

MARYLAND WORKFORCE A L L I N C E

LEGISLATIVE ACTION TO REDUCE SKILLS GAP

2015 – TO DATE

MARYLAND WORKFORCE

A L L I N C E

- The **Maryland Workforce Alliance** (MWA) is the statewide coalition of trade associations, unions, and non profits
- The **MWA** is committed to promoting a world-class workforce in Maryland by helping to bridge the skills gap and address critical employment shortages in key fields.
- **MWA** promotes the development of Registered and Youth Apprenticeship programs, robust high school Career & Technical Education (CTE) programs, and post-high school skills training.



MWA GOALS

- The **MWA** has 4 major goals to reduce the skills gap and develop a strong statewide workforce:
 - Double the percent of high school graduates with marketable skills by 2025 through the expansion of high-quality CTE and Youth Apprenticeship programs.
 - Expand the percentage of apprenticeship programs in Maryland to approach the average of competitor nations, such as the UK, Canada, and Australia.
 - Expand state investment in skills training to levels more comparable to current investment in college preparatory programs.
 - Increase high school students' awareness of high skill, high wage careers, and the pathways to obtaining them.

WORKFORCE DEVELOPMENT LEGISLATION SINCE 2015

- Launch of Youth Apprenticeship program for students aged 16 and up who can learn marketable job skills while earning a wage
- \$1000 tax credit per apprentice for employers for the first year of Registered Apprenticeship
- Set goal to double the number (to 45%) of high school graduates with marketable skills (industry credential, youth apprenticeship, or CTE completion) by 2025
- Requiring State Dept. of Labor to set annual expansion goals for the number of registered apprenticeships
- Open legislative scholarships for apprenticeship related instruction at community colleges
- Make military recruiting test (ASVAB) results and student contact information available to apprenticeship sponsors and civilian employers registered with local workforce boards

WORKFORCE DEVELOPMENT LEGISLATION IN 2019

- New state education funding law (Kirwan Commission Down Payment) requires all CTE programs by 2030 to include:
 - Industry-recognized credentials
 - Apprenticeships (to the extent available)
- Community College Promise Scholarships (last dollar subsidies) opened to students enrolled in sequences of credit or noncredit programs that lead to licensure or certification, including Registered Apprenticeships
- Law enforcement Cadet Apprenticeships created together with competitive start up grant program for law enforcement agencies
- \$14 million for Pre Apprenticeships, Youth Apprenticeships, and Registered Apprenticeships in renewable energy sector

KIRWAN COMMISSION RECOMMENDATIONS

- The Maryland Commission on Innovation and Excellence in Education (Kirwan Commission) made comprehensive recommendations to move Maryland public education to world class levels
- The **MWA** worked closely with the Kirwan Commission to develop its CTE and Youth Apprenticeship recommendations
- A major recommendation of the Kirwan Commission is to reduce the skills gap through robust CTE and Youth Apprenticeships.
- Students who achieve College and Career Readiness (a high enough cut score on the state test of numeracy and literacy) by the end of 10th grade will be eligible for high skill CTE programs including Youth Apprenticeships



NEXT STEPS

- The **MWA** will work with State legislators, unions, trade associations, and apprenticeship sponsors to continue closing the skills gap and developing a strong workforce by:
 - Fully implementing the Kirwan Commission recommendations to expand youth apprenticeships and CTE programs.
 - Educating students about Career & Technical Education and Youth Apprenticeships, and how these programs can benefit them by allowing them to earn while they learn.
 - Educating employers, local school systems, and other training providers about the benefits of offering Youth and Registered Apprenticeships.
 - Securing funding for workforce development initiatives.

THANK YOU,
ANY QUESTIONS?

If you would like to know more about Maryland workforce development initiatives, please visit the Maryland Workforce Alliance website at

mdworkforcealliance.com

Or email us

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