



Registered Apprenticeship in Maryland



Review

What is Apprenticeship?

Official Definition

Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.



Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.

Review: What is Apprenticeable?

The position must meet the training criteria below. The occupation can be in a traditional or non-traditional occupation.

Key Components

▶ On-the-Job Training (OJT) **must:**

- ▶ Consist of at least 2,000 hours per year of the apprenticeship.
- ▶ Take place at the work site under the direction of a highly skilled journeyworker(s).

▶ Related Instruction (RI) **must:**

- ▶ Have at least 144 hours of related instruction per year of the apprenticeship.



The required apprenticeship terms noted on the prior slide may be measured by any of the following approaches.

► **Time-Based Approach:**

A method that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

► **Competency-Based Approach:**

A method to measure skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor.

► **Hybrid Approach:**

A method to measure an individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

Opportunities

**Types of
Apprenticeships**

5 Components of Registered Apprenticeships



Business Involvement: Employers are the foundation of every registered apprenticeship program.



Structured On-the-Job Training: Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



Related Instruction: Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools apprenticeship training schools provided at online or at the job site.



Rewards for Skills Gained: Apprentices increases in wages as they gain higher level skills.



National Occupational Credential: Registered apprentices increases in wages as they gain higher level skills.

Benefits of Registered Apprenticeships

An industry driven method proven to attract, train and retain a highly skilled workforce

Businesses and Industry

- Create Highly Skilled Employees
- Increased Retention
- Recruitment Tool
- Attract women, minorities and veterans
- Access to Federal and State Resources
- Fill Vacant Positions

Educational Institutions

- Closer relationships with industry
- Articulation between apprenticeship and college programs ensures relevance and rigor
- Increased enrollment in credit classes by apprentices

Apprentices

- Earn-As-You-Learn
- College Credit and Certifications
- Acquire a skill that leads to a career

Benefits to Registered Apprentices

Hands-on Career Training

Practical on-the-job training in a wide variety of occupations and industries

An Education

Hands-on and technical training which has the potential to earn college credits

Long-term Career and Greater Earning Potential

Following apprenticeship completion

Little/No Education Debt

Apprenticeship = College Without the Debt

National Credential

Upon graduation, a certified portable credential nationally recognized by industries and employers

Who Can Be an Apprentice?

Basic Requirements

- ▶ Anyone 18 years or older who meets the program specific qualifications can be a registered apprentice. However, some programs allow individuals 16 years and older with parental permission.
- ▶ You must be physically able to perform required tasks **and** have access to transportation.
- ▶ Most, but not all, Registered Apprenticeship programs require a high school diploma by means of high school graduation or successful completion of the GED® Test or National External Diploma Program®.
- ▶ You may have to pass specific tests in math and English. Individual program requirements may vary.



Maryland Apprenticeship by the Numbers

Active Apprentices in November 2020

- 11,302
- 39 % Growth Since 2015

Apprentices Completed During 2019

- 1,311



Sample of New Industries and Occupations

► **Healthcare:**

- Environmental Care Supervisor
- Patient Care Technician
- Surgical Technologist
- Pharmacy Technician
- Licensed Practical Nurse
- Medical Assistant
- Central Sterile Processing Technician

► **Information Technology:**

- Information Technology Professional
- Digital Marketing Professional
- Cyber Security Professional
- Data Science & Analytics Specialist
- Secure Software Programming
- Computer User Support Specialist

► **Biotechnology:**

- Instrumentation Technician

► **Emergency Management:**

- Emergency Management Specialist

► **Transportation/Logistics:**

- Auto Maintenance Technician
- Diesel Technician
- Truck Driver, Heavy

► **Retail:**

- Store Manager

► **Manufacturing:**

- Maintenance Mechanic
- CNC Specialist
- Welding Technician
- Additive Manufacturer/3D Printer
- Machinist
- Electrical Technician

► **Hospitality/Tourism:**

- Lodging Manager

► **Public Sector:**

- Police Cadet
- Natural Resources Police Officer
- Deputy Sheriff
- Senior Wastewater Operator

► **Finance, Insurance and Real Estate:**

- General Insurance Associate
- Licensed Financial Representative

► **Shipbuilding:**

- Shipwright

► **Tree Care:**

- Arborist

Apprenticeship Locator

- The locator includes only active apprenticeship opportunities, ensuring job seekers find just those programs seeking to hire apprentices, and employers locate only those sponsors that are currently working within their industry.
- There are more than 90 Registered Apprenticeship sponsors and 45 employers participating in the youth Apprenticeship Maryland Program listed within the locator.
- The scope of information available in the locator includes: program name, counties where the program is available, type of program, occupation, industry, program contact information, job description, length of program, and minimum age for candidates.

Apprenticeship Locator



[More Information](#)
[About Apprenticeships](#)

[More Job](#)
[Search Resources](#)

Welcome

The Maryland Apprenticeship Locator is designed to help you find apprenticeship opportunities near you. This locator includes only the programs that are currently seeking to hire apprentices. Please check back regularly as new opportunities may become available.

Note: The Maryland Department of Labor does not place individuals into apprenticeship programs. Sponsors and/or employers hire apprentices directly. You must contact the apprenticeship program sponsors directly to find out the application requirements.

Select the county or counties where you are interested in working as an apprentice.

Counties*: [View Map](#)

- | | | |
|---|-------------------------------------|--|
| <input type="checkbox"/> All Counties | <input type="checkbox"/> Charles | <input type="checkbox"/> Prince George's |
| <input type="checkbox"/> Allegany | <input type="checkbox"/> Dorchester | <input type="checkbox"/> Queen Anne's |
| <input type="checkbox"/> Anne Arundel | <input type="checkbox"/> Frederick | <input type="checkbox"/> Somerset |
| <input type="checkbox"/> Baltimore City | <input type="checkbox"/> Garrett | <input type="checkbox"/> St. Mary's |
| <input type="checkbox"/> Baltimore County | <input type="checkbox"/> Harford | <input type="checkbox"/> Talbot |
| <input type="checkbox"/> Calvert | <input type="checkbox"/> Howard | <input type="checkbox"/> Washington |
| <input type="checkbox"/> Caroline | <input type="checkbox"/> Kent | <input type="checkbox"/> Wicomico |
| <input type="checkbox"/> Carroll | <input type="checkbox"/> Montgomery | <input type="checkbox"/> Worcester |
| <input type="checkbox"/> Cecil | | |

Please select the type or types of apprenticeship in which you are interested in working. Regular apprenticeships are generally available to individuals 18 years of age and older. Youth apprenticeships are available to high school students in certain counties through their school system.

Type of Apprenticeship*:

- ☐ Regular ☐ Youth (High School) ☐ Both

Would you like to search by occupation, industry or sponsor? Please select one. You will be able to narrow your selection from all of the available occupations, industries or sponsors after you select the CONTINUE button.

- ☒ Occupation
☐ Industry
☐ Sponsor (A sponsor is a business or association that manages a registered apprenticeship program.)

[CONTINUE](#)

Questions?



Training that Works.



Resources

- Jane Sinclair Apprenticeship Navigator
- Jane.sinclair@Maryland.gov
- Apprenticeship Locator
- MDApprenticeship.com