

2025



# Annual Report



The Honorable Wes Moore, Governor  
The Honorable Pamela G. Beidle, Chair, Senate Finance Committee  
The Honorable Kriselda Valderrama, Chair, House Economic Matters Committee

Re: MSAR 9663

Dear Governor Moore and Chairs Beidle and Valderrama:

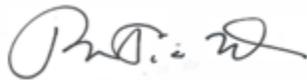
It is my distinct pleasure to share the 2025 annual report for the Employment Advancement Right Now (EARN) Maryland program. EARN Maryland continues to provide access to quality, industry-driven training that leads to good jobs, increasing pathways to economic growth and prosperity for the state's workforce. The program reached an exciting milestone in 2025: nearly 30,000 Marylanders have been positively impacted by the program since its inception in 2014, with more than 12,000 individuals obtaining employment, and close to 17,000 incumbent workers participating in upskilling opportunities.

In FY 2025, just over 1,700 employers have participated in the program to source valued talent. During this period, over 1,300 individuals obtained new employment as a result of their participation in EARN and nearly 2,500 incumbent workers benefitted from training, advancing their skills, and increasing the economic competitiveness of the state.

Beyond connecting Marylanders to meaningful career paths, EARN continues to deliver a proven return on investment for the State. We are expanding opportunities in Maryland's most innovative sectors, such as cybersecurity, to ensure our workforce is prepared for the challenges and opportunities of the future economy. In a recent study on the economic impact of EARN, the Business Economic and Community Outreach Network (BEACON) at Salisbury University found that **for every dollar the state invests into the program, an additional \$19.32 in economic activity is created**. This represents an increase of more than six percent over the previous study performed in FY24.

As evidenced in the pages of this report, EARN Maryland continues to execute on the Moore-Miller administration's vision of leaving no Marylander behind while positively contributing to the State's economy. The Department is proud of the program's progress in 2025 and looks forward to sharing the continued growth and success in the years to come.

Best Regards,



Portia Wu  
Secretary

## Highlighted Success Story

Before enrolling at Civic Works' Center for Sustainable Careers (CSC), Marcus was struggling to find family-sustaining employment and wanted to build new skills for a better future. "The types of jobs I was getting just wasn't providing. At the max I could pull a warehouse job making \$21 or \$22 an hour, so I wanted to get into a program to get some skills where I could possibly make more."

In March 2025, Marcus enrolled in Civic Works' Utility Infrastructure training program, eager to earn industry-recognized credentials and gain the hands-on experience needed to transition into a skilled trade career. During training, he developed a strong foundation in safety and technical skills relevant to the utility and environmental remediation fields. "For me, it was the asbestos license. Coming out of Civic Works, it was good. They give you the credentials that you need." He also appreciated the program's structured learning tools that supported his understanding of technical content. "They gave us this book that had a breakdown of everything we were learning. Anytime I needed to know something I could refer back to that book. It was a breakdown of everything utility infrastructure."

Civic Works' training helped Marcus gain multiple certifications, including Asbestos Abatement, HAZWOPER, and OSHA 10, which positioned him for immediate employment opportunities. His motivation to provide for his family was a driving force throughout training. "I guess it's me being determined to be able to provide. That's my only goal right now - I have kids, so I have to be able to provide. And I like the work. It's cool, it's not nothing super hard, not nothing super crazy. It's definitely labor but it's cool, it makes me feel fulfilled as I do it. So that's the fuel behind it." **Shortly after completing the program, Marcus secured employment with CRM Workforce, earning \$40 per hour.**

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## Commonly Used Abbreviations

AAWDC	Anne Arundel Workforce Development Corporation
CDL	Commercial Driver's License
CCBC	Community College of Baltimore County
CNA	Certified Nursing Assistant
EARN	Employment Advancement Right Now
ENOUGH	Engaging Neighborhoods, Organizations, Unions, Governments, and Households
FY	Fiscal Year
MEP	Maryland Manufacturing Extension Partnership
NCCER	National Center for Construction, Education & Research
SIP	Strategic Industry Partnership
SNAP E&T	Supplemental Nutrition Assistance Program Employment and Training
WTP	Workforce Training Plan

## Maryland's Nationally Recognized Workforce Solution

Established in 2014, Employment Advancement Right Now (EARN) Maryland is one of the State's premier, nationally-recognized workforce solutions. EARN is industry-led, designed with the flexibility to ensure that Maryland employers have the talent they need to compete and grow, while preparing Marylanders for meaningful careers. EARN builds upon the Moore-Miller administration's priorities of connecting Marylanders to jobs while increasing the State's economic competitiveness.

EARN is specifically designed to fulfill the following goals:

- Address business workforce needs by focusing on industry sector strategies that seek long-term solutions to sustained skills gaps and personnel shortages;
- Address the needs of workers by creating formal career paths to good jobs, and sustaining or growing middle class jobs;
- Encourage mobility for Maryland's most hard-to-serve jobseekers through targeted job readiness training; and

- Foster better coordination among the public and private sectors and workforce, economic development, and education partners around the State.

The success of EARN is seeded in meaningful collaboration among a diverse group of stakeholders who make up a Strategic Industry Partnership (SIP), which includes employer and industry partners, non-profit and community-based organizations, and workforce, economic development, and education partners. Together, the SIP is tasked with developing and implementing a Workforce Training Plan (WTP). These plans:

- Support SIPs in a target industry to include multiple employers and a diverse array of other partners;
- Are driven by industry leaders, identify critical skills gaps and other workforce needs, and develop industry-led strategies to meet those workforce needs, particularly in high-demand occupations;
- Provide industry-led, responsive and innovative training programs aimed at improving employment opportunities at all skill levels including, but not limited to job readiness, barrier-removal or academic remediation strategies, and/or career advancement for incumbent workers; and
- As needed, develop any other human resource or management strategies that are responsive to industry partnerships' critical occupations and skill shortages.

Recognizing that a workforce system disconnected from business fails to meet the needs of jobseekers, EARN places employers in the center of the identification of workforce needs and skills gaps. While traditional workforce programs look to training entities or higher education to fill this role, the EARN model requires industry partners to drive this process. Based upon industry-identified skills gaps, employers are challenged to develop responsive curriculum that will effectively meet their workforce needs. Leading program development breeds confidence from employers that program participants will possess the relevant skills to become contributing employees who will help improve their business.

In addition to identifying current skill gaps, employers are encouraged to assess the evolving needs of their industry, such as training required to keep pace with increasingly advanced technology and shifting workforce demographics driven by retirements. By anticipating the changing landscape of training needs, the curricula of EARN-funded programs can be designed flexibly to perform over time as an effective workforce solution. Beyond pinpointing current and future skill shortages, employers must also determine which training strategies best support the development of those skills. Many employers, for instance, indicate that hands-on, on-the-job learning experiences, rather than classroom training, or some combination of both, is essential for true skill mastery.

Once training needs have been identified and a responsive curriculum is developed, SIP members move forward with implementing their WTP, which encompasses far more than curriculum alone. A comprehensive WTP defines the entire framework for an EARN program, from recruitment to job placement, and outlines the strategies and partners responsible for each step, including recruitment, screening, assessment, occupational training, supportive services,

and placement activities. Because each partner contributes distinct strengths and expertise, the collaboration fostered by the EARN program allows every organization to leverage its core capabilities, resulting in a more effective and successful program implementation.

## Impact on Maryland's Workforce

Employers across the state, regardless of industry, have identified challenges around recruitment, especially for entry-level positions. As the state has experienced low unemployment levels in 2025, it has become more challenging to find qualified candidates for open positions. EARN programming provides a consistent pipeline of qualified candidates with relevant skillsets who are ready and able to work. **In Fiscal Year (FY) 2025, just over 1,300 individuals obtained employment as a result of their participation in EARN. Final reporting data submitted in FY25 shows that 81% of individuals who completed entry-level programming obtained employment.**

Employers consistently view incumbent worker training as a costly but essential investment that supports business expansion, employee retention, and long-term economic competitiveness. However, competing priorities often force many companies, especially smaller ones, to forgo these professional development opportunities due to financial constraints. EARN helps address this challenge by offering incumbent worker training at little to no cost to employer partners. **In FY25, nearly 2,500 incumbent workers participated in upskilling opportunities. Final reporting data submitted in FY25 shows that 96% of incumbent workers report a new skill, certification of credential as a result of their participation in EARN-funded training. Employer partners report improved productivity, cost savings, wages, and job retention.**

Aligned with the Moore-Miller administration's vision to "leave no one behind," EARN encourages economic mobility for Maryland jobseekers experiencing barriers to employment, deploying a holistic approach that blends in-demand occupational training while addressing barriers to employment. Because EARN was designed in the spirit of collaboration, most SIPs include non-profit organizations or Local Workforce Development Boards, both of whom are especially adept at removing barriers that prevent individuals from participating in the workforce. To maximize the odds for success, partners are expected to take a holistic, whole-person approach to address barriers prior to an individual entering employment. EARN partners deploy creative strategies to remove barriers to employment that could inhibit success in the workplace, such as a lack of reliable transportation, housing insecurity, childcare needs, and criminal justice involvement.

Below is a small sampling of EARN participants who have overcome barriers to employment.

Darren, a veteran experiencing housing insecurity, was struggling to find consistent employment due to his criminal background. Determined to change the trajectory of his life for both himself and his children, he enrolled in Commercial Driver's License (CDL) training with **Anne Arundel Workforce Development Corporation (AAWDC)**. Gas cards provided by AAWDC helped him get to and from training, and he received financial support to cover the fees associated with obtaining his learner's permit. Soon after completing training, he

earned his CDL and secured employment with a company that offered steady hours and reliable income, allowing him to support his family and rebuild his life.

Todd was transitioning from a period of incarceration when he learned about the diesel technician training offered by **Hagerstown Community College**. He enrolled in training, eager to get up to speed on the technology that had rapidly evolved while he was incarcerated. Upon completion of training, he is earning \$25 per hour with benefits, paid holidays, and additional company-reimbursed training opportunities. Todd noted, "This has been a great experience for me and a second chance at life."

After losing his brother to an overdose, Nate was determined to turn his life around and get sober. While working a warehouse job, he realized he wanted a career with purpose and enrolled in the Peer Recovery Coach Academy training offered by **Associated Catholic Charities**. After completing training, he secured a role as a peer coach, where he serves as a source of inspiration for others walking a similar path. He has since submitted his application to become a Certified Peer Recovery Specialist.

Recently laid off and facing an unstable living situation, Michelle was eager to get back on her feet. She enrolled in EARN-funded training offered by **Maryland New Directions** (MND) seeking her CDL license. After an employer partner offered her an on-the-job training opportunity, MND covered the costs associated with getting a DOT physical and CDL permit. Upon completion of training, she passed her CDL-B licensure exam and transitioned to full-time employment with the same employer. Michelle is now earning \$26 per hour with full benefits. Of her experience, she said, "this isn't just a new job. It is a new direction for my future."

EARN also continues to partner closely with the Department of Human Services (DHS) on their implementation of the Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) program. Funded by the United States Department of Agriculture, the program connects people who receive monthly food supplement benefits (SNAP, food stamps) to industry-led training programs. SNAP E&T requires a cost match with non-federal funding. Participating programs are reimbursed up to 50 percent of allowable program costs, thus increasing the State and other non-federal funders' investment and growing the number of Marylanders that receive in-demand skills training. Because EARN is a State-funded program, SIPs have the means to provide the cost match.

In preparation for the SNAP E&T Call for Proposals, MD Labor and DHS cohosted an information session for current EARN grantees to learn more about the program in March 2025. This targeted outreach was meant to prepare grantees for the opportunity to apply, in hopes of growing the number of approved vendors. Following the application review period, there are now 19 EARN grantees that are approved vendors, a nearly 60% increase from 2024. MD Labor also aligned the Summer 2025 Solicitation, detailed below, with the timeline for the SNAP E&T Call for Proposals, enabling EARN applicants to clearly demonstrate their commitment to serving SNAP E&T participants.

## Impact on Industry

**More than 1,700 employers have participated in EARN since its inception.** EARN utilizes a dual-customer approach that is meant to support Maryland's workforce and employers alike. As evidenced above, the program is succeeding in its goal to provide in-demand, meaningful training opportunities for Maryland's workforce. At the same time, because EARN uses an industry-driven model, employers have access to a consistent pipeline of highly skilled workers and a unique mechanism to upskill their current workforce. Employers identify several additional benefits to participating in EARN, such as cost savings and increased productivity.

Because employers participate in the identification of skills gaps and development of curriculum, training is tailored to meet the specific needs of employer and industry partners. Upon completion of training, successful participants are connected directly with employer partners with open positions. This steady pipeline of applicants with employer-identified knowledge, skills, and abilities has led to decreased costs around recruitment, screening, and interviewing of job applicants. In fact, some employers use EARN grantees as their preferred or primary recruitment source. Once hired, there is also less cost associated with onboarding and training, because EARN graduates have the baseline skills necessary, as identified by those employer partners, to immediately be successful in their open positions. This also leads to higher retention rates.

Employers are also able to leverage EARN funding for incumbent worker training opportunities. Not only does this lead to cost savings, as company training dollars can be used on other efforts, but the availability of EARN funding to leverage opportunities for their current workforce has been identified as a conduit for increased competitiveness and productivity by employer partners. Some employers indicate that they have utilized EARN training as a retention and recruitment tool, allowing them to use training funds to provide professional development opportunities to their employees.

To ensure EARN continues to serve as an effective strategy for meeting industry demand, MD Labor staff solicit feedback from employer partners. In a recent survey, when asked to rate the competitive advantage of EARN participants, 74 percent of employers stated that they have a significant competitive advantage over their peers, with 25 percent responding that EARN participants have at least some competitive advantage. A mere 1 percent of employers surveyed responded that EARN participants have no competitive advantage over their counterparts.

In addition, 98 percent of respondents affirmed that their participation in EARN is worth the investment. Open-ended responses noted increases in positive workplace culture, productivity, and job performance. Finally, 96 percent of employers surveyed agreed that EARN has had a positive impact on their business, with several respondents disclosing that training has led to improvements in employee performance and increased operational efficiencies. The survey results resoundingly demonstrate that EARN continues to provide strong value to employer and industry partners.

## **EARN's 2025 Growth**

2025 was a year of considerable growth for EARN. Since January 2025, MD Labor has deployed more than \$10 million in grant awards to support SIPs. More than 4,000 individuals are expected to benefit from this investment.

In July 2025, the Department released the *Summer 2025 Solicitation for Implementation Grant Proposals*, an opportunity to award funding to new SIPs. A key focus of the Solicitation was the placement of participants into higher-skilled jobs that pay at or above the median wage for the region. Applicants able to demonstrate clear pathways to these wage levels were eligible for larger grant awards. The Solicitation also included a focus on serving individuals and communities experiencing high rates of poverty. Specifically, applicants that included strategies for serving individuals from Engaging Neighborhoods, Organizations, Unions, Governments, and Households (ENOUGH) communities and/or that have applied or been approved to operate as a SNAP E&T vendor received preference points in the application review process.

To reinforce the Moore-Miller administration's all-of-government strategy to combat childhood poverty and strengthen economic mobility for Marylanders, MD Labor also released an additional funding opportunity specifically for ENOUGH community quarterbacks and their partners. Award announcements for both opportunities are expected in December 2025, with grant activities beginning in January 2026.

## **Ensuring Accountability Across Grantees**

To support the success of more than 80 EARN partnerships, the program assigns industry-specific program managers who deliver technical assistance and tailored guidance for each SIP. These managers collaborate closely with grantees to establish goals and performance measures, provide ongoing support, conduct site visits, hold regular check-ins, and facilitate connections with peer organizations or external partners to strengthen program outcomes.

EARN staff prioritize building strong, collaborative relationships with grantees to better understand the unique challenges and opportunities within each partnership and industry. This trust-based approach fosters continuous improvement and innovation. As a result, staff can identify when additional technical assistance is needed early on and work proactively with grantees to address issues and support improved results.

Because of EARN's flexible structure, each partnership establishes its own goals, and success can be measured in multiple ways. Goal-setting considers several factors, including cost per participant, typical training costs within the industry, the scope and intensity of services provided, training duration, and the number of individuals to be served.

SIP performance is evaluated using both quantitative and qualitative measures. Quantitatively, EARN partnerships are assessed by outcomes, such as the number of participants who secure new employment, the number of incumbent workers trained, the number of employers newly engaged, and the amount of leveraged funding generated. Qualitatively, program staff also

review employer feedback, examples of systems change resulting from the partnership, and participant success stories, which offer a more comprehensive picture of impact.

To further evaluate progress and ensure accountability, grantees are required to submit the following reports to the Department on a quarterly basis:

- Narrative Report – tracks all programmatic activity, including project activities, program highlights, challenges, and success stories;
- Financial Report – tracks projected versus actual expenditures and leveraged resources;
- Entry Report – captures all required participant demographic data; and
- Exit Report – captures all required participant outcome data.

At the conclusion of a grant period, grantees are required to submit a Final Report. This report includes a narrative that describes the effectiveness of funded training, a summary of related partnership activities, areas of opportunity or technical assistance needs, and highlights best practices. A Final Expenditure Report lists all expenditures related to the grant, including leveraged resources, and compares projections to actual expenditures. Grantees also submit a Final Entry Report, which includes the demographic and pre-training employment information for each participant funded through the grant. A Final Exit Report that includes the final employment outcomes for all individuals enrolled under the grant.

To strengthen the sense of community across the program, EARN hosts an annual in-person gathering for all grantees. The EARN Annual Meeting, held on October 28, 2025, provided updates on program activities, including areas of focus for 2026. Grantees learned more about the ENOUGH initiative and the potential impact of artificial intelligence on their work. A substantial portion of the meeting was dedicated to peer discussion, giving grantees the opportunity to explore challenges, solutions, and best practices within their respective sectors. The event served as a valuable forum for networking, collaboration, and shared learning.

Per the Labor and Employment Article § 11-709(b)(4) of the Maryland Annotated Code, EARN SIPs are required to collect and track certain demographic data for all participants taking part in EARN funded training, including sex, race, national origin, income, county of residence, and education attainment. Following the completion of training, partnerships must track certain outcome data, including whether each participant obtained a new credential or certification, identifiable skill, a new employment position, or a title or wage promotion. The required metrics covering July 1, 2024 through June 30, 2025 are included as Appendix A to this report.

## **Statewide Training Needs are Based on In-Demand Sectors**

Labor and Employment Article § 11-709(b)(4) of the Maryland Annotated Code requires EARN SIPs to identify skills gaps, workforce shortages, and areas of opportunities within their industry. Based upon these needs, SIPs are challenged to develop innovative WTPs that will efficiently and effectively bridge these identified gaps.

EARN grantees continue to serve two main subsets of the workforce:

- Unemployed/Underemployed Workers
  - “Unemployed” refers to an individual without a job and who is available for work.
  - “Underemployed” refers to an individual who is either working part-time but desires full-time employment, who works full-time but earns wages at or minimally above minimum wage, or who is working in employment not commensurate with the individual’s demonstrated level of education and/or skill achievement.
- Incumbent Workers: An incumbent worker is an individual who is employed already in the target industry and who seeks to obtain additional training or credential.

For the partnerships offering training opportunities to unemployed and underemployed individuals, a key component of the curriculum includes job readiness training. Job readiness training may include professional skills, literacy advancement, and financial coaching. Employers resoundingly identify a need for essential skills training. In fact, employer partners identify essential skills training as equally, if not more important than, technical skills in evaluating a potential candidate. Essential skills, also known as soft skills, include professionalism, communication, timeliness, and customer service.

EARN programming must be data-driven, and SIPs gather data in several ways to craft WTPs. SIPs utilize qualitative data provided by the employers through varied collection methods including interviews, surveys, focus groups, and roundtable discussions. In addition, SIPs must have quantitative labor market and industry specific data. SIPs are encouraged to give consideration to high demand occupations in industry, projected job growth by occupation, analysis of gaps between supply and demand of employees, understanding the root causes of these gaps, and characterizing the needed skills to close any gaps. MD Labor data to ensure the industries that EARN is investing are growth industries with strong earning potential. More detailed information can be found in Appendix B.

## 2025 EARN Maryland SIPs

The following section provides a list of the SIPS that were active in 2025, the region in which they are operating, and a brief programmatic update.

### Cybersecurity/Information Technology

#### **IT Center of Excellence**

*Region:* Western Maryland

Led by Allegany College, the IT Center for Excellence continues to provide in-demand training to meet the needs of employers in Western Maryland. Over the last year, nearly 50 incumbent workers participated in training opportunities focused on CompTIA Security+ and Project Management. The SIP is also providing internship opportunities for students at Allegany College. In October, the partnership held its ninth annual *Tech at the Gap* conference, a

professional development and networking opportunity meant to highlight Western Maryland as a thriving region for tech companies.

### **techfrederick**

*Region:* Western Maryland

Based upon the results of an annual needs assessment completed by their employer partners and members of the community, techfrederick deploys relevant training opportunities to bolster the skillsets of incumbent workers in the Frederick area and beyond. More than 150 individuals completed training through the first three quarters of 2025 in topics such as artificial intelligence, project management, and Python. The SIP continues to have an impact on the Frederick community in a variety of ways. In October 2025, the SIP partnered with Frederick County Public Schools to host the fourth annual Day of Tech, a half-day experience meant to educate high school students on local opportunities in the industry.

### **Intrusion Countermeasures Education and Training (ICET)**

*Region:* Baltimore City

Led by BCR Cyber, the ICET SIP continues to provide a blend of technical and hands-on training to unemployed and underemployed individuals. Students earn industry-recognized credentials such as CompTIA A+, Network+ and Security+, and work through hyper-realistic scenarios of real-world cybersecurity threats on a state-of-the-art range. The partnership continues to focus on providing opportunities for underrepresented populations, including women and people of color. More than 50 individuals secured employment over the past year earning an average starting wage of \$24.50 per hour.

### **Partnership for Tech Talent**

*Region:* Montgomery County and Baltimore City

Led by Per Scholas, the Partnership for Tech Talent provides an array of training offerings to students at their Silver Spring and Baltimore City campuses. Students have the opportunity to earn industry-recognized credentials like AWS Certified Cloud Practitioner, CompTIA A+, and CompTIA Cyber Security Analyst+. In addition to technical training, students participate in mock interviews, receive financial coaching, and are connected to mental health resources, as needed.

### **Susquehanna IT/Cyber Partnership**

*Region:* Susquehanna

Led by the Susquehanna Workforce Network, the Susquehanna IT/Cyber Partnership seeks to grow the talent pipeline in the region for a wide array of diverse employer and industry partners, including Bowhead, University of Maryland Upper Chesapeake Health System and the

Aberdeen Proving Ground Army Alliance. Over the last year, the SIP has offered training in a variety of topics including preparation for the CompTIA Security+ and Certified Information Systems Security Professional (CISSP) credentials.

### **SANS Cyber Workforce Academy**

*Region:* Statewide, with a focus on the Capital and Central Regions

The SANS Cyber Workforce Academy continues to develop a diverse talent pipeline by providing training opportunities to underrepresented populations in the industry, including women, people of color, and veterans. Students receive advanced technical training around topics such as hacker tools and techniques, incident handling, and security essentials. Training culminates with the opportunity to earn industry-recognized certifications including the Global Information Assurance Certification (GIAC) and the Global Certified Incident Handler (GCIH). Over the last year, over 30 individuals have obtained employment with average starting wages exceeding \$38 per hour.

### **UMBC Training Centers' Technical Career Pathways**

*Region:* Central Maryland

Led by UMBC Training Centers, this partnership is working to address the workforce training needs of the military, intelligence community, federal civilian agencies, and the commercial sector through a blend of classroom and hands-on technical training. In 2025, the partnership provided upskilling opportunities for more than 60 incumbent workers in topics like project management, cyber foundations, and Red Hat.

### **Baltimore Cyber Academy**

*Region:* Baltimore City

The Baltimore Cybersecurity Academy, led by I'm Still Standing Community Development Corporation (ISSCDC), is providing training to unemployed and underemployed individuals to prepare them for careers in cybersecurity. Through training, students are prepared to earn industry-recognized credentials, such as CompTIA A+, Security+, and Network+, and receive hands-on experience through lab training. More than 30 individuals obtained employment in 2025, earning an average wage of \$27 per hour.

### **Health IT SIP**

*Region:* Central Maryland

The Health IT SIP, led by the Community College of Baltimore County (CCBC), continues to engage large healthcare employers, such as Frederick Memorial Hospital, Mercy Medical Center, and LifeBridge Health. In 2025, nearly 30 incumbent workers participated in training that included topics like project and data management.

## **Advanced Cybersecurity Training Consortium**

*Region:* Statewide

Led by BCR Cyber, the Advanced Cybersecurity Training (ACT) Consortium is a collaboration with all 16 of Maryland's Community Colleges and more than 20 employer and industry partners including Booz Allen Hamilton and Northrop Grumman. BCR is leveraging funds provided to the Maryland Association of Community Colleges (MACC) through the Talent Innovation Fund to expand the availability of cyber ranges to all 16 Maryland Community Colleges.

## **Building an IT and Cybersecurity Talent Pipeline**

*Region:* Anne Arundel County

Led by the AAWDC, this partnership seeks to meet the needs of its diverse employer partners by providing customized training based upon industry-identified skills gaps. Candidates are assessed based on their knowledge, skills, and abilities, which are captured through technical hands-on cyber assessments. The SIP also utilizes on-the-job training and work-and-learn opportunities, and credits this practice with transforming hiring practices by emphasizing the importance of hands-on experience and practical skills in candidate evaluation.

## **Cybersecurity Education and Certification Program**

*Region:* Baltimore

Based upon feedback from their employer partners, the Cybersecurity Education and Certification Program, CCBC is offering in-demand and relevant training to incumbent workers. In 2025, nearly 20 individuals participated in coursework meant to prepare them to test for CompTIA credentials including Security+, PenTest+, and Linux+.

## **Cybersecurity Operational Methods Education Training (COMET)**

*Region:* Statewide

The COMET program is meant to provide in-demand and relevant training to State of Maryland employees who are responsible for cybersecurity preparedness across State agencies. Over the last year, more than 100 State and independent agency employees have participated in training across 20 different agencies. Participants receive training to test for the CompTIA Sec+ and CISSP credentials.

## **Wor-Wic Cyber Initiative**

*Region:* Lower Eastern Shore

Led by Wor-Wic Community College, this SIP brings together six private employers, a local municipality, and a local school system to refine the school's cybersecurity offerings. By offering

a blend of in-person classes, online modules, and hybrid formats, the SIP caters to working cyber professionals, which is the target audience for training. Nearly 30 individuals participated in training in 2025.

## **Transportation And Logistics**

### **Susquehanna Transportation and Logistics SIP**

*Region:* Susquehanna

Led by Cecil College, the Susquehanna Transportation and Logistics SIP continues to provide in-demand training opportunities for individuals to become commercial truck drivers. Students receive scholarships to participate in training that prepares them to test for CDL-A and CDL-B licensure. Students continue to obtain employment at a high rate, earning an average of nearly \$28 per hour.

### **Mid-Maryland MOVE**

*Region:* Montgomery County

Mid-Maryland MOVE, led by Montgomery College, continues to work with employer partners, such as the Washington Area Metropolitan Area Transit Authority and Montgomery County Public Schools, to provide in-demand training to meet the growing demand for CDL drivers. In 2025, the partnership offered CDL-A training, in addition to covering the cost of screening, the Maryland Department of Transportation physical, CDL preparation, and reimbursement for Maryland Vehicle Administration driving records.

### **Western Maryland MOVE**

*Region:* Western Maryland

Led by Hagerstown Community College, this partnership continues to provide training to meet the needs of transportation and logistics-focused employers in Western Maryland. In 2025, the SIP offered CDL-A, CDL-B, Forklift Operator, and Diesel Technician training. HCC continues to leverage partnerships to provide opportunities for English language learners, individuals in recovery, and justice involved students. In the fall of 2025, HCC opened a state-of-the-art training center, where all EARN-funded training for this program will be housed.

### **Maritime Transportation, Distribution, and Logistics Partnership**

*Region:* Baltimore

Led by Maryland New Directions, the partnership continues to offer training to prepare individuals for roles at the Port of Baltimore. In addition, the SIP offers training that prepares participants to become commercial truck drivers. Responding to the growing need for workers in

the skilled trades, in 2025, the SIP launched a program meant to prepare individuals for Registered Apprenticeship opportunities.

### **Anne Arundel County Transportation Industry Collaborative**

*Region:* Anne Arundel County

Led by AAWDC, this SIP seeks to solve the critical shortage of professional drivers in Anne Arundel County. In 2025, the partnership continued to provide CDL-A training, in partnership with Best CDL Training School, a local provider. The SIP is developing a Registered Apprenticeship program that will provide additional career pathways and increased earnings for participants. Participants continue to obtain employment at high rates with an average wage of nearly \$28 per hour.

### **Central Maryland Logistics Workforce Pipeline Partnership**

*Region:* Central Maryland

The Central Maryland Logistics Workforce Pipeline Partnership, led by Howard Community College, offers a scaffolded approach to support individuals with disabilities who are transitioning to unsubsidized employment in the logistics industry. Participants have the opportunity to earn the Certified Logistics Associate (CLA) or Certified Logistics Technician (CLT) certifications. Upon completion of training, each student participates in a paid externship to further hone skills learned in the classroom and receive real-world work experience.

### **Transportation and Logistics Consortium**

*Region:* Prince George's County

Led by Employ Prince George's, this SIP is providing employer partners a pipeline of highly-skilled individuals to fill vacant positions in the commercial driving industry. In its first year, the SIP has been successful in placing individuals into employment and will continue its work in 2026.

## **Biotechnology**

### **Baltimore BioTechnology SIP**

*Region:* Baltimore

Led by Baltimore BioWorks, this partnership works closely with nearly 40 employers to implement industry-driven training. In 2025, participants received training around basic laboratory techniques and instrumental biomanufacturing. As such, individuals have the opportunity to obtain various positions including laboratory technician, clean room technician, and research assistants. In its most recent grant, ninety percent of students were placed into

roles such as research assistants and laboratory technicians earning an average of \$21 per hour.

### **BioTrain**

*Region:* Montgomery

Led by Montgomery College, BioTrain continues to work closely with thirty employer partners, including AstraZeneca and MilleporeSigma. Based on industry feedback, the SIP provided training on upstream and downstream biomanufacturing and key foundation courses to advance the competencies of incumbent workers. Participating employers report operational efficiencies, significant cost savings, and improved employee retention as a result of participation in this SIP. More than 170 incumbent workers benefited from training in 2025.

### **Baltimore BioPrep**

*Region:* Baltimore

Led by the BioTechnical Institute of Maryland (BTI), Baltimore BioPrep provides critical hands-on, entry-level training to unemployed and underemployed individuals to prepare them for a career in life sciences. Training consists of a combination of classroom and hands-on laboratory skills. Working closely with more than 30 employer partners, participants are connected to employment opportunities with large employers, including John Hopkins University and the University of Maryland.

### **Medicinal Cannabis Workforce SIP**

*Region:* Statewide

Led by CannaWorkforce, this partnership provides hands-on individualized training to participants who are interested in obtaining a career in the cannabis industry. Based upon industry feedback, the partnership provides training topics to prepare individuals for roles as Cultivation Technician, Cannabis Trim Associate, and Processing Technicians. Since inception, CannaWorkforce has trained nearly 60 individuals and has placed 95% into employment, where they earn an average of \$23 an hour.

### **BioHub Maryland, an initiative of Maryland Tech Council**

*Region:* Montgomery County

Led by the Maryland Tech Council, BioHub Maryland focuses on providing biotechnology manufacturing training opportunities to unemployed and underemployed individuals and incumbent workers. Training topics include biopharmaceutical manufacturing, contamination control, facility design, upstream processing, downstream processing, and cell culture. Ten students received training in 2025, and placement efforts are ongoing.

## **Maryland Cannabis Administration Workforce Development Training Program**

*Region:* Statewide

The Cannabis Workforce Development Program was launched to address the demand for skilled workers within Maryland's rapidly growing cannabis industry. The eight week training is designed to provide participants with the foundational knowledge in cannabis operations and includes topics like Cannabis and the Human Body, Cultivation Basics, Dispensary Operations, Processor Fundamentals, and Entrepreneurship. In 2025, nearly 30 students received training.

## **Green**

### **Clean Energy Training Partnership**

*Region:* Howard and Baltimore City

In close collaboration with nearly 60 industry partners, this SIP is preparing unemployed and underemployed individuals for careers in the renewable energy sector. The 16-week program, which is accredited by the National Center for Construction, Education & Research (NCCER), blends classroom instruction, hands-on learning, and job readiness training. The final cohort of 2025 achieved outstanding results, with a 100% completion rate and 82% of graduates securing new employment, where they earn an average wage of over \$22 per hour.

### **Solar Installation Training Partnership**

*Region:* Baltimore City

Led by Civic Works, this SIP continues to provide in-demand training to unemployed, underemployed, and incumbent workers. Entry-level training focuses on the foundational technical skills required by employers, coupled with hands-on experience to further hone those skills. Students have the opportunity to earn industry-recognized certifications, like OSHA 30, and also receive intensive job-readiness training. The program continues to yield impressive results, with 100% of 2025 graduates obtaining employment. Incumbent workers are provided training in topics that include leadership, project management, and customer service that help them prepare for mid-level positions. Over 60 incumbent workers participated in training in 2025.

### **Water and Wastewater Career Development Partnership**

*Region:* Statewide

Led by the College of Southern Maryland, the Water and Wastewater Career Development Partnership seeks to provide water and wastewater operators with the skills necessary to pass the required certification exam. Employers such as the City of Salisbury, Easton Utilities, and several counties' Departments of Public Works have sent workers to participate in the program. Training topics include water distribution, concepts of drinking water, and wastewater collection.

Over the last year, nearly 50 individuals participated in training, many of whom are preparing to test for the certification exam.

### **Remediation and Construction Industry Partnership**

*Region:* Baltimore City

In partnership with nearly 50 employer partners, this SIP, led by Civic Works, is providing in-demand training to grow the pipeline of qualified workers to be Brownfields Remediation and Stormwater Management Technicians. Participants earn a wide array of certifications, including EPA Asbestos Supervisor, Lead Abatement Worker, OSHA 40 Hour Hazardous Site Worker Protection and Emergency Response. In 2025, more than 20 individuals obtained employment, with wages averaging \$20 per hour.

### **Green Infrastructure SIP**

*Region:* Central Maryland

With a focus on stormwater management, ecological restoration, and sustainable landscaping, the SIP is providing training in technical topics such as environmental literacy, safety, tools, and plant ecology. Participants will also have the opportunity to earn the Chesapeake Bay Landscaping Professional – Associate (CBLP-A), OSHA 10, and First Aid/CPR certifications. To date, 55 individuals have obtained employment. In 2025, the SIP aligned their training with the Maryland Corps/Service Year Option, a key priority of the Moore-Miller administration.

### **Chesapeake Bay Restoration Workforce Initiative**

*Region:* Anne Arundel County

Led by the Maryland Reentry Resource Center, the Chesapeake Bay Restoration Workforce Initiative provides training, credentials, and supportive services to individuals seeking careers in the conservation landscaping field. The SIP seeks to meet two goals: to equip individuals in need of stable employment, including those with criminal justice involvement, with professional and technical landscaping knowledge and to help Maryland meet its Chesapeake Bay program goals established under the Clean Water Act.

## **Healthcare**

### **Advancing Careers in Population Health**

*Region:* Baltimore Metro

In a continuation of their work from previous years, CCBC has responded to employer demands for incumbent worker upskilling in topics such as patient advocacy, social determinants of health, healthcare barriers for an aging population, and culturally competent patient engagement. The curricula for these courses have been developed with input from partners like

Johns Hopkins, University of Maryland Medical System, and Greater Baltimore Medical Center. In 2025, 21 individuals were trained in these topics, aimed at improving quality and outcomes for some of Maryland's most vulnerable and medically complex patients.

### **Anne Arundel Healthcare Collaborative**

*Region:* Anne Arundel County

Established following the COVID-19 pandemic, this SIP, led by AAWDC, was formed to understand and help reduce workforce shortages in the healthcare field. The partnership initially focused efforts on expanding the number of Certified Nursing Assistants (CNAs). However, as labor market data began to show rising demand for Medical and Dental Assistants, the focus shifted. Building on the successes of earlier CNA cohorts, the collaborative expanded its efforts to include training and placement for Certified Clinical Medical Assistants (CCMAs) and Dental Assistants. Once this cohort completes training, it is expected that 16 individuals will be placed into employment.

### **Baltimore Healthcare Partnership**

*Region:* Baltimore

Led by the Baltimore Alliance for Careers in Healthcare (BACH), this partnership works with major hospitals in the Baltimore region, including LifeBridge, University of Maryland Medical Center, and MedStar. Employer partners have indicated that while CNAs continue to be in high-demand, they are also seeing increased need for Certified Medicine Aides and Pharmacy Technicians. BACH has also leveraged grant funding they receive through MD Labor's Direct Care Workforce Innovation Program to further remove barriers for EARN participants through the provision of stipends and other supportive services.

### **Capital Region Healthcare Training Partnership**

*Region:* Capital Region, Baltimore City

This SIP, led by 1199 SEIU Training and Upgrade Fund, continued to provide CNA training in 2025. The SIP expanded its work to Baltimore City while continuing to serve Prince George's and Montgomery residents. To support the development of a career pathway for incumbent workers, the partnership also offers PCT training through MedCerts. In 2025, nearly 25 individuals obtained employment.

### **Community Health Access, Network and Career Equity (CHANCE)**

*Region:* Central Maryland

As technology continues to be introduced in every level of hospital operation and patient care, this SIP, led by Health Tech Alley (HTA), seeks to build a highly-skilled workforce for the niche industry that intersects healthcare and IT. In addition to healthcare fundamentals and digital

literacy training, occupational training topics in 2025 included CNA, Patient Care Technician (PCT) , Direct Support Professional (DSP), and Data Analysis. In 2025, more than 20 individuals were placed into employment.

### **Community Health Worker Partnership**

*Region:* Western Maryland

Led by the Asian American Center of Frederick (AACF), this partnership provides Community Health Worker (CHW) training to marginalized populations in Western Maryland. AACF continues to add industry partners to help shape training and offer employment to program completers. AACF's program is highly sustainable, with their CHW training curriculum accredited by the Maryland Department of Health through the summer of 2026 and their demonstrated commitment to providing pre-apprenticeship and Registered Apprenticeship opportunities. Nearly 80 participants have secured employment over the last year.

### **Connecting Students to Careers in the Dental Industry**

*Region:* Baltimore Metropolitan Area

Led by CCBC, this SIP seeks to enable access to the Dental Assistant Training Program that leads to Dental Radiation Technologist certification and a career pathway with family-sustaining wages. Students have the opportunity to enroll in several specialized dental assistant courses to learn skills like dental radiation technology, sterilization, x-rays, patient preparation, and dental impressions. Students will also be cross-trained in front office skills, increasing marketability. To date, 25 individuals have enrolled in training.

### **Direct Support Professionals Consortium**

*Region:* Montgomery County

Led by Seeking Employment, Equality and Community (SEEC), this partnership provides training for incumbent workers who are currently employed as DSPs. Continued EARN funding has allowed SEEC to extend their model across the state, most recently expanding to Prince George's County and Western Maryland. Their program boasts a 95% or greater retention rate for individuals who participate in this training, well exceeding the industry average. To date, the consortium has trained nearly 900 incumbent workers, with the majority earning a new credential or wage increase as a result of participation.

### **DSP Skill Up for Success**

*Region:* Montgomery College

Led by Ardmore, DSP Skills Up for Success seeks to improve retention rates among DSPs by providing individualized training in topics including professional skills, cultural competency, workplace technology, and industry standards for serving people with disabilities. Ardmore has

built a strong network of employer partners such as Compass, Inc., Jubilee, and SEEC. Nearly 50 individuals enrolled in training in 2025.

### **Healthcare Mentorship Maryland**

*Region:* Baltimore Region

Led by Pressley Ridge, this partnership works closely with young adults who have aged out of foster care and other State programs and are interested in a career in healthcare. Students receive training in occupations such as CNA/GNA, Certified Medical Technician, and PCT, ensuring that they have opportunities to advance in their healthcare careers. To date, more than 220 individuals have obtained employment.

### **Healthcare Partnership of Maryland**

*Region:* Central Maryland

Led by ItWorks Learning Center, this partnership seeks to grow the number of highly qualified healthcare professionals in Maryland. The SIP provides CNA/GNA training, along with intensive support services, including transportation stipends, housing support, and childcare resources. The SIP has a high success rate, placing nearly 90 percent of graduates with employers such as FutureCare, LifeBridge Health, CommuniCare, and the University of Maryland Medical System. More than 100 individuals were placed into employment in 2025.

### **Jordan Peer Recovery Registered Apprenticeship Program**

*Region:* Statewide

Led by Dr. Mascia Jordan LLC, this SIP leverages the registered apprenticeship model to address the shortage of Certified Peer Recovery Specialists (CPRS) and CHWs. The partnership focuses on fostering equitable employment opportunities across Maryland by targeting underrepresented groups including justice-impacted individuals. The SIP also offers mentorship and supportive services to maximize completion of the program. Twenty individuals have enrolled in training.

### **Pathways for Peers: Recovery Careers Industry Collaborative**

*Region:* Baltimore City

Led by Associated Catholic Charities (ACC), this SIP is designed to address the critical shortage of CPRSs in Maryland. Participants are taught to leverage their lived experience of recovery with a standardized curriculum that culminates in a certification exam. ACC provides participants with classroom training, coaching, job placement assistance, and supportive services. Twenty-four participants have enrolled in training and are working towards certification.

## **PharmaTech Connect**

*Region:* Baltimore City

Led by Goodwill Industries of the Chesapeake, Inc. (GWIC), this partnership prepares students for a career as a Pharmacy Technician. GWIC works closely with their partners Baltimore City Community College, CVS, and Walgreens to provide students with a 18 week pre-certification training program. Students complete all prerequisites to sit for Maryland's Pharmacy Technician Certification Exam, including CPR training, Pharmacy Calculations, and Pharmacy Theory courses. Upon completion of classroom training, students participate in a 160-hour clinical internship with their employer partners.

## **Ready to Care**

*Region:* Eastern Shore

Led by the Eastern Shore Area Health Education Center (ESAHEC), Ready to Care leverages strong relationships with Cecil College, Chesapeake College, and Wor-Wic Community College to provide training for individuals on the Eastern Shore. The consortium seeks to prepare individuals for careers as CNAs. The SIP has placed nearly 200 individuals into healthcare roles across the Eastern Shore.

## **Rescue 2040**

*Region:* Baltimore

Led by Dwyer Workforce Development (DWD), this SIP has developed a pathway into healthcare that centers the needs of the participants who may have significant barriers to entering the workforce. In addition to preparing individuals for roles as a CNA/GNA, the SIP provides intensive supportive services to help relieve barriers like childcare, transportation, housing, and access to technology. DWD has expanded its successful programming across the state, most recently offering their services to participants along the Eastern Shore and in Frederick County.

## **Specialized Nursing Bridge Program**

*Region:* Montgomery County

Led by Adventist Healthcare, this SIP continues to focus on improving retention among first year healthcare workers through their preceptor training program. Preceptors educate, evaluate, socialize, and serve as role models for nurses transitioning from student roles to clinical practice or those transferring from a different unit or hospital. Given the high turnover among healthcare professionals, it is imperative that preceptors have the tools they need to be effective. The SIP is currently training preceptors to support Registered Nurses, CNAs, and Respiratory Therapists. Since its inception, over 500 individuals have participated in preceptor training.

## **Sign Language Interpreters Professional Advancement Initiative**

*Region:* Baltimore County

In 2023, Governor Moore signed into law the Maryland Sign Language Interpreters Act (SB 346). This law mandates that anyone who is providing interpretation services, within an official setting where it is legally required, such as hospitals, courts, and classrooms, be legally certified by the State. At the time of the law's passing, it was estimated that several hundreds of interpreters across the State do not meet the threshold for licensure. To meet this emerging need, CCBC worked closely with multiple employers and industry associations to design courses to help interpreters prepare for certification exams. More than 150 interpreters have received training since the program's inception in July 2024.

## **Manufacturing**

### **Wor-Wic Welding SIP**

*Region:* Eastern Shore

Led by Wor-Wic Community College, this SIP offers in-demand, industry-relevant training to individuals seeking welding positions on the Eastern Shore. The 18-week course covers stick, flux core, and MIG and TIG welding, allowing participants to earn up to 12 qualifications. This range of credentials allows trainees to meet the diverse requirements of local employers. The SIP continues to place students at a high rate, with graduates securing employment earning an average wage of more than \$21 per hour.

### **Careers in Manufacturing Program**

*Region:* Baltimore City

This SIP, led by the Jane Addams Resource Corporation (JARC) regularly convenes their 12 member Industry Advisory Council to weigh in on industry trends, curricula, and program design. The SIP seeks to help low-income individuals, many of whom have multiple barriers to employment, maintain self-sufficiency. The program offers welding and computer numerical control (CNC) tracks, in addition to bridge programming to help students gain additional math skills to meet eligibility requirements. In 2025, the SIP placed nearly 50 individuals into employment, with average wages approaching \$22 per hour.

### **Maryland Food and Beverage Manufacturing Training Program**

*Region:* Statewide

Led by the Maryland Manufacturing Extension Partnership (MEP), this SIP aims to strengthen the state's food and beverage workforce by addressing critical needs in workforce development, mentorship, and business growth. Key training topics include Food Safety and Regulatory Compliance, Sanitation and Allergen Control, Lean Manufacturing for Food Production.

Participants have the opportunity to earn six certifications, including ServSafe Food Handler, Safe Quality Food, and Allergen Awareness. Launched in July 2025, the initial investment is expected to provide training to 130 incumbent workers.

### **Maryland Manufacturing Jobs Program**

*Region: Statewide*

Led by MEP, this SIP is focused on developing a broader and more diverse talent pipeline for manufacturers. Building on the success of previous initiatives, this SIP continues to expand, enhance, and implement key programs, including the Manufacturing Community Benefits Program and the New Jobs in Manufacturing Program. In 2025, the SIP trained 40 individuals across various training tracks.

### **Rural Maryland Manufacturing Partnership**

*Region: Statewide*

Over the past year, this SIP continued to provide critical training opportunities to meet the needs of manufacturers in rural areas of the state. The Biotechnology Bootcamp, in partnership with Frederick Community College, supported 30 jobseekers. In addition, manufacturers continue to identify the need to upskill their current workforce, particularly as mid-to-high level employees retire. In 2025, nearly 120 incumbent workers were trained in topics such as leadership development and Lean Six Blackbelt.

### **Maryland Manufacturing Skills Program**

*Region: Statewide*

Led by MEP, this SIP focuses on helping manufacturers adopt, implement, and leverage new technologies to enhance competitiveness, expand capacity, and improve overall operations. The program supports experienced incumbent workers and emphasizes industry-driven solutions centered on people, processes, technology, and other advanced manufacturing areas. In 2025, the SIP trained 225 individuals in topics such as safety and leadership.

### **Cybersecurity for Manufacturers**

*Region: Statewide*

Cybersecurity continues to pose significant challenges to the manufacturing sector. As Federal requirements and regulations change, manufacturers have identified the need to create and expand training programs to support cybersecurity compliance for manufacturing in Maryland. Over the last year, MEP expanded its outreach and engagement efforts and expects to train 65 incumbent workers in the coming months.

## **Southern Maryland Manufacturing Works**

*Region:* Southern Maryland

Led by the Tri-County Council of Southern Maryland, this SIP is focused on upskilling incumbent workers. In 2025, the partnership provided training to nearly 40 individuals in topics such as Computer Numerical Control, Computer Aided Design, and Soldering.

## **Skilled Trades**

### **Suburban Maryland Construction Initiative**

*Region:* Central Maryland

Led by the Finishing Trades Institute, this SIP engages more than 50 employers and contractors to address industry needs. In 2025, more than 100 apprentices and journeyworkers received training in topics like forklift operation and concrete coating. Funds also supported apprentices in earning basic safety certifications, including OSHA and First Aid/CPR.

### **Marine Trades Industry Partnership**

*Region:* Statewide

Led by the Marine Trades Association of Maryland (MTAM), this SIP continues to work to meet the needs of dozens of employers in the commercial boating industry. In an effort to develop a pipeline of skilled workers to fill the positions of retiring baby boomers, the SIP continues to implement their internship program where participants learn technical skills and receive hands-on experience. The SIP also continues to train incumbent workers on topics like onboard motors and fuel injection systems. In 2025, MTAM was approved as a Registered Apprenticeship sponsor by the Maryland Apprenticeship and Training Council.

### **Herbert J. Hoelter Vocational Training Center SIP**

*Region:* Baltimore City

This partnership addresses the need for vocational training programs for unemployed and underemployed Baltimore City residents. This SIP offers three different training tracks: Automotive Repair, Commercial Driving, and Heating, Ventilation, Air Conditioning, and Refrigeration (HVAC-R). The 17-week program includes classroom theory, hands-on application, and the opportunity to earn industry-recognized credentials. The SIP's most recent cohort saw 83% of graduates placed into employment, where they earn an average of nearly \$23 per hour.

## **Pre-Apprenticeship Construction Training Program**

*Region:* Baltimore

Led by the Living Classrooms Foundation, this program is providing skills training to unemployed and underemployed Baltimore City residents. The students receive instruction based upon the NCCER Construction Skills Curriculum. Training topics include OSHA 10, construction math, introduction to hand and power tools, and basic carpentry and electrical skills. The SIP continues to work closely with employers like Whiting Turner and Commercial Construction.

## **Construction Skilled Trades Employment Pathways**

*Region:* Western Maryland

Led by Hagerstown Community College, this SIP is focused on expanding RA opportunities in Western Maryland. Students will have the opportunity to participate in pre-apprenticeship programming that utilizes NCCER curriculum where they will be prepared for multiple onramps into the trades. To ensure students matriculate into RAs, the SIP is partnering with Independent Electrical Contractors (IEC) Chesapeake and Associated Builders and Contractors of Cumberland Valley.

## **Introduction to Electrical Career Pathways**

*Region:* Montgomery

This SIP is providing a six-week pre-apprenticeship program for youth in preparation for careers in the skilled trades. The curriculum blends theoretical knowledge with practice experience; students spend two days per week in an immersive on-the-job training experience under the supervision of a licensed contractor. Since launching in late 2024, nearly 20 individuals have been placed into Registered Apprenticeships, and activity is ongoing.

## **Upper Shore Skilled Trades Partnership**

*Region:* Upper Shore

The Upper Shore Skilled Trades Partnership, led by Chesapeake College, is a robust SIP composed of ten Eastern Shore employers and several local and county economic and workforce development partners. Recognizing the breadth of the skilled trades on the Eastern Shore, the SIP takes a cohesive but flexible approach, offering training courses in an array of topics including welding, advanced manufacturing, construction skills & safety, HVAC, and marine trades.

## **Building Maintenance Certification Partnership**

*Region:* Baltimore City

Led by Goodwill Industries of the Chesapeake, this SIP brings together a diverse group of partners to prepare individuals for careers in HVAC. Students will receive instruction at CCBC in topics including Safety Tools & Methods, Basic HVAC Electricity, Intermediate HVACR for Building Maintenance Technicians and will be prepared to test for the EPA 608 Certification. While enrolled in classroom instruction, students will receive supportive services and job readiness training to ensure a successful transition into employment.

### **Second Chance Collaborative**

*Region:* Baltimore City

With a focus on the reentry population, the Second Chance Collaborative seeks to lower the recidivism rate by providing pathways to the construction industry. Individuals will receive skills training that includes a broad array of skills that range from safety knowledge and painting to demolition, carpentry, and HVAC. In addition, participants will receive job readiness training, trauma informed care, emotional and behavioral health supports, and financial literacy training.

## **Automotive**

### **Automotive Technicians for Change**

*Region:* Baltimore, Lower Shore, Prince George's County

Led by Vehicles for Change, this program is preparing individuals, many of whom have significant barriers to employment, for careers as automotive technicians. In 2025, Automotive Technicians for Change continued to offer programming in Baltimore, Prince George's County, and on the Lower Eastern Shore providing training to nearly 100 students. The program operates as a simulated work environment, providing students with a paid internship at the Vehicles for Change garage. Students are prepared to test for Automotive Service Excellence (ASE) certifications and work closely with staff to mitigate barriers like reliable transportation, housing, and mental health challenges.

### **Prince George's Auto Technician Training**

*Region:* Prince George's County

In partnership with Prince George's County Public Schools, Employ Prince George's, and employers like Toyota, Fitzgerald Auto Mall, and DARCARS Automotive Group, this Registered Apprenticeship program is preparing students for careers as automotive technicians. Students have the opportunity to earn several ASE certifications, and upon completion of the program, have the work experience and education to become ASE-certified master technicians. Following the graduation of the inaugural cohort of apprentices in 2024, two additional cohorts completed in 2025.

## **Auto EVOlveTech Hub**

*Region: Central Maryland*

Led by Carroll Community College, this SIP leverages employers, higher education, K-12, and workforce partners to prepare automotive technicians for work on emerging technologies, incorporating the newest advancements in hybrid, high tech and electrical vehicles (EV). The SIP utilizes the Integrated Education and Training (IET) model, a proven approach in adult education, to better support English language learners who enroll in the program. In 2025, the SIP enrolled 15 students, all of whom are expected to complete the program by the end of the year.

## **Childcare**

### **Montgomery Alliance for Early Childhood Education**

*Region: Montgomery*

This SIP, led by Montgomery College, continues to grow its efforts to expand the number of highly trained childcare providers in Montgomery County. Through its partnership with the Council for Professional Recognition, students receive the required training to earn the Child Development Associate (CDA) credential. In 2025, coursework covered essential topics, such as basic health and safety, CPR, child growth, and communication skills for child care professionals. To better serve the local community, the program continues to provide ESOL (English for Speakers of Other Languages) support for English language learners, along with career readiness workshops on resume writing and interview skills.

### **Early Education Empowerment Alliance**

*Region: Central Maryland*

The Early Education Empowerment Alliance, led by the Abilities Network, is working to address the critical shortage of childcare providers. The SIP applies adult learning principles and inclusive practices to support adults with disabilities who are seeking employment in the childcare sector. In collaboration with twenty employers, the Maryland Family Network, and the Maryland State Child Care Association, the Alliance provided training to more than 40 individuals in 2025.

## **Hospitality**

### **Groundwork Culinary Kitchen**

*Region: Baltimore City*

Led by Paul's Place, this SIP provides participants with 12 weeks of intensive culinary training in preparation for careers in the hospitality industry. Students have the opportunity to earn several

industry-recognized credentials including ServSafe Food Handler and ServSafe Manager. Employer partners take an active role in training, participating in mock interviews, providing cooking demonstrations, and serving as guest speakers. In 2025, Paul's Place helped nearly 50 students gain employment.

### **Hospitality to Possibility**

*Region:* Montgomery County

Led by Montgomery College, the Hospitality to Possibility program is an innovative approach to providing degree-seeking students with job readiness preparation and supervisory and management skills within the hospitality industry. The 16-week training program provides students with the skills necessary to obtain a management role, further honed by field trips and on-the-job training. Students have the opportunity to earn their ServSafe Manager Certification. Sixty students will participate in training over a two-year period.

### **Dignity Plates Training Academy**

*Region:* Baltimore City

This SIP, led by The Franciscan Center, is a 13-week course that provides students with an introduction to the fundamentals needed to build a successful culinary career. Students participate in culinary product identification and taste exploration, equipment identification, standard measurement, knife safety, and basic knife skills. Upon completion of the program, students will earn their ServSafe Manager certification. In 2025, the partnership placed 20 individuals into new roles.

### **Sunflower Bakery Workforce Development Program**

*Region:* Montgomery County

The Sunflower Bakery Workforce Development Program is meant to prepare individuals with learning differences for careers in pastry arts, hospitality, and culinary. The 26-week program includes topics like customer service, point of sale, and shipping, barista, and inventory training. and more. The Maryland State Department of Education's Division of Rehabilitative Services (DORS) plays a key role in the SIP, referring individuals and providing supportive services for participants. In 2025, the SIP trained more than 50 students.

## **Residential Leasing**

### **Maryland Multi Housing Association Leasing Training Academy Baltimore**

*Region:* Baltimore County & Baltimore City

Led by the Maryland Multi-Housing Association, the SIP will address workforce shortages in the property management industry by equipping participants with the skills, knowledge, and

certifications needed to secure and maintain careers as leasing professionals. Fourteen students enrolled in the first cohort, and it is expected that nearly 50 individuals will be trained in total.

### **Prince George’s County Residential Leasing SIP**

*Region:* Prince George’s County

Led by Employ Prince George’s, this SIP seeks to equip participants with the skills required to succeed in the leasing profession. Course topics include fair housing, marketing, social media, customer relationship management, and basic apartment operations. Since being awarded in June 2025, the SIP has enrolled 13 students.

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## **Conclusion**

EARN continues to provide access to good jobs and viable career pathways that lead to economic prosperity, while also providing Maryland employers the trained workforce they need to remain competitive. The EARN model continues to help grow the State’s economy and remains a sound investment of public dollars. MD Labor is proud to support this program, and looks forward to continued growth and success in 2025 and beyond.

## **Appendix A**

In order to ensure accountability, the Department requires EARN Maryland Partnerships to comply with specific reporting requirements. These measures are meant to track the metrics set forth in the Labor and Employment Article § 11-709(b)(4) of the Maryland Annotated Code. Statutorily required data is presented below. The data included in the table covers the time period July 1, 2024 to June 30, 2025. 4951

### **By Sex**

<b>Sex</b>	<b># of Participants</b>	<b>Percentage of Whole</b>
Male	2,812	57%
Female	2,103	42%
Not specified	36	1%

## By Race

Race	# of Participants	Percentage of Whole
White	1,473	30%
Black/African American	2,500	50%
Asian	219	4%
Native American/American Indian	17	<1%
Hawaiian/Pacific Islander	8	<1%
Hispanic/Latino	455	9%
Two or More Races	139	3%
Other	79	2%
Not Specified	61	1%

## By Income

Income Level	# of Participants	Percentage of Whole
Less than \$10,000	1,840	37%
\$10,000 to \$14,999	64	1%
\$15,000 to \$24,999	274	5%

\$25,000 to \$34,999	281	6%
\$35,000 to \$49,999	713	14%
\$50,000 to \$74,999	853	17%
\$75,000 to \$99,999	473	10%
\$100,000 to \$149,999	288	6%
\$150,000 to \$199,999	75	2%
\$200,000 or more	35	<1%
Unreported or Incalculable	55	1%

### By National Origin

National Origin	# of Participants	Percentage of Whole
American	3,426	69%
North American (excluding USA)	135	3%
Central and Latin America	264	5%
European	87	2%
African	528	11%
Middle Eastern	29	<1%

Asian	177	3%
Oceania	3	<1%
Two or More Identified	51	<1%
Other	141	3%
Not reported	110	1%

### By County of Residence

County of Residence	# of Participants	Percentage of Whole
Allegany County	38	<1%
Anne Arundel County	351	7%
Baltimore City	1,254	25%
Baltimore County	571	12%
Calvert County	40	<1%
Caroline County	49	<1%
Carroll County	45	<1%
Cecil County	66	<1%
Charles County	52	<1%

Dorchester County	35	<1%
Frederick County	359	7%
Garrett County	3	<1%
Harford County	150	3%
Howard County	160	3%
Kent County	27	<1%
Montgomery County	540	11%
Prince George's County	461	9%
Queen Anne's County	85	<1%
Somerset County	19	<1%
St. Mary's County	47	<1%
Talbot County	40	<1%
Washington County	96	1%
Wicomico County	163	3%
Worcester County	22	<1%
Outside of Maryland	237	4%
Not reported	36	<1%

### By Educational Attainment

Education Level	# of Participants	Percentage of Whole
Some High School or Less	366	7%
High School Diploma/GED/Equivalent	1,916	39%
Some College	777	16%
Associate's Degree	264	5%
Bachelor's Degree	1,022	21%
Advanced Degree (Master's, PhD, other)	403	8%
Trade School	111	2%
Other/Undisclosed	92	2%

### Post-Training Outcomes

Number of individuals to obtain a credential or certification	2,261
Number of individuals to earn an identifiable skill	3,143
Number of individuals to enter a new employment position	1,341
Number of individuals to receive a title promotion	659
Number of individuals to receive a wage promotion	1,460



## Appendix B

### 1. Introduction

This paper presents a comprehensive analysis of workforce demand and earning potential across the industries supported by the EARN Maryland program. These include Information Technology, Healthcare, Childcare, Construction, Manufacturing, Transportation, Green Energy, Biotechnology, Hospitality, and Residential [Leasing](#)

To support individuals, training providers, and workforce agencies, the Maryland Department of Labor produces a suite of employment projections that guide career planning and investment in workforce development. These projections help job seekers make informed career decisions while enabling agencies to strategically target training resources toward occupations with the greatest growth potential and employer demand.

Two primary types of long-term projections inform this analysis: Long-Term Industry Projections (LTIP) and Long-Term Occupational Projections (LTOP), both available at statewide and substate levels. Together, these datasets provide a forward-looking view of Maryland's labor market trends for the 2023–2033 period. In addition, Occupational Employment and Wage Statistics (OEWS) data is used to assess current employment and wage levels across occupations, offering a snapshot of the present workforce landscape to complement long-term forecasts. In the absence of information from these primary data sources, Lightcast data is used as a supplemental resource to fill gaps.

By integrating LTIP, LTOP, OEWS, and Lightcast data, this analysis delivers a comprehensive understanding of Maryland's evolving labor market and supports data-driven decision-making to ensure that EARN Maryland programs remain aligned with industry demand and future workforce needs.

### 2. Industry Analysis

This section examines industry-level employment trends and projections to evaluate current and emerging labor market demands within Maryland's economy. The analysis draws primarily from the Maryland Department of Labor's 2023–2033 Long-Term Industry Projections, supplemented with Lightcast data where additional industry-level detail was needed.

The focus is on sectors and subsectors directly aligned with EARN Maryland's priority industries, including Healthcare, Information Technology, Construction/Skilled Trades, Biotechnology, Green Energy, Child Care, Manufacturing, Transportation/Logistics, and Hospitality.

The analysis integrates sector-level (2-digit NAICS), subsector-level (3-digit NAICS), and industry-group-level (4-digit NAICS) projections to assess both the scale and direction of future workforce demand.

## 2.1. Top Sectors by Projected Employment Change (2023–2033)

Maryland’s labor market is projected to grow steadily through 2033. The following chart shows Maryland’s top ten sectors projected to experience the largest numeric employment increases between 2023 and 2033.



The largest numeric gains are expected in Healthcare and Social Assistance (+40,800 jobs), Professional and Technical Services (+40,000 jobs), Construction (+11,600 jobs), and Accommodation and Food Services (+14,600 jobs).

Importantly, six of the top ten sectors by employment growth directly overlap with EARN Maryland’s focus areas, confirming that the program’s targeted industries remain central to the state’s economic and workforce trajectory.

## 2.2. A Closer Look at EARN Focused Industries

### 2.2.1. Automotive

Employment in the Repair and Maintenance (NAICS 811) subsector is projected to grow by 6.9%, adding approximately 1,800 jobs by 2033. Nearly one in five positions in this subsector

are Automotive Service Technicians and Mechanics, underscoring continued demand for mid-skill technical workers.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
811	Repair and Maintenance	25,420	27,220	1,800	6.87%

This growth, though moderate, reflects ongoing demand for skilled workers in this EARN-supported field.

### 2.2.2. Biotechnology

Biotechnology continues to serve as one of Maryland’s defining industry strengths. Employment in Pharmaceutical and Medicine Manufacturing (NAICS 3254) is projected to increase by 15.4%, while Scientific Research and Development Services (NAICS 5417) will grow 12.1%, adding a combined 7,700 jobs by 2033.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
3254	Pharmaceutical and Medicine Manufacturing	10,762	12,543	1,781	15.43%
5417	Scientific Research and Development Services	46,242	52,165	5,923	12.13%

This strong growth supports continued investment in training programs targeting Maryland’s growing Biotechnology sector.

### 2.2.3. Child Care

The Social Assistance sector (NAICS 624), which includes Child Day Care Services, is projected to expand by 13.0% overall, adding more than 7,400 jobs across its subsectors. Within this, Child Day Care Services alone is expected to grow by 7.2%, reflecting sustained demand for early childhood education and support professionals.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
6241	Individual and Family Services	26,110	31,884	5,774	20.18%

6242	Community Food and Housing, and Emergency and Other Relief Services	3,985	4,263	278	6.76%
6243	Vocational Rehabilitation Services	6,336	6,414	78	1.22%
6244	Child Day Care Services	17,112	18,391	1,279	7.23%

The strength of this subsector underscores the essential role of EARN-supported training programs in stabilizing and professionalizing Maryland’s early childhood workforce.

#### **2.2.4. Construction and Skilled Trades**

The Construction sector is projected to add 11,657 jobs by 2033, an overall growth of 7.0%. Within this sector, Specialty Trade Contractors (NAICS 238) account for the largest share of new employment, with notable gains among Building Equipment Contractors (+9.15%), Other Specialty Trades (+6.55%), and Foundation and Structural Contractors (+4.47%).

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
2381	Foundation, Structure, and Building Exterior Contractors	20,119	21,036	917	4.47%
2382	Building Equipment Contractors	55,840	61,164	5,324	9.15%
2383	Building Finishing Contractors	16,182	16,461	279	1.71%
2389	Other Specialty Trade Contractors	16,021	17,102	1,081	6.55%

This reinforces the continued need for workforce training in skilled trades. EARN’s existing partnerships in construction and trades are thus well-positioned to address growing demand in this area.

#### **2.2.5. Cyber and Information Technology**

Cybersecurity and IT-related industries continue to anchor Maryland’s innovation economy. Employment in Professional, Scientific, and Technical Services (NAICS 541), a sector that encompasses Computer Systems Design and Related Services (NAICS 5415), is projected to grow 12.1%, adding 40,000 jobs. Similarly, Data Processing and Web Hosting (NAICS 518) will expand by 14.6%, and Computer and Electronic Product Manufacturing (NAICS 334) by 11.9%.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
334	Computer and Electronic Product Manufacturing	22,842	25,722	2,880	11.94%
518	Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	4,851	5,606	755	14.56%
519	Web Search Portals, Libraries, Archives, and Other Information Services	1,445	1,560	115	7.70%
541	Professional, Scientific, and Technical Services	313,796	353,880	40,084	12.09%

These projections validate EARN’s continued focus on building pathways into IT and cyber careers through training and development.

### 2.2.6. Green Energy

Employment in Utilities (NAICS 221) is projected to grow modestly by 5.35% overall. However, Lightcast projections indicate particularly strong gains in renewable energy industries, especially Solar Electric Power Generation (+222.8%) and Wind Electric Power Generation (+168.3%).

NAICS	Industry Title	Employment From Lightcast (2023)	Projection Employment From Lightcast (2033)	Numeric Change From Lightcast	Percent Change From Lightcast
221114	Solar Electric Power Generation	224	723	499	222.80%
221115	Wind Electric Power Generation	11	30	19	168.28%

Despite the modest current employment base, these trends suggest an emerging need for workforce development in renewable energy fields, areas that EARN could increasingly target to align with Maryland’s climate and sustainability objectives.

### 2.2.7. Healthcare

Healthcare remains to be one of the largest and fastest-growing employment sectors in Maryland, adding an estimated 33,392 jobs between 2023 and 2033—a 9.7% increase. The most rapid growth is projected in Ambulatory Health Care Services (NAICS 621), expanding by

13.7%, driven by outpatient care, diagnostic laboratories, and home health services. Hospitals (+6.5%) and Nursing and Residential Care Facilities (+5.3%) also show steady gains.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
<b>621</b>	<b>Ambulatory Health Care Services</b>	<b>157,590</b>	<b>180,473</b>	<b>22,883</b>	<b>13.65%</b>
6211	Offices of Physicians	56,156	63,513	7,357	12.39%
6212	Offices of Dentists	17,414	19,004	1,590	8.77%
6213	Offices of Other Health Practitioners	18,958	22,027	3,069	15.12%
6214	Outpatient Care Centers	23,889	27,585	3,696	14.49%
6215	Medical and Diagnostic Laboratories	6,496	7,341	845	12.30%
6216	Home Health Care Services	27,546	33,137	5,591	18.65%
6219	Other Ambulatory Health Care Services	7,132	7,866	734	9.84%
<b>622</b>	<b>Hospitals</b>	<b>105,430</b>	<b>112,426</b>	<b>6,996</b>	<b>6.45%</b>
622002	State Hospital Employment	2,840	2,887	47	1.63%
622005	Private Hospital Employment	102,590	109,539	6,949	6.58%
<b>623</b>	<b>Nursing and Residential Care Facilities</b>	<b>64,999</b>	<b>68,512</b>	<b>3,513</b>	<b>5.28%</b>

EARN's investments in allied health, nursing, and medical technician training directly support this expanding segment, helping Maryland meet rising demand while promoting equitable access to healthcare employment opportunities.

### 2.2.8. Hospitality

The Accommodation and Food Services sector (NAICS 72) is projected to grow by 6.4%, adding nearly 14,600 jobs. While this growth is moderate compared to pre-pandemic expansion, it represents a strong recovery in Maryland's service and tourism industries.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
721	Accommodation, including Hotels and Motels	25,847	27,533	1,686	6.34%

722	Food Services and Drinking Places	195,566	208,464	12,898	6.41%
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EARN's partnerships in hospitality provide essential upskilling for workers in food service, lodging, and event management, fields that offer large employment bases and accessible entry points into the labor market.

### 2.2.9. Manufacturing

Maryland's Manufacturing sector is projected to grow by 4.8% overall through 2033. However, this growth is uneven across subsectors. The table below highlights manufacturing subsectors with positive employment growth in the 2023–2033 projections:

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
311	Food Manufacturing	18,056	20,008	1,952	10.32%
312	Beverage and Tobacco Product Manufacturing	4,315	4,841	526	11.57%
315	Apparel Manufacturing	1,355	1,420	65	4.71%
321	Wood Product Manufacturing	3,065	3,293	228	7.19%
325	Chemical Manufacturing	14,546	15,723	1,177	7.81%
333	Machinery Manufacturing	7,655	7,923	268	3.45%
334	Computer and Electronic Product Manufacturing	22,842	25,722	2,880	11.94%
335	Electrical Equipment, Appliance, and Component Manufacturing	1,689	1,693	4	0.25%
336	Transportation Equipment Manufacturing	19,413	19,972	559	2.84%
339	Miscellaneous Manufacturing	4,964	5,283	319	6.25%

Traditional manufacturing subsectors are expected to decline, including Textile Mills Manufacturing, Paper Manufacturing, and Printing and Related Support Activities. In contrast, a number of subsectors show strong growth, particularly those tied to food production, advanced manufacturing, and high-technology industries. The subsectors with the largest projected

employment gains include Food Manufacturing (10.32%), Beverage and Tobacco Product Manufacturing (11.57%), and Computer and Electronic Product Manufacturing (11.94%).

These trends indicate that workforce development and training efforts within the manufacturing sector should be strategically targeted toward subsectors with expanding employment opportunities.

**2.2.10. Residential Leasing and Real Estate**

The Real Estate subsector (NAICS 531), which includes Lessors of Real Estate, Offices of Real Estate Agents and Brokers, and Activities Related to Real Estate, is projected to experience steady employment growth in Maryland over the 2023–2033 period. Employment in this subsector is expected to increase from 38,769 in 2023 to 41,132 in 2033, representing a 5.93% growth rate and a gain of approximately 2,363 jobs statewide.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
531	Real Estate	38,769	41,132	2,363	5.93%

The projected growth in the Real Estate subsector reflects sustained demand for housing, leasing, and property management services across Maryland. Factors such as continued population growth, urban redevelopment, and the expansion of the rental housing market are expected to drive opportunities in residential leasing and related real estate occupations. This growth underscores the relevance of EARN Maryland’s workforce initiatives in supporting talent pipelines for the real estate and property management industries

**2.2.11. Transportation and Logistics**

The Transportation and Warehousing sector, which includes multiple sub-sectors shown in the table below, employed 105,492 workers in 2023 and is projected to grow by 6.85%, adding approximately 7,455 new jobs by 2033. This steady growth highlights the sector’s continued importance to Maryland’s economy and underscores the value of workforce initiatives like EARN Maryland that focus on transportation and logistics occupations.

NAICS	Industry Title	Employment (2023)	Projection Employment (2033)	Numeric Change	Percent Change
481	Air Transportation	6,440	7,055	615	9.16%
482	Rail Transportation	4,732	5,036	304	6.25%

NAICS	Industry Title	Employment	Projection Employment	Numeric	Percent
483	Water Transportation	880	857	(23)	-2.59%
484	Truck Transportation	17,272	18,853	1,581	8.80%
485	Transit and Ground Passenger Transportation	10,520	11,442	922	8.44%
486	Pipeline Transportation	98	102	4	4.36%
487	Scenic and Sightseeing Transportation	366	386	20	5.35%
488	Support Activities for Transportation	11,893	12,742	849	6.92%
492	Couriers and Messengers	18,687	20,770	2,083	10.63%
493	Warehousing and Storage	34,604	35,704	1,100	3.13%

Among these, the highlighted EARN focused, land-based and logistics-related sub-sectors, such as Truck Transportation (8.8%), Transit and Ground Passenger Transportation (8.4%), Couriers and Messengers (10.6%), and Warehousing and Storage (3.1%), show consistent growth over the next decade. Together, these industries account for a large share of the sector’s total employment and projected job gains, reaffirming EARN’s strategic focus on supporting training and career pathways in transportation and logistics.

### 2.3. Summary of the Industry Analysis

Maryland’s 2023–2033 outlook shows steady growth in key sectors like Healthcare, IT, Construction, Biotechnology, and Transportation, with emerging strength in Green Energy and Advanced Manufacturing. EARN Maryland’s focus remains well aligned with these growing workforce needs.

## 3. Occupational and Wage Analysis

This analysis draws on Maryland’s Long Term Occupational Projections and Occupational Employment and Wage Statistics (OEWS) data, both of which classify jobs using the Standard Occupational Classification (SOC) system. The SOC framework organizes occupations into four hierarchical levels—Major Groups (2-digit), Minor Groups (3-digit), Broad Occupations (4-digit), and Detailed Occupations (6-digit). For this report, our analysis primarily focuses on the Major (2-digit) and Detailed (6-digit) occupation levels to assess statewide employment trends and wage patterns.

### 3.1. Top Growing Major Group Occupations

The chart below highlights the Top 10 Major Group (2-digit) Occupations projected to experience the fastest growth in Maryland.

Notably, eight of these ten high-growth occupational groups align directly with EARN’s program focus areas, underscoring the program’s strong alignment with Maryland’s evolving workforce needs. Sectors such as Healthcare Practitioners and Technical Occupations, Construction and Extraction, Transportation and Material Moving, and Computer and Mathematical Occupations are among those demonstrating robust growth. While Management and Personal Care and Service Occupations also show notable increases, the majority of projected growth is concentrated in fields tied to EARN’s targeted workforce initiatives, reaffirming the program’s strategic focus on high-demand occupations.

### 3.2. A Closer Look at EARN Focus Occupations

Occupational and wage data across EARN Maryland’s priority sectors show strong and diverse employment opportunities with varying levels of pay, skill demand, and projected growth. Overall, most occupations tied to EARN programs exhibit positive long-term employment growth, underscoring the importance of continued investment in these areas. The analysis below synthesizes major findings across the program areas.

#### 3.2.1. Automotive

Occupations in Maryland’s automotive sector show steady growth and consistent annual openings, driven by sustained demand for vehicle maintenance and repair services as the state’s transportation network expands.

Occupational Title	Employment 2024	Projected Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Automotive Service Technicians and Mechanics	14,310	6.45%	1,551	\$28.40	\$59,070
First-Line Supervisors of Mechanics, Installers, and Repairers	4,011	7.34%	478	\$21.63	\$44,996
Bus and Truck Mechanics and Diesel Engine Specialists	3,210	5.43%	345	\$33.93	\$70,570
Automotive Body and Related Repairers	2,380	4.71%	248	\$37.26	\$77,490
Tire Repairers and Changers	660	7.28%	121	\$20.43	\$42,490
Automotive Glass Installers and Repairers	320	6.03%	27	\$24.51	\$50,990

Automotive Service Technicians and Mechanics account for the largest number of openings (over 1,500 annually), while First-Line Supervisors of Mechanics, Installers, and Repairers show the fastest growth at 7.34%, indicating career advancement potential. Automotive Body and Related Repairers earn the highest average wage at \$77,490, reflecting the value of specialized technical skills.

These trends highlight the importance of EARN’s Automotive Technician and related training programs in maintaining a strong pipeline of skilled workers for the industry’s evolving needs.

### 3.2.2. Biotech

The biotech sector remains a high-wage, innovation-driven industry in Maryland, with key occupations such as Medical Scientists, Bioengineers, and Natural Sciences Managers earning salaries above \$100,000 due to advanced educational and technical demands. Medical Scientists show strong projected growth (11.32%), underscoring continued investment in research and development. Meanwhile, Biological and Science Technicians provide a solid employment base with over 500 annual openings, reflecting consistent demand for laboratory and technical support roles.

Occupational Title	Employment 2024	Projected Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Life, Physical, and Social Science Technicians, All Other	3,080	7.90%	621	\$38.09	\$79,220
Biological Technicians	3,780	8.87%	533	\$26.14	\$54,360
Inspectors, Testers, Sorters, Samplers, and Weighers	4,100	-1.63%	527	\$29.16	\$60,650
Biological Scientists, All Other	5,220	0.86%	470	\$57.75	\$120,120
Medical Scientists, Except Epidemiologists	6,150	11.32%	406	\$54.79	\$113,970
Natural Sciences Managers	5,020	2.98%	376	\$84.11	\$174,950
Microbiologists	2,040	5.22%	171	\$52.34	\$108,870
Chemical Equipment Operators and Tenders	1,150	-0.71%	138	\$31.06	\$64,600
Biochemists and Biophysicists	760	10.35%	85	\$50.92	\$105,920
Bioengineers and Biomedical Engineers	540	5.15%	34	\$51.97	\$108,090

Even positions with slower or negative growth, like Inspectors and Testers, offer steady replacement-driven opportunities, reinforcing the sector’s diverse skill needs and validating EARN’s continued focus on supporting this high-value field.

### 3.2.3. Childcare

The childcare sector remains a critical workforce support industry, characterized by steady employment and consistent openings across all major occupations. Teaching Assistants and Childcare Workers together account for over 5,000 annual openings, reflecting high turnover and replacement demand. First Line Supervisors of Personal Service Workers show the strongest growth rate (12.22%), suggesting opportunities for leadership and advancement. Wages are moderate overall, with Child, Family, and School Social Workers earning the highest average annual wage of \$73,490.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Teaching Assistants, Except Postsecondary	28,030	4.12%	3,220	N/A	\$40,280
Childcare Workers	8,910	1.90%	2,094	\$17.46	\$36,320
Preschool Teachers, Except Special Education	7,960	8.76%	1,118	\$22.11	\$45,990
First-line Supervisors of Personal Service Workers	4,360	12.22%	599	\$26.55	\$55,220
Child, Family, and School Social Workers	5,030	7.46%	381	\$35.33	\$73,490
Education and Childcare Administrators, Preschool and Daycare	N/A	2.29%	127	N/A	N/A

The combination of strong demand, moderate wages, and essential community impact underscores the need for continued EARN investment in early childhood and childcare workforce pipelines, particularly to improve retention and career pathways.

### 3.2.4. Construction

The construction sector in Maryland shows strong, broad-based growth. Electricians (13.69%) and Construction Managers (12.13%) show the strongest projected growth, reflecting demand for both skilled trades and project leadership. Median wages across construction trades range from \$56,000 to over \$130,000, providing a viable path to middle- and high-wage employment. High annual openings for First-Line Supervisors, Electricians, and Plumbers signal sustained demand for skilled labor across the trades.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
First-Line Supervisors of Construction Trades and Extraction Workers	15,850	8.65%	1,538	\$39.66	\$82,490
Electricians	14,750	13.69%	1,503	\$34.80	\$72,390
Plumbers, Pipefitters, and Steamfitters	11,490	8.14%	1,147	\$33.65	\$69,980
Carpenters	10,460	7.29%	1,133	\$30.33	\$63,080
Construction Managers	5,780	12.13%	848	\$65.09	\$135,390
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	6,380	11.25%	737	\$33.12	\$68,890
Operating Engineers and Other Construction Equipment Operators	6,470	6.79%	592	\$29.38	\$61,110
Painters, Construction and Maintenance	3,440	6.68%	449	\$26.93	\$56,020
Roofers	2,520	8.38%	276	\$28.55	\$59,390
Cement Masons and Concrete Finishers	2,650	1.79%	252	\$24.87	\$51,730
Sheet Metal Workers	2,230	4.11%	185	\$30.81	\$64,090

EARN's construction partnerships are well-positioned to address skills shortages across these occupations.

### 3.2.5. Cyber/IT

The Cybersecurity and IT sector is one of Maryland's fastest-growing and highest-paying fields, driven by the state's robust technology ecosystem. Information Security Analysts lead with a 36.45% growth rate and average annual wages of \$145,450, underscoring soaring demand for cybersecurity expertise. Software Developers and Computer and Information Systems Managers also command salaries exceeding \$150,000, with thousands of projected openings.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
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Software Developers	31,940	18.83%	2,580	\$72.50	\$150,800
Computer Occupations, All Other	19,940	11.08%	1,728	\$65.11	\$135,440
Computer and Information Systems Managers	15,120	16.66%	1,326	\$86.43	\$179,780
Computer Systems Analysts	15,090	14.43%	1,162	\$55.30	\$115,010
Information Security Analysts	8,770	36.45%	947	\$69.93	\$145,450
Computer User Support Specialists	10,820	8.21%	890	\$33.30	\$69,260
Computer Network Support Specialists	8,310	10.51%	747	\$52.40	\$108,990
Software Quality Assurance Analysts and Testers	6,340	13.22%	648	\$58.80	\$122,300
Computer Network Architects	5,320	16.88%	551	\$71.39	\$148,490
Network and Computer Systems Administrators	8,760	0.44%	476	\$58.66	\$122,000
Web Developers	2,150	9.25%	172	\$52.02	\$108,190
Database Administrators	2,640	10.77%	147	\$59.82	\$124,430
Web and Digital Interface Designers	1,350	8.90%	122	\$47.37	\$98,530
Database Architects	1,420	11.53%	54	\$68.76	\$143,020

With most occupations in this sector showing growth above 10%, EARN's cybersecurity and IT programs are well-positioned to support Maryland's high-growth, high-wage technology workforce needs.

### 3.2.6. Green Energy

Green energy and sustainability-related occupations in Maryland show strong and emerging growth. Solar Photovoltaic Installers show a remarkable 47.89% projected growth, highlighting rapid expansion in renewable energy infrastructure. Technical and professional roles such as Environmental Engineers and Conservation Scientists also offer solid earnings exceeding \$80,000 and steady job openings.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Solar Photovoltaic Installers	490	47.89%	104	\$29.04	\$60,390

Conservation Scientists	610	8.33%	49	\$39.61	\$82,400
Environmental Engineers	1,140	7.57%	46	\$50.79	\$105,640
Environmental Engineering Technologists and Technicians	130	3.92%	18	\$33.37	\$69,400
Hydrologic Technicians	80	0.00%	7	\$30.42	\$63,270
Hydrologists	70	1.18%	6	\$67.56	\$140,520

While overall employment in this sector remains smaller than in others, these occupations present strategic opportunities for EARN programs to strengthen Maryland’s clean energy workforce and support the state’s sustainability goals.

### 3.2.7. Healthcare

The healthcare sector—both practitioners and support roles—shows broad-based, sustained employment growth and strong replacement demand.

#### 3.2.7.1 Healthcare Practitioners

Among practitioners, Nurse Practitioners (42.78%) and Physician Assistants (28.87%) lead growth, both commanding six-figure wages. Registered Nurses remain the largest occupation with over 3,000 annual openings, continuing to anchor healthcare workforce needs.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Registered Nurses	48,980	7.51%	3,112	\$46.46	\$96,650
Pharmacy Technicians	8,590	9.06%	844	\$21.58	\$44,890
Licensed Practical and Licensed Vocational Nurses	9,510	3.01%	668	\$33.99	\$70,700
Clinical Laboratory Technologists and Technicians	7,150	8.17%	542	\$30.39	\$63,210
Nurse Practitioners	6,640	42.78%	524	\$61.11	\$127,100
Physician Assistants	2,920	28.87%	297	\$64.70	\$134,580
Dental Hygienists	3,780	10.22%	292	\$50.47	\$104,980
Emergency Medical Technicians	2,970	8.26%	217	\$26.77	\$55,680
Medical Records Specialists	2,810	10.21%	253	\$30.95	\$64,380

Physical Therapists	4,420	15.46%	239	\$51.78	\$107,690
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### 3.7.2.1 Healthcare Support/Related Occupations

In healthcare support, Home Health and Personal Care Aides project 18.7% growth and over 6,000 annual openings, underscoring critical demand for direct care workers. Other high-growth, mid-wage support roles—such as Medical Assistants (16.55%) and Substance Abuse and Mental Health Counselors (21.13%)—reflect Maryland’s evolving healthcare priorities.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Home Health and Personal Care Aides	38,520	18.70%	6,137	\$18.59	\$38,670
Nursing Assistants	24,230	8.58%	4,023	\$20.23	\$42,070
Medical Assistants	14,700	16.55%	2,344	\$21.76	\$45,260
Medical Secretaries and Administrative Assistants	14,550	6.99%	1,486	\$22.88	\$47,580
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	8,180	21.13%	1,000	\$33.09	\$68,830
Dental Assistants	6,520	9.40%	884	\$24.24	\$50,410
Healthcare Social Workers	5,430	11.71%	467	\$32.17	\$66,910
Physical Therapist Assistants	1,740	28.31%	392	\$32.52	\$67,640
Phlebotomists	2,030	9.57%	388	\$23.84	\$49,590
Massage Therapists	1,330	17.08%	299	\$28.45	\$59,180
Medical Equipment Preparers	1,240	6.60%	207	\$23.72	\$49,330

Together, these patterns make healthcare one of the most strategically important and labor-intensive EARN investment areas.

### 3.2.8. Hospitality

The hospitality sector in Maryland features a wide range of entry-level and supervisory roles, characterized by strong replacement demand and targeted growth opportunities. Occupations such as Cooks (19.59%), Chefs (10.54%), and Lodging Managers (10.43%) illustrate clear pathways for career advancement, while Waiters/Waitresses and Food Preparation Workers

account for the highest number of openings due to the sector's large workforce and turnover rates.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Waiters and Waitresses	37,680	2.88%	7,648	\$20.02	\$41,640
Cooks, Restaurant	19,260	19.59%	3,904	\$18.78	\$39,060
First-Line Supervisors of Food Preparation and Serving Workers	18,710	8.44%	3,097	\$22.16	\$46,090
Bartenders	13,770	9.89%	2,467	\$20.69	\$43,020
Food Preparation Workers	12,160	0.96%	2,340	\$17.24	\$35,870
First-Line Supervisors of Housekeeping and Janitorial Workers	4,550	4.82%	809	\$23.95	\$49,820
Hotel, Motel, and Resort Desk Clerks	4,170	7.11%	614	\$16.85	\$35,050
Food Service Managers	N/A	3.60%	430	N/A	N/A
Chefs and Head Cooks	3,310	10.54%	397	\$30.83	\$64,130
Concierges	1,350	6.35%	220	\$18.84	\$39,190
Lodging Managers	560	10.43%	67	\$40.11	\$83,420
First-Line Supervisors of Gambling Services Workers	690	5.91%	64	\$33.76	\$70,210

With moderate wages but steady demand, EARN's hospitality training programs play a vital role in promoting career stability and skill development across Maryland's service industry.

### 3.2.9. Manufacturing

The manufacturing sector presents a mixed outlook, with both traditional production and advanced manufacturing roles shaping demand.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Miscellaneous Assemblers and Fabricators	6,760	2.40%	828	\$22.11	\$45,990

Logisticians	6,830	16.97%	817	\$51.49	\$107,100
First-Line Supervisors of Production and Operating Workers	6,440	2.81%	645	\$37.23	\$77,440
Inspectors, Testers, Sorters, Samplers, and Weighers	4,100	-1.63%	527	\$29.16	\$60,650
Welders, Cutters, Solderers, and Brazers	3,190	4.04%	395	\$28.75	\$59,800
Industrial Machinery Mechanics	3,070	20.22%	346	\$31.60	\$65,720
Food Processing Workers, All Other	1,970	9.61%	239	\$17.56	\$36,520
Machinists	1,600	1.53%	225	\$29.64	\$61,650
Packaging and Filling Machine Operators and Tenders	2,290	6.71%	216	\$21.20	\$44,100
Mixing and Blending Machine Setters, Operators, and Tenders	1,230	7.79%	172	\$26.10	\$54,290
Sewing Machine Operators	1,290	-1.79%	148	\$18.12	\$37,690
Printing Press Operators	1,280	-8.66%	134	\$24.40	\$50,740

Strong growth is seen among Industrial Machinery Mechanics (20.22%) and Logisticians (16.97%), both offering competitive wages above \$65,000. Entry-level and mid-skill positions such as Assemblers, Welders, and Machine Operators continue to provide stable employment through replacement needs.

While some legacy industries like printing and textiles face decline, the sector's shift toward automation, logistics, and precision manufacturing underscores rising demand for technical skills. EARN's targeted training initiatives are well-positioned to help Maryland's workforce adapt to these advanced manufacturing trends.

### 3.2.10 Residential Leasing

Occupations within residential leasing, such as Property Managers and Real Estate Sales Agents, are projected to grow steadily over the next decade.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Property, Real Estate, and Community Association Managers	5,420	5.45%	773	\$49.23	\$102,400

Real Estate Sales Agents	2,530	3.96%	622	\$29.15	\$60,630
Real Estate Brokers	N/A	3.99%	123	N/A	N/A

Property, Real Estate, and Community Association Managers lead in both wages (\$102,400) and growth (5.45%). Whereas, Real Estate Sales Agents and Real Estate Brokers continue to show a modest increase in demand, indicating a stable pipeline of opportunities in housing and property management.

These trends reinforce EARN’s continued focus on real estate workforce training, particularly in leasing and client service skills that align with Maryland’s dynamic housing market.

### 3.2.10 Transportation/Logistics

The transportation and logistics sector in Maryland demonstrates strong and diversified growth across both operational and managerial roles, reflecting the state’s expanding supply chain and e-commerce activities. Light Truck and Delivery Drivers (10.28%) and Transportation, Storage, and Distribution Managers (10.04%) show significant growth, while Heavy and Tractor-Trailer Truck Drivers lead in annual openings (2,928), underscoring persistent demand for commercial drivers. High-paying positions such as Logisticians (\$107,100) and Transportation Inspectors (\$96,030) indicate rising opportunities in logistics coordination and compliance oversight. Meanwhile, Bus Drivers and Aircraft Mechanics maintain stable employment with competitive wages, supporting essential transportation services.

Occupational Title	Employment 2024	Growth 2023-2033	Average Annual Openings	Hourly Mean Wage	Annual Mean Wage
Heavy and Tractor-Trailer Truck Drivers	23,910	8.01%	2,928	\$28.17	\$58,590
Light Truck Drivers / Delivery Drivers	19,350	10.28%	2,480	\$24.50	\$50,960
Bus Drivers, School	8,320	4.95%	1,428	\$24.77	\$51,520
Industrial Truck and Tractor Operators	12,260	1.38%	1,070	\$23.39	\$48,660
Shipping, Receiving, and Inventory Clerks	14,280	-6.85%	1,033	\$22.35	\$46,490
Logisticians	6,830	16.97%	817	\$51.49	\$107,100
Bus Drivers, Transit and Intercity	4,680	8.28%	608	\$32.48	\$67,560
Transportation, Storage, and Distribution Managers	3,440	10.04%	358	\$57.12	\$118,800
Aircraft Mechanics and Service Technicians	1,630	6.99%	132	\$43.56	\$90,600

Cargo and Freight Agents	840	10.43%	100	\$23.42	\$48,700
Railroad Conductors and Yardmasters	280	5.65%	99	\$38.57	\$80,220
Transportation Inspectors	250	5.71%	40	\$46.17	\$96,030
Crane and Tower Operators	310	4.99%	38	\$33.01	\$68,660

Although some clerical roles like Shipping and Receiving Clerks show decline, overall sector trends point to increasing specialization and wage potential. EARN’s logistics and transportation partnerships are well-positioned to address workforce shortages, enhance technical training, and strengthen Maryland’s supply chain infrastructure.

### **3.3. Summary of the Occupational Analysis**

Across all occupations, the data confirm that Maryland’s workforce demand is strongest in healthcare, IT/cybersecurity, construction, and transportation/logistics, with significant opportunities in green energy and advanced manufacturing. EARN’s programmatic investments continue to align well with these trends, emphasizing high-growth, high-demand, and family-sustaining wage occupations across the state.