

# SENATE BILL 431

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By: **The President (By Request – Administration) and Senators Augustine, Brooks, Carozza, Charles, Gile, Henson, Hettleman, James, King, M. Washington, and West**

Introduced and read first time: January 20, 2025

Assigned to: Finance

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## A BILL ENTITLED

1 AN ACT concerning

2 **Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act**

3 FOR the purpose of authorizing the State Board of Plumbing to waive the license  
4 examination requirement for a journey plumber license; authorizing the Secretary  
5 of Labor to waive the examination for certain licenses; altering the duties of the  
6 Maryland Apprenticeship and Training Council; repealing the Youth Apprenticeship  
7 Advisory Committee; establishing the Maryland Office of Registered Apprenticeship  
8 Development within the Maryland Apprenticeship and Training Program;  
9 establishing the Registered Apprenticeship Qualified Intermediary Program within  
10 the Maryland Apprenticeship and Training Program; establishing the Maryland  
11 Apprenticeship Incentive Program within the Maryland Department of Labor;  
12 establishing the Maryland Apprenticeship Incentive Program Fund as a special,  
13 nonlapsing fund; requiring that the interest earnings of the Fund remain in the  
14 Fund; applying certain provisions of this Act retroactively; and generally relating to  
15 registered apprenticeships.

16 BY adding to

17 Article – Business Occupations and Professions  
18 Section 12–305.3  
19 Annotated Code of Maryland  
20 (2018 Replacement Volume and 2024 Supplement)

21 BY adding to

22 Article – Business Regulation  
23 Section 2–104.1  
24 Annotated Code of Maryland  
25 (2024 Replacement Volume)

26 BY repealing and reenacting, with amendments,

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Article – Labor and Employment  
2 Section 11–405(a) and (d)  
3 Annotated Code of Maryland  
4 (2016 Replacement Volume and 2024 Supplement)

5 BY repealing  
6 Article – Labor and Employment  
7 Section 11–409  
8 Annotated Code of Maryland  
9 (2016 Replacement Volume and 2024 Supplement)

10 BY adding to  
11 Article – Labor and Employment  
12 Section 11–409, 11–410, and 11–607  
13 Annotated Code of Maryland  
14 (2016 Replacement Volume and 2024 Supplement)

15 BY repealing and reenacting, without amendments,  
16 Article – State Finance and Procurement  
17 Section 6–226(a)(2)(i)  
18 Annotated Code of Maryland  
19 (2021 Replacement Volume and 2024 Supplement)

20 BY repealing and reenacting, with amendments,  
21 Article – State Finance and Procurement  
22 Section 6–226(a)(2)(ii)204. and 205.  
23 Annotated Code of Maryland  
24 (2021 Replacement Volume and 2024 Supplement)

25 BY adding to  
26 Article – State Finance and Procurement  
27 Section 6–226(a)(2)(ii)206.  
28 Annotated Code of Maryland  
29 (2021 Replacement Volume and 2024 Supplement)

30 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
31 That the Laws of Maryland read as follows:

32 **Article – Business Occupations and Professions**

33 **12–305.3.**

34 **THE BOARD SHALL WAIVE THE EXAMINATION REQUIREMENTS FOR A**  
35 **JOURNEY PLUMBER LICENSE FOR AN INDIVIDUAL WHO:**

36 **(1) HAS SUCCESSFULLY COMPLETED A PLUMBING APPRENTICESHIP**

1 PROGRAM APPROVED BY THE DIVISION OF WORKFORCE DEVELOPMENT AND  
2 ADULT LEARNING; AND

3 (2) PAYS THE APPROPRIATE FEE REQUIRED UNDER § 12-306 OF THIS  
4 SUBTITLE.

5 **Article – Business Regulation**

6 **2-104.1.**

7 (A) IN THIS SECTION, “LICENSE” MEANS A LICENSE, CERTIFICATE,  
8 REGISTRATION, PERMIT, OR OTHER CREDENTIAL THAT IS ISSUED BY A UNIT OF THE  
9 DIVISION OF OCCUPATIONAL AND PROFESSIONAL LICENSING IN THE  
10 DEPARTMENT.

11 (B) UNLESS REQUIRED BY FEDERAL LAW, THE SECRETARY MAY WAIVE THE  
12 EXAMINATION REQUIREMENT FOR A LICENSE FOR AN INDIVIDUAL WHO  
13 SUCCESSFULLY COMPLETES A REGISTERED APPRENTICESHIP PROGRAM APPROVED  
14 BY THE DIVISION OF WORKFORCE DEVELOPMENT AND ADULT LEARNING IF THE  
15 MARYLAND APPRENTICESHIP AND TRAINING COUNCIL HAS FOUND THAT THE  
16 APPROVED REGISTERED APPRENTICESHIP PROGRAM MEETS INDUSTRY STANDARDS  
17 AND LICENSURE REQUIREMENTS.

18 (C) THIS SECTION MAY NOT BE CONSTRUED TO ELIMINATE EDUCATION OR  
19 EXPERIENCE REQUIREMENTS ESTABLISHED UNDER STATE LAW FOR LICENSURE.

20 **Article – Labor and Employment**

21 11-405.

22 (a) The [duties of the] Council shall [be to]:

23 (1) advise the Division of Workforce Development and Adult Learning on  
24 the apprenticeability of occupations in the State of Maryland;

25 (2) encourage the establishment of local apprenticeship committees where  
26 the committees are needed;

27 (3) make recommendations regarding the formulation and adoption of  
28 standards of apprenticeship which safeguard the welfare of apprentices, being guided, but  
29 not controlled, by the standards of apprenticeship recommended by the federal committee  
30 on apprenticeship;

31 (4) REQUIRE A MINIMUM RATIO OF ONE JOURNEYWORKER  
32 REGULARLY EMPLOYED TO ONE APPRENTICE, CONSISTENT WITH PROPER

1 SUPERVISION, TRAINING, AND CONTINUITY OF EMPLOYMENT AND APPLICABLE  
2 PROVISIONS IN COLLECTIVE BARGAINING AGREEMENTS;

3 (5) AUTHORIZE A DEVIATION FROM THE MINIMUM RATIO  
4 REQUIREMENT FOR ALL OCCUPATIONS THAT ARE DEFINED BY THE SECRETARY AS  
5 NONHAZARDOUS TO WORKERS AND MEMBERS OF THE PUBLIC;

6 (6) CONSIDER FORMAL WRITTEN DEVIATION REQUESTS FROM ALL  
7 OTHER OCCUPATIONS;

8 [(4)] (7) make recommendations regarding the formulation of policies for  
9 the overall apprenticeship program;

10 [(5)] (8) make recommendations regarding the registration of standards  
11 of apprenticeship of the groups or employers that elect to conform with the provisions of  
12 this subtitle;

13 [(6)] (9) make recommendations regarding the registration of  
14 apprenticeship agreements which conform to the standards of apprenticeship adopted by  
15 the Division of Workforce Development and Adult Learning;

16 [(7)] (10) recommend the issuance of certificates of completion of  
17 apprenticeship to apprentices who are registered with the Division of Workforce  
18 Development and Adult Learning when the Division determines that such apprentices have  
19 completed successfully their apprenticeship;

20 [(8)] (11) seek all information pertaining to apprenticeship training in the  
21 State;

22 [(9)] (12) prescribe its rules of procedure and duties of the Chairman,  
23 Director, and Secretary subject to the provisions of this law; and

24 [(10)] (13) perform other advisory functions as the Governor or the  
25 Secretary may direct or as may come within the scope of the Council.

26 (d) (1) On or before [June 30 of] **DECEMBER 31** each year, the Division of  
27 Workforce Development and Adult Learning shall report to the General Assembly, in  
28 accordance with § 2-1257 of the State Government Article, the following information for  
29 the immediately preceding calendar year:

30 (i) the completion and enrollment rates of each apprenticeship  
31 program registered in the State; [and]

32 (ii) the age, race, sex or gender identity, county of residence, and  
33 program enrollment of each individual enrolled in a registered apprenticeship program;

1 (III) THE NUMBER OF:

2 1. QUALIFIED INTERMEDIARIES REGISTERED IN THE  
3 REGISTERED APPRENTICESHIP QUALIFIED INTERMEDIARY PROGRAM;

4 2. APPROVED GRANTS AND PROCUREMENTS USED BY  
5 THE SECRETARY UNDER § 11-410(C)(3) OF THIS SUBTITLE; AND

6 3. NEWLY REGISTERED APPRENTICES AND NEWLY  
7 REGISTERED APPRENTICESHIP PROGRAMS RESULTING FROM THE REGISTERED  
8 APPRENTICESHIP QUALIFIED INTERMEDIARY PROGRAM; AND

9 (IV) THE NUMBER AND VALUE OF THE INCENTIVES AWARDED  
10 UNDER THE MARYLAND APPRENTICESHIP INCENTIVE PROGRAM.

11 (2) The Division of Workforce Development and Adult Learning shall[:

12 (i) sort the information required under paragraph (1) of this  
13 subsection by apprenticeship program; and

14 (ii)] publish the report required under paragraph (1) of this  
15 subsection on the Division of Workforce Development and Adult Learning's Web site.

16 [11-409.

17 (a) In this section, "Committee" means the Youth Apprenticeship Advisory  
18 Committee.

19 (b) There is a Youth Apprenticeship Advisory Committee in the Division of  
20 Workforce Development and Adult Learning.

21 (c) The Committee consists of the following members:

22 (1) the Secretary, or the Secretary's designee;

23 (2) the State Superintendent of Schools, or the State Superintendent's  
24 designee;

25 (3) the Secretary of Commerce, or the Secretary's designee;

26 (4) the Secretary of Juvenile Services, or the Secretary's designee;

27 (5) the Assistant Secretary of the Division of Workforce Development and  
28 Adult Learning, or the Assistant Secretary's designee; and

- 1           (6)    the following members, appointed by the Governor:
- 2                   (i)     two representatives of the Council;
- 3                   (ii)    one representative of an employee organization;
- 4                   (iii)  one employer whose business has a nonjoint apprenticeship  
5 program;
- 6                   (iv)   one representative from a community college;
- 7                   (v)     one individual who holds a doctoral degree and specializes in  
8 labor economics with expertise in national and international apprenticeship systems;
- 9                   (vi)   one representative of a nonprofit organization who is involved  
10 with employee training and workforce development;
- 11                  (vii)  one representative of the Maryland Chamber of Commerce; and
- 12                  (viii) two representatives from regional business councils that serve  
13 different regions of the State.
- 14       (d)    The Committee shall:
- 15                  (1)     evaluate the effectiveness of existing high school youth apprenticeship  
16 programs in the State, other states, and other countries based on a systematic review of  
17 relevant data;
- 18                  (2)     review and identify:
- 19                   (i)     ways to implement high school youth apprenticeship programs  
20 in the State; and
- 21                   (ii)    means through which employers and organizations can obtain  
22 grants, tax credits, and other subsidies to support establishment and operation of high  
23 school youth apprenticeship programs; and
- 24                  (3)     set targets for the number of apprenticeship opportunities for youth  
25 that the State should reach over the next 3 years.
- 26       (e)    On or before December 1 of each year, the Committee shall submit a  
27 report, in accordance with § 2–1257 of the State Government Article, to the General  
28 Assembly regarding any recommended legislation to promote high school youth  
29 apprenticeship programs in the State.]

1 (A) IN THIS SECTION, "OFFICE" MEANS THE MARYLAND OFFICE OF  
2 REGISTERED APPRENTICESHIP DEVELOPMENT.

3 (B) THERE IS A MARYLAND OFFICE OF REGISTERED APPRENTICESHIP  
4 DEVELOPMENT WITHIN THE MARYLAND APPRENTICESHIP AND TRAINING  
5 PROGRAM OF THE DIVISION OF WORKFORCE DEVELOPMENT AND ADULT  
6 LEARNING.

7 (C) THE PURPOSE OF THE OFFICE IS TO MARKET AND ADVANCE THE  
8 REGISTERED APPRENTICESHIP SYSTEM THROUGHOUT THE STATE.

9 (D) THE GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN  
10 APPROPRIATION TO THE MARYLAND APPRENTICESHIP AND TRAINING PROGRAM  
11 TO COVER ADMINISTRATIVE COSTS FOR THE OFFICE.

12 11-410.

13 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
14 INDICATED.

15 (2) "DIRECTOR" MEANS THE DIRECTOR OF THE MARYLAND  
16 APPRENTICESHIP AND TRAINING PROGRAM.

17 (3) "PROGRAM" MEANS THE REGISTERED APPRENTICESHIP  
18 QUALIFIED INTERMEDIARY PROGRAM.

19 (4) "QUALIFIED INTERMEDIARY" MEANS AN ENTITY THAT  
20 DEMONSTRATES EXPERTISE IN:

21 (I) CONNECTING SPONSORS, EMPLOYERS, OR  
22 APPRENTICESHIP PROGRAM PARTICIPANTS WITH REGISTERED APPRENTICESHIP  
23 PROGRAMS;

24 (II) CONVENING STAKEHOLDERS TO DEVELOP REGISTERED  
25 APPRENTICESHIP PROGRAMS; OR

26 (III) OTHER KEY FUNCTIONS AS DETERMINED APPROPRIATE BY  
27 THE DEPARTMENT TO SUCCESSFULLY BUILD AND SCALE REGISTERED  
28 APPRENTICESHIP PROGRAMS THAT ACHIEVE DESIRED WORKFORCE OUTCOMES.

29 (B) THERE IS A REGISTERED APPRENTICESHIP QUALIFIED INTERMEDIARY  
30 PROGRAM WITHIN THE MARYLAND APPRENTICESHIP AND TRAINING PROGRAM OF

1 THE DIVISION OF WORKFORCE DEVELOPMENT AND ADULT LEARNING.

2 (c) (1) THE PROGRAM SHALL:

3 (i) REPORT TO THE DIRECTOR;

4 (ii) INCREASE AWARENESS OF REGISTERED APPRENTICESHIP  
5 PROGRAMS THROUGH INDUSTRY OUTREACH;

6 (iii) CONNECT EMPLOYERS AND LABOR ORGANIZATIONS WITH  
7 WORKFORCE AND EDUCATION PARTNERS; AND

8 (iv) PROVIDE TECHNICAL ASSISTANCE TO LAUNCH AND EXPAND  
9 REGISTERED APPRENTICESHIP PROGRAMS WITH A FOCUS ON NONTRADITIONAL  
10 SECTORS.

11 (2) THE DIRECTOR SHALL, IN COLLABORATION WITH THE  
12 SECRETARY, THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD, AND THE  
13 DEPARTMENT OF COMMERCE, DEVELOP THE PROGRAM.

14 (3) THE SECRETARY MAY USE GRANTS OR PROCUREMENT, AMONG  
15 OTHER STRATEGIES, TO ADVANCE AND ACCOMPLISH THE GOALS OF THE PROGRAM.

16 11-607.

17 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
18 INDICATED.

19 (2) "EMPLOYER" MEANS AN INDIVIDUAL OR ORGANIZATION LOCATED  
20 OR OPERATING IN THE STATE THAT EMPLOYS A REGISTERED APPRENTICE.

21 (3) "FUND" MEANS THE MARYLAND APPRENTICESHIP INCENTIVE  
22 PROGRAM FUND.

23 (4) "PROGRAM" MEANS THE MARYLAND APPRENTICESHIP  
24 INCENTIVE PROGRAM.

25 (5) "REGISTERED APPRENTICE" MEANS AN EMPLOYEE WHO  
26 PARTICIPATES IN A REGISTERED APPRENTICESHIP PROGRAM.

27 (6) "REGISTERED APPRENTICESHIP" MEANS AN APPRENTICESHIP  
28 PROGRAM THAT IS REGISTERED WITH, AND APPROVED BY, THE DIVISION OF  
29 WORKFORCE DEVELOPMENT AND ADULT LEARNING.



1           **(7) “SPONSOR” MEANS AN INDIVIDUAL, ASSOCIATION, COMMITTEE,**  
2 **ORGANIZATION, OR EMPLOYER IN WHOSE NAME OR TITLE THE REGISTERED**  
3 **APPRENTICESHIP PROGRAM IS OR IS TO BE REGISTERED.**

4           **(B) THERE IS A MARYLAND APPRENTICESHIP INCENTIVE PROGRAM IN THE**  
5 **DEPARTMENT.**

6           **(C) THE PURPOSES OF THE PROGRAM ARE TO:**

7               **(1) DEVELOP A WELL-TRAINED, PRODUCTIVE WORKFORCE THAT**  
8 **MEETS THE NEEDS OF THE STATE’S ECONOMY; AND**

9               **(2) HELP EMPLOYERS AND SPONSORS OFFSET COSTS, INCLUDING**  
10 **RECRUITMENT, EDUCATION, TRAINING, AND ACCOMMODATIONS FOR DISABILITIES**  
11 **OR MATERIALS, ASSOCIATED WITH HIRING NEWLY REGISTERED APPRENTICES.**

12           **(D) THE DEPARTMENT SHALL ADMINISTER THE PROGRAM AND ESTABLISH:**

13               **(1) REQUIREMENTS FOR INCENTIVE APPLICATIONS;**

14               **(2) A PROCESS FOR REVIEWING INCENTIVE APPLICATIONS AND**  
15 **AWARDING INCENTIVES TO ELIGIBLE EMPLOYERS OR SPONSORS;**

16               **(3) THE MAXIMUM AWARD ELIGIBILITY PER NEWLY REGISTERED**  
17 **APPRENTICE SUBJECT TO FUND AVAILABILITY;**

18               **(4) THE MAXIMUM AMOUNT OF INCENTIVES THAT AN ELIGIBLE**  
19 **EMPLOYER OR SPONSOR MAY RECEIVE EACH YEAR; AND**

20               **(5) A PROCESS FOR MONITORING AND EVALUATING OUTCOMES,**  
21 **ASSESSING COMPLIANCE, AND TAKING CORRECTIVE ACTION, INCLUDING**  
22 **REQUIRING REIMBURSEMENT OF INCENTIVES, SHOULD AN EMPLOYER OR SPONSOR**  
23 **FAIL TO MEET THE REQUIREMENTS OF THE PROGRAM.**

24           **(E) (1) THERE IS A MARYLAND APPRENTICESHIP INCENTIVE PROGRAM**  
25 **FUND.**

26               **(2) THE PURPOSE OF THE FUND IS TO PROVIDE INCENTIVES UNDER**  
27 **THE PROGRAM.**

28               **(3) THE SECRETARY SHALL ADMINISTER THE FUND.**

1           **(4) (I) THE FUND IS A SPECIAL, NONLAPSING FUND THAT IS NOT**  
2 **SUBJECT TO § 7-302 OF THE STATE FINANCE AND PROCUREMENT ARTICLE.**

3           **(II) THE STATE TREASURER SHALL HOLD THE FUND**  
4 **SEPARATELY, AND THE COMPTROLLER SHALL ACCOUNT FOR THE FUND.**

5           **(5) THE FUND CONSISTS OF:**

6           **(I) MONEY APPROPRIATED TO THE FUND UNDER PARAGRAPH**  
7 **(9) OF THIS SUBSECTION;**

8           **(II) MONEY COLLECTED DUE TO NONCOMPLIANCE WITH**  
9 **PROGRAM REQUIREMENTS;**

10           **(III) INTEREST EARNINGS OF THE FUND; AND**

11           **(IV) ANY OTHER MONEY FROM ANY OTHER SOURCE ACCEPTED**  
12 **FOR THE BENEFIT OF THE FUND.**

13           **(6) THE FUND MAY BE USED ONLY FOR PROVIDING INCENTIVES**  
14 **UNDER THE PROGRAM AND ADMINISTRATIVE EXPENSES RELATED TO THE**  
15 **PROGRAM.**

16           **(7) (I) THE STATE TREASURER SHALL INVEST THE MONEY OF THE**  
17 **FUND IN THE SAME MANNER AS OTHER STATE MONEY MAY BE INVESTED.**

18           **(II) ANY INTEREST EARNINGS OF THE FUND SHALL BE**  
19 **CREDITED TO THE FUND.**

20           **(8) EXPENDITURES FROM THE FUND MAY BE MADE ONLY IN**  
21 **ACCORDANCE WITH THE STATE BUDGET.**

22           **(9) FOR EACH OF FISCAL YEARS 2027 THROUGH 2030, THE**  
23 **GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN APPROPRIATION OF**  
24 **AT LEAST \$5,000,000 FOR THE FUND.**

25           **(F) (1) SUBJECT TO THIS SUBSECTION, AN EMPLOYER OR A SPONSOR**  
26 **MAY APPLY FOR AND BE AWARDED AN INCENTIVE UNDER THE PROGRAM.**

27           **(2) AN EMPLOYER OR A SPONSOR MAY APPLY FOR ONLY ONE GRANT**  
28 **FOR A NEWLY REGISTERED APPRENTICE WHO:**

29           **(I) HAS BEEN EMPLOYED FOR AT LEAST 7 MONTHS; AND**

1 (II) IS WITHIN THE INITIAL YEAR OF EMPLOYMENT WITH THE  
2 APPLICANT.

3 (3) AN EMPLOYER OR A SPONSOR MAY BE AWARDED ONLY ONE GRANT  
4 PER EACH NEWLY REGISTERED APPRENTICE PER YEAR.

5 (4) AN EMPLOYER OR SPONSOR AWARDED A GRANT UNDER THE  
6 PROGRAM SHALL ATTEST TO ITS INTENT TO RETAIN THE APPRENTICE AFTER  
7 COMPLETION OF THE REGISTERED APPRENTICESHIP AND ITS DEVELOPMENT OF A  
8 PLAN TO ACHIEVE THE RETENTION OF THE APPRENTICE.

9 (5) IF AN INCENTIVE IS AWARDED TO AN EMPLOYER OR A SPONSOR  
10 ON BEHALF OF A NEWLY REGISTERED APPRENTICE, ANOTHER EMPLOYER OR  
11 SPONSOR MAY NOT APPLY FOR AN INCENTIVE UNDER THE PROGRAM FOR THE SAME  
12 NEWLY REGISTERED APPRENTICE.

13 (G) THE DEPARTMENT MAY ADOPT REGULATIONS TO CARRY OUT THIS  
14 SECTION.

15 **Article – State Finance and Procurement**

16 6–226.

17 (a) (2) (i) 1. This subparagraph does not apply in fiscal years 2024  
18 through 2028.

19 2. Notwithstanding any other provision of law, and unless  
20 inconsistent with a federal law, grant agreement, or other federal requirement or with the  
21 terms of a gift or settlement agreement, net interest on all State money allocated by the  
22 State Treasurer under this section to special funds or accounts, and otherwise entitled to  
23 receive interest earnings, as accounted for by the Comptroller, shall accrue to the General  
24 Fund of the State.

25 (ii) The provisions of subparagraph (i) of this paragraph do not apply  
26 to the following funds:

27 204. the Victims of Domestic Violence Program Grant Fund;  
28 [and]

29 205. the Proposed Programs Collaborative Grant Fund; AND

30 **206. THE MARYLAND APPRENTICESHIP INCENTIVE**  
31 **PROGRAM FUND.**

1           SECTION 2. AND BE IT FURTHER ENACTED, That § 11–405 of the Labor and  
2 Employment Article, as enacted by Section 1 of this Act, shall be construed to apply  
3 retroactively and shall be applied to and interpreted to affect only registered apprenticeship  
4 programs initially approved by the Maryland Apprenticeship and Training Council on or  
5 after January 1, 2023.

6           SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect  
7 October 1, 2025.