



## OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich  
County Executive

Tiffany Ward  
Director and Chief Equity Officer

### MEMORANDUM

January 24, 2024

To: Jennifer Bryant, Director  
Office of Management and Budget

From: Tiffany Ward, Director  
Office of Racial Equity and Social Justice 

Re: Racial Equity Impact Assessment (REIA) Supplemental Appropriation (SA) #24-48  
Maryland Works, Developing and Implementing Systems to Accelerate Youth  
Apprenticeships Grant (724,442)

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ) finds that Supplemental Appropriations #23-48 Maryland Works, Developing and Implementing Systems to Accelerate Youth Apprenticeships Grant has the potential to advance racial equity and social justice in Montgomery County as it provides resources for Montgomery County Public School (MCPS) students to pursue career training that could lead to employment following graduation. Participant demographics will be measured and should also be reported—applicant and completion data should be measured as well—to ensure equitable access to opportunities and distribution of resources to assist students in need of assistance.
- II. **BACKGROUND:** The purpose of SA #24-48 is to utilize competitive State grant funds to establish an industry-aligned apprenticeship infrastructure for MCPS and the business sector. The funds will be used for instructional staff, services, materials, transportation, and registration fees. MCPS will partner with a consultant and the Maryland Department of Labor to develop and implement systems to accelerate and sustain youth apprenticeship opportunities to meet the Blueprint for Maryland's Future's goals. Under the Blueprint for Maryland's Future, the State will ensure that 45% of high school students finish a registered

apprenticeship program and receive an industry-recognized credential (IRC)<sup>1</sup> by the 2030-2031 academic year. MCPS reports for the 2022-23 school year; there were 11 students in a youth and registered apprenticeship program. The school system will use Maryland Works grant funds to scale the apprenticeship program.

Under the Maryland Works grant program, MCPS will identify student participation by student subgroups, particularly historically underserved groups, including students where English is not the primary spoken language, who are experiencing homelessness, and/or who have developmental delays, disabilities, or special needs, to ensure plans address existing disparities in accessing apprenticeship programs.<sup>2</sup>

- III. **ANALYSIS:** The Registered Apprenticeship Program, established by Federal law in 1937, includes various industries and occupations, including skilled trades and construction, healthcare, energy, technology, and advanced manufacturing.<sup>3</sup> Apprenticeships are an “industry-driven career pathway where employers can develop their future workforce, and workers can get critical experience through paid and credentialed programs.”<sup>4</sup> According to the Department of Labor (DOL), 92% of apprentices retain employment after completing a Registered Apprenticeship and earn an average starting salary of \$72,000.<sup>5</sup> Programs such as apprenticeships allow employees to gain Skills Through Alternative Routes (STARS).

The Department of Labor tracked apprenticeship data between 2010 and 2019 for 686,000 apprentices, of which 567,000 apprentices provided demographic information.<sup>6</sup> As indicated in the following table, the majority of apprentices were white. The DOL data also showed between 2010 and 2019, women only comprised an average of 8.5% of apprentices.

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<sup>1</sup> Industry Recognized Credential includes industry-recognized training in classroom or on-the-job training that aligns with employer hiring requirements or decisions. Training can culminate in the attainment of credentials—including certificates, certifications, degrees, and licenses—which are desired or required job qualifications that are sometimes recognized by trade associations. Available at: <https://workforce.urban.org/node/45.html>

<sup>2</sup> Maryland Works:

Developing and Implementing Systems to Accelerate Youth Apprenticeships. Grant Information Guide. Available at: [https://marylandpublicschools.org/about/Documents/OFPOS/GAC/GrantPrograms/MDWorks/MarylandWorksGrantInformationGuide\\_20221213.pdf](https://marylandpublicschools.org/about/Documents/OFPOS/GAC/GrantPrograms/MDWorks/MarylandWorksGrantInformationGuide_20221213.pdf)

<sup>3</sup> Available at: <https://www.apprenticeship.gov/about-us/our-history>

<sup>4</sup> Equity Snapshot: Apprenticeships in America. 2021. Available at: <https://blog.dol.gov/2021/11/03/equity-snapshot-apprenticeships-in-america>

<sup>5</sup> IBID

<sup>6</sup> IBID

Race/Ethnicity	% Identification
White	77.5%
Hispanic	18.3%
Black	15.3%
American Indian/Alaska Native	2.9%
Asian	2.1%
Native Hawaiian/Other Pacific Islander	1.6%
Multiple Races	0.5%

Apprenticeship programs aimed at high school students have the potential to improve racial equity and positively impact students of color. The Center for Apprenticeship and Work-Based Learning and Jobs for the Future analyzed data from the DOL Registered Apprenticeship Partners Information Database System (RAPIDS) for participants ages 16 to 24.<sup>7</sup> The following table provides the makeup of participants by race/ethnicity between 2010-2020. As indicated in the following table, the majority of youth apprentices were white. The DOL data also showed between 2010 and 2020, women only comprised an average of 7% of youth apprentices.

Race/Ethnicity	% Identification
White	62.69%
Hispanic	21.06%
Black	8.10%
No Race Selected	4.02%
American Indian/Native Hawaiian	2.40%
Asian	1.32%
Multiple Races	0.46%

The Maryland Works grant will enhance MCPS' Work Based Learning program. The funding will allow the school system to increase staffing and focus on the following:

- Employer engagement and recruitment to increase the number of approved Youth and Registered Apprenticeship sponsors available for all MCPS students to access in Montgomery County.
- Provide employer support in identifying the industry certifications and Related Instruction (RI) students will complete as part of their apprenticeship training.

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<sup>7</sup> Center for Apprenticeship and Work-Based Learning. The Current State of Diversity and Equity in U.S. Apprenticeships for Young People. Available at: <https://info.iff.org/apprenticeshipdeia-youth-apprenticeship-rapids>

- Coordinate training for Internship Coordinators (IC) on how to recruit, schedule, and evaluate student access and progress in the experiential learning parts of WBL and the RI component of the Apprenticeship Maryland Program.
- Focus on strategic recruitment of current grade 11 and 12 students, increasing knowledge of grade 9 and 10 students, and expanding awareness of apprenticeship to middle school students.

BIPOC and low-income students have fewer resources to navigate, access, and complete internship or apprenticeship opportunities. The barriers that prevent underrepresented groups from completing apprenticeships mirror those limiting their access to other career and training programs. For example, insufficient supportive services like childcare, transportation, and housing aid contribute to lower completion rates among these populations, even once enrolled in an apprenticeship.<sup>8</sup> Maryland Works Grant funds will allow the school system to create systemic approaches to expand access and opportunity for all students in career development programs. Providing adequate support will enable students of color and low-income backgrounds to gain career experiences, leading to in-demand, high-paying jobs that promote financial independence after graduation.

cc: Monifa McKnight, Superintendent, Montgomery County Public Schools  
Ken Hartman, Director, Strategic Partnerships, Office of the County Executive

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<sup>8</sup> Camardelle, A. Joint Center for Political and Economic Studies. Five Charts to Understand Black Registered Apprentices in the United States. 2023. Available at: <https://jointcenter.org/wp-content/uploads/2023/03/Five-Charts-To-Understand-Black-Registered-Apprentices-in-the-United-States.pdf>