

**Youth Apprenticeship Advisory Committee**

***July 22, 2021 Meeting***

Minutes

Attendees: Chairperson Grant Shmelzer, Assistant Secretary James Rzepkowski, Michelle Butt, Rob Minnick, Jeffrey Smith, Marquita Friday, Matthew Pine, Wendy Moore, Brian Cavey,John Feaster, Grace Kelly, Call in User 4

1. **Welcome and Introductions**

The meeting was convened at 10:43 AM by Chairperson Grant Shmelzer. The meeting start was delayed due to technical difficulties.

1. **Approval of Minutes**

Brain Cavey made a motion to approve the 5/27/2021 minutes and it was seconded by Rob Minnick. The minutes were approved unanimously.

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

Maryland Apprenticeship and Training Program (MATP) Program Manager, Jeffrey Smith, reviewed the program statistics as of 7/22/2021:

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

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 (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)**

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 (to date): 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**

1. Current Average Hourly Wage: $12.72 (ranges from $11.75 to $15.00)
2. Number and Percentage of AMP Students Also With Status as Registered Apprentices: 21 (28.0%)
3. Industry representation for currently registered youth apprentices:

|  |  |  |
| --- | --- | --- |
| **AMP Business Percentages**  **2020-2021 School Year** | | |
| *Industry Sector* | *# of Youth Apprentices* | *% of Total* |
| Marine Trades | 1 | 1.1% |
| Association Management | 1 | 1.1% |
| Information Technology | 1 | 1.1% |
| Finance, Banking and Real Estate | 3 | 3.3% |
| Architecture | 2 | 2.2% |
| Agriculture | 2 | 2.2% |
| Engineering | 2 | 2.2% |
| Business | 2 | 2.2% |
| Hospitality and Foodservice | 2 | 2.2% |
| Education | 3 | 3.3% |
| Transportation and Logistics | 7 | 7.8% |
| Automotive | 6 | 6.7% |
| Manufacturing | 15 | 16.7% |
| Healthcare | 15 | 16.7% |
| Construction | 28 | 31.1% |
| **Total** | **90** | **100.0%** |

The 2019-2020 school year ended with 74 youth apprentices enrolled, and the 2020-2021 year ended with 90 youth apprentices enrolled. There were 63 program completers in the 2020-2021 school year. At the last Maryland Apprenticeship and Training Council (MATC) meeting, approximately 24 Youth Apprenticeship (YA) employers were on the agenda for program approval. The program continues to grow even amidst the challenges brought about by the pandemic.

As of right now, for this coming fall, Independent Electrical Contractors (IEC) Chesapeake will have between 30-35 youth apprentices active and registered in the system.

MATP has begun planning sessions with Apprenticeship Maryland Program (AMP) Coordinators. All sessions have been scheduled with participating school systems. The purpose of these meetings is to plan for the upcoming school year.

Program Manager Smith will call Chairperson Shmelzer to discuss challenges with student engagement. Recruitment is especially difficult when programs are in their infancy. COVID-19 and the inability to see and be with parents and students has been a significant challenge. There is such value in conducting information sessions because they generate parent and student buy in.

1. **MSDE Update – 2020-2021 School Year Wrap-Up**

The Maryland State Department of Education (MSDE) Director of Career Programs, Marquita Friday shared some updates:

* MSDE is having conversations about data.They continue to track students to see if they are staying in apprenticeships after their high school graduation. A Career and Technical Education (CTE) data person is going to create a flag in the system that will identify all of the courses that students can get work based learning credit for (this will begin for next school year). This will allow for tracking of enrollment and matching to high school data collection in the Maryland Longitudinal Data System Center, which will give enhanced data on what students are doing after highschool, in their apprenticeships, etc.
  + From the most recent State Apprenticeship Expansion (SAE) grant that MD Labor was awarded, there is funding to modernize the apprenticeship database. There could be a YA module in AIMS where each participating Local Public School System (LPSS) would be set up as a Sponsor, and YAs would be housed under each LPSS. MATP is looking into a functionality for Sponsors to electronically add YA agreements on AIMS.
  + Society of Human Resource Management (SHRM) is now a Sponsor with the U.S. Department of Labor and in a recent conversation MSDE had with them, they expressed interest in submitting to Maryland. SHRM already has a large scope of partners which could be good for expansion.
* MSDE plans on hosting an AMP Conference next year. They are aiming for an April date, but planning has not yet begun.
* MSDE continues to have conversations with MATP Director MacLarion about prevailing problems, Sponsors in different school systems, and the consistency of related instruction. It could be good to get together and lay out all of the issues related to related instruction and anything else, and then go from there to systematically resolve these issues.

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 will convene 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 will be in the next two months. Reach out to Program Manager Smith if you have any questions or if you are interested in being a part of the policy development process.

1. **Legislative Update**

None.

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

MD Labor can use SAE funding for marketing, and much progress has been made on that front:

* The Request for Proposal (RFP) for video production has closed and a vendor was selected. At least three videos will be made, one of which will be tailored toward YA.
* MD Labor continues to work with Maryland’s Motor Vehicle Administration (MVA) to design apprenticeship content and visual appeal for MVAs television monitors.
* This November, buses will be wrapped in alignment with National Apprenticeship week.

Some considerations brought up include:

* Advertising based upon geofencing in the MVA areas; utilizing Facebook or Instagram advertising.
* Federal partners may be moving National Apprenticeship week.

1. **Other Business**

The September meeting will be hybrid (members can attend in-person or virtually).

MD Labor Assistant Secretary James Rzepkowski thanked the group on behalf of the Department. He shared that in June, he and MD Labor Secretary Tiffany Robinson attended a graduation at Dynamic Auto, where the first youth apprentice who transitioned to a Registered Apprenticeship graduated! He and Secretary Robsinson also attended a signing ceremony in Dorchester with representatives from MSDE. Finally, he mentioned that that Department continues to roll out recovery funds to Local Areas, and urged folks to get involved.

The meeting adjourned.



The next meeting of the Youth Apprenticeship Advisory Committee will be **September 23, 2021 at 10:30AM**

1. Please note that some school systems did NOT have youth apprentices in the 2020-2021 academic year, but did the previous year. These systems elected not to offer work-based learning due the current COVID-19 State of Emergency. [↑](#footnote-ref-1)