryland State Department of Education (MSDE)'s data only captures those who are in a youth apprenticeship program when they are in high school, not when they have completed (at that point in time).
 - Those who go from youth apprenticeship to registered apprenticeship will be a new data point included in the *Current Youth Apprenticeship Program Overview – 09-24-2020* document moving forward
 - In order to accomplish this, Jeffrey Smith has an Excel that tracks names of all youth apprentices for each school year and includes whether they are just registered with AMP, or dually with STA. This will be included as a tracked data point at future meetings.

IV. MSDE Update – 2020-2021 School Year Update

Marquita Friday and Jennifer Griffin reported on MSDE updates.

There are 17 school systems that are allowing students to come to their worksite with consent from the employer and a parent. Allegany County has said no, and Anne Arundel, Harford, Montgomery, Prince George's, and Talbot Counties are exploring the option.

Marquita Friday had a conversation with a representative from National Security Agency (NSA) and they are still interested in bringing students on, but they may have to wait until next spring to do so. NSA is looking to do something

with foreign or world languages. Initially, they wanted students to have some prior experience with languages such as Russian or Chinese, but are now reducing the requirements and expanding to include languages such as Spanish. The representative indicated that they have six (6) youth apprentices coming onboard.

Jennifer Griffin reported out on the work that she has been doing with the Chamber of Commerce. They developed a teacher externship program where teachers have the opportunity to work directly with a business for the month of July to shadow and work with them. The first year of the program (two years ago), four (4) teachers participated. Prior to the onset of COVID-19, there were 130 applications and 25 businesses willing to participate; however, due to COVID-19, there ended up being only four (4) teachers and four (4) participating businesses. Teachers are paid for this and can receive continued professional development. Overall, it's a great opportunity for teachers to work directly with industry to learn about industry.

Baltimore Gas and Electric (BGE) has an extensive internship program (paid) with typically 40 students from Baltimore City and Baltimore County. Griffin is working with them to increase that number of internships in construction and trade. They have also had some conversations about doing AMP.

The application for next year's externship program is open until about Thanksgiving time and this year they are opening up the experience to counselors so they can see the impact themselves and advise accordingly.

MSDE is exploring the opportunity to do virtual fieldtrips and plan to tailor to applicable career clusters.

Questions/Comments

- Chairperson Shmelzer asked how skills assessments are going to be handled.
 - Friday responded that the organization that has the assessment is dictating this and offering additional online resources for instruction. Twelve (12) schools are allowing small groups of students to come in and get hands-on experience and ten (10) others are exploring options to do so. PG County is the only one who said no. They are listening to guidance from organizations that are assessing students.
- Friday brought up a project they are working on with MD Labor surrounding awareness and trying to get more Career Technical Education (CTE) teachers and counselors aware of apprenticeship. This will kick off around January.

V. Legislative Update

MD Labor is working through different concepts and gearing up for January. There will be no special session.

VI. Marketing Update

Deputy Assistant Secretary Erin Roth reported on the marketing update.

MD Labor brought in a USDOL grant and \$600,000 of the grant will be used specifically for marketing. They developed a communications plan, who they want to be reached, strategies, goals, etc., and are in the implementation stages now.

There are plans to do a number of things, including:

- Procure a videographer which will be used to produce at least 3 videos over the course of the next year;
- Fund two (2) years of MVA ads;
- Put advertisements outside of buses in the Baltimore metro area during National Apprenticeship week for the next two (2) years;
- Create promotional materials to beef up the ambassador initiative and highlight the good work of sponsors, employers and apprentices;
- Give challenge coins to recognize above and beyond work; and
- Provide professional development (learning modules where teachers get credit for participating) for teachers, guidance counselors, etc.

Marquita Friday suggested marketing at movie theaters and public libraries.

VII. Other Business

Assistant Secretary Rzepkowski gave some closing remarks. He highlighted how the discussion on marketing is a hallmark of the Hogan administration, as well as the Department's commitment to do more and build more. The Department has secured 13 million dollars since March of additional grant funds to support workforce development and apprenticeship. Six million has been specifically for apprenticeship. Assistant Secretary Rzepkowski announced a new threshold in terms of the number of registered apprentices, which is an all-time State record. As of right now, there are 10,993 registered apprentices in the State of Maryland. He thanked this group for being key contributors to this work.

Unfortunately, MD Labor did not receive the Youth Apprenticeship Readiness grant.

Wendy Moore introduced Gary Willow who is the new associate superintendent of curriculum and instruction for WCPS.

Chairperson Shmelzer asked the group for a motion to adjourn. Brain Cavey made a motion and Michelle Butt seconded the motion.

The next meeting of the Youth Apprenticeship Advisory Committee will be **November 19, 2020 at 10:30AM.**