

# **MDL - Support**

Uploaded by: Andrew Fulginiti

Position: FAV

**Senate Bill 104**

Date: February 2, 2023  
Committee: Senate Finance  
Bill Title: Labor and Employment - Apprenticeships and Representation on the  
Apprenticeship and Training Council

**Re: Letter of Support**

SB 104 establishes the Apprenticeship 2030 Commission, staffed by the Department of Legislative Services (DLS) with the assistance of staff from other State agencies. The purpose of the commission is to examine and make recommendations to reduce skill shortages in high-demand occupations and provide affordable training for career pathways for young people in the public and private sectors.

MD Labor is home to the Division of Workforce Development and Adult Learning (DWDAL), which serves as the official State Apprenticeship Agency with Registered Apprenticeship oversight responsibilities in Maryland. The Division is proud of progress made in expanding Registered Apprenticeship since the Division took over the Maryland Apprenticeship and Training Program in October of 2016; however, we recognize the need to continually innovate and diversify partnerships in order to be successful long-term and scale. For this reason, **MD Labor supports the establishment of the Apprenticeship 2030 Commission.**

The Apprenticeship 2030 Commission will provide the opportunity for an array of stakeholders to weigh in on the growth of Registered Apprenticeship. The Commission's efforts would foster deeper collaboration with critical external partners, such as the Career and Technical Education (CTE) Committee and the existing Apprenticeship Workgroups on Healthcare, Transportation, and Public Safety that were established via the Joint Chairmen's Report (JCR) during the 2022 legislative session. The Commission can further existing efforts to grow Registered Apprenticeship in a manner that aligns with the goals of the Blueprint for Maryland's Future. Providing a venue for stakeholders to examine Apprenticeship related matters and convene on shared goals and expectations will help to ensure that the State is scaling Apprenticeship in a manner that meets the needs of a diverse array of jobseekers and businesses.

**The Department respectfully requests a favorable report from the Committee.**

Andrew Fulginiti  
Legislative Director

# **SB 104- Labor and Employment - Apprenticeships and**

Uploaded by: Jane Krienke

Position: FAV



Maryland  
Hospital Association

February 2, 2023

To: The Honorable Melony G. Griffith, Chair, Senate Finance Committee

Re: Letter of Support- Senate Bill 104- Labor and Employment - Apprenticeships and Representation on the Apprenticeship and Training Council

Dear Chair Griffith:

On behalf of the Maryland Hospital Association's (MHA) 60 member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 104.

Maryland hospitals are facing the most critical staffing shortage in recent memory. A 2022 [GlobalData](#) report estimates a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. Without intervention, shortages could double or even triple by 2035. MHA's [2022 State of Maryland's Health Care Workforce report](#) outlines a roadmap to ensure Maryland has the health care workforce it needs now and into the future. The recommendations focus on four areas: expand Maryland's workforce pipeline, remove barriers to health care education, retain the health care workforce and leverage talent with new care models.

Senate Bill 104 seeks to expand the representation of the Apprenticeship and Training Council to specifically include Black and Latino individuals. Diversity among health care providers can improve access to care, health outcomes and reduce disparities. This legislation also creates the Apprenticeship 2030 Commission to reduce shortages in high demand occupations and provide career pathways. These goals align with the recommendations of MHA's Task Force on Maryland's Future Health Workforce to create programs that provide incentives to pursue careers in high demand health care roles.

Hospital data show high vacancy rates for licensed practical nurses, respiratory therapists, registered nurses and surgical technicians. One in five or 18.9% of nursing assistant positions are currently vacant.<sup>1</sup> As the [Maryland Department of Labor's Healthcare Apprenticeship Workgroup](#) explored during the interim, there are opportunities to provide more apprenticeships in health care. MHA looks forward to engaging in further conversations with the state and other stakeholders to remove barriers for Marylanders interested in working in health care so we can expand and grow a diverse and talented workforce to support the state's current and future needs.

For these reasons, we ask for a *favorable* report on SB 104.

For more information, please contact:

Jane Krienke, Senior Legislative Analyst, Government Affairs  
[jkrienke@mhaonline.org](mailto:jkrienke@mhaonline.org)

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<sup>1</sup> MHA Workforce Survey – January 2023

# **Testimony of Larry Greenhill**

Uploaded by: Larry Greenhill

Position: FAV

Testimony  
of  
Larry R. Greenhill, Sr.  
on  
Senate Bill 104  
Entitled

Labor and Employment  
Apprenticeship and Training Council  
Representation

Given Before the  
Senate Finance Committee  
of the  
Maryland General Assembly

February 2, 2023

Madam Chair, members of the Finance Committee,  
good afternoon. I'm Larry R. Greenhill, Sr., and I live  
in Prince Georges County. I am a past  
Consultant and Councilmember on the Maryland  
Apprenticeship and Training Council (MATC) where I  
served for 20 years; 4 of those years as Chair. The  
MATC is a twelve (12) member council, appointed by  
the Governor, that formulates and adopts standards of  
apprenticeship programs that are designed to, not only,  
properly train potential apprentices but to also  
safeguard their welfare during their apprenticeship  
term.

All of that said, I'm before you today to offer brief testimony in support of the purposes of Senate Bill 104 which would essentially "require the makeup of the twelve (12) member MATC, its' consultants and future members of the "Apprenticeship 2030 Commission" to represent the racial, ethnic, cultural, geographic and gender diversity of Maryland specifically Black, Latino and individuals with disabilities.

Equally as important as the goal of diversity and full inclusion is to this "three-pronged approach" is the appointment of individuals who possess a sincere passion to "reconnect" the dots between education and workforce in our state.



Individuals who are willing to work tirelessly to “rebuild” and “reemphasis” the importance of the “school to work pipeline”. This legislation is not a panacea to our current skill shortages in high-demand occupations (IT, construction, healthcare, mechanics (air and auto), education and transportation) but hopefully it will help steer us the right direction.

Madam Chair, members of the Committee, thank you.

I urge your support of SB 104.

# **William Taylor Senate Hearing\_Testimony SB-104.pdf**

Uploaded by: William Taylor

Position: FAV

**Testimony**

**of**

**William C. Taylor**

**Before the**

**Maryland General Assembly**

**Finance Committee**

**Senate Bill 104**

**Public Hearing**

**on the**

**Labor and Employment – Apprenticeship and**

**Training Council - Representation**

**February 2, 2023**

Good afternoon, ladies and gentlemen and members of the Finance Committee. My name is William C. Taylor of Fort Washington, Maryland.

I am the past Chair of the Maryland State Apprenticeship Council, where I served for 14 years.

My purpose here today is in support of Senate Bill 104 that will include representatives, by black, Latinos, females, and individuals with disabilities. In addition, Consultants to the Council shall include representation by black, Latinos, female, and individuals with disabilities.

This will help ensure the Maryland Apprenticeship Council has diversity in gender and race in its

sponsored programs. We have developed a deep and abiding commitment to ensure there is balanced representation in employment opportunities. I am an advocate for opportunities that will support diversity in the workplace and allow all individuals to become productive and contributing members of our community.

I applaud the enhanced focus on Senate Bill 104 to include diversity on the Maryland Apprenticeship and Training Council. The Council should look like the people it serves and need representation of all eligible workers. Additionally, a more diverse Council will help with recruiting and increase the diversity of

apprentices. I understand there is a shortage of skilled workers in several trade professions. A number of our communities have untrained workers who could fill those vacancies with the help of an apprenticeship. A more diverse Apprenticeship Council will help fill the needs of employers and the unemployed workforce. Also, to include females, Blacks, Latinos, the disabled, and other minorities on the Council will only improve workforce development and working conditions within the State.

We cannot afford to lose sight of diversity at this critical juncture. I ask you to take the necessary action to ensure that the Maryland Apprenticeship and Training Council include representation of Black, Latinos, females, and persons with disabilities, also Consultants to serve on the Council shall include representation by Black, Latinos, females and individuals with disabilities.

I ask the committee to vote favorably on this Bill.

Thank you for the opportunity to address this committee.

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Uploaded by: State of Maryland (MD)

Position: INFO





# Board of Nursing

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Acting Secretary

February 2, 2023

The Honorable Melony Griffith  
Chair, Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, MD 21401-1991

**RE: SB 104 – Labor and Employment – Apprenticeships and Representation on the Apprenticeship and Training Council – Letter of Information with Amendments**

Dear Chair Griffith and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of information with amendments for Senate Bill (SB) 104 – Labor and Employment – Apprenticeships and Representation on the Apprenticeship and Training Council. This bill requires that the Apprenticeship and Training Council and consultants to the Council include representation by individuals who are Black and Latino; establishes the Apprenticeship 2030 Commission to make recommendations to expand access to apprenticeship to reduce skill shortages in high-demand occupations and provide affordable training for career pathways in the public and private sectors; and requires the Governor to include amounts in certain fiscal years in the annual budget bill.

Pursuant to the 2022 Joint Chairmen’s Report, the MD Healthcare Apprenticeship Workgroup was charged with examining the extent of vacancies at the state and local levels within each sector; reviewing existing apprenticeship models; designing apprenticeships in the occupations that have the greatest recruitment and training challenges; identifying opportunities to start apprenticeships at the high school level; identifying opportunities to create degree apprenticeship programs and ways to incorporate associate and bachelor’s degrees; and identifying potential apprenticeship sponsors in each occupation. The workgroup stakeholders focused their efforts on the nursing and direct care workforce due to the challenges presented by the coronavirus pandemic. The Board has been an active participant in the Healthcare Apprenticeship Workgroup by providing guidance on existing training and educational standards for nursing and direct care workers such as registered nurses, licensed practical nurses, certified nursing assistants, and geriatric nursing assistants.

The Board respectfully submits the following amendment to add the Board of Nursing, in addition to a representative from another health occupations board to the Apprenticeship 2030 Commission. The Board believes its expertise in the practice of nursing and direct care, encompassing sixteen different designations, will greatly assist the Commission with its mission to reduce skill shortages in high-demand occupations and provide affordable training for career pathways in the public and private sectors. It is critical to keep the Board informed of efforts to

increase the nursing and direct care workforce through apprenticeship initiatives focused on recruitment and retention.

On page 2. After Line 31. Add Language:

**(2) THE EXECUTIVE DIRECTOR OF THE MARYLAND BOARD OF NURSING AND AN EXECUTIVE DIRECTOR OF A HEALTH OCCUPATIONS BOARD ESTABLISHED IN THE HEALTH OCCUPATIONS ARTICLE THAT REGULATES THE DIRECT HEALTHCARE WORKFORCE; OR THE EXECUTIVE DIRECTORS' DESIGNEE;**

On page 2. Lines 32 – 33. Amend Language:

[(2)] **3** the Chair of the Apprenticeship and Training Council, or the Chair's designee; and

On page 3. Lines 1 – 2. Amend Language:

[(3)] **4** the Chair of the Career and Technical Education Committee; or the Chair's designee.

For the reasons discussed above, the Maryland Board of Nursing respectfully submits this letter of information with amendments for SB 104.

I hope this information is useful. For more information, please contact Ms. Iman Farid, Health Planning and Development Administrator, at [iman.farid@maryland.gov](mailto:iman.farid@maryland.gov) or Ms. Rhonda Scott, Deputy Director, at (410) 585 – 1953 ([rhonda.scott2@maryland.gov](mailto:rhonda.scott2@maryland.gov)).

Sincerely,



Gary N. Hicks  
Board President

**The opinion of the Board expressed in this document does not necessarily reflect that of the Department of Health or the Administration.**