

Department of Legislative Services
Maryland General Assembly
2021 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 726 (Delegate Ivey)
Economic Matters

Labor and Employment - Apprenticeship and Training Council - Representation

This bill specifically requires that the Maryland Apprenticeship and Training Council (MATC) include representation of individuals who are Black and Latino.

Fiscal Summary

State Effect: None. The bill is largely clarifying in nature and has no effect on governmental finances. To the extent any changes in composition are necessary, it is assumed they are implemented with the next appointments.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law: For an overview of apprenticeship programs in Maryland, including the role of MATC, please see the **Appendix – Apprenticeship**.

MATC consists of 12 members, all of whom are appointed by the Governor with the advice of the Secretary of Labor and the advice and consent of the Senate of Maryland. Four members must be representatives of employee organizations, 1 must be an employee, 5 must be representatives of employers, and 2 must be appointed from the general public.

The membership of MATC (and any nonvoting consultants to MATC) must, to the extent practicable, reflect the geographic, racial, ethnic, cultural, and gender diversity of the State

and must include representation by individuals with disabilities. Of MATC's current 11 members (there is 1 vacancy), 3 are people of color and 3 are women.

Additional Information

Prior Introductions: None.

Designated Cross File: SB 131 (Senator Patterson) - Finance.

Information Source(s): Maryland Department of Labor; Department of Legislative Services

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an/mcr

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Appendix – Apprenticeship

Generally, apprenticeship is a voluntary, industry-sponsored system that prepares individuals for occupations typically requiring high-level skills and related technical knowledge. Apprenticeships are sponsored by one or more employers and may be administered solely by the employer or jointly by management and labor groups. An apprentice receives supervised, structured, on-the-job training under the direction of a skilled journeyman and related technical instruction in a specific occupation. Apprenticeships are designed to meet the workforce needs of the program sponsor. Many industry sponsors use apprenticeship as a method to train employees in the knowledge necessary to become a skilled worker. This also means the number of apprenticeships available is dependent on the current workforce needs of the industry and the capacity and willingness of employers to supervise them.

Apprenticeships are available to individuals age 16 and older; an employer, however, may set a higher entry age. By law, individuals must be age 18 to apprentice in hazardous occupations. Apprenticeships last from one to six years, although most are three to four years, and involve a minimum of 144 hours of classroom instruction per year and at least 2,000 hours per year of on-the-job training. A national apprenticeship and training program was established in federal law in 1937 with the passage of the National Apprenticeship Act, also known as the Fitzgerald Act. The purpose of the Act was to promote national standards of apprenticeship and to safeguard the welfare of apprentice workers.

Along with [24 other states and the District of Columbia](#), Maryland has chosen to operate its own apprenticeship programs under the federal law. The Division of Workforce Development and Adult Learning (DWDAL) within the Maryland Department of Labor is responsible for the daily oversight of State apprenticeship programs. More specifically, DWDAL approves new apprenticeship programs, changes to current programs, and compliance with State and federal requirements. The approval process involves assessing the appropriateness of an apprenticeship program in a proposed industry, the education that will be provided to the apprentice, the current staffing level of the entity proposing the program to determine whether adequate supervision can be provided, recruitment and retention efforts, and the overall operations of the entity. The Maryland Apprenticeship and Training Council serves in an advisory role for legislation and regulations, recommending changes to update apprenticeship laws.

As of December 2019, there were 10,442 apprentices registered, and there were 3,781 participating employers and 162 program sponsors. During calendar 2019, the State added 17 new apprenticeship programs and reactivated 2 apprenticeship programs. Since

2016, 77 new apprenticeship sponsors have been registered, 26 sponsors were reactivated, and nearly 200 sponsor reviews have been conducted.