

# HOUSE BILL 194

E5  
HB 289/25 – JUD

(PRE-FILED)

6lr1190

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By: ~~Delegate Metzgar~~ Delegates Metzgar, Crutchfield, Kerr, Ruth, Schindler,  
Solomon, Terrasa, Wells, and Wu

Requested: October 14, 2025

Introduced and read first time: January 14, 2026

Assigned to: Government, Labor, and Elections

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Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 26, 2026

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 ~~Incarcerated Job Training Act~~  
3 Incarcerated Individual Apprenticeship Pilot Program

4 FOR the purpose of requiring the Department of Public Safety and Correctional Services,  
5 in consultation with the Department of Labor, to develop and offer an apprenticeship  
6 program in skilled trades for incarcerated individuals; and generally relating to an  
7 incarcerated individual apprenticeship program and the employment of incarcerated  
8 individuals an Incarcerated Individual Apprenticeship Pilot Program to provide  
9 incarcerated individuals at the Baltimore City Correctional Center the opportunity  
10 to serve as paid apprentices; and generally relating to the Incarcerated Individual  
11 Apprenticeship Pilot Program.

12 ~~BY adding to~~  
13 ~~Article — Correctional Services~~  
14 ~~Section 3-901 through 3-908 to be under the new subtitle “Subtitle 9. Incarcerated~~  
15 ~~Individual Apprenticeship Program”~~  
16 ~~Annotated Code of Maryland~~  
17 ~~(2025 Replacement Volume)~~

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

20 ~~Article — Correctional Services~~

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



~~SUBTITLE 9. INCARCERATED INDIVIDUAL APPRENTICESHIP PROGRAM.~~

~~§ 901.~~

~~IN THIS SUBTITLE, "APPRENTICESHIP PROGRAM" MEANS THE INCARCERATED INDIVIDUAL APPRENTICESHIP PROGRAM.~~

~~§ 902.~~

~~(A) THERE IS AN INCARCERATED INDIVIDUAL APPRENTICESHIP PROGRAM IN THE DEPARTMENT.~~

~~(B) THE APPRENTICESHIP PROGRAM IS AN INDEPENDENT PROGRAM THAT IS SEPARATE FROM MARYLAND CORRECTIONAL ENTERPRISES UNDER SUBTITLE 5 OF THIS TITLE.~~

~~§ 903.~~

~~(A) THE DEPARTMENT SHALL DEVELOP AN APPRENTICESHIP PROGRAM TO PROVIDE INCARCERATED INDIVIDUALS THE OPPORTUNITY TO SERVE AS PAID APPRENTICES IN AN AGENCY OR A UNIT OF STATE OR LOCAL GOVERNMENT OR WITH A PRIVATE ENTITY.~~

~~(B) THE APPRENTICESHIP PROGRAM SHALL PRIORITIZE EMPLOYMENT IN SKILLED TRADES WITH THE PURPOSE OF ASSISTING INCARCERATED INDIVIDUALS TO DEVELOP MARKETABLE JOB SKILLS AND TO PROVIDE INCARCERATED INDIVIDUALS WITH THE OPPORTUNITY TO EARN MONEY THAT CAN BE USED ONCE THE INCARCERATED INDIVIDUAL IS RELEASED FROM INCARCERATION.~~

~~(C) EMPLOYERS PARTICIPATING IN THE APPRENTICESHIP PROGRAM MAY INCLUDE AN AGENCY OR A UNIT OF STATE OR LOCAL GOVERNMENT AND PRIVATE ENTITIES.~~

~~(D) (1) THE DEPARTMENT SHALL MAKE ASSIGNMENTS FOR APPRENTICESHIP PROGRAM PARTICIPANTS TO ELIGIBLE EMPLOYERS WHO ARE PARTICIPATING IN THE APPRENTICESHIP PROGRAM.~~

~~(2) AN EMPLOYER MAY REJECT THE DEPARTMENT'S PROPOSED ASSIGNMENT OR CEASE PARTICIPATION IN THE APPRENTICESHIP PROGRAM AT ANY TIME.~~

~~§ 904.~~

1 ~~(A) SUBJECT TO SUBSECTION (B) OF THIS SECTION, AN EMPLOYER WHO IS~~  
2 ~~A PARTICIPANT IN THE APPRENTICESHIP PROGRAM SHALL DETERMINE THE WAGE~~  
3 ~~PAID TO AN INCARCERATED INDIVIDUAL.~~

4 ~~(B) A PERSON THAT EMPLOYS AN INCARCERATED INDIVIDUAL UNDER THIS~~  
5 ~~SECTION SHALL PAY A COMPENSATION RATE OF NOT LESS THAN THE STATE~~  
6 ~~MINIMUM WAGE UNDER § 3-413(C) OF THE LABOR AND EMPLOYMENT ARTICLE.~~

7 ~~(C) AN EMPLOYER WHO IS AN APPRENTICESHIP PROGRAM PARTICIPANT~~  
8 ~~SHALL PAY TO THE DEPARTMENT THE AMOUNT AGREED ON WITH THE~~  
9 ~~DEPARTMENT, AS PART OF THE AGREEMENT FOR THE APPRENTICESHIP PROGRAM,~~  
10 ~~FOR EACH DAY THAT AN INCARCERATED INDIVIDUAL IS EMPLOYED AS PART OF THE~~  
11 ~~APPRENTICESHIP PROGRAM.~~

12 ~~(D) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,~~  
13 ~~FROM THE PAYMENTS MADE UNDER SUBSECTION (C) OF THIS SECTION, THE~~  
14 ~~DEPARTMENT SHALL CREDIT THE AMOUNT HELD TO THE ACCOUNT OF THE~~  
15 ~~INCARCERATED INDIVIDUAL UNDER § 3-609 OF THIS TITLE, AS DETERMINED BY THE~~  
16 ~~DEPARTMENT.~~

17 ~~(2) IF THE DEPARTMENT FINDS THAT THE SPOUSE, CHILD, OR OTHER~~  
18 ~~DEPENDENT OF AN INCARCERATED INDIVIDUAL NEEDS FINANCIAL SUPPORT, THE~~  
19 ~~DEPARTMENT MAY PAY ALL OR PART OF THE PAYMENTS MADE UNDER SUBSECTION~~  
20 ~~(C) OF THIS SECTION, AS THE DEPARTMENT CONSIDERS PROPER, TO THE SPOUSE,~~  
21 ~~CHILD, OR OTHER DEPENDENT.~~

22 ~~§-905.~~

23 ~~(A) THE DIVISION OF CORRECTION SHALL PROVIDE, OR MAKE~~  
24 ~~ARRANGEMENTS THAT IT CONSIDERS TO BE ADEQUATE AND PROPER TO PROVIDE,~~  
25 ~~FOR THE GUARDING, TRANSPORTING, LODGING, FEEDING, CLOTHING, AND MEDICAL~~  
26 ~~AND OTHER CARE OF AN INCARCERATED INDIVIDUAL WHILE THE INCARCERATED~~  
27 ~~INDIVIDUAL IS PARTICIPATING IN THE APPRENTICESHIP PROGRAM.~~

28 ~~(B) (1) FOR AN INCARCERATED INDIVIDUAL ASSIGNED TO AN AGENCY OR~~  
29 ~~A UNIT OF STATE GOVERNMENT AS A PARTICIPANT IN THE APPRENTICESHIP~~  
30 ~~PROGRAM, THE STATE SHALL PAY THE EXPENSES INCURRED UNDER SUBSECTION~~  
31 ~~(A) OF THIS SECTION.~~

32 ~~(2) FOR AN INCARCERATED INDIVIDUAL ASSIGNED TO A MUNICIPAL~~  
33 ~~CORPORATION, COUNTY, OR PRIVATE ENTITY AS A PARTICIPANT IN THE~~  
34 ~~APPRENTICESHIP PROGRAM, THE MUNICIPAL CORPORATION, COUNTY, OR PRIVATE~~

~~1 ENTITY SHALL PAY THE EXPENSES INCURRED UNDER SUBSECTION (A) OF THIS  
2 SECTION UNDER ARRANGEMENTS MADE WITH OR SATISFACTORY TO THE  
3 DEPARTMENT.~~

~~4 3-906.~~

~~5 AN INCARCERATED INDIVIDUAL PARTICIPATING IN THE APPRENTICESHIP  
6 PROGRAM IS ENTITLED TO THE SAME DEDUCTIONS OR ALLOWANCES FOR GOOD  
7 BEHAVIOR, OBSERVANCE OF DISCIPLINE AND RULES, AND DILIGENT AND FAITHFUL  
8 LABOR AND IS SUBJECT TO THE SAME FORFEITURES OR PUNISHMENTS FOR BAD  
9 BEHAVIOR AND OTHER VIOLATIONS THAT OTHERWISE APPLY TO INCARCERATED  
10 INDIVIDUALS UNDER THE LAWS OF THE STATE.~~

~~11 3-907.~~

~~12 IF AN INCARCERATED INDIVIDUAL SUCCESSFULLY COMPLETES THE  
13 APPRENTICESHIP PROGRAM, WITHIN 30 DAYS AFTER THE SCHEDULED RELEASE OF  
14 THE INCARCERATED INDIVIDUAL, THE DEPARTMENT SHALL PROVIDE THE  
15 INCARCERATED INDIVIDUAL WITH A CERTIFICATE DEMONSTRATING THE  
16 INCARCERATED INDIVIDUAL'S SUCCESSFUL COMPLETION OF THE APPRENTICESHIP  
17 PROGRAM.~~

~~18 3-908.~~

~~19 THE DEPARTMENT MAY ADOPT REGULATIONS TO CARRY OUT THE  
20 PROVISIONS OF THIS SUBTITLE.~~

~~21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
22 October 1, 2026.~~

23 (a) (1) In this section the following words have the meanings indicated.

24 (2) "Department" means the Department of Public Safety and Correctional  
25 Services.

26 (3) "Program" means the Incarcerated Individual Apprenticeship Pilot  
27 Program.

28 (b) (1) There is an Incarcerated Individual Apprenticeship Pilot Program in  
29 the Department.

30 (2) The Program is an independent program that is separate from  
31 Maryland Correctional Enterprises under Title 3, Subtitle 5 of the Correctional Services  
32 Article.

1 (c) The Department, in consultation with the Department of Labor, shall develop  
2 the Program to provide incarcerated individuals at the Baltimore City Correctional Center  
3 the opportunity to serve as paid apprentices in an agency or a unit of State or local  
4 government or with a private entity.

5 (d) The Department shall make assignments for Program participants to eligible  
6 employers who are participating in the Program.

7 (e) A person that employs an incarcerated individual under the Program shall  
8 pay a compensation rate of not less than the State minimum wage under § 3-413(c) of the  
9 Labor and Employment Article.

10 (f) The Division of Correction shall provide for, or make arrangements that it  
11 considers to be adequate and proper to provide for, the guarding, transporting, lodging,  
12 feeding, clothing, and medical and other care of an incarcerated individual while the  
13 incarcerated individual is participating in the Program.

14 (g) If an incarcerated individual successfully completes the Program, prior to the  
15 individual's scheduled release, the Department or the Program shall provide the  
16 incarcerated individual with a certificate demonstrating the incarcerated individual's  
17 successful completion of the Program.

18 (h) On or before January 1, 2029, the Department shall report to the General  
19 Assembly, in accordance with § 2-1257 of the State Government Article, on the  
20 implementation of this section.

21 (i) The Department may adopt regulations to carry out the provisions of this Act.

22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
23 October 1, 2026. It shall remain effective for a period of 3 years and, at the end of September  
24 30, 2029, this Act, with no further action required by the General Assembly, shall be  
25 abrogated and of no further force and effect.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.