



Youth Apprenticeship
Advisory Committee
Annual Report **2023**



February 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

Subject: 2023 Annual Report, Youth Apprenticeship Advisory Committee (MSAR # 10965)

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

The Maryland Department of Labor is pleased to submit this report on the activities of the Maryland Youth Apprenticeship Advisory Committee and the Apprenticeship Maryland Program (AMP) — Maryland’s leading Youth Apprenticeship initiative.

During 2023, AMP continued to grow, with more than 200 new employers and more than 750 new Youth Apprentices joining the program. With record high participation, the program is on track to engage 1,000 Youth Apprentices by the end of the 2023-2024 academic year, employing students in all 24 of Maryland’s counties. Additionally, system improvements, partnership growth, and continued collaboration are helping to ensure that AMP becomes an integral part of Maryland’s investment in education and the State’s economic future.

We are excited to see continued growth for a program that creates such meaningful opportunities for Maryland’s workforce, students, and employers. We hope this report can serve to highlight some of the important successes, milestones, and plans for continued growth.

Sincerely,



Portia Wu,
Secretary
Maryland Department of Labor

2023 Youth Apprenticeship Advisory Committee (YAAC) Roster

Members

Grant B. Shmelzer, Chair

Independent Electrical Contractors (IEC) Chesapeake

Michelle L. Butt

Associated Builders and Contractors (ABC) Greater Baltimore

Brian S. Cavey

International Association of Heat & Frost Insulators and Allied Workers, Local 24

Larry Robert Minnick Jr.

Minnick's Inc

Kelly M. Winters

College of Southern Maryland

Diana Ellis

Humanim, Inc.

Jason D. Hardebeck

Maryland Chamber of Commerce

Jill M. McClune

Association of Defense Communities (ADC)

Vacant

Doctoral Degree-holder and Labor Economics/Apprenticeship Expert

Vacant

Regional Business Council Representative

Ex Officio

Secretary Portia Wu

Maryland Department of Labor

Deputy Superintendent Dr. Deann M. Collins

Maryland State Department of Education

Sarah Sheppard

Maryland Department of Commerce

Shauntia Lindsay

Maryland Department of Juvenile Services

Assistant Secretary Erin Roth

Maryland Department of Labor

Youth Apprenticeship in Maryland

In 2015, the Maryland General Assembly passed the “Apprenticeship Pilot Program – Apprenticeship Maryland Act,” which established a pilot Youth Apprenticeship program in the State. In 2016, the *Apprenticeship Maryland Program (AMP)*, launched in two Local Educational Agencies (LEAs), Frederick County and Washington County. After close examination of the initial pilot, AMP was made a permanent State program and officially became an approved Career and Technical Education (CTE) course of study for Maryland’s high school students.

AMP operates on the effective evidence-backed principles of Registered Apprenticeship and leverages collaboration with Maryland’s LEAs to provide high-quality earn-and-learn opportunities for high school students. Just like a traditional Registered Apprenticeship, AMP is an employer-led program that provides students with training, mentorship, paid wages, and direct industry-specific work experience. Through the program, the MD Department of Labor (MD Labor), the Maryland State Department of Education (MSDE), and Maryland’s 24 LEAs work together with Maryland businesses to design, build, and approve high-quality youth apprenticeship opportunities.

Components of an Apprenticeship Maryland Program Youth Apprenticeship

- Course credit towards high school graduation
- At least 450 hours of structured, paid, on-the-job learning
- High-quality occupation-focused Related Instruction
- Direct employment with a Maryland employer

AMP blends the strengths of the nationally-recognized Registered Apprenticeship model with the resources and partnerships available through Maryland’s high schools. The program is working to maximize Maryland’s investment in education by simultaneously providing students with direct employment, in-demand skills, and rigorous technical education.

AMP is helping Maryland achieve the ambitious education and career outcome goals set by the *Blueprint for Maryland’s Future*. During the current academic year, AMP participation is counted toward the the *Blueprint’s* State CTE goal that, by the end of the 2030-31 school year, for 45% of Maryland’s high school graduates will have to completed the high school level of a Registered Apprenticeship or another Industry Recognized Credential. AMP’s longer-term role within the *Blueprint* continues to be examined and refined by the Governor’s Workforce Development Board (GWDB)’s CTE Committee and the *Blueprint* Accountability and Implementation Board (AIB).

The push for *Blueprint* implementation, continued growth in employer and student interest, and expansion of additional pathways into new and non-traditional industries for apprenticeship has already helped drive employer and apprentice participation in AMP during 2023 to record levels, and the expansion is expected to continue and accelerate in the year ahead.

Youth Apprenticeship by the Numbers

Youth Apprentice Demographics and Trends

Since the 2016 pilot program, AMP has seen significant growth in terms of the number of participating LEAs, students, and employers. While just two counties were initially selected to participate in the pilot, as of the 2022-2023 school year, all 24 of Maryland’s LEAs now offer AMP Youth Apprenticeships to their students.

When a student enters AMP through their LEA and is hired by an approved employer as a Youth Apprentice, the student completes a Youth Apprenticeship Agreement which is filed and recorded by MD Labor. Totals provided in Figure 1 represent new Youth Apprenticeship agreements submitted to MD Labor for each academic year since 2017.

With the exception of a 2020-2021 school year, when COVID-19 restrictions were in place, student participation in AMP has grown year-over-year since the program’s inception, averaging a 115% increase in new Youth Apprentices each year. As of November 2023, MD Labor recorded 760 new AMP Youth Apprentices for the 2023-2024 school year. Based on data from past years, the program is on track to exceed 1,000 new Youth Apprentices by the end of the 2023-2024 academic year.

Figure 1: New AMP Apprentices per Academic Year

Academic Year	New AMP Youth Apprentices	Change from Prior Year
2017-2018	15	-
2018-2019	25	+10
2019-2020	73	+48
2020-2021	72	-1
2021-2022	124	+52
2022-2023	507	+383
2023-2024	760*	+253

**As of 12/31/2023 | Maryland Department of Labor*

Many LEAs begin offering AMP opportunities to students in their junior year, meaning that AMP participation spans two academic years. As such, there is a difference in the reported number of “new” Youth Apprentices beginning in a given school year (Figure 1) and the number of “active” Youth Apprentices at a given time (Figure 2), the latter of which includes students continuing in the program from one school year to the next. As of November 30, 2023, 831 Youth Apprentices were employed through the program, encompassing 71 who persisted from the 2022-2023 academic year.

Youth Apprentices who complete their job-specific Related Instruction courses and 450 hours of paid on-the-job-training prior to graduation are granted an AMP completion. More than 637 Youth Apprentices have completed AMP since the pilot program, for an overall completion rate of 86.4%.

Figure 2: Active AMP Youth Apprentices, Completions, and Cancellations by LEA.

Local Education Agency	Active Youth Apprentices (as of 11/30/2023)	Completed (all time)	Canceled ¹ (all time)	Total
Allegany County	1	7	1	9
Anne Arundel County	190	150	2	342
Baltimore City	13	2	0	15
Baltimore County	149	50	22	221
Calvert County	4	4	3	11
Caroline County	3	2	0	5
Carroll County	10	2	0	12
Cecil County	2	0	0	2
Charles County	0	1	0	1
Dorchester County	0	15	1	16
Frederick County	27	56	10	93
Harford County	89	22	2	113
Howard County	90	86	9	185
Kent County	2	2	0	4
Montgomery County	6	13	0	19
Prince George's County	5	3	0	8
Queen Anne's County	1	10	0	11
St. Mary's County	66	67	4	137
Talbot County	10	12	1	23
Washington County	147	132	44	323
Wicomico County	1	1	0	2
Worcester County	15	0	1	16
Totals	831	637	100	1568

As of 11/30/2023 | Maryland Department of Labor

During the 2022-2023 academic year, MD Labor began collecting Youth Apprentice demographic data. Reportable data are presented in Figure 3. Notably, male and female Youth Apprentices are nearly proportionally relative to their share of Maryland’s overall workforce, a trend which differs from Registered Apprenticeship where men remain overrepresented. Additionally, the AMP participant

¹ Cancellations, as reported in Figure 2, include Youth Apprentices who separate from employment, withdraw from the program, change LEAs, or otherwise exit the program prior to completion or graduation.

demographics are nearly representative of Maryland’s racial and ethnic diversity, with only white non-hispanic apprentices being slightly overrepresented in AMP compared to the state on whole. The demographic diversity of the program, and the opportunities it provides to ensure no Marylander is left behind, is a key strength.

Figure 3: AMP Youth Apprentice Gender and Race/Ethnicity*

Gender		Race/Ethnicity	
Female	47.42%	White (not Hispanic)	58.55%
Male	52.58%	Black (not Hispanic)	23.03%
		Hispanic	6.91%
		Asian/Pacific Islander	5.26%
		Two or More Races	3.62%
		Other	2.63%

**Demographic information collection began in the 2022-2023 academic year and is based on self-reported information.*

Youth Apprenticeship Employers

Employers are core partners in Youth Apprenticeship. They provide Youth Apprentices with paid wages, on-the-job learning experiences, and often Related Instruction. Each AMP participating employer is vetted by the LEA, MD Labor, and the Maryland Apprenticeship and Training Council (MATC) prior to admission to the program. Each occupation in which employers seek to employ Youth Apprentices is similarly vetted to ensure that it includes clearly identifiable in-demand skills, training opportunities, and growth potential consistent with core components of apprenticeship.

As of December 2023, 604 employers are approved to participate in AMP, spanning from small family-run farms to multinational corporations and federal government agencies. Of the 604, 323 employers are currently employing AMP apprentices. During 2023 alone, MATC, MSDE, and MD Labor assisted 236 employers in receiving approval to participate in AMP.

Figure 4: AMP Eligible Employers and Occupations Approved in 2023

Employer	Occupation
111 Main, Inc	Line Cook
A & G Electric, LLC	Electrician
Above and Beyond Learning Center	Childcare Professional
ABSI Aerospace & Defense	Communications and Media Specialist
Acer Exhibits & Events LLC	Carpenter
	Graphic Production Technician
Action Electrical Contractors	Electrician
Adams Chevrolet	Accountant
	Automotive Technician

ADTEK Engineers	Civil Land Development Technician
	Structural Building Information Modeling Technician
Albeniz Care Agency, LLC	Certified Nursing Assistant
All Quality HVAC Services LLC	HVAC-R Technician
AllPro Auto Body	Auto Body Technician
American Eagle Electric Company LLC	Electrician
Anchor Buick GMC	Automotive Technician
Andrews Garage	Auto Body Technician
Angels of Beauty LLC	Cosmetologist
Antietam Tractor	Mechanic
APPLE FORD	Automotive Technician
Apple Imports LLC	Automotive Technician
AUI, Inc.	Fabricator
	Facilities Maintenance
	Mechanic
Avena Contracting, LLC	Carpenter
Basal Therapies, LLC	Childcare Professional
Bass Machining Inc	Machinist
Beckley's Enterprises, Inc	RV Technician
Bel Air Glass	Glazier
Bella Salon & Spa	Cosmetologist
Better Engineering	Mechanic
	Welder
Bloom House Bookkeeping	Bookkeeper
Boolean Girl Inc	Teaching Assistant
BR&L Latina Flavor LLC. / D.B.A. Red Horse Restaurant	Sous Chef
Brechbill and Helman Construction Co. Inc.	Carpenter
BUBB Boutique Braidz LLC	Salon Manager
Burley Building Company LLC	Construction Craft Laborer
Busy Corner Buggies	Small Engine Mechanic
CACI, INC.-FEDERAL	CAD Technician

	Electrical Wiring Technician
	Manufacturing Engineer
Callahan's Gas Inc.	Gas Fitter
Calvert County Public Schools	IT Specialist
	Plumber
	Reading Intervention Support Specialist
Calvert School	Child Care Professional
Carroll County Public Schools	Information Technology Specialist
	Maintenance Technician
	Teacher
	Transportation Assistant
Caton Communications Group	Low Voltage Technician
Charles County Government	Environmental Operator
Charles County Public Schools	Food Service Specialist
	IT Support Technician
Chesapeake Care Resources	Direct Support Professional
Chesapeake Commercial Contracting, Inc.	Carpenter
Chesapeake Marine, LLC dba Maryland Boat Sales	Marine Mechanic
Chesapeake Service Solutions	Cleaning Technician
Clark Premier Realty Group	Real Estate Assistant
CLSI	CAD Technician
	Survey Technician
Complete Car Care	Automotive Technician
Compliance Corporation	Machinist
	Office Manager
Constellation Home	HVAC-R Technician
Country Meadows of Frederick Associates, LLLP	Line Cook
Cove Electric, Inc.	Electrician
Creative Children's Center	Teaching Assistant
Creative Little Minds Learning Center II, llc	Childcare Professional

	Human Resources Specialist
Critchlow Adkins Children's Centers	Teacher's Aide
Crown Incorporated of Hagerstown MD	Painter
Custom Doors and Hardware, Inc.	Door Mechanic
Daffin Marine Service, Inc.	Marine Mechanic
Data Management Services	Information Technology Clerk
Defense Interns	Cyber Security Technician
Developing Minds Quality Infant and Child Care Center, Inc	Childcare Professional
Donald W. Guyton Inc	Electrician
Earth Wood & Fire	Line Cook
East Shore Sound, INC	AV Installer
	Warehouse Coordinator
Eastern Shore Entrepreneurship Center	Administrative Services Manager
Easterseals DC MD VA	Teacher's Aide
ED Supply	Warehouse Associate
Edison Electric Co., Inc.	Electrician
EHS Maryland LLC	Electrician
Enterprise Masonry Corporation	Construction Manager
Excluservice Inc	Automotive Technician
Family Farm and Home	Retail Manager
Fast Eddie's Pit Beef and Catering	Line Cook
Ficep Corporation	Field Service Technician (Machining)
First United Bank & Trust	Customer Service Representative
First Vehicle Services Inc	Automotive Technician
	Customer Service Specialist
Fish Tales Bar and Grill	Cook
Fives Landis Corp.	Machinist
	Manufacturing Engineering Technician
Fluid Plumbing & Heating	Plumber
Forest Hill Nature Preschool	Childcare Professional
Fort Frederick State Park	Visitor Services Attendant

Frederick County Government	Business Services Assistant
	Graphic Designer
	Human Resources Associate
	Procurement/Contracting Representative
	Project Management Engineering Technician
	Transportation Analyst
	Transportation Engineering Technician
	Vehicle Equipment Technician
Frederick Innovative Technology Center, Inc.	Dry Lab Technician
	Logistics Support Technician
	Marketing Assistant
	Wet Lab Technician
Free Range Cafe LLC	Line Cook
G & M Automotive	Automotive Technician
Gable Signs and Graphics, Inc.	Fabricator
GapBuster Learning Center, Inc.	Computer Network Support Specialist
	Cybersecurity Support Technician
	Help Desk Technician
Geno's Garage LLC	Automotive Technician
Global Technology & Management Resources, Inc.	Engineering Technician
Great Wolf Lodge	Hospitality Manager
	Line Cook
	Maintenance Mechanic
Grizz Custom Cabinets Inc	Cabinet Maker
Guardian Realty Management	Maintenance Technician
Hands On Dental Assistant Training	Dental Assistant
Har-co Credit Union	Bank Teller
Harford Air Services, LLC	Aircraft Maintenance Mechanic
Harford County Government	Accounting Clerk
	Computer Operator
	Construction Craft Laborer

	Drafting Technician
	Electric Services Technician
	Human Resources Clerk
	Maintenance Worker
	Permits Clerk
	Programmer
	Recreation Coordinator
	Sign Fabricator
	Water Treatment Technician
Harford County Public Schools	Education Intervention Specialist
	Endpoint Technician
	Food Preparation Specialist
	Operations and Maintenance Technician
Harford Tire Service	Auto Mechanic
Havre de Grace-Perryville Pet Center, LLC dba Friendly Paws Veterinary Clinic	Veterinary Assistant
HC Salon Holdings, Inc.	Stylist Assistant
Hill - Kimmel Contracting	Carpenter
Hirsch Electric LLC.	Electrician
Hoban's Welding Inc.	Welder
Howard County General Hospital	Electrician
	HVAC-R Technician
Human Performance Solutions LLC	Personal Trainer
Hunt Valley Contractors, Inc	Accountant
	Construction Craft Laborer
Infrared Tools LLC	Manufacturing Assembler
Innovative Inc.	Systems Analyst
Integrity Plumbing & Heating, Inc	Plumber
Jimmy's Famous Seafood Inc	Line Cook
Joshua M. Freeman Foundation	Canteen Chef
	Sous Chef
JRW Enterprises, LLC - CyberVerse Development Institute	Cyber Security Specialist

JSI Automotive	Auto Mechanic
Key Point Health Services	Business Administrator
	Facilities Maintenance
	IT Specialist
Kindred Learning Center	Child Development Associate
Kinetic Collision, LLC	ADAS Technician
Kingdom Kare, Inc	Childcare Professional
	Office Manager
Kingsville Volunteer Fire Company	Firefighter
Klein's ShopRite of Baltimore	Baker
	Deli Services Manager
	Pharmacy Technician
Koffel Compliance, LLC	Fire Protection Technician
Legacy Child Development Center, LLC	Childcare Professional
Legend Management Group	Building Maintenance
Legends Barber Co.	Barber
Lib's Grill	Line Cook
LIFE and Discovery dba Asian American Center of Frederick	Childcare Professional
Lighting Maintenance Inc	Electrician
Linemark Printing Inc.	Binder
	Digital Press Operator
	Graphic Designer
Little Darlings Childcare Learning Center	Child Care Professional
Little House Preparatory School	Childcare Professional
Loper Machine LLC	Machinist
Love.Crust.Pizza.	Line Cook
Lutheran Social Ministries of Maryland	Food Services Specialist
	Geriatric Nursing Assistant
	Life Enrichment Assistant
Lywood Electric, Inc.	Electrician

M. Davis & Sons, Inc.	Pipefitter
	Sheet Metal Worker
	Welder
MacGregor's Restaurant	Line Cook
Marico Consulting LLC	Accounting Associate
	Human Resources Associate
Maryland Department of Transportation - State Highway Administration	Heavy Equipment Maintenance Technician
Maryland Screen Printers, Inc. dba MSP Custom Solutions	Graphic Artist
Maryland-National Capital Park and Planning Commission	Automotive Technician
	Carpenter
	Electrician
	HVAC-R Technician
	Painter
	Plumber
Mattingly Electric Inc.	Electrician
Mayor & Commissioners of the Town of Elkton	Maintenance Technician
MCE Inc t/a Singer Auto and Tire Center	Automotive Technician
	Lube Technician
	Tire Technician
McLaughlin Physical Therapy and Hand Rehabilitation	Physical Therapy Aid
MedStar Shah MSO, LLC	Certified Nursing Assistant
	Medical Assistant
Meritus Medical Center, Inc.	Lab Processor Technician
Metal Mechanics LLC	Auto Mechanic
Micky Fins	Prep Cook
Mid-Atlantic Steel, LLC	Welder
Mobile Pathways, LLC	Electromechanical Technician
Modha Management, Inc dba Monkey in the Metal	Cabinet Maker / Bench Carpenter

	CAD Draftsman
	Construction Estimator
Modular Components National Inc.	CNC Machinist
	Plating Technician
MOJJEY, LLC	Jewelry Designer
	Sales Representative
Morningside Inn	Chef
Muddy Creek Veterinary Service, LLC	Veterinary Assistant
Mudgett's Auto Body	Collision Repair Specialist
Next Generation Mechanics	Automotive Technician
NFI Industries	Diesel Mechanic
NightCraft LLC	Bakery Assistant
Northern Contracting Company	Administrative Services Manager
	Project Estimator
Northwest Hospital	Certified Nursing Assistant
Nymeo Federal Credit Union	Financial Concierge
Occasion Of A Lifetime / SQUAD CAR SUPPLY & MY Tires	Vehicle Equipment Technician
Owings and Sons, Inc.	Farmer
Pairings Bistro	Line Cook
Paradise Stables, LLC	Equine Assistant
	Farm Manager
Paramount Die Company	CNC Machine Setter
	CNC Machinist
Phoenix Speech Therapy	Digital Marketing Specialist
Plane Care LLC	Painter
Platinum Hair Salon	Cosmetologist
Pohanka Automotive Training Center	Automotive Technician
Primus Aerospace (Raloid Corporation)	Accountant
	Assembly Technician

	CNC Machinist
	Machinist
Priority Install LLC	Vehicle Equipment Technician
Quantum Controls Inc	Electrician
Quantum Real Estate Management, LLC	Maintenance Technician
R.C. Fabricators, Inc.	CNC Operator
	Welder
Redner's Fresh Markets	Baker
	Pharmacy Technician
Reedy Electrical Services, Inc	Electrician
Review Publications	Desktop Publisher
Richard Hazel Youth Center	Childcare Professional
Richard's fish and crabs	Line Cook
Richardsons Marine Repair, Inc.	Marine Mechanic
Ricky's Auto Repair	Automotive Technician
RT Services	HVAC Technician
	Plumber
Rush Services, Inc.	Electrician
Rusty Nuts Diesel, LLC T/A Total Lube Center	Automotive Technician
Safe Harbor Zahniser's Marina	Marine Mechanic
Sandy Cove Ministries	Line Cook
Saunders Tax and Accounting	Business Administrator
	Marketing Associate
Seaside Plumbing	Plumber
Sheraton Baltimore North	Line Cook
Shore United Bank	Branch Banking Representative
Signtastics LLC	Design Installer
	Graphic Designer
Sinai Hospital of Baltimore	Certified Nursing Assistant
Smith & Co. Dental Practitioners	Business Administrator
	Dental Assistant
Somerset Fire Alarm and Security, LLC	Fire Alarm Technician

South Potomac Service Center	Automotive Technician
Southern Maryland Electric Cooperative, Inc.	Lineman
Spichers Appliances & Security	Appliance Technician
	Information Technology Technician
	Security Technician
Squire's Cafe	Line Cook
SRDH, LLC dba ServiceMaster of Garrett County	Business Administrative Representative
	Mitigation Technician
St. Mary's County Chamber of Commerce	Communications and Marketing Specialist
Stella's Girls Inc	Human Services Assistant
Stonewall Day Care Center	Childcare Professional
Summit Auto Parts and Service Inc.	Automotive Technician
SURVICE Engineering Company, LLC	IT/Cyber Security Specialist
Talbot County Government	Emergency Medical Technician
THC ENTERPRISES INC (Mid-Atlantic Waste Systems)	Diesel Technician
	Welder
The Donaldson Group	Leasing Specialist
	Maintenance Technician
THE GARAGE NE, LLC	Automotive Technician
The General Ship Repair Corp	Machinist
	Painter
	Welder
The Goddard School Bel Air	Childcare Professional
The Goddard School Forest Hill	Childcare Professional
The Goddard School of Middle River	Childcare Professional
The Goddard School White Marsh	Childcare Professional
The Hair Station	Cosmetologist
The Learning Bee	Teaching Assistant
The Llewellyn Group	Real Estate Agent
Thurmont Child Care Inc.	Teacher Aide
Thymly Products	Manufacturing Technician
Tidal Health, Inc.	Childcare Professional
Tidewater Grille	Line Cook

Timber Industries, LLC	Carpenter
TLC Preschool and Daycare	Childcare Professional
TLIC LLC	Photographer
	Social Media Marketer
	Videographer
Triangle Sign & Service	Sign Fabricator
Truck Enterprises Hagerstown Inc	Diesel Technician
Turner Boxing Gym and Youth Development Program, Inc.	Personal Trainer
UCS LLC	Facilities Specialist
Uncle's Hawaiian Grindz	Line Cook
University of Maryland	Engineering Technician
University of Maryland Baltimore Washington Medical Center	Maintenance Technician
	Patient Care Technician
US-1 Sales and Service	Auto Body Technician
	Auto Mechanic
Volvo Group Trucks	Industrial Electrician
Williams Chevrolet	Automotive Technician
Wilson Inc DBA Hagerstown Honda Kia	Automotive Technician
YMCA of Central Maryland, Inc.	Childcare Professional

As of 11/30/2023 | Maryland Department of Labor

Consistent with Maryland’s economy overall, AMP’s employer-base is led by small businesses who often employ no more than one to three Youth Apprentices per year. As of November 2023, only 16 AMP employers employed 10 or more Youth Apprentices simultaneously. AMP’s ability to reach and engage hundreds of small employers in communities across the State is a testament to how the program’s local partnerships and business focus have enabled Youth Apprenticeship to be responsive to the unique economies of Maryland’s diverse communities.

AMP Participating Employers with 10 or more Apprentices

National Security Agency	Windsor Electric
Washington County Public Schools	Lorien Health Services
Baltimore County Public Schools	Altimate Electric
Howard County Public Schools	JLG Industries
Meritus Health	Frederick Health
Humanim	Frederick County Public Schools
D. M. Bowman	Worcester County Public Schools

Many of the largest employers of AMP Youth Apprentices are LEAs themselves, which offer students diverse opportunities to work and learn within the local school system. LEA employment opportunities include skilled trades and maintenance roles, teaching assistant and tutoring positions, information technology support, and operations.

Some employers offer AMP opportunities as a component of their Registered Apprenticeship programs, by utilizing the School-to-Apprenticeship (STA) option, which is a type of Registered Apprenticeship. STA programs allow students to participate directly in Registered Apprenticeship while still in high school, providing access to high-quality post-secondary career pathways and direct connections to further training and employment. While STA Youth Apprentices make up a minority of Youth Apprentices in Maryland, MD Labor, MSDE, and Maryland's LEAs continue to work to increase STA participation by promoting the option to both AMP employers and Registered Apprenticeship sponsors.

Youth Apprenticeship in Action: Success Stories

During the week of November 13, 2023, Maryland joined states across the country in celebrating National Apprenticeship Week. In addition to recognizing the important work of Registered Apprenticeship programs, partners, sponsors, and apprentices, the week was marked by a number of events that honored the successes of Maryland's outstanding Youth Apprentices.

On Thursday, November 16, 2023, MD Labor hosted the third annual Maryland Apprenticeship Awards. Governor Wes Moore, MD Labor Secretary Portia Wu, DWDAL Assistant Secretary Erin Roth, MATP Director Chris MacLarion, and guests from across the state attended the event, which honored five AMP Youth Apprentices and numerous AMP staff members, mentors, and champions.



The award ceremony also saw the return of an early AMP success story, Suzanne Ebberts, a 2017 AMP graduate and previous recipient of the Maryland Youth Apprenticeship award. Suzanne joined AMP during the 2016-2017 academic year as a senior at Brunswick High School in Frederick County. She was hired by Insul-Tech Inc., a mechanical insulation contractor, and began training as a Project Manager / Estimator. Thanks to the training and experience provided by AMP, Suzanne became an invaluable member of her team and she continues to work for Insul-Tech today and has continued to advance along her career pathway. Suzanne returned for the 2023 Maryland Apprenticeship Awards to present the 2023 Youth Apprenticeship awards and receive recognition for her continued success.

Justus Sykes, a senior at Patapsco High School and Center for the Arts in Baltimore County, was one of the 2023 recipients of Maryland's Youth Apprenticeship award. Justus came to the AMP program searching for a way to jump start his career while in high school and was hired by Phoenix Metals as a Diesel Technician.

The AMP program has helped Justus grow as a professional, gaining skills and work experience that have won him positive recognition from his employer. The program has also helped him excel as a student and a leader. Justus hopes to further his career and become a welder, hopefully growing into a long term, advanced role with Phoenix Metals as his skills and experience progress.



Megan Taylor, another 2023 Youth Apprenticeship honoree from Baltimore County, was nominated by her school's department chair for her outstanding performance in the classroom and on the job. Megan is enrolled in both heating ventilation and air conditioning (HVAC) and welding courses that she puts to use working for Air LLC as a Youth Apprentice. Megan's passion and dedication helped her quickly rise to the top of her class. She even won gold at Maryland State *SkillsUSA* championship and, as an outcome of that success, was then invited to Atlanta, Georgia in 2023 to compete in the National *SkillsUSA* championship, where she and her teammates placed 14th out of 52 entries.

Megan, Justus, and the other 2023 honorees will join hundreds of students across the State in completing AMP Youth Apprenticeships at the end of the 2023-2024 academic year. They will take with them valuable industry skills, work experience, and confidence that will serve as the basis for their careers and future education after high school.

Youth Apprenticeship Milestones in 2023

AMP continued to see growth and evolution in 2023, passing the important milestones of more than 800 active Youth Apprentices and more than 700 Youth Apprentices beginning the program. In addition to the expansion, AMP program partners took important steps to continue to develop, formalize, and scale the program to ensure that program quality continually improves alongside rising participation numbers.

Issuance of the Youth Apprenticeship Policy

In order to formalize AMP as a permanent State program, MD Labor and MSDE worked in close consultation with LEAs and apprenticeship-system stakeholders to develop and issue a full [Youth Apprenticeship Policy](#). The policy took effect statewide on August 1, 2023, instituting new guidelines that are improving the way Youth Apprenticeship is delivered in Maryland.

Notably, the policy prioritizes concurrent Related Instruction and work experience, requiring that AMP Youth Apprenticeships be developed in a way that ensures students' on-the-job learning experience is directly reinforced by their instruction. The policy also creates stronger role definitions for State agencies, program partners, employers, and important advisory bodies like the Maryland Apprenticeship and Training Council (MATC) and Youth Apprenticeship Advisory Committee (YAAC).

2023 State Apprenticeship Expansion Grant

In July, 2023, the MD Labor was awarded \$6.6 million in federal grant funds to support the continued growth and expansion of apprenticeship. Among the projects and programs that will be supported by Maryland's award is the development of a statewide data system for AMP. The data system will provide a critically needed central information management system to coordinate the collection, tracking, and reporting of data across the state for the growing Youth Apprenticeship program.

Procurement for the new system began in fall 2023. The system is expected to launch ahead of the 2024-2025 school year. The data system will help ensure the sustainability and integrity of the program, as AMP scales to reach larger numbers of employers and Youth Apprentices. Importantly, the system will create a means for effectively tracking the progress and outcomes of Youth Apprentices as they transition from the program into further training or the workforce. MD Labor plans to work with MSDE and the Maryland Longitudinal Data System (MLDS) Center to connect Youth Apprenticeship data with Unemployment Insurance wage records, higher education enrollments, and other data streams that can help policymakers understand the longitudinal effects AMP participation has on earnings and other key life outcomes.

Planned Partner Trainings and System Building

As plans for Youth Apprenticeship expansion and further development roll out across the State, MD Labor, MSDE, LEAs, and other workforce system partners are planning future training opportunities, professional development experiences, and resources that will help continue to extend the capacity of the Apprenticeship Maryland Program.

MSDE and MD Labor have already begun regular training and planning sessions with school staff, and additional planning is underway. System building will be bolstered by continued support from MD Labor Apprenticeship Navigators and MSDE's investment in LEA capacity through programs such as the Maryland Works Grant.