



For Employers: What is Apprenticeship Maryland?

Apprenticeship Maryland is a Career and Technical Education (CTE) program of study for students, ages 16 and older. Piloted in Frederick and Washington Counties, the Maryland State Department of Education, in partnership with the Maryland Department of Labor (Labor), is now making this program available to all school systems for adoption.

The program is designed to prepare students for sustainable employment and further education based on career pathways in Manufacturing and Science, Technology, Engineering, and Mathematics (STEM) related fields as well as traditional occupations. Participating students start the program in their junior year and complete at least one year of related classroom instruction and a minimum of 450 hours of work-based training under the supervision of an eligible employer.

The workplace component is a paid, mentored, experience with a work-based learning plan and a formal agreement among the student, school and employer. Students are paid at least minimum wage, so they can “earn and learn.” The workplace component is supervised by a registered Apprenticeship sponsor that is approved by the Maryland Apprenticeship and Training Council (MATC) through Maryland Department of Labor.

Employer Benefits:

- ✓ A pipeline of talented, high-skilled workers to help your business grow;
- ✓ Reduced turnover costs;
- ✓ Increased productivity;
- ✓ A more diverse workforce;
- ✓ Increased retention;
- ✓ Savings on hiring costs; and
- ✓ A positive return on investment.





Is Your Organization Ready for Apprenticeship Maryland?

To implement this program, employers:

- ✓ Interview and hire youth apprentice(s) for a minimum of 450 hours;
- ✓ Pay youth apprentice(s) minimum wage or higher;
- ✓ Identify the skills and knowledge that apprentices must learn;
- ✓ Instruct youth apprentice(s) in the required competencies for the position;
- ✓ Provide safety instruction in work practices;
- ✓ Assign a mentor and skilled trainers to work with the youth apprentice throughout the program;
- ✓ Allow release time from work for mentor(s) and trainers to attend relevant trainings or meetings;
- ✓ Comply with the requirements in the youth apprenticeship agreement for each youth apprentice; and
- ✓ Comply with all applicable state and federal child labor laws and regulations.

Employers are encouraged, but not required to continue employment to the youth apprentice(s) upon graduation from high school.

The four preliminary steps to hiring youth apprentices are:

- ✓ Work with Labor Navigator to complete and submit the Eligible Employer Application to the Maryland Apprenticeship and Training Council;
- ✓ Provide an opportunity for Labor and school representatives to visit the work site where the youth apprentice(s) will be placed;
- ✓ Obtain Labor approval; and
- ✓ Hire the youth apprentice(s).



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