

# HOUSE BILL 1165

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CF SB 673

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By: **Delegate Williams**

Introduced and read first time: February 11, 2026

Assigned to: Government, Labor, and Elections

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Procurement – Apprenticeship Program Accountability and Completion**

3 FOR the purpose of requiring certain apprenticeship programs utilized in certain State  
4 procurements to have at least a certain completion rate, as determined by the  
5 Maryland Department of Labor; and generally relating to the use of apprentices in  
6 State procurement.

7 BY repealing and reenacting, with amendments,  
8 Article – State Finance and Procurement  
9 Section 14–801, 17–205, 17–601(b), and 17–6A–01(f)  
10 Annotated Code of Maryland  
11 (2021 Replacement Volume and 2025 Supplement)

12 BY repealing and reenacting, without amendments,  
13 Article – State Finance and Procurement  
14 Section 17–601(a), (e), (f), (g), and (h), 17–602, 17–603(a), 17–604(a), 17–6A–01(a),  
15 (d), and (e), and 17–6A–02(a)  
16 Annotated Code of Maryland  
17 (2021 Replacement Volume and 2025 Supplement)

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

20 **Article – State Finance and Procurement**

21 14–801.

22 (a) In this subtitle the following words have the meanings indicated.

23 (b) “Covered procurement” means a procurement contract that:

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (1) meets the criteria established by the Chief Procurement Officer, in  
2 consultation with the Secretary and, for contracts subject to Title 3.5 of this article, the  
3 Secretary of Information Technology, under § 14–802 of this subtitle; and

4 (2) is not a public work contract subject to § 17–202 of this article.

5 (c) “Department” means the Maryland Department of Labor.

6 (d) “Eligible internship program” means an internship program that requires a  
7 contractor or other entity to provide paid internships that meet standards established by  
8 the Secretary.

9 (e) “Registered apprenticeship program” means an apprenticeship program that:

10 (1) is registered with and approved by the Division of Workforce  
11 Development and Adult Learning; AND

12 (2) **HAS A COMPLETION RATE OF AT LEAST 25%, AS DETERMINED BY**  
13 **THE DEPARTMENT.**

14 (f) “Secretary” means the Secretary of Labor.

15 17–205.

16 (a) A contractor or subcontractor under a public work contract subject to this  
17 subtitle:

18 (1) shall employ only competent workers and apprentices who qualify  
19 under subsection (b) of this section;

20 (2) may not employ any individual classified as a helper or trainee; and

21 (3) may refuse to employ a worker who is a resident of another state if the  
22 Commissioner finds that the other state enforces a law that prohibits a resident of this  
23 State from employment as a worker under a public work contract in that state, unless:

24 (i) the refusal is in conflict or otherwise inconsistent with a federal  
25 law applicable to the public work;

26 (ii) the federal government is to pay wholly or partly for the public  
27 work; and

28 (iii) the inconsistency with federal law jeopardizes the availability of  
29 federal funds for the public work.

1 (b) An apprentice under a public work contract shall be part of and used in  
2 accordance with an apprenticeship program **THAT:**

3 (1) **IS** registered with the Council and approved by the Office of  
4 Apprenticeship of the United States Department of Labor; **AND**

5 (2) **HAS A COMPLETION RATE OF AT LEAST 25%, AS DETERMINED BY**  
6 **THE MARYLAND DEPARTMENT OF LABOR.**

7 17-601.

8 (a) In this subtitle the following words have the meanings indicated.

9 (b) “Apprenticeship training program” means an apprenticeship training  
10 program that:

11 (1) is registered with, and approved by, the Apprenticeship and Training  
12 Council or the U.S. Department of Labor; **AND**

13 (2) **HAS A COMPLETION RATE OF AT LEAST 25%, AS DETERMINED BY**  
14 **THE DEPARTMENT.**

15 (e) “Department” means the Maryland Department of Labor.

16 (f) “Fund” means the State Apprenticeship Training Fund established under §  
17 17-602 of this subtitle.

18 (g) “Participates in an apprenticeship training program” means that a contractor  
19 or subcontractor makes regular financial contributions for each covered craft to  
20 apprenticeship training programs for covered crafts during the term of the covered project  
21 that are at least equal to the hourly fringe benefit contribution rates required for  
22 apprenticeship training by the applicable prevailing wage determination for the project, as  
23 specified by the Secretary.

24 (h) “Secretary” means the Secretary of Labor.

25 17-602.

26 (a) There is a State Apprenticeship Training Fund in the Department.

27 (b) The Fund consists of:

28 (1) payments made by contractors or subcontractors in accordance with  
29 this subtitle and Subtitle 6A of this title;

1           (2) penalties collected as a result of violations of this subtitle and Subtitle  
2 6A of this title; and

3           (3) penalties collected as a result of violations of Title 14, Subtitle 8 of this  
4 article.

5           (c) The Fund is a special, nonlapsing fund that is not subject to § 7–302 of this  
6 article.

7           (d) The State Treasurer shall hold the Fund separately, and the Comptroller shall  
8 account for the Fund.

9           (e) The Secretary shall use money in the fund to:

10           (1) promote preapprenticeship programs and other workforce development  
11 programs in the State's public secondary schools and community colleges that assist  
12 students in preparing for and entering apprenticeship training programs; and

13           (2) pay any costs associated with carrying out the provisions of this subtitle  
14 and Subtitle 6A of this title or Title 14, Subtitle 8 of this article.

15 17–603.

16           (a) A contractor that is awarded a procurement contract for a covered project shall  
17 provide to a unit, as a condition of receiving the contract, written verification that:

18           (1) the contractor participates in an apprenticeship training program for  
19 each covered craft in which it will employ persons for the covered project;

20           (2) the contractor will make payments to the Fund; or

21           (3) the contractor will make payments in amounts determined under §  
22 17–605 of this subtitle to a registered apprenticeship program or to an organization that  
23 has registered apprenticeship programs for the purpose of supporting these programs.

24 17–604.

25           (a) A subcontractor that performs work at a value exceeding the small  
26 procurement amount specified in § 13–109 of this article for a covered project shall provide  
27 to a unit written verification that:

28           (1) the subcontractor participates in an apprenticeship training program  
29 for each covered craft in which it will employ persons for the covered project;

30           (2) the subcontractor will make payments to the Fund; or

1           (3) the subcontractor will make payments in amounts determined under §  
2 17-605 of this subtitle to a registered apprenticeship program or to an organization that  
3 has registered apprenticeship programs for the purpose of supporting these programs.

4 17-6A-01.

5           (a) In this subtitle the following words have the meanings indicated.

6           (d) “Department” means the Maryland Department of Labor.

7           (e) “Fund” means the State Apprenticeship Training Fund established under §  
8 17-602 of this title.

9           (f) “Registered apprenticeship program” means an apprenticeship program that:

10                **(1)** is registered with, and approved by, the Department or the United  
11 States Department of Labor; **AND**

12                **(2) HAS A COMPLETION RATE OF AT LEAST 25%, AS DETERMINED BY**  
13 **THE DEPARTMENT.**

14 17-6A-02.

15           (a) Except as provided in subsection (b) of this section, each contractor or  
16 subcontractor awarded a covered contract shall:

17                (1) (i) be affiliated with a registered apprenticeship program; and

18                (ii) use apprentices from a registered apprenticeship program for  
19 each craft or trade in which the contractor or subcontractor employs persons to complete  
20 the covered contract;

21                (2) make payments to the Fund; or

22                (3) make payments in amounts determined under § 17-6A-03 of this  
23 subtitle to a registered apprenticeship program for the purpose of supporting the program.

24           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
25 October 1, 2026.