

SB0413_FAV_LifeSpan_Apprenticeship 2030 Commission

Uploaded by: Danna Kauffman

Position: FAV



*Keeping You Connected...Expanding Your Potential...
In Senior Care and Services*

TO: The Honorable Melony Griffith, Chair
Members, Senate Finance Committee
The Honorable Jim Rosapepe

FROM: Danna L. Kauffman
Pamela Metz Kasemeyer
Christine K. Krone
410-244-7000

DATE: February 23, 2023

RE: **SUPPORT** – Senate Bill 413 – *Apprenticeship 2030 Commission*

On behalf of the LifeSpan Network, the largest and most diverse senior care provider association in Maryland representing nursing facilities, assisted living providers, continuing care retirement communities, medical adult day care centers, senior housing communities and other home and community-based services, we **support** Senate Bill 413, which establishes an Apprentice Commission. The purpose of the Commission is to examine and make recommendations to reduce skill shortages in high-demand occupations and provide affordable training for career pathways for young people by (1) expanding registered apprenticeships in industry sectors with skill shortages; (2) growing the number of registered apprenticeships to at least 80,000 in 2030; and (3) reaching the Blueprint for Maryland's Future goal of 45% for high school graduates completing the high school level of a registered apprenticeship.

As has been stated numerous times, the health care industry is facing a workforce crisis that will impact future care delivery. If this bill passes, we encourage it to coordinate with the Commission to Study the Health Care Workforce Crisis in Maryland. In addition, we believe that there should be representation of the health care industry separate from and in addition to the designation by the union organization as referenced in the bill. Thus, we urge a favorable vote.

SB 413 - Apprenticeship 2030 Commission.pdf

Uploaded by: Donna Edwards

Position: FAV



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

7 School Street • Annapolis, Maryland 21401-2096

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President

Donna S. Edwards

Secretary-Treasurer

Gerald W. Jackson

**SB 413 - Apprenticeship 2030 Commission
Senate Finance Committee
February 23, 2023**

SUPPORT

**Donna S. Edwards
President**

Maryland State and DC AFL-CIO

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 413. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

We support the establishment of the Apprenticeship 2030 Commission. Identifying and developing appropriate apprenticeship opportunities for industries that have high demand for skilled workers prepares our youth for careers. Most importantly is expanding affordable, accessible workforce training opportunities that provide bona fide career paths in all industries.

We look forward to fully participating on the Commission and providing our vast experience of successful registered apprenticeship in the skilled trades, aeronautics, maritime and engineering.

BaltimoreCounty_FAV_SB0413.pdf

Uploaded by: Elisabeth Sachs

Position: FAV



JOHN A. OLSZEWSKI, JR.
County Executive

JENNIFER AIOSA
Director of Government Affairs

AMANDA KONTZ CARR
Legislative Officer

JOSHUA M. GREENBERG
Associate Director of Government Affairs

BILL NO.: SB 413

TITLE: Apprenticeship 2030 Commission

SPONSOR: Senator Rosapepe

COMMITTEE: Finance

POSITION: **SUPPORT**

DATE: February 23, 2023

Baltimore County **SUPPORTS** SB 413 - Apprenticeship 2030 Commission. This legislation would establish the Apprenticeship 2030 Commission.

The growing need for skilled workers in high-demand occupations has been felt by organizations in the public and private sector alike. Many high school students see college as the sole path forward to rewarding employment. But for many industries, college is not the best path for ensuring access to a trained workforce. Workers within many skilled trades are often better served by technical courses through community colleges or on-the-job skills development offered by apprenticeships. It is incumbent upon leaders across the state to recognize the importance of different pathways for fostering a new generation of skilled labor.

Senate Bill 413 would establish a commission to evaluate and recommend policies to expand the current availability of apprenticeship programs throughout the State. Apprenticeship programs provide closely-monitored technical training to young people seeking career pathways in high-demand industries. As governments seek to strengthen pipelines to skilled public jobs and industries across the state seek to increase the pool of skilled workers to choose from, this legislation provides a timely solution.

Accordingly, Baltimore County requests a **FAVORABLE** report on SB 413. For more information, please contact Jenn Aiosa, Director of Government Affairs at jaiosa@baltimorecountymd.gov.

2023 - SB 413 - FAV - Employ Prince George's.pdf

Uploaded by: Grason Wiggins

Position: FAV



EMPLOY PRINCE GEORGE'S
1801 McCormick Drive, Suite 400,
Largo, Maryland 20774
www.employpg.org
Walter L. Simmons, President

Senate Bill 413

Committee: Finance
Date: February 23, 2023
Position: Favorable

This testimony is offered on behalf of Employ Prince George's, the principal workforce development entity for Prince George's County that provides nationally recognized community and workforce development programming. At Employ Prince George's, we deliver a demand-driven workforce system that generates economic mobility for workers, delivers qualified workers to businesses, and drives economic success for every Marylander.

Senate Bill 413 (SB 413) establishes the Apprenticeship 2030 Commission to examine apprenticeships and make recommendations to help Maryland:

1. Recruit new registered apprenticeship sponsors;
2. Ensure that 45% of high school graduates participate in apprenticeships by 2031;
3. Reach 80,000 apprentices by 2030; and
4. Create a thriving economy that connects every Marylander to gainful employment.

Apprenticeships have various program designs that allow job seekers to gain immediate employment, increase their wages, and learn new technical and professional skills that lead to more career opportunities. Employ Prince George's Apprenticeship Innovation Program (AIP), which gives job seekers the opportunity to participate in Registered Apprenticeships, Industry Recognized Apprenticeships, and Pre-Apprenticeships. **It is the only local workforce development program dedicated to increasing and expanding apprenticeships statewide.**

As the administrative and fiscal agent of the Prince George's County Workforce Development Board, Employ Prince George's is responsible for operating the Prince George's County Public Workforce System, which includes a diverse portfolio of apprenticeship programs. Under the leadership of Employ Prince George's, the Prince George's County Public Workforce System serves over 25,000 job seekers and businesses annually.

Maryland will benefit from the expansion of participation in apprenticeship programs, which will provide more opportunities for Marylanders to be connected to sustainable careers. By establishing a commission to examine apprenticeships and make recommendations to expand Maryland's apprenticeship programs, SB 413 places Maryland on a path toward economic growth and success that will benefit every Marylander. **For the aforementioned reasons, Employ Prince George's respectfully requests a favorable report from the Committee on SB 413.**

SB413 JOTF Testimony FAV - Apprenticeship 2030 Com

Uploaded by: Ioana Stoica

Position: FAV



TESTIMONY IN SUPPORT OF SB 413:
Apprenticeship 2030 Commission

TO: Chair Melony Griffith and members of the Senate Finance Committee

FROM: Ioana Stoica, Policy Advocate

DATE: February 22, 2023

The Job Opportunities Task Force (JOTF) is an independent, nonprofit organization that advocates for better jobs, skills training, and wages for low-income workers and job seekers in Maryland. **We support Senate Bill 413 as a means of expanding access to apprenticeship programs and vocational training as alternative pathways to job security and employment.**

Employment in the skilled trades is growing: the ten year projected growth for electricians is 14%, for plumbers is 12%, and for carpenters is 6%. These professions provide good wages and oftentimes benefits that are able to support individuals and their families. In Maryland, on average, wages are \$31.97 per hour for master electricians, \$32.70 for plumbers, and \$24.17 for carpenters - well above the minimum wage.

According to the National Information Center for Higher Education Policymaking and Analysis, approximately 24% of Marylanders overall have a high school diploma as their highest level of educational attainment. Apprenticeships provide employment opportunities throughout Maryland, and create a pathway to higher wage work for those without a college degree. Too many Marylanders are still struggling to secure full-time employment and build economic security after the Great Recession. With the growing demand for highly-skilled workers in the labor force, education and apprenticeships are one of the surest ways to build economic security for people living in or near poverty.

JOTF supports the way that Senate Bill 413 addresses the issue of labor shortages: first, by expanding registered apprenticeships in industry sectors with skill shortages while focusing on the largest sectors, and working directly with members of employer and labor communities to identify these needs; second, by aligning the work with the Kirwin Blueprint goals for secondary school students; and third, by collecting data and providing a plan for increasing apprenticeships to a specific goal, and for proposing further policy changes that will help Maryland attain these goals.

The work undertaken by the Apprenticeship 2030 Commission as written in this bill will allow for policy changes that will lead Marylanders to building economic security. Investing in the careers of these individuals is not only an investment in their futures, but also the State's economy. For these reasons, **we urge a favorable report on Senate Bill 413.**

For more information, contact:

Ioana Stoica / Policy Advocate / ioana@jotf.org / 240-643-0059

SB 413- Apprenticeship 2030 Commission- LOS.pdf

Uploaded by: Jane Krienke

Position: FAV



Maryland
Hospital Association

February 23, 2023

To: The Honorable Melony G. Griffith, Chair, Senate Finance Committee

Re: Letter of Support- Senate Bill 413- Apprenticeship 2030 Commission

Dear Chair Griffith:

On behalf of the Maryland Hospital Association's (MHA) 60 member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 413.

Maryland hospitals are facing the most critical staffing shortage in recent memory. A 2022 [GlobalData](#) report estimates a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. Without intervention, shortages could double or even triple by 2035. MHA's [2022 State of Maryland's Health Care Workforce report](#) outlines a roadmap to ensure Maryland has the health care workforce it needs now and into the future. The recommendations focus on four areas: expand Maryland's workforce pipeline, remove barriers to health care education, retain the health care workforce, and leverage talent with new care models.

Senate Bill 413 would create the Apprenticeship 2030 Commission to reduce shortages in high-demand occupations and provide career pathways. These goals align with the recommendations of MHA's Task Force on Maryland's Future Health Workforce to create programs that provide incentives to pursue careers in high-demand health care roles. Given the importance of the Apprenticeship 2030 Commission, we suggest including representation from the health care industry across the care continuum, as well as education partners. A successful apprenticeship is contingent on strong partnerships between industry and education.

Hospitals have high vacancy rates for licensed practical nurses, respiratory therapists, registered nurses, and surgical technicians. One in five nursing assistant positions are also vacant.¹ As the [Maryland Department of Labor's Healthcare Apprenticeship Workgroup](#) explored during the interim, there are opportunities for more health care apprenticeships. MHA looks forward to engaging in further conversations with the state and other stakeholders to remove barriers for Marylanders interested in working in health care so we can expand and grow a diverse and talented workforce to support the state's current and future needs.

For these reasons, we ask for a *favorable* report on SB 413.

For more information, please contact:
Jane Krienke, Senior Legislative Analyst, Government Affairs
jkrienke@mhaonline.org

¹ MHA Workforce Survey – January 2023

HFAM Testimony SB 413.pdf

Uploaded by: Joseph DeMattos

Position: FAV



**TESTIMONY BEFORE THE
SENATE FINANCE COMMITTEE**
February 23, 2023
Senate Bill 413: Apprenticeship 2030 Commission
Written Only Testimony

POSITION: FAVORABLE

On behalf of the members of the Health Facilities Association of Maryland (HFAM), we appreciate the opportunity to express our support for Senate Bill 413. HFAM represents skilled nursing centers and assisted living communities in Maryland, as well as associate businesses that offer products and services to healthcare providers. Our members provide services and employ individuals in nearly every jurisdiction of the state.

Senate Bill 413 establishes the Apprenticeship 2030 Commission to examine and make recommendations to expand access to apprenticeships to reduce skill shortages in high-demand occupations and provide affordable training for career pathways for young people to participate in apprenticeships.

Many industries today, especially healthcare, face the greatest shortage and the most tremendous opportunity in workforce development in a generation. To meet this opportunity and succeed, we must deploy new tools and create innovative public-private partnerships.

Workforce recruitment and retention challenges have long existed in healthcare, even before the COVID-19 pandemic. These challenges have only grown worse over the last several years and they will remain as we navigate a post-pandemic world. This legislation will help reduce skill shortages in high-demand occupations by creating new career pathways, removing barriers to entry, and providing affordable training programs.

In healthcare, we are placing considerable attention on how on-the-job training, apprenticeship programs, trade studies, and traditional post-secondary education can be overlapped to produce more qualified professionals across the care continuum.

There is tremendous potential for young people in Maryland to engage in apprenticeships that result in rewarding careers. This legislation advances our public policy work to that end.

For these reasons, we request a favorable report from the Committee on Senate Bill 413.

Submitted by:

Joseph DeMattos, Jr.
President and CEO
(410) 290-5132

MACPA Written SB 413 _ Apprenticeship 2030 Commiss

Uploaded by: MB Halpern

Position: FAV



Feb. 23, 2023

The Honorable Melony Griffith, Chair
Finance Committee
Miller Senate Office Building
Annapolis, MD 21401

Re: SB 413 “*Apprenticeship 2030 Commission*” - **Favorable**

Dear Chair Griffith and members of the Committee,

The Maryland Association of Certified Public Accountants (MACPA) is a membership organization with nearly 9,000 CPA members. These CPAs work in public practice, private industry, government, non-profit, and education.

As accounting and finance teams look to widen candidate pools, upskill current employees, and develop their leadership, we believe an apprenticeship program can be an invaluable, versatile tool. In fact, MACPA worked closely with the American Institute of CPAs (AICPA) as it developed the first professional apprenticeship for Finance Business Partners, now approved by the U.S. Department of Labor. Maryland is the first state in which the AICPA has registered its apprenticeship, and it is supported by a grant from the Maryland Department of Labor. This apprenticeship offers apprentices the opportunity to gain in-demand competencies and provides a path for skill development and job growth along with a globally recognized designation.

We support the intent of SB 413 in establishing a Commission, “*to examine and make recommendations to expand access to apprenticeships to reduce skill shortages in high-demand occupations*”. We believe the proposed Commission can benefit from the experience of the accounting and finance industry’s registered apprenticeship program.

We appreciate the opportunity to provide these comments for your consideration and respectfully request a favorable report.

Sincerely,

Rebekah J. Brown, CPA
Chief Executive Officer

cc: Senator Jim Rosapepe
Nick Manis, Manis Canning & Associates

Support for SB 413 Apprenticeship Commission 2030

Uploaded by: Tom Hood

Position: FAV



The Honorable Melony Griffith, Chair Senate Finance Committee
Miller Senate Office Building
Annapolis, MD 21401

Dear Madam Chair Melony Griffith,
Vice-Chair Katherine Klausmeier,
And members of the Senate Finance Committee

RE: Support for SB 413 Apprenticeship 2030 Commission

My name is Tom Hood, CPA,CGMA and I am a resident of Baltimore City and currently the EVP of Business Growth & Engagement for the AICPA-CIMA, a global membership organization with nearly 700,000 CPAs, CGMAs and finance and accounting students as our members. These CPAs and CGMAs work in public practice, private industry, government, non-profit, and education. I was formerly the CEO of the Maryland Association of CPAs for 24 years where I testified before this body numerous times.

I am here to testify in **support of SB 413** to create an Apprenticeship Commission in Maryland and its intent, *“to examine and make recommendations to expand access to apprenticeships to reduce skill shortages in high-demand occupations”*.

This Commission is essential as our state and country face severe talent shortages in high-demand occupations like accounting and finance (see attached [“The case for accounting and finance as a high-demand occupation”](#)).

As accounting and finance teams look to widen candidate pools, upskill current employees, and develop their leadership, we believe apprenticeship programs are an invaluable, versatile tool with a proven track record. By expanding access to good-paying jobs and promoting diversity in the profession, the program can help to create a more inclusive and equitable economy that benefits everyone.

In fact, the AICPA-CIMA has developed the first professional apprenticeship for Accounting and Finance in the US. Our Apprenticeship for the occupation of ‘Finance Business Partner’, approved by the U.S. Department of Labor and registered with the Maryland Department of Labor is an example of a new breed of ‘professional apprenticeships’ recognized at National Apprenticeship Week this past November by FLOTUS, Dr. Jill Biden and US DOL Secretary Marty Walsh.

Working with the Maryland Association of CPAs, we aim to use this new Apprenticeship in the State of Maryland to expand access to jobs in corporate finance and accounting supported by a \$120,000 grant from the Maryland Department of Labor. This apprenticeship offers



apprentices the opportunity to gain high-demand competencies and provides a path for skill development and job growth along with a globally recognized designation as a CGMA and a Certificate as a Finance Business Partner from the US Department of Labor.

We ask for a positive report on SB 413 and want to note our appreciation and offer to help the Commission in meeting the talent demands for the accounting and finance profession.

Thank you for your attention to this matter.

Sincerely,

/Tom Hood/

J. Thomas Hood, CPA, CGMA
EVP Business Engagement & Growth
AICPA-CIMA

CC: Nick Manis, Manis Canning & Associates
Rebekah Brown, CPA, CEO of the Maryland Association of CPAs

The case for accounting and finance as a 'high-dem

Uploaded by: Tom Hood

Position: FAV

The case for accounting and finance as a ‘high-demand occupation’

There is substantial evidence to support the existence of a critical talent shortage for accounting and finance professionals, Certified Public Accountants (CPAs), and Chartered Global Management Accountants (CGMAs) in the United States.

First, according to a recent article in [The Washington Post](#), the shortage of accounting and finance professionals in the United States poses a serious threat to the future of capitalism, as businesses increasingly struggle to find the talent they need to navigate complex financial regulations and reporting requirements. This shortage is also creating a significant public interest risk, as financial reporting accuracy is essential to maintaining investor confidence in the markets.

Second, as the article notes, there is a significant shortage of qualified accounting and finance professionals. According to a recent survey, 74 percent of accounting firms reported difficulty in finding qualified candidates to fill open positions. This shortage is not limited to entry-level positions, as experienced accounting professionals are also in high demand, with 66% of firms reporting that they are experiencing a shortage of experienced professionals.

Third, the demand for accounting and finance professionals, including Certified Public Accountants (CPAs) and Chartered Global Management Accountants (CGMAs), is significant and growing. According to the Bureau of Labor Statistics (BLS), employment of accountants and auditors is projected to grow 6 percent and 10 percent for financial managers from 2020 to 2030, which is faster than the average for all occupations. This growth is being driven by factors such as globalization, increasing regulatory compliance requirements, and the ongoing need for accurate financial reporting and analysis.

Fourth, accounting and finance play a critical role in the functioning of the economy. Financial information is used to make investment and lending decisions, and accurate financial reporting is necessary for businesses to attract investors and raise capital. The proper management of financial resources is essential for the success of organizations and the overall health of the economy. During the COVID pandemic, the Cybersecurity and Infrastructure Security Agency (CISA) of the U.S. Department of Homeland Security (DHS) classified accounting and finance professionals as essential workers, which underscores the importance of these professions in maintaining the stability and security of the nation's critical infrastructure.



Fifth, the skills and education requirements for accounting and finance are rigorous, including advanced degrees or professional certifications. Certified Public Accountants (CPAs) are required to pass a rigorous exam and meet education and experience requirements to obtain their certification. Additionally, the Chartered Global Management Accountant (CGMA) qualification requires rigorous education and experience requirements, as well as passing a comprehensive exam that tests knowledge and skills across a range of areas, including finance, strategy, and leadership.

To address this critical shortage, it is essential that the United States take steps to attract and retain qualified accounting professionals, including investing in education and training programs, promoting the value of accounting and finance careers, and supporting initiatives like the US DOL and Maryland Registered Apprenticeship for Finance Business Partner. During National Apprenticeship Week in Chicago in November 2022, AICPA's apprenticeship program was highlighted by FLOTUS and US DOL Secretary Marty Walsh as one of the top three innovative 'professional apprenticeship' programs for the year.

The US DOL Registered Apprenticeship for Finance Business Partner is an important initiative that can help to expand the finance and accounting pipeline and diversify the profession. By providing a new alternative two-year pathway into the profession that emphasizes required technical instruction (RTI), practical experience and on-the-job training, the program provides opportunities for underrepresented groups to enter the profession and can help to create a more diverse, inclusive, and skilled workforce that is better equipped to meet the demands of the modern economy.

The current shortage is driven by a combination of factors, including shortages of skilled professionals, strong employment growth projections, the critical role of the profession in the functioning of the economy, and rigorous skills and education requirements. Together these factors make the case for accounting and finance, including CPAs and CGMAs, to be classified as an essential '**high-demand occupation**.' By investing in the development of a strong, qualified accounting workforce, we can help to ensure that markets remain transparent and trustworthy, and that the free and healthy flow of capital continues in the years to come.

Background: four articles that talk about the program:

- [AICPA & US DOL announce Registered Apprenticeship for Finance & Accounting](#)
- MACPA - [AICPA lands \\$120,000 business partner grant for Maryland apprentices](#)
- CFO Brew - [The Future of Finance is More Diverse](#)
- Fortune Magazine - [HP, Aon, and Liberty Bank are piloting a new apprenticeship program to help fill the finance talent pipeline](#)

For more information:

Tom Hood, CPA, CGMA, Executive Vice President of Business Engagement & Growth Tom.Hood@aicpa-cima.com

Joanne Fiore, Esq. Vice President of Pipeline and Apprenticeships joanne.fiore@aicpa-cima.com

Barry Payne, Director of External Relations Barry.Payne@aicpa-cima.com

SB413_USM_FWA.pdf

Uploaded by: Andy Clark

Position: FWA



**SENATE FINANCE COMMITTEE
Senate Bill 413
Apprenticeship 2030 Commission
February 23, 2023
Favorable with Amendment**

Chair Griffith, Vice-Chair Klausmeier, and Members of the Committee, thank you for the opportunity to testify on Senate Bill 413. The bill establishes the Apprenticeship 2030 Commission to expand access to apprenticeships in high-demand occupations.

For centuries, apprenticing in one form or another has been a vehicle for bringing new workers into skilled trades. The University System of Maryland (USM) would welcome the opportunity to work in tandem with a proposed new Commission, state agencies, and private-sector partners to make recommendations that expand Registered Apprenticeship to secure paid apprenticeships in high-demand, competitive wage occupations.

Skilled-trades workers such as HVAC technicians and electricians are among the hardest positions to fill not just for university campuses, but across all industry and building sectors, resulting in a technical gap in workforce expertise. With the looming retirement of many of these skilled-trades workers, the need for a new generation of trained professionals who are familiar with modern, energy-efficient technology is in demand. To address this demand, some Maryland institutions may seek to develop their own accredited skilled trades apprenticeship programs. These programs could provide a path for individuals to develop the knowledge, skills, abilities, and experience to qualify to work in the trade at the full performance level. USM participation in the Commission deliberations would add value and greater opportunities to share best practices.

In an effort to be part of that on-going conversation, the USM respectfully requests an amendment be adopted that would add the Chancellor of the University System of Maryland, or the Chancellor's designee, to the membership of the Commission.

Thank you for allowing the USM to share these thoughts and recommendation regarding Senate Bill 413.



About the University System of Maryland

The University System of Maryland (USM)—one system made up of 12 institutions, three regional centers, and a central office—awards 8 out of every 10 bachelor’s degrees in the State of Maryland. The USM is governed by a Board of Regents, comprised of 21 members from diverse professional and personal backgrounds. The chancellor, Dr. Jay Perman, oversees and manages the operations of USM. However, each constituent institution is run by its own president who has authority over that university. Each of USM’s 12 institutions has a distinct and unique approach to the mission of educating students and promoting the economic, intellectual, and cultural growth of its surrounding community. These institutions are located throughout the state, from western Maryland to the Eastern Shore, with the flagship campus in the Washington suburbs. The USM includes Historically Black Colleges and Universities, comprehensive institutions, research universities, and the country’s largest public online institution.

USM Office of Government Relations - Patrick Hogan: phogan@usmd.edu

SB0413-FIN_MACo_SWA.pdf

Uploaded by: Brianna January

Position: FWA



MARYLAND
Association of
COUNTIES

Senate Bill 413

Apprenticeship 2030 Commission

MACo Position: **SUPPORT**

To: Finance Committee

WITH AMENDMENTS

Date: February 23, 2023

From: Brianna January

The Maryland Association of Counties (MACo) **SUPPORTS SB 413 WITH AMENDMENTS**. This bill would establish the Apprenticeship 2030 Commission to examine and make recommendations to expand access to apprenticeships to reduce skill shortages in high-demand occupations and provide affordable training for career pathways for young people to participate in apprenticeships.

This bill comes at the ideal time as the public and private sectors struggle to hire and retain professionals with expertise in the trades, and as social trends are shifting in favor of alternatives to traditional post-K-12 university experiences.

Maryland counties have historically supported alternative education and career paths but doing so has recently become an even greater priority for local governments in response to the shifting labor market and workforce demands. Counties, like other employers, continue to face a shortage of vocational trade staff to hire or contract for critical infrastructure and public works projects. This raises county costs and pushes back project completion on key projects like building new schools and repairing roads and bridges – and Marylanders suffer for it.

SB 413 shares many of these same priorities and goals, and counties appreciate the additional guidance and assistance the Apprenticeship 2030 Commission would offer to the critical work locals are already doing. **As such, counties would like to participate on the Commission and respectfully ask for an amendment to SB 413 to add local representatives – one from county government and one from local workforce development boards – to serve on the commission.**

SB 413 is another step in the right direction to adjust Maryland's near- and long-term workforce to meet modern needs and opportunities, and counties remain enthusiastic to partner with the State via this bill and other initiatives. For these reasons, MACo **SUPPORTS SB 413 WITH AMENDMENTS**.

SB 413_LOS with Amendments_Apprenticeship 2030 Com

Uploaded by: Kevin O'Keeffe

Position: FWA



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8751 Freestate Drive
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February 23, 2023

To: Members of the Senate Finance Committee
From: Independent Electrical Contractors (IEC) Chesapeake
Re: Support Senate Bill 413 **(with Amendments)** – Apprenticeship 2030 Commission

Independent Electrical Contractors (IEC) Chesapeake supports Senate Bill (SB) 413 and requests a favorable report with amendments.

IEC Chesapeake's membership represents more than 15,000 electrical workers and nearly 1,000 electrician apprentices in Maryland. IEC Chesapeake wants to commend the sponsor for his efforts in promoting the necessity of increasing apprentices, especially in the skilled trades.

IEC Chesapeake supports Senate Bill 413 **with an amendment** to add to the Apprenticeship 2030 Commission 2 additional members from group non joint representation entities (See Page 2).

Proposed Amendment to SB 413

Page 2, after Line 18, insert:

“(11) Two members representing group non joint representation entities.”

Thank you for your consideration. If you have any questions, please contact Grant Shmelzer, Executive Director of IEC Chesapeake, at 1-301-621-9545, extension 114 or at gshmelzer@iec-chesapeake.com or Kevin O’Keeffe at 410-382-7844 or at kevin@kokeeffelaw.com.

About Us

Independent Electrical Contractors (IEC) Chesapeake represents members throughout Delaware, Maryland, Virginia, West Virginia, and Washington, D.C. Our headquarters are located in Laurel, Maryland. IEC Chesapeake has an extensive apprenticeship program for training electricians. In addition, IEC Chesapeake promotes green economic growth by providing education and working with contractor members, industry partners, government policy makers and inspectors to increase the use of renewable energy.





PROPOSED AMENDMENT TO SB 413

BY: Independent Electrical Contractors Chesapeake
(To be offered in the Senate Finance Committee)

AMENDMENT TO SENATE BILL 413
(First Reading File Bill)

AMENDMENT NO. 1

On page 2, after line 1, insert ***“(11) Two members representing group non joint representation entities.”***



MBIA Letter of Support SB 413.pdf

Uploaded by: Lori Graf

Position: FWA

February 23, 2023

The Honorable Melony G. Griffith
Senate Finance Committee
Miller Senate Office Building,
3 East Wing 11 Bladen St.,
Annapolis, MD, 21401

RE: MBIA Letter of Support with Amendments SB 413 Apprenticeship 2030 Commission

Dear Chairwoman Griffith:

The Maryland Building Industry Association, representing 100,000 employees statewide, appreciates the opportunity to participate in **SB 413 Apprenticeship 2030 Commission**. MBIA **Supports** the Act with amendments.

This bill would establish the Apprenticeship 2030 commission to make recommendations on how to expand access to apprenticeships. MBIA supports this measure with amendments. The building industry is one of the major employers and proponents of apprenticeship programs across the state. MBIA currently runs an apprenticeship program aimed at building industry skill trades such as carpentry. Because this commission is of such importance to the industry and impacts the access to education of many people in the skill trades that our members rely on MBIA requests that a representative from our organization be added to the commission.

For these reasons, MBIA respectfully requests the Committee give this measure a **Favorable** report with Amendments. Thank you for your consideration.

For more information about this position, please contact Lori Graf at 410-800-7327 or lgraf@marylandbuilders.org.

cc: Members of the Senate Finance Committee

sb413-Apprenticeship 2030 Commission(mj).pdf

Uploaded by: Marcus Jackson

Position: FWA



Associated Builders
and Contractors, Inc.

**Maryland Joint
Legislative Committee**

February 23, 2023

The Voice of Merit Construction

Mike Henderson

*President
Greater Baltimore Chapter
mhenderson@abcbaltimore.org*

Chris Garvey

*President & CEO
Chesapeake Shores Chapter
cgarvey@abc-chesapeake.org*

Dan Bond CAE

*President & CEO
Metro Washington Chapter
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Amos McCoy

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Gregory Brown

*Chairman
Joint Legislative Committee
greg@waynesboroconstruction.com*

Marcus Jackson

*Director of Government Affairs
Metro Washington Chapter
mjackson@abcmetrowashington.org*

Additional representation by:
Harris Jones & Malone, LLC

6901 Muirkirk Meadows Drive
Suite F
Beltsville, MD 20705
(T) (301) 595-9711
(F) (301) 595-9718

TO: FINANCE COMMITTEE
FROM: ASSOCIATED BUILDERS AND CONTRACTORS
RE: S.B. 413 – APPRENTICESHIP 2030 COMMISSION
POSITION: FAVORABLE WITH AMENDMENTS

On behalf of the Associated Builders and Contractors for Maryland, we support the intent of the S.B. 413, as it seeks to examine and make recommendations to expand access to apprenticeships to reduce skill shortages in high-demand occupations and provide affordable training for career pathways for young people to participate in apprenticeships.

We are also grateful for the broad mix of participants that will serve on the proposed commission. The membership will consist of representatives from the Department of Labor, Commerce, and the State Superintendent of Schools, the Governor's Workforce Development Board, the Maryland Apprenticeship and Training Council and the Chair of the CTE Committee.

In addition, four members designated by the President of the Maryland State and DC AFL–CIO, including individuals representing the building trades, health care workers, and public service unions. With that in mind, as the largest organization in Maryland to represent commercial builders, and the largest provider in the State of multi-craft training programs, we request a seat on this newly formed commission.

Each year we train several thousand individuals in everything from apprenticeship and craft training to safety certification training and management and supervisory education. We work in the schools and have school-to-career programs with Career Technology Education programs across the state.

Our members are leaders in the industry. They are the general contractors who manage the projects. They are the specialty contractors who perform the work and employ the skilled craft professionals who are building Maryland's hospitals, high-tech data centers; schools; multi-family housing projects; office buildings and more.

When asked the most pressing need facing our industry, to a contractor they will answer the demand for skilled labor. The construction industry is on the cusp of its most severe skilled-worker shortage in more than a generation. The merit shop construction community develops construction trade professionals through

innovative educational programming that provides the most highly-skilled workforce.

Again, as the largest construction employer and training organization in Maryland, we ask that the committee consider our request for a seat on the Apprenticeship 2030 Commission.

On behalf of the over 1,500 ABC members in Maryland, we look forward to the opportunity to work together to build a well-trained and sustainable workforce for an evolving and sustainable economy.

Marcus Jackson, Director,
Government Affairs



2023 SB413 Written Testimony.pdf

Uploaded by: Deborah Brocato

Position: UNF



Opposition Statement SB413
Apprenticeship 2030 Commission
Deborah Brocato, Legislative Consultant
Maryland Right to Life

We Oppose SB413

On behalf of our 200,000 followers across the state, we respectfully object to SB413. While providing affordable training for career pathways for young people is a positive in general, we oppose the program being used to recruit program participants into the abortion industry workforce. We oppose any funds for this bill being used to fund the training of participants for the abortion industry. Maryland Right to Life strongly recommends an amendment added with language that would exclude abortion funding and exclude recruitment of participants for the abortion industry workforce.

In addition to the taxpayer funding of participants for the abortion industry, Maryland Right to Life opposes the further erosion of medical care for the women and girls of Maryland. This program recruits participants with minimal education as stated, "reaching the blueprint goal for 45% of high school graduates completing the high school level of a registered apprenticeship." Surgical and medical abortions carry a risk of injury up to and including death. Surgical abortions are invasive and the woman or girl risks injuries including a punctured uterus, incomplete abortion, lacerations to the vagina and cervix, sepsis, and death. The risks for a woman or girl taking the abortion pill include hemorrhage, sepsis, incomplete abortion, menstrual abnormalities and death. The women and girls of Maryland deserve the care of trained, licensed physicians. The Abortion Care Access Act of 2022 removed the physician requirement for women and girls seeking abortion. This bill further reduces the quality of medical care that women and girls receive in Maryland.

Maryland is one of only 4 states that forces taxpayer funding of abortion. Maryland taxpayers should not be forced to subsidize the recruitment and training of workers for the abortion industry, especially workers that put the health of women and girls in jeopardy.

The state of Maryland is failing to protect women and girls. Public policy has failed to keep pace with the abortion industry's rapid deployment of chemical abortion pills. The assembly removed the final safeguard in law for women seeking abortion when they enacted the Abortion Care Access Act of 2022 and removed the physician only requirement. In doing so, the Assembly removed abortion from the spectrum of healthcare. This bill, as it stands, will allow more individuals to become "qualified providers" able to commit surgical and chemical abortions through birth. By providing training pathways for "qualified providers" for the abortion industry, the state of Maryland further represents itself as a state sponsor of abortion.



Opposition Statement SB413
Apprenticeship 2030 Commission
Deborah Brocato, Legislative Consultant
Maryland Right to Life

Americans oppose taxpayer funding of abortion. The 2023 Marist poll shows that 60% of Americans, pro-life and pro-choice, oppose taxpayer funding of abortion. 81% of Americans favor public funds being prioritized for health and family planning services that save the lives of mothers and their children including programs for improving maternal health and birth and delivery outcomes, well baby care and parenting classes.

Abuse of abortion drugs. The state is turning a blind eye to the fact that as much as 65% of abortions are not by choice, but by coercion. Potential for misuse and coercion is high when there is no way to verify who is consuming the medication and whether they are doing so willingly. Sex traffickers and other abusers will find it easier to obtain the lethal abortion drugs to use on their victims and continue their criminal abuse. This program will provide a pipeline of low experience, low education “qualified providers” delivering abortion services with risk of injury up to and including death.

While we oppose all abortion, we strongly recommend that the state of Maryland enact reasonable regulations to protect the health and safety of the women and girls of Maryland. Without an amendment to exclude abortion purposes including the prescription and distribution of chemical abortion drugs from the application of this bill, we urge you to reject the bill as a whole.

For these reasons, we ask for an unfavorable report on **SB413**.

BDCBT SB 0413 Apprenticeship 2030 Commission 02232

Uploaded by: Jeffry Guido

Position: INFO



Maryland Senate - Finance Committee

Chair: Melony Griffith

Vice Chair: Katherine Klausmeier

Senate Bill 0413 - Apprenticeship 2030 Commission

Position: Informational

Electrical Workers

Insulators

Boilermakers

United Association

Roofers

Cement Masons

Teamsters

Laborers

Bricklayers

Ironworkers

Sheet Metal Workers

Elevator Constructors

Painters

Operating Engineers

Carpenters

The Baltimore DC Metro Building Trades Council is providing information in support of SB 0413. We have always supported apprenticeships as they are a cornerstone of our success to provide a qualified and skilled labor force to our signatory contractors. The Baltimore DC Metro Building Trades Unions spend an estimated \$24 million annually on full tuition scholarships for Apprentice training. Apprenticeships if properly managed allow an individual to earn while they learn with graduated pay scales as their knowledge and skill increases. All apprenticeships should be industry funded as each business knows their labor needs of how many to train and hire. The cost of growing from 11,000 to 80,000 apprentices should not be borne by the Maryland taxpayer or create another student loan debacle. Neither should a student be pigeon holed into making a career decision for the next 50 years of their lives by arbitrary test scores or curriculum decisions. The outcome of an education should be the ability to learn how to learn. The high school diploma is the certificate that shows a graduate has a working knowledge of the the three "RRR's" and has the ability to be trained in the career of their choice.

Thank you.

Sincerely,

Jeffry Guido

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Value on Display... Everyday.



SB413_MACC_LOI_JGreene.pdf

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Position: INFO

FINANCE COMMITTEE

Testimony by
Dr. Brad Phillips, Executive Director
February 22, 2023

SB413 – Apprenticeship 2030 Commission

POSITION: Letter of Information

The Maryland Association of Community Colleges (MACC), representing Maryland’s 16 community colleges, thanks the Senate Finance Committee for the opportunity to provide information on SB413 and our involvement with Apprenticeships in the state.

The legislation proposes a number of concepts intended to nurture and grow Registered Apprenticeships in the State. Because community colleges are Maryland’s primary providers of customized training programs, our institutions have been instrumental in partnering with local area businesses and industries to design the needed curriculum and provide the accompanying training that these grants have promulgated. These programs have improved career pathways in a variety of industries including information technology, transportation and logistics, and biotechnology. While MACC understands the sponsor’s intent to strengthen Maryland’s apprenticeship programs, we offer this letter of information because of the ways this Commission would affect our ability to design and administer these programs.

We ask for the Committee to consider including a representative from community colleges in the Apprenticeship 2030 Commission.

On behalf of the Maryland Association of Community Colleges, thank you for the opportunity to share this information with you on this critical legislation. We appreciate your support for our students.