



MARYLAND  
APPRENTICESHIP  
and TRAINING PROGRAM



ANNUAL  
REPORT  
2023

MSAR# 14178 & 11687

September 2024

The Honorable Wes Moore, Governor  
State House, 100 State Circle  
Annapolis, Maryland 21401

The Honorable Aruna Miller, Lieutenant Governor  
State House, 100 State Circle  
Annapolis, Maryland 21401

The Honorable Bill Ferguson, President  
Senate of Maryland  
State House, H-107  
Annapolis, Maryland 21401

The Honorable Adrienne A. Jones, Speaker  
Maryland House of Delegates  
State House, H-107  
Annapolis, Maryland 21401

Dear Governor Moore, Lieutenant Governor Miller, President Ferguson, and Speaker Jones:

The Maryland Department of Labor is honored to share the *Maryland Apprenticeship and Training Program (MATP) Annual Report for 2023*, which outlines the activities and achievements of Maryland's Youth and Registered Apprenticeship systems during the 2023 calendar year.

Apprenticeship has always been a pathway for workers to gain access to good paying, high-skill, in-demand jobs, and Maryland has made a commitment to broaden that pathway for as many industries, employers, and communities as possible. In 2023, Maryland welcomed more than 4,000 new Registered Apprentices, nearly 1,000 new high school Youth Apprentices, and thousands of new employers to the apprenticeship system; each representing real jobs, real wages, and real opportunity for Marylanders. Maryland also secured more than \$6 million in vital federal investments to support the continued growth and development of our programs.

Through this report, we are proud to present the milestones achieved in 2023. 2024 and 2025 will bring many changes to Maryland Apprenticeship. The Department of Labor will be implementing new strategic directions and marshaling resources to accelerate the growth of registered apprenticeship. In 2024, the Career and Technical Education Committee is issuing guidance to encourage connections between registered apprenticeship and high school education. And by the start of 2025, we will have recommendations from the Apprenticeship 2030 Commission. The Department looks forward to taking apprenticeship to new heights in the coming years and working with all stakeholders to create a nation-leading Apprenticeship system that will be every bit as diverse, competitive, and dynamic as Maryland's workforce 's and economy.

We welcome your review of this report and look forward to updating you on our progress for years to come.

Sincerely,



Portia Wu  
Secretary

## APPRENTICESHIP IN MARYLAND

Apprenticeship is a time-honored system of education and training that has been used for centuries to pass skills, knowledge, and experience between workers. The formal structure for Registered Apprenticeships and the rigorous standards for how apprentices in the United States (U.S.) are trained, mentored, employed, and protected were established under the National Apprenticeship Act of 1937. The U.S. The Registered Apprenticeship system we have today is recognized as a gold standard for workforce development and on-the-job training.

The Maryland Department of Labor (MD Labor)'s Division of Workforce Development and Adult Learning (DWDAL) serves as Maryland's State Apprenticeship Agency (SAA). DWDAL's role as Maryland's SAA is to promote, coordinate, and regulate Registered Apprenticeship programs on behalf of the United States Department of Labor. DWDAL works in conjunction with the Maryland Apprenticeship and Training Council (MATC) to assist employers with building, operating, and maintaining quality Registered Apprenticeship programs that provide Maryland's workers with good-paying jobs, career pathways, and high standards of safety and worker protection.

In addition to Registered Apprenticeship, Maryland also operates a parallel program aimed at connecting students to paid employment and training opportunities. The Apprenticeship Maryland Program (AMP), often referred to as "Youth Apprenticeship," was developed in 2015 through input from the Youth Apprenticeship Advisory Committee (YAAC). AMP is a paid training model patterned after Registered Apprenticeship and is an approved Career and Technical Education (CTE) course of study in Maryland's public high schools, giving employers and educators alike a high-quality tool to engage young people in apprenticeship. AMP is administered in partnership between MD Labor and the Maryland State Department of Education (MSDE).

Tens of thousands of Marylanders participate in Registered Apprenticeship and AMP annually, and strategic state and federal investments and enduring partnerships have allowed that number to continue to grow year after year. In 2023, Maryland again passed several important milestones in apprenticeship, reporting record-high apprentice completion numbers, diverse new program approvals, and record-breaking youth apprentice participation. Behind each of these accomplishments are real Maryland workers, business, and families that are benefitting from access to wages, training, and opportunity.

Maryland is committed to building a nation-leading apprenticeship system that is as diverse, innovative, and effective as the state's economy and workforce. That means continuing to strive for unprecedented levels of participation, diversification into new occupations and industries, and accessible career pathways that are open to all Marylanders.

## MARYLAND'S STRATEGIC PLAN FOR APPRENTICESHIP

The continually growing emphasis on apprenticeship as a leading workforce development strategy has informed the need for Maryland to develop an ambitious set of goals and a strategic plan for the state's apprenticeship system. By working in partnership with the Governor's Workforce Development Board, MSDE, the Maryland Department of Commerce, Local Workforce Development Boards, Registered Apprenticeship sponsors, and numerous employer and training provider stakeholders, MD Labor developed three cross-cutting goals intended to serve as the framework for Maryland's strategic plan for apprenticeship. Each goal carries with it key indicators that serve as guideposts for a modern, effective, and equitable apprenticeship system.

### GROWTH

### Add and sustain apprentices, employers, and program sponsors.

- Increase the number of Registered Apprentices
- Increase the number of active Registered Apprenticeship programs
- Increase Registered Apprenticeships in non-traditional industries

<b>CONNECTION</b>	<b>Build seamless connections between education and employment.</b>
<ul style="list-style-type: none"> <li>● Increase the number of high-school-aged Registered Apprentices</li> <li>● Increase the number of Apprenticeships with credit or degree-bearing instruction</li> <li>● Increase the number of Youth Apprentices who persist in Registered Apprenticeship</li> </ul>	
<b>INCLUSION</b>	<b>Ensure equity, inclusion, and access for all apprentices.</b>
<ul style="list-style-type: none"> <li>● Ensure all Registered Apprenticeship sponsors are meeting EEO and AAP goals</li> <li>● Increase Apprenticeship participation for under-represented groups</li> <li>● Mitigate disparities in Apprenticeship completion and participation rates</li> </ul>	

*Growth* speaks to the central vision of an expanded number of Registered Apprenticeship opportunities for Maryland’s employers and workers. While apprentice registrations and new program approvals continue to rise each year, Registered Apprentices, both in Maryland and nationally, remain a minority of the workforce.

The limiting factor for growth continues to be the capacity of Registered Apprenticeship programs to employ and train apprentices. In order for Maryland to grow Registered Apprenticeship to the high participation levels seen in Canada, the United Kingdom, and the European Union, continued efforts are needed to foster business engagement, program sustainability, and system effectiveness.

Additionally, apprenticeship in Maryland remains concentrated in the building trades and manufacturing, with a small but growing percentage of programs in information technology, healthcare, hospitality, and management. Shifting Registered Apprenticeship’s occupational composition to align with Maryland’s fast-growing and in-demand industries remains a key priority for MD Labor, as it will be central to scaling apprenticeship across Maryland’s economy.

*Connection*, as a goal for apprenticeship, refers to the need for greater alignment between apprenticeship, traditional academic education pathways, and the public workforce development system. Historically, apprenticeships and paid career-based learning opportunities were common in high schools in universities. As the US economy changed, Career and Technical Education (CTE), higher education, and apprenticeship began to drift apart.

House Bill 1300, passed by the General Assembly in 2020 and enacted as Chapter 36 of 2021, established many of the sweeping education reforms referred to as the *Blueprint for Maryland’s Future (Blueprint)*. Among the *Blueprint* goals is the target of 45% of Maryland’s graduating high school seniors completing the high school level of a Registered Apprenticeship or another industry-recognized credential by the 2030-2031 school year. This represents a major shift in the alignment between education and apprenticeship, necessitating new and stronger partnerships between MD Labor, MSDE, and Maryland’s 24 Local Education Agencies.

In addition to striving for more connection between high school and apprenticeship, Maryland is pursuing an increased number of degree apprenticeships and higher education partnerships. In doing so, Maryland is working to use apprenticeship to create a seamless transition between education and the workforce — eliminating student debt and economic barriers to education and training for as many Marylanders as possible.

*Inclusion* is the imperative to make sure that Maryland’s apprenticeship programs are wholly representative of the State’s diverse workforce. Registered Apprenticeship programs are held to rigorous Equal Employment Opportunity (EEO) and Affirmative Action standards outlined in state and federal regulations. When properly implemented, these standards can have a measurable impact on the inclusion of people with disabilities, women, and minority workers, enabling a greater number of Marylanders to access high-paying careers. Despite these protections, disparities still exist in terms of

both participation in apprenticeship and completion of apprenticeship programs.

Maryland's goals for inclusion in apprenticeship also include ensuring that apprenticeship programs are available to all Marylanders and all Maryland employers. Historically, low-income communities, communities of color, people with disabilities, and populations in rural areas of the state have lacked equitable access to apprenticeships. As Maryland works to ensure that apprenticeship programs continue to grow and offer high-quality connections between work and training, the focus on inclusion will guide how communities are engaged and supported through ongoing investments in apprenticeship.

## APPRENTICESHIP BY THE NUMBERS

The Maryland Apprenticeship and Training Program (MATP) is the operational unit within DWDAL that carries out day-to-day administration of Maryland's apprenticeship system, including tracking and reporting of key apprenticeship statistics. Unlike other workforce and education programs, apprenticeship is directly tied to employment, meaning that participation numbers continually change as apprentices enter and exit the workforce. Understanding how apprenticeship terminology, policies, and processes connect to programmatic outcomes demonstrates how Maryland's apprenticeship data can be used to set goals and priorities for the system.

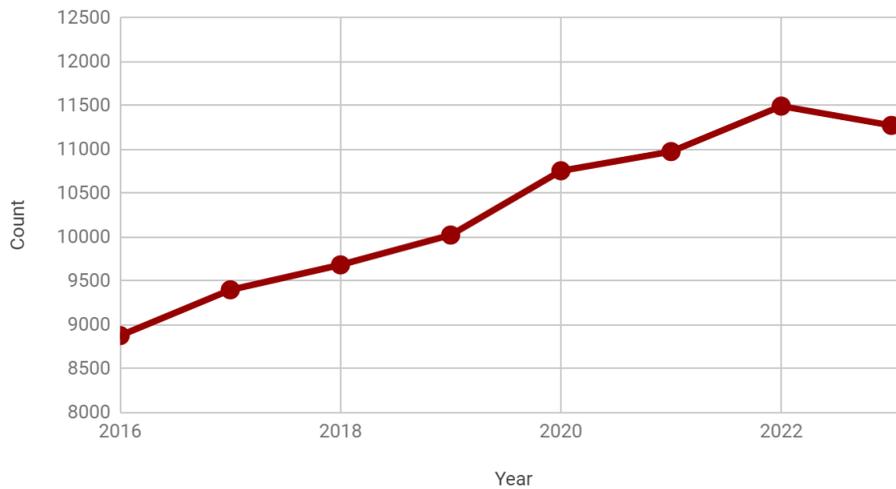
Key Terms in Apprenticeship Statistics	
<b>Active Registered Apprenticeship Programs</b>	Employers and organizations work with MD Labor to develop and formally register apprenticeship programs. Once registered, programs recruit, train, and retain apprentices based on their business needs. Programs are considered "active" if they have employed at least one apprentice in the preceding year. Inactive programs can be reactivated at the request of the sponsor. Sponsors may request to cancel their programs if they no longer have apprentices. In rare instances, MD Labor may recommend cancellation or deregistration for underperforming and non-compliant programs.
<b>Active Apprentices</b>	When an apprentice is accepted into a Registered Apprenticeship program and hired by an employer, the apprentice's sponsor registers that apprentice with MD Labor. Apprentices are counted as "active" until their sponsor notifies MD Labor of a completion or cancellation. Maryland's active apprentice count changes constantly as sponsors report new registrations, completions, and cancellations.
<b>Completion</b>	When an apprentice reaches the end of his/her term of apprenticeship and has completed his/her On-the-Job Learning and Related Instruction, the apprentice's sponsor reports the completion to MD Labor and requests a certificate of completion. Completed apprentices are removed from the active apprentice count. Each program's completion rates are tracked by MD Labor as a marker of program quality.
<b>Cancellation</b>	When an apprentice voluntarily separates from employment or is terminated or dismissed, the Registered Apprenticeship sponsor reports a cancellation to MD Labor. Canceled apprentices are removed from the active apprentice count. Each program's cancellation rates are tracked by MD Labor as a marker of program quality.
<b>Program Reviews</b>	As SAA, MD Labor is charged with ensuring the health and safety of Maryland's Registered Apprentices. Registered Apprenticeship programs receive biannual program reviews and regular technical assistance from MATP staff. This support is provided to ensure that apprentices are receiving the training, wages, and protections afforded to them under the law. Program reviews are also an important way for sponsors to receive support and guidance in the administration of their programs.

## 2023 Registered Apprenticeship Totals: Programs and Apprentices

Highest Active Apprentice Count <b>11,644</b> (January 2023)	Average Active Apprentice Count <b>11,275</b>	New Apprentice Registrations <b>4,185</b>
Apprentice Completions <b>2,016</b>	Apprentice Cancellations <b>2,752</b>	New Programs Registered <b>41</b>
Inactive Programs Reactivated <b>6</b>	Programs Canceled <b>13</b>	Program Reviews Conducted <b>79</b>

In 2023, Maryland maintained a continual trend of increasing both apprentice and program registrations, with the average active apprentice count reaching 11,275. While, the highest total active apprentice count (11,644) did not break the state’s all-time record of 12,106 set in October of 2022, the active count remained persistently above 11,000 despite a record number of processed apprentice completions.

Average Active Apprentice Count by Year 2016 - 2023

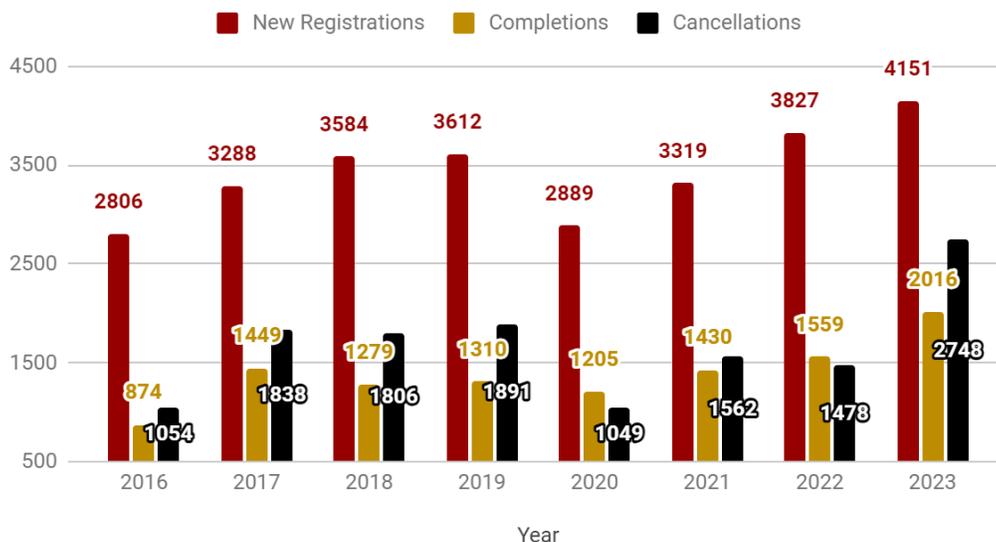


MATP staff processed 4,185 new apprentice registrations, 2,016 completions, and 2,752 cancellations in 2023, for a total of 8,915 apprentice record transactions. Each of these transaction types set a state record, highlighting increased activity among Registered Apprenticeship program sponsors.

Notably, the overall number of apprentice cancellations (2,748) increased in 2023, up almost 86% over 2022 (1,478). The increase can be attributed largely to an increasing number of “overdue” cancellations, representing apprentices who stopped attending training or separated from employment without having a cancellation submitted by the program sponsor in a timely manner.

MATP staff conducted a target campaign of sponsor outreach in 2023 to resolve and address overdue cancellations, many stemming from programming and work disruptions that occurred during the COVID-19 pandemic in 2020. As the backlog of overdue apprentices is addressed, MATP staff expect the cancellation rate to decline, bolstering the rolling average of active apprentices in 2024.

## New Registrations, Completions and Cancellations 2016 - 2023



Maryland's 2023 apprentice-level demographic data also show continued progress towards inclusion and accessibility goals. Minority apprentices accounted for 43.47% (4,900) of active Registered Apprentices as of December 31, 2023. Comparatively, minority workers make up 48.7% (1,608,342) of Maryland's overall workforce. While inclusion disparities still exist at the occupational level, with some trades seeing greater minority employment than others, the near parity between Registered Apprentices and the total workforce highlights the advancements already made in broadening inclusion and access.

Apprentice Race & Ethnicity		Apprentice Age Distribution	
White (Not Hispanic)	56.53%	16-17	0.22%
Black (Not Hispanic)	22.76%	18-27	54.78%
Hispanic	14.31%	28-37	29.78%
Information Not Available	2.16%	38-47	10.52%
Other	2.06%	48-57	3.53%
Asian or Pacific Islander	1.69%	58-67	1.04%
American Indian or Alaskan	0.50%	68+	0.13%

Registered Apprenticeship, both in Maryland and nationally, continues to struggle with engaging women. Just 7.64% (861) of the apprentices registered as of December 31, 2023 identified themselves as female on their apprenticeship agreement, meaning that men outnumber women in Registered Apprenticeship by more than 12 to 1. A significant reason for the gender disparity observed in Registered Apprenticeship is the low representation of women in the construction industry and building trades, which continue to dominate Registered Apprenticeship.

Top 20 Registered Apprenticeship Occupations by Active Apprentices			
Electrician	4,072	Structural Steel Worker	160
Steamfitter	1,394	Junior Software Developer	133
Plumber	726	Insulation Worker	117
HVAC/R Technician	631	Operating Engineer	114
Elevator Constructor	502	Waste Water Treatment Tech.	112
Sheet Metal Worker	464	Automotive Service Technician	89
Carpenter	282	Bridge / Industrial Painter	87
Sprinkler Fitter	203	Certified Nursing Assistant	80
Police Officer	181	Stationary Engineer	62
Trade Show Carpenter	162	Firefighter	61

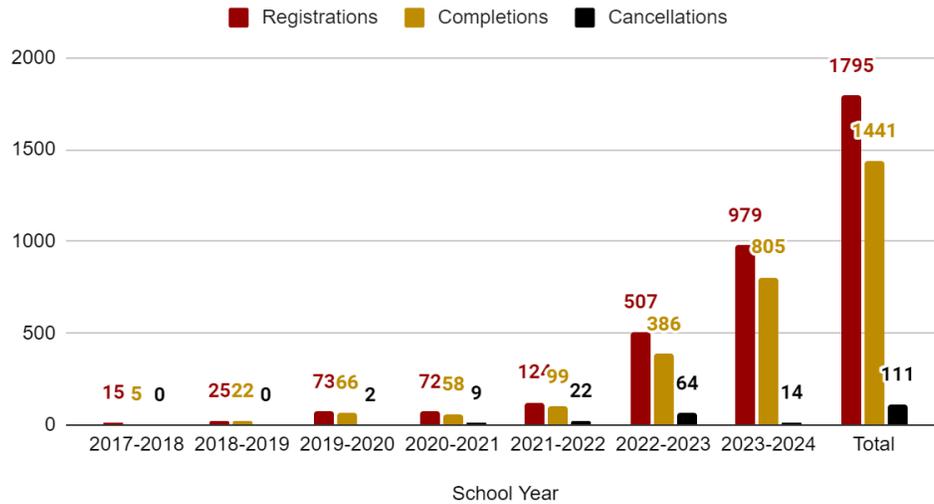
There were 124 distinct occupations in use by active Registered Apprentices as of December 31, 2023, 53 of which reported five or fewer apprentices in the occupation. The top 20 occupations were primarily clustered in the building trades with electricians and steamfitters alone accounting for 5,466 (48.5%) of all apprentices registered in Maryland.

There were, however, a growing number of non-traditional apprenticeship occupations among the top programs in 2023. Police Officer and Firefighter remained in the top twenty occupations with 181 and 61 active apprentices respectively. Junior Software Developers, Certified Nursing Assistant (CNA), and Business Finance Partner all saw major gains in 2023, each exceeding 50 active apprentices.

2023-2024 Youth Apprenticeship Totals: Apprenticeship Maryland Program		
Highest Active Youth Apprentice Count <b>1,045</b> (May 2024)	New Youth Apprentice Registrations (23-24 SY) <b>979</b>	Active Youth Employers <b>286</b>
Apprentice Completions <b>805</b>	Apprentice Cancellations <b>14</b>	New Employers Approved <b>322</b>

In addition to seeing major growth and increased activity within Registered Apprenticeship, MD Labor also recorded several milestones for AMP. During the 2023-2024 school year, AMP registered 979 new youth apprentices, reaching a record-breaking active apprentice count of 1,045 in May 2024.

### AMP Apprentice Registrations, Completions, & Cancellations



Unlike Registered Apprenticeship, where each program has a sponsor who manages the apprenticeship, employers of youth apprentices in AMP join the program directly by partnering with a Maryland public school system and MD Labor. Two hundred and eighty six (286) businesses employed youth apprentices in the 2023-2024 school year, with 322 employers gaining approval to join the program. The majority of these employers (65%) only employed one apprentice, demonstrating how driven the AMP program is by small businesses participation.

### Youth Apprentice Counts by Local Education Agency: 2023-2024 School Year

Anne Arundel County	190	Baltimore City	12
Harford County	166	Charles County	10
Baltimore County	163	Calvert County	10
Washington County	157	Caroline County	8
Howard County	91	Prince George's County	5
St. Mary's County	67	Kent County	4
Frederick County	55	Garrett County	3
Cecil County	27	Wicomico County	1
Montgomery County	25	Queen Anne's County	1
Carroll County	19	Dorchester County	1
Worcester County	16	Allegany County	1
Talbot County	13	Somerset County	0

Twenty three of Maryland's 24 Local Education Agencies (LEA)s registered students as apprentices in AMP during 2023-2024, with Garrett County Public Schools being the most recent LEA to register its first apprentices. Only Somerset County, which was approved to offer AMP to its students during the 2022-2023 school year, has yet to register youth apprentices. However staff from the LEA are working closely with MD Labor, MSDE, and the Lower Shore Workforce Alliance to secure employment opportunities for students, with the first apprentices expected to be registered in summer 2024.

In contrast to Registered Apprenticeship, AMP has grown to include a much more diverse set of industries and occupations. Administrative and information technology (IT) services occupations make up four of the top 20 AMP occupations by total youth apprentice participation. This diversity has been bolstered in large part by the program's success engaging large public sector employers, namely the National Security Agency (NSA), which employs more than 200 youth apprentices annually.

<b>Top 20 AMP Youth Apprenticeship Occupations by Active Apprentices</b>			
Office Assistant	179	Child Care Worker	39
Electrician	157	Teacher's Aide	34
Computer Support Specialist	144	Diesel Mechanic	27
Reading Tutor	68	HVAC-R Technician	26
Teacher	62	Fabricator	25
IT Technician	56	Child Care Worker	39
Automotive Technician	53	Plumber	24
Welder	44	Mechanic	24
Computer/IT Analyst	43	Engineer	23
Line Cook	40	Certified Nursing Assistant	23

Other top industries include educational services, healthcare and social assistance, accommodation and food service, construction, and management. Overall, youth apprenticeship has seen much faster employer engagement growth compared to Registered Apprenticeship, making AMP much more in line with Maryland's fast-growing industries. MD Labor, MSDE, and program partners continue to work to use youth apprenticeship as an engagement tool for the apprenticeship system overall, helping to cultivate employers and sponsors which can extend high-quality Registered Apprenticeship opportunities to young workers.

Importantly, MD Labor also recorded that 46.5% of AMP youth apprentices self-identified as female during the 2023-2024 school year. Compared with 7.6% of Registered Apprentices, this figure demonstrates that the youth program's greater diversity of occupations is succeeding in engaging women in apprenticeship opportunities.

## **INVESTMENTS IN APPRENTICESHIP**

Both the US federal government and the State of Maryland make public investments in Registered Apprenticeship, particularly in supporting training providers and apprentices and incentivizing employer participation. Annually, Maryland invests around \$4 million of state funds in Registered Apprenticeship and related incentive programs, such as the Maryland Registered Apprenticeship Tax Credit and the Law Enforcement Cadet Apprenticeship Grant Program.

Around a million dollars of State funds for apprenticeship come from contractor contributions to the Maryland Apprenticeship Training Fund. State law requires construction contractors performing work on public works projects valued at \$100,000 or greater to make contributions to the Fund or another Registered Apprenticeship program fund. Revenue from these contributions can be used to support programs that provide youth and pre-apprenticeship opportunities.

<b>State Investments in Apprenticeship</b>		
<b>Funding Source</b>	<b>Period</b>	<b>Amount</b>
General Funds Allocation	Annual	\$669,638
Registered Apprenticeship Tax Credit	Annual	\$1,000,000
Law Enforcement Cadet Grant Program	Annual	\$750,000
Apprenticeship Training Fund	Rolling	\$1,324,235
<b>State Funds Total</b>		<b>\$3,743,873</b>

Since 2016, MD Labor has been very effective at securing federal funding to scale apprenticeship. In 2023, MATP managed nearly \$13 million in federal apprenticeship grants from the US Department of Labor. These funds support staffing and administration as well as grant programs that assist apprentices, employers, sponsors, and training providers.

Among these programs is the highly successful Sponsor Apprenticeship Reimbursement (SAIR) initiative, which offers Related Instruction expense reimbursements of up to \$2,500 per apprentice to Registered Apprenticeship sponsors. SAIR is funded by Maryland's \$6 million 2020 State Apprenticeship Expansion (SAE) grant from the US Department of Labor. At the end of the SAE 2020 grant in June 2024, SAIR disbursed approximately \$4 million, serving nearly 2,000 Registered Apprentices across 56 Registered Apprenticeship programs.

<b>Federal Investments in Apprenticeship in Maryland</b>		
<b>Funding Source</b>	<b>Funding Period</b>	<b>Amount</b>
2020 State Apprenticeship Expansion	07/01/2019 - 06/30/2023	\$6,012,924
State Apprenticeship Expansion '23 (Base)*	07/01/2023 - 06/30/2024	\$650,620
State Apprenticeship Expansion '23 (Comp.)*	07/01/2023 - 06/30/2026	\$6,000,000
<b>Federal Funds Total</b>		<b>\$12,663,544</b>

In July 2023, Maryland was awarded the US Department of Labor's State Apprenticeship Expansion Formula (SAEF) grant, part of a new federal funding program designed to create level funding for state apprenticeship initiatives. The total \$6.6 million award includes both a formula allocation, based on Maryland's number of Registered Apprentices, and a competitive award designed to support innovative ideas and programs. Maryland was one of just seven states to receive a competitive SAEF award in 2023.

<b>*Detailed Budget: 2023 State Apprenticeship Expansion Formula Grant (FY24 - FY26)</b>					
<b>Funding Source &amp; Project</b>		<b>FY24</b>	<b>FY25</b>	<b>FY26</b>	<b>Total</b>
2023 State Apprenticeship Expansion Formula Grant (Base Funding) <b>\$650,620</b> <i>One Year Period of Performance</i>	MATP Staff	\$293,165	-	-	<b>\$293,165</b>
	Data System Modernization	\$ 95,750	-	-	<b>\$ 95,750</b>
	Website Modernization	\$ 111,704	-	-	<b>\$ 111,704</b>
	Outreach	\$100,000	-	-	<b>\$100,000</b>
	LWDB Partner Training Events	\$40,000	-	-	<b>\$40,000</b>
	Regional Training Events	\$10,000	-	-	<b>\$10,000</b>
2023 State Apprenticeship Expansion Grant (Competitive Funding) <b>\$6,000,000</b> <i>Three Year Period of Performance</i>	Maryland Hospitality Management Program	\$545,923	\$545,923	\$545,923	<b>\$1,637,769</b>
	Public Sector Innovation Fund	\$1,000,000	\$1,000,000	\$1,000,000	<b>\$3,000,000</b>
	NextGen Youth Apprentice Data System Build	\$495,000	\$255,000	\$250,000	<b>\$1,000,000</b>
	Staff and Administration	\$120,743	\$120,743	\$120,743	<b>\$362,230</b>
<b>Totals</b>		<b>\$2,812,285</b>	<b>\$1,921,666</b>	<b>\$1,916,666</b>	<b>\$6,650,618</b>

Maryland's SAEF award will support SAA staffing and operations, statewide marketing and outreach campaigns, coordinated partner training sessions, data and system infrastructure upgrades, and two new discretionary grant programs: the *Maryland Hospitality Management Apprenticeship Program* and the *Public Sector Apprenticeship Innovation Fund*.

The Hospitality Management Program is a sub-award program that provides SAEF funds to six Maryland community colleges: Allegany College, Baltimore City Community College, Carroll Community College, Frederick Community College, Howard Community College, and Prince George's Community College. Through the program, each institution will become a Registered Apprenticeship hub for Maryland's hospitality industry, with each college serving as the sponsor and training provider for management-track Registered Apprenticeship programs with an embedded associate's degree.

This first-of-its-kind program was developed in response to a shortage of qualified managers in Maryland's growing hospitality and lodging industries. The program will allow employers to partner with their local community colleges to recruit and train skilled managers and leaders for the industry. Longterm, the program is intended to increase the use of Registered Apprenticeships in the hospitality industry, while also opening good-paying careers and advancement opportunities for entry-level workers.

The Public Sector Innovation Fund is similarly designed to drive new and non-traditional growth in Registered Apprenticeship. Launched in November 2023, the Fund will provide support for new and

expanded Registered Apprenticeship programs in Maryland's public sector. State agencies, county governments, and municipal offices can seek the grant and receive up to \$600,000 to defray the cost of program building, administration, and apprentice training.

Beyond MD Labor's direct investments in apprenticeship, Maryland's 13 Local Workforce Development Boards have also dedicated resources to growing apprenticeship at the local level. Seventy-five million dollars of Maryland's American Recovery Plan Act (ARPA) funding was disbursed directly to the Local Workforce Development Boards to support employment services and apprenticeship initiatives that respond to the ongoing public health and economic impacts of COVID-19.

## **ADVANCEMENTS & MILESTONES IN APPRENTICESHIP**

### **NEW & INNOVATIVE PROGRAMS: ROYAL FARMS**

MD Labor is constantly working to engage employers on the benefits of using Registered Apprenticeship as a workforce development tool. Royal Farms, a Maryland-based retailer with more than 200 locations, began working with MD Labor in the summer of 2023 to explore apprenticeship as a pathway for training and retaining skilled management staff. Royal Farms, like many employers, struggled after the pandemic to normalize hiring and recruitment. Without a strong pipeline of workers, the company struggled to fill important front-line management positions in its stores across the state.

In November 2023, Royal Farms was approved by the Maryland Apprenticeship and Training Council to launch a new Registered Apprenticeship program for the occupation of Retail Store Manager. The program combines paid On-the-Job Learning and employer-led Related Instruction which will advance entry-level retail workers into management-track career professionals.

These innovative apprenticeship programs help workers by providing visible and accessible advancement opportunities, while employers benefit from the recruitment retention gains that come along with investing in their employees. Royal Farms program has just begun registering its first apprentices in Maryland and MD Labor will continue to work closely with the company to expand the opportunity to more Marylanders as the program scales.

### **THE RESURGENCE OF AUTOMOTIVE APPRENTICESHIPS**

Up until the 1980s and 1990s, apprenticeship was a common training strategy for preparing skilled workers in the automotive mechanical trades. Over time, career schools and community college programs began to overtake apprenticeship as the primary means of training for the automotive industry. While the shift created new means of training, it also reflected a trend of decreasing involvement of employers in guiding the training of mechanics and technicians. Additionally, workers



bore a rising portion of the cost of their training, with many taking on student loan debt to meet rising tuition costs.

In recent years, MD Labor has worked closely with Maryland's community colleges and major employers to revive automotive apprenticeship programs. Automotive Registered Apprenticeships are helping reconnect employers with the training and development of their next generation of technicians. Additionally, many automotive employers are also partnering with AMP, allowing them to reach youth apprentices and training resources offered through Maryland's high schools.

In 2022, the Maryland Apprenticeship and Training Council approved Pohanka Automotive Training Center as the sponsor of a group Registered Apprenticeship program in Salisbury, Maryland.

Pohanka's program serves dozens of dealerships and service centers owned and operated by Pohanka Automotive Group, a major employer with a substantial presence in Maryland's lower Eastern Shore region. Pohanka developed an in-house automotive apprenticeship curriculum that includes in-demand manufacturer certifications, employer-specific training, and high-quality On-the-Job learning with one-on-one supervision and mentorship.

Since 2022, Pohanka has employed and trained 60 Registered Apprentices through its program in Salisbury, making it one of the largest automotive apprenticeship programs in Maryland.

Pohanka is one of dozens of automotive employers who have worked with MD Labor to develop apprenticeship programs in 2023, highlighting a resurgence in work-based training in the automotive industry.

### **NATIONAL APPRENTICESHIP WEEK 2023**

During the week of November 13, 2023, Maryland joined states across the country in celebrating National Apprenticeship Week. The week included more than 60 events hosted by Registered Apprenticeship sponsors, employers, training providers, and workforce development partners. MD Labor sponsored the state's banner event, the third annual *Maryland Apprenticeship Awards* which honored 2023's outstanding contributions to apprenticeship.

*"When we invest in apprenticeships, we empower more people to participate in our economy, no matter their path."*

*"Today, we are saying, in one voice, that we, as a state, are ready to invest in our future. Today is a celebration of the opportunities we can build when we move in partnership."*

**- Maryland Governor Wes Moore, November 2023**

The event was headlined by Governor Wes Moore who delivered remarks on the importance of apprenticeship in the Moore-Miller administration's vision for Maryland. Governor Moore personally greeted Maryland Apprenticeship Award winners and their families, helping to highlight the importance of their achievements and contributions.



## **LOOKING AHEAD**

### **LEADING THROUGH THE PUBLIC SECTOR**

As Maryland works to implement a strategic plan for growing and scaling apprenticeship, activating the demand of public sector employers remains a key priority. MD Labor has begun establishing partnerships with other Maryland executive agencies to explore how Registered Apprenticeship programs can be developed to support and strengthen the State's workforce.

Much of this work is guided by data and insights collected during the public sector registered apprenticeship workgroup series led by MD Labor in 2022. Findings from the workgroup are informing the development of new Registered Apprenticeship programs and partnerships in public safety, healthcare, transportation, education, and management.

One early success of this work is the Maryland Department of Transportation (MDOT), which launched a Youth Apprenticeship within the State Highway Administration (SHA) and earned approval for a Registered Apprenticeship within the Maryland Transit Administration (MTA). The SHA program, a partnership between MDOT and AMP, is employing high school juniors and seniors as Heavy Equipment Maintenance youth apprentices at SHA service yards around the state. MDOT SHA is the AMP's first statewide youth apprenticeship employer, providing dozens of opportunities for Maryland's students.

### **EXPANSION OF THE PROMISE SCHOLARSHIP**

Another major advancement in the alignment of Registered Apprenticeship and higher education came during the 2023 legislative session with revisions to the *Maryland Community College Promise Scholarship*. The Promise Scholarship provides need-based last-dollar financial assistance to Maryland students enrolled in community colleges. Previously, Promise required that students enroll in credit or certificate programs and maintain full-time enrollment status, both of which excluded most Registered Apprentices.

House Bill 923, passed during the 2023 session and enacted as Chapter 634, modified several of the Promise Scholarship's eligibility and administrative requirements. Notably, these changes allow non-credit courses and part-time enrollment to be supported by Promise, making the program more accessible to Registered Apprentices.

While the reforms to the Promise Scholarship program are still being implemented by the Maryland Higher Education Commission and Maryland's community colleges, these changes present a significant opportunity for more connection between community colleges, employers, and apprenticeship programs. Additionally, as a need-based program, Promise will be able to directly serve apprentices with the highest barriers to employment.

### **DETAILED REGISTERED APPRENTICESHIP PROGRAM REPORTS**

Chapter 495 of the Acts of the 2016 Maryland General Assembly requires that the Maryland Apprenticeship and Training Council (MATC) provide annual reports on each Registered Apprenticeship program's annual enrollments and demographics.

The following section of this report includes tables summarizing key statistical information for all Maryland Registered Apprenticeship programs in 2023.

- TABLE 1: Apprentice Racial/Ethnic Demographics by Program
- TABLE 2: Apprentice Gender Demographics by Program
- TABLE 3: Apprentice Age Distribution by Program
- TABLE 4: Apprentice County / Region of Residence by Program

TABLE 1: Apprentice Racial/Ethnic Demographics by Program

<b>Registered Apprentice Racial/Ethnic Demographics 2023</b> Year End Active Apprentices; per Program Sponsor	<b>American Indian Alaskan</b>	<b>Asian or Pacific Islander</b>	<b>Black</b>	<b>Hispanic</b>	<b>Not Reported</b>	<b>Other</b>	<b>White</b>	<b>Totals</b>
1199 SEIU LEAGUE TRAINING AND UPGRADING FUND			1					1
ALLSTATE FLOORS				1				1
AMICK FARMS, LLC							1	1
ANNE ARUNDEL COMMUNITY COLLEGE							1	1
APPRENTICE TRAINING, INC.			10	5		1	6	22
ASIAN AMERICAN CENTER OF FREDERICK		3					1	4
ASSOCIATED BUILDERS AND CONTRACTORS BALTIMORE METROPOLITAN CHAPTER	10	8	189	69		13	352	641
ASSOCIATED BUILDERS AND CONTRACTORS CHESAPEAKE SHORES CHAPTER		3	21	16		2	131	173
ASSOCIATED BUILDERS AND CONTRACTORS CUMBERLAND VALLEY CHAPTER			7	8		3	108	126
ASSOCIATED BUILDERS AND CONTRACTORS METROPOLITAN WASHINGTON CHAPTER		2	40	96		3	21	162
ASSOCIATION OF AIR CONDITIONING PROFESSIONALS		2	20	36		4	30	92
ASSOCIATION OF INTERNATIONAL CERTIFIED PROFESSIONAL ACCOUNTANTS		8	6	3			30	47
AUI, INC.							1	1
BADGER ELECTRIC, INC.							2	2
BALTIMORE ALLIANCE FOR CAREERS IN HEALTHCARE		2	51	2		2	6	63
BALTIMORE AREA ROOFERS JAC			13	8		1	2	24
BALTIMORE BRICKLAYERS JATC FOR THE MASONRY INDUSTRY	1		13	39			8	61
BALTIMORE CEMENT MASONS JAC			11	6			1	18
BALTIMORE CITY COMMUNITY COLLEGE			2	1			2	5
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, AFSCME LOCAL NO. 44			109	2	1	1	9	122
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, CUB LOCAL NO. 800			1					1
BALTIMORE COUNTY POLICE DEPARTMENT		4	51	11	1	3	109	179

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BALTIMORE ELECTRICIANS JATC LOCAL UNION NO. 24	1	10	87	28	1	9	266	402
BALTIMORE OPERATING ENGINEERS JATC	1		7	2		2	53	65
BALTIMORE POLICE DEPARTMENT			4				2	6
BALTIMORE SHEET METAL WORKERS JATC LOCAL UNION NO. 100			1				3	4
BALTIMORE WASHINGTON LABORERS' JOINT TRAINING FUND			13				2	15
BARNES ELECTRIC, INC.			1	1			3	5
BAUGUESS ELECTRICAL SERVICES, INC.			1				5	6
BAUSUM & DUCKETT ELECTRIC, LLC			1	1			5	7
BEAR INDUSTRIES, INC.			1				15	16
BEITZEL CORPORATION & PILLAR INNOVATIONS, LLC				2		1	17	20
BERRY PLASTICS CORPORATION CLOSURE DIVISION							1	1
BETTER BUSINESS BUREAU OF GREATER MARYLAND							1	1
BILBROUGH'S ELECTRIC, INC.							6	6
BOB BREEDING GENERAL CONTRACTORS, LL							2	2
BOZZUTO MANAGEMENT COMPANY			1					1
BRICKLAYERS AND ALLIED CRAFTWORKERS DISTRICT COUNCIL OF WEST VIRGINIA							4	4
BRITISH AMERICAN AUTO CARE, INC.							2	2
CALVERT INTERNAL MEDICINE GROUP			2					2
CAMDEN DREAM CENTER TECHNOLOGY TRAINING SCHOOL						1	1	2
CAPITOL SPRINKLER CONTRACTING, INC.			1	1				2
CARTER ENTERPRISE SOLUTIONS, LLC			1					1
CARTER MACHINERY COMPANY, INC.			1	2		1	16	20
CENTRAL MARYLAND AREA HEALTH EDUCATION CENTER			4				2	6
CHANEY ENTERPRISES			30	4	1		7	42
CHESAPEAKE BAY MARITIME MUSEUM, INC.				1	1		1	3



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EAST END DRIVING AND PLACEMENT SERVICE			20					20
EASTERN ATLANTIC STATES CARPENTERS TECHNICAL COLLEGE			6	1		1	21	29
EASTERN ELEVATOR SERVICE AND SALES COMPANY			1				16	17
EASTERN MILLWRIGHT REGIONAL COUNCIL			4	1	1		10	16
ELECTRICAL APPRENTICESHIP PROGRAM OF CARROLL COUNTY MARYLAND		1	4	3	3		104	115
EMERGING TECHNOLOGY APPRENTICESHIP PROGRAM			1	2	1	1	10	15
F.H. FURR PLUMBING, HEATING A/C AND ELECTRICAL, INC.							2	2
FABRICATED EXTRUSION COMPANY OF MARYLAND, LLC					1			1
FINISHING TRADES INSTITUTE OF MARYLAND, VIRGINIA, WASHINGTON, D.C.			17	99	1	1	14	132
FLOWSERVE CORPORATION							2	2
FRANKLIN APPRENTICESHIPS, LLC			7	1	1		2	11
FREDERICK COMMUNITY COLLEGE MACEM			3	2			3	8
FREDERICK HEALTH HOSPITAL, INC.			1				1	2
GERMAIN HVAC, LLC							2	2
HAMILTON-RYKER TALENTGRO		3	45	3	3	6	21	81
HARFORD COMMUNITY COLLEGE			8	2		2	15	27
HARFORD COUNTY ELECTRICAL CONTRACTORS ASSOCIATION, INC.	2	4	32	18	2	5	341	404
HARFORD COUNTY, MARYLAND JOINT APPRENTICESHIP COMMITTEE							4	4
HEATING & AIR CONDITIONING CONTRACTORS OF MARYLAND, INC.		1	30	10	3	9	196	249
HOWARD COMMUNITY COLLEGE		3	52	6	1	2	27	91
HOWARD COUNTY GOVERNMENT JOINT APPRENTICESHIP COMMITTEE			1	1			1	3
HOWARD COUNTY PUBLIC SCHOOL SYSTEM JOINT APPRENTICESHIP COMMITTEE			1				1	2

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HUDAK'S INSULATION, INC.			2	4			2	8
HUMAN GENOME SCIENCES, INC.			1	1		1		3
I. E. C. CHESAPEAKE, INC.	2	16	145	226	185	26	410	1,010
IBSS CORPORATION		1	13	2				16
INSULATION SOLUTIONS, INC.				1				1
INSULATORS AND ALLIED WORKERS LOCAL NO. 2 JATC				1		2	30	33
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 10 JAC	4	7	39	17	1	5	276	349
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 7 JAC	1		7				91	99
IRONWORKERS LOCAL NO. 5 JATC	1	2	42	38	1	3	58	145
IRONWORKERS LOCAL NO. 568 JATC			1	1		1	33	36
IRONWORKERS LOCAL NO. 5S JATC			2	11			2	15
J.F. SOBIESKI MECHANICAL CONTRACTORS				1	1		1	3
JESCO, INC.			1	1			2	4
JMT SERVICES, INC.				1		1	5	7
JOHNSON CONTROLS FIRE PROTECTION							4	4
KARON MASONRY, INC.				3				3
KINSLEY CONSTRUCTION, INC.			1	4			29	34
KINSLEY STEEL, INC.		1					8	9
KLEPPINGER ELECTRIC COMPANY, INC.							4	4
KSE CONSULTING GROUP, LLC			1					1
LIVINGSTON FIRE PROTECTION, INC.				4			5	9
LYWOOD ELECTRIC, INC.			1	3			13	17
MARITIME APPLIED PHYSICS CORPORATION							1	1
MARTIN MARIETTA MATERIALS							1	1
MARYLAND BUILDING INDUSTRY ASSOCIATION			1	1		2	15	19



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PAINTERS & ALLIED TRADES DISTRICT COUNCIL 53							2	2
PARKER PLASTICS							2	2
PERDUE FOODS, INC.			2					2
PLUMBERS AND STEAMFITTERS LOCAL UNION NO. 486 JATC	3	6	53	12		11	296	381
POHANKA AUTOMOTIVE TECHNOLOGY TRAINING CENTER		1	10	1		4	17	33
PREMIER FIRE PROTECTION SERVICES, LL							4	4
PRIMUS AEROSPACE			1					1
PRINCE GEORGE'S ARTS AND HUMANITIES COUNCIL			1					1
PRINCE GEORGE'S CO. FIRE/EMS DEPT.		1	21	6		1	32	61
PRINCE GEORGE'S COUNTY PUBLIC SCHOOL JOINT APPRENTICESHIP COMMITTEE			9	4				13
QUALITY HEATING & AIR CONDITIONING COMPANY, INC.			4				4	8
RELIANCE TEST & TECHNOLOGY			1				2	3
RHINEHART RAILROAD CONSTRUCTION, INC							1	1
RIGHT ELEVATOR, INC.							6	6
RING CONTAINER TECHNOLOGIES							1	1
ROAD SPRINKLER FITTERS LOCAL UNION 669 JATC			14	17		3	79	113
ROOFERS, WATERPROOFERS & ALLIED WORK LOCAL NO 34 JATC							8	8
RUSH SERVICES, INC.							1	1
SCHUSTER CONCRETE CONSTRUCTION			1	1				2
SEASIDE PLUMBING, INC.			4	2		3	14	23
SHEET METAL WORKERS LOCAL NO. 100 CUMBERLAND AREA JATC					1		17	18
SHEET METAL WORKERS, LOCAL 100 WASHINGTON D. C.		5	129	75		7	167	383
SHORE POWER ELECTRIC, INC.							1	1
SMOOTHSTACK, INC.		19	8	13	1	6	61	108
SOUTHERN MARYLAND ELECTRIC, INC. JOINT	2		10			2	19	33

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APPRENTICESHIP COMMITTEE								
SPECIALTY GRANULES, INC.							3	3
ST. MARY'S COUNTY SHERIFF'S OFFICE			1					1
STEAMFITTERS LOCAL NO. 602 JATC	6	9	196	97	13	3	699	1,023
STRICKLAND FIRE PROTECTION, INC.			2					2
SUMMIT ANCHOR					3			3
SUMMIT FIRE & SECURITY.	1		3	3	2		14	23
SWAM ELECTRIC DIVISION OF B.J. BALDWIN ELECTRICAL				1			3	4
TATE ENGINEERING SYSTEMS, INC.							1	1
TECHNOLOGY SECURITY ASSOCIATES, INC.			1					1
TEXTRON SYSTEMS							2	2
THE ALLIANCE FOR MEDIA ARTS + CULTURE, INC.		1	3					4
THE BECHDON COMPANY, LLC							1	1
THE EDUCATION FOUNDATION OF BALTIMORE COUNTY PUBLIC SCHOOLS			3		1		13	17
THE JOHNS HOPKINS HOSPITAL		1	6				2	9
TOTAL COMFORT HEATING AND AIR CONDITIONING, INC.							1	1
TOWN OF BERLIN							3	3
TRANZED APPRENTICESHIP SERVICES, LLC			13	1	1	2		17
TRUCK ENTERPRISES HAGERSTOWN, INC.							1	1
UNION MEMORIAL HOSPITAL							1	1
VANGUARD ENTERPRISES, LLC			2			1		3
VOLVO GROUP TRUCKS OPERATION			1				2	3
VSC FIRE & SECURITY, INC.							1	1
W. L. GORE & ASSOCIATES, INC. RESEARCH AND DEVELOPMENT DIVISION							7	7
WANADA AUTOMOBILE DEALERS EDUCATION INSTITUTE	1	4	12	33		1	15	66

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WASH., D. C. ASBESTOS WORKERS JAC LOCAL NO. 24		1	11	32		2	11	57
WASHINGTON D.C. JOINT PLUMBING APPRENTICESHIP COMMITTEE	1	4	150	61		8	127	351
WASHINGTON, D. C. ELECTRICIANS JATC LOCAL UNION NO. 26	10	37	212	299	1	35	920	1,514
WESTERN MARYLAND AREA HEALTH EDUCATION CENTER - WEST			1				3	4
WESTERN MARYLAND JATC FOR THE ELECTRICAL INDUSTRY			2				61	63
WESTMORELAND ELECTRIC, LLC			3				23	26
WILLARD AGRI-SERVICES, INC.							1	1
WINGARD & COMPANY, INC.				1			2	3
WORTHINGTON ARMSTRONG VENTURE							1	1
<b>Totals</b>	<b>56</b>	<b>191</b>	<b>2,565</b>	<b>1,613</b>	<b>243</b>	<b>232</b>	<b>6,371</b>	<b>11,271</b>
<b>Percentage</b>	<b>0.50%</b>	<b>1.69%</b>	<b>22.76%</b>	<b>14.31%</b>	<b>2.16%</b>	<b>2.06%</b>	<b>56.53%</b>	<b>100%</b>
<b>State of Maryland Labor Force (2022 Estimates)</b>	<b>0.29%</b>	<b>6.83%</b>	<b>30.23%</b>	<b>10.54%</b>	<b>-</b>	<b>10.93%*</b>	<b>51.74%</b>	<b>100%</b>

**State labor force data provided by the US Census Bureau, American Community Survey 2022 (ACSST5Y2022.S2301)**

\*Maryland Registered Apprenticeship statistics tracked by the Maryland Department of Labor classify race and ethnicity differently than the US Census Bureau. State labor force data for “Other” as presented in Table 1 combines the Census categories “Some other race alone” and “Two or more races.”

TABLE 2: Apprentice Gender Demographics by Program

<b>Registered Apprentice Gender Demographics</b> 2023 Year End Active Apprentices; per Program Sponsor	<b>Female</b>	<b>Male</b>	<b>Not Reported</b>	<b>Totals</b>
1199 SEIU LEAGUE TRAINING AND UPGRADING FUND	1			1
ALLSTATE FLOORS		1		1
AMICK FARMS, LLC		1		1
ANNE ARUNDEL COMMUNITY COLLEGE		1		1
APPRENTICE TRAINING, INC.	1	21		22
ASIAN AMERICAN CENTER OF FREDERICK	3	1		4
ASSOCIATED BUILDERS AND CONTRACTORS BALTIMORE METRO	5	636		641
ASSOCIATED BUILDERS AND CONTRACTORS CHESAPEAKE SHORES	3	170		173
ASSOCIATED BUILDERS AND CONTRACTORS CUMBERLAND VALLEY	3	123		126
ASSOCIATED BUILDERS AND CONTRACTORS METRO WASHINGTON	6	156		162
ASSOCIATION OF AIR CONDITIONING PROFESSIONALS	1	91		92
ASSOCIATION OF INTERNATIONAL CERTIFIED PROFESSIONAL ACCOUNTANTS AUI, INC.	32	15		47
BADGER ELECTRIC, INC.		2		2
BALTIMORE ALLIANCE FOR CAREERS IN HEALTHCARE	52	11		63
BALTIMORE AREA ROOFERS JAC	2	22		24
BALTIMORE BRICKLAYERS JATC FOR THE MASONRY INDUSTRY	5	56		61
BALTIMORE CEMENT MASONS JAC	2	16		18
BALTIMORE CITY COMMUNITY COLLEGE		5		5
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, AFSCME LOCAL NO. 44	23	99		122
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, CUB LOCAL NO. 800	1			1
BALTIMORE COUNTY POLICE DEPARTMENT	31	148		179
BALTIMORE ELECTRICIANS JATC LOCAL UNION NO. 24	12	390		402
BALTIMORE OPERATING ENGINEERS JATC	3	62		65
BALTIMORE POLICE DEPARTMENT		6		6
BALTIMORE SHEET METAL WORKERS JATC LOCAL UNION NO. 100		4		4
BALTIMORE WASHINGTON LABORERS' JOINT TRAINING FUND		15		15
BARNES ELECTRIC, INC.		5		5
BAUGUESS ELECTRICAL SERVICES, INC.		6		6

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BAUSUM & DUCKETT ELECTRIC, LLC		7		7
BEAR INDUSTRIES, INC.		16		16
BEITZEL CORPORATION & PILLAR INNOVATIONS, LLC		20		20
BERRY PLASTICS CORPORATION CLOSURE DIVISION		1		1
BETTER BUSINESS BUREAU OF GREATER MARYLAND	1			1
BILBROUGH'S ELECTRIC, INC.		6		6
BOB BREEDING GENERAL CONTRACTORS, LL		2		2
BOZZUTO MANAGEMENT COMPANY		1		1
BRICKLAYERS AND ALLIED CRAFTWORKERS DISTRICT COUNCIL WEST VIRGINIA		4		4
BRITISH AMERICAN AUTO CARE, INC.	1	1		2
CALVERT INTERNAL MEDICINE GROUP	2			2
CAMDEN DREAM CENTER TECHNOLOGY TRAINING SCHOOL	1	1		2
CAPITOL SPRINKLER CONTRACTING, INC.		2		2
CARTER ENTERPRISE SOLUTIONS, LLC		1		1
CARTER MACHINERY COMPANY, INC.		20		20
CENTRAL MARYLAND AREA HEALTH EDUCATION CENTER	6			6
CHANEY ENTERPRISES	4	38		42
CHESAPEAKE BAY MARITIME MUSEUM, INC.		3		3
CHESAPEAKE ENERGY SOLUTIONS DBA CHESAPEAKE ELECTRIC		20		20
CHESAPEAKE SPRINKLER COMPANY		6		6
CHOPTANK ELECTRIC COOPERATIVE, INC.		24		24
CLARK CONSTRUCTION GROUP, LLC	2	8		10
CLASSIC MOTOR MUSEUM OF ST. MICHAELS, INC.	1	3		4
CMH, INC., DBA CROPP METCALFE	1	13		14
COMMUNITY COLLEGE OF BALTIMORE COUNTY	33	24		57
CONAGRA BRANDS, INC.		1		1
CONGRESSIONAL COUNTRY CLUB		1		1
CONSTELLATION HOME	1	52		53

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COOPER ELECTRICAL SERVICES, INC.		3		3
CRIST INSTRUMENT COMPANY, INC.		1		1
CUMBERLAND PLUMBERS & STEAMFITTERS LOCAL 489 JATC		23		23
CVS HEALTH	6	2		8
DANIEL G. BEBEE, INC. T/A TRI-COUNTY ELECTRICAL SERVICES		4		4
DANKO ARLINGTON, INC.		1		1
DARCARS AUTOMOTIVE GROUP		5		5
DAVIS ULMER FIRE PROTECTION		3		3
DEDICATED CIRCUITS, LLC		2		2
DELAWARE ELEVATOR, INC.		49		49
DEPARTMENT OF THE NAVY NSWC IHEODTD		2		2
DIGITAL NETWORK GROUP (KINETIC POTENTIAL)	5	17		22
DIXON VALVE & COUPLING COMPANY		4		4
DR, MASCIA JORDAN, LLC	3	2		5
DYNAMIC AUTOMOTIVE		4		4
EAST END DRIVING AND PLACEMENT SERVICE	13	7		20
EASTERN ATLANTIC STATES CARPENTERS TECHNICAL COLLEGE	2	27		29
EASTERN ELEVATOR SERVICE AND SALES COMPANY		17		17
EASTERN MILLWRIGHT REGIONAL COUNCIL		16		16
ELECTRICAL APPRENTICESHIP PROGRAM OF CARROLL COUNTY MARYLAND		115		115
EMERGING TECHNOLOGY APPRENTICESHIP PROGRAM		15		15
F.H. FURR PLUMBING, HEATING A/C AND ELECTRICAL, INC.	1	1		2
FABRICATED EXTRUSION COMPANY OF MARYLAND, LLC		1		1
FINISHING TRADES INSTITUTE OF MARYLAND, VIRGINIA, WASHINGTON, D.C.	9	123		132
FLOWSERVE CORPORATION		2		2
FRANKLIN APPRENTICESHIPS, LLC	7	4		11
FREDERICK COMMUNITY COLLEGE MACEM	4	4		8
FREDERICK HEALTH HOSPITAL, INC.		2		2

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GERMAIN HVAC, LLC		2		2
HAMILTON-RYKER TALENTGRO	69	12		81
HARFORD COMMUNITY COLLEGE	23	4		27
HARFORD COUNTY ELECTRICAL CONTRACTORS ASSOCIATION, INC.	5	397	2	404
HARFORD COUNTY, MARYLAND JOINT APPRENTICESHIP COMMITTEE		4		4
HEATING & AIR CONDITIONING CONTRACTORS OF MARYLAND, INC.	1	248		249
HOWARD COMMUNITY COLLEGE	41	50		91
HOWARD COUNTY GOVERNMENT JOINT APPRENTICESHIP COMMITTEE		3		3
HOWARD COUNTY PUBLIC SCHOOL SYSTEM JOINT APPRENTICESHIP COMMITTEE		2		2
HUDAK'S INSULATION, INC.	2	6		8
HUMAN GENOME SCIENCES, INC.	1	2		3
I. E. C. CHESAPEAKE, INC.	43	967		1,010
IBSS CORPORATION	9	7		16
INSULATION SOLUTIONS, INC.		1		1
INSULATORS AND ALLIED WORKERS LOCAL NO. 2 JATC	2	31		33
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 10 JAC	7	342		349
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 7 JAC	1	98		99
IRONWORKERS LOCAL NO. 5 JATC	2	143		145
IRONWORKERS LOCAL NO. 568 JATC		36		36
IRONWORKERS LOCAL NO. 5S JATC	1	14		15
J.F. SOBIESKI MECHANICAL CONTRACTORS		3		3
JESCO, INC.		4		4
JMT SERVICES, INC.		7		7
JOHNSON CONTROLS FIRE PROTECTION		4		4
KARON MASONRY, INC.		3		3
KINSLEY CONSTRUCTION, INC.	1	33		34
KINSLEY STEEL, INC.	1	8		9
KLEPPINGER ELECTRIC COMPANY, INC.		4		4

TABLE 2: Apprentice Gender Demographics by Program

<b>Registered Apprentice Gender Demographics</b> 2023 Year End Active Apprentices; per Program Sponsor	<b>Female</b>	<b>Male</b>	<b>Not Reported</b>	<b>Totals</b>
KSE CONSULTING GROUP, LLC	1			1
LIVINGSTON FIRE PROTECTION, INC.		9		9
LYWOOD ELECTRIC, INC.		17		17
MARITIME APPLIED PHYSICS CORPORATION		1		1
MARTIN MARIETTA MATERIALS		1		1
MARYLAND BUILDING INDUSTRY ASSOCIATION		19		19
MARYLAND DIRECT SUPPORT PROFESSIONAL APPRENTICESHIP PROGRAM	8	1		9
MARYLAND ENVIRONMENTAL SERVICE	10	44		54
MARYLAND MANUFACTURING EXTENSION PARTNERSHIP		1		1
MARYLAND NATIONAL CAPITAL PARK & PLANNING COMMISSION		6		6
MARYLAND NATURAL RESOURCES POLICE	8	32		40
MARYLAND PLUMBING, HEATING, COOLING CONTRACTORS, INC.		69		69
MATTHEWS & PIERCE MASONRY, INC.		2		2
MICKEY'S CAR ER, LLC		1		1
MID-ATLANTIC CARPENTERS' TRAINING CENTERS BALTIMORE	14	51		65
MID-ATLANTIC CARPENTERS' TRAINING CENTERS CUMBERLAND	1	37		38
MID-ATLANTIC CARPENTERS' TRAINING CENTERS WASHINGTON, D.C.	37	230		267
MILLER & LONG COMPANY, INC	2	10		12
MODEST TECHNOLOGIES SOLUTION, INC.	1	1		2
MONTGOMERY COUNTY PUBLIC SCHOOLS DEPARTMENT OF SCHOOL FACILITIES		1		1
MW COMPONENTS - BALTIMORE		1		1
NESTLE DREYER'S ICE CREAM COMPANY	1	11		12
NICKLE ELECTRICAL COMPANIES	1	37		38
NLP ENTERPRISES, INC.		4		4
NPOWER	3	4		7
NU-TEK PRECISION OPTICAL CORPORATION		1		1
OPERATING ENGINEERS JATC - LOCAL 77	3	44		47
OPERATING ENGINEERS LOCAL 99 JOINT APPRENTICESHIP COMMITTEE	2	41		43

TABLE 2: Apprentice Gender Demographics by Program

<b>Registered Apprentice Gender Demographics</b> 2023 Year End Active Apprentices; per Program Sponsor	<b>Female</b>	<b>Male</b>	<b>Not Reported</b>	<b>Totals</b>
OST GLOBAL SOLUTIONS, INC.	1	1		2
PAINTERS & ALLIED TRADES DISTRICT COUNCIL 53		2		2
PARKER PLASTICS		2		2
PERDUE FOODS, INC.		2		2
PLUMBERS AND STEAMFITTERS LOCAL UNION NO. 486 JATC	11	370		381
POHANKA AUTOMOTIVE TECHNOLOGY TRAINING CENTER		33		33
PREMIER FIRE PROTECTION SERVICES, LL		4		4
PRIMUS AEROSPACE		1		1
PRINCE GEORGE'S ARTS AND HUMANITIES COUNCIL		1		1
PRINCE GEORGE'S CO. FIRE/EMS DEPT.	12	49		61
PRINCE GEORGE'S COUNTY PUBLIC SCHOOL JOINT APPRENTICESHIP COMMITTEE	2	11		13
QUALITY HEATING & AIR CONDITIONING COMPANY, INC.		8		8
RELIANCE TEST & TECHNOLOGY	1	2		3
RHINEHART RAILROAD CONSTRUCTION, INC		1		1
RIGHT ELEVATOR, INC.		6		6
RING CONTAINER TECHNOLOGIES		1		1
ROAD SPRINKLER FITTERS LOCAL UNION 669 JATC	2	111		113
ROOFERS, WATERPROOFERS & ALLIED WORK LOCAL NO 34 JATC	1	7		8
RUSH SERVICES, INC.		1		1
SCHUSTER CONCRETE CONSTRUCTION		2		2
SEASIDE PLUMBING, INC.	4	19		23
SHEET METAL WORKERS LOCAL NO. 100 CUMBERLAND AREA JATC		18		18
SHEET METAL WORKERS, LOCAL 100 WASHINGTON D. C.	13	369	1	383
SHORE POWER ELECTRIC, INC.		1		1
SMOOTHSTACK, INC.	5	102	1	108
SOUTHERN MARYLAND ELECTRIC, INC. JOINT APPRENTICESHIP COMMITTEE		33		33
SPECIALTY GRANULES, INC.	1	2		3
ST. MARY'S COUNTY SHERIFF'S OFFICE	1			1

TABLE 2: Apprentice Gender Demographics by Program

<b>Registered Apprentice Gender Demographics</b> 2023 Year End Active Apprentices; per Program Sponsor	<b>Female</b>	<b>Male</b>	<b>Not Reported</b>	<b>Totals</b>
STEAMFITTERS LOCAL NO. 602 JATC	34	989		1,023
STRICKLAND FIRE PROTECTION, INC.		2		2
SUMMIT ANCHOR	1	2		3
SUMMIT FIRE & SECURITY.		23		23
SWAM ELECTRIC DIVISION OF B.J. BALDWIN ELECTRICAL		4		4
TATE ENGINEERING SYSTEMS, INC.		1		1
TECHNOLOGY SECURITY ASSOCIATES, INC.		1		1
TEXTRON SYSTEMS		2		2
THE ALLIANCE FOR MEDIA ARTS + CULTURE, INC.	3	1		4
THE BECHDON COMPANY, LLC		1		1
THE EDUCATION FOUNDATION OF BALTIMORE COUNTY PUBLIC SCHOOLS	3	14		17
THE JOHNS HOPKINS HOSPITAL		9		9
TOTAL COMFORT HEATING AND AIR CONDITIONING, INC.		1		1
TOWN OF BERLIN		3		3
TRANZED APPRENTICESHIP SERVICES, LLC	16	1		17
TRUCK ENTERPRISES HAGERSTOWN, INC.		1		1
UNION MEMORIAL HOSPITAL		1		1
VANGUARD ENTERPRISES, LLC	1	2		3
VOLVO GROUP TRUCKS OPERATION		3		3
VSC FIRE & SECURITY, INC.		1		1
W. L. GORE & ASSOCIATES, INC. RESEARCH AND DEVELOPMENT DIVISION	1	6		7
WANADA AUTOMOBILE DEALERS EDUCATION INSTITUTE	1	65		66
WASH., D. C. ASBESTOS WORKERS JAC LOCAL NO. 24	4	53		57
WASHINGTON D.C. JOINT PLUMBING APPRENTICESHIP COMMITTEE	21	330		351
WASHINGTON, D. C. ELECTRICIANS JATC LOCAL UNION NO. 26	56	1,457	1	1,514
WESTERN MARYLAND AREA HEALTH EDUCATION CENTER - WEST	3	1		4
WESTERN MARYLAND JATC FOR THE ELECTRICAL INDUSTRY	3	60		63
WESTMORELAND ELECTRIC, LLC		26		26

TABLE 2: Apprentice Gender Demographics by Program

<b>Registered Apprentice Gender Demographics</b> 2023 Year End Active Apprentices; per Program Sponsor	<b>Female</b>	<b>Male</b>	<b>Not Reported</b>	<b>Totals</b>
WILLARD AGRI-SERVICES, INC.		1		1
WINGARD & COMPANY, INC.	1	2		3
WORTHINGTON ARMSTRONG VENTURE		1		1
<b>Totals</b>	<b>861</b>	<b>10,405</b>	<b>5</b>	<b>11,271</b>
<b>Percentage</b>	<b>7.64%</b>	<b>92.32%</b>	<b>0.04%</b>	<b>100%</b>
<b>State of Maryland Labor Force</b> (2022 Estimates)	<b>48.8%</b>	<b>51.2%</b>	<b>-</b>	<b>100%</b>

State labor force data provided by the US Census Bureau, American Community Survey 2022 (ACSST5Y2022.S2301)

TABLE 3: Apprentice Age Distribution by Program

Registered Apprentice Age Demographics 2023 Year End Active Apprentices; per Program Sponsor	Age Grouping (Apprentice age at time of registration)							Totals
	16-17	18-27	28-37	38-47	48-57	58-67	68+	
1199 SEIU LEAGUE TRAINING AND UPGRADING FUND					1			1
ALLSTATE FLOORS		1						1
AMICK FARMS, LLC		1						1
ANNE ARUNDEL COMMUNITY COLLEGE		1						1
APPRENTICE TRAINING, INC.		4	12	5	1			22
ASIAN AMERICAN CENTER OF FREDERICK		1		2	1			4
ASSOCIATED BUILDERS AND CONTRACTORS BALTIMORE METRO	1	394	193	39	12	2		641
ASSOCIATED BUILDERS AND CONTRACTORS CHESAPEAKE SHORES		105	54	11	3			173
ASSOCIATED BUILDERS AND CONTRACTORS CUMBERLAND VALLEY		99	16	8	3			126
ASSOCIATED BUILDERS AND CONTRACTORS METRO WASHINGTON		77	60	19	5	1		162
ASSOCIATION OF AIR CONDITIONING PROFESSIONALS		49	31	10	2			92
ASSOCIATION OF INTERNATIONAL CERTIFIED PROFESSIONAL ACCOUNTANTS		8	17	16	4	2		47
AUI, INC.		1						1
BADGER ELECTRIC, INC.		2						2
BALTIMORE ALLIANCE FOR CAREERS IN HEALTHCARE		18	22	13	5	5		63
BALTIMORE AREA ROOFERS JAC		9	9	4	2			24
BALTIMORE BRICKLAYERS JATC FOR THE MASONRY INDUSTRY		24	19	16	1	1		61
BALTIMORE CEMENT MASONS JAC		7	9		1	1		18
BALTIMORE CITY COMMUNITY COLLEGE			2		2	1		5
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, AFSCME LOCAL NO. 44		8	36	38	28	12		122
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, CUB LOCAL NO. 800			1					1
BALTIMORE COUNTY POLICE DEPARTMENT		108	48	16	6	1		179
BALTIMORE ELECTRICIANS JATC LOCAL UNION NO. 24	2	229	143	24	2	1	1	402
BALTIMORE OPERATING ENGINEERS JATC		50	8	5	2			65
BALTIMORE POLICE DEPARTMENT		6						6
BALTIMORE SHEET METAL WORKERS JATC LOCAL UNION NO. 100		3	1					4
BALTIMORE WASHINGTON LABORERS' JOINT TRAINING FUND		6	3	4	1		1	15
BARNES ELECTRIC, INC.		4	1					5

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	16-17	18-27	28-37	38-47	48-57	58-67	68+	
BAUGUESS ELECTRICAL SERVICES, INC.		3	3					6
BAUSUM & DUCKETT ELECTRIC, LLC		3	3	1				7
BEAR INDUSTRIES, INC.		7	5	4				16
BEITZEL CORPORATION & PILLAR INNOVATIONS, LLC		11	6	1	1	1		20
BERRY PLASTICS CORPORATION CLOSURE DIVISION			1					1
BETTER BUSINESS BUREAU OF GREATER MARYLAND		1						1
BILBROUGH'S ELECTRIC, INC.		4	2					6
BOB BREEDING GENERAL CONTRACTORS, LL		1		1				2
BOZZUTO MANAGEMENT COMPANY			1					1
BRICKLAYERS AND ALLIED CRAFTWORKERS DISTRICT COUNCIL OF WEST VIRGINIA		3			1			4
BRITISH AMERICAN AUTO CARE, INC.		2						2
CALVERT INTERNAL MEDICINE GROUP		1		1				2
CAMDEN DREAM CENTER TECHNOLOGY TRAINING SCHOOL			1		1			2
CAPITOL SPRINKLER CONTRACTING, INC.		1	1					2
CARTER ENTERPRISE SOLUTIONS, LLC			1					1
CARTER MACHINERY COMPANY, INC.		15	5					20
CENTRAL MARYLAND AREA HEALTH EDUCATION CENTER		2	2	1	1			6
CHANEY ENTERPRISES		11	18	10	2	1		42
CHESAPEAKE BAY MARITIME MUSEUM, INC.		3						3
CHESAPEAKE ENERGY SOLUTIONS DBA CHESAPEAKE ELECTRIC		15	3	2				20
CHESAPEAKE SPRINKLER COMPANY		3	2	1				6
CHOPTANK ELECTRIC COOPERATIVE, INC.		13	11					24
CLARK CONSTRUCTION GROUP, LLC		3	3	4				10
CLASSIC MOTOR MUSEUM OF ST. MICHAELS, INC.		4						4
CMH, INC., DBA CROPP METCALFE		8	3	2	1			14
COMMUNITY COLLEGE OF BALTIMORE COUNTY		10	25	12	9	1		57
CONAGRA BRANDS, INC.			1					1

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	16-17	18-27	28-37	38-47	48-57	58-67	68+	
CONGRESSIONAL COUNTRY CLUB			1					1
CONSTELLATION HOME		34	14	4	1			53
COOPER ELECTRICAL SERVICES, INC.		1		1		1		3
CRIST INSTRUMENT COMPANY, INC.				1				1
CUMBERLAND PLUMBERS & STEAMFITTERS LOCAL 489 JATC		17	5		1			23
CVS HEALTH		2	2	2		2		8
DANIEL G. BEBEE, INC. T/A TRI-COUNTY ELECTRICAL SERVICES		2	2					4
DANKO ARLINGTON, INC.			1					1
DARCARS AUTOMOTIVE GROUP		5						5
DAVIS ULMER FIRE PROTECTION		2		1				3
DEDICATED CIRCUITS, LLC		1		1				2
DELAWARE ELEVATOR, INC.		28	18	3				49
DEPARTMENT OF THE NAVY NSWC IHEODTD			2					2
DIGITAL NETWORK GROUP (KINETIC POTENTIAL)		12	5	3	2			22
DIXON VALVE & COUPLING COMPANY		1	3					4
DR, MASCIA JORDAN, LLC					4	1		5
DYNAMIC AUTOMOTIVE		4						4
EAST END DRIVING AND PLACEMENT SERVICE		2	12	4	1	1		20
EASTERN ATLANTIC STATES CARPENTERS TECHNICAL COLLEGE		18	8	2	1			29
EASTERN ELEVATOR SERVICE AND SALES COMPANY		6	8	3				17
EASTERN MILLWRIGHT REGIONAL COUNCIL		8	3	4	1			16
ELECTRICAL APPRENTICESHIP PROGRAM OF CARROLL COUNTY MARYLAND		90	20	4	1			115
EMERGING TECHNOLOGY APPRENTICESHIP PROGRAM		4	6	4	1			15
F.H. FURR PLUMBING, HEATING A/C AND ELECTRICAL, INC.		1	1					2
FABRICATED EXTRUSION COMPANY OF MARYLAND, LLC			1					1
FINISHING TRADES INSTITUTE OF MARYLAND, VIRGINIA, WASHINGTON, D.C.		60	44	19	5	3	1	132
FLOWSERVE CORPORATION		1	1					2
FRANKLIN APPRENTICESHIPS, LLC		1	7		3			11

TABLE 3: Apprentice Age Distribution by Program

Registered Apprentice Age Demographics 2023 Year End Active Apprentices; per Program Sponsor	Age Grouping (Apprentice age at time of registration)							Totals
	16-17	18-27	28-37	38-47	48-57	58-67	68+	
FREDERICK COMMUNITY COLLEGE MACEM		4	2	1	1			8
FREDERICK HEALTH HOSPITAL, INC.			1		1			2
GERMAIN HVAC, LLC		2						2
HAMILTON-RYKER TALENTGRO		18	19	20	12	11	1	81
HARFORD COMMUNITY COLLEGE		17	5	3	2			27
HARFORD COUNTY ELECTRICAL CONTRACTORS ASSOCIATION, INC.		314	72	15	2		1	404
HARFORD COUNTY, MARYLAND JOINT APPRENTICESHIP COMMITTEE		4						4
HEATING & AIR CONDITIONING CONTRACTORS OF MARYLAND, INC.		180	55	6	7	1		249
HOWARD COMMUNITY COLLEGE	2	36	24	24	4	1		91
HOWARD COUNTY GOVERNMENT JOINT APPRENTICESHIP COMMITTEE			3					3
HOWARD COUNTY PUBLIC SCHOOL SYSTEM JOINT APPRENTICESHIP COMMITTEE		2						2
HUDAK'S INSULATION, INC.		4	2	1	1			8
HUMAN GENOME SCIENCES, INC.		3						3
I. E. C. CHESAPEAKE, INC.	18	678	245	58	11			1,010
IBSS CORPORATION		4	10	2				16
INSULATION SOLUTIONS, INC.			1					1
INSULATORS AND ALLIED WORKERS LOCAL NO. 2 JATC		15	9	7	2			33
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 10 JAC		112	151	68	14	3	1	349
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 7 JAC		24	50	14	4	7		99
IRONWORKERS LOCAL NO. 5 JATC		77	53	13	2			145
IRONWORKERS LOCAL NO. 568 JATC		26	7	3				36
IRONWORKERS LOCAL NO. 5S JATC		8	4	3				15
J.F. SOBIESKI MECHANICAL CONTRACTORS		1	2					3
JESCO, INC.		3	1					4
JMT SERVICES, INC.		4	2	1				7
JOHNSON CONTROLS FIRE PROTECTION		2	2					4
KARON MASONRY, INC.			1	2				3

TABLE 3: Apprentice Age Distribution by Program

Registered Apprentice Age Demographics 2023 Year End Active Apprentices; per Program Sponsor	Age Grouping (Apprentice age at time of registration)							Totals
	16-17	18-27	28-37	38-47	48-57	58-67	68+	
KINSLEY CONSTRUCTION, INC.		32	2					34
KINSLEY STEEL, INC.		8	1					9
KLEPPINGER ELECTRIC COMPANY, INC.		3	1					4
KSE CONSULTING GROUP, LLC				1				1
LIVINGSTON FIRE PROTECTION, INC.		3	5		1			9
LYWOOD ELECTRIC, INC.		14	2			1		17
MARITIME APPLIED PHYSICS CORPORATION			1					1
MARTIN MARIETTA MATERIALS			1					1
MARYLAND BUILDING INDUSTRY ASSOCIATION		12	3	3	1			19
MARYLAND DIRECT SUPPORT PROFESSIONAL APPRENTICESHIP PROGRAM	2	1	2	1	1	2		9
MARYLAND ENVIRONMENTAL SERVICE		21	22	8	2	1		54
MARYLAND MANUFACTURING EXTENSION PARTNERSHIP			1					1
MARYLAND NATIONAL CAPITAL PARK & PLANNING COMMISSION		2	3	1				6
MARYLAND NATURAL RESOURCES POLICE		18	16	4	2			40
MARYLAND PLUMBING, HEATING, COOLING CONTRACTORS, INC.		45	18	6				69
MATTHEWS & PIERCE MASONRY, INC.				2				2
MICKEY'S CAR ER, LLC			1					1
MID-ATLANTIC CARPENTERS' TRAINING CENTERS BALTIMORE		17	28	10	6	4		65
MID-ATLANTIC CARPENTERS' TRAINING CENTERS CUMBERLAND		23	12	3				38
MID-ATLANTIC CARPENTERS' TRAINING CENTERS WASHINGTON, D.C.		99	91	47	19	10	1	267
MILLER & LONG COMPANY, INC		1	4	6	1			12
MODEST TECHNOLOGIES SOLUTION, INC.		1	1					2
MONTGOMERY COUNTY PUBLIC SCHOOLS DEPARTMENT OF SCHOOL FACILITIES					1			1
MW COMPONENTS - BALTIMORE					1			1
NESTLE DREYER'S ICE CREAM COMPANY			6	6				12
NICKLE ELECTRICAL COMPANIES		28	10					38
NLP ENTERPRISES, INC.		4						4

TABLE 3: Apprentice Age Distribution by Program

Registered Apprentice Age Demographics 2023 Year End Active Apprentices; per Program Sponsor	Age Grouping (Apprentice age at time of registration)							Totals
	16-17	18-27	28-37	38-47	48-57	58-67	68+	
NPOWER		5	1	1				7
NU-TEK PRECISION OPTICAL CORPORATION			1					1
OPERATING ENGINEERS JATC - LOCAL 77		28	7	8	4			47
OPERATING ENGINEERS LOCAL 99 JOINT APPRENTICESHIP COMMITTEE		21	15	6	1			43
OST GLOBAL SOLUTIONS, INC.					2			2
PAINTERS & ALLIED TRADES DISTRICT COUNCIL 53		1	1					2
PARKER PLASTICS			1	1				2
PERDUE FOODS, INC.			1	1				2
PLUMBERS AND STEAMFITTERS LOCAL UNION NO. 486 JATC		242	111	20	8			381
POHANKA AUTOMOTIVE TECHNOLOGY TRAINING CENTER		27	4	1		1		33
PREMIER FIRE PROTECTION SERVICES, LL		1	2	1				4
PRIMUS AEROSPACE			1					1
PRINCE GEORGE'S ARTS AND HUMANITIES COUNCIL		1						1
PRINCE GEORGE'S CO. FIRE/EMS DEPT.		43	16	2				61
PRINCE GEORGE'S COUNTY PUBLIC SCHOOL JOINT APPRENTICESHIP COMMITTEE		13						13
QUALITY HEATING & AIR CONDITIONING COMPANY, INC.		4	3	1				8
RELIANCE TEST & TECHNOLOGY		3						3
RHINEHART RAILROAD CONSTRUCTION, INC		1						1
RIGHT ELEVATOR, INC.		1	4	1				6
RING CONTAINER TECHNOLOGIES			1					1
ROAD SPRINKLER FITTERS LOCAL UNION 669 JATC		57	50	5	1			113
ROOFERS, WATERPROOFERS & ALLIED WORK LOCAL NO 34 JATC		4		3			1	8
RUSH SERVICES, INC.		1						1
SCHUSTER CONCRETE CONSTRUCTION		1		1				2
SEASIDE PLUMBING, INC.		11	11	1				23
SHEET METAL WORKERS LOCAL NO. 100 CUMBERLAND AREA JATC		16	1	1				18
SHEET METAL WORKERS, LOCAL 100 WASHINGTON D. C.		148	161	55	14	4	1	383

TABLE 3: Apprentice Age Distribution by Program

Registered Apprentice Age Demographics 2023 Year End Active Apprentices; per Program Sponsor	Age Grouping (Apprentice age at time of registration)							Totals
	16-17	18-27	28-37	38-47	48-57	58-67	68+	
SHORE POWER ELECTRIC, INC.		1						1
SMOOTHSTACK, INC.		61	38	8	1			108
SOUTHERN MARYLAND ELECTRIC, INC. JOINT APPRENTICESHIP COMMITTEE		18	13	2				33
SPECIALTY GRANULES, INC.		2	1					3
ST. MARY'S COUNTY SHERIFF'S OFFICE			1					1
STEAMFITTERS LOCAL NO. 602 JATC		642	306	67	6	1	1	1,023
STRICKLAND FIRE PROTECTION, INC.			2					2
SUMMIT ANCHOR		2	1					3
SUMMIT FIRE & SECURITY.		11	7	2	3			23
SWAM ELECTRIC DIVISION OF B.J. BALDWIN ELECTRICAL		3	1					4
TATE ENGINEERING SYSTEMS, INC.			1					1
TECHNOLOGY SECURITY ASSOCIATES, INC.			1					1
TEXTRON SYSTEMS		2						2
THE ALLIANCE FOR MEDIA ARTS + CULTURE, INC.		4						4
THE BECHDON COMPANY, LLC			1					1
THE EDUCATION FOUNDATION OF BALTIMORE COUNTY PUBLIC SCHOOLS		4	9		2	2		17
THE JOHNS HOPKINS HOSPITAL		3	4	2				9
TOTAL COMFORT HEATING AND AIR CONDITIONING, INC.			1					1
TOWN OF BERLIN			1	2				3
TRANZED APPRENTICESHIP SERVICES, LLC		4	8	2	2	1		17
TRUCK ENTERPRISES HAGERSTOWN, INC.		1						1
UNION MEMORIAL HOSPITAL			1					1
VANGUARD ENTERPRISES, LLC		2		1				3
VOLVO GROUP TRUCKS OPERATION			1	1	1			3
VSC FIRE & SECURITY, INC.			1					1
W. L. GORE & ASSOCIATES, INC. RESEARCH AND DEVELOPMENT DIVISION		5	2					7
WANADA AUTOMOBILE DEALERS EDUCATION INSTITUTE		62	4					66
WASH., D. C. ASBESTOS WORKERS JAC LOCAL NO. 24		29	17	7	3	1		57

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	16-17	18-27	28-37	38-47	48-57	58-67	68+	
WASHINGTON D.C. JOINT PLUMBING APPRENTICESHIP COMMITTEE		195	117	31	7	1		351
WASHINGTON, D. C. ELECTRICIANS JATC LOCAL UNION NO. 26		910	496	95	10	1	2	1,514
WESTERN MARYLAND AREA HEALTH EDUCATION CENTER - WEST		1	1	1	1			4
WESTERN MARYLAND JATC FOR THE ELECTRICAL INDUSTRY		51	11		1			63
WESTMORELAND ELECTRIC, LLC		21	4	1				26
WILLARD AGRI-SERVICES, INC.		1						1
WINGARD & COMPANY, INC.		1	1	1				3
WORTHINGTON ARMSTRONG VENTURE							1	1
<b>Totals</b>	<b>25</b>	<b>6,174</b>	<b>3,356</b>	<b>1,186</b>	<b>398</b>	<b>117</b>	<b>15</b>	<b>11,271</b>
<b>Percentage</b>	<b>0.22%</b>	<b>54.78%</b>	<b>29.78%</b>	<b>10.52%</b>	<b>3.53%</b>	<b>1.04%</b>	<b>0.13%</b>	<b>100.00%</b>

TABLE 4: Apprentice County / Region of Residence by Program

Maryland County Abbreviations for Table 4

Allegany	ALE		Carroll	CAR		St. Mary's	STM		Talbot	TAL	
Garrett		GAR		Cecil	CEC	Caroline	CLN	Wicomico	WIC		
Washington		WAS		Harford	HAR	Dorchester		Worcester		WOR	
Anne Arundel		AAC		Howard	HOW	Kent	DOR	Frederick		FRE	
Baltimore City		BAL CTY	Calvert	CAL		Queen Anne's	QA	Montgomery		MC	
Baltimore County	BAL CO		Charles	CHA		Somerset	SOM	Prince George's	PG		

Apprentice Residence by Program	Out of State	Western Maryland			Central Maryland							Southern Maryland			Eastern Shore							Capital Region			Σ		
		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC		PG	
1199 SEIU LEAGUE TRAINING AND UPGRADING FUND						1																				1	
ALLSTATE FLOORS																								1		1	
AMICK FARMS, LLC																				1						1	
ANNE ARUNDEL COMMUNITY COLLEGE							1																			1	
APPRENTICE TRAINING, INC.	9					1	2			1	1		1												2	5	22
ASIAN AMERICAN CENTER OF FREDERICK																							2	2		4	
ASSOCIATED BUILDERS AND CONTRACTORS BALTIMORE METRO	32				58	69	363	30	3	48	16			1			2		1	1			3	5	9	641	
ASSOCIATED BUILDERS AND CONTRACTORS CHESAPEAKE SHORES	9			1	88	2	6	3		3	3	3	6	10	3		5	4	1	9	3	1	6	7	173		



TABLE 4: Apprentice County / Region of Residence by Program

Apprentice Residence by Program	Out of State	Western Maryland			Central Maryland								Southern Maryland			Eastern Shore								Capital Region			Σ
		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, AFSCME LOCAL NO. 44	1				11	55	53			1														1	122		
BALTIMORE CITY JOINT APPRENTICESHIP COMMITTEE, CUB LOCAL NO. 800						1																			1		
BALTIMORE COUNTY POLICE DEPARTMENT	26				8	6	91	10	6	19	5			1			1						1	2	3	179	
BALTIMORE ELECTRICIANS JATC LOCAL UNION NO. 24	11		1	1	58	40	176	21	3	42	18		1			3		2	1			11	1	6	5	1	402
BALTIMORE OPERATING ENGINEERS JATC	10	1			2	7	36			6					1			1						1		65	
BALTIMORE POLICE DEPARTMENT	2					2	1			1																6	
BALTIMORE SHEET METAL WORKERS JATC LOCAL UNION NO. 100					2		2																			4	
BALTIMORE WASHINGTON LABORERS' JOINT TRAINING FUND	1		1			9	2			1															1	15	
BARNES ELECTRIC, INC.	1														1	3										5	
BAUGUESS ELECTRICAL SERVICES, INC.	6																									6	
BAUSUM & DUCKETT ELECTRIC, LLC	1																				6					7	



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Apprentice Residence by Program	Out of State	Western Maryland			Central Maryland								Southern Maryland			Eastern Shore								Capital Region			Σ
		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
CAPITOL SPRINKLER CONTRACTING, INC.	2																									2	
CARTER ENTERPRISE SOLUTIONS, LLC												1														1	
CARTER MACHINERY COMPANY, INC.	7				2		3	1	1	1	1	1	1										1	1		20	
CENTRAL MARYLAND AREA HEALTH EDUCATION CENTER		1		1		1	2																	1		6	
CHANEY ENTERPRISES	14				4	2	5	1	1				2	1	2							1	1		2	6	42
CHESAPEAKE BAY MARITIME MUSEUM, INC.																				3						3	
CHESAPEAKE ENERGY SOLUTIONS DBA CHESAPEAKE ELECTRIC					11		3				1		1					2							2	20	
CHESAPEAKE SPRINKLER COMPANY	1				3																					6	
CHOPTANK ELECTRIC COOPERATIVE, INC.	4									1																24	
CLARK CONSTRUCTION GROUP, LLC	2																							1	7	10	
CLASSIC MOTOR MUSEUM OF ST. MICHAELS, INC.																1	1	1				1				4	
CMH, INC., DBA CROPP METCALFE	1				3								2											2	5	14	

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		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
COMMUNITY COLLEGE OF BALTIMORE COUNTY	5				5	10	33			3														1		57	
CONAGRA BRANDS, INC.				1																						1	
CONGRESSIONAL COUNTRY CLUB																									1	1	
CONSTELLATION HOME	1				7	4	17	3	1	6														2	12	53	
COOPER ELECTRICAL SERVICES, INC.	2								1																	3	
CRIST INSTRUMENT COMPANY, INC.				1																						1	
CUMBERLAND PLUMBERS & STEAMFITTERS LOCAL 489 JATC	15	8																								23	
CVS HEALTH						1	5				1														1	8	
DANIEL G. BEBEE, INC. T/A TRI-COUNTY ELECTRICAL SERVICES	3																			1						4	
DANKO ARLINGTON, INC.							1																			1	
DARCARS AUTOMOTIVE GROUP										1														2	2	5	
DAVIS ULMER FIRE PROTECTION	1						2																			3	
DEDICATED CIRCUITS, LLC	1																			1						2	
DELAWARE ELEVATOR, INC.	30				1		1						1	1					1	1	10	3				49	



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Apprentice Residence by Program	Out of State	Western Maryland			Central Maryland								Southern Maryland			Eastern Shore								Capital Region			Σ
		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
F.H. FURR PLUMBING, HEATING A/C AND ELECTRICAL, INC.											1	1														2	
FABRICATED EXTRUSION COMPANY OF MARYLAND, LLC	1																									1	
FINISHING TRADES INSTITUTE OF MARYLAND, VIRGINIA, WASHINGTON, D.C.	33				7	10	62			1	1		1										2	8	7	132	
FLOWERVE CORPORAION	1							1																		2	
FRANKLIN APPRENTICESHIP S, LLC	3				1		3	1																2	1	11	
FREDERICK COMMUNITY COLLEGE MACEM	1							2															4	1		8	
FREDERICK HEALTH HOSPITAL, INC.	1																						1			2	
GERMAIN HVAC, LLC			2																							2	
HAMILTON-RYKER TALENTGRO	2				3	8	12		1	14	4														19	18	81
HARFORD COMMUNITY COLLEGE	1				3	1	8	1	1	9															3	27	
HARFORD COUNTY ELECTRICAL CONTRACTORS ASSOCIATION, INC.	25				5	3	119	2	31	216	2									1						404	



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Apprentice Residence by Program	Out of State	Western Maryland			Central Maryland								Southern Maryland			Eastern Shore								Capital Region			Σ
		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 10 JAC	65			3	58	1	11	3	2	4	8	49	48	36	3	1		5		1	2		7	14	28	349	
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL NO. 7 JAC	10				22	2	29	15	5	7	4	1											1		3	99	
IRONWORKERS LOCAL NO. 5 JATC	58			1	12	3	9	2	1	2	1	13	13	5									3	6	16	145	
IRONWORKERS LOCAL NO. 568 JATC	18	16	2																							36	
IRONWORKERS LOCAL NO. 5S JATC	2				1		2				1		2	1											6	15	
J.F. SOBIESKI MECHANICAL CONTRACTORS							2		1																	3	
JESCO, INC.						1	1			2																4	
JMT SERVICES, INC.	7																									7	
JOHNSON CONTROLS FIRE PROTECTION					2		1																		1	4	
KARON MASONRY, INC.																								2	1	3	
KINSLEY CONSTRUCTION, INC.	34																									34	
KINSLEY STEEL, INC.	6				1					1	1															9	
KLEPPINGER ELECTRIC COMPANY, INC.														1			1		2							4	
KSE CONSULTING GROUP, LLC																								1		1	

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		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
LIVINGSTON FIRE PROTECTION, INC.	1			1	2		1																1		3	9	
LYWOOD ELECTRIC, INC.	6								1					8	1	1										17	
MARITIME APPLIED PHYSICS CORPORATION							1																			1	
MARTIN MARIETTA MATERIALS	1																									1	
MARYLAND BUILDING INDUSTRY ASSOCIATION						1	4	1		3	2						1							7		19	
MARYLAND DIRECT SUPPORT PROFESSIONAL APPRENTICESHIP PROGRAM							6				3															9	
MARYLAND ENVIRON. SERVICE	6	2	1	7	7	1	10	1		1		7	4	2		2	1				2					54	
MARYLAND MANUF. EXTENSION PARTNERSHIP							1																			1	
MARYLAND NATIONAL CAPITAL PARK & PLANNING COMMISSION											1													2	3	6	
MARYLAND NATURAL RESOURCES POLICE	1	3		5	3	1	1			1	1	2	1	1	3		3	2	1	1	3	3	1		3	40	
MARYLAND PLUMBING, HEATING, COOLING CONTRACTORS, INC.	1				9	5	26	6	1	9	2	1			1		1						1	3	3	69	













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		ALE	GAR	WAS	AAC	BAL CTY	BALC O	CAR	CEC	HAR	HOW	CAL	CHA	STM	CLN	DOR	KEN	QA	SOM	TAL	WIC	WOR	FRE	MC	PG		
WINGARD & COMPANY, INC.	1						1				1															3	
WORTHINGTON ARMSTRONG VENTURE									1																	1	
<b>County Totals (%)</b>	2,840 25%	108 1%	16 0.1%	127 1%	1,003 9%	524 5%	1,832 16%	376 3%	120 1%	578 5%	325 3%	423 4%	431 4%	333 3%	53 0.5%	18 0.2%	21 0.2%	80 1%	15 0.2%	28 0.2%	100 1%	28 0.2%	232 2%	603 5%	1,057 9%		
<b>Regional Totals</b> (% of state total)	<b>251</b> (2.23%)		<b>4,758</b> (42.21%)								<b>1,187</b> (10.53%)			<b>343</b> (3.04%)								<b>1,892</b> (16.79%)			11,271		
	<b>Western Maryland</b>		<b>Central Maryland</b>								<b>Southern Maryland</b>			<b>Eastern Shore</b>								<b>Capital Region</b>					