

Mohammed Choudhury

State Superintendent of Schools

То:	Members of the State Board of Education
From:	Mohammed Choudhury, State Superintendent of Schools
Date:	October 25, 2022
Subject:	Washington County Public Schools (WCPS) Youth Apprenticeship Maryland Program

Purpose

To provide a briefing to the State Board of Education on data on the Youth Apprenticeship program in Washington County Public Schools (WCPS).

Background/Historical Perspective

The Blueprint for Maryland's Future includes a focus on expanding youth apprenticeship opportunities for our high school students across Maryland. The Maryland State Department of Education and other agencies, including the Maryland Department of Labor, help to promote and oversee the successful implementation of apprenticeship programs. Washington County Public Schools has had the largest participation in the youth apprenticeship program within Maryland.

Executive Summary

Staff members from Washington County Public Schools (WCPS) will explain the history and expansion of their program, and the details of the apprenticeship experience. WCPS students currently participating in the apprenticeship program will also present and share their experiences.

Action

No action is required; this information is for discussion only.

Attachments

WCPS Youth Apprenticeship.pdf

Washington County Public Schools YOUTH APPRENTICESHIP MARYLAND PROGRAM

Dr. David Sovine, SUPERINTENDENT Dr. Gary Willow, associate superintendent for curriculum and instruction Mr. James Aleshire, supervisor of career and technical education Ms. Wendy Moore, APPRENTICESHIP COORDINATOR

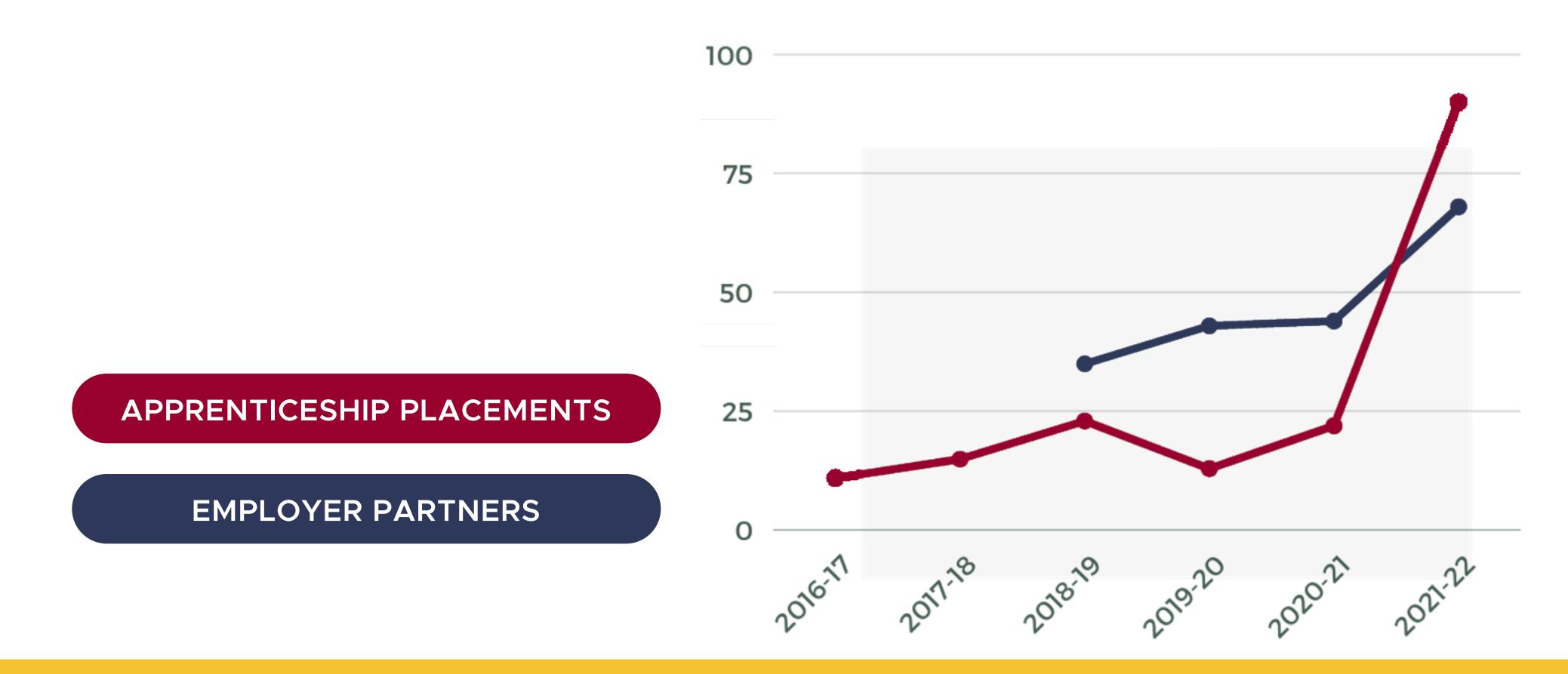
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Washington County Public Schools



WCPS YOUTH APPRENTICESHIP GROWTH Reported by the Youth Apprenticeship Advisory Committee 7/19/22



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CAREER TECHNOLOGY EDUCATION COMPLETER PROGRAMS AND PATHWAYS BY HIGH SCHOOL	BISFA BOONSBORO CLEAR SPRING HANCOCK NORTH NORTH SMITHSBURG SMITHSBURG SOUTH BJM III TECH WILLIAMSPORT
ARTS, MEDIA, & COMMUNICATION	• • •
Interactive Media Production	
Computer Game Development & Animation	
Photography & Cinematography	
Photography & Cinematography Audiovisual Communications, Broadcast, & Sound Engineering	
BUSINESS MANAGEMENT & FINANCE	
Software Specialist Finance & Accounting	
Marketing	
CONSTRUCTION & DEVELOPMENT	
NCCER Carpentry	
Construction Design & Management	
Electrical Construction CONSUMER SERVICES, HOSPITALITY, & TOURISM	
CONSUMER SERVICES, NOSFITALITI, & Constant	
Food & Beverage Management Hospitality & Tourism	•
Culinary Arts	•
Comptology	
EDUCATION, TRAINING, & CHILD STUDIES	
Early Childhood Child Development	
Academy of Teaching Professions	
Child Development Associate (CDA) ENVIRONMENTAL, AGRICULTURE, & NATURAL RESOURCES	
Natural Resources	
CASE Natural Resources	
Line Colonce Academy (Animal Fathway)	•
Environmental Agriculture Science Academy (Environmental Agriculture Science Academy (Environmental Agriculture	
CASE Agriculture Engineering Pathway	
Power Mechanics	
CASE Plant Science Pathway HEALTH AND BIOSCIENCES	•
Academy of Biomedical Sciences (Project Lead the Way)	
Academy of Health Professions	
sector and the professions – Sports Medicine	
INFORMATION TECHNOLOGY & COMPUTER SCIENCE	
Computer Science	
AI & Cloud Computing	
CISCO Networking Academy LAW, GOVERNMENT, PUBLIC SAFETY, & ADMINISTRATION	• •
Homeland Security & Emergency Prepared Homeland Security – Law Enforcement (Academy Preparedness)	
THE ATURING ENGINEERING & LECHNOLOGI	
Machanical Manufacturing, & Automation Engineering (course)	
Engineering Academy (Project Lead the Way)	
Computer Integrated Manufacturing Academy of Science, Technology, Engineering & Mathematics (STEM)	
Aerospace TRANSPORTATION TECHNOLOGIES	
Collision Repair	
Automotive Technology	•
Diesel Technology	
OTHER	
Apprenticeship Maryland Career Research & Development	

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APPRENTICESHIPS begin with strong CTE programs in every high school





INDUSTRY SECTORS OF EMPLOYERS for WCPS Apprentices

CAREER TECHNICAL EDUCATION CLUSTER	EXAMPLE OCCUPATIONS	% OF YOUTH APPRENTICES
Arts, Media & Communication	Production Assistant, Sales & Marketing	3%
Business Management	Mail Processing, Office Assistant	11%
Construction & Development	Electrician, Mason, Carpenter, HVAC, Fire Sprinkler Technician, Alarm Technician	13%
Consumer Services	Line Cook	3%
Health & Bioscience	Nutrition, Transporter, Medical Secretary, Therapy Technician	7%
Human Resource Services	Security Officer, Reading Tutor	35%
Information Technology	IT Technician	7%
Manufacturing & Engineering	Machine Operator, Production Technician, Engineer, Welder, Painter	12%
Transportation	Auto Tech, Collision Technician, Heavy Equipment Service Technician	9%

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EMPLOYER RECRUITMENT & ENGAGEMENT

INTERACTION WITH EMPLOYERS

- Host & attend community events (such as Chamber of Commerce & Greater Hagerstown) • Targeted recruitment based on student interest
- CTE teachers and school counselors attend employer events
- Invite employers to schools to speak with students
- Market CTE programs

PROVIDE EXCELLENT CUSTOMER SERVICE TO OUR EMPLOYERS

- Create marketing materials for student recruitment
- Assist with the Maryland Department of Labor application process



STUDENT RECRUITMENT & RETENTION

TARGETED RECRUITMENT

- Website
- School recruitment fairs
- CTE teachers and school counselors

TARGETED INSTRUCTION

- Summer courses
- Employer-based training

INDIVIDUALIZED PLANNING

- Transcript reviews to see what related instruction the student has had
- Provide flexible options for students to access related instruction

RETENTION SUPPORTS

- Employers complete monthly assessments on student progress
- The Apprenticeship Coordinator completes bi-monthly site visits

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Student Apprentices have bi-monthly check-ins with the Apprenticeship Coordinator



MULTIPLE SCHEDULING OPTIONS

JUSTIN (JUNIOR) ATTENDS SCHOOL FOR THREE MORNING COURSES, & ATTENDS HIS **APPRENTICESHIP IN THE AFTERNOON**

> Algebra II 8:35 AM - 9:23 AM

English 11 9:27 ам – 10:12 ам

World History 10:16 AM - 11:01 AM

APPRENTICESHIP can start at 11:01 AM

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WONDER (SENIOR) ATTENDS ACADEMIC COURSES & HIS APPRENTICESHIP ON ALTERNATING DAYS

A DAY

Advanced Geo Systems 9:05 ам – 10:27 ам

Computer Forensics 10:31 ам – 11:48 ам

Financial Literacy 11:52 ам – 1:37 рм

English 12 1:41 рм — 3:00 рм

B DAY

Homeland Security 9:05 AM - 11:48 AM

APPRENTICESHIP can start at 11:48 AM

Washington County Public Schools



• EMPLOYER ONBOARDING

Occupation and instruction review

OCCUPATION ADVERTISING

• Electronic newsletter, website

APPLICATION AND HIRING PROCESS

Interviews

APPRENTICE ONBOARDING

• Agreements, code of conduct, Google Classroom, timesheets

RETENTION

• Monthly assessment surveys, check-ins, site visits

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PROGRAM PROCESSES



COSTS FOR STUDENT	COSTS FOR EMPLOYER	COSTS FOR WCPS
 Uniforms & equipment Driver's license, transportation, gas, etc. 	 Hourly wage for apprentice Time investment to mentor & train student 	 Apprenticeship Coordinator salary Additional staff pay for summer school courses Hiring of Apprentices (Trades, Tutors)

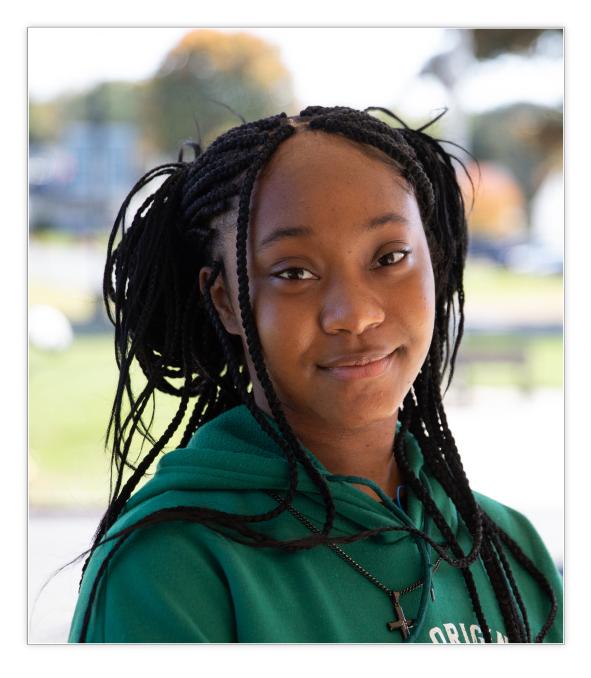
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FINANCIAL IMPLICATIONS



WCPS STUDENT APPRENTICES





WONDER HERRERA

Meritus Health Security Apprentice

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ARIONNA BARNETT Washington County Public Schools Reading Tutor Apprentice



JUSTIN WINGFIELD Total Comfort Heating & Air HVAC Apprentice

