

**Youth Apprenticeship Advisory Committee**

***September 21, 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, Jason Hardebeck, Wendy Moore, Sarah Sheppard, Jill McClune, Jane Sinclair, Sheila Jackson, Jennifer Runkles, Lloyd Day, Faith Ramsburg, Kelly Winters, John Feaster, Rob Minnick, Brian Cavey, Diana Ellis

1. **Welcome and Introductions**

The meeting was convened at 8:05 AM by Chairperson Grant Shmelzer.

1. **Approval of Minutes**

Diana Ellis made a motion to approve the 07-20-2022 minutes and it was seconded by Michelle Butt. The minutes were approved unanimously.

1. **Discussion Regarding Status of Apprenticeship Maryland Program (AMP)**
2. 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: 90 (1 ACPS; 4 BCPS; 8 DCPS; 19 FCPS; 23 HCPS; 2 KCPS: 6 SMCPS; 4 TCPS; 22 WCPS)

2021-2022 School Year: 186 (2 ACPS; 1 AACPS; 10 BCPS; 3 Calvert; 1 Caroline; 2 Carroll; 1 Charles; 7 DCPS; 12 FCPS; 20 HCPS; 4 MCPS; 1 PGCPS; 4 QACPS; 24 SMCPS; 3 TCPS; 90 WCPS; 1 Wicomico)

**2022-2023 School Year (to date): 187 (4 ACPS; 1 Baltimore City, 17 BCPS; 2 Calvert; 2 Caroline; 2 Carroll; 14 FCPS; 14 HCPS; 4 MCPS; 4 QACPS; 31 SMCPS; 1 TCPS; 91 WCPS)**

1. 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: 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)

2021-2022 School Year: 287 unduplicated employers (to date) 18 Allegany; 29 Anne Arundel; 19 Baltimore City; 41 Baltimore; 17 Calvert, 28 Caroline; 24 Carroll; 7 Charles; 28 Dorchester; 58 Frederick; 17 Harford, 43 Howard; 16 Kent; 31 Montgomery; 24 Prince George’s; 28 Queen Anne’s; 38 St. Mary’s; 24 Talbot; 68 Washington; 12 Wicomico; 3 Worcester)

**2022-2023 School Year (to date): 329 unduplicated employers (to date) 19 Allegany; 36 Anne Arundel; 21 Baltimore City; 51 Baltimore; 20 Calvert, 29 Caroline; 26 Carroll; 8 Charles; 29 Dorchester; 60 Frederick; 18 Harford, 48 Howard; 17 Kent; 32 Montgomery; 29 Prince George’s; 30 Queen Anne’s; 45 St. Mary’s; 25 Talbot; 75 Washington; 12 Wicomico; 3 Worcester)**

1. 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: 20 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

2021-2022 School Year: 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

**2022-2023 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**

1. Current Average Hourly Wage: $13.95 (ranges from $12.50 to $20.50)
2. 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): 23 (16.1%).**
3. Industry representation for currently registered youth apprentices:

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| **AMP Business Percentages as of 09-21-2022** |
| *Industry Sector* | *# of Youth Apprentices* | *% of Total* |
| Aeronautics | 0 | 0.0% |
| Agriculture | 1 | 0.5% |
| Architecture | 0 | 0.0% |
| Association Management | 0 | 0.0% |
| Automotive | 14 | 7.5% |
| Business | 10 | 5.3% |
| Communications | 1 | 0.5% |
| Construction | 32 | 17.1% |
| Education | 48 | 25.7% |
| Engineering | 0 | 0.0% |
| Finance, Banking and Real Estate | 1 | 0.5% |
| Furniture Repair | 0 | 0.0% |
| Government | 1 | 0.5% |
| Healthcare | 29 | 15.5% |
| Hospitality and Tourism | 17 | 9.1% |
| Information Technology | 6 | 3.2% |
| Manufacturing | 25 | 13.4% |
| Marine Trades | 1 | 0.5% |
| Transportation and Logistics | 1 | 0.5% |
| **Total** | **187** | **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 91, followed by St. Mary’s with 31, Baltimore County has 17 and Howard with 14. Moreover, the current statewide count is 187.

At present, the program has 329 approved businesses, and a total of 20 school systems with 4 that remain uncommitted. The average hourly wage increased to $13.95. 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, 23 of 141 students are dual registered Youth Apprentices (16%) which is slightly smaller than last year, with potential to grow. Education, Construction and healthcare are the top 3 industries, respectively.

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:

The participating school systems are beginning to ramp up as it is the beginning of the school year. Coordinators are meeting during the first week of October. These meetings will take place bi-monthly. MSDE submitted a proposal request to conduct a YA conference. The last conference was in 2019 – which was the first and proved to be a very successful event. Another conference was planned for April of 2020, however, was cancelled due to COVID. Once the conference date is approved, MSDE would like to reach out to the group (YA Advisory Committee) as a design team. MSDE would like to keep the categories similar to what was done in 2019, but plan to further expand. Anticipated date is April 2023- so we have some time. MSDE will definitely keep everyone informed once we get confirmation on moving forward.

Lastly- the State Superintendent did a presentation on Apprenticeship in Maryland which was very well received. The next meeting of the state school board (in October) will be in Washington County. MSDE will have Apprenticeship Students from Washington County to present at the school board.

1. **Policy Update – Commencement of Policy Development Process and Background**

Chris MacLarion provided a brief update regarding the policy. We have a policy moving forward and are reviewing a few steps internally. We hope to have more news to pass on. The Assistant Secretary is asking for a meeting to work with his counterpart at MSDE regarding a few pieces of language within the policy. We hope to have some solid news to report at our next advisory meeting.

1. **Legislative Update**

None at this time. Brian Cavey pointed out that the first meeting of the new CTE Committee will occur in October.

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

We are continuing with all of our marketing campaigns. We’re finalizing our audio-visual marketing items. There will be videos that will be able to be utilize in a variety of forums… they can be used for social media; they can also be used (depending upon budgeting) for local television advertisement or another medium where they can be seen. They’re also doing audio spots for radio. The target plan is for them to be unveiled and available during November’s National Apprenticeship Week (NAW). Also- we have begun planning for NAW, which will be from November 14-20, 2022. If there are any parties that are on this committee that will be involved or have any thoughts or suggest an event… please feel free to do so. We do already have at least 1 youth apprenticeship event in one of our participating Public-School Systems, with potential for more. We do keep a common calendar for all of the events, so if any of you become aware of an event that’s happening or would like to do one yourself with your organization- please let us know. We are happy to assist and will make certain that it is included on the common calendar.

Wendy Moore from Washington county noted that they will be hosting a youth apprenticeship bash during National Apprenticeship Week. Chairman Shmelzer indicated that IEC will also be hosting an event that week. All of IEC’s School To Apprentices (19 total) will be in class that day. We have notified all of our participating employers – 2 or 3 have already confirmed. They are currently working on logistics and planning, and will reach out to you

1. **Other Business**

The March meeting will be hybrid in-person/virtual. Thus, the next meeting date is **Wednesday, September 21, 2022 starting at 8 AM**.

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

The meeting adjourned at 8:22 AM.