



Apprenticeships

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Three Types of Apprenticeships

- Occupational apprenticeship
- Registered apprenticeship
- Youth apprenticeship

Occupational Apprenticeship Licenses

- Apprentice learns under a “master” licensee
- Master usually must sign off on work
- Certain number of hours and/or time required before eligible to test
- Pay a nominal license fee
- May have limits on number of renewals

Barbers

- New sponsors and apprentices must attend in-person orientation
 - Four sessions per month
- Sponsors must log apprentice hours online
 - Must be a master barber
- Allowed a two-year original license and one two-year renewal
- Apprentice pays \$10/two year license fee
- Apprentice barber
 - 2,250 hours of training with at least 30 hours per week
- Apprentice limited barber stylist
 - 1,650 hours of training with at least 30 hours per week

Cosmetologists

- New sponsors and apprentices must attend in-person orientation
- Sponsors must log apprentice hours online
 - Must be a senior cosmetologist
- Allowed varying number of renewals (zero to two years)
- Apprentice pays \$10 license fee
- Apprentice cosmetologist
 - 24 months of training with at least 20 hours per week
- Apprentice hairstylist
 - 15 months of training with at least 20 hours per week
- Apprentice esthetician
 - 12 months of training with at least 20 hours per week
- Apprentice nail technician
 - Eight months of training with at least 20 hours per week

Plumbers

- Allowed a two-year original license and unlimited two-year renewals
- Apprentice pays \$15/two year license fee
- Works under the direction and control of a licensed master
 - Signs off on form
- Must work in field in the presence of a journey plumber
- Apprentice to journey
 - 7,500 hours of training over at least four years
 - 32 hours of backflow training
 - Pass an exam
- Apprentice natural gas fitter to journey natural gas fitter
 - 3,750 hours of training over at least two years
 - Completion of a training class on natural gas services
 - Pass an exam

Heating, Ventilation, Air Conditioning & Refrigeration Contractors

- Allowed a two-year original license and unlimited two-year renewals
- Apprentice pays \$10/two year license fee
- Works under the direction and control of a licensed master
 - Signs off on form
- Apprentice to journey
 - 1,875 hours of training
 - Pass an exam
- Board may credit coursework or teaching experience in lieu of training
- Apprentices who go through a registered apprenticeship skip journey test

Pros and Cons of Occupational Apprenticeship

- Pros
 - On the job training
 - Apprentice may excel more at doing the actual work vs. school taught
 - Saves apprentice money (no school)
 - Allows for apprentice to learn at own pace
 - Apprentice may earn money while in training
- Cons
 - Apprentice may not do as well on written exam
 - May learn bad habits or practices
 - Sometimes allotted time does not allow enough time for apprentice to learn
 - Master may move or die and be unable or unwilling to certify hours
 - May cause “apprenticing” of the workforce
 - Apprentice is dependent on master’s license remaining active

Registered Apprenticeship

- Time Based
 - Requires minimum hours of paid on the job training per year
 - Requires 144 minimum hours of related instruction
 - Requires progressive pay increases as apprentice gains competency
 - Earns nationally recognized portable credential
- Competency Based
 - Allows apprentice to progress through apprenticeship achieving competencies vs. minimum hours of work
 - Must last one year
 - Requires 144 minimum hours of related instruction per year

Challenges of Registered Apprenticeship

- Apprenticeship is new to some industries
- Licensing and registered apprenticeship can have different requirements
 - Barbers and cosmetologists
 - Sponsor must be a practitioner for licensing
 - Sponsor must be a business for registered
 - Time/hours requirements are different
- Registered apprenticeship can seem long
 - HVACR and plumbing are four years, 8000 hours
- Overlapping structure
 - Can be required to have apprentice licenses from various agencies leading to confusion

Youth Apprenticeship

- Started as a pilot in two counties
- Statewide Career and Technology Education (CTE) program
 - STEM focus
- Mirrors registered apprenticeship on smaller scale
 - Must work 450 paid hours between junior and senior year
 - Related instruction can come from high school, college, business, union or industry
 - Ends with state certificate
- Provides opportunity to advance to registered apprenticeship

Comments and Questions

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