

Maryland's ApprenticeshipUSA Expansion Grant

ApprenticeshipUSA State Expansion Grants are funded by the United States Department of Labor to provide States with an opportunity to further align resources to innovate and expand this proven workforce strategy in order to:

- 1) **Help States advance Registered Apprenticeship** as a workforce development strategy and postsecondary education career pathway that maintains the nation's strong, adaptable, and highly skilled workforce.
- 2) **Support integrated, Statewide apprenticeship strategies and State capacity** to engage industry and meet the demand for new programs in both traditional and non-traditional industries such as IT, Healthcare, Advanced Manufacturing, Building Trades, Cybersecurity, and Business Services.
- 3) **Catalyze State innovations to significantly increase apprenticeship opportunities** for all American workers, particularly low-income individuals and underrepresented populations in apprenticeship including youth, women, communities of color, Native Americans, and persons with disabilities, and take steps to facilitate their successful completion of apprenticeship programs.

Maryland will use the grant funds and leveraged resources to catalyze efforts to grow and diversify Apprenticeships to provide a sustainable employment pipeline in both traditional and non-traditional industry sectors focusing on three critical elements:

(1) Expanding Capacity by Increasing Staffing and Infrastructure

- To grow RA, key infrastructure investments are needed in Maryland's Apprenticeship Office. Currently, Maryland's apprenticeship unit consists of three individuals: a Program Manager, an Apprenticeship Training Representative (ATR), and a Navigator.
- This staff serves the needs of over 8,400 active apprentices and 3,500 participating employers in Maryland. The team works with over 230 approved registered occupations and maintains 417 programs statewide. S
- Recognizing the limitation of current staff and noting that growth requires a deeper and continued investment in human capital, DLLR intends to expand this unit's personnel through the **addition of five Navigators and one Apprenticeship Training Representative.**

(2) Outreach/Education

- Maryland has already created unique learning opportunities. DLLR held an all-day training, "Accelerating Apprenticeships in Maryland," on June 28, 2016. This professional development opportunity was conducted by national expert, Dr. Gerald Ghazi, and was made possible through ongoing technical assistance Maryland received through USDOL.

- The State also hosted a portion of the inaugural Transatlantic Apprenticeship Exchange Forum held in Washington, D.C. and Baltimore with representatives from the United Kingdom's apprenticeship program.
- Industry engagement and participation is also key to the successful expansion of RA in Maryland. Outreach to chambers of commerce and industry associations, such as the Tech Council of Maryland (TCM), and state and local Workforce Development Boards will occur. This will provide one of several opportunities to engage industry to develop multi-employer programs and program templates. Lastly, relationships with over 500 industry sector partnerships through EARN will be nurtured.

(3) Advancing Innovative Practices

- To build upon these proven, existing partnerships with industry and workforce intermediaries, LWDAs, training providers, and institutions of postsecondary education, DLLR aims to establish an "*Apprenticeship Innovation Fund*" (AIF) to invest in programs that support and enhance RA expansion strategies, particularly for vulnerable populations, youth, and dislocated workers.
- DLLR intends to dedicate \$621,000 to award competitive grants to applicants, so they may implement new and promising ideas, or adapt proven strategies at the systems or service delivery level, so as to expand the reach of RA programs in Maryland. This competitive grant structure has proven effective through Maryland's implementation of its Maryland Business Works incumbent worker training fund.

The **Equity Cap Breaker** award will mitigate the hiring challenges found within the Healthcare industry by drawing on an untapped resource, internationally trained skilled immigrants.

- This proposal from the Maryland Department of Labor, Licensing and Regulation (DLLR) seeks to mitigate this workforce challenge by drawing on an untapped resource, internationally trained skilled immigrants.
- Skilled immigrants have acquired extensive education and/or work experience abroad. In spite of their potential to address employers' workforce shortages, many work in low-skilled jobs unrelated to their training due to language and communication barriers, lack of professional networks, lack of understanding career options, and licensing barriers.
- This pilot engages key organizations with extensive experience in healthcare, workforce development, and serving skilled immigrants. The Baltimore Alliance for Careers in Healthcare (BACH) is a nonprofit dedicated to eliminating the critical shortage of qualified healthcare workers in the Baltimore area by working with local agencies, healthcare institutions, and other entities to create opportunities for residents to pursue careers in health professions.