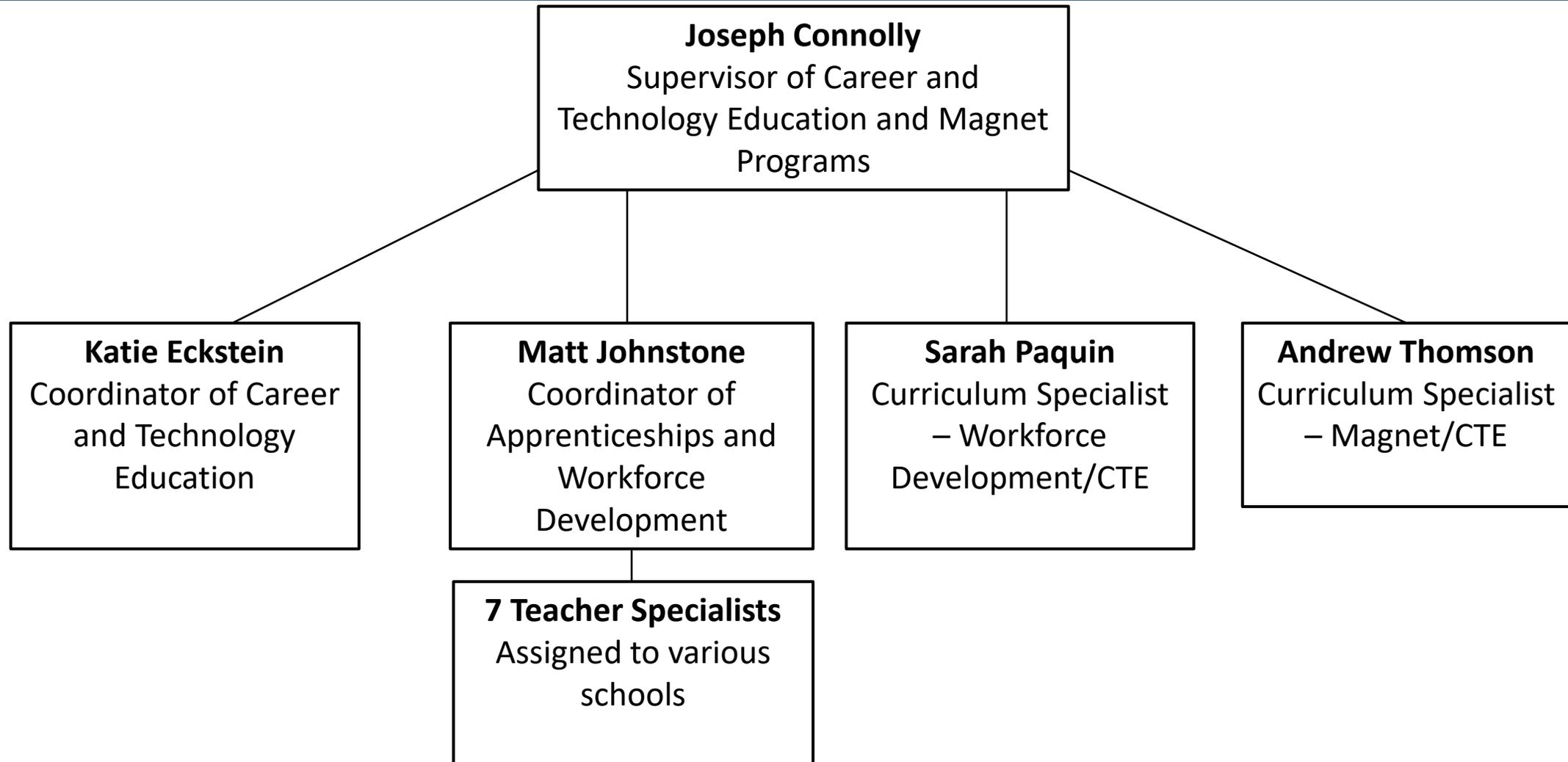


Harford County Public Schools Apprenticeship Maryland Program

February 26, 2024



HCPS Apprenticeship and Workforce Development Teacher Specialists

Christine Allred	C. Milton Wright
Ryan Bayne	Edgewood and Swan Creek
Ann Becker	Fallston and Havre de Grace
Jeanne Heinze	Harford Tech and North Harford
Tim Pistel	Aberdeen
Joni Poust	Bel Air
Tatum Williams	Joppatowne and Patterson Mill

History of Youth Apprenticeships in Maryland

- In 2015, House Bill 942 established a pilot program for Youth Apprenticeships to prepare students to enter the workforce by providing on-site employment training and related classroom instruction needed to obtain a license or certification for a skilled occupation. The pilot program began in the summer of 2016 and lasted for two years
- In 2018, MSDE and the Department of Labor expanded the Apprenticeship Maryland Program (AMP) to be a permanent state-wide program as a Career and Technical Education (CTE) Program of Study
- The Apprenticeship Maryland Program quickly expanded from the 2 pilot counties to ALL of the 24 districts across Maryland

Partner Organizations

- MSDE
- Maryland Department of Labor
- Local Education Agencies (LEA)
- Community Colleges (CC)
- Maryland Apprenticeship Training Council (MATC)
- Youth Apprenticeship Advisory Council (YAAC)
- Maryland Department of Commerce
- Youth Apprenticeship Sponsors/Employers
- Blueprint CTE Committee

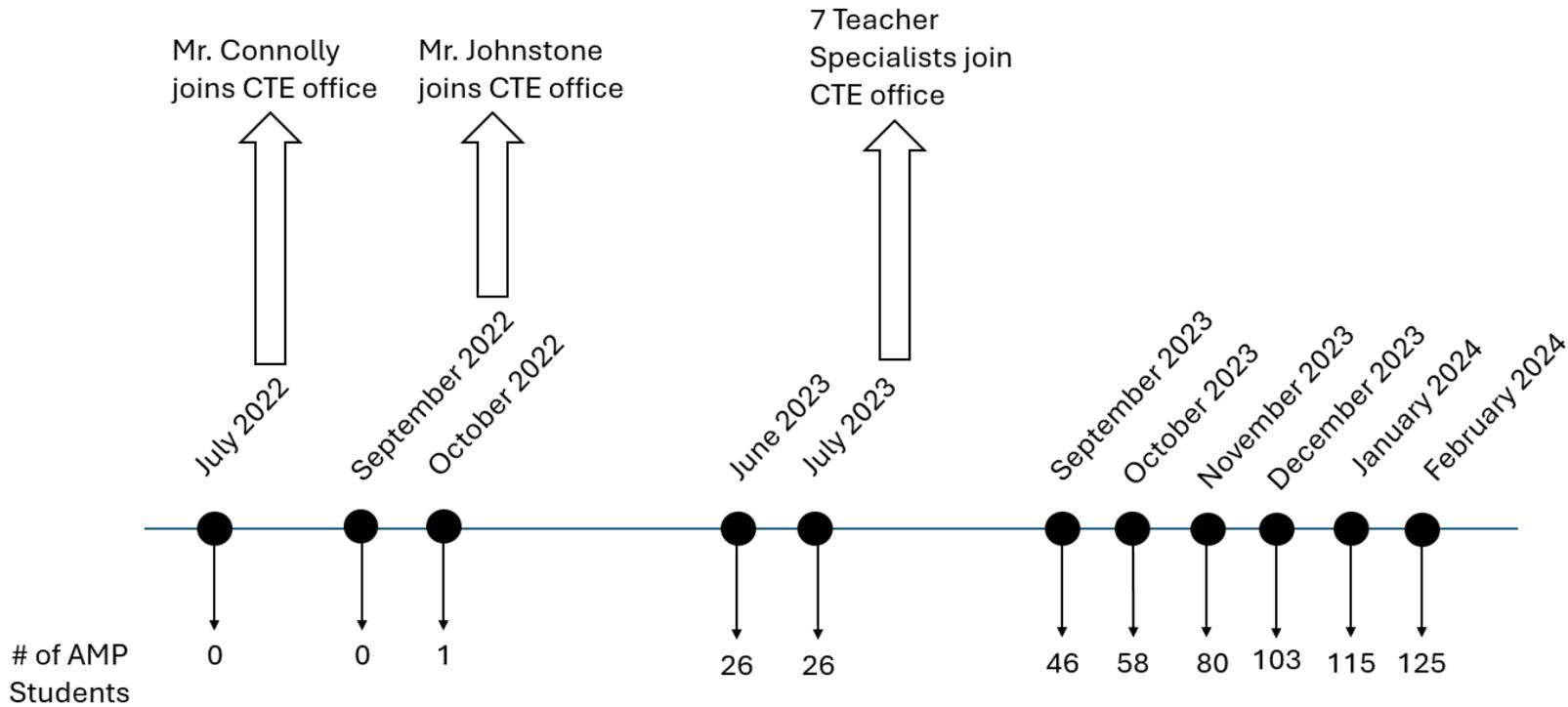
Youth/High School Apprenticeships in Maryland

- The Apprenticeship Maryland Program (AMP) is a **Maryland CTE Program of Study**
- A youth apprentice receives **supervised, structured, on-the-job training from a mentor** in a specific in-demand occupation
- Youth apprentices **work a minimum of 450 hours** with a certified employer. Participating students typically work during the summer after their junior year and during their senior year
- Youth apprentices also **participate in a classroom-setting related instruction, as set by the employer**

PROGRAM REQUIREMENTS



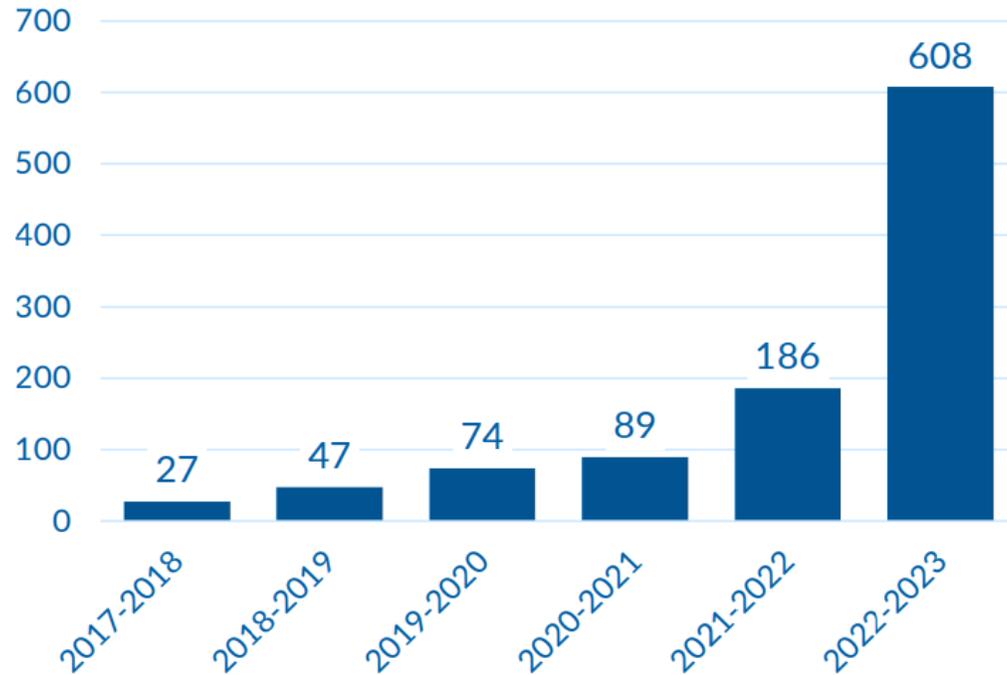
HCPS Apprenticeship Maryland Program (AMP) History



- Apprenticeship and Workforce Development Teacher Specialists hired as part of the Maryland Works Grant
- 110 approved business partners (15 more on the March Maryland Apprenticeship and Training Council agenda)

Expansion of Youth/High School Apprenticeships in Maryland

Number of Students Participating in Apprenticeships



As of February 2024...

- Around 1,000 AMP students throughout Maryland
- 125 of these students attend an HCPS school
- HCPS over 10% of total AMP students throughout Maryland
- AMP student at each HCPS high school

Blueprint Goal: 45% of graduating seniors by the 2030-2031 school year complete an apprenticeship or achieve an industry-recognized occupational credential.

Benefits for Business

- Helps create **skilled employees ready to enter the workforce**
- **Simplify the hiring process-** HCPS Specialist will send cover letter and resumes for review
- **Retain employees** after graduation (full-time, part-time, college internships)
- Agree to **mentor** and pay at least minimum wage
- **Process:** initial meeting with HCPS and identify related instruction , submit online application to MDL, site visit by Apprenticeship Navigator/HCPS, Navigator presents to MATC for approval, interview and hire
- Once approved, hire student(s) that you feel best fit your company
- Public and Privately owned businesses- Harford County Public Schools and Harford County Government both have AMP students currently employed

Student Information

- Good attendance and be on track for graduation
- Work 450 hours by graduation- **Earn and Learn Opportunities for Youth**
- Students can earn hours junior year, summer, and senior year
- **Explore occupations** and meet with HCPS Apprenticeship Specialist
- Submit application materials to HCPS Apprenticeship Specialist: **application, cover letter, and resume**
- **Interview** with perspective employers
- Great resume builder

10 Career Cluster Areas Identified by MSDE:

MARYLAND YOUTH
APPRENTICESHIP
PROGRAM



Arts, Media, and Communications



Business Management



Construction and Development



Consumer Services, Hospitality,
and Tourism



Environmental, Agricultural,
and Natural Resources



Health and Biosciences



Human Resource Services



Information Technology



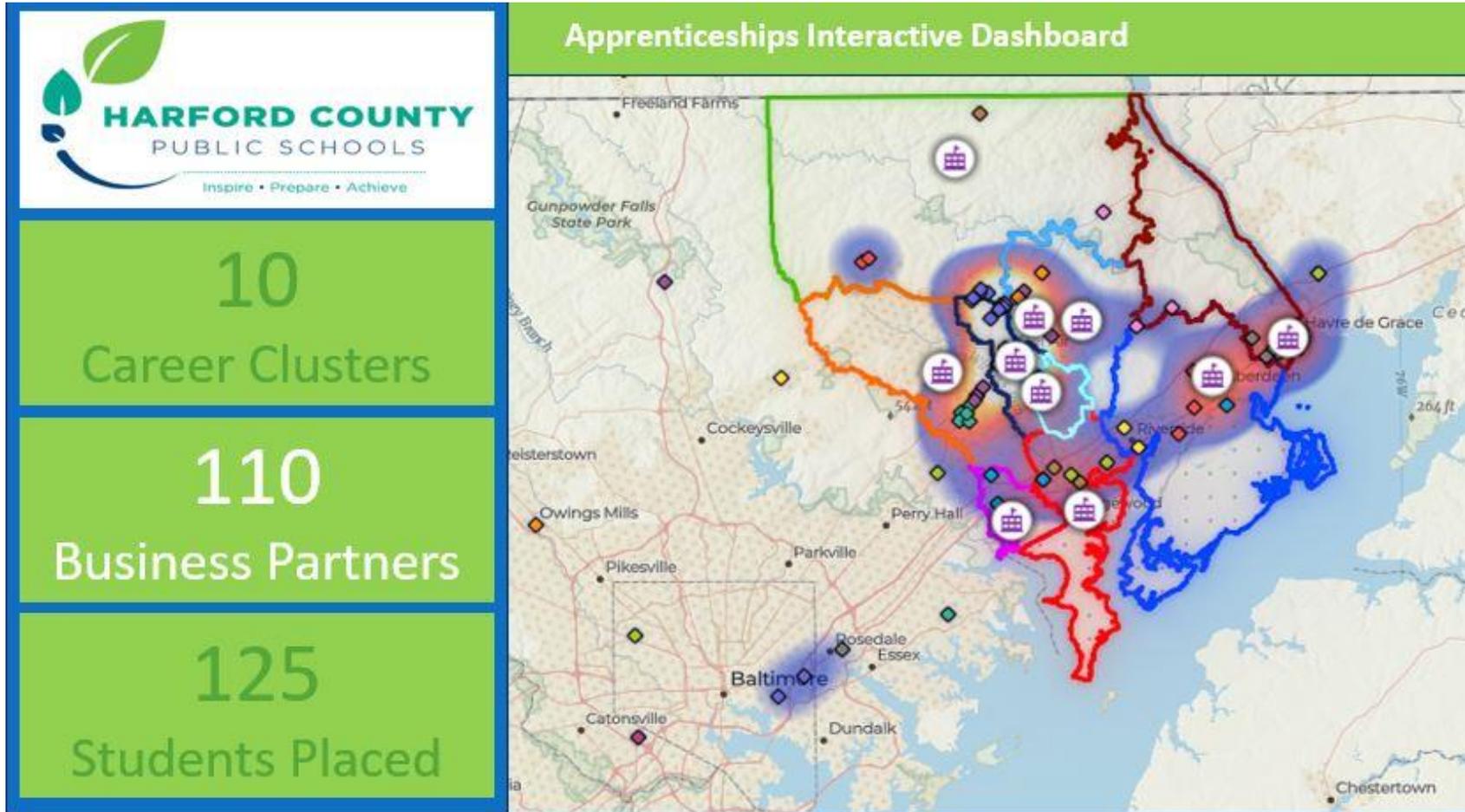
Manufacturing and Engineering



Transportation Technologies



<https://www.hcps.org/departments/curriculum/CareerTechnology/Apprenticeship.aspx>



- Heatmap created by GIS II students at North Harford High School
- Special Thanks:
 - Mr. Pawlicki, Principal
 - Mr. Murrell, GIS Teacher and NRAS Magnet Coordinator
 - GIS II students

HCPS AMP Upcoming Events

March 20, 2024, HCPS Apprenticeship Career Fair and Expo at TUNE

- Interested juniors can work with their Apprenticeship and Workforce Development Teacher Specialist for more information
- Over 40 business partners will be in attendance for students to speak with and submit cover letters/resumes

May 8, 2024, Harford County Apprenticeship Summit at TUNE

- Currently in planning stages with Harford Business Roundtable, Harford Community College, and Harford County Office of Economic Development
- Businesses will be invited to learn more about youth and adult apprenticeship opportunities

Chloe Gauthier- Havre de Grace High School



Dondre Lawson- CEO Emerald Technical Solutions Creator of Defense Interns





[Application Process and
List of Job Opportunities](#)



[Department of Labor
Apprenticeship Maryland](#)



[MSDE Apprenticeship
Maryland Program](#)